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HR Conference

Recruitment

Selling the brand

Quality Information | Effective Lobbying | Valuable Networking

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www.aebrus.ru

Antal Russia

Labour market trends



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Are your employees looking for a job?



38% managers are currently looking for a job

and approximately **20%** will be ready for a
change in the coming **6 months**

According to Antal Russia
The survey embraced over 3 060 middle and
senior managers, the majority of whom (63%)
work in international companies

Top 5 reasons to change the job



2010 2011

38%	38%		New challenge/more interesting work
36%	35%	↓	Higher salary
46%	31%	↓	Career development (first place last year)
13%	12%	↓	More responsibility
14%	10%	↓	Better work/life balance

According to Antal Russia
The survey embraced over 3 060 middle and senior managers, the majority of whom (63%) work in international companies



52% of managers received a bonus in 2011

According to Antal Russia
The survey embraced over 3 060 middle and senior managers, the majority of whom (63%) work in international companies



41% of the respondents noted that it had increased compared with the previous year



The number of managers dissatisfied with their bonus is increasing.

While last year **70%** of the respondents were satisfied with their bonuses, this year only **58%** are happy with it.

The most attractive benefits



Vital or very important

Insurance	68%
Annual bonus scheme	66%
Car or car allowance	29%
Flexible working (homeworking/flexitime)	29%
Share incentive/option scheme	18%
Flexible benefits	16%
Good company pension schem	15%

According to Antal Russia

The survey embraced over 3 060 middle and senior managers, the majority of whom (63%) work in international companies

Imagine life if you are both blind and deaf!!



Rotary Club Moscow International aims to improve these children's quality of life through the donation of hearing aids.



You can help us through event sponsorship:

We will hold a fundraising event on May 25, 2011 at restaurant Kontora (located in the Krasny Oktyabr complex).

The evening will include a short concert by children from the Home for Deaf-blind Children at Sergiev Posad, dinner and additional musical entertainment.

The event will also mark the 10th birthday of Rotary Club Moscow International.

Corporate and individual sponsors will be recognized at the event.



Sponsorship

- **Golden Sponsor: EUR 3000** (8 places plus special recognition at event)
- **Table sponsor: EUR 1000** (8 places + table signage)
- **Sponsor: EUR 500** (4 places)

Thank you for your attention!



Michael Germershausen

Managing Director
Antal Russia

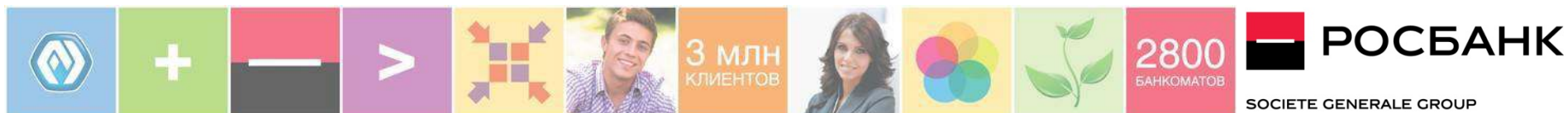
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Employer brand management in the course of merging and rebranding



SOCIETE GENERALE GROUP



Rosbank: one of the leaders in the Russian market

- № 3 position in retail lending
- № 7 position in capital dimension
- № 9 position in deposits
- № 11 position in assets
- № 13 position in corporate sector deposits
- № 16 position in corporate sector lending



SOCIETE GENERALE GROUP

About **600** outlets in **70** Russian regions

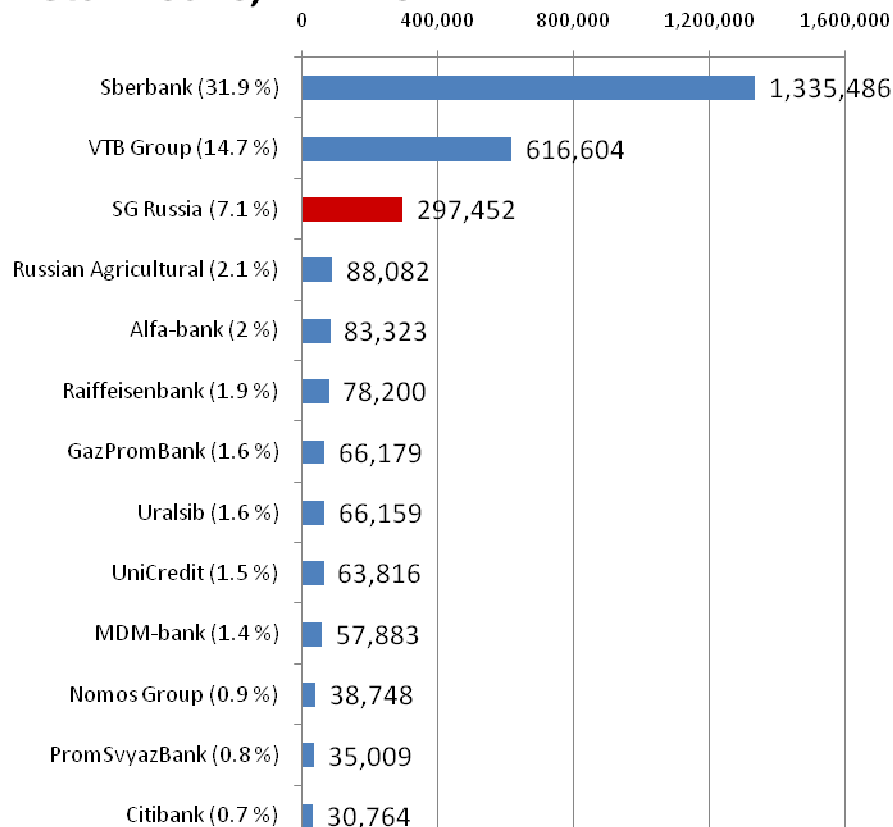
Headcount – around **15 000** employees

Majority shareholder – **Societe Generale**

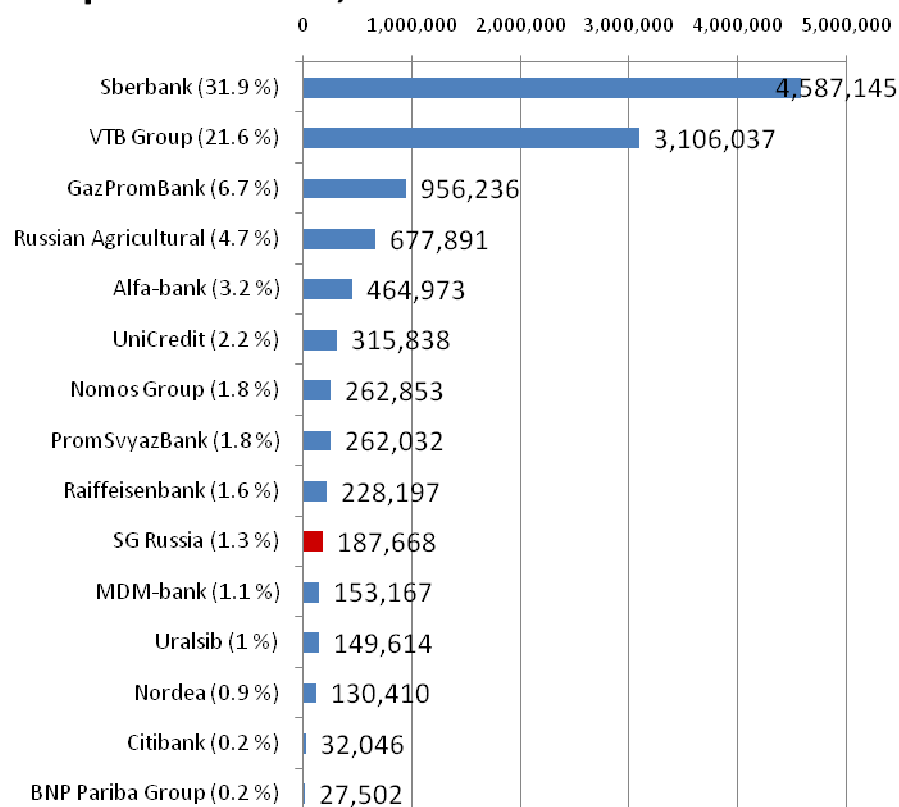


Volumes and market share of loans portfolio

Retail Loans, mln RUR



Corporate Loans, mln RUR



**SG Group is No.3
in retail loan portfolio**



3 МЛН
КЛИЕНТОВ



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Societe Generale worldwide

32 mln clients

83 countries

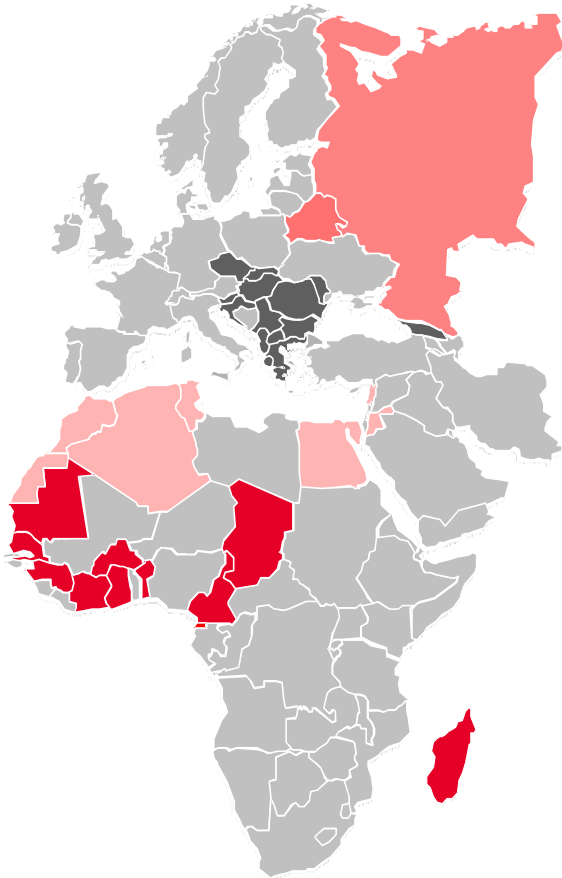
157 000 employees



International retail banking

Central and Eastern Europe	
Clients	6.8 million
Outlets	2,070
Market share loans	7.6%
Market share deposits	7.5%
Loans	EUR 33bn
Deposits	EUR 35bn

