



Elena Vitchak

Professor of Business Practice

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Personnel Management and Organizational
Behaviour

Leadership and Personal Transformation

Education

Highest degree

2017 **EMBA**
SKOLKOVO School of Management
Russia

Degrees

2022 **MA, Psychology
and Psychoanalysis**
Moscow Institute of Psychology
Russia

1993 **Specialist, Languages**
Rostov State University
Russia

Professional experience

Academic experience

Since
2018 **Professor of Business Practice**
SKOLKOVO School of Management
Russia

Professional experience

2008 —
2017 **Senior Vice President for HR**
JSFC Sistema
Russia

2002 —
2008 **Director of HR Department**
Capital Insurance Group
Russia

Awards & Honours

2022 **Teaching Excellence Award
2022**
SKOLKOVO School of Management
Russia

Articles in reputable business journals

- 1 Vitchak, E (2025). **When Accountability Disappears: How to Lead When Your Team Stops Caring.** Forbes Russia
- 2 Vitchak, E (2024) **The Great Exit: Why Top Talent Leaves Without Being Pushed.** Forbes Russia
- 3 Vitchak, E. (2020). **Seeds don't work: how to motivate employees after quarantine.** Forbes Russia.
- 4 Vitchak, E. (2020). **Impress in 2 Seconds: How Joy, Rage, Fear and Jealousy Affect Our Work.** Forbes Russia.
- 5 Vitchak, E. (2019). **"I am not worthy": why women hinder their career growth.** Forbes Russia.
- 6 Vitchak, E. (2019). **The light of the manipulator. How to recognize and overcome gaslighting in the workplace.** Forbes Russia.
- 7 Vitchak, E. (2019). **Whiners at work.** Forbes Russia.
- 8 Vitchak, E. (2019). **Authoritarian managers.** Forbes Russia.
- 9 Vitchak, E. (2018). **Living together: advice for authoritarian managers and their subordinates.** Forbes Russia.