



Alexandr Frolkin
Russia

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Alexandr, became acquainted with the Adizes Methodology while working in top positions at Alina Company. As a top manager, he realized the importance of the method and observed the benefits to companies where Adizes Methodology was applied. Alexandr became an Adizes associate in 2018.

Alexandr graduated with honors from Kazakh Polytechnic Institute in 1991 having studied automated control systems. In 2005 Alexandr successfully completed an MBA program in Financial Management. From 1991 to 2002 Alexandr worked as a software developer and systems engineer. From 2002 - 2007 he managed accounting and economics projects including the introduction of ERP systems to organizations. This experience greatly enriched his understanding of organizational strategy.

During the economic crisis of 2007 - 2013, Alexandr gained experience in anti-crisis management as well as implementing effective financial management in manufacturing and service companies.

From 2014 to 2017 he successfully led a large Kazakhstani trading and manufacturing company with 3,000 employees, nineteen branches and six plants. His experience building BSC systems, and motivation / reward policies as well as his team building skills allowed the organization to earn greater market share and net profits.