

## Ekaterina Surkova

### Coaching Profile



**Ekaterina Surkova**  
Hogan Coaching Network

#### Background

Ekaterina has been working in leadership and organizational development for many years, and has seen, designed, and implemented a broad range of initiatives around these areas. She saw successes and failures of various initiatives, and has developed a capability to identify the real root causes of ineffectiveness, both at organizational and individual levels. Her clients praise her for the ability to grasp their unique context quickly and to offer the most impactful interventions.

Ekaterina is continuously broadening her knowledge, and has brought the most recent developments in neuroscience and vertical development to her individual coaching work. She also brings knowledge and experience of organizational systems and teams when working on those initiatives.

Ekaterina worked with a Big 4 consulting international company for a number of years, leading the organizational development and leadership development practices for Russia and the CIS region. She also had a role in this company's corporate university for the EMEA region as head of coaching, and a designer of leadership development programs for the top leader levels in the organization.

#### Leadership Development

##### Executive Coaching

Ekaterina's coaching approach is defined by a combination of unique international, professional, and developmental experience, a broad and systemic view, and a positive interpersonal style.

##### Team Development and Systemic Team Coaching

#### Professional experience

*Founder, Insightum Coaching Practice*

*Head of Coaching, Leadership Programs Designer, Deloitte University EMEA*

*Head of Organizational Development, Deloitte CIS*

##### Individual, Team and Organizational Assessment

*Head of Leadership and Management Development, Deloitte CIS*

##### Succession Planning

#### Organizational Development

#### Education

Economist-mathematician – Moscow Institute of Economics and Statistics, Economic Cybernetics dept.

Public Administration – Lomonosov Moscow State University

#### Client experience

Professional services, Banking and Financial services, Telecom, FMCG, Manufacturing, Pharmaceuticals, Mining, Oil and Gas