



**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!**

Comprehensive In-Depth 6 Days Training on Adizes Methodology “Theory and Practise for the Best Business Schools”

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



Dr. Ichak Adizes



**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.

Training dates and location: May 24—29, 2015, Santa Barbara, California, USA

During these **6 days** the **Professors and Lecturers** from various **Business schools** will get acquainted with the cornerstones of the **Adizes Methodology** (and get in depth with them), 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).

Over the course of more than 40 years, Dr. Ichak Kalderon Adizes has developed and refined a proprietary methodology that bears his name. The Adizes Methodology enables corporations, governments, and complex organizations to achieve 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**. In recognition of his contributions to management theory and practice, **Dr. Adizes has received 17 honorary doctorates from Universities in ten countries**. He is honorary Chancellor of the University of Fredericton, Canada, received the 2010 Ellis Island Medal of Honor, holds the honorary rank of lieutenant colonel from the military and has been made an honorary citizen of two Eastern European countries.

Dr Adizes is a Fellow of the International Academy of Management and has served as a tenured faculty member at UCLA. He was a visiting professor at Stanford, Tel Aviv and Hebrew Universities and taught at the Columbia University Executive Program. He also served as Dean of the Adizes Graduate School for the Study of Leadership and Change, and is currently an academic advisor to the Graduate School of Management of the Academy of National Economy of the Russian Federation.

Dr. Adizes is Founder and President of the Adizes Institute, based in Santa Barbara, California, an international consulting company that applies the Adizes Methodology for clients in the public and private sectors. **The Adizes Institute was ranked as one of the top ten consulting organizations in the United States** by Leadership Excellence Journal. 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 **17 books that have been published in 26 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.² Dr. Adizes and his wife, Nurit Manne Adizes, live in Santa Barbara County, California, and together have six children. In his leisure time, he enjoys 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 Adizes Institute Lithuania
- Shoham Adizes, Certified Associate and Director of Training for the Adizes Institute (USA)

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:

1800 EUR + VAT* (if participates 1 person form the same institution)

1500 EUR + VAT* (if participates 2 persons form the same institution)

*If VAT is applicable it is added to the price

Fee includes: 6 days training, training materials, coffee breaks. FEE does not include travel and accommodation.

Registration and information:

Mrs. Goda Nevidauskiene, Coordinator of Adizes Graduate School Activities in Europe (USA)

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

Training dates:

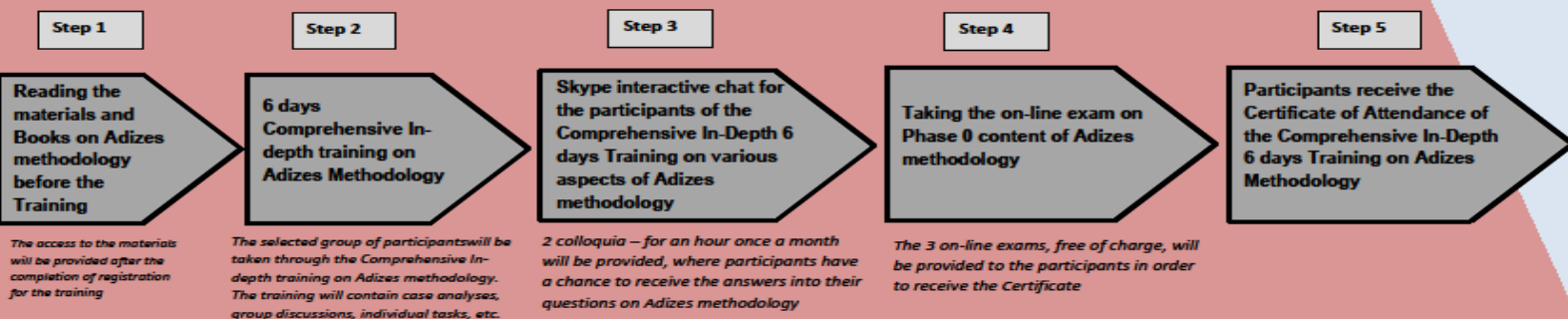
May 24 - 29, 2015

Training place and accomodation:

Santa Barbara, California, USA



The Model of Training for Qualified Instructors on Adizes methodology:



For those Faculty members, whose Institution would like to get in strategic academic cooperation with AGS, additional learning opportunities will be provided on the later stage:

