

Konstantin Korotov

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Current employment

Associate Professor with tenure, August 2011–present;
Director of the Center for Leadership Development Research (CLDR), August 2011–present;
Associate Professor, August 2008–July 2011;
Assistant Professor, August 2005–August 2008;
ESMT European School of Management and Technology, Berlin, Germany.

Education

PhD in Management (Specialization in Organizational Behavior), INSEAD, Fontainebleau, France and Singapore, 2005.

Diploma in Clinical Organizational Psychology, INSEAD Executive Education, Fontainebleau, France, 2004.

MSc (Management), INSEAD, Fontainebleau, France, 2001.

MSc (Management), Robert F. Wagner Graduate School of Public Service, New York University, New York, USA, 1995.

MA (Translation and Interpreting), Moscow Linguistic University, Moscow, Russia, 1993.

Past employment

Executive Coach, INSEAD Global Leadership Center, Fontainebleau, France, since June 2004 (on project basis).

Research Fellow, INSEAD Global Leadership Center, Fontainebleau, France, February 1, 2004–July 31, 2005.

Executive Professional Development Consultant, Ernst & Young (CIS) Ltd., Moscow, Russia, August 1999–July 2005 (part-time, in parallel with PhD work at INSEAD).

Adjunct Professor, American Institute of Business and Economics, Moscow, Russia, September 1998–December 2004.

Director of Professional Development, Ernst & Young (CIS) Ltd., Moscow, Russia, August 1996–August 1999.

Consultant and Course Developer, Center for Business Skills Development, Moscow, Russia, September 1995–August 1996.

Research Assistant, New York University, New York, USA, December 1994–August 1995.

Instructor, Moscow Linguistic University, Moscow, Russia, July 1993–August 1994.

Consultant, Global Forestry Management Group, Moscow, Russia and Portland, Oregon, USA, January 1993–September 1995.

Teaching experience in business schools and universities

ESMT– Executive MBA program (Organizational Behavior, Managing People, Individual Leadership Development Itinerary), Full-time MBA program (Organizational Behavior, Foundations of Strategic HR Management, Leadership, Global Growth Engines), Executive Transition program, Leading People and Teams, Developing Leaders: Theoretical Foundations and Practical Tools, customized executive education programs for Deutsche Telekom, Deutsche Bank, Axel Springer, Thyssen Krupp, Johnson&Johnson, BAT, KPMG, B.Brown, Elster Group, B/S/H, McDonald's, , RWE, E.On, Lufthansa, Gazprom, E.ON, Russian Railways, Rosatom etc.

INSEAD Executive Education – corporate programs for Borsa Italiana Group and Philip Morris International, coaching experience in Advance Management Program, International Executive Program, Young Managers Program, and corporate programs for AXA, HSBC, ABN-Amro, SAP, SEB, TNK-BP, etc.

Stockholm School of Economics – Executive MBA program, undergraduate courses on Management Consulting.

American Institute of Business and Economics, Moscow – MBA program courses on Managing People in Organizations and Career Dynamics and Enhancement.

Moscow Linguistic University – Undergraduate courses in Portuguese and English translation.

Corporate teaching and consulting experience

Ernst & Young, Pepsi, Shell, Coca-Cola, ABN-Amro, JTI, Mars, Arcelor Mittal, StratX International, Allianz, Almirall, Johnson&Johnson, Unilever, Deloitte, Frontstep CIS, i2CIS, BAT, Golden Telecom, Basic Element, Western NIS Enterprise Fund, Russian Presidential Program for Management Cadre Development, Uralsib, Probusinessbank, Pernod-Ricard, US Government's Edmund S. Muskie Program, Slavneft, Xerox, Cushman & Wakefield, LSG Sky Chefs.

Honors and awards

2009 Emerald Literari Network Outstanding Paper Award

Best Teacher Award for Executive MBA 2008-2010

Best Teacher Award for Executive MBA 2007–2009

2011 ESMT President's Roll of Honor for Teaching Excellence

2009 ESMT President's Roll of Honor for Teaching Excellence

2008 ESMT President's Roll of Honor for Teaching Excellence.

EFMD 2004 Case-Study Competition – Best Case in the Entrepreneurship Category.

INSEAD Fellowship (1999–2003) – Full scholarship and living expenses for PhD Studies.

NYU Robert F. Wagner Graduate School of Public Service 1995 Best Academic Writing Prize.

US Government's Edmund S. Muskie Fellowship for Graduate Study in the United States (1994–1995) – Full scholarship and living expenses.

