

#### IEDC BOOKS OF THE YEAR

- 2006 Ichak Adizes: *What is a Leader? (a video lecture)*
- 2005 Peter Drucker: *Manage Yourself and Then Your Company: Set an Example (Homage to Peter Drucker)*
- 2004 Manfred Kets de Vries, *The Bright and Dark Sides of Leadership*
- 2003 Fons Trompenaars, *The Challenge of Leadership - Visions, Values, Cultures*
- 2002 Milan Kučan, Jean-Philippe Deschamps, William George, *Leadership for Innovation*
- 2001 Milan Kučan, Peter Kraljič, Peter J. Rohleder, *Competitiveness of Companies in Central and Eastern Europe*
- 2000 Paul Strebel, *Focusing on Breakthrough Options*
- 1999 John M. Stopford, *Harnessing Organizational Knowledge for Strategic Innovation*
- 1998 Pedro Nueno, *Maintaining Your Personal Value*
- 1997 Lecture by Peter F. Drucker on the occasion of the 10th IEDC Anniversary: "Manage Yourself and Then Your Company: Set an Example"
- 1996 *10 years of IEDC*
- 1995 George Taucher, *How to Succeed with Strategic Alliances*
- 1994 William A. Fischer, *The New Faces of Manufacturing*
- 1993 The European Presidents' Challenge; *Beyond Restructuring*
- 1992 *Developing Managers for Eastern and Central Europe*
- 1991 Thomas J. Peters, *The American Way of Managing - A Model for the Whole World?*
- 1990 Arnaldo C. Hax, *Redesigning of Strategic Concepts and Processes*
- 1989 Derek F. Abell, *Management in the Organization of the Future*
- 1988 Peter Kraljič, *Ways to Industrial Success*

#### ABOUT IEDC - BLED SCHOOL OF MANAGEMENT

Established in 1986 as the first business school of its type in Central and Eastern Europe, the IEDC - Bled School of Management is one of the most prominent international management development institutions in Europe. It is a place where leaders come to learn and reflect, an international center of excellence in management development, a business meeting point, and a unique place where works of art complement a creative environment for creative leadership. Some of the world's most eminent professors and consultants teach here, and participants attend from all over the world.

In 1999 the IEDC - Bled School of Management was one of the first two business schools to be awarded the IQA (International Quality Accreditation), while in 2005 it received international accreditation from the Association of MBAs (AMBA).

The IEDC - Bled School of Management is also the headquarters of the Central and East European Management Development Association (CEEMAN), the International Management Teachers Academy (IMTA), and the European Leadership Centre (ELC).

Along with its highly-ranked International Executive MBA and Presidents' MBA programs, the IEDC offers short executive seminars for top management, tailor-made programs for corporate partners, and a wide range of general management programs including a five-week General Management Program and an International Summer School for Young Managers.

The IEDC - Bled School of Management, Faculty of Postgraduate Studies of Management holds the status of a higher education institution at the Slovenian Ministry of Education, Science and Sport, which allows the school to offer Master's and degree studies in management in addition to MBA courses.

The IEDC - Bled School of Management is a member of:

- The Central and East European Management Development Association (CEEMAN)
- The European Foundation for Management Development (EFMD)
- The Association to Advance Collegiate Schools of Business (AACSB International)
- The Executive MBA Council (EMBAC)

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2006

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BOOK OF THE YEAR

BOOK OF THE YEAR

# Ichak Adizes

## What is a Leader?



*"A complementary team is like a hand composed of fingers of different lengths and capabilities, and its leader is like a thumb. Being a leader is being a thumb: making different fingers work together like a hand."*



A School with a View

20  
YEARS

## A WORD BY THE DEAN AND DIRECTOR

*The year 2006 was marked by IEDC's 20th anniversary. After two decades of strong commitment to its vision, constant innovation and dedication to excellence, the IEDC-Bled School of Management has become an internationally respected institution, known for its holistic approach to management development, which includes input from the arts, science and a variety of professions, and its mission to be an important business meeting place in the CEE.*

*The School celebrated throughout the year with various events in Slovenia and abroad, all under the slogan Leadership for a Better World, in line with IEDC's continuous efforts to develop responsible leaders.*

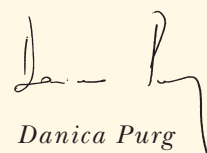
*The highlight was the conference Leadership for a Better World, which brought together more than 400 business and political leaders, alumni and friends of the IEDC from 33 countries. On its 20th anniversary, IEDC is regarding the future and reflecting on the type of leadership that is needed for the sustainable future of companies and organizations, and for us all.*

*In the framework of the conference, Global Compact Slovenia was established. This is the Slovenian chapter of the world's largest corporate global citizenship network, which currently connects more than 2500 companies and NGOs from 80 countries. Its members bind themselves to respect human rights, labor standards and the environment in their actions. IEDC also issued a book, Leadership for a Better World, which contains the reflections of renowned academics, business and political leaders who have been linked to the School in various ways over the past 20 years.*

*The conference's keynote speaker, Dr. Ichak Adizes, stressed that "leadership for a better world" requires both complementary teams and collaborative leadership. Decision-making alone is not enough; we need to implement our decisions. Because of constant change, a common interest does not exist; we can, however, bring various interests together via mutual trust and respect, and the task of leaders is to build a culture that stimulates both.*

*In order to share Dr. Adizes' thoughts on leadership with you, we have given this year's Book of the Year a slightly different format: instead of a written text it includes a picture and a sound.*

*We hope you will enjoy listening to Dr. Adizes' wise words and advice.*

  
Danica Purg

## Ichak Adizes

Dr. Ichak Adizes is one of the world's leading experts on improving the performance of business and government by making fundamental changes without the chaos and destructive conflict that accompany many such efforts. Over the past 35 years he has worked with some of the largest commercial organizations in the world and consulted with many heads of state. Dr. Adizes is the Founder and CEO of the Adizes Institute, a highly specialized change-management organization with offices in the US and 14 other countries around the world. Dr. Adizes is also a noted author and has lectured in four languages in over 40 countries.

His work has been featured in Inc. Magazine, Fortune, the New York Times, the Financial Times, Investor Relations Daily, Nation's Business, and World Digest. He is the author of seven books, which have been translated into 22 languages. His Corporate Lifecycles: How Organizations Grow and Die and What to Do About It (1988) is regarded as a classic in management theory and was selected as one of the 10 Best Business Books by The Library Journal. A revised edition was published in 1999 under the title Managing Corporate Lifecycles. Dr. Adizes' other books include The Pursuit of Prime (1996), Mastering Change: The Power of Mutual Trust and Respect in Personal Life, Family, Business and Society (1992), How to Solve the Mismanagement Crisis (1979), and Self-Management (1975). Dr. Adizes has a Ph.D. and MBA from Columbia University and a BA from Hebrew University. He works in English, Spanish, Hebrew, Serbian, Croatian, and Bosnian, and also understands Bulgarian and Portuguese.

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