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For Immediate Release

# **Managers Not MBAs**

## **A Hard Look at the Soft Practice of Managing and Management Development**

**By Henry Mintzberg**

In *Managers Not MBAs*, Professor Henry Mintzberg (McGill University) challenges the validity of the perennially popular MBA program: a program that top-tier companies continue to rely on as essential to the creation of successful corporate leaders. As one of the great iconoclasts of management theory, Mintzberg emphasizes the need to reexamine and drastically change our traditional form of management education. As Mintzberg boldly asserts: MBAs do not managers make.

Henry Mintzberg offers a sweeping critique of how managers are educated and how corporate management, as a result, is practiced. Mintzberg goes on to make thoughtful—and controversial—recommendations for reforming both. The author makes the case that because conventional MBA programs are designed almost exclusively for young people with little, if any, managerial experience, the programs overemphasize science, in the form of analysis and technique, and downplay experience and insight. As a result, graduates leave with a distorted impression that management consists entirely of applying formulas in order to solve complex situations. Mintzberg argues compellingly that this has had a corrupting and dehumanizing effect not just on the practice of management, but also on our business, non-profit and community organizations, and even our social and cultural institutions.

Already controversial (even before its publication), *Managers Not MBAs* goes beyond mere critique to offer proven, detailed proposals for change. In the second half of his book, Professor Mintzberg describes in detail the International Masters Program in Practicing Management (IMPM), initiated at McGill University in collaboration with colleagues from Canada, England, France, India, and Japan. This groundbreaking approach to management education—highly successful for the last eight years—is a novel way alternative to the MBA program, that helps managers learn from their own experience.

*Managers Not MBAs* presents the kind of bold, iconoclastic thinking readers have come to expect from the man the *Financial Times* named one of the top 10 management thinkers in the world, and who *Fast Company* called “one of the most original minds in management” and “one of the world’s most influential teachers of business strategy.”

***More...***

**HENRY MINTZBERG** is Cleghorn Professor of Management Studies at McGill University in Montreal, Canada. He was named Distinguished Scholar for the Year 2000 by the Academy of Management, served as President of the Strategic Management Society from 1988-1991, is an elected Fellow of the Royal Society of Canada (the first from a management faculty), and has been named an Officer of the Order of Canada and of l'Ordre Nationale du Quebec. He is the author of 12 books, including *The Nature of Managerial Work*, *The Structuring of Organizations*, *Mintzberg on Management*, and *The Rise and Fall of Strategic Planning*.

***Managers Not MBAs: A Hard Look at the Soft Practice of Managing and Management Development***

**By Henry Mintzberg**

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