



## **Curriculum Vitae**

**Name:** Gurkov

**Surname:** Igor

**Nationality** Russia

**Date of birth:** 09 August 1965

**Civil status:** Single

**Home Address:** Russia, 125047, Moscow, 3<sup>rd</sup> Tverskaya-Yamskaya, 11 ap. 28,

**Phone** +7(499) 2505480 (home), +7 (903) 625-6705 (mobile)

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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.

### **Additional Education**

Diploma Course for Professional Translators of French Economic Literature - M.V. Lomonosov Moscow State University, 1987

### **Professional awards**

2017 – *The Best Teacher Award*, National Research University Higher School of Economics

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 Achievements 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

### **Previous Permanent Positions:**

1997-2020 Professor, Distinguished University Professor (full-time), National Research University Higher School of Economics, Moscow

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**

**2019** Visiting Professor, Vienna University of Economics and Business

**2018** Visiting Professor for Strategic Organizational Design, University of Regensburg (Germany)

**2005-2016** Regular Visiting Professor, International DBA program, Russian Presidential Academy of the National Economy and Civil Service, Moscow

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

**2001-2008** Regular 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

## **Possible referees**

Prof. Thomas Steger, University of Regensburg -- [thomas.steger@ur.de](mailto:thomas.steger@ur.de)

Prof. Dirk Holtbruegge, University Erlangen-Nuremberg - [dirk.holtbruegge@fau.de](mailto:dirk.holtbruegge@fau.de)

Prof. Desislava Dikova, Vienna University of Economics and Business - [desislava.dikova@wu.ac.at](mailto:desislava.dikova@wu.ac.at)

## **Current Significant Research Projects:**

- *Development of production facilities of Russian manufacturing subsidiaries of multinational corporations (since 2020)*
- *Anisotropy of multinational corporations (since 2017)*

## **Teaching Experience (Undergraduate, graduate, MBA, Executive MBA and DBA Courses, Ph.D. supervision):**

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

- Graduate course “Strategic Analysis” (1998/99--2005/2006)

- Graduate course “Methodology of Business and Management Studies” (annually 2000/2001 –2019/2020)

- Graduate course “Strategic Organizational Design” (annually 2008/2009 – 2019/2020)

- Supervision of Ph.D. and Master Thesis (**3** successfully suggested Ph.D. dissertations; **72** successfully suggested Master Thesis)

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

Teaching Strategic Management 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,” “European Journal of International Management”,*

*“International Studies of Management and Organization,” “Journal for East European Management Studies”, “Post-Communist Economies”*

*Guest editor of Special issues of “Journal of East-West Business” (2014) and*

*“International Studies of Management and Organization” (2011 and 1995)*

## **Reviewer Experience**

*79 reviews including reviews for*

*“Long Range Planning”, “The International Journal of Human Resource Management”,*

*“Management International Review”, “Management International Review”, “Employee Relations”, “Management and Organization Review”, “Journal of Organizational*

*Change Management*”, “*International Journal of Emerging Markets*”, *AoM Annual Conferences etc.* **98<sup>th</sup> percentile in Publons**

### **Consulting projects**

2017 Curriculum development of the Presidential Academy of Civil Service, Turkmenistan -under the United Nation Development Program (UNDP) project (*Education*)  
2010 Design of a new organizational structure of the Far East Federal University (*Education*)  
2008 Strategic development of KER-Holding (*Engineering*)  
2007 Strategic development of VSK (*Insurance*)  
2007 Support for launching a new food retail chain  
2006 Scenario planning for “Azbuka Vkusa” (*Food retail chain*)  
2005 Strategic development of "Euroforest" (*Paper products*)  
2005 Strategic development of "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 MIG (aviation)  
1997, 2000 Organizational design of JSC “Sistema” (*Conglomerate*)

### **Publications:**

9 books, 75 articles in professional journals/chapters in books, 10 working papers, 6 edited cases,  
H-index in SCOPUS – 11  
RG Score – 49.79

### **Selected publications in English**

#### ***Books:***

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. (1997). *Management Development in Russia*. Geneva: International Labour Office.

Gurkov I. (1995). *Popular Response to Russian Privatization*. Glasgow: Centre for Studies in Public Policy/

#### ***Articles in referred journals and chapters in books (in English)***

- 1) Gurkov I. B., Kokorina A. O., Saidov Z., Balaeva O. Foreign direct investment in a stagnant economy: Recent experience of FDI in manufacturing facilities in Russia // *Journal of East-West Business*. 2020

