



Andrey Zapatrin
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Mr. Andrey Zapatrin first joined the Adizes Institute as an Associate in 2013. Andrey graduated from Leningrad State University in 1984 with a master's degree in Mathematics, emphasis on Mathematical Logics.

For the next eight years Andrey worked as an instructor of mathematics at the Military-Space Academy in Saint-Petersburg, Russia. During that time, Andrey participated in the development of a cognitive training program for the Faculty of Psychology at Leningrad State University.

After working in academia, Andrey spent ten years running his own businesses in the fields of real estate, wholesales and automotive trading. More recently Andrey worked in the high-tech sector as a Developer, Project Manager and Production Director for various large international telecom companies. It was in this capacity that Andrey personally experienced the challenges of change management. It was also in this capacity that Andrey first discovered the power of the Adizes Methodology. Observing conflict resulting from change within his organization, Andrey decided to make organizational transformation his calling.

He became an Adizes Associate and now helps countless organizations improve their productivity and efficiency through the Adizes Program for Organizational Transformation.

Andrey speaks English, French and Russian. In his free time, he enjoys travelling and horseback riding. He is happily married and currently resides in Saint-Petersburg, Russia.