Graduation with Distinction (1993) – Moscow Linguistic University.

Government Stipend for Excellence in Education (1990–1993) – Moscow Linguistic University.

Graduation with Silver Medal for Excellence in Education (1986) – School 794 in Moscow, Russia.

Books

Korotov, K., E. Florent-Treacy, M. Kets de Vries, and A. Bernhardt (2011). *Tricky coaching: Difficult cases in leadership coaching*. New York: Palgrave MacMillan.

Kets de Vries, M., and K. Korotov (Eds.) (2011). *Leadership development: International library of critical writings on business and management*. Cheltenham/Northampton: Edward Elgar.

Kets de Vries, M., L. Guillén-Ramo., K. Korotov, and E. Florent-Treacy (2010). *The coaching kaleidoscope: Insights from the inside*. London: Palgrave MacMillan.

Kets de Vries, M., K. Korotov, and E. Florent-Treacy (2007). *Coach and couch: The psychology of making better leaders* (INSEAD Business Books series). London: Palgrave Macmillan. Also available in Japanese and Portuguese.

Kets de Vries, M., S. Shekshnia, K. Korotov, and E. Florent-Treacy (2004). *The new global russian business leaders*. (New Horizons in Leadership Studies Series). Cheltenham/Northampton: Edward Elgar. Also available in Russian and as paperback.

Book chapters

Kets de Vries, M., K. Korotov (2011). Transformational leadership development programs: Creating long-term sustainable change. In *The handbook for teaching leadership: Knowing, doing, and being*, ed. S. Snook, N. Nohria, and R. Khurana, 263–282. Thousand Oaks, CA: Sage.

Korotov, K. (2010) Executive coaches in organizations: Insiders from outside. In *Talent management of knowledge workers: Embracing the non-traditional workforce*, ed. Vlad Vaiman, 180–196. London: Palgrave Macmillan.

Korotov, K., and M. Kets de Vries (2010). Fast times, fast development? Coping with the challenge of accelerated leadership development. In *The 2010 Pfeiffer annual: Leadership development*, ed. David L. Dotlich, Peter C. Cairo, Stephen H. Rhinesmith, Ron Meeks, Oliver Wyman, 107–118. San Francisco: Pfeiffer.

Kets de Vries, M., L. Guillén-Ramo, and K. Korotov (2009). Organizational culture, leadership, change, and stress. In *International handbook of work and health psychology*, 3rd ed., ed. Cary L. Cooper, James Campbell Quick, Marc J. Schabracq, 411–426. London: Wiley-Blackwell.

Korotov, K. (2009). Lukoil. In *Encyclopedia of business in today's world*, ed. Charles Wankel, 1037–1038. London: Sage.

Korotov, K. (2008). Accelerated development of organizational talent. In *Smart talent management: Building knowledge assets for competitive advantage*, ed. Charles M. Vance, Vlad Vaiman, 139–157. Cheltenham: Edward Elgar.

Journal publications

Korotov, K., S. Khapova, and M. Arthur (2011). Career entrepreneurship. *Organizational Dynamics* 40(2): 127–135.

Korotov, K., and U. Schaefer (2010). Discussing values in executive education: From "non-discussable" to learning management of meaning. *Training and Management Development Methods* 24(4): 15–21.

Kets de Vries, M., K. Korotov, and S. Shekshnia (2008). Russia: A work in progress transcending the fifth 'time of troubles.' *Organizational Dynamics* 37(3): 211–220.

Korotov, K. (2008). Citius, altius, fortius: Challenges of accelerated development of leadership talent in the Russian context. *Organizational Dynamics* 37(3): 277–287.

Korotov, K. (2008). Peer coaching in executive-education programmes. *Training & Management Development Methods* 22(2): 3.15–3.24.

Kets de Vries, M., and K. Korotov (2007). Creating transformational executive education programs. *Academy of Management Learning and Education* 6(3): 375–387.

Khapova, S., and K. Korotov (2007). Dynamics of western career attributes in the Russian context. *Career Development International* 12(1): 68–85.

Kets de Vries, M., P. Vrignaud, K. Korotov, E. Engellau, and E. Florent-Treacy (2006). The development of the personality audit: A psychodynamic multiple feedback assessment instrument. *International Journal of Human Resource Management* 17(5): 898–917.

Kets de Vries, M., and K. Korotov (2005). The future of an illusion: In search of the new European business leader. *Organizational Dynamics* 34(3): 218–230.

