



Victor N. Salamatov

Professional business and executive coach and founder of SALAMATOV Coaching, privately held business coaching firm

Focused on providing high quality services to private and corporate clients in Russia, Kazakhstan and Ukraine. Clients range from business owners, top managers and executive teams to mid-level managers. Enjoy working in the following areas:

- Tailored executive coaching programs to address specific business or personal challenges
- Complex leadership development programs and assignments
- Building strategic HR capability in the organizations
- Creating coaching culture
- Cross-cultural coaching for international executives in Russia
- Team coaching and facilitation
- Outdoor based coaching and development programs

Background:

Prior to professional coaching career had over 6 years of corporate experience with a major international oil and gas company. Roles included executive assignment in company headquarters in London; participation in a multi-billion dollar divestment of assets in Kazakhstan; coordination of financial reporting process in Russia and management of relationships with key external stakeholders including government, Russian partners, communities and media on Sakhalin

Also worked in a leading HR consulting firm in Russia with responsibility for managing relationships with international partners and key clients, coaching executives and participating in various projects for Russian and international companies related to transformation of corporate culture, employee engagement, HR Audit, HR strategy etc

In 2012 became Associate Executive Coach in the Center for Creative Leadership participating in leadership development programs and executive coaching assignments

Education, certifications & publications:

Certified professional co-active coach with credentials from world's leading Coach Training Institute (California, USA)

Coaching orientation program with the Center for Creative Leadership

Certified MBTI® Practitioner (MBTI Step I & II, OPP, London)

Hold MBA in the field of General and Strategic Management from Higher School of Economics in Moscow and BA in Linguistics

Author of the book «Start with yourself: Philosophy of Change – Strategy for Success» and number of articles on coaching and personal development in Russia

Fluent in English and Russian

Coaching approach:

«My approach to coaching is very holistic and systematic and at the same time – very action and change oriented. I firmly believe that right actions matter more than anything else and help my clients to get to the core of the problem, build their vision of goal and plan actions that will lead to sustainable changes»

Main strengths:

Business acumen, international experience and global mind-set

Willing to take the risks and challenge the executives for their development

Deeply interested to help clients and co-create new perspectives and find their own ways of doing things and solving problems

Natural ability to inspire and challenge people for success