



# Pavel Kiryukhantsev

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**Zest Leaders Managing Partner**

**Zest Leaders General Director**

**Corporate sector experience:** more than 23 years in different sectors, including creation of one of the first Russian holdings, formation of the first independent Board of Directors in Russia (SUEK), creation and support of Corporate Universities, at present – supporting activities in the field of Corporate governance in Gazprom neft, SUEK, Sibur, Mosenergo, FC Otkritie and many more companies.

**Management experience:** 10 years in top management (Toyota, Ilim Pulp etc.).

**Promoter experience:** one of the founders of St.Peter-and-Paul International Jazz Festival, St.Petersburg, Russia (a partner festival to North Sea Jazz, Rotterdam, the Netherlands).

**Entrepreneurial experience:** founder of Leningrad center of organizational development (1988), co-founder of Training Institute (1994), co-founder of Rosgarant financial broker (1996), founder of Zest Leaders (2002), co-founder of Kinderbook web application for children books (2010).

**Investment experience:** Stock Exchange (since 1998), foreign real estate (since 2001).

**Consultant experience:** more than 23 years. Founder of Zest Leaders (2002) specializing in organizational development, development of top teams and leadership. Author of models, procedures, moderations, methods and diagnostics of individual, organizational and team development. Moderated developing activities in USA, Europe, Africa and Asia.

**Coaching experience:** personal coach for business owners, General Directors and top managers of leading Russian companies.

**Education:** Leningrad State University (Faculty of Psychology); Michel Institute, Germany; INSEAD, Coaching & Consulting for Change.

**Miscellaneous:** was born in Leningrad. Besides Zest loves painting, photography, history of Soviet poster, fishing, tennis, alpine skiing, literature. Bibliophile.