



СКО
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КОЛКОВЕ
Московская школа управле

SKOLKOVO
Moscow

SKOLKOVO Corporate Programmes



Developing people – develop company

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About the programmes

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Mission and vision

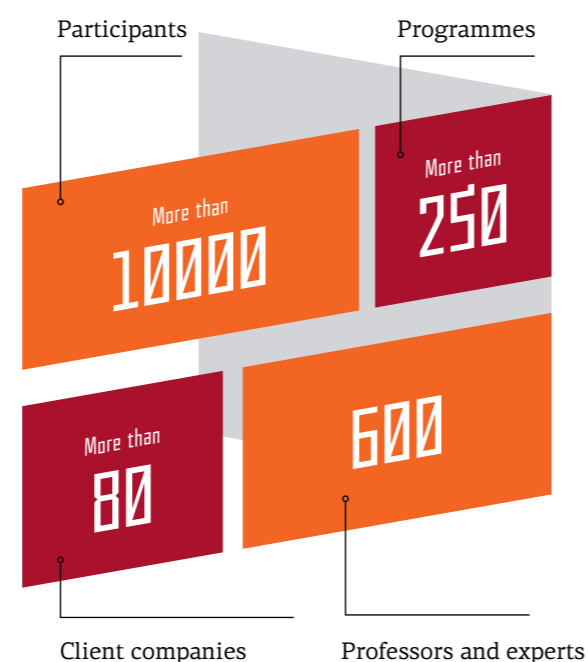
Whatever business challenge you face, from building an employee incentive programme to expanding your company's global presence and undertaking a complex business transformation, we offer corporate programmes for organisations, groups and individual managers that help them to be successful internationally in the dynamic market conditions.

Acting as a business partner, we help our clients to realise their strategies through formation of a unique environment encouraging managers to widen their horizons, inspiring them for change, and helping to identify leaders who will be able to drive their company's future development.

The mission of the SKOLKOVO Corporate Programmes is to obtain an in-depth understanding of the challenges that our clients' businesses are facing and to offer unique solutions which will help companies to build strong teams of like-minded people and to successfully implement their business development strategies. To participants it will give an opportunity to have a fresh look at their business, to realise their potential, and to prepare for new challenging tasks.

History

From 2006



Programme particulars

- ▶ **Result-oriented: focus on your business and your goals**
We ask questions, attentively listen to the answers, and seek to get profound understanding of company objectives. This allows us to use an individual approach in putting together programmes that help to develop employees in the context of business strategy implementation.
- ▶ **A necessary balance: Russian context and international expertise**
We consider international corporate experience and business cases in application to the Russian specifics. We invite professors from the world's leading business schools who study global trends alongside with expert practitioners who have in-depth understanding of the local market environment.
- ▶ **Practical usefulness: learning by doing and project work**
Interactive discussions, team and project work, business simulations – all these activities allow programmes' participants to apply immediately in their daily work what they have learned in class. Many programmes require that participants develop projects and solutions aimed at improvement of business processes and efficient implementation of corporate strategy.
- ▶ **Intensity and flexibility: maximum efficiency in optimal time**
The programmes are built in a way which allows participants to delve in the learning process and concentrate on the tasks. Each programme is constructed individually: faculty, experts, subjects, cases and guest speakers are chosen according to the most relevant issues facing the company.

