



Join the Small & Selective group
of University Educators from all around the World
to Learn and Practice

how to implement one of the most successful
Change Management & Leadership Methodologies
in Your Institution Curriculum or in Your Course!

ADIZES CHANGE AND LEADERSHIP THEORY is tested during 40 years of successful implementation within various organizations & business companies all around the World.

The effective in achieving sustainable results and effective in using it—the Adizes theory assuring the Organic Growth of any organization.

The Unique opportunity to meet in person and be taught by
Dr. Ichak Adizes -
the Founder of Adizes Methodology



Dr. Ichak Adizes

Enjoy the Unique learning experience in one of the most wonderful places on Earth – the Adriatic Sea coast of Montenegro

Training dates and location:

September 8—10, 2014

Milocer, Budva, Montenegro

Training organized in cooperation with:



During these 3 days the Professors and Lecturers from various Business schools will get acquainted with the cornerstones of the Adizes Methodology, such as Organizational Lifecycle, Organizational Roles, Managerial Styles, Mutual Trust & Respect, CAPI and many others.

The methodology's fundamental principle is that every organization, like any living organism, has a natural lifecycle which demonstrates predictable and repetitive patterns of behaviour as it grows and ages. At each new stage of its development, an organization is presented with a distinct set of challenges. How well or poorly these issues are addressed and changes made determine the ultimate success or failure.



During this **interactive Training** the participants will be shown how **Adizes methodology** can take any organization to the next level, to have that enterprise, company or team perform on the highest level in the Marketplace.

To reach these ends, the participants will be given tools in 3 main areas:

- Tools to diagnose any organization, including your own: identify and prioritize its problems and opportunities.
- Tools to create a highly effective decision making structure that deals with the prioritized problems and development issues.
- Tools to optimize implementation of the decisions while minimizing resistance and destructive conflict.



Specifically the Adizes Methodology™ allows you to:

- Predict future challenges and opportunities;
- Make change initiatives understood and supported by everyone in the organization who will carry them out;
- Implement critical changes with great speed and accuracy;
- Promote an atmosphere of mutual trust and respect where honest, open communication naturally surfaces;
- Avoid destructive conflict, actually turning it into a constructive force for positive change.

The aim of using the Adizes tools and methodology is to drive commitment and accountability deep into the organization (rather than only in the hands of top management) while building a balance between organizational control and flexibility.

The format of the Training:

The training will be delivered with a common sense, practical approach to change and management. Individual concepts that are observed in everyday life will be clarified and layered into a logical model of human and organizational behavior. Practical tools for how entrepreneurs, managers, and agents of change can assure that the desired outcome is reached will be presented and discussed.

During the training the lecture, individual and group discussions, role plays, case studies based on real world examples as well as multimedia presentations will be used in order to facilitate learning. Short teaching videos produced to enhance understanding about the topics studied will be also watched.

The Graduates of the training will receive the **Certificate of Attendance**, issued by Adizes Graduate School (USA). They also will obtain the right to continue further learning of Adizes Methodology in more depth level in the future (see the chart "The training for Qualified Instructors on Adizes methodology at AGS Worldwide") on the last page of the brochure.



What people say about Adizes Methodology:

- "Adizes is the best kept secret in America. Discover him! The sooner you do, the better off you'll be." **Ken Blanchard, author of "The One-Minute Manager"**
- "Adizes should be taught in the first year in every university." **Dr. Katalin Varga, Director Hill Int., Budapest**
- "Adizes is one of the truly great innovators of our times. He cuts through pretentious management principles to get to the core of what it takes to bring about effective change in organizations." **Kirby Warren, Dean Emeritus, Columbia University School of Business**
- "... one of the most insightful, experienced and compelling educators of our time." **Stephen Covey, author of "The 7 Habits of Highly Effective People"**
- "Adizes methodology opened for me completely new, unexpected and very exciting approach how to manage changes. Once again I confirmed for myself the old rule – "everything that is genius is simple". Adizes methodology is easy understandable and due to that – very effective. One of the reasons is - it helps to understand the basic behaviour of individual and opens that behaviour for the natural development." **Professor, Hab. Dr. Albertas Skurvydas, Rector of Lithuanian Academy of Physical Education**
- "I am proud that I had initiated the first Russian language translation of Adizes book a decade ago. Now the biggest Russian companies, comprising Sberbank, use his methodology. What differs it from the majority of management theory? It works. And It works very well. It helps you to get quick and practical solutions of the majority of complicated problems you face while running your business". **Prof. Sergey Myasoedov, Vice-Rector, Academy of the Russian President; Dean, IBS-Moscow; President of the Russian Association of Business Education (RABE)**



Dr. Ichak Kalderon Adizes (born October 22, 1937) is one of the world's leading experts on improving the performance of business and government through fundamental change. Over the past 40 years, he has worked with some of the largest organizations in the world, and consulted with many heads of state.