Kets de Vries, M., S. Shekshnia, K. Korotov, and E. Florent-Treacy (2004). The new global Russian business leaders: Lessons from a decade of transition. *European Management Journal* 22(6): 637–648.

Zhukova, M., and K. Korotov (1998). Ot "sovetskogo otdela kadrov" - k cluzhbe upravleniya chelovecheskimi resursami [From a personnel department in the Soviet Union to a human resources department in Russia]. *Chelovek I Trud* 8: 88–90.

Zhukova, M., and K. Korotov (1997). [Corporate training specialist: Development of a new profession]. *Business Obrazovanie* 1(2): 51–57.

Korotov, K., A. Makeshin, and I. Stepanova, (1995). Is there any future for OD in the new independent states? *Organization Development Journal* 13(3): 33–39.

Korotov, K. (1994). Sobre algumas problemas de avaliação de tradução. *Lusorama Zeitschrift für Lusitanistik, Revista des Estudos sobre os Países de Língua Portuguesa* 24: 46–55.

Selected practitioner publications

Korotov, K. (2011). Four lessons on leadership from Russian business. *Wall Street Journal*, Online: October 16.

Korotov, K. (2011). Esli v proshlom u cheloveka vse poluchalos, eto mozhet sygrat s nim zluyu shutku. [If a manager has never failed, this may become a liability] *Sekret Firmy* 9(313): 93-94.

Korotov, K. (2011). Eine psychologisch sichere Atmosphäre schaffen. *wirtschaft + weiterbildung* 07-08: 56–57.

Korotov, K. (2011). Esli kompaniya pozvolyaet cheloveky rabotat nalevo, imeet smysl ustanavlivat pravila igry. [If the company allows an employee to 'moonlight', it makes sense to establish rules of the game] *Sekret Firmy* 8(312): 95-96.

Korotov, K. (2011). Beichtvater, Berater, Coach. *Manager Magazin*, Online: May 31.

Korotov, K. (2011). Even if the employees agreed to be patient, that would only last till a collector's agency called them [Dazhe esli sotrudnili soglasilis by poterpet, eto prodolzhalos by rovno do prikhoda k nim kollektorov] *Sekret Firmy* 5(309): 89-90.

Korotov, K. (2011). Kopmaniya ne garažnyj kooperativ, gde vse imeyut ravnoe pravo golosa [A company is not a garage cooperative where everyone has a vote right]. *Sekret Firmy* 4(308).

Korotov, K. (2011). Do you have the skills to be an executive coach? *Careersparkle Changeboard*.

Korotov, K. (2010). Laboratoriya identichnosti [Identity laboratory]. *Harvard Business Review Russia*.

Korotov, K. (2010). Uspeshnost lidera v postkrizisnoe vremya [Leader success in post crisis times]. *Generalny Direktor* 7: 24–28.

Korotov, K. (2010). Avoiding only punishable actions is living according to Pavlov, or, if you will, eternal childhood. *Sekret Firmy* 8(300).

Korotov, K. (2010). Kompleks polnotsennosti [The superiority complex]. *Harvard Business Review Russia*.

Korotov, K. (2010). Upravlyaem po-vzrosloму commentary [Leading as grown-ups]. *Harvard Business Review Russia*.

Korotov, K. (2010). Stress, Kündigungen, Überlastungen. *Manager Magazin Online*, May 26.

Korotov, K. (2010). Nachhaltigkeitsobjekt Mensch. *Deutsche Welle Online*, June 15.

Korotov, K. (2010). Humans, as we know, are weak. *Sekret Firmy* 4(296).

Korotov, K. (2009). The devil of the dream *Sekret Firmy* 5(286).

Korotov, K. (2009). Relatively moral (In Russian) *Sekret Firmy*, September.

Korotov, K. (2009). Commentary to *Bes Mechty* (in Russian) case-study. *Sekret Firmy*, May.

Korotov, K. (2009). Employees that finance their company deserve partner privileges. *Sekret Firmy* 11 (292).

A series of 2009 interviews for *Deutsche Welle* on leadership development, social responsibility of leaders in Russia, and business education.

Korotov, K. (2007). So tickt ein russischer Tycoon. (in German) *Die Welt*, January 13.

Korotov, K. (2006–2007). A series of monthly columns on leadership and management issues (in Russian) in *Smart Money* (Russia) magazine.

Kets de Vries, M., and K. Korotov (2006). The future of European business leadership. *European Business Forum* 24: 36–42.

