

# Notes

## Introduction

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## 1 The Attachment Imperative: The Hedgehog's Kiss

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### 3 Are You a Victim of the Victim Syndrome?

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## 4 Are You in the Rescuing Business?

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## Conclusion

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# About the Author

Manfred F. R. Kets de Vries brings a different view to the much-studied subjects of leadership and the dynamics of individual and organizational change. Bringing to bear his knowledge and experience of economics (Econ. Drs., University of Amsterdam), management (ITP, MBA, and DBA, Harvard Business School), and psychoanalysis (Canadian Psychoanalytic Society and the International Psychoanalytic Association), Kets de Vries scrutinizes the interface between international management, psychoanalysis, psychotherapy, and dynamic psychiatry. His specific areas of interest are leadership, career dynamics, executive stress, entrepreneurship, family business, succession planning, cross-cultural management, team building, coaching, and the dynamics of corporate transformation and change.

Manfred Kets de Vries is the distinguished clinical professor of leadership development and organizational change at INSEAD, France, Singapore and Abu Dhabi. He was the Founder of INSEAD's Global Leadership Center, one of the largest leadership development centers in the world. In addition, he is program director of INSEAD's top management program, "The Challenge of Leadership: Developing Your Emotional Intelligence," and Scientific Director of the Executive Master's Program "Consulting and Coaching for Change" (and has five times received INSEAD's distinguished teacher award). He is also the Distinguished Visiting Professor of Leadership Development Research at the European School of Management and Technology (ESMT) in Berlin. He has held professorships at McGill University, the Ecole des Hautes Etudes Commerciales, Montreal, and the Harvard Business School, and he has lectured at management institutions around the world.

*The Financial Times*, *Le Capital*, *Wirtschaftswoche*, and *The Economist* have rated Manfred Kets de Vries among the world's leading leadership scholars. Kets de Vries is listed among the world's top 50 leading management thinkers and is among the most influential contributors to human resource management.

Kets de Vries is the author, co-author, or editor of more than 39 books, including *The Neurotic Organization, Leaders; Fools and Impostors; Life and Death in the Executive Fast Lane; The Leadership Mystique; The Happiness Equation; Are Leaders Born or Are They Made? The Case of Alexander the Great; The New Russian Business Leaders; Leadership by Terror: Finding Shaka Zulu in the Attic; The Global Executive Leadership Inventory; The Leader on the Couch; Coach and Couch; 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;* and *The Hedgehog Effect: The Secrets of High Performance Teams*. Three further books are in preparation.

In addition, Kets de Vries has published over 350 scientific papers as chapters in books and as articles. He has also written approximately 100 case studies, including seven that received the Best Case of the Year award. He is a regular contributor to a number of magazines. His work has been featured in such publications as *The New York Times, The Wall Street Journal, The Los Angeles Times, Fortune, Business Week, The Economist, The Financial Times,* and *The International New York Times*. His books and articles have been translated into 31 languages.

In addition, Kets de Vries is a member of 17 editorial boards and has been elected a Fellow of the Academy of Management. He is a founding member of the International Society for the Psychoanalytic Study of Organizations (ISPSO), which has honored him with a lifetime membership. Kets de Vries is also the first non-American recipient of the International Leadership Association Lifetime Achievement Award for his contributions to leadership research and development; he is considered one of the world's founding professionals in the development of leadership as a field and discipline. The American Psychological Association has honored him with the Harry and Miriam Levinson Award (Organizational Consultation division) for his contributions to the field of consultation. He has been awarded the Freud Award for his contributions at the interface of management and psychoanalysis. He has also received the Vision of Excellence Award from the Harvard Institute of Coaching. In addition, he is the recipient of two honorary doctorates.

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