



The Ideal Executive

Ichak Kalderon Adizes Ph.D.

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Dr. Adizes premise, developed in this book, is that the ideal leader, manager, or executive ideal in the sense that he can fulfill by himself all the roles necessary for the long-and short-term effectiveness and efficiency of an organization does not and cannot exist. And that is the problem with contemporary management literature: it presents what the executive should do, (because that is what the organization needs) even though no one can do it.

All the books and textbooks that try to teach us to be perfect managers, leaders, or executives are based on the erroneous assumption that such a goal is possible. This book explains why it is not. We are all barking up the wrong tree, spending millions of dollars to train and develop executives based on faulty logic.

This book is the first in a series of three. In this volume, Dr. Adizes presents a paradigm shift in management thinking: If no one can be the ideal executive that organizations need, what should be done to avoid mismanagement?

How to compose a complementary team

How to structure the company correctly

How to harness conflict that necessarily will emerge within a team composed of diverse styles

This book is a must for all managers and leaders of industry or not-for-profit organizations. It is based on 30 years of successful application of principles presented in this book in 48 countries, in companies from start-ups to the largest on the earth.

While early promotions in one's career are due to excellence in a professional discipline, promotions to key management positions hinge upon excellence in interpersonal skills. This book is the culmination of Dr. Adizes theoretical studies, vast experience and great intuition. It will help you understand and better deal with subordinates, peers, and specifically your supervisor.

- Sass Somekh, Executive Vice President of Applied Materials, Inc.

Every management team is a unique slight mutation of the many others we know. With four basic characters; P, A, E, I, Dr Adizes succeeds in giving us the tools to create the full DNA of the numerous management teams that exist out there. With a masterful writing, based on tens years of real life experience, Dr Adizes brings to life characters that are the archetypes of managers we all see around us. Then he takes it one step further by showing us how to fix the unhealthy components of any given mutation.

Dr Moshe Benbassat, Chairman and CEO of ClickSoftware Inc.

Adizes provides help to everyone in his latest book no matter where you are in your life cycle. His wisdom is basic to being a successful manager, father, husband, and leader. There are no limited to what you can achieve if you can strengthen and overcome your own weaknesses through teamwork and improved communications. Adizes provides the insight to help you do it.

Charles D. Peebler, Jr., Plum I Managing Director and Plum II Director and Venture Partner.

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