

# about & for VD LEADERS

MONTHLY CORPORATE MAGAZINE

## READY FOR CHALLENGES!

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### QUOTATION OF THE MONTH:

«Whatever you can do or dream, begin it».

Johann Wolfgang von Goethe

The participants of the first enrolment of the Volga-Dnepr Future Leaders program had their final session on 22-23 December in Moscow. Twenty-six Program graduates presented the results of the second training year to their mentors and the company senior executives.

– We put much hope on the future leaders, – emphasized the company president **Alexey Isaykin** addressing the graduates. – We still have a lot of challenging tasks in the company with nobody to tackle them. It's important that you understand what you are capable of. And your mentors are sure to support you.

The program graduates received valuable feedback from their mentors and the company executives on the results of their second training year. The presentations were preceded by creative video-clips showing the process of tasks performance.

At the end of the seminar the graduates got New Year presents from their mentors and the company top managers.

– Corporate University ran a high quality program which was interesting, useful and practicable, – said **Marina Kasyanova**,



the company deputy HR director. – The majority of the program participants have evolved and many of them have been recently promoted. I remember them at the beginning of the training program,

the way they presented themselves and information. Now they've become more experienced and professional. I wish them successful career growth, high professionalism, further development of management skills, and same friendly attitude.

– They have become more confident about their career route, – added **Alexander Bashkov**,



“Atran” general director. – They have started to see future possibilities, have matured in managing people, understanding strategy, economics, and different processes, which generally is quite beneficial for the company. Besides, their successful work laid the foundation for oth-



er company employees to join the Future Leaders program. It has a positive cultural effect, too: people are ready to learn, grow, climb career ladders, they welcome changes and innovations. Now it's important to apply this knowledge into practice. I wish I had had the same learning opportunities when I was at their age. In some way I envy them and think they should use these opportunities to advantage.

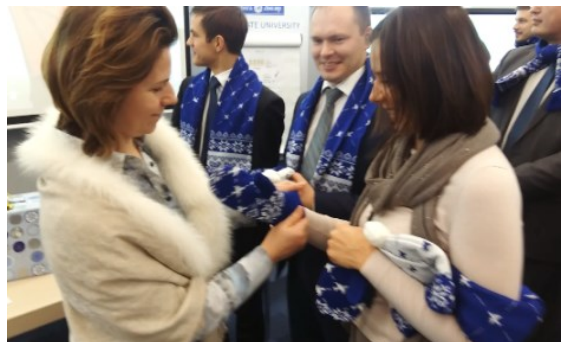
### Here's what the participants shared:

**Ivan Strelnikov**, commercial project manager, RS:

– I'm glad that despite being really busy the company top managers considered it important to see the management reserve training results. The most important thing is that every program participant has progressed on the way to their goals and is willing to succeed in accomplishing them.

**Ramil Aitov**, head of legal regulation department, VDM:

– The Future Leaders program including today's report is a very efficient venue for identifying the company active professionals. The most important thing for the company senior executives is to listen to future leaders and assess their potential. Unex-



pectedly our video-clip made just before the session won the competition and got the first place which again proved that we shouldn't give up even if the chances are not big!

**Konstantin Surkov**, chief accountant, VDTM:

– The president's message that the company badly needed heroes to deal with challenges was really important and memorable. The atmosphere of the event was very natural and friendly with much support from the executives. As for me, I left the training venue in high spirits and with a present from the Corporate University.



ty.

**Anastasia Lokteva**, electronic service specialist, ABC:

– I'm really thankful to the event organizers – it was a working, although very comfortable and friendly atmosphere. I know it well how difficult it is to manage so many people in one place, especially at the end of the year. I'm also thankful to the mentors for support in preparation of the final presentation. It was important to get feedback from the company top managers. It helps to realize that whatever you've been working on will be re-



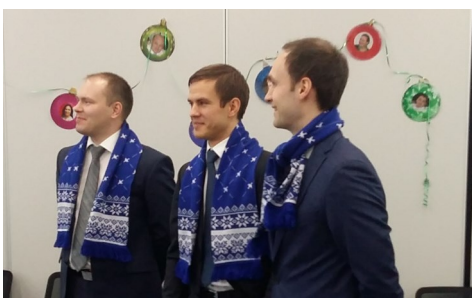
warding and will be valued. Annual reports are also important to make sure you are on the same page, moving in the right direction.