Korotov, K. (2006). Programas ejecutivos como laboratorios de identidad. (in Spanish) *Conocimiento & Direccion* 67: 34–38.

Korotov, K. (2006). Executive education programs as identity laboratories. *The Human Factor* 1(3): 28–32.

Korotov, K. (2005). Otvetstvennyj sa kar'eru [Taking charge of one's own career]. *Harvard Business Review Russia* 10(12): 18.

Case studies, teaching materials, and technical notes

Korotov, K., U. Schaefer (2010). *Barenboim: Adaptive leadership (A-D)*. ESMT Case Study ESMT-410-0107-1 Case A, ESMT-410-0108-1 Case B, ESMT-410-0109-1 Case C, ESMT-410-0110-3 Video Case D, ESMT-410-0107-8 Teaching Note.

Korotov, K., U. Schaefer, U. Mueller (2009). *Do you really think we are so stupid? A letter to the CEO of Deutsche Telekom (A–C)*. ESMT Case Study ESMT–409–0100–1 Case A, ESMT–409–0101–1 Case B, ESMT–409–0102–1 Case C, and Teaching Note ESMT–409–0100–8.

Korotov, K. (2009). *Personal career workout for executives*. ESMT Case Study and Teaching Note ESMT–409–0092–1/8.

Korotov, K. (Ed.) (2009). *The ESMT leadership development companion: A custom textbook for executive education open enrollment Leading People and Teams course*. McGraw Hill-Primis.

Korotov, K., U. Schaefer, and V. Heyes (Eds.). *Deutsche Telekom leadership excellence program: The leadership laboratory resource book*. A custom textbook for Deutsche Telekom executive education course. McGraw Hill-Primis.

Korotov, K. (2006). *Peer coaching in leadership development programs*. ESMT Technical Note ESMT–406–0060–6.

Korotov, K. (2006). *Preparation for 360-degree feedback in leadership development programs and executive coaching*. ESMT Technical Note ESMT–406–0058–6.

Korotov, K., S. Shekshnya, and E. Florent-Treacy, under the supervision of Kets de Vries, M. (2003). *Mikhail Khodorkovsky and YUKOS: Chelovek s rublyom (Man with a ruble)*. INSEAD Case 805–020–1.

Korotov, K., and E. Florent-Treacy, under the supervision of Kets de Vries, M. (2002–2006). *Frontstep Russia: High-tech start-up and survival in a new “time of troubles” (A, B, C)*. INSEAD Case 802–019–1.

Boudrina, I., E. Florent-Treacy, and K. Korotov, under the supervision of Kets de Vries, M. (2004). *World class heroes for Russia: Olga Sloutsker and the World Class fitness chain*. INSEAD Case 802–019–1.

Business briefs

Korotov, K., A. Bernhardt, and K. McCourt (2010). *Coaching: What do coaches say they sell? What do clients say they buy?* ESMT Business Brief No. BB–310–002.

Korotov, K. (2009). *Executive education programs in times of economic crisis: Considerations for learning and development professionals*. ESMT Business Brief No. BB–309–001.

Working papers and conference proceedings

Kets de Vries, M., E. Florent-Treacy, and K. Korotov (2011). *Psychodynamic issues in organizational leadership*. INSEAD Working paper No. 2011/121/EFE.

Guillén, L., K. Korotov (2011). *Is leadership a part of me? Identity centrality, self-role alignment, and the motivation to lead*. ESMT Working Paper No. 11–04.

Kets de Vries, M., K. Korotov (2010). *Developing leaders and leadership development*. INSEAD Working Paper No. 2010/77/EFE/IGLC.

Kets de Vries, M., K. Korotov (2010). *Transformational leadership development programs: Creating long-term sustainable change*. INSEAD Working Paper No. 2010/75/EFE/IGLC.

Korotov, K., and S. Khapova (2008). *Upsetting events and career investments in the Russian context*. ESMT Working Paper No. 08-001.

Kets de Vries, M., E. Florent-Treacy, L. Guillén Ramo, and K. Korotov (2008). *The proof is in the pudding: An integrative, psychodynamic approach to evaluating a leadership development program*. INSEAD Working Paper No. 2008/38/EFE.

Kets de Vries, M., T. Hellwig, L. Guillén Ramo, E. Florent-Treacy, and K. Korotov (2008). *Long-term effectiveness of a transitional leadership development program: An exploratory story*. INSEAD Working Paper No. 2008/24/EFE.

