

Olga Knapper

I am a learning professional who has considerable experience in all steps of Learning Governance Framework. I have a solid experience in creating and designing learning solutions. I am a motivated and experienced trainer, with a strong record of delivering learning programs. I am an experienced coach and coaching facilitator. I am dedicated, focused and continually striving to maintain and develop new skills and take on new challenges.

SKILLS AND EXPERTISE

- Proven ability **to design, create, adjust and embed learning solutions** of varying complexity for all levels of organization and different markets following 70/20/10 approach and including training, business simulations and distance learning
- Strong experience in **delivering training solutions** on most of the main management and leadership, business and technical topics
- Considerable experience in **consulting business** regarding learning needs
- Strong experience in **project management**
- Wide experience in **capabilities development and assessment** of sales, marketing and medical managers
- Strong skills and **10 years' experience in coaching**, member of The Association for Professional Executive Coaching and Supervision, PCW facilitator with extensive experience in delivering PCW sessions
- Over **20 years' experience in managing people** and 12 years' experience in managing managers
- Solid **leadership skills**, strong ability to influence others, strategic thinker
- **High level of flexibility**, able to work in situations of quick and constant change, uncertainty and pressure

CAREER

Current role_ HighPTeam project

06.2016 -05.2019

Learning and Development manager GSK

- Developed Learning strategy in Middle East and Africa in partnership with the Business Leaders and LBPs
- Supported the Presidential Fund curriculum deployment
- Supported GSK Learning approach promotion through Learning at Work Weeks in the countries and through constant communication with business in the market/ 4 LWWs/over 1 000 participants
- Led Management Essentials /ME/ project for MEA&CIS/3 waves of ME in MEA&CIS/270 participants
- Supported delivery of learning interventions including ME sessions and local learning curriculum
- Delivered Presidential Fund and self-sustained coaching curriculum in the region/21 sessions in 2016-2017
- Created materials for facilitators in the global "Hight Performing Teams" project/2 global recognition awards
- Developed learning solutions for the regional "Be Your Best" project for Emerging Markets Central
- Led HR development project/global recognition award

01.2013-06.2016

Senior Leadership Training and Development Manager Russia and CIS GSK

- Held responsibility for end to end learning process for First- and Second-Line Managers in Russia and CIS
- Created and embedded learning solutions on all main leadership and business skills topics/12 new F2F learning interventions
- Delivered training sessions for all levels of management at GSK/ 96 training sessions /1 700 participants
- Established "Leadership Academy" for GSK, a learning system for all levels of managers in Russia and CIS
- Led the "Business Skills" project for Russia and CIS, created 13 new F2F learning interventions

- Led assessment projects for all levels of managers
- Led business simulation projects
- Led a team of 4 learning managers, training curriculum for learning managers

2008-2013

Senior Sales Coach Russia GSK

- Held responsibility for learning and development of all employees and learning managers in the Central and North-West region of Russia
- Held responsibility for E-Learning onboarding for GSK Russia and CIS/35 E-Learning courses created
- Established “Coaching school” as a national project in Russia, delivered 33 PCW sessions and 66 supervisions
- Led a team of 5 learning managers

2007-2008

Genesis

Senior group manager, marketing, Genesis

- Responsible for marketing strategy in the Russian market
- Led a team of 5 marketing managers

2003-2007

Servier Group

Senior sales manager

- Held responsibility for sales in the North-West of Russia and developing FLSMs

2001-2003

Sanofi, pharmaceutical company

Sales Manager

- Responsible for cardio and CNS portfolio sales in North-West region of Russia

1997-2001

Synthelabo group

Medical Representative

- Held responsibility for sales of CNS portfolio in St-Petersburg

1992-1997

Mental Hospital № 6, St-Petersburg

Head of department

Responsible for the treatment process and rehabilitation of mental patients

EDUCATION AND QUALIFICATIONS

2008-2013

University of Applied Psychology, St-Petersburg

Training, Coaching

2010-2011

Coaching2 Michael R.Jay

Coaching

2000-2002

St-Petersburg State University

Marketing (passed with distinction)

1986-1992

St- Petersburg Medical State University

Psychiatrist, (passed with distinction)

Languages:

Russian- native speaker

English- advanced; Italian- C1