



# Dr. Marina Pochinok

Professor of Business Practice  
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HRM and Organizational Behavior  
Change Management  
Leadership and Personal Transformation  
Corporate Governance

## Education

### Degrees

2008	<b>MBA</b> INSEAD France
2001	<b>Strategic HR Management</b> The American Graduate School of International Management, Thunderbird USA
1994	<b>PhD, Applied Mathematics and Computer Science</b> Lomonosov Moscow State University Russia

## Awards & Honours

2015	<b>Medal of the President of the Russian Federation</b>
2014	<b>Business Woman of Russia Award</b>
2014	<b>Order of Honor</b>
2012	<b>Charity Award of the Ministry of Education and Science of the Russian Federation</b>

# Professional experience

## Academic experience

Since 2024	<b>Visiting Professor</b> Institute of Future Readiness UAE
Since 2022	<b>Professor of Business Practice</b> SKOLKOVO School of Management Russia
Since 2017	<b>Visiting Professor</b> Matena Business School Armenia
2017 — 2022	<b>Visiting professor</b> SKOLKOVO School of Management Russia
Since 2017	<b>Director and Lecturer, Leadership Module of the National Independent Directors Certification Program</b>
Since 2017	<b>Visiting professor</b> Bocconi University Italy

## Professional experience

Since 2017	<b>Independent director and member of supervisory boards of public and private companies and charities</b> MOEX, Siberian Wellness, Mirrico, Find a Family Charity Foundation
Since 2017	<b>People Management Expert</b> International Olympic Committee
2015 — 2017	<b>Talent Director</b> Sberbank Russia
2014 — 2015	<b>Director, Business Development</b> Kidzania Russia
2008 — 2014	<b>Vice-President Workforce</b> Organizational Committee Sochi 2014 Russia
2003 — 2008	<b>Learning Director</b> TNK-BP Russia
1996 — 2003	<b>Human Resources Director</b> Philips Russia

## Articles in reputable business journals

- 1 Pochinok, M. (2025). **Inspiration, Calm, Profit: How a New Leadership Trend Is Changing Business.** Forbes Club.
- 2 Pochinok, M. (2024). **Five vices of an owner.** Forbes Club.
- 3 Pochinok, M. (2024). **The Bird of Misfortune, or How to Enhance Your Team's Adaptive Skills.** Forbes Club.
- 4 Pochinok, M. (2024). **How Psychological Maturity Affects Success in Business.** Forbes Club.
- 5 Pochinok, M. (2023). **How owners hinder business development: five common mistakes.** Forbes Club.

## Books

- 1 Pochinok, M. (2023). **The people who made the games. Business recipes for a big project.** Publishing house AST.