Korotov, K. (2007). *Accelerated development of organizational talent*. ESMT Working Paper No. 07-004. Published in *Smart Talent Management: Building Knowledge Assets for Competitive Advantage*, ed. V. Vaiman and C. Vance, 139-157. Cheltenham: Edward Elgar.

Kets de Vries, M., P. Vrignaud, E. Florent-Treacy, and K. Korotov (2007). *INSEAD Global Leadership Center – 360-degree feedback instruments: An overview*. INSEAD Working Paper No. 2007/01/EFE.

Korotov, K. (2006). Identity laboratories: The process of going through an executive program. In *Academy of Management Annual Meeting Proceedings*, ed. M. Weaver.

Korotov, K. (2003). Organizational challenges of interns as boundary-spanners at a multinational professional services firm in Russia. In *Proceedings of the 7th Conference on International Human Resource Management*.

Selected conference presentations

Guillen, L., & Korotov, K. (2011). *Motivation to Lead: an Internal Boundary for Career Development?* Paper presented at the 27th EGOS Colloquium, Gothenburg, Sweden, July 6-9.

Korotov, K., Florent-Treacy, E., Bernhardt, A., Khapova, S., & Guillen, L. (2011). *Tricky Coaching: Dealing with Difficult Cases in Leadership Coaching*. *Professional Development Workshop*. Presented at the Academy of Management Annual Conference, San Antonio, TX, August 12-16.

Korotov, K. (2011). The Topic of Careers and “Reflective Space” in MBA and Executive Education. Presented at the Academy of Management Annual Conference, San Antonio, TX, August 12-16.

Kets de Vries, M., Korotov, K., Bernhardt, A., Florent-Treacy, E., Engellau, E. (2011) The INSEAD and ESMT Group Coaching Experience. Presentation at the Coaching in Leadership and Medicine Conference, Harvard Medical School, Boston, MA, October 21-22

Korotov, K. (2010). Progressing on a career track towards a leadership role? Thank you, but no, thank you! Presentation at the Academy of Management Annual Conference, August 6-10, Montreal, Canada.

Korotov, K. (2010). When the time is right, and the space is supportive: Becoming an executive coach at mid-life and mid-career. Paper presented at the 26th EGOS Colloquium, June 28-July 3, Lisbon.

Korotov, K., and M. Kets de Vries (2009). The challenges of accelerated leadership development. Paper presented at the Academy of Management Conference, August 7-12, in Chicago, Illinois, USA.

Korotov, K., and S. Khapova (2009). Intelligent career divestments. Paper presented at the Academy of Management Conference, August 7–12, in Chicago, Illinois, USA.

Korotov, K. (2009). Career workouts for executives. Presentation at the professional development workshop at the Academy of Management Conference, August 7–12, in Chicago, Illinois, USA.

Korotov, K. (2009). Liminality and executive coaching: A career entrepreneurship perspective. Paper presented at the 25th EGOS Colloquium, July 2-4, Barcelona, Spain.

Korotov, K. (2008). Accelerated management and leadership development in the Russian context. Paper presented at the Academy of Management Conference, August 8–13, in Anaheim, California, USA.

Korotov, K., and S. Khapova (2008). Women and careers in the Russian context. Paper presented at the Academy of Management Conference, August 8–13, in Anaheim, California, USA.

Korotov, K., and S. Khapova (2008). Upsetting events and career investments: Investigation of how to succeed in the world of disruption. Paper presented at the 24th EGOS Colloquium, July 10–12, in Amsterdam, Netherlands.

Korotov, K. (2007). Learning to lead better in Europe. Paper presented at the Academy of Management Conference, August 3–8, in Philadelphia, Pennsylvania, USA.

Korotov, K., and S. Khapova (2007). Careers in the Russian context: Implications for human resource management. Paper presented at the Academy of Management Conference, August 3–8, in Philadelphia, Pennsylvania, USA.

Khapova, S., and K. Korotov (2007). Boundaryless careers in the Russian context. Paper presented at the Academy of Management Conference, August 3–8, in Philadelphia, Pennsylvania, USA.

Korotov, K., and S. Khapova (2007). Career entrepreneurship. Paper presented at the 23rd EGOS Colloquium, July 5–7, in Vienna, Austria.

Korotov, K., and M. Weaver (2006). Identity laboratories: The process of going through an executive program. 2006 Academy of Management Annual Meeting Best Paper Proceedings, August 11–16, in Atlanta, Georgia, USA.

Korotov, K. (2006). Developing a global career as a structure for one's identity and life: Cases of global Russians. Paper presented at the Academy of Management Conference, August 11–16, in Atlanta, Georgia, USA.

