About the author

This study of Shaka Zulu and leadership by terror takes Manfred F.R. Kets de Vries out of his usual territory. In most of his writings, he brings a different view to the much-studied subjects of leadership and the dynamics of individual and organizational change. Relying on 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 typically 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.

A clinical professor of leadership, Kets de Vries holds the Raoul de Vitry d'Avaucourt Chair of Leadership Development at INSEAD, Fontainebleau, France. He is the Director of INSEAD's Global Leadership Center. He is program director of INSEAD's top-management seminar *The Challenge of Leadership: Creating Reflective Leaders*, and its seminar *Coaching and Consulting for Change* (and has five times received INSEAD's distinguished teacher award). He has also held professorships at McGill University, the Ecole des Hautes Etudes Commerciales (Montreal) and the Harvard Business School, and has lectured at management institutions around the world. He is a founding member of the International Society for the Psychoanalytic Study of Organizations. The *Financial Times*, *Le Capital*, *Wirtschaftswoche* and *The Economist* have named Manfred Kets de Vries one of the world's leading management thinkers.

Kets de Vries is the author, co-author or editor of 20 books, including *Power and the Corporate Mind* (1975, new edn 1985, with Abraham Zaleznik), *Organizational Paradoxes: Clinical Approaches to Management* (1980, new edn 1994), *The Irrational Executive: Psychoanalytic Explorations in Management* (1984, editor), *The Neurotic Organization: Diagnosing and Changing Counter-Productive Styles of Management* (1984, new edn 1990, with Danny Miller), *Unstable at the Top* (1988, with Danny Miller), *Prisoners of Leadership* (1989), *Handbook of Character Studies* (1991, with Sidney Perzow), *Organizations on the Couch* (1991), *Leaders, Fools and Impostors*

(1993, new edn 2003), the prize-winning *Life and Death in the Executive Fast Lane: Essays on Organizations and Leadership* (1995) (the Critics' Choice Award 1995–96), *Family Business: Human Dilemmas in the Family Firm* (1996), *The New Global Leaders: Percy Barnevik, Richard Branson, and David Simon* (1999, with Elizabeth Florent), *Struggling with the Demon: Perspectives on Individual and Organizational Irrationality* (2001), *The Leadership Mystique* (2001), and *The Happiness Equation* (2002), *The New Russian Business Leaders* (2004) and *Are Leaders Born or Are They Made: The Case of Alexander the Great* (2004, with Elisabet Engellau). He has also developed two 360-degree instruments: *The Global Executive Leadership Inventory* (2004) and *The Personality Audit* (2004). These instruments are used in leadership development programs around the world.

In addition Kets de Vries has published over 200 scientific papers as chapters in books and as articles in such journals as *Behavioral Science*, *Journal of Management Studies*, *Human Relations*, *Administration and Society*, *Organizational Dynamics*, *Strategic Management Journal*, *Academy of Management Journal*, *Academy of Management Review*, *Journal of Forecasting*, *California Management Review*, *Harvard Business Review*, *Sloan Management Review*, *Academy of Management Executive*, *Psychoanalytic Review*, *Bulletin of the Menninger Clinic*, *Journal of Applied Behavioral Science*, *European Management Journal*, *International Journal of Cross-Cultural Management*, *International Journal of Human Resource Management*, *Harper's* and *Psychology Today*. He has also written numerous case studies, including seven that received the Best Case of the Year award from the European Case Clearing House. He is a regular writer for a number of magazines, and his work has been featured in such publications as the *New York Times*, the *Wall Street Journal*, the *Los Angeles Times*, the *International Herald Tribune*, *Fortune*, *Business Week*, the *Economist*, the *Financial Times* and the *International Herald Tribune*. His books and articles have been translated into 18 languages. He is a member of 17 editorial boards. He has been elected a Fellow of the Academy of Management.

Kets de Vries is a consultant on organizational design and transformation and strategic human resource management to leading US, Canadian, European, African and Asian companies. As a global consultant in executive development, he has worked with an array of clients including ABB, Aegon, Air Liquide, Alcan, Alcatel, Accenture, Bain Consulting, Bang & Olufsen, Bonnier, BP, L.M. Ericsson, GE Capital, Goldman Sachs, Heineken, HypoVereinsbank, Investec, KPMG, Lego, Lufthansa, Novartis, Nokia, NovoNordisk, Rank Xerox, Shell, SHV, Standard Bank of South Africa, South African Breweries, Unilever and Volvo Car Corporation. As an educator and consultant he has worked in more than 30 countries.

The Dutch government has made him an officer in the Order of Oranje

Nassau. He was the first fly fisherman in Outer Mongolia and is a member of New York's Explorers Club. In his spare time he can be found in the rainforests or savannas of Central Africa, in the Siberian taiga, in the Pamir mountains or within the Arctic circle.