

# Manfred Kets de Vries



Manfred is Director and Co-founder of KDVI. Bringing to bear his knowledge and experience of economics (Econ. Drs., University of Amsterdam), management (MBA and DBA, Harvard Business School), and psychoanalysis (Canadian Psychoanalytic Society and International Psychoanalytic Association), Kets de Vries scrutinises 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, cross-cultural management, team building, coaching and the dynamics of corporate transformation and change.

He is also Professor of Leadership Development and Organisational Change at INSEAD. He was the Founding Director of INSEAD's Global Leadership Centre and has held professorships at McGill University, the Ecole des Hautes Etudes Commerciales, Montreal, and the Harvard Business School. He is the programme director of INSEAD's Top Management Programme, "The Challenge of Leadership: Developing Your Emotional Intelligence" and scientific director of the Executive Master's "Coaching and Consulting for Change". The Financial Times, Le Capital, Wirtschaftswoche, and The Economist have judged Manfred one of world's leading thinkers on leadership.

As a global consultant in executive leadership development his clients have included ABB, ABN-AMRO, Aegon, Air Liquide, Alcatel, Accenture, Bain Consulting, Bang & Olufsen, BP, Cairn, Deutsche Bank, Ericsson, GE Capital, Goldman Sachs, Heineken, Hudson, HypoVereinsbank, Investec, KPMG, Lego, Lufthansa, Lundbeck, McKinsey, ATIC, National Australian Bank, Novartis, Nokia, NovoNordisk, Origin, Shell, SABMiller, Standard Bank of South Africa, Unilever and Volvo Car Corporation.

Manfred is the author, co-author, or editor of more than 50 books and has published over 400 scientific papers as chapters in books and as articles. He has also written approximately a hundred case studies including seven that received the Best Case of the Year award. He is a regular writer for the New York Times, Wall Street Journal, Los Angeles Times, Fortune, Business Week, The Economist, Financial Times, and International Herald Tribune.

## Overview

### Areas of expertise:

- Board and Executive Coaching
- Group Coaching
- Team Development
- Leadership Programmes

### Research and publications:

- Kets de Vries is the author, co-author, or editor of more than 50 books, and published over 400 scientific papers

### Education:

- Econ. Drs., University of Amsterdam, MBA and DBA, Harvard Business School), and psychoanalysis (Canadian Psychoanalytic Society and International Psychoanalytic Association)
- Professor of Leadership Development and Organisational Change at INSEAD. Founding Director of INSEAD's Global Leadership Centre
- Has held professorships at McGill University, the Ecole des Hautes Etudes Commerciales, Montreal, and the Harvard Business School

### Tools developed:

- Developed KDVI 360 development tools

### City & country of residence:

Paris, France

### Coaching language:

English

# Elisabet Engellau



Elisabet Engellau is a Founding partner of KDVI and Adjunct Clinical Professor of Management at INSEAD Business School in France, Singapore, Abu Dhabi and San Francisco. Her professional activities focus on the dynamics of corporate transformation and change. In her work with C-suite executives and teams in organisations worldwide, she combines her long-term interest in innovation with a clinical approach to human resource management. Her clients include Goldman Sachs, Hudson, Lundbeck, McKinsey, Nokia, Origin Energy, Sberbank, Septodont, Standard Bank of South Africa, Troika Dialogue, and SABMiller.

As founding faculty of the INSEAD Global Leadership Centre, and as one of the centre's coaching programme directors, she was responsible for the Advanced Management Programme (AMP), EMBA, company specific programmes as well as the INSEAD Fellows and Directors programmes for the World Economic Forum. Presently, she is co-faculty of INSEAD's Top Management Programme, "The Challenge of Leadership". In 2010 she became a supervisory board member of the United World College of Dilijan, Armenia, and is a member of the Research Group on Leadership Practices, the International Society for the Psychoanalytic Study of Organisations (ISPSO), the American Psychological Association (APA) and the Institut de Psychanalyse et Management (I.P&M), France.

Elisabet's special interests 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, and the Women in Business Conference in Muscat, Oman. She has held faculty positions at McGill University, Harvard University, and Concordia University, Montreal. She also has been visiting faculty at the Center for Creative Leadership, the Stockholm School of Economics, Prince Sultan University, Riyadh and Skolkovo Business school, Moscow. KDVI partnerships include the Razak School of Government (RSOG) in Kuala Lumpur and the European School of Management and Technology (ESMT) in Berlin.

## Overview

### Areas of expertise:

- Group Coaching & Executive Coaching
- Women in leadership
- Leadership Development

### Research and publications:

- "Doing an Alexander": Lessons on Leadership by a Master Conqueror (2004)
- Contributing author to the books Conversations in Leadership: South African Perspectives (2004),
- Coach and Couch (2006)
- The Handbook of Leadership Theory and Practice, Harvard University Press (2009).

### Education:

- Adjunct Clinical Professor of Management at INSEAD
- Founding faculty of the INSEAD Global Leadership Centre
- Member of the Research Group on Leadership Practices, ISPSO, the American Psychological Association (APA) and the Institut de Psychanalyse et Management (I.P&M), France and Harvard Institute of Coaching.
- Studied at Uppsala, Harvard, and McGill universities, and has undertaken psychoanalytic training in Montreal and Paris

### Tools developed:

- Developed KDVI 360 development tools

### City & country of residence:

Paris, France

### Coaching language:

English

# Claire Pointing



Claire is an experienced executive coach and organisational consultant who draws on over twenty-five years of experience working in senior leadership roles as a lawyer, strategy consultant, a telecoms and media regulator and a founder and senior NED of a leading data analytics company in the UK. In the last 10 years she has focused her activities in the organisational development arena as a coach and consultant with a primary focus on professional service firms and the financial services sector.

