



# Dr. Marina Pochinok

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

Professor Marina Pochinok graduated from the Faculty of Applied Mathematics and Computer Science of the Lomonosov Moscow State University, and holds a PhD in Applied Mathematics. She also holds an International Certificate in HR from America's Thunderbird School of Global Management and an MBA from INSEAD, and has completed several leadership and team development programmes at leading business schools: IMD, Harvard, Oxford. Marina is certified as a coach by ICF, Clutterbuck, Marshall Goldsmith, and Immunity to Change, and is a consultant at NeuroChangeSolution, which allows her to use brain-based approach where necessary. Her teaching and research focus is on topics in which she has outstanding expertise: introducing change and changing human outcomes through changing mindsets, developing leaders and teams, corporate governance.

Marina has over 20 years of experience in HR management, organizational development, and change project management in Russian and international companies including Auriga, Philips, TNK-BP, Kidzania, Sberbank, and more.

Between 2008 and 2014, Marina was Vice President of Human Resources and Volunteers on the Sochi 2014 Organizing Committee, and was responsible for the largest mass participation project in the modern history

of Russia, with over 70,000 people involved. In collaboration with Sochi City Council, she also oversaw the development of hospitality and services in the region.

At present, Marina is a member of the board of directors of several public and private companies, a board consultant at a number of Russian and international companies, a guest lecturer at Bocconi University, Matena Business School and Institute of Future Readiness. She is also a member of the board of trustees of the Find a Family Foundation.

At SKOLKOVO, Marina teaches on programmes on change management, strategic thinking and leadership maturity development, people and team management, and is a mentor on several other programmes.

Marina has received a number of government awards, including the Order of Honor, the Medal of the President of the Russian Federation, the Ministry of Education and Science's Charity and Philanthropy badge, and more.

Marina has authored three books.