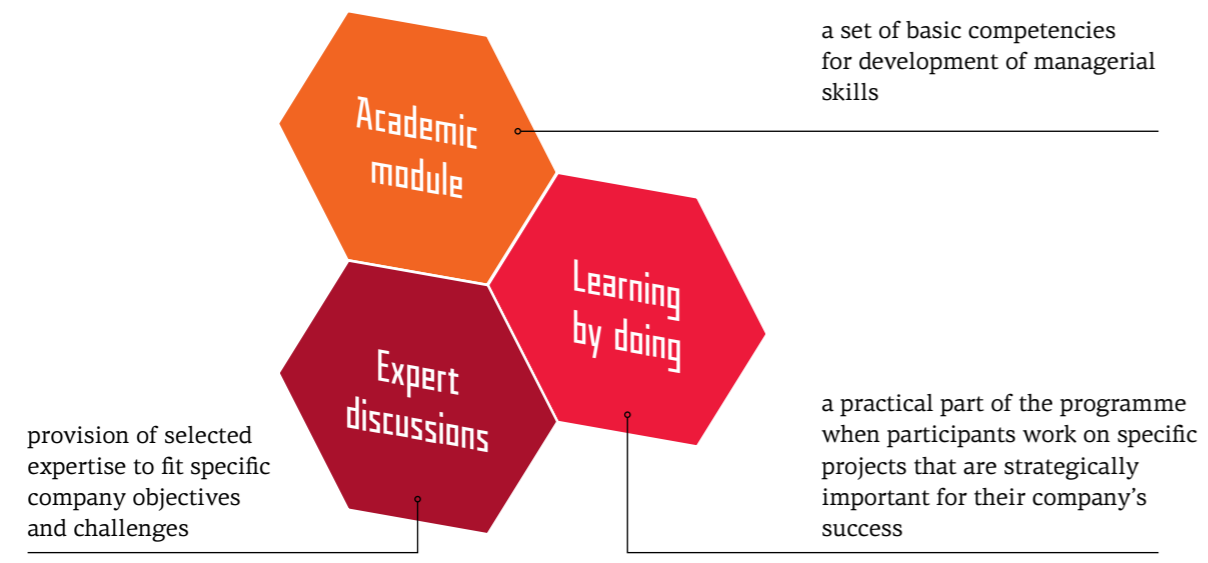
Dmitry Konov
Chairman of the Management Board, OAO SIBUR Holding
CEO, OOO SIBUR

Development Programme for Heads of Independent Divisions of SIBUR company

"SIBUR pays great attention to competencies development of our employees. The SKOLKOVO corporate programme designed for the company managers helped participants to analyse what SIBUR is today, to understand how the business evolves in various directions, and to draft possible options for the company's plans and future achievements. I am sure that participants learned a lot during seven modules of this 1.5-year programme, and it gave them a fresh start and inspiration in their work."

Our approach

Each programme is designed individually according to the company's objectives and includes the following modules:



Key programme elements

- Academic sessions: best international faculty and Russian teaching practitioners
- Expert presentations: industry and functional experts
- Team work: group projects, business cases and simulations
- Inspirational speakers: leading figures from the world of science, culture, art, politics, and media
- Games, quests, team-building exercises
- Off-site business sessions, enterprise visits

Extra modules and services can be added to the programme:

- Strategic session to define key company initiatives and topics for course projects
- Assessment module to evaluate potential of prospective programme's participants and to select the most fit
- Progress evaluation of participants' competencies development in the course of the programme

Main formats

- Modular programmes for competencies development
- Project oriented programmes
- Business forums
- Strategic planning and leadership programmes
- Open programmes





CASE

Corporate programme for managers of Raiffeisen Bank

Participants: A few cycles for mid-level managers.

Objective: Leadership skills development, building up a shared vision of the Bank's strategy.

Programme: 3 parts including modules on negotiation and project management skills.

Results: participants immediately apply their new skills in practice. Based on the results of the first programme it was decided to start a few training cycles for the middle managers from other divisions of the bank. Up to date, more than 70 employees have participated in the programme.



CASE



Effective Project Management programme for managers of INTERRAO ENGINEERING

Participants: 30 project managers and top-level managers.

Objective: Prepare managers of the construction division for entering the international market for engineering services and develop approaches to selection of projects that would be consistent with the company strategy and maximise corporate value.

Programme: 3 modules including strategic positioning of an engineering company, commercial process of efficient project selection, and efficient project management.

Expected results: competitive advantages of the company are identified and stated; risk evaluation system for potential project selection is developed.

Modular programmes for competencies development

In contrast with the standard learning approach oriented mainly at knowledge transfer, the modular method aims to achieve full professional competency (including relevant knowledge, skills, and motivation). Specialisation of each modular programme aims to develop key competencies of participants according to their managerial level.

The target of the modular programme is to develop managerial competencies necessary for participants' current work, to grow their leadership potential, and to help them cultivate new approaches to meeting managerial challenges.

Project-oriented programmes for specific business objectives

Project-oriented programmes are always designed jointly with a client. Together with you, we define the learning and skills development needs of your key employees. We answer the question "What should change?" and offer a set of learning modules and methods that are most effective for the programme's objectives.

Project-oriented programmes are very flexible and highly adaptable to the specific business objectives. They combine all sorts of learning techniques including project work and evaluation of participants' potential during the whole programme.

Such programmes are recommended to companies and organisations in the state of change or active growth which aim to develop their talent and increase efficiency of strategy implementation.



