



Curriculum Vitae

Name: Gurkov

Surname: Igor

Nationality Russia

Date of birth: 9 August 1965

Civil status: Single

Work Address: Russia, Moscow, 101000, Myasnitskaya str., 20, Higher School of Economics

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Academic Degrees and Qualifications:

1998 Professor Qualification, The Ministry for General and Professional Education, the Russian Federation

1998 D.Sc. (Management of Economic and Social Systems), the Institute for Socio-economic Problems of Population, the Russian Academy of Sciences, Moscow.

1990 Ph.D. (Economic History), M.V. Lomonosov Moscow State University.

1987 M.Sc. (Political Economy) with Distinction, M.V. Lomonosov Moscow State University.

Professional awards

2012 – *The Order of the Second Degree*, National Research University Higher School of Economics

2012 -- *The Diploma of Gratitude* of the Ministry for Education and Science, the Russian Federation

2006 -- *Golden Heights* Awards for Outstanding Achievement in Teaching, State University- Higher School of Economics

2002 -- *The Diploma of Gratitude* of the Ministry for Economic Development, the Russian Federation

1998 -- *First Place Award*, Competition for the Best Program in Strategic Management of The Russian Association for Business Education and the National Training Foundation

Present Position

Distinguished University Professor (full-time), National Research University Higher School of Economics, Moscow

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Previous Permanent Positions:

1993-1997 Research Fellow, SEOR b.v. – Foundation for Economic Research at Erasmus University, Rotterdam

1992-1993 Post-Doctoral Fellow, Faculty of Industrial Engineering and Management, Technion – Israel Institute of Technology

1990 - 1991 Senior Lecturer, Chair of Socioeconomic Systems Theory at the Institute of Economics, the Russian Academy of Science, Moscow.

1990 Research Associate, Institute of Economics, the Russian Academy of Sciences, Moscow.

Visiting teaching/research fellowships

2005-present Visiting Professor, International DBA program, Russian Presidential Academy of the National Economy and Civil Service, Moscow

2005-2009 Visiting Professor, MBA Program. Faculty of Management, St. Petersburg State University

2001-2008 Visiting Professor, International DBA program, International Business Academy, Alma-Ata, Kazakhstan

2003 Visiting Scholar, London School of Economics

2002 Visiting Research Fellow – University Paris-I-Sorbonne/Paris-IX-Dauphine

2001 Visiting Scholar – Schulich Business School, Toronto

1998 Visiting Professor, CREES, University of Michigan, Ann Arbor

1996 Visiting Professor, Faculty of Business Studies – Rotterdam School of Management, Erasmus University, Rotterdam

1995 Visiting Research Fellow, Faculty of Business Studies – Rotterdam School of Management, Erasmus University, Rotterdam

Professional Membership

Organizational Design Community, Academy of Management, Academy of International Business, Strategic Management Society, European Academy of International Business

Current Significant Research Projects:

- *Management practices in Russian manufacturing subsidiaries of multinational corporations (since 2012)*
- *Human Resource Management in Russian manufacturing subsidiaries of multinational corporations (since 2013)*

Teaching Experience (Undergraduate, graduate, MBA, Executive MBA and DBA courses):

*** *National Research University Higher School of Economics, Moscow***

- Graduate course “Strategic Analysis” (1998/99--2005/2006)
- Graduate course “Methodology of Business and Management Studies” (since 2000/2001 – present)
- Graduate course “Strategic Organizational Design” (since 2008/2009 – present)
- Supervision of Ph.D. and Master Thesis (3 successfully suggested Ph.D. dissertations; 67 successfully suggested Master Thesis)

*** *Russian Presidential Academy of the National Economy and Civil Service, Moscow***

Teaching at Executive MBA and DBA levels and Supervision of DBA dissertations

*** *University of Michigan, Ann Arbor.*** Teaching 400th and 800th elective courses on Business and Management in Russia

*** *Faculty of Business Studies – Rotterdam School of Management, Erasmus University, Rotterdam*** Teaching an elective graduate course on Business and Management in Russia

Editorial Experience:

- **Member of Editorial/Review Boards** of “*Management and Organization Review*,” “*Employee Relations*,” “*International Studies of Management and Organization*,” “*Journal for East European Management Studies*”
- **Guest editor** of special issues of “*Journal of East-West Business*” (2014) and “*International Studies of Management and Organization*” (2011 and 1995)
- **Reviewer** for “*Long Range Planning*,” “*Thunderbird International Business Review*,” “*International Journal of Organizational Analysis*,” “*Journal for Organizational Change Management*,” “*Management International Review*,” “*Employee Relations*,” “*International Journal of Emerging Markets*,” “*Journal of Economic and Social Geography*» (Tijdschrift voor economische en sociale geografie)
- **Reviewer** for SMS, AoM, AIB, EurAM, EIAB Annual Conferences