North Africa	
Clients	1.9 million
Outlets	682
Market share loans	8.1%
Market share deposits	5.6%
Loans	EUR 11bn
Deposits	EUR 12bn



Russia	
Clients	3 million
Outlets	711
Market share loans	2.4%
Market share deposits	3.2%
Loans	EUR 9bn
Deposits	EUR 9bn

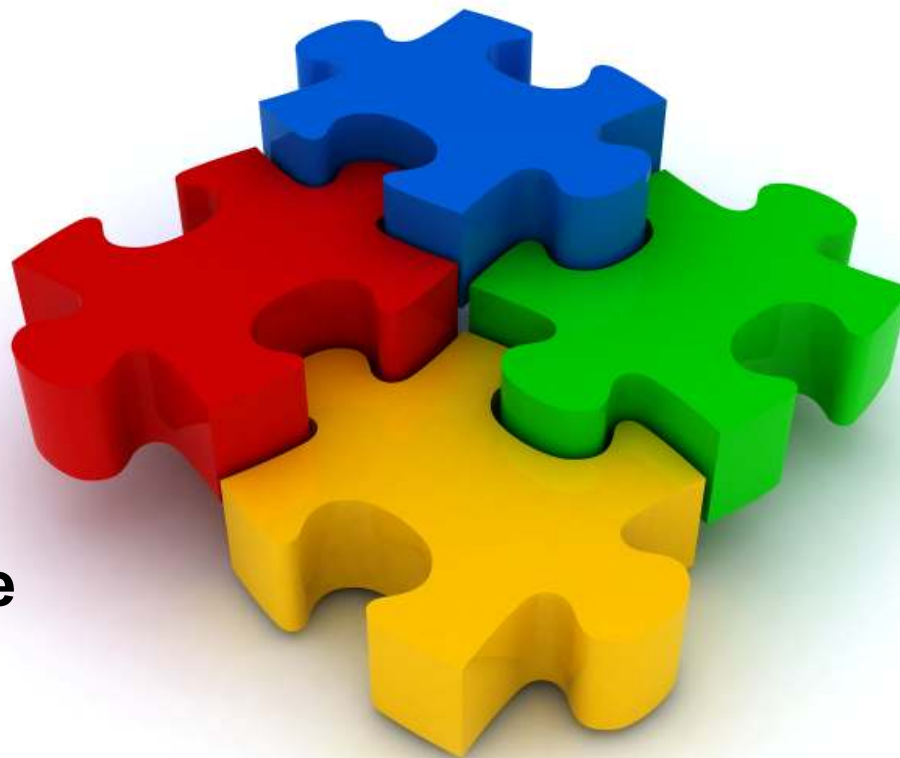
Sub-Saharan Africa and French Overseas territories	
Clients	1.2 million
Outlets	297
Market share loans	19.4%
Market share deposits	22.2%
Loans	EUR 6bn
Deposits	EUR 7bn

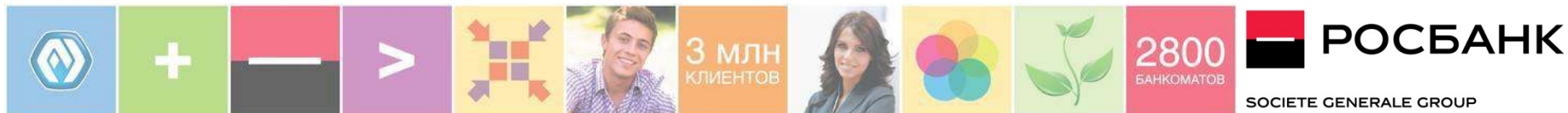
61 000 employees serving 13 mln clients in 41 locations



Strategic projects for 2011

- Consolidation of 4 different banks
- Rebranding
- New Societe Generale Brand Platform





SG Russia News Film



SG Russia consolidation



=  **РОСБАНК**

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Rebranding

Process was successfully launched on 13th of April



Stands are installed,
leaflets and goodies are
being distributed in
Rosbank and BSGV
outlets



Rebranding



The rebranding is scheduled **from July 2011 to July 2012** according to a wave approach. For BSGV the process is to be started after the IT migration to Rosbank systems

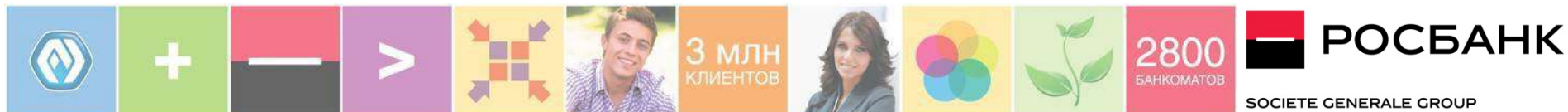


New Societe Generale brand platform



BUILDING TOGETHER
TEAM SPIRIT  SOCIETE GENERALE





**PRODUCTS/
BRANDS**

MARKET

Marketing based on listening
Situational intelligence
Personified by products
Tailor-made solutions

CUSTOMERS

A bank that understands me
A bank that offers solutions
A bank that adapts

INTERNALLY

Building
**TEAM
SPIRIT**
together

EXTERNALLY

EMPLOYEES

Collective strength and
performance
Consideration for each member
Each member has a role to play in
the overall success

STAKEHOLDERS

A promise for ethical
responsibility, proper
governance and transparency

COMPANY

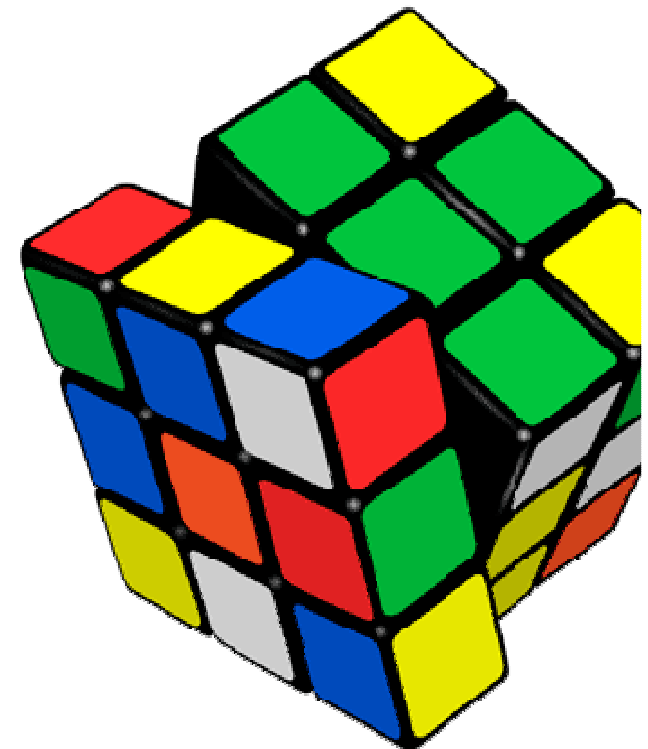


Team spirit & Behavioral competences



Main challenges

- Retain teams of consolidating subsidiaries
- Motivate and engage employees through the transformation period
- Build a new corporate culture
- Become an Employer of Choice for employees and candidates



Why do we need Employer Branding?

Current employees: to reduce turnover, increase motivation and sense of belonging and align behavior to organization needs

Potential employees: to persuade more and better applicants to apply and accept offers

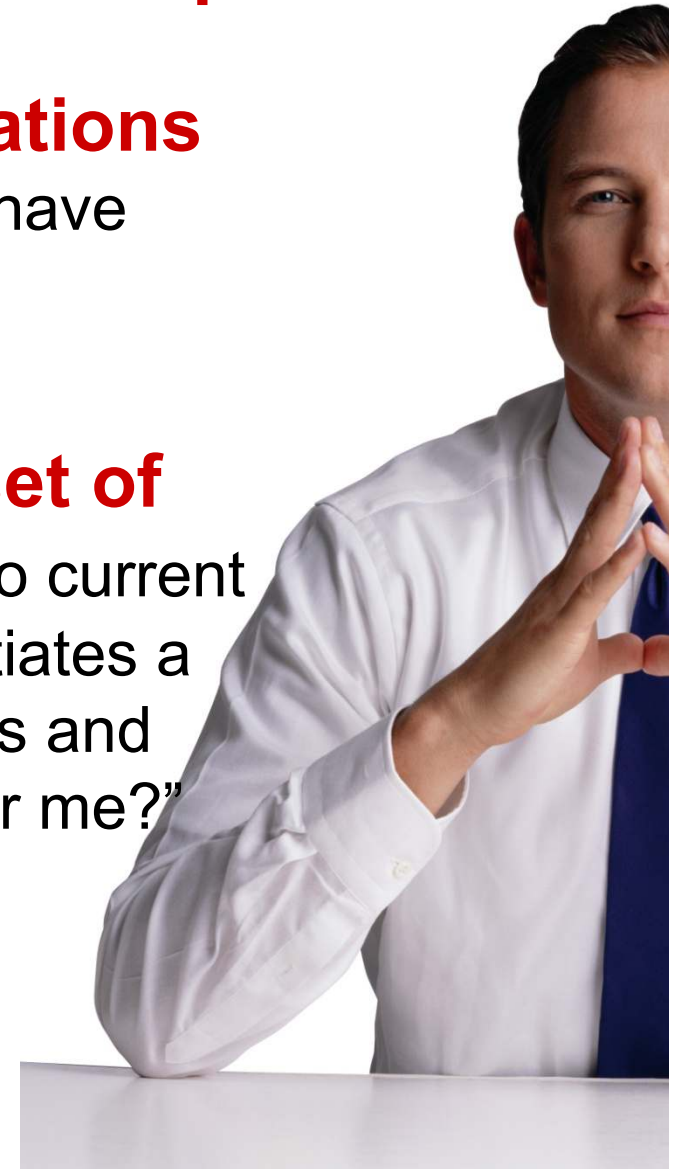


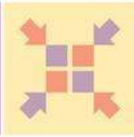
Consistency of messages across both groups is vital as the organization has to deliver what it promises
Projecting an unrealistic image may improve recruitment but can increase attrition



Employer Brand and People Value Proposition

- Employer Brand is a **set of associations** that potential and current employees have about us as a place to work
- People Value Proposition (PVP) - **a set of characteristics and offerings** to current and potential employees that differentiates a company from recruitment competitors and answers the question: “What is in it for me?”