ROSATOM

Global Leaders Programme

Objective: Competencies development of managers in charge of international cooperation projects. In particular, bringing the team to a shared vision and mastering skills for complex systems restructuring.

Tailor-made solution: An integrated programme with participation of international experts and faculty (Oxford, IMD, SKOLKOVO, INSEAD) which includes development of projects in key business areas of the company. Specifically for this programme we used such learning formats as: working sessions with the

Expert Council which included representatives from the leading international consultancies; an internship trip to South Korea; an innovative business simulation developed by IMD; work in teams on projects aimed to accelerate the company's transition to integrated global management.

Results: Key managers of the company mastered the behavioural models and strategic approaches needed to manage change effectively. The participants developed seven strategic projects targeted at the company's further global expansion and strengthening its competitive position.

CASE



Business events

Organisation of business events aimed to support and develop your company's strategic initiatives is another area of expertise of SKOLKOVO Corporate Programmes.

Our substantial experience in corporate education helps us better understand and account for specific goals and objectives of a client company while drafting an event's agenda, selecting speakers and setting up panel discussions, be it partnership and industry conferences, technology forums, corporate meetings, presentations and exhibitions, or youth forums and young professionals' conferences.

Our expert pool counts over 600 leading Russian and international experts and teaching practitioners.

КЕЙС



Technology forum for TNK-BP

Objective: One of the biggest companies in the oil and gas sector was seeking an opportunity to have regular discussions and experience sharing sessions with key industry partners.

Solution: An annual Technology Forum for discussions of pressing issues, meetings with global experts, and presentations of innovative solutions. The forum also hosted a Technology Fair where service providers could present their state-of-the-art developments.

Strategic planning and leadership programmes

To help our clients develop their business strategies or define essential strategic initiatives, we offer intensive short-term events such as strategic sessions, foresights, and off-site learning modules for key managers.

Strategic planning and leadership programmes, moderated by leading experts in the field, give participants an opportunity, in the format of an open dialogue, to discuss main hypotheses and scenarios of industry development, to examine major factors influencing company's growth, and to work out basic approaches to long-term planning and strategy realisation.



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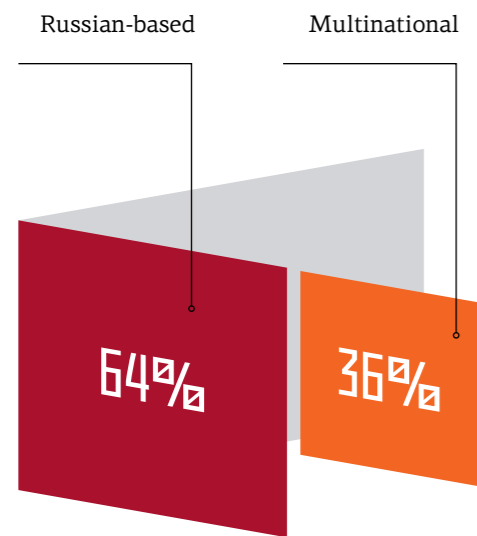
Open programmes

Our short-term open programmes include individual development programmes, modular programmes dedicated to business development strategy, and industry-specific programmes focusing on most pressing issues in particular sectors.

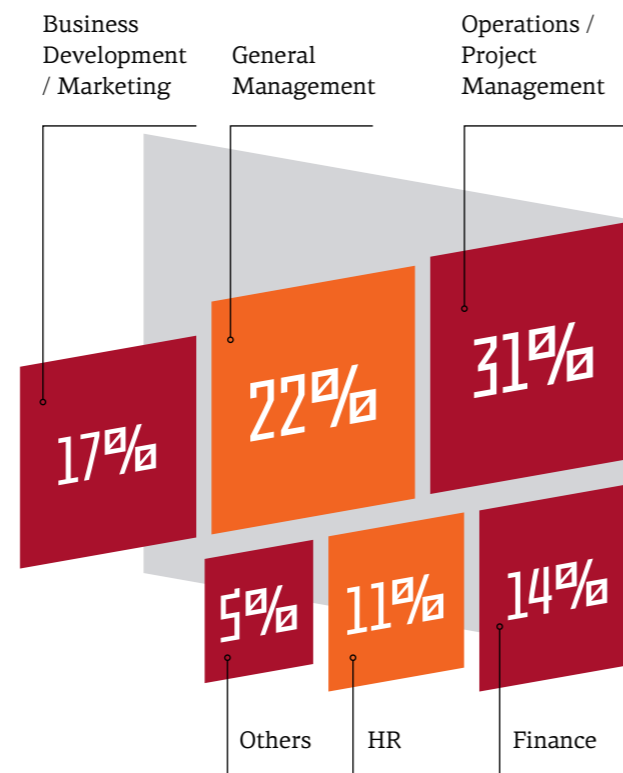
All programmes are designed by leading professors and forerunners in the area of business-education and consulting to help participants acquire knowledge and develop skills in specific business areas. Participants from different organisations can enrol on an open programme.