Consulting projects

- 2010 Design of a new organizational structure of the Far East Federal University (*Education*)
- 2008 Strategic development KER-Holding (*Engineering*)
- 2007 Strategic development of VSK (*Insurance*)
- 2007 Support for launching a new food retail chain
- 2006 Scenario planning for “Azбука Vkusa” (*Food retail chain*)
- 2005 Strategic development “Euroforest” (*Paper products*)
- 2005 Strategic development “Logos Group” (*Publishing*)
- 2004 Strategic development and a long-term plan of “Yakutsenergo” (*Electricity grid*)

- 2000-2001 Organizational design of RJSC “United Electricity Systems” (*National electricity power generator and electricity grid*)
- 2000 Organizational design of JSC “Sistems” (*Conglomerate*)

Publications:

9 books, **68** articles in professional journals/chapters in books, **10** working papers, **6** edited cases,

Selected publications (without working papers)

- Gurkov, I. and Saidov, Z. (forthcoming) “Current strategic actions of Russian manufacturing subsidiaries in Western multinational corporations,” *Journal of East-West Business*, (*in print*),
- Gurkov I. and Morley M. (forthcoming) “Divinity rules: Towards a revised typology of multinational corporate parenting styles,” *European Journal of International Management* (*in print*)
- Gurkov, I. (2016), “Against the wind: New factories of Russian manufacturing subsidiaries of Western multinational corporations,” *Eurasian Geography and Economics*, Vol. 57 No. 2, pp. 161-179
- Gurkov I. (2016), “Human resource management in Russian manufacturing subsidiaries of multinational corporations,” *Post-Communist Economies*. Vol. 28. No. 3. P. 353-372
- Gurkov, I. (2016), “Oriflame CIS: The successful evolution of a regional subsidiary’s mandate// *Global Business and Organizational Excellence*,” Vol. 35. No. 4. P. 44-54
- Gurkov I. (2016). *Investimenti Diretti Stranieri in Russia e Nuove Opportunità/ Direct Foreign Investments in Russia and New Opportunities*. Verona: Conoscere Eurasia Edizioni, 2016.
- Gurkov I. (2016), “Foolishness, obstinacy or wisdom? Recently opened Russian factories of Western MNCs,” *Baltic Rim Economies*, No. 1. P. 34-34
- Gurkov, I. (2015), “Corporate parenting style of the multinational corporation: A subsidiary view,” in A. Verbeke, R. Van Tulder, R. Drogendijk (Eds.) *Progress in International Business Research, Vol. 10: The Future of Global Organizing*. Emerald Group Publishing Limited, P. 57-78
- Gurkov I. (2015), “Russian manufacturing subsidiaries of Western multinational corporations: Support from parents and cooperation with sister-subsidiaries,” *Journal of East-West Business*, Vol. 21. No. 3. P. 157-181

- Gurkov I. and Kossov, V. (2014), "Combining contemporary and Soviet-Era management practices to achieve excellence at Knauf CIS," *Global Business and Organizational Excellence*, Vol. 33. No. 6. P. 21-34.
- Gurkov I., Morgounov E., Settles, A., and Zelenova O. (2014), "HRM in Russia over a century of storm and turmoil: A tale of unrealized dreams.", in: B.Kaufman (Ed.) *The Development Of Human Resource Management Across Nations: Unity and Diversity*. Cheltenham : Edward Elgar Publishing,. Ch. 14. P. 363-386.
- Gurkov I. (2014), "Management practices in Russian manufacturing subsidiaries of foreign multinational corporations: challenging some beliefs about contemporary Russian industrial management," *Post-Communist Economies*, Vol. 26. No. 2. P. 220-240.
- Gurkov I. (2014), "New conditions, new motives and new modes of operations of Western MNCs in Russia," *Baltic Rim Economies*, No. 6. P. 30-30.
- Gurkov I., and Settles A. (2013) "A dominant archetype of the HRM system in Russian industrial companies in post-recession times," *International Journal of Human Resource Management*. 2013. Vol. 24. No. 19. P. 3630-3643.
- Gurkov I. (2013), "HRM in Russian industrial companies: An overview of past studies and new Observations," *The Journal of Comparative Economic Studies*, Vol. 8. P. 21-33.
- Gurkov I. and Filippov S. (2013) "Innovation processes in the Russian manufacturing subsidiaries of multinational corporations: An Integrated View from Case Studies," *Journal of East - West Business*, Vol. 19. No. 4. P. 260-290.
- Gurkov I. (2013), "Why some Russian industrial companies innovate regularly: Determinants of firms' decisions to innovate and associated routines," *Journal for East European Management Studies*," Vol. 18. No. 1. P. 66-96.
- Gurkov I., Zelenova O. and Saidov Z. (2012), "Mutation of HRM practices in Russia: an application of CRANET methodology," *International Journal of Human Resource Management*, Vol. 23. No. 7. P. 1289-1302.
- Gurkov I. (2011), "Explaining the "Ilya Muromets syndrome" of business innovations in Russian industries," *Journal of East - West Business*, Vol. 17. No. 2-3. P. 120-131.
- Gurkov I. and Zelenova O. (2011) "Human resource management in Russian companies // *International Studies of Management & Organization*," Vol. 41. No. 4. P. 65-78.
- Gurkov I. (2011), "Innovative actions and innovation (in)capabilities of Russian industrial companies: A further extension of observations," *Post-Communist Economies*, Vol. 23. No. 4. P. 507-516.

