



Svetlana Chumakova

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Consultancy and Coaching experience

Svetlana is an Executive Coach and HRD specialist with over 17 years experience in management and consulting. Over the last 9 years the focus of her work has been on design and delivery of Leadership Development, Coaching, Talent Development, Change Management and Mentoring. She coaches with executives and managers and teaches coaching classes for managers and leaders. The key focuses in her work are:

- ☞ Drive for High Performance- manage leader's performance and their team's, drawing out the best in others
- ☞ Leadership Style Improvement- systemic thinking, strategic planning, communications skills, EQ, tactics of influences, motivation, becoming a mentor and a role model to subordinates
- ☞ Coaching of high-potential employees- stepping into new responsibilities, adaptation to change, developing strategies

Svetlana uses a solutions focused and adaptive coaching style, and is results-oriented. Combined with genuine empathy and warmth Svetlana helps clients achieve their goals. She has consulted with organisations such as CONDE NAST, F + W Zander, Vympelcom, Azbuka Vkusa, ALFA BANK, SeverStal and did coaching for Executives in UralSib Bank, Citi Bank, NOKIA, Ernst &Yong, TNK-BP and others.

Recent and current assignments include:

- ☞ Design and delivery of Leadership Development programmes for global organisations and an international business school
- ☞ Executive coaching assignments to individuals at CEO, COO, Director and Functional Head level in global and national organisations
- ☞ Design and roll out of a worldwide Culture Change programme for an oil Company.
- ☞ Full organisational diagnostics, developing and facilitating the implementation of the HR strategy

Line management experience

Svetlana has business experience in leading and managing firms, including conducting large projects, and leading teams to high performance. She was the Director of teaching in a National IT company for over 8 years, and developed new projects in Moscow and other regions. She worked in an International Training Corporate, and has been Managing Director of Russian Branch.

Background

Svetlana is proficient in working with various assessment tools such as 360 feedback, DISC, MBTI and others. Svetlana earned her first degree was from the Moscow Aviation University in Space Engineering. Her second degree is from the Russian National Economy Academy, in Organisational Development. She underwent the Executive Education course "The Art and Practice of Leadership Development" in John F. Kennedy School of Business, Harvard University in 2005. She completed "The Art and Science of Coaching" and certified by Erickson College International in Canada and she is Master Certified Coach in the International Coach Federation. Svetlana speaks Russian and fluent English.