Participant profile

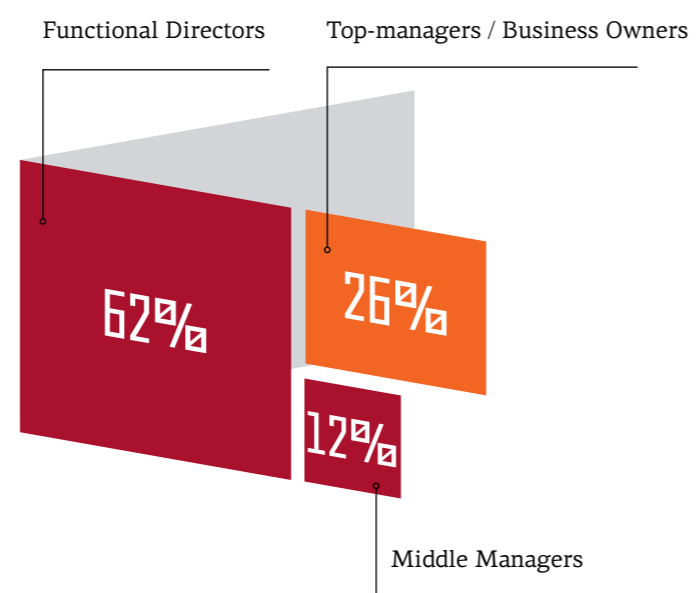
Representing Companies



Functions



Level



SKOLKOVO Corporate programmes' clients

The SKOLKOVO corporate programmes were launched in December 2006. Today our team develops and runs corporate programmes of varying levels and duration for more than 80 clients.

Our clients are leading Russian and international corporations, including:



Programme Advantages

For Companies

- ▶ Systematisation of the management team's knowledge and creation of a shared vision for all company managers
- ▶ Acquainting managers with the most up-to-date management theories and practices in application to a real company situation
- ▶ Increasing employee motivation through raising managers' awareness about the company strategy and through their better engagement in its implementation
- ▶ Improving teamwork efficiency
- ▶ Preparing strategic talent pool candidates for new positions
- ▶ Business development through new strategic projects

For Participants

- ▶ Systematisation of the previous experience and acquisition of new knowledge that can be immediately applied to the on-going projects
- ▶ Expanding one's personal and professional horizon, learning new approaches to dealing with challenges and developing one's career, out-of-the-box business thinking
- ▶ Meeting and communicating with leading international experts – professors of the world's best business schools and real business practitioners
- ▶ New business contacts and unique networking opportunities
- ▶ Opportunity to share one's own experience, to find answers to pressing questions, and to learn from experience of colleagues and experts from other companies



Vladimir Mikhnevich

Advisor to management board, Head of the LUKOIL Overseas Corporate University

LUKOIL Overseas Leadership Development Programme

"In recent years, with the growing number of large-scale and complex projects, including overseas, we have noticed a gap between our demand for skilled candidates and our existent talent pool. To tackle challenges arising from the lack of efficiency in management of large-scale projects, one needs more than just theoretical knowledge. That's why we joined forces with SKOLKOVO to design a unique learning programme which included, alongside leadership development modules, some serious individual project work and a project management module.

I really like the format, the learning techniques, and the dedication of the programme's instructors. The programme is very well balanced. The participants are engaged in some very serious project work and we can already see the interim results. We plan to increase the number of participants so that eventually all key employees of LUKOIL Overseas and, perhaps, LUKOIL as a whole, took the programme."

Key Outcomes

PEOPLE

Formation of leadership teams able to helm strategic business lines of the company

PROJECTS

Design and validation of new projects in the area of business development with participation and support of the world-class business experts

EVALUATION

Objective assessment of participants' potential and monitoring of progress achieved during the programme - to craft further personal development plans in the company



Programme faculty

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We scout out and invite to our programmes the best faculty from the world's leading business schools (INSEAD, MIT, IESE and other). Many SKOLKOVO corporate clients value Russian speaking faculty members who also, uniquely for Russia, have experience of consulting and running Corporate programmes.

