

## Dr. Huibert de Man



Dr. Huibert de Man is an experienced teacher, trainer and consultant in the field of management and organizational behaviour. His main subjects:

- organizational change and change management
- cross-cultural communication and international management
- organizational learning and managerial competences.

He has a rich experience in academic management education, including international MBA programs in the Netherlands, Yemen and China.

He is senior lecturer at the Faculty of Management at the Open University of the Netherlands. He is responsible for a programme of general management courses ('Advanced Studies in Management'). He is also working on two new courses in the field of organization and change.

From 2007 to 2011 De Man has been the *academic coordinator* of the Master of Science in Management programme at the Maastricht School of Management. In this role he was responsible for the content and didactical design of the MSc in Management Programme – with an emphasis on International Business – of Maastricht School of Management. This programme was originally developed in cooperation with the Open University. In this MSc he also taught a number of general management and organizational behaviour related subjects, as well as methodology and preparation for the thesis.

As an independent teacher he has been involved in MBA programs of various business schools. For the top level management school Nyenrode he has been teaching Cross Cultural Management and Organizational Dynamics to in the International MBA, involving students from all continents. At Maastricht school of management he has been active in courses in Executive and International MBAs, as well as in the Master of Science Programme, teaching general management, organizational behaviour, leadership, change and organizational design. In this context he acquired a rich experience of teaching students from different cultures, not only in the International MBA in Maastricht, but also in the outreach programs in China (Nanjing, Shanghai), Yemen (Sana'a) and Saudi Arabia (Al Khobar). At Sana'a University he was also actively involved in creating the Executive MBA program, in his role as a consultant to the Faculty. In his teaching he tries to combine an interactive and participative style with solid research-based substantive knowledge, challenging students both personally and intellectually. He is deeply interested in other cultures, languages and religions, and in his teaching he tries transcend the stereotypes and prejudices that stand in the way of productive learning processes of managers. At the Open University of the Netherlands, as an associate professor, he has played a key role in the design of the core of the new Master of Science in Management program: a program based on the idea of the manager as a *reflective practitioner*.

His consulting and training work focuses on the facilitation of learning processes in strategy development and problem solving in management teams. He often contributes to the work of other consultants, especially in the stage of diagnosis, offering his expertise on problem structuring techniques, like *cognitive mapping*. In workshops on change management and learning, participants learn to reflect on their views and personal style.

De Man has published on

- organizational change processes in their (political, institutional) context
- management knowledge: its nature and diffusion, with an emphasis on the history of business schools
- organizational learning and barriers to learning: defensive routines in organizations; the role of unconscious processes etc.
- teaching competencies through internet-based learning environments (applied to a course in research design)
- culture change in organizations
- human resource management in China.

He is currently doing research on the relevance of classical Chinese philosophy for leadership, human resource management and business ethics.

He is member of the editorial board of M&O, a high-quality journal in the field of organizational behaviour and organizational change.

His hobbies include classical music (listening and singing in choirs), learning foreign languages and reading literature (if possible in the original language). Originally inspired by teaching assignments in China, he has been studying Chinese (Mandarin) since 2004. In May 2007 he passed the Chinese Proficiency Test (HSK, basic level) with grade A (about 2000 characters), and he is working hard on the next (intermediate) level. This allows him to use Chinese in elementary conversations as well as understand basic texts about business and daily life.

Huibert is married and has three children (born between 1986 and 1992). With his wife he lives in Geldrop near Eindhoven, the Netherlands.