

IRINA MIKHAILAVA, PHD, CIPD

SUMMARY

Learning and development champion; Skilled in teaching, training and executive education.

Passionate about driving internationalization

Global thinker who strives in managing complex project in high-paced environments.

KEY SKILLS

- ✓ International Higher Education & Teaching
- ✓ Training & Executive Education
- ✓ Coaching & People skills
- ✓ Cross-cultural Sensitivity and Awareness
- ✓ Project Management & Global Mindset
- ✓ Consulting & Advising

KEY COMPETENCIES

TEACHING & LEARNING

- ✓ Organized and managed delivery of VU MBA curriculum in Management Consulting and Organizational Development including liaising with industry and alumni engagement
- ✓ Designed and delivered customized courses and programs within international higher education for World Bank Belarus, Moscow State University (RU), Institute of Privatization and Management (BY), Vilnius University (LT), Lancaster University (UK)
- ✓ Performed learning needs analysis for individual and corporate clients, and designed capability building and training programs using peer-led learning (Action learning, NLP, Cognitive re-framing), instructor-led training and e-learning (Business Simulations, Video Conferencing, Webinars)
- ✓ Continuously supported student recruitment and client acquisition activities at Vrije Universiteit, Strategy Practitioner's Network and American Councils
- ✓ Advised student run bodies AUREUS and SECEUR on services and professional conduct

EXECUTIVE EDUCATION & TRAINING

- ✓ Organized and delivered collaborative workshop on knowledge transfer and learning capability deployment for participants from Converteam, ABB, Airbus and Sellafield (UK)
- ✓ Initiated and developed a new stream for a training portfolio at MeerBusiness Association focusing on strategic international knowledge capability deployment
- ✓ Collected insights for Eastern European consulting sector, including benchmarking and competitor analysis, and delivered a Masterclass on future industry trends and opportunities
- ✓ Managed two country-wide leadership capability building programs in Belarus on behalf of the US Department of State delivering training and international exposure to over 300 young professionals

CONSULTING & COACHING

- ✓ Analyzed, optimized and consulted on organizational design to foster innovation and learning for E.ON (UK), Novartis (UK), ASDA (UK), Manchester City Council (UK)
- ✓ Delivered strategic analysis of key learning competencies for Polimaster Ltd, BAT and SIEMENS and designed measurement and evaluation schemes for their learning and development activities
- ✓ Coached on Emotional Intelligence and Action Learning to help minimize resistance to change
- ✓ Provided career coaching to Vrije Universiteit MBA students

RELATIONSHIP & STAKEHOLDER MANAGEMENT

- ✓ Developed new contacts and initiated collaboration through thought leadership, boundary spanning and training within an international business community in the Netherlands and Eastern Europe
- ✓ Managed stakeholders within the Strategy Practitioners Network, and managed business partnerships for Lancaster University Management School
- ✓ Connected and communicated in person and virtually with over 16 European partners to enable cross-partner learning and knowledge exchange (Europe-wide)
- ✓ Managed (stakeholder and public) relationships for American Councils in Belarus; represented organization to Belarusian Government Agencies and international organizations (North America and Eastern Europe)

CAREER HISTORY

- 04/2014 – present **Consultant**
World Bank, Belarus Mission
- 09/2011 – present **Learning and Development Consultant/ Assistant Professor**
Management Consulting Group/ Vrije Universiteit Amsterdam, NL & Internationally
Top 10% Teaching Staff in 2013, Best Teacher Award Nomination
- 10/2010 – 04/2011 **Knowledge Exchange Officer**
European Regional Research and Innovation Network, Europe
- 09/2006 – 03/2011 **Business Analyst/ Trainer**
Strategy Practitioner Network, Lancaster University Management School, UK
Co-authored and published professional publications
- 08/1998 – 01/2005 **Senior Program Manager/Trainer**
American Councils for International Education, Belarus & USA
Top 15% International Staff, Honorary US Department of State Summit Participant

LECTURER / TUTOR

LANCASTER UNIVERSITY MANAGEMENT SCHOOL

MNGT100/ MNGT120: Business and Management: an Introduction to Theory and Practice (Ugrad, 1st year) primary targets the first year students majoring in management. It assumes that participants have little if any experience of managing in organizations and equally, little or no prior knowledge of management theories. Thus, it seeks to introduce participants to the topic and provides the coverage of such topics as management theory, organizational strategy, organizational change, organizational behaviour, teamwork, leadership, corporate social responsibility and others. (Role: Lecturer / Tutor)

MNGT121: Business Society and Business Environment (Ugrad, 1st year) is specifically designed to introduce international students to the background of business in the UK and EU and to help them to develop skills and practices needed for studying successfully and effectively in this context. It is therefore intended to enable international students to achieve their full academic potential. It covers a wide range of topics from study skills to basic knowledge of business issues. (Role: Lecturer / Tutor)