- **Jean-Marc SOUCY**
Head of the Schlumberger Project Management Chair, Moscow School of Management SKOLKOVO
- **Pierre Casse**
Professor of Leadership, Moscow School of Management SKOLKOVO
- **Moty Cristal**
Professor of Negotiation Dynamics, Moscow School of Management SKOLKOVO
- **Elizabeth Sadova**
Professor of Leadership and Organizational Behavior, Moscow School of Management SKOLKOVO
- **Marc Sachon**
Professor of Operations Management, IESE

- **Kalun Tse**
Professor of Finance, CEIBS
- **Michael Schrage**
Professor of Innovation and Technology, MIT
- **Maurice Saias**
Professor of Strategy, IAE Aix-en-Provence
- **Paul Evans**
Professor of Organizational Behavior, INSEAD
- **Stephen Carver**
Professor of Project Management, Cranfield School of Management



Jean-Marc SOUCY



Pierre Casse



Moty Cristal



Elizabeth Sadova



Marc Sachon



Kalun Tse



Maurice Saias



Michael Schrage



Stephen Carver



Paul Evans

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Programme experts

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In our programmes we always combine lectures, cases analysis and theoretical expertise with presentations of real business practitioners. Out-of-the-box presentations, metaphors, comparison of different approaches and points of view often help to find unique solutions and inspire for unforeseen combinations. Among our guest speakers are leading figures from the worlds of culture, politics, sports and science; people who have achieved great success in their fields and who now share their unique experience with others.

→ **Alexander Abramov**

Chairman of the Board of Directors,
Evraz Group

→ **Vadim Shvetsov**

General Director, SOLLERS

→ **Ruben Vardanyan**

Russian Entrepreneur, Advisor to the
Chairman of the Board and CEO of Sberbank
of Russia

→ **Mikhail Kazinik**

Professor emeritus of RISEBA, music
scholar, speaker, author, artist, director

→ **Tatiana Tarasova**

Honoured Coach of the Russian Federation,
figure skating

→ **John Armitt**

Chairman of National Express,
Former Chairman of 2012 London Olympic
Delivery Authority

→ **Jeff Immelt**

CEO, General Electric

→ **Igor Shuvalov**

First Deputy Prime Minister of the Russian
Federation

→ **Arkady Dvorkovich**

Deputy Prime Minister of the Russian
Federation

→ **Dmitry Livanov**

Minister of Education and Science of the
Russian Federation



Alexander Abramov



Vadim Shvetsov



Ruben Vardanyan



Mikhail Kazinik



Tatiana Tarasova



John Armitt



Jeff Immelt



Igor Shuvalov



Dmitry Livanov



Arkady Dvorkovich

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Moscow School of Management SKOLKOVO

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The Moscow School of Management SKOLKOVO is the largest private business school in Russia established in 2006, when a number of Russian and international business leaders joined their effort to create a next generation business school. The SKOLKOVO business school's community joins representatives of the largest Russian and foreign companies, medium and small businesses, and public authorities, who believe that entrepreneurial approach and pro-active attitude are the key to the successful development of Russian and global economies.

The Moscow School of Management SKOLKOVO educative portfolio includes Corporate and Open programmes, Executive MBA, Start-Up Academy, practical trainings for directors.

The campus of SKOLKOVO business school is a modern innovative venue featuring the Congress Hall, 16 lecture theatres and 32 meeting rooms for team sessions or individual work, a swimming pool and a fitness centre, two hotels and many other facilities that can host events of various formats and scale.

Moscow School of Management SKOLKOVO
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Moscow Region, 143025, Russia

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Contacts

Education is our profession. If you are creating a corporate university or wish to mobilise your top management team for new strategic solutions, we will be happy to share our expertise with you.

Corporate Programme Department

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Business partners of the Moscow School of Management SKOLKOVO:



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SMITH
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Official auditor



Telecom partner



Business partner



СКОЛКОВО ПАРК
ДЛЯ ЖИЗНИ

Lifestyle partner



Developing people – develop company



SKOLKOVO Corporate programmes – an unique educational solution for your business.
Since 2007 Moscow School of Management SKOLKOVO organized and delivered more than 250 programmes to more than 70 corporate clients. Among the graduates of corporate programmes over 6000 middle and senior level managers, executives, entrepreneurs and future leaders.

SKOLKOVO CORPORATE PROGRAMMES
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