

SUNIL DOVEDY

Adizes Principal Associate

As Professional Director of Adizes Institute, Mr. Dovedy oversees the professional operations of the Institute with special emphasis on program delivery and caring for the needs of current and new client members of Adizes. As a certified Adizes Principal Associate, he delivers key modules of the Adizes Program. He is actively involved as a board member, and also served in the capacity of Executive Director of, the Adizes Graduate School, which has been established to grant Master's and Doctoral degrees in the study of Leadership and Change.



Working closely with Dr. Adizes since 1999 and with over 20 years of experience in the high technology and information systems sector, Mr. Dovedy brings to his work at the Adizes Institute a varied background in the Software, Manufacturing and Service industries. He has run global organizations and in dealt with fast changing environments. Just before joining the Institute, he successfully deployed the Adizes Program in his organization. This prior experience and his continuing work with client members of Adizes, both in the profit and non-profit arena; have given him powerful insights into the key factors that are critical to successfully deploying the Adizes methodology in a variety of settings.

Throughout his career, Mr. Dovedy has continually been involved in the creation and management of high performance teams. With a continuing focus on driving the overall organization and key business units toward superior levels of achievement, some of his many successes include:

- Freeing the founding entrepreneurs of the organizational burden as it reaches a certain size and scale by shifting it to a professionally managed entity in an elegant and natural manner.
- Achieving a four-fold increase in revenues and profits within five years without any dilution of equity.
- Moving a global customer support organizations from a reactive stance to a knowledge centered proactive unit, in order to support a 40% annual business growth while gaining a 50% improvement in customer support satisfaction and simultaneously reducing support costs by 30%.
- Developing and implementing strategic information systems resulted in significant improvements in service levels for the business, allowing the organization to handle a 100% increase in business activity with minimal staff additions and reducing the time for new product introductions by 50%.
- Providing strategic advice on successful acquisitions and divestitures for the purpose of fueling continued growth.

As a graduate of Indian Institute of Management, Ahmedabad, and the Institute of Technology, Varanasi, with an MBA and Bachelors in Electrical Engineering, Mr. Dovedy combines significant business operations background with technical depth and breadth. This, coupled with keen customer orientation, enables him to contribute broadly to those he supports. He is married with three children and splits his residence between Monterrey, Mexico and California.

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