MNGT200: Management (and) Consulting: Practice and Critique (Ugrad, 2nd year) aims to provide understanding about contemporary management practice through window of consultancy. It offers skills that enhance future engagement in work and employment. The focus of the module is to develop skills for organizational analysis and project management, and test them in practice through engaging in hand-on consultancy projects. (Role: Tutor)

MNGT501: Learning to Manage (Postgraduate/, MSc Level) constitutes a basic introduction to key theories of management at the Master's level. It seeks to develop understanding of wide management issues as well as builds on the critical thinking and analytical skills. (Role: Lecturer/Tutor)

MNGT 509: Qualitative Research Methods (Postgraduate/MSc level) is set out to prepare MSc student at the methodological level for researching and writing up the dissertations. It engages with such topics as ontology, epistemology and methodology of research as well as some study skills. (Role: Tutor)

ASSISTANT PROFESSOR

VRJIE UNIVERSITEIT AMSTERDAM

MANAGEMENT CONSULTING (MBA LEVEL)

The purpose of this course is to introduce management consulting as a practice. It should create a common starting point for all students in the specialization Management Consulting. The course is about the nature of management consulting, communication by consultants, consultant-client relations, change, issues of professionalism and innovation of consulting methods.

ORGANIZATIONAL DEVELOPMENT AND CHANGE (MBA LEVEL)

The course aims to provide an understanding of various issues of organizational development and will pay particular attention to the concept of change. The course introduces consulting as a systemic activity and gives an overview of change as a systemic intervention. The course enables a dialogue between theory and practice preparing students not only to think critically, but also think pragmatically.

RESEARCH SEMINAR I & RESEARCH SEMINAR II (MBA LEVEL)

The courses aim to develop reflection on and critical evaluation the different research paradigms, strategies and methods. They also focus on training students on qualitative and quantitative data collection and data analysis methods.

EXECUTIVE EDUCATION

Productive Brain/ Productive Body
Problem Framing for Complex Situations
System's thinking and Soft System's Methodology: Tools for Organizational Analysis
Self and Emotional Intelligence
Learning Organization
Learning and Development: Action learning methodology

EDUCATION

2014: Learning and Development Certificate, CIPD Associate Member (*April, 2014*)
2012: Learning Design & Delivery Teaching Qualification, Vrije Universiteit Amsterdam, NL
2011: PhD Management Learning and Leadership, Lancaster University, UK
2006: MSc Implementation of Development Projects, University of Manchester, UK
2002: BA Legal Studies, Academy of Public Administration, Minsk, BY
1996: Bedford High School, Temperance MI, USA

PUBLICATIONS & CONFERENCES

In progress Absorptive capacity: a practice based perspective", an academic article in collaboration with Mark Easterby-Smith
In progress In Kars-Unluoglu, S. & Mikhailava, I. 'Bridging Knowledge Management and Human Resource Management: widening HR contribution'
In progress In Khapova, S. et al. 'Facilitating Career Narrative amongst MBA Students'
2012 Easterby-Smith, M & Mikhailava, I. 'Knowledge Management: in Perspective', People Management, June, pp 34 - 37
2011 Easterby-Smith, M & Mikhailava, I. 'The Knowledge Management Challenge: Mastering the softer side of knowledge management', AIM Research, Executive Briefing
2010 Mikhailava, I. "Structural differentiation: research and practice", Centre for Strategic Management, Strategy Practitioners Network, Lancaster University Management School, White paper
2010 Mikhailava, I. & Easterby-Smith, M. 'Absorptive capacity: towards practice based perspective' European Academy of Management conference, Conference proceedings
2009 Mikhailava, I. 'Absorptive capacity: the learning perspective', Organizational Learning and Knowledge conference, Conference proceedings

- 2008 Mikhailava, I. 'Learning and leadership: contrasting experiences from Belarus', Developing Leadership Research, Leeds University Press, pp. 23 – 33
- 2008 Mikhailava, I. 'Absorptive capacity: a lens of experiential learning', British Academy of Management, Conference proceedings.

CONFERENCES

2014	British Academy of Management/ Belfast, UK	Present, Session Chair
2014	European Group for Organization Studies/ Rotterdam, NL	Participant
2012	International Forum on Knowledge Asset Dynamics/ Matera, Italy	Presenter
2010	IV International Business Conference "Top Management: Tools for Business leaders" Minsk, Belarus	Speaker Presenter
2010	European Academy of Management Tor Vergata University/ Rome, Italy	Presenter
2009	Organizational Learning, Knowledge and Capabilities Frei University/ Amsterdam, Holland	Presenter
2008	British Academy of Management Conference Leeds University/ Harrogate, UK	Presenter
2007	British Academy of Management Conference Warwick University/ Coventry, UK	Participant

LANGUAGES

Russian, Belarusian (Native)
 English (Native Speaker Proficiency)
 Dutch (Intermediate)