- 2) Gurkov I. B. Location of Russian manufacturing enterprises of foreign corporations opened in 2012-2018 // *Regional Research of Russia*. 2020. Vol. 10. No. 1
- 3) Gurkov I. B., Kokorina A. O., Saidov Z., Balaeva O. Rituals of Opening Ceremonies of Overseas Manufacturing Facilities of Multinational Corporations in Russia // *Thunderbird International Business Review*. 2020
- 4) Gurkov I. B. The past, the present, and the foreseeable future of Russian manufacturing subsidiaries of Western multinational corporations // *Journal of Eurasian Studies*. 2020 (in press)
- 5) Gurkov, Igor. The growing anisotropy of the multinational corporation in the ‘new normal’ – challenges for organizational architecture" // *Journal of Organizational Change Management*. 2019. Vol. 32. No. 2. P. 194-207
- 6) Gurkov, I., Morgunov, E., Saidov, Z. and Arshavky, A. (2018), “Perspectives of manufacturing subsidiaries of foreign companies in Russia: Frontier, faubourg or sticks?” *Foresight and STI Governance*, Vol. 12 No. 2, P. 24-35.
- 7) Gurkov I. B., Kokorina A. O., Saidov Z. (2018), “Performance of Russian manufacturing subsidiaries of foreign multinational corporations opened in 2012-2016”, *Eurasian Geography and Economics*. Vol. 59. No. 5-6. P. 585-605.
- 8) Gurkov I., Kokorina A., Saidov Z. (2018) “Beyond ribbon cutting: Lessons from Russian manufacturers on the nuances of opening ceremonies”, *Global Business and Organizational Excellence*. Vol. 37. No. 5. P. 6-13.
- 9) Gurkov, I. and Lapshin S. (2018), “Hammer & Silicon: The Soviet Diaspora in the US Innovation Economy”. *Journal for East European Management Studies*, Vol. 23. No. 3. P. 523-526.
- 10) Gurkov I. B., Kokorina A., Saidov Z. (2017) “The cul-de-sac of foreign industrial investments to Russia”, *Post-Communist Economies*, Vol. 29 No. 4, P. 538-548
- 11) Gurkov I. and Saidov Z. (2017), “Communications between Managers of Manufacturing Units of Multinational Corporations”, *International Journal of Organizational Analysis*, Vol. 25. No. 5, P. 894-908.
- 12) Gurkov I. and Morley M. J. (2017), “Divinity Rules: Towards a Revised Typology of Multinational Corporate Parenting Styles”, *European Journal of International Management*, Vol. 11 No. 4, P. 490-510.
- 13) Gurkov I., Morgunov E., Saidov Z. (2017), “Robustness and Flexibility of Human Resource Management Practices: The Results of a Repeated Survey of Russian Subsidiaries of Multinational Corporations”, *Employee Relations*, Vol. 39 No. 5, P. 594-625.

- 14) Gurkov I. and Saidov Z. (2017), “Current Strategic Actions of Russian Manufacturing Subsidiaries of Western Multinational Corporations”, *Journal of East-West Business*. 2017. Vol. 23. No. 2. P. 171-193.
- 15) Gurkov I., Goldberg A., Saidov Z. (2017), “Strategic agility and persistence: HEM’s entry into the Russian market of expendable materials for clinical laboratories”, *Global Business and Organizational Excellence*. 2017. Vol. 36. No. 5. P. 12-19.
- 16) Gurkov I. and Kokorina, A. (2017) “Who cut the ribbon? A quantitative analysis of formal opening ceremonies of new plants of multinational corporations in Russia,” *Eurasian Geography and Economics*, Vol. 58, No. 2, P. 258-277
- 17) 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
- 18) Gurkov I. (2016), “Human resource management in Russian manufacturing subsidiaries of multinational corporations,” *Post-Communist Economies*. Vol. 28. No. 3. P. 353-372
- 19) 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
- 20) Gurkov I. (2016), “Foolishness, obstinacy or wisdom? Recently opened Russian factories of Western MNCs,” *Baltic Rim Economies*, No. 1. P. 34-34
- 21) 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
- 22) 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
- 23) 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.
- 24) 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.
- 25) 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.
- 26) 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.
- 27) 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.
- 28) 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.
- 29) 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.
- 30) 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.
- 31) 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.
- 32) 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.
- 33) Gurkov I. and Zelenova O. (2011) “Human resource management in Russian companies”, *International Studies of Management & Organization*,” Vol. 41. No. 4. P. 65-78.
- 34) 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.
- 35) 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.
- 36) 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.

- 37) 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.



- 38) 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.
- 39) 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.
- 40) Gurkov I. (2007), "Dominant strategic archetype of the Russian industrial firm," *Journal for East European Management Studies*, Vol. 12. No. 1. P. 35-52.
- 41) 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
- 42) Gurkov I. (2005), "Anarchist around. Considerations on the book," *Journal for East European Management Studies*, Vol. 10. No. 4. P. 347-349
- 43) 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.
- 44) 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
- 45) Gurkov I. (2004), "Business innovations in Russian industries," *Post-Communist Economies*, Vol. 16. No. 4. P. 423-438.
- 46) Gurkov I. (2003), "Time allocation of Russian CEOs," *Journal for East European Management Studies*, Vol. 8. No. 4. P. 387-396.
- 47) 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.
- 48) 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.
- 49) 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.
- 50) Gurkov I. (1999), "Training needs in Russian industrial companies: Assessment by CEOs," *Post-Communist Economies*, Vol. 11. No. 4. P. 541-549.

- 51) 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.
- 52) Gurkov I. (1996), "Changes of control and business reengineering in Russian privatized companies," *The International Executive*, Vol. 38. No. 3. P. 359-388.
- 53) 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.
- 54) 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.
- 55) Gurkov, I. and Asselbergs, G. (1995), "Ownership and control in Russian privatized enterprises", *Post-Communist Economies*, Vol. 7 No. 2, P. 195-211.
- 56) Gurkov, I. (1994), "Privatization in Israel: The movement towards a mature market economy", *Annals of Public and Cooperative Economy*, Vol. 65 No. 2, P. 247-279.