Korotov, K. (2006). Global career as a structure for organizing identity, life, and meaning. Paper presented at the 22nd EGOS Colloquium, July 6–8, in Bergen, Norway.

Kets de Vries, M., and K. Korotov (2006). Creating identity laboratories to enable executive change and transformation. Paper presented at the International Conference on Executive Education, July 3–4, at IMD, in Lausanne, Switzerland.

Khapova, S., and K. Korotov (2005). Russia: Careers on the move, culture in transition. Paper presented at the Academy of Management Conference, August 5–10, in Honolulu, Hawaii, USA.

Kets de Vries, M., and K. Korotov (2005). Leadership challenges for managers in the new Europe. Paper presented at the Academy of International Business Conference, July 9–12, in Quebec City, Canada.

Korotov, K. (2004). "Neither here nor there" or "Both here and there": Experiencing liminality and playing with identity. Paper presented at the Academy of Management Conference, August 6–11, in New Orleans, Louisiana, USA.

Korotov, K. (2003). Identity: An organizational perspective. Paper presented at the Future of Identity Workshop – FIDIS, December 2–3, at the European Union, in Brussels, Belgium.

Korotov, K. (2003). Organizational identification of boundary-spanning employees. Paper presented at the Academy of Management Conference, August 1–6, in Seattle, Washington, USA.

Korotov, K., and V. Onyemah (2003). Social network position and employee leadership potential: An empirical study. Academy of Management Conference, August 1–6, in Seattle, Washington, USA.

Korotov, K. (2003). Organizational challenges of interns as boundary-spanners at a multinational professional services firm in Russia. Paper presented at the 7th Conference on International Human Resource Management, June 4–6, at the University of Limerick, in Limerick, Ireland.

Invited keynote presentations

Korotov, K. (2011). When leadership gets tricky: Difficult cases in leadership coaching. INSEAD Alumni Association Germany, Munich, November 24

Korotov, K. (2009). Responsible business and success. Keynote presentation at the conference on Responsible Management in Times of Crisis organized by the German Embassy in Russia. Moscow, Russia. June 16.

Korotov, K. (2009). Leadership in times of crisis. Keynote presentation at the Ernst & Young Germany, Switzerland, and Austria Partner Meeting. Berlin, February 15.

Korotov, K. (2008). Accelerated development of leadership talent. Keynote presentation at the opening of the EON Corporate Academy in Russia. September 25, in Moscow, Russia.

Korotov, K. (2008). Learning to make the best out of change. Keynote presentation at the KPMG 10th International Financial Risk Management Summer School. September 15–19, in Berlin, Germany.

Korotov, K. (2008). Identity laboratories: Transforming how we support leadership development. Keynote presentation at the A.K.Rice Institute for the Study of Social Systems Symposium. April 30–May 4, in Chicago, Illinois, USA.

Editorial board and advisory council membership

Journal of Leadership and Organizational Studies Editorial Board Member.

Emerald Emerging Markets Case-Studies Editorial Advisory Board Member.

REG: Revista de Gestao, Brazil, Editorial Board Member

Scientific Advisory Council of the Institute of Coaching at McLean Hospital, a Harvard Medical School Affiliate, member

Conference convenor experience

4th International Coaching Research Forum (with Institute of Coaching at McLean Hospital, a Harvard Medical School Affiliate, and Cathay Pacific), Hong Kong, February 2012

3rd ESMT and Kets de Vries Institute Coaching Colloquium “Sex, Money, Happiness and Death: Reflections in Leadership Coaching”, Berlin, December 2011

2nd ESMT Coaching Colloquium “The courage to coach: When the coach is on the line”, Berlin, December 2010.

3rd International Coaching Research Forum “Coaching in 3-D: Integrating academic, practitioner, and consumer perspectives” (in cooperation with the Institute of Coaching at McLean Hospital, a Harvard Medical School Affiliate), Berlin, December 2010.

ESMT 3rd Annual Forum, Leadership Panel Convenor and Moderator (with Zhike Lei), June 2010, Berlin

1st ESMT Coaching Colloquium “Tricky coaching: Difficult cases in leadership coaching”, Berlin, December 2009.

ESMT 2nd Annual Forum, Leadership Panel Convenor and Moderator, July 2009, Berlin.

ESMT 1st Annual Forum, Leadership Panel Convenor and Moderator, June 2008, Berlin.

Languages

Russian (native); English, Portuguese, Spanish, French (intermediate), German (intermediate).

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