

Management Centre Europe is inviting you to a **Business Breakfast** on

The 7 Dysfunctions of Leaders

By Olivier Courtois

How the 7 Dysfunctions Undermine Performance — and How to Prevent Them.

In a recent conversation with a senior executive navigating a major transition, one question surfaced repeatedly: "Why do capable leaders sometimes derail, even when they know better?"

Leadership today is exercised under constant pressure: speed, complexity, ambiguity, talent shortages, technological disruption, and heightened expectations. In such conditions, it is not incompetence that causes failure — it is predictable human dysfunctions that quietly take hold, especially during moments of growth, crisis, or transition.

After more than 35 years working with leaders, Olivier Courtois has observed that leaders lose touch with themselves. Their circle of influence narrows. Communication weakens. Vision fades. Energy disperses. Trust erodes. Exhaustion sets in. The consequences spread far beyond the individual leader — affecting teams, culture, performance, and long-term sustainability.

Based on his recent book "The Seven Dysfunctions of Leaders", this business breakfast explores why leadership is such a rare discipline — and how leaders can develop the vigilance, clarity, and daily practices needed to remain effective, grounded, and impactful over time.

This Business Breakfast covers:

- Why leadership failure is rarely about skills — and almost always about human blind spots
- The **7 most common dysfunctions** that cause leaders to lose their way
- How pressure, transition, and success amplify dysfunctional patterns
- Practical strategies to prevent derailment and restore clarity, trust, and focus
- How leaders can strengthen performance while remaining human and sustainable
- Reflection, dialogue, and shared learning with peers



Speaker/Author

Olivier Courtois

Olivier Courtois is a Senior Associate at MCE and has held senior roles in global people consultancies, including Korn Ferry.

He is an entrepreneur, coach, and keynote speaker with over 35 years international experience with senior leaders and leadership teams around the world and continues to support leaders facing complexity, transition, and growth.

He is the author of *The Seven Dysfunctions of Leaders: 21 Questions to Transform Your Business, Your Career and Your Life* (Novaro Publishing), a self-coaching guide designed for leaders of today and tomorrow.

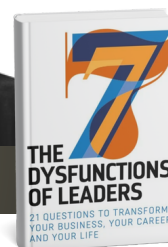
Recognised for his clarity, depth, and human approach, Olivier helps leaders transform performance by working on what matters most: how they think, decide, relate, and act — every day.

You will be able to buy a copy of the book at the event, or order your copy on

Amazon



Novaro Publishing



Practical Information



4 March 2026



08:00 - 10:00 CET



Steigenberger Icon Wiltcher's Avenue Louise 71

Free-of-charge and by invitation only

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