



**Andrey Shapenko**  
Associate Professor  
SKOLKOVO School of Management

#### Disciplines:

##### **Leadership and Personal Development**

Ethics

Leadership Development

##### **HRM and Organizational Behavior**

Organizational behaviour

Communications

Cross-cultural interaction

Andrey holds a PhD in Economics (Gubkin Russian State University of Oil and Gas) and an MBA from IMD Business School (Lausanne, Switzerland). He is a doctoral student at Cranfield University (UK) and a certified coach of the International Coaching Federation.

Andrey specialises in research and teaching in leadership, organisational behaviour, ethics and cross-cultural communication. He teaches and works as an executive coach on a range of programmes including the SKOLKOVO MBA, Executive MBA, LIFT, MOOVE, Developing Leadership Potential, reStart: A New Me in a New World, Career Navigator Junior, Leaders as Teachers, Strategies for Creating and Developing Trust Funds, and Understanding Russia, as well as programmes for the School's corporate clients (EVRAZ, Alfa Bank, Rostelecom, Sibur and others).

Andrey has authored multiple case studies published on Case Centre and Emerald Emerging Case Studies. He won the EFMD Case Writing Competition 2016 and was a finalist of the CEEMAN Case Writing Competition 2017. He is a columnist for leading Russian business media and a speaker at Russian and international conferences, including TEDx. He has worked with business publications such as the Harvard Business Review – Russia, Entrepreneurs, BRICS Business Magazine, Forbes, RBK, Republic, Inc, Ideonomika, and The Bell. He co-authored the book *Space Leadership: Learning from the International Space Station* together with SKOLKOVO Professor Pierre Casse and astronaut Sergey Ryazansky.

Prior to joining SKOLKOVO, Andrey spent over 10 years in major oil and gas and chemical companies in Russia and elsewhere (TNK-BP, PPG Industries, Lukoil Overseas, and NK Alliance), managing projects on strategy and

business development, mergers and acquisitions and change implementation. He was recognised as TNK-BP's best internal trainer.