**Natalia Ivanovskaya**, head of transportation organization department, ABC:

– The most valuable thing was the questions asked by the senior executives, their genuine interest, not just presence.

All the program participants have become a team since the first team-building session in the forest – we have learnt how to communicate, how to complement each other depending on the purpose: someone is better at seeing a goal, others help to get there.

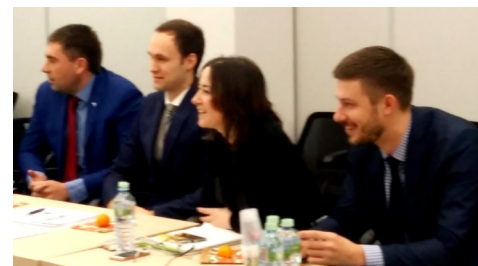
**Alexander Kartashov**, key customer service specialist, VDA:



– I would like to express my gratitude to the Corporate University for organization of this final session and for support and cooperation for the whole year. It was really useful to get feedback from the senior executives on our performance. We will definitely benefit from their valuable comments.

**Pavel Popov**, financial director, ABC:

– Despite the fact that I was the last speaker of the first very busy and tiring day, I managed to ask all questions I had, and seemed to properly answer the questions addressed to me. Disputing with Alexey Isaykin was exciting, and at the beginning



quite challenging, and as it seemed to me we found common ground and understood each other, which was very important! It's essential for the employees to have a chance to share their ideas and concerns with the company top managers who take them as something really important. This is where recognition starts. It proves again that I am on the right way as we share the same values.

## Raising the Company Strategic Reserve!



**The second enrolment of the Volga-Dnepr Future Leaders program is starting on February 13 in Moscow.**

Beginning is of the essence. So, the first training module will be devoted to the company values and philosophy of leadership. This is what the company president Alexey Isaykin together with the GE representatives, the company strategic partner, will address in their workshop.

Information about the program participants, their expectations, interests

and ambitions you can find in The Future Leaders second enrolment community in our corporate portal [my.volga-dnepr.com](http://my.volga-dnepr.com)



**Final assessment stage of the second enrolment candidates to strategic management reserve**





## "A LEADER IS LIKE A NUCLEUS IN AN ATOM"

**This digest issue continues a series of articles about first enrolment graduates of the Future Leaders training program. Have they benefited from the training? Have their careers changed? Pavel Popov, chief accountant officer, ABC, is answering these questions today.**

**– Pavel, how did you find yourself in the program?**

– Two years ago before the program was launched I'd been the deputy director on finance and economics, ABC. Being a member of the company management reserve I knew that was a splendid opportunity to prove myself, so when I got the invitation to participate in the program I didn't hesitate to accept it.

**– What expectations did you have?**

– I knew that colleagues from the company different global offices would participate in the program. It was great for networking, for sharing experience and impressions. And I didn't want to miss the opportunity to learn from the company top managers and external lecturers.

**– Pavel, what can you say about the program? Was there anything that impressed you most?**



– I really liked the training on emotional intelligence given by Elena Russkaya, "Public Man" consulting company. Playing "Pass the Message" we were able to see how misinterpretation of the information could distort the issue, so the last receiver got it absolutely wrong. It was very useful. I learnt how important it is to clarify the task to successfully perform it. I also remember two training days with GE. It was cool! Tim Highet spoke about GE approach to personnel training and development, to growing leaders. It was great to learn that I had the same approach at my level.

It was important to listen to Sergey Kravchenko, the Boeing president in Russia/CIS. He spoke about efficient ways to interact with customers.

Learning from the company managers, the president was of special value. It was run in the form of constructive dialogues, so the program participants could get the answers to their questions. It's great to have a chance to speak to the company top managers at this level. Not every company could allow it.

**– Did the program help your career growth?**

– It did. I was promoted to the position of the chief accountant officer in



AirBridgeCargo, and my participation in the program contributed to it. There I was able to prove myself, to show the way I approach business tasks, to apply gained knowledge on practice, and that was noticed by the senior executives.