- Gurkov I. and Settles A. (2011), "Managing organizational stretch to overcome the uncertainty of the Great Recession of 2008," *International Journal of Organizational Analysis*, Vol. 19. No. 4. P. 317-330.
- Gurkov I. (2011), "Michailova and Jormanainen "Knowledge transfer between Russian and Western firms: Whose absorptive capacity is in question?": A reply," *Critical Perspectives on International Business*, Vol. 7, No. 4. P. 343-349.
- Gurkov I. and Settles A. (2011), "Strategy and organization in Russian corporations", *International Studies of Management and Organization*. 2011. Vol. 41. No. 4. P. 3-19.
- Gurkov I. (2010), "Strategy techniques for the times of high uncertainty," *Journal for East European Management Studies*, Vol. 15. No. 2. P. 177-186
- Gurkov I. (2009), "Strategy process in Russian "non-strategic" companies -- Coping with the economic recession," *Post-Communist Economies*, Vol. 21. No. 4. P. 429-451.
- Gurkov I. (2009), "Strategy process as formulation and realization of corporate goals: The synthesis of surveys in Russian firms," *Journal for East European Management Studies*, 14. No. 1. P. 48-64.
- Gurkov I. (2007), "Dominant strategic archetype of the Russian industrial firm," *Journal for East European Management Studies*, Vol. 12. No. 1. P. 35-52.
- Gurkov I. (2006), "Innovative actions and innovation (in)capabilities of Russian industrial companies - An extension of a quasi-longitudinal study," *Post-Communist Economies*, Vol. 18. No. 3. P. 297-313
- Gurkov I. (2005), "Anarchist around. Considerations on the book," *Journal for East European Management Studies*, Vol. 10. No. 4. P. 347-349
- Gurkov I. (2005), "Innovations in Russian Industries: Conditions for implementation and impact on competitiveness," *Journal for East European Management Studies*, Vol. 10. No. 3. P. 218-246.
- Cohen S. and Gurkov I. (2005), "Performance of privatized companies in early transition: Russian cases," *International Journal of Business Research*, Vol. 3. No. 1. P. 15-35
- Gurkov I. (2004), "Business innovations in Russian industries," *Post-Communist Economies*, Vol. 16. No. 4. P. 423-438.
- Gurkov I. (2003), "Time allocation of Russian CEOs," *Journal for East European Management Studies*, Vol. 8. No. 4. P. 387-396.
- Gurkov I. (2002), "Innovations and legacies in Russian human resource management practices: Surveys of 700 chief executive officers," *Post-Communist Economies*, Vol. 14. No. 1. P. 137-144.

- Gurkov I. (2002), "Management innovations in Russian export-oriented companies: The results of large-scale surveys conducted in Russian enterprises," *Journal for East European Management Studies*, Vol. 7. No. 4. P. 333-347.
- Gurkov I. and Maital S. (2001), "How will Russia's future CEOs manage? A survey of attitudes toward loyalty, leadership and teamwork," *Journal for East European Management Studies*, Vol. 6. No. 1. P. 28-42.
- Gurkov I. (1999), "Training needs in Russian industrial companies: Assessment by CEOs," *Post-Communist Economies*, Vol. 11. No. 4. P. 541-549.
- Gurkov I. (1997), *Management Development in Russia*. Geneva: International Labour Office, 1997.
- Gurkov I., Avraamova E., Bulychkina G. and Inzerilli G. (1997), "Russian enterprises' adaptation to new business realities," *International Studies of Management & Organization*, Vol. 27. No. 1. P. 39-60.
- Gurkov I. (1996), "Changes of control and business reengineering in Russian privatized companies," *The International Executive*, Vol. 38. No. 3. P. 359-388.
- Gurkov I. and Maital S. (1996), "Perceived control and performance in Russian privatized enterprises: Western implications," *European Management Journal*, Vol. 14. No. 2. P. 160-166.
- Gurkov I. and Kuzminov Y. (1995), "Organizational learning in Russian privatized enterprises: The beginning of strategic change," *International Studies of Management & Organization*, Vol. 25. No. 4. P. 91-117.
- Gurkov, I. and Asselbergs, G. (1995), "Ownership and control in Russian privatized enterprises", *Post-Communist Economies*, Vol. 7 No. 2, P. 195-211.
- Gurkov I. (1995), *Popular Response to Russian Privatization*. Glasgow: Centre for Studies in Public Policy.

The complete list of publications is available at <http://www.hse.ru/en/staff/gurkov#sci>