



Niels Pflaeging is a passionate advocate for a “new breed“ of leadership and profound change in organizations. He is Founder and Associate of the *BetaCodex Network* and President of *MetaManagement Group*, a consulting firm based in New York and Wiesbaden/Germany.

Prior to the BetaCodex Network, Niels was a director for five years with the prestigious *Beyond Budgeting Round Table*. Niels’ second book, *Leading with Flexible Targets. Beyond Budgeting in Practice* was awarded the Financial Times Germany Best Business Book Award in 2006. Both this book and his latest one, *Bye-Bye Management! The Codex: Why Management is Dispensable* (2009), were lauded by critics and readers and became bestsellers.

Since 2006, Niels has been strongly involved in transformational consulting projects for firms both in Europe and the Americas. Niels has more than 10 years of consulting experience and frequently teaches at academic institutions in Europe.

“When Pflaeging shakes the dogmas of management, they crumble in his hands.”
Financial Times Germany

Niels’ white papers can be accessed free of charge at: www.betacodex.org/papers

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