**– Does the knowledge you gained help you address the challenges in the new position?**

– Yes, it does. During training I confirmed my vision. Watching the top managers participating in the process, approaching tasks, reasoning, reinforcing I started to try all that on. I adopted the approach of my mentor Sergey Shklyanik who always proved himself a leader never missing the opportunity to learn. Communications are getting easier. You understand what is expected from you, which really helps at work.

It's imperative to apply the knowledge immediately once you get it. You shouldn't wait for the certificate to start doing it. I remember during some business meeting it occurred to us to try the approaches we'd been taught. And it worked!

Also, working with the mentor is really valuable. I could say I was challenged by my mentor Sergey Shklyanik. According to my personal professional development plan I was



**Pavel Popov**

going to move in a different direction, which my mentor questioned. After our first meeting I was sure it was going to be another way, and two weeks later I completely accepted the change and his vision on my growth and haven't regretted it at all.

**– How do you see your further professional development?**

– First of all, in my present position I would like to improve business efficiency, to contribute to the company sustainable growth. Also, I would like to lead a project on business efficiency, which was frozen, and reanimate it. Besides, I see the necessity of some processes optimization. In three years I see myself in the position of the company vice-president on economics and finance. Also, I am open to any geography, and, if necessary, ready to work abroad.

**– What is leader for you?**

– Leader is somebody who leads people like the nucleus in the atom with the electrons moving around. He organizes and motivates people, he knows how to grow them.

I differentiate between the inborn leader and the company leader. The inborn leader sets his own tone, lives by his own rules, whereas in the com-







pany the leader has to fit into the company culture. You can be charismatic and intelligent but if you can't align with the system you will never be able to lead the company. You have to accept and share the company culture, let your leadership skills serve the company, as being a leader is great responsibility. It's not enough to lead people you have to know where to.

– Very soon, on February 13 we start the "Future Leaders" program for the next enrolment. What can you recommend to the program participants?

– Number one – be ready to learn, leave all fears behind, share any ideas. Any seemingly eccentric idea can lead to brilliant solutions. Number two – take up new tasks. If you are offered to join some project or new direction go for it! This is the key to further development. Besides, be ready to take responsibility. No success is possible without it. This training program is a unique opportunity for self-realization; learning is based on the real company projects where you get the information directly from top-management; this is where



communications are of great value when your success depends on a person you work with shoulder to shoulder.

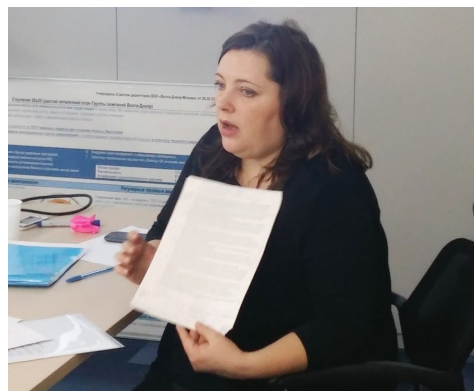
I wish all the participants success and I am always ready to support them!

## Business Letter Etiquette: clear, laconic, efficient correspondence!

**Corporate University training "Efficient Business Correspondence" was held on January 26 in Moscow.**

The training was conducted by **Mari-na Nesterova**, head of the CU English language department. Among the participants there were executives, office managers, personal assistants, project administrators and other specialists from VDM, ABC, VDTM.

How to make a text really efficient? How to formulate a request? How to refuse properly so as to "leave the door open"? These were the questions the training subject matter addressed.



**Marina Nesterova**



– *Incredibly useful!* – said **Julia Gor-deeva**, compensation and benefits leading specialist, sharing her impressions. – *I liked the way the subject matter was delivered: it was clearly structured, legible, and vivid. During the break I got a troublesome e-mail and thanks to training guidelines I managed to reply properly. I will definitely share this knowledge with my colleagues!*

All the participants agreed that to improve communications efficient business correspondence should be taught to the majority of the company personnel.

**Dear Colleagues! The CU Training Center is happy to offer you different training sessions on personal efficiency and management skills. Follow the schedule!**

## CORPORATE UNIVERSITY IN INSTAGRAM

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