



## **Elizabeth Florent-Treacy**

### **Associate Director, Research**

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Originally from California, Liz has lived and worked in France for over twenty years. She leads a team of researchers who take a psychodynamic approach to the exploration of leadership in organizations, executive group coaching, and career development executive education programs. In addition, the IGLC research team develops 360° leadership survey instruments for use in executive coaching for individuals, teams, and organizations; and works with IGLC faculty to create innovative content and methods for IGLC leadership development modules and programs.

Liz presents her research in her role as a guest faculty member in INSEAD's Consulting and Coaching for Change executive program, and represents the IGLC research team in panel presentations and professional development workshops at top academic and practitioner conferences (Academy of Management; International Leadership Association; European Mentoring and Coaching Conference; and IGLC and the European School of Management and Technology conferences on leadership development and executive coaching, for which she has also served as a conference co-convener).

Liz also works as an executive coach in the areas of career development and family business, and is trained in leadership development group coaching. She has a sub-specialty in coaching academic writing projects. Liz has written 25 case studies on leadership or family business topics, six of which have won top case writing awards (European Case Clearing House and European Foundation for Management Development). She has co-authored or authored 25 articles, working papers and book chapters. She has co-authored five books on leadership development and family business topics which have been translated into several languages. The most recent are *The Coaching Kaleidoscope* (Kets de Vries et al, Palgrave, 2010); *Coach and Couch* (Kets de Vries et al, Palgrave, 2008); and *Family Business on the Couch* (Kets de Vries, Carlock and Florent-Treacy, Wiley 2007). She holds degrees in Sociology (BA), Organizational Development (MSc), and a Diploma in Clinical Organizational Psychology (INSEAD, magna cum laude). Her thesis identified factors that supported or hindered individual change over time in a multi-module "identity laboratory" leadership development program.

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