



KDVI RESEARCH

KDVI's leadership methodology and programmes are continuously assessed and improved in the light of the faculty's on-going research. Engaging in an effective dialogue about an organisation's strategic and tactical issues requires understanding both visible and hidden organisational dynamics. Manfred Kets de Vries and Elisabet Engellau pioneered the clinical paradigm that supports this approach and the group coaching method.

Our methodology is based on several decades of clinical work, putting organisations on the couch. Our research has been featured in *The New York Times*, *The Wall Street Journal*, *The Los Angeles Times*, *Fortune*, *BusinessWeek*, *The Economist*, *The Financial Times*, *The International Herald Tribune* and the *Harvard Business Review*. Together, faculty members have published more than 40 books and 400 scientific papers, as well as numerous articles, book chapters and award-winning case studies.

MANFRED KETS DE VRIES

Manfred Kets de Vries is the Professor of Leadership Development and Organizational Change at INSEAD in France, Singapore & Abu Dhabi. He was the Founding Director of INSEAD's Global Leadership Centre. He received an economics degree from the University of Amsterdam and a MBA and DBA from the Harvard Business School. He is also a practicing psychoanalyst/psychotherapist and a member of the Canadian Psychoanalytic Society, the Paris Psychoanalytic Society and the International Psychoanalytic Association. He has held professorships at McGill University, the Ecole des Hautes Etudes Commerciales, Montreal, and the Harvard Business School. He has lectured at management institutions around the world. He is the program director of INSEAD's Top Management Program, "The Challenge of Leadership: Developing Your Emotional Intelligence" and scientific director of the Executive Master's "Coaching and Consulting for Change" (and has five times received INSEAD's distinguished teacher award). His research interests include leadership, career dynamics, executive stress, entrepreneurship, family business, succession planning, cross-cultural management, and the psychodynamics of personal and corporate transformation. The Financial Times, Le Capital, Wirtschaftswoche, and The Economist have judged Manfred Kets de Vries one of world's leading thinkers on leadership.



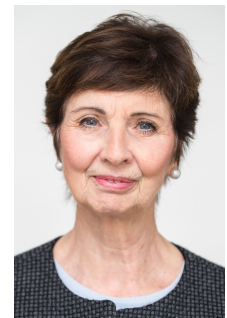
Kets de Vries is the author, co-author, or editor of more than 40 books, including *The Neurotic Organization*, *Leaders, Fools and Impostors*, *Life and Death in the Executive Fast Lane*, *The Leadership Mystique* and *The Happiness Equation* and *Are Leaders Made or Are They Born?* The Case of Alexander the Great, *The New Russian Business Elite*, *Leadership by Terror*, *The Global Executive Leadership Inventory*, *The Leader on the Couch*, *Coach and Couch*, and *The Family*

Business on the Couch. Sex, Money, Happiness, and Death: The Quest for Authenticity, Reflections on Leadership and Character, Reflections on Leadership and Career, Reflections on Organizations, The Coaching Kaleidoscope, The Hedgehog Effect: The Secrets of High Performance Teams and Mindful Leadership Coaching: Journeys into the Interior. Two new books are in preparation. He also developed seven multi-party assessment tests. His books and articles have been translated into thirty-one languages. He is a member of seventeen editorial boards. He has been elected a Fellow of the Academy of Management.

Kets de Vries is a consultant on organizational design/transformation and strategic human resource management to leading U.S., Canadian, European, African, and Asian companies. As an educator and consultant he has worked in more than thirty countries.

ELISABET ENGELLAU

Elisabet Engellau is Adjunct Clinical Professor of Management at INSEAD Business School in France, Singapore and Abu Dhabi and a Founding - Director of the Kets de Vries Institute (KDVI).



She specializes in one-on-one / group coaching and leadership development, for “C” level executives, as well as cross-cultural management, and team building. Her professional activities are focused on the dynamics of corporate transformation and change. In her work with individuals and teams in organizations worldwide, she combines her long-term interest in creativity with a clinical approach to human resource management. Her clients include Goldman Sachs, Hudson, Hypo Vereinsbank, Lundbeck, McKinsey, Nokia, National Australian Bank, Origin Energy, Standard Bank of South Africa, Troika Dialogue, SEB, and SABMiller.

As founding faculty of the INSEAD Global Leadership Centre, one of the largest leadership development centers in the world, she is one of the Centre’s coaching program directors for INSEAD’s different open enrollment programs for executives. She has been the coaching program director for the Advanced Management Program (AMP) for 15 years, as well as the director of INSEAD’s programs for the World Economic Forum. Presently, she is co-faculty director of INSEAD’s Top Management Program, “The Challenge of Leadership.”