3 МЛН
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Employer Brand architecture



← **Potential Employees**

← **Customers**

← **Stakeholders**

← **Market**



Brand strength

Employer Brand

The unique and differentiating promise a business makes to its employees and potential candidates



Employee experience

Actual delivery of the promise throughout the employee lifecycle



Brand of choice

Employee engagement and retention

Attraction of the right candidates

Differentiation from competitors

Customer engagement and retention

Attraction of high quality employees is a competitive necessity

Engagement of high quality employees is a bottom line issue



External Benchmarking

An **annual survey** conducted **globally** for Societe Generale by an international consulting company.

2010 survey
1 653 respondents

Gender:

75% women and 25% men

Average age:

20,6 years



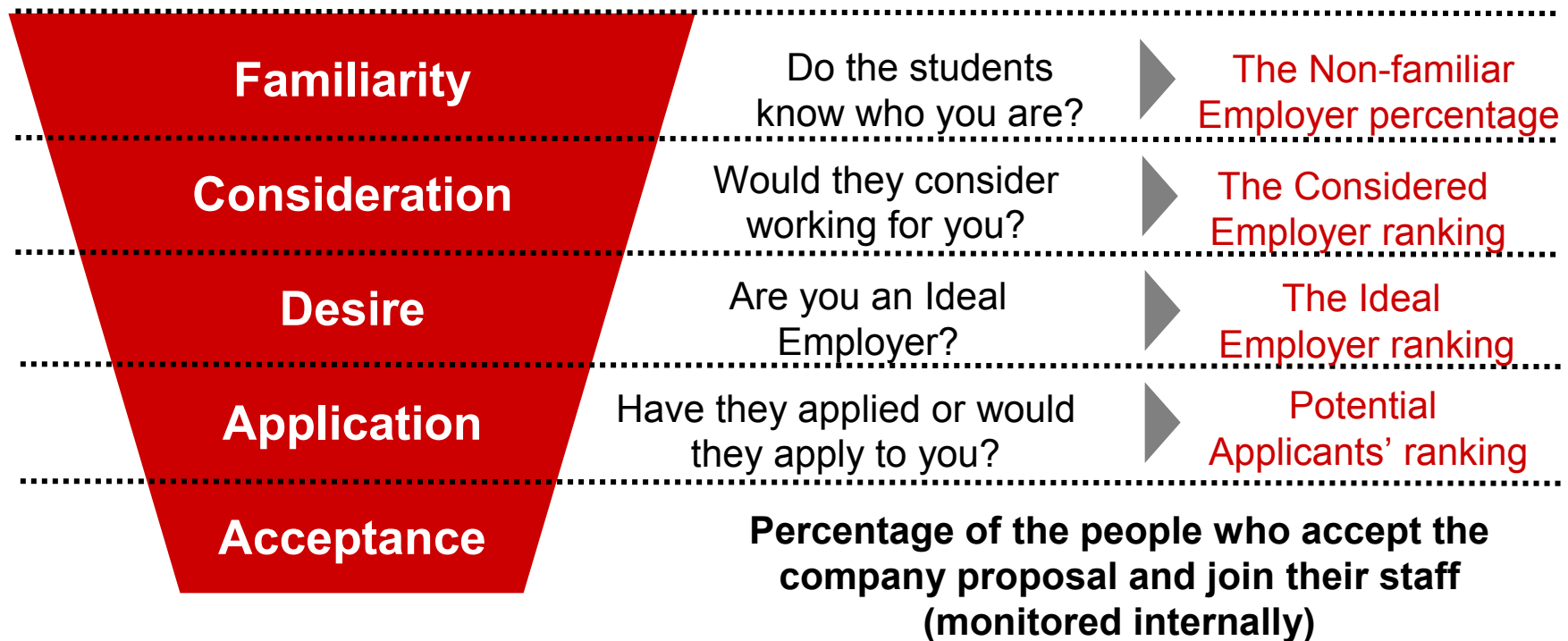
Most represented educational institutions:

- South Ural State University
- Lomonosov Moscow State University
- Finance University



Recruitment funnel

Considering your position in the different steps of the funnel will help you to identify your main challenge



Rosbank position in the recruitment funnel

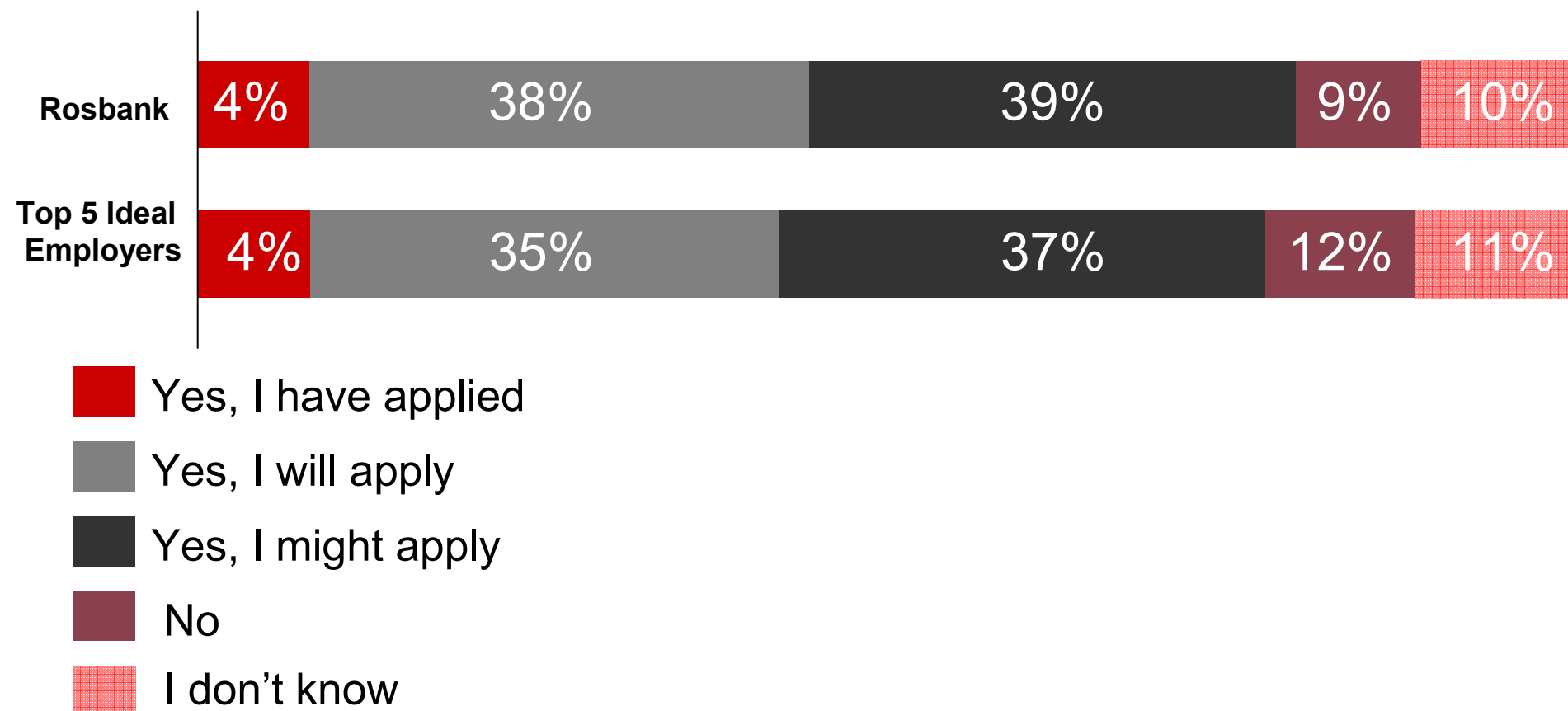
2009 - recruiting moratorium

2010 - recruiting limitations

		Business students	Engineering students
Familiarity	The Non-familiar Employer percentage	27,1%	38,4%
Consideration	The Considered Employer ranking	7%	44%
Desire	The Ideal Employer ranking	10%	57%
Application	Potential Applicants' ranking	6%	77%
Acceptance	Local internal monitoring	3%	15%



