

Malik

Beyond conventional management Organizational transformation experts

A. Malik



Malik Management Systems®

Fredmund Malik

Prof. Dr. Fredmund Malik is an acclaimed international management expert, entrepreneur and professor for corporate management and governance. He is founder and chairman of Malik, the world's leading knowledge organization for wholistic system cybernetic management, right governance and responsible leadership.

*"He is the leading expert on management.
A commanding figure – in theory and practice
of management..."*

Peter F. Drucker on Fredmund Malik

The extreme alpinist and manytimes awarded author of a dozen bestselling books, including the classic *Managing, Performing, Living* (amongst the best 100 business books of all times), and *Strategie des Managements komplexer Systeme* and hundreds of other publications is one of the most influential pioneers of systemic management.

Being a member and chairman of the governance boards of globally leading companies, he is an intimate connoisseur of corporate governance. In this capacity he was one of the first to be an outspoken critic of neoliberalism and the shortsighted shareholder value approach. Due to his cybernetic methods he was also among the very first to predict the



Prof. Dr. Fredmund Malik

current crisis for which he has developed radically new, superior and faster solutions. One of the innovative centerpieces is the Malik SuperSyntegration® method for amplifying manifold the leadership capacity of top management for mastering today's macro-change challenges.

With his cybernetic-based management approach, Malik has been setting the standard for professional management for decades.

*"Fredmund Malik is one of the most influential
business thinkers in Europe..."*

Business Week, 2005

*"One of the world's leading management consultants
(...), lauded author and successful entrepreneur."*

China International Business, Face to Face, 2006

SELECTED AWARDS:

- » **2011 Special Professor of Systemcybernetic Management** at Inner Mongolia Agricultural University, China
- » **2011 Appointed Special Professor** at Capital University of Economics and Business, Beijing, China
- » **2011 Malik Bestseller** *Managing Performing Living* voted one of the best 100 business books of all times
- » **2010 Heinz von Foerster-Award** for Organizational Cybernetics, German Association for Cybernetics
- » **2009 Cross of Honor for Science and Art** of the Republic of Austria for his Integrated General Management Systems®
- » **2008 Member of the German Speakers Hall of Fame** German Speakers Association e.V.
- » **2000 Book of the Year Award** *Managing Performing Living*, Federal Association of German Consultants

Malik

St.Gallen Zurich Vienna Berlin London Toronto Beijing Shanghai

With several international offices, local partners and over 250 employees, Malik is among the leading knowledge organizations in the field of general management.

"Management is the transformation of society's resources into results and value."

Prof. Dr. Fredmund Malik, 2005

Annually, we train and advise more than 12,000 managers in effective and efficient management. Numerous market leaders, governments and non-profit institutions have their general management systems individually tailored by us. And although they come to us for solutions to their greatest challenges, our ultimate goal is to enable managers to manage and organizations to function without the need of external assistance.

We think differently about management, based on the sciences of complexity and dynamics. Our solutions are the result of over 40 years of research, development and application in the field of general management of complex systems and the functioning of organizations. Customer value (instead of shareholder value) and social responsibility are the fundamental positions of the system.

The Malik Management Systems® lie at the core of our methods and tools. They incorporate the logic and empirical facts that drive success. They are the guideline for the profession of management.

Malik's solutions resonate with decision-makers around the globe in the business world as well as in governments, political parties, large cities including mayors of Chinese mega cities, and in science and academic organizations among them the presidents of some of China's best universities.

Our unique methods typify our entire range of services ranging from management consulting, education and training, change management, strategy, human resources and organizational development to individual coaching. They allow for immediate and wide ranging results. They are especially successful in situations in which time is of the essence – when instant change is required.



Malik Headquarter St. Gallen, Switzerland

Malik is not your typical consulting company or training institution; We are a partner to global market players and governments that seek sustainable long-term answers to their most pressing and vital challenges.

We strive for a functioning society

Management has become one of the most important professions of our times – it shapes our economy, our social organizations and ultimately our everyday lives. Today, we see conventional management practices being challenged as the world is experiencing a historical transformation.

Far beyond conventional management teachings, business administration and profit making approaches, we always consider management as the major means to a viable and functioning civil society. This approach has led us to new general management methodologies and tools that shape our solution portfolio.

“Management is the moving force, wherever many people have to achieve common goals by division of work and knowledge. It is the organ of leadership in all our social institutions and organizations, the business enterprise, the university, the hospital, the city.”

Hans Ulrich and Walter Krieg*, 1972

We do not only deliver but we transfer our knowledge, tools and methods to government and non-profit institutions and organizations so they can create value for their customer – for society.

We provide integrative solutions for a viable future

We solve challenges in an integrated, comprehensive and highly customized way by mastering and incorporating all change dimensions, such as system exploration, system design, system development, system implementation and system monitoring of the achieved changes. In addition, our process integrates the polar components of executive education and consulting, manager and management development, human resources and organizational development.

We create customer value for and together with our clients

We – and, we trust, our clients – see us as experts for managing major transformation tasks in complex and dynamic environments. We aim to make organizations viable and their managers effective. We thereby address all dimensions of general management: strategy, structure, culture and leadership. Our unique methods and processes deliver the right results with the speed, precision and control required in today’s world.

“Management has to give direction to the institution it manages. It has to think through the institution’s mission, has to set its objectives, and has to organize resources for the results the institution has to contribute.”

Peter F. Drucker, Doyen of Management

Our solutions and methods, as well as our consulting approach, focus on cross-linking and integrating the intelligence, expertise and experience of the people involved. And, although we bring expertise in all technical fields, we trust that the relevant technical expertise is with the managers and employees of our client.

We enjoy an intense working relationship with our clients based on professional working attitude, trust and integrity. It ensures the good quality of results in terms of content, operational excellence and compliance with all requirements.

INTERNATIONAL RECOGNITION:

- » **2010 ASCO Award** for “Excellent Business Transformation” from the Association of Management Consultants Switzerland (ASCO)
- » **2005 Best Swiss Business Education Award** from the Graduate School of Business Administration Zurich (GSBA)
- » **2005 Award of Excellence** from the Club 55 – European Community of Experts in Marketing and Sales
- » **2004 & 2005 Comenius Medal** for the E-Learning Program “Effective Managing and Performing” (EMP)

* Two of the co-founders of the St. Gallen Management Model and main thinkers of system cybernetic management.