



**Pavel Beloruskiy**  
**Azerbaijan**

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As a Certified Associate Pavel works around the world, teaching Adizes Management Theory and guides clients in the transformation of their organizations through the Adizes Methodology. Pavel graduated from Moscow State University and then received his Ph. D. in Mathematics from the University of Chicago.

In 1996, while at the University of Chicago, Pavel received the Graves Prize for excellence in teaching. Since then Pavel has held positions as a professor at both the University of Michigan and UCLA. After leaving academia in 2000, Pavel became a successful top manager and entrepreneur, managing and/or owning companies of various sizes and industry specializations. Upon joining The Adizes Institute, Pavel utilized his management and entrepreneurial experience in helping a multitude of client organizations worldwide overcome the challenges of growing and scaling their business in a healthy and sustainable way.

Most recently Pavel started supporting Doctor Adizes as the Deputy Chairman of the Board of Directors of the Adizes Institute. Pavel is bilingual in English and Russian. He is married and has two daughters.

He currently lives in Baku, Azerbaijan, where he represents the Adizes Institute and doubles as the CEO of an educational startup incubator and a member of the Executive Board of a large industrial holding.