Rosbank apply status - Business/Commerce



Status among the students selecting each employer as an Ideal Employer

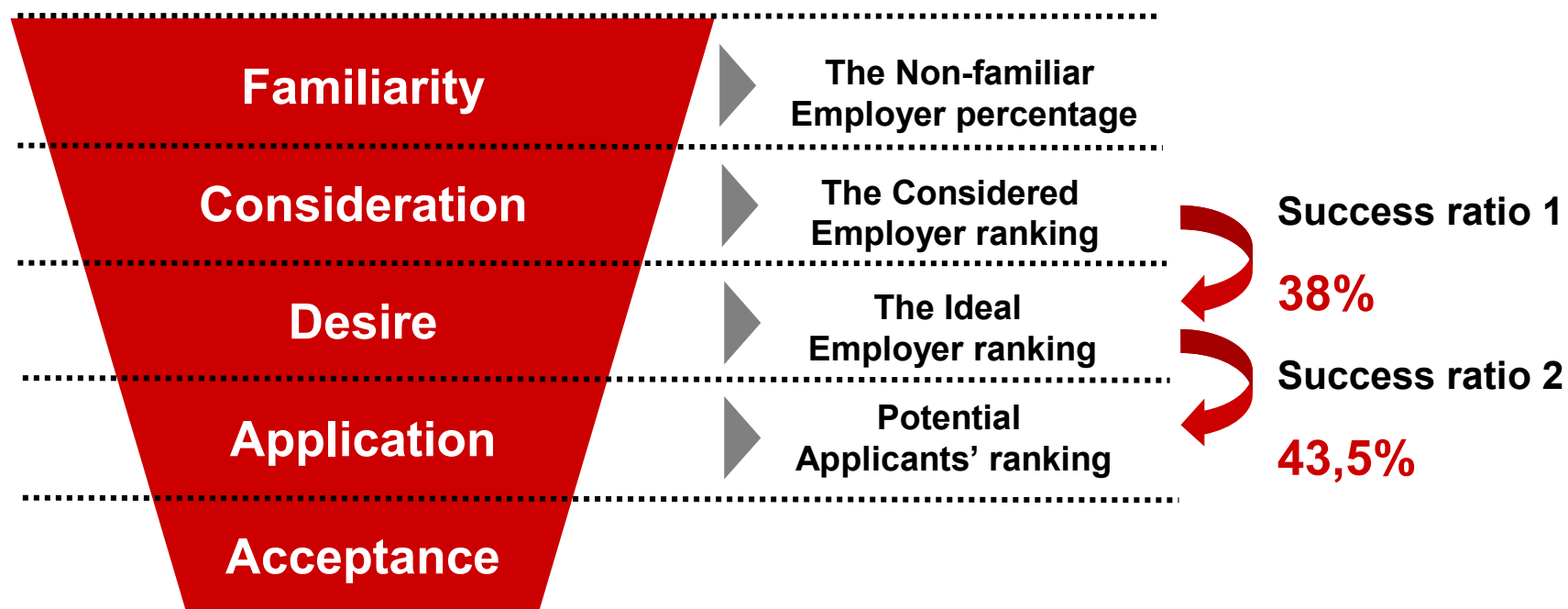
SURVEY QUESTION:
Have you or will you apply to these employers?



Success ratios - Business/Commerce

Success ratio 1 shows to what extent you are converting students from considering you as an employer, to viewing you as an Ideal employer.

Success ratio 2 shows to what extent you are converting the students who view you as an Ideal employer into actually applying.



The Drivers of Employer Attractiveness

Employer Reputation & Image

- Attractive/innovative products & services
- Fast growing or entrepreneurial
- Financial Strength
- Good reputation
- High ethical standards
- High level of CSR
- Inspiring top-management
- Market success
- Prestige

Job Characteristics

- Professional training and development
- Variety of assignments
- Attractive geographic location
- Challenging work
- High level of responsibility
- Opportunities for international travel/relocation abroad
- Secure employment
- Flexible working conditions

People & Culture

- Diversity & equality between sexes
- Respect for individuality
- Leaders supporting development
- Comfortable and friendly work environment
- Creative and dynamic work environment
- Interaction with international clients and colleagues
- Recruits only the best students
- Good work-life balance

Remuneration & Advancement Opportunities

- Clear path for advancement
- Competitive base salary/benefits
- Good prospects for high future earnings
- Good possibilities for rapid promotion
- Good reference for future career
- Leadership opportunities
- Overtime pay
- Performance-related bonus
- Sponsorship of future education

Rosbank is and to be associated with in 2011-2015

Employer Reputation & Image

Financial Strength
Good reputation
Market success

Job Characteristics

Professional training and development
Secure employment
Opportunities for international travel
High level of responsibility

To be developed

Variety of assignments
Challenging work

People & Culture

Leaders supporting development
Interaction with international clients
and colleagues
Friendly work environment
Good work-life balance

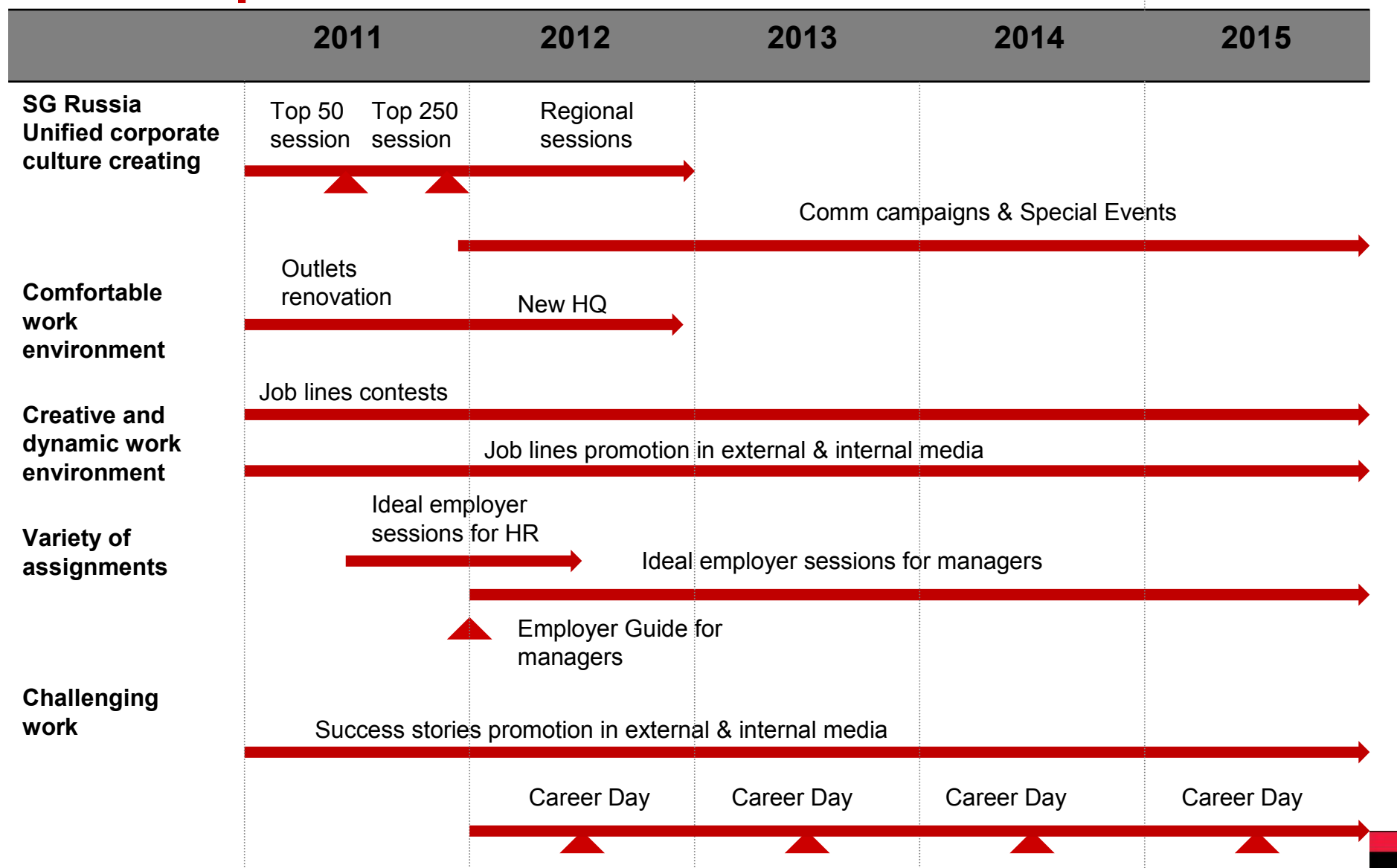
To be developed

Comfortable work environment
Creative and dynamic work environment

Remuneration & Advancement Opportunities

Competitive base salary
Good prospects for high future earnings
Good reference for future career
Performance-related bonus

Action plan



Internal benchmarking

An **online self-completed** survey conducted every 2 years.

1. Participation

100% of Group's employees

2. Communication

Presentation of results

3. Action

Definition of improvement action plans
Follow up and continuous communication

2011 Employee barometer



Ваше мнение имеет значение!

Career Management and Development

- Recruitment
- Evaluation
- Individual development plans
- Career interviews
- Career Committees
- Talent management
- Succession planning
- HR Communications



SG Russia Careers Portal



Societe Generale в России

Международная Группа Societe Generale является одним из лидеров российского финансового рынка. В России Группа представлена следующими структурами: BSGV, Русфинанс Банк, DeltaCredit, АД Автомотив, СЖ Финанс, Societe Generale Insurance и Росбанк (в котором Societe Generale является основным акционером).

- [Узнать больше о Societe Generale в России](#)
- [Узнать больше о Societe Generale в мире](#)

Careers

Личный кабинет

Имя пользователя

Пароль

➤ [Зарегистрироваться](#)

➤ [Забыли пароль?](#)

О нас

Возможности

Вакансии

РОССИЯ

Societe Generale
We stand by you

Россия



Быстрый поиск

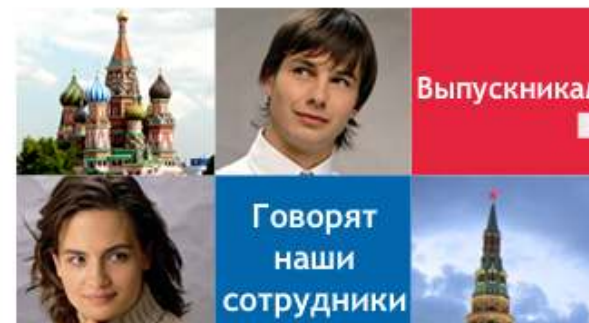
Специализация

Ключевые слова

География

OK

➤ [Расширенный поиск](#)



Rosbank employer offer

Employer Reputation & Image

Work in a leading Russian bank
with International standards

People & Culture

- Team spirit
- Innovative professional culture
- Synergy and sharing work environment

Job Characteristics

- Professional training and development
- Leaders to support development
- Professional & geographical mobility
- Secure employment

Remuneration & Advancement

Opportunities

- Competitive base salary/benefits
- Good reference for future career



Campus management

Career fairs

Career Days

Conferences

Event
Sponsorship

Company
Presentations



Internships

Business games

Guest lectures



Business games



249 teams formed of 747 students

37 different countries from 169 institutions

10 best teams presented their projects at **SG Headquarters**



HR Communications

Internal HR communications

Staff

- Intranet
- StartinG Induction
- Learning portal

HR line

- Наш Rosbank news bulletin
- Communication kits on HR projects
- HR meetings
- Network HR job line animation program

Managers

- Guides
- Working Sessions

External HR communications

- **Careers website**
- **PR and e-influence**
- Web TV (launch stage)
- Social Networks (launch stage)



Training

80 coaches

Training
Department

Regional
Training Centers

Online
trainings



StartinG
Induction

Job lines
programs

Leadership
Programs

Soft skills
trainings



Compensations and Benefits

- Voluntary medical insurance
- Concessional lending
- Employee Share Ownership
- Social protection system
- Discount partnership programs



Corporate Culture



Building new management team

Origins of the Managers at Head Quarters (levels N to N-2)



▪ Rosbank	50%	(60% at level N)
▪ BSGV	32.5%	
▪ SG Group	12.5%	(20% at level N)
▪ Rusfinance	2.5%	
▪ DeltaCredit	1.5%	
▪ External	1%	(20% at level N)

Origins of the Managers at Network level in the 8 common regions

- **Regional Coordinators:** 50% from BSGV and 50% from Rosbank
- **Heads of Corporate:** 87% from BSGV and 13% from Rosbank
- **Heads of Retail:** 50% from Rosbank, 37.5% from BSGV and 12.5% from Rusfinance

323 managers have been assessed and 183 staffing decisions have been taken

Diversity

157,000 employees

128 nationalities
60% are women

Present in 83 countries

France	59,780 employees
Russia	27,055 employees
Czech Republic	10,063 employees
Romania	8,962 employees
Poland	3,567 employees

Russia

70 regions



Corporate Responsibility

A quality approach focused **on the client.**

A robust system of corporate governance adapted to the **demands of society.**

A reinforced system of **risk management.**

A comprehensive **compliance policy** and the application of ethical values.

A culture of innovation.

Incorporation of social and environmental considerations into our business practices.

Proactive and responsible management of staff.



Internal Communications & Events System

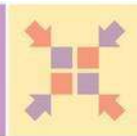
Corporate media

- SG Russia Electronic Newspaper
- Joint corporate informational campaigns
- Extranet for SG Russia employees

Corporate Events

- All Management Meetings
- Winter/Summer Championships
- Football Championships
- Contests for employees





3 МЛН
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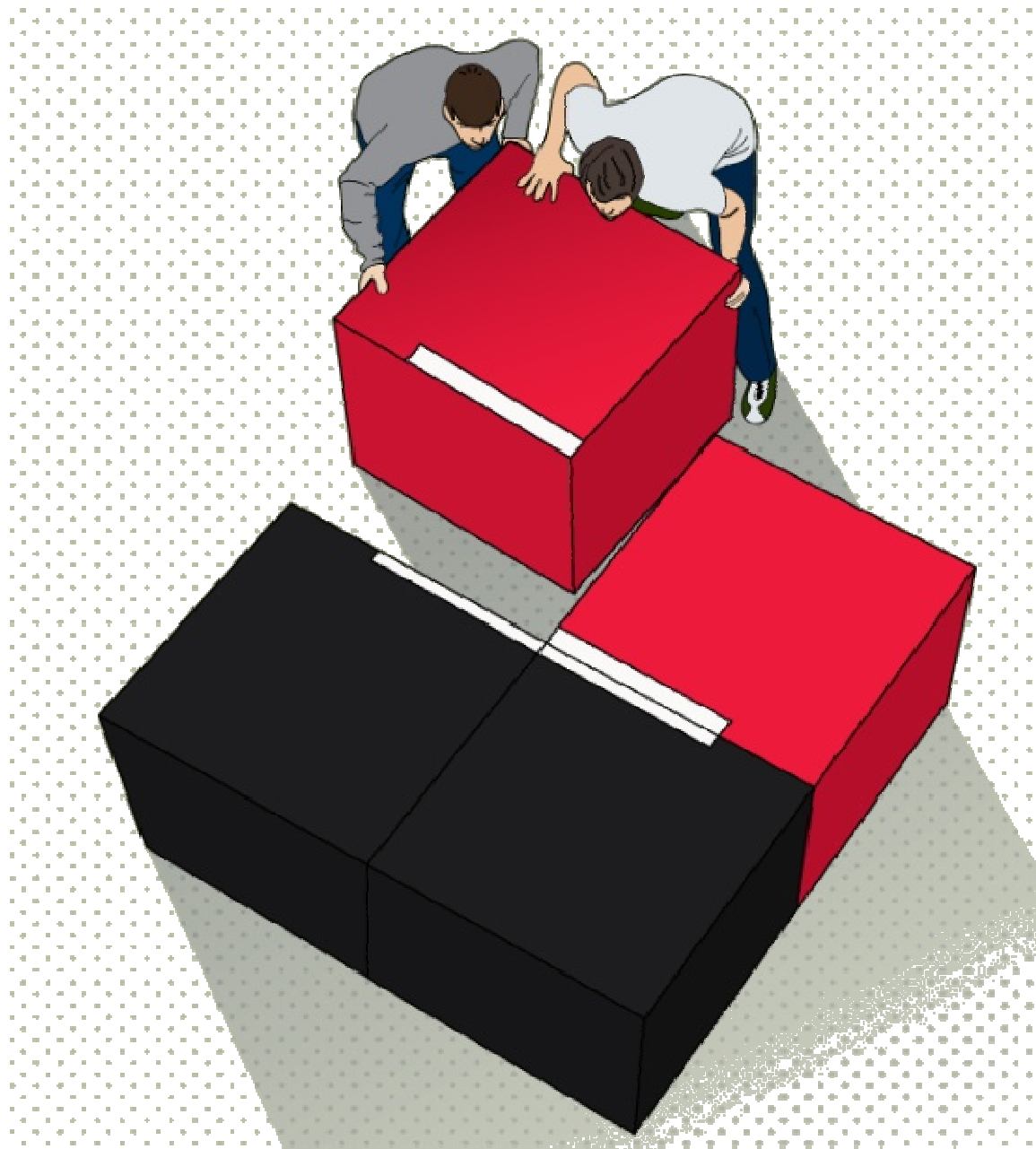


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Thank you!
Questions?