Ichak Kalderon Adizes, PhD, is widely acknowledged as one of the world's leading management experts. Over the course of more than 40 years, he has developed and refined a proprietary methodology that enables corporations, governments, and complex organizations to accomplish exceptional results and manage accelerated change without destructive conflicts. Leadership Excellence Journal named him one of the Top 30 Thought Leaders in the United States, and Executive Excellence Journal put him on their list of the Top 30 Consultants in America.

Dr. Adizes is Founder and Chairman of the Adizes Graduate School for the Study of Leadership and Change in Santa Barbara (USA).

He is **Founder and President of the Adizes Institute**, based in Santa Barbara (USA), an international consulting company that applies the Adizes Methodology for clients in the public and private sectors. In 2011, the Leadership Excellence Journal ranked the Adizes

Institute as one of the top 10 consulting organizations in the United States. In 2012, the Adizes Institute was ranked #10 in the Large Consulting Groups category of the 2012 Leadership 500 by Leadership Excellence.

Dr. Adizes has served as a tenured faculty member at UCLA; was a visiting professor at Stanford, Tel Aviv and Hebrew Universities; and taught at the Columbia University Executive Program. He is currently an academic advisor to the Graduate School of Management of the Academy of National Economy of the Russian Federation and many other Business Schools.

Dr. Adizes has been awarded 15 honorary doctorates from institutions in 10 countries and two honorary citizenships.

In addition to consulting to prime ministers and cabinet-level officers throughout the world, Dr. Adizes has worked with a wide variety of companies ranging from startups to members of the Fortune 50. He lectures in four languages, and has appeared before well over 100,000 executives in more than 50 countries. He has written more than 14 books that have been published in over 24 languages. His book, Corporate Lifecycles: How Organizations Grow and Die and What to Do About It (subsequently revised, expanded and republished as Managing Corporate Lifecycles) was named one of the Ten Best Business Books by Library Journal.

Dr. Adizes lives in Santa Barbara, California, with his family. In his leisure time, he enjoys folk dancing, playing the accordion, and practicing meditation.

Faculty of the Training:

- Dr. Ichak Adizes, CEO and Founder of Adizes Institute and Adizes Graduate School (USA)
- Dr. Virginijus Kundrotas, Dean of Adizes Graduate School (USA), Area Manager for Lithuania, Poland, Estonia of Adizes Institute (USA)
- Dr. Zvezdan Horvat, CEO at Adizes South East Europe (Serbia); Professional Director at Adizes East Europe, Senior Consultant of Adizes Institute

Adizes Graduate School for the Study of Leadership and Change (USA):

Is the private Higher education Institution, located in Santa Barbara, California (USA) and offering Master and Doctoral (PhD and Clinical Doctorate) degree programs as well as Executive courses and programs for corporate world and academic society.

AGS offers unique, flexible, interdisciplinary degree programs with a focus on understanding and managing change and transformation. Programs provide an opportunity for integral study in terms of change management, sustainability, complexity, leadership, organizational management and managing change in complex systems.

The online and on-ground programs attract consulting professionals, change agents and leaders in the profit and nonprofit sectors interested in sustainability and cross-disciplinary applications, including core courses in Adizes methodology and Spiral Dynamics. Transformational change management methods are intended for use on many levels - with individuals, organizations, and society.

Administrational details of the Training:

Training fee:

670 EUR for BMDA and RABE members

950 EUR for the other members of Academic community

Fee includes 3 days training, training materials, coffee breaks. FEE does not include travel and accommodation.

Registration and information:

Mrs. Goda Nevidauskiene, Project Manager for Lithuania, Poland, Estonia of Adizes Institute (USA)

Email: goda@adizes.com Phone: +370 686 26942

Training dates:

September 8-10, 2014

Training place and accommodation:

HEC hotel Residence, Milocer, Budva, Montenegro: www.residencemontenegro.com



The Training for Qualified Instructors on Adizes methodology at AGS Worldwide:

