

**ADMINISTRATIONAL  
DETAILS:**

The training is organized  
by Adizes Graduate  
School (AGS)

**THE TRAINING WILL  
TAKE PLACE:**

In Baku, Azerbaijan

Early bird training fee  
(till December 15th,  
2015) :

**690 EUR for BMDA,  
members\***

**980 EUR for the other  
members of Academic  
community\***

After December 15th, the  
fee: 790 Euro/1180 Euro  
accordingly)

\*Fee includes 3 days  
training materials,  
lunches and coffee  
breaks. FEE does not  
include travel,  
accommodation and  
additional excursions

**REGISTRATION:**

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**MORE INFORMATION  
ON ADIZES  
METHODOLOGY:**

[www.adizes.com](http://www.adizes.com)



In Cooperation with:



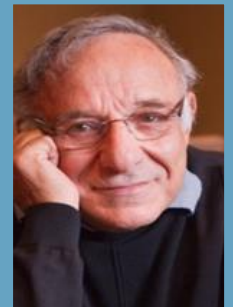
Invites selected academic staff to the training

**“HOW TO LEAD CHANGE for EXCEPTIONAL  
RESULTS without Destructive Conflicts”**

INTERACTIVE TRAINING FOR ACADEMIC STAFF OF THE BEST  
BUSINESS SCHOOLS FROM AROUND THE WORLD

THE UNIQUE OPPORTUNITY TO BE  
TRAINED BY THE FOUNDER OF THE  
METHODOLOGY -

**DR. ICHAK ADIZES,**  
AS WELL AS BY THE BEST FACULTY  
OF ADIZES GRADUATE SCHOOL



**A UNIVERSAL APPLIED CHANGE AND LEADERSHIP  
THEORY,**

Tested during more than 40 years of successful  
implementation within various organizations & business  
companies all around the World!



**Training dates and location: March 3—5, 2016, Baku, Azerbaijan**

**This interactive training presents** the newest insights and examples of practical application of the Adizes methodology from the newest edition of Dr. I. Adizes book „Mastering Change“ (2015).

**The participants will learn, analyse and practise such cornerstones of the methodology as:**

- Holistic approach to management;
- Quality of decision making process and how to make effective decisions in the organization;
- How to assure that your organization will be performing main organizational roles ?
- How to recognize the Managerial styles of your people and how to build a complementary team?
- How to assure that your decisions will be implemented efficiently?
- How to build or recover the Culture of Mutual Trust and Respect within your organization, and many other aspects;

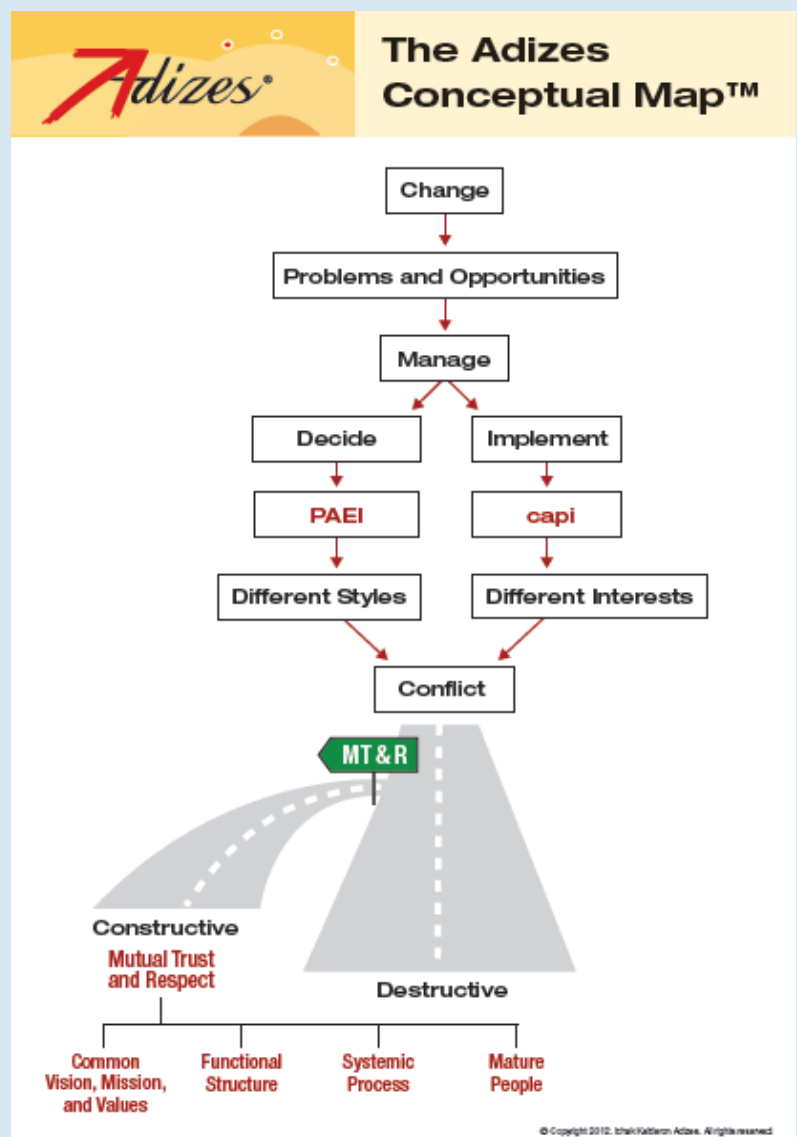


These key knowledge points represent an opportunity how to take any organization to the next level, to have that enterprise, company or team perform at the highest levels in the marketplace.

**During these 3 days the professors and lecturers from various business schools will learn how to teach their students using Adizes methodology, enabling them to work in a team and be much more effective and efficient within their own organizations.**

**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 format of the Training:

The course will be delivered with a commonsense, practical approach to change and management. 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.**



**Dr. Ichak 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.



## 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)**

## 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).**

## ADIZES GRADUATE SCHOOL

### For the Study of Collaborative Leadership and Constructive Change

**Adizes Graduate School (AGS)** – is 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.

## THE TRAINING IS ORGANIZED IN COOPERATION WITH BMDA:



The Baltic Management Development Association (BMDA) was founded at the end of 2002. From the very beginning, the Association started to induce the quality of management development in the Baltic region and beyond through promoting research, offering educational services and networking opportunities for management development institutions and business enterprises. Bridging East and West – became the main motto of BMDA. By establishing a virtual bridge between the East and West Management schools, especially taking into account enriching nature of collaboration of different scientific cultures, BMDA provides a unique opportunity for its members to share the experience of transformation, rapid growth and managing organizations for stabilization, that is the main feature of the New EU Member states including Baltic Countries economy and management challenges. The focus on Baltic region management development is also well kept.

BMDA currently unites more than 65 members from 23 countries – Austria, Belgium, Croatia, Denmark, Estonia, Finland, France, Georgia, Germany, Italy, Latvia, Lithuania, the Netherlands, Malaysia, Norway, Poland, Russia, Slovenia, Sweden, United Kingdom, Ukraine, Republic of Kazakhstan and USA.