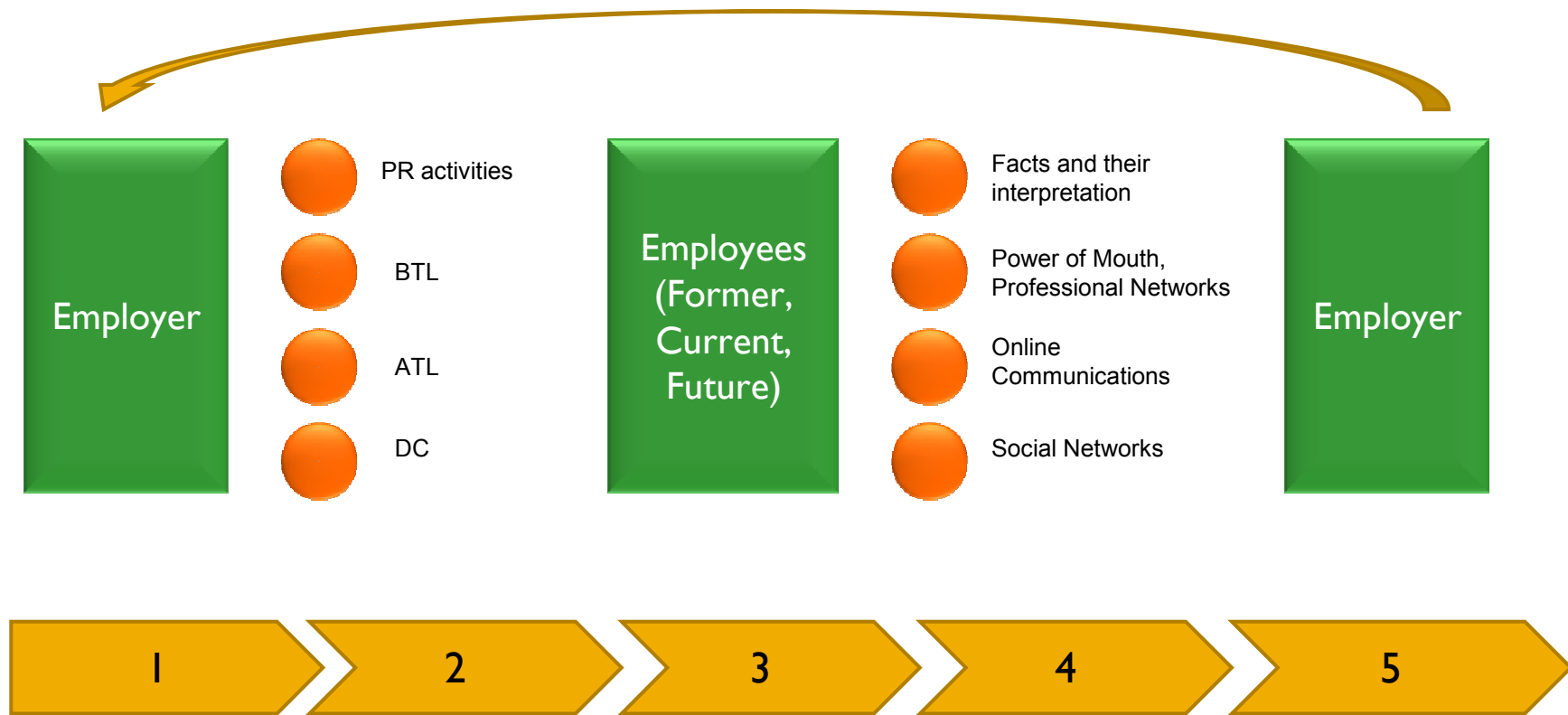


The Employer of Choice: Building the Story

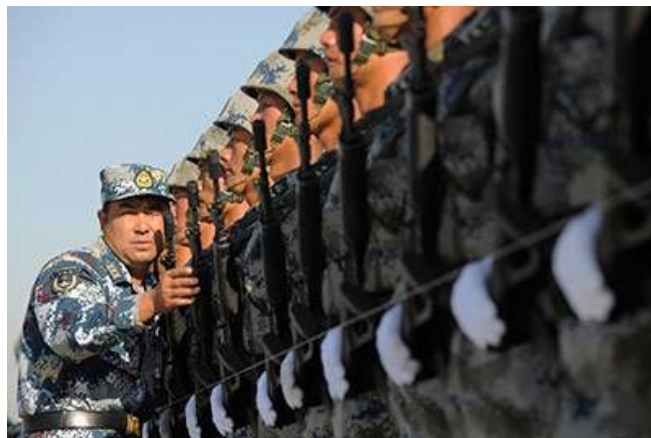
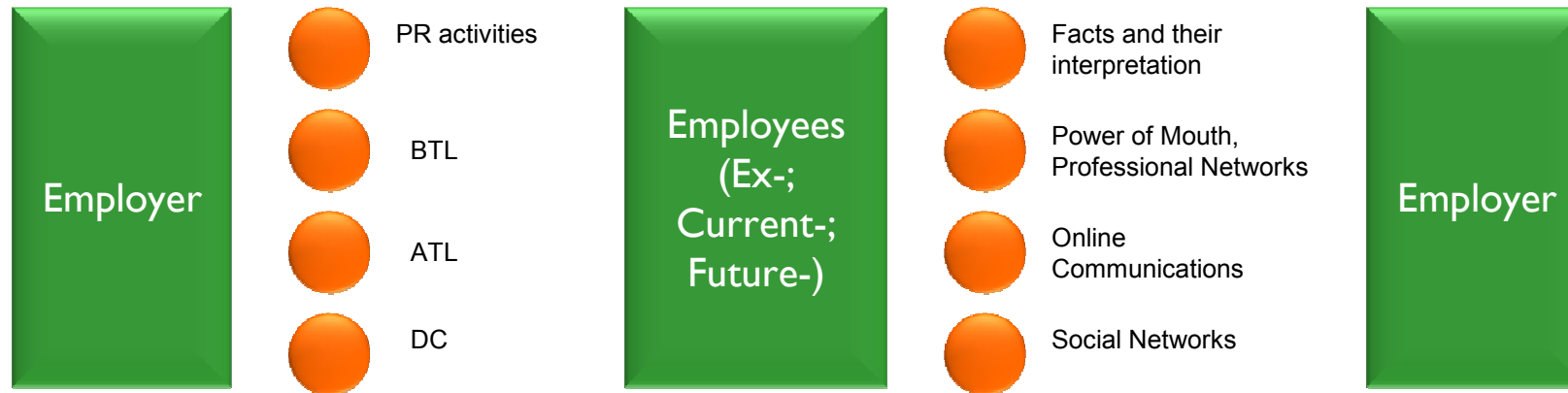


Irina Kibina,
Vice President
TNK-BP

Building the Story: How it Works



Building the Story: Competition



Promoting Corporate Standards:

<input type="checkbox"/>	«Like/Dislike» ; More than Core Business, Corporate IQ and EQ
<input type="checkbox"/>	Compensation
<input type="checkbox"/>	Social benefits and support
<input type="checkbox"/>	Training and development
<input type="checkbox"/>	Corporate awards and recognition programs
<input type="checkbox"/>	Corporate culture, values (real vs. declared)
<input type="checkbox"/>	Safe and comfortable working conditions/office space, dress code
<input type="checkbox"/>	Building a career in the Company
<input type="checkbox"/>	Personal development at the Company
<input type="checkbox"/>	Life/work balance, encouraging hobbies
<input type="checkbox"/>	Internal communications
<input type="checkbox"/>	Supporting an internal spirit of freedom
<input type="checkbox"/>	The company's advantaged position
<input type="checkbox"/>	Accepting workers' initiative and different life styles
<input type="checkbox"/>	Pride in the company's leaders
<input type="checkbox"/>	"Complete HERE and NOW" approach



THINK OUTSIDE.

HR Brand:
The truth is out there

Moscow
May, 19

KELLYOCG
OUTSOURCING & CONSULTING GROUP

THINK OUTSIDE.

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HRbrand



- What is HR brand for employers and employees? (Kelly Survey Data)
- What are employers doing for HR branding?
- The truth is out there...

What is HR Brand?



THINK OUTSIDE.

Is Image Equal To Reputation?

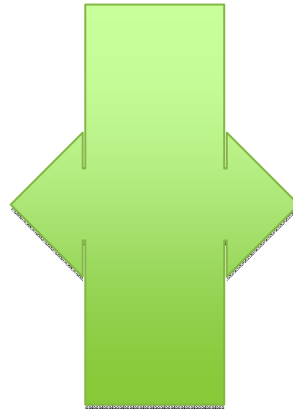
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Image – the impression, that company presents to the public

Reputation – the opinions, that public have about the company

87%

of employers consider
HR brand as company's
image, both on internal
and external labor
market



51%

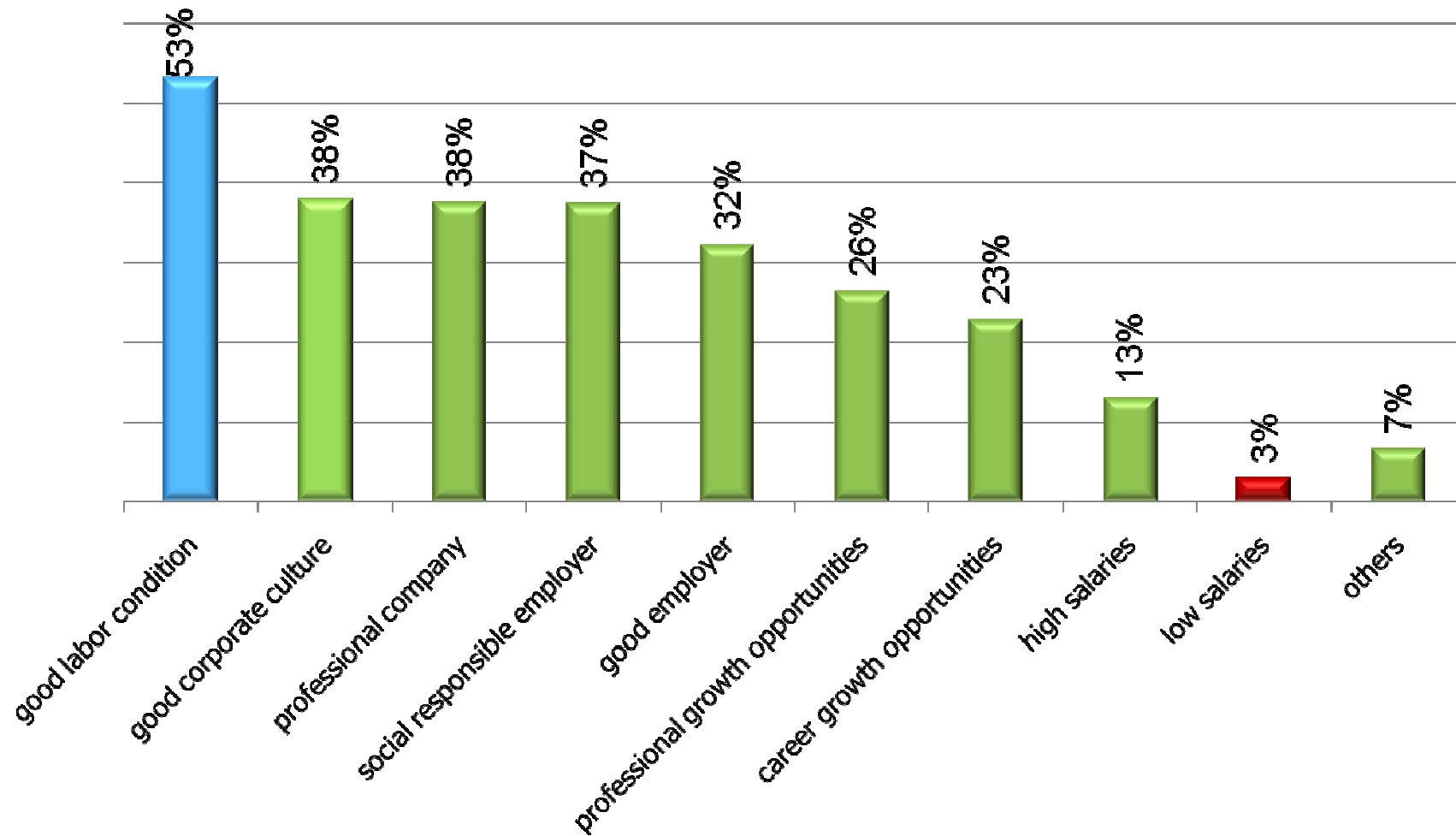
of employees consider
HR brand as
company's behavior
towards employees

Image is not the same as reputation

THINK OUTSIDE.

What Employees Understand by “Strong HR Brand”?

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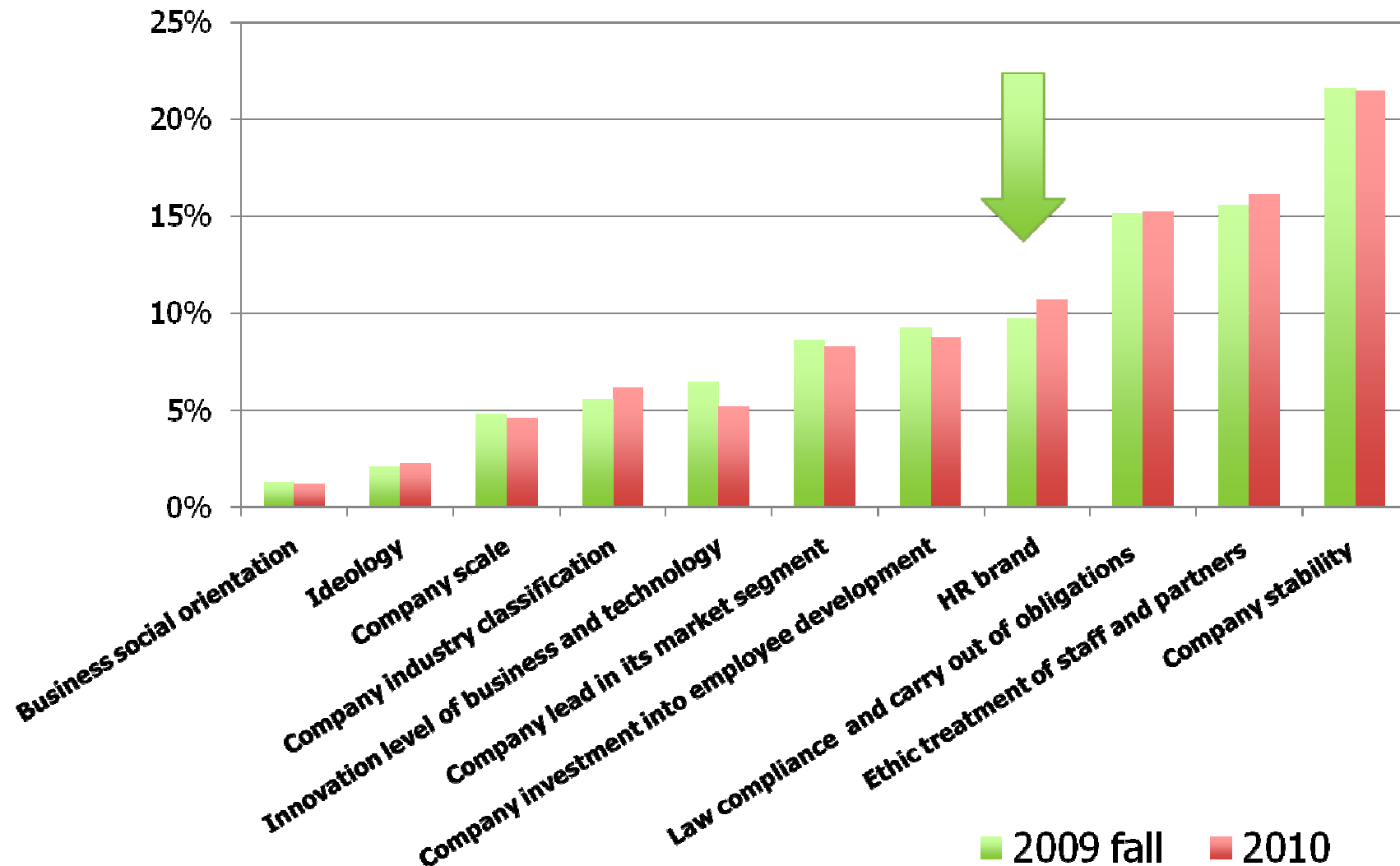


Kelly OCG HR Brand 2011 Survey data

THINK OUTSIDE.

What is the most important factor in choosing the employer?

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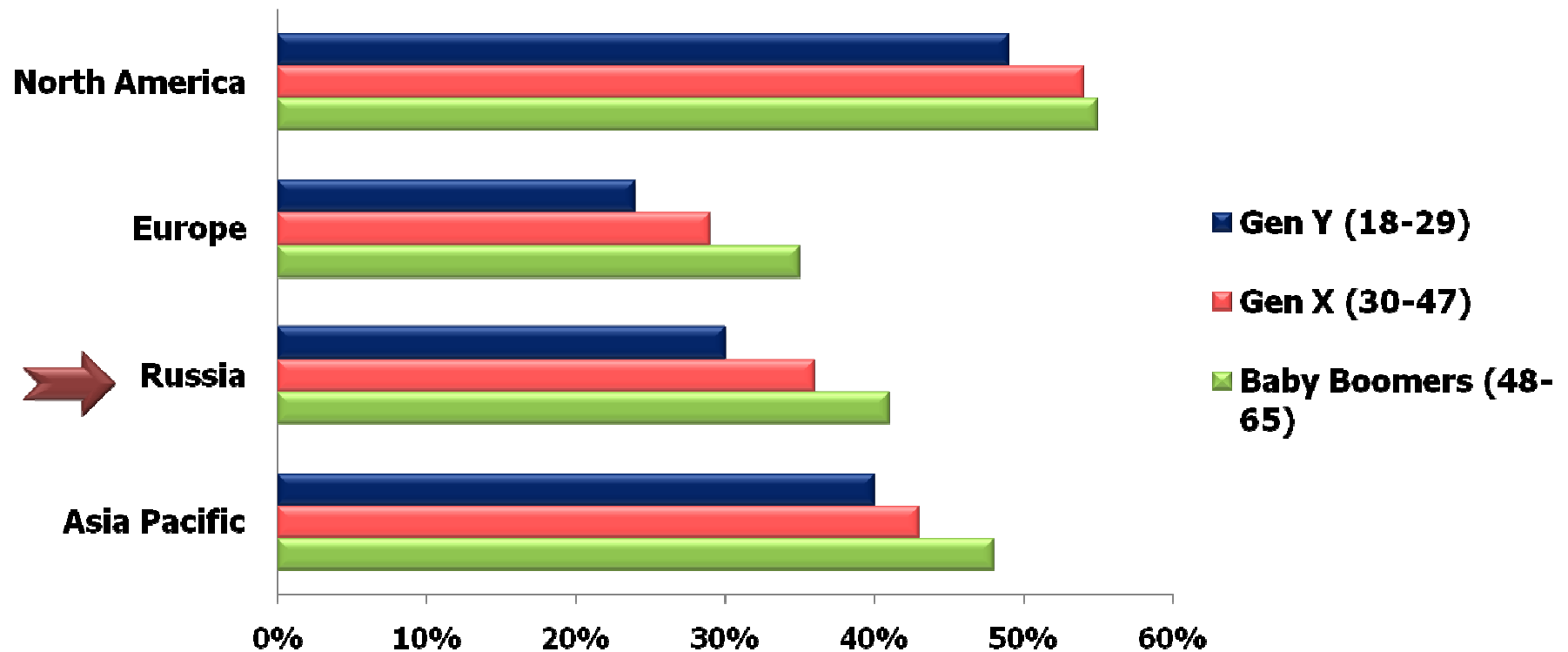


THINK OUTSIDE.

How important is a company's reputation when considering new job?

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Generation (% very important)

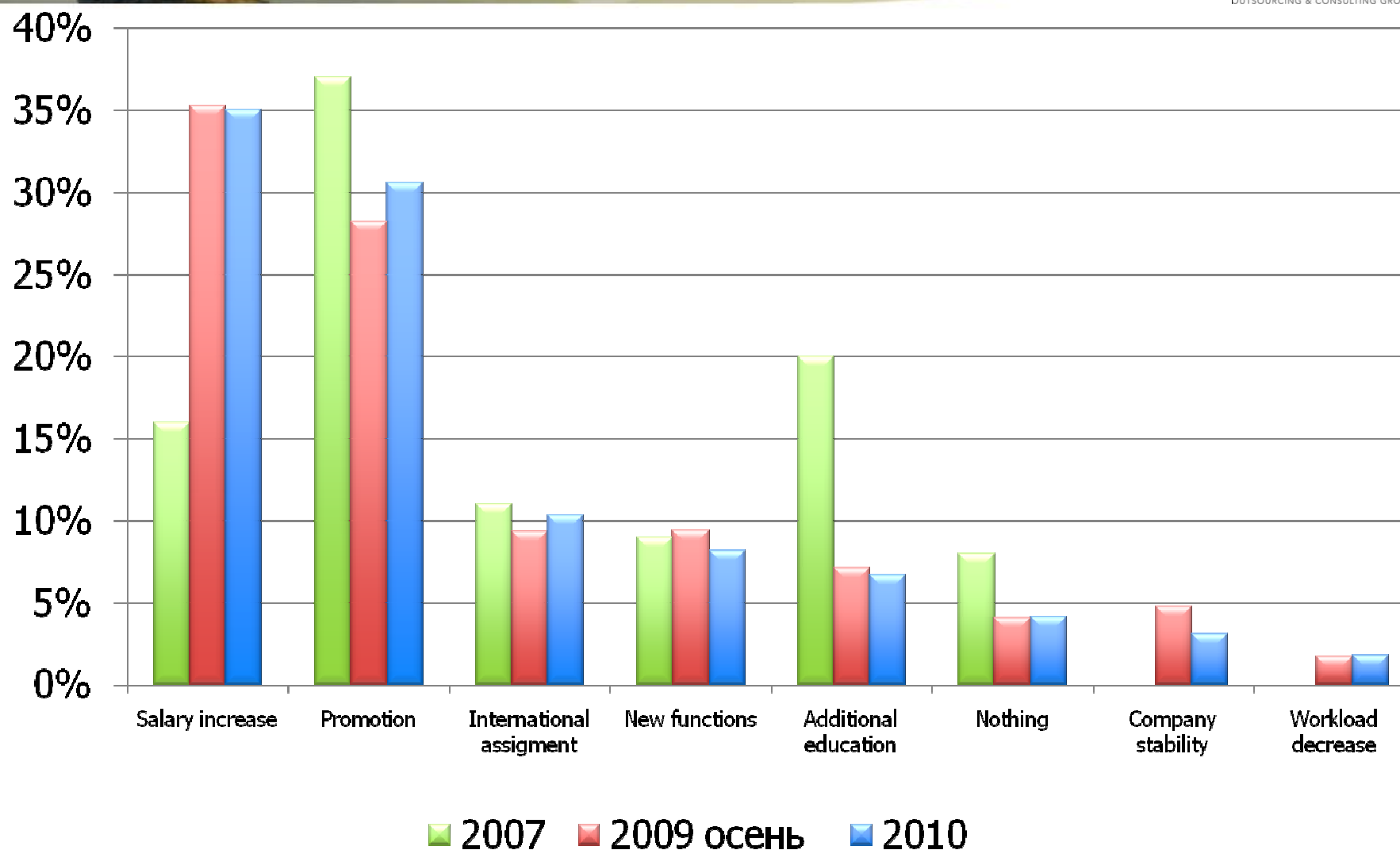


Kelly Global Workforce Index 2010 Survey data

THINK OUTSIDE.

What one factor will stop your intention to leave a company?

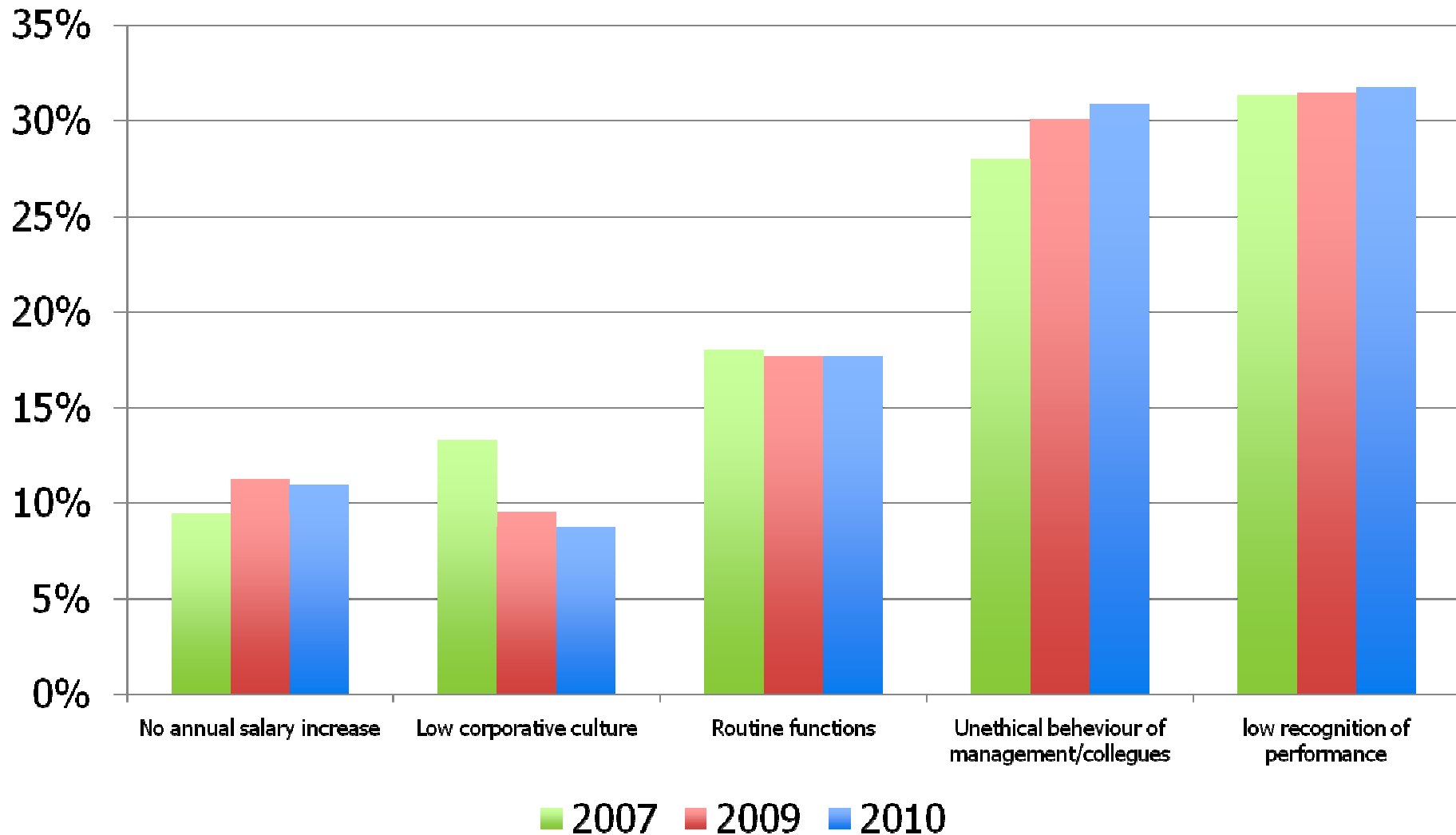
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THINK OUTSIDE.

What is most demotivating factor for you?

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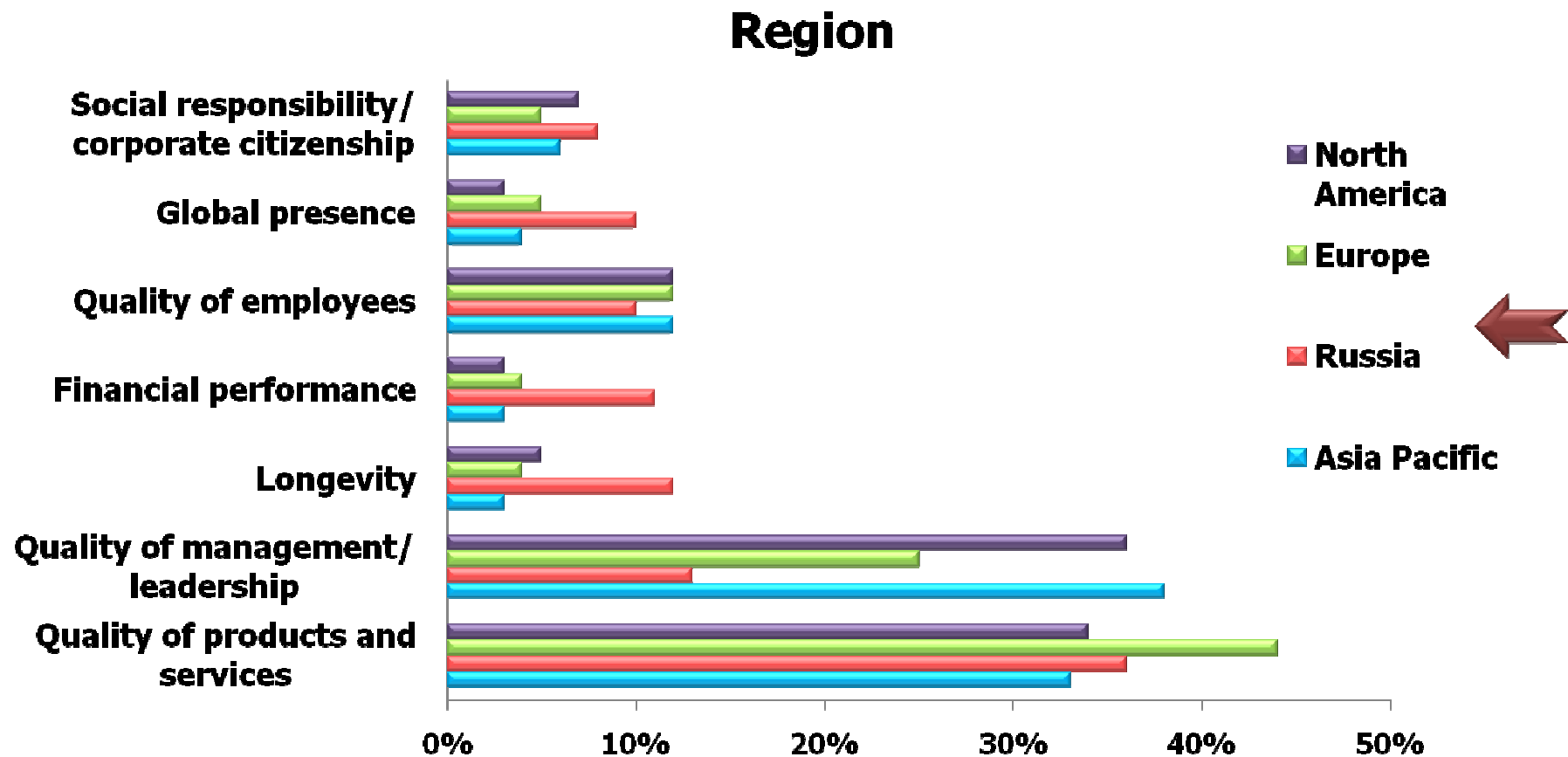


Kelly Services Motivation 2010 Survey data

THINK OUTSIDE.