Ms Engellau’s special interests also include women in business, particularly in the Middle East. She has been an invited speaker at the WIEF Businesswomen Forum, Kuwait, the New Arab Women’s Forum in Beirut, Lebanon, the Women Leadership Forum in Dubai, UAE, and the Women in Business Conference in Muscat, Oman.

She has held different faculty positions at McGill University, Faculty of Management, Harvard University, Cambridge and Concordia University, Montreal. She also has been visiting faculty at the Center for Creative Leadership, the Stockholm School of Economics, and Prince Sultan University, Riyadh.

In addition, she has produced and directed a number of video films for management education and designed feedback instruments, used in leadership development. She is the co- author of “*Doing an Alexander”: Lessons on Leadership by a Master Conqueror* (2004) and contributing author to the books *Conversations in Leadership: South African Perspectives* (2004), *Coach and Couch* (2006) and *The Handbook of Leadership Theory and Practice*, Harvard University Press (2009).

Ms Engellau's previous professional experience includes production and management in a variety of creative fields in an international context. She has studied at Uppsala, Harvard, and McGill universities, and has undertaken psychoanalytic training in Montreal and Paris. She is a member of the Research Group on Leadership Practices, the International Society for the Psychoanalytic Study of Organizations (ISPSO), the American Psychological Association (APA) and the Institut de Psychanalyse et Management (I.P&M), France.

ELIZABETH FLORENT TREACY

Elizabeth is a part of the faculty team in INSEAD's Executive Master in Coaching and Consulting for Change degree program. She supervises thesis projects in this programme, working with participants to design and carry out projects that combine academic rigor with real-world application. Her own research takes a psychodynamic approach to the exploration of leadership in organizations, executive group coaching, and experiential learning in leadership development executive education programs. She has contributed to the development of qualitative and quantitative 360° leadership survey feedback instruments for individuals, teams, and organizations; and creates innovative content and methods for INSEAD Global Leadership Centre leadership development modules and programs. She has worked in close collaboration for twenty years with Professor Manfred Kets de Vries, also at INSEAD.



Experienced in individual and group coaching with senior executives, Elizabeth also works as an Executive Coach and program facilitator in the areas of leadership development and family business. She holds an INSEAD Executive MA degree in Coaching and Consulting for Change, awarded with Distinction.

As part of the KDVI research group, Elizabeth is involved in the development of new interventions and of action research projects with clients which are aimed at addressing complex issues related to organizational change and culture that go below the surface to uncover patterns and dynamics that would otherwise be hidden.

ALICIA CHEAK

Alicia is a research associate at INSEAD in France, working on a number of leadership development instruments. She has also worked in European Commission projects as project coordinator. Back in the United States, Alicia served as a researcher at the Centre for the Study of Evaluation at UCLA's National Centre for Research on Evaluation, Standards and Student Testing, in Los Angeles, California. Principal research activities included the development of a number of technology-based software to support learning and problem solving, as well as the development of evaluation tools to measure different learning outcomes.



Alicia's research interests run the gamut and include leadership development and assessment, problem solving, knowledge mapping, performance-based assessments, collaborative learning, technology-based learning, and simulation-based learning.

Alicia holds a M.A. in Education and a B.A. in English and Psychology from the University of California, Los Angeles.

CAROLINE ROOK

Caroline is a Senior Lecturer in HRM and Leadership. Her research relates to creating healthy and productive workplaces through exploring the links between leadership and well being in organisations. She investigates in particular how to manage executive stress, how to maintain authentic functioning at work and the role of coaching for creating resilience for positive leadership. She has been involved in research and practice related to the topics of leadership, well being, authenticity and coaching for some years at INSEAD (France) and University of Exeter Business School, Centre for Leadership Studies (UK).



Caroline has not only worked in different academic environments but also has experience in the field of human resources management and consulting from internships at Kienbaum Management Consultants GmbH and Porsche Cars Great Britain Limited. She is currently involved in consultancy work provided by Lord Ashcroft International Business School.

Caroline holds a degree in Psychology (majors: Clinical Psychology, Organisational Psychology, Communication Psychology) from Friedrich-Schiller-University, Jena (Germany) and obtained her PhD from the University of Exeter (UK).

As part of the KDVI research group, Caroline uses a range of research methods to provide a rigorous evidence-based background to the development of new interventions at KDVI. She is involved in conceptual and empirical research on how personal growth and resilience are supported in work environments as part of leadership and team development.