

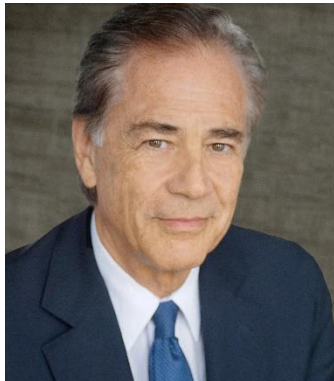
**Malik Institute St. Gallen, Switzerland**

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**Prof. Dr. oec. habil. Fredmund Malik**

Scientist, author, advisor and educator in systems and complexity management.

Founder and Chairman of the Malik Institute for Complexity Management, Governance and Leadership



Prof. Dr. Fredmund Malik has developed an all new thinking and management system designed to revolutionize the leadership perspectives of top executives as well as the functioning of large organizations. They were created to empower top leaders to master complexity and the dynamic new challenges of the 21<sup>st</sup> century. His innovative tools apply where conventional management stops.

A key element of Malik's approach is understanding management beyond profit making and more widely as the very societal function that enables society and its organizations to function properly and humanely, especially under conditions of rising complexity and severe tensions. Therefore Malik has based management not only on business administration but on the complexity sciences, e.g. cybernetics, the systems sciences and bionics. His results are a novel set of multidimensional management systems and tools for mastering the great challenges of business and society. These tools include the unique Syntegration® procedures, a new kind of social technology for adapting organizations in real time to even fastest-changing environments.

Malik's management systems apply to all types and levels of organizations as well as to teams and to individual persons. They ensure management compatibility and coherence throughout an organization and also shared understanding, language, and knowledge which are the pre-condition for speed of action and the effective self-regulation and self-organization of complex systems.

Malik earned both his doctorate and habilitation in system-cybernetic corporate management. In 1984 he published his first classic on system-cybernetic management, "*Strategy of the Management of Complex Systems*". In 1997 he first described and predicted by the name of "The Great Transformation<sup>21</sup>" what we experience today: a long and protracted phase of mostly unexpected societal turbulence including financial collapse and debt crises. Contrary to mainstream opinion, early on Malik has localized the roots of these turbulences not in the world of finance only but much more so in the growing complexity of today's global systems and the inadequacy of conventional management methods to effectively deal with it. He was Professor for General Corporate Management, Governance and Leadership at the University of St. Gallen Switzerland (1974 – 2004), and a Guest Professor at the Vienna University of Economics and Business (1992 – 1998). He is Special and Honorary Professor at three renowned Chinese universities. In 1984 he founded the Malik Institute in St. Gallen which he heads as Chairman and CEO. The Institute has been among the leading knowledge organizations for cybernetic thinking and management solutions ever since.

Fredmund Malik is the author of more than ten award-winning bestsellers and some 300 further publications. His classic *Managing Performing Living* was selected amongst the best 100 business books of all time.

**Publications (selection):**

*Maucher und Malik on Management: Maxims of Corporate Management.* 2012, 2013.

*Managing Performing Living: Effective Management for a New World.* 2000, 2003, 2005, 2006, 2012, 2014 (new edition pending 2015).

Series: "Management: Mastering Complexity":

Volume 1: *Management: The Essence of the Craft.* 2010, 2013.

Volume 2: *Corporate Policy and Governance: How Organizations Self-Organize.* 2007, 2008, 2011.

Volume 3: *Strategy: Navigating the Complexity of the New World.* 2011, 2013 (new edition pending 2014).

*The Right Corporate Governance: Effective Top Management for Mastering Complexity.* 1997, 2000, 2002, 2006, 2008, 2012.

*Strategy for Managing Complex Systems: A Contribution to Managerial Cybernetics for Evolutionary Systems.* Publication pending 2015. Based on the 10<sup>th</sup> edition (2008) of the German original *Strategie des Managements komplexer Systeme: Ein Beitrag zur Management-Kybernetik evolutionärer Systeme.* 1984 (new edition pending 2015).

*Uncluttered Management Thinking: 46 Concepts for Masterful Management.* 2007, 2010, 2011.

Since 1993 author and publisher of the most-read management letter in the German-speaking region: *Malik Letter (malik on management®-Letter (m.o.m.®)).*

**Awards (selection):**

1975 PhD in Systems Science with the highest distinction. Amititia Prize awarded for the best PhD of the academic year 1975 at the University of St. Gallen

1978 Habilitation, Venia Legendi at the University of St. Gallen for System-Cybernetic Corporate Management

2009 *Cross of Honor for Science and Art* of the Republic of Austria for his Holistic Management Systems

2010 *Heinz von Foerster-Award* for Organizational Cybernetics, German Association for Cybernetics

2011 Special Professor of system-cybernetic management and governance at the Capital University of Business and Economics in Beijing (CUEB) and the Inner Mongolian University of Agriculture (IMAU), China

2013 Honorary Professor of system-cybernetic management and governance at the University of Jilin, China

**Past and present memberships (selection):**

European Academy of Sciences and Arts

Member Excellence Cluster Jury German Federal Ministry of Science and Education

Advisory Board European Peter F. Drucker Society

Advisory Board Swiss Economic Forum

Chairman and Member of Governance and Advisory Boards of Corporations and Foundations