

## CHARLES HANDY

CHARLES HANDY was, for many years, a professor at the London Business School. He is now an independent writer and broadcaster. He describes himself, these days, as a social philosopher. Handy was born in Kildare, Ireland, in 1932, the son of an Archdeacon, and was educated in England and the United States. He graduated from Oriel College, Oxford, with first-class honours in "Greats", an intellectual study of classics, history and philosophy.

After college, Handy worked for Shell International as a marketing executive, economist and management educator, in South-East Asia and London before entering the Sloan School of Management at the Massachusetts Institute of Technology, graduating with an SM in Management. In 1967 he returned to England to design and manage the only Sloan Programme outside the United States, at Britain's first Graduate Business School, in London.

In 1972 Handy became a full Professor at the School, specializing in managerial psychology. From 1977 to 1981, Handy served as Warden of St. George's House in Windsor Castle, a private conference and study centre concerned with ethics and values in society. He was Chairman of the Royal Society of Arts in London from 1987 to 1989. He holds honorary Doctorates or Fellowships from fourteen British Universities and one from Trinity College, Dublin in 2005. He was appointed CBE in 2000 for his contribution to management development and in 2015 received an Award from The President of Ireland for Distinguished Service Overseas. In 2011 Charles was given a Lifetime Achievement Award by Human Resource Magazine in London in recognition of his contributions to the field and in 2012 he was awarded a Lifetime Achievement Award by Thinkers Fifty, a ranking of the leading management thinkers around the world, after many years on its list. He is known to many in Britain for his 'Thoughts for Today' on the BBC's Radio Today programme.

Handy's main concern is the implication for society, and for individuals, of the dramatic changes which technology, demography and economics are bringing to the workplace and to all our lives. His books on these themes, which he started writing in 1975, have sold

two million copies around the world in all the principal languages.

A list of his books and articles includes The Empty Raincoat (The Age of Paradox in the U.S.), a sequel to his earlier best-selling The Age of Unreason which first explored these changes, and was named by both Fortune and Business Week as one of the ten best business books of the year. The popular Gods of Management (Business Books 1992) followed his standard textbook Understanding Organizations (Penguin 4th. Edn.1993) which was first published in 1976 and is still required reading in many management courses. His article for the Harvard Business Review, Balancing Corporate Power: A New Federalist Paper, won the McKinsey Award for 1992, and his next article for the Review, Trust and the Virtual Organization, won the second McKinsey Award in 1995.

The Empty Raincoat (Age of Paradox in the U.S.) was awarded the JSK Accord Prize for the Best Business Book of the Year in 1994. Beyond Certainty, a collection of his articles and essays, was published in 1995 (1996 in the US), as was Waiting for the Mountain to Move, a collection of his radio "Thoughts" over ten years. The Hungry Spirit was published in UK in September 1997 and in the USA in January 1998. In it he surfaces his doubts about some of the consequences of free market capitalism and questions whether material success can ever provide the true meaning of life. His book The Elephant and the Flea, is a very personal reflection on our changing society and ways of working, was published in September 2001. His Memoirs of his life "Myself and Other More Important Matters" was published in May 2005 (and in US in 2008). In it Charles used episodes of his life as a basis of reflections on our changing society and in March 2015 The Second Curve – Thoughts on Reinventing Society.

In 1999 he and his wife, Elizabeth, a portrait photographer, combined to produce The New Alchemists - a photographic and literary portrait of Londoners who have 'created something out of nothing'. In 2002 he and his wife collaborated again to produce 'Reinvented Lives: Women at Sixty, A Celebration'. This book is a collection of photographic portraits of 28 women who each described in their own words how they have developed their lives in their sixties – models

for a new generation of women. Their latest joint book is [The New Philanthropists](#), which profiles twenty-two people who have used their professional and entrepreneurial skills as well as their money to found new charitable projects.

During 2010 Charles was invited by Oxfam to document one of their Enterprise Development Programmes in the West Bank (Palestine). His wife Elizabeth took the photographs. 9 exhibitions and talks were held in England and Scotland of their project – which can be seen on [www.lizhandy.net](http://www.lizhandy.net) More photo-documentaries followed, on The Acorn Economy, The Microloan Foundation in Malawi and Ballymun People, a Dublin housing estate, Made in Tottenham – 10 young entrepreneurs and their latest The Potato Farmers of East Africa.

Handy and his wife Elizabeth, his business partner as well as a portrait photographer, have two grown children and live in London and Norfolk in England. They have what Handy has termed a 'portfolio life', balancing their skills and their time to make the most of their independent careers.

You can see some of his books on [www.lizhandy.net](http://www.lizhandy.net) under "Charles' books."