Her particular focus is working to facilitate the transition of individuals into senior leadership roles, and groups and organisations that are navigating periods of complexity and cultural change. In working with clients, she draws on her extensive business experience – including senior roles at a number of leading City Law Firms and LEK Consulting; as a Principal at OFCOM; and as a programme director for a number of large UK Government change programmes.

Claire combines her extensive front-line business experience with her understanding of the psychology of businesses to deliver focused and lasting solutions for her clients. In addition to her work portfolio, Claire currently sits on the Steering Committee for Oxford Women in Law and acts as a peer reviewer for the Harvard Business Review.

Claire studied law at Oxford University and at NYU Law as a research scholar; corporate finance at London Business School; and competition economics and law at The London School of Economics. She completed her training in organisational psychology at INSEAD and The Tavistock and Portman in London.

## Overview

### Areas of expertise:

- Organisational development
- Cultural change
- Diversity & Inclusion
- Entrepreneurship
- High Performance Teams
- High Potentials
- Innovation
- Leadership Strategy
- Organisational Culture
- Talent Management

### Education:

- Executive Master in Coaching and Consulting for Change, INSEAD

### Tools certifications:

- KDVI 360 and Culture development tools (user and accreditation coach)
- Leadership Circles
- Digital Leadership – The Presencing Institute
- Corporate Finance – London Business School

### City & country of residence:

Hove, UK

### Coaching language:

English

# Graham Ward



Graham's expertise is in transformational leadership, high performance teams, group dynamics, team dysfunction and change. He consults around the psychology of leadership, the application of fair process in teams, sustainable relationship building and developing high performance teams and culture in organisational life. He is a trained executive coach and works with both individuals and teams in this capacity, generally at EXCOM level.

He is also Adjunct Professor of Organisational Behaviour at INSEAD Business School in France and is the academic director of a number of executive programmes. He has worked as visiting faculty at Stockholm School of Economics in Sweden, Moscow Higher School of Economics and ESMT in Berlin. Graham was speaker at the 2007 EMCC annual conference on the subject of Group Leadership Coaching and in 2001 on the subject of Mentoring for Change. In 2013 he spoke at The School of Management Science, India on Spiritual Leadership. He is an affiliate member of the APA (American Psychological Association). He is also a Fellow of the Royal Society for Arts. He spent over 17 years at Goldman Sachs (GS), a US investment bank, both as a business leader for nine years and latterly spearheading an initiative to introduce a Global Leadership Development office that he led for three years.

At GS he was head of diversity for the Equities Division, created the Women's Committee and instigated other minority networks. He authored the academic paper Towards Executive Change (2008) and The Use of Transitional Space (2009). He regularly writes a blog for INSEAD Knowledge.

## Overview

### Areas of expertise:

- Change Management
- Corporate Governance
- Diversity & Inclusion
- Entrepreneurship & Family Business & Innovation
- High Performance Teams
- Leadership Strategy
- Mergers & Acquisitions, Private Equity
- Organisational Culture
- Succession & Talent Management

### Education:

- Adjunct Professor of Organisational Behaviour, INSEAD Business School
- Ph.D. from the Economics Faculty of the Vrije University in Amsterdam
- M.Sc. and Diploma Clinical Organisational Psychology, HEC/INSEAD
- Diploma of Investment Management, London Business School

### Tools certifications:

- KDVI 360 development tools
- MBTI
- Hogan
- Leadership Circle
- ONA ( Organisational Network Analysis)
- SOI ( Subject/Object Interview)

### City & country of residence:

London, UK

### Coaching language:

English

# Julia Chupina



Julia is a former McKinsey consultant and experienced (>10 years) executive coach who helps client teams and individuals untangle business and life challenges and develop their potential.

A former executive board member of 12+ years, Julia has hands-on experience of large banking transformations: digital, agile, business model, organisational, network optimisation, cultural, talent.

“I believe in life-long learning and development, the importance of understanding and overcoming difficult life situations, all of which enables us to become better versions of ourselves and lead others into a more educated and more balanced present and future.”

My clients and teachers say I am both analytical and intuitive, loving but direct, open-minded, courageous, highly empathetic, and a good judge of character. I have been lucky enough to have had the opportunity to learn from Manfred Kets de Vries, Claudio Naranjo, Robert Kegan, and others.”

Julia has mostly worked as a coach across the finance industry, tech and consumer goods industries. Throughout her life she has lived, studied and worked in the UK, Spain, US, Russia and other countries.

She is the mother to a son (24) and a daughter (13) and her interests and hobbies include philosophy, Buddhism, charity work, yoga, meditation, and being at one with nature

## Overview

### Areas of expertise:

- Strategy
- HR
- Digital and agile transformations
- Cultural transformation
- Banking

### Education:

- Esade/NYU - MBA (Finance and International business)
- MIT - Innovation and AI in business
- Stanford - Innovative business models
- BA - Linguistics (Spanish and English)

### Tools certifications:

- KDVI Psychodynamic-Systemic Group Coaching
- Master of psychoanalytical coaching (HSE)
- Robert Kegan - Art and practice of leadership development (Harvard)
- Manfred Kets-de-Vries - Challenge of Leadership, INSEAD
- Claudio Naranjo - Gestalt and Enneagram

### City & country of residence:

London, UK

### Coaching languages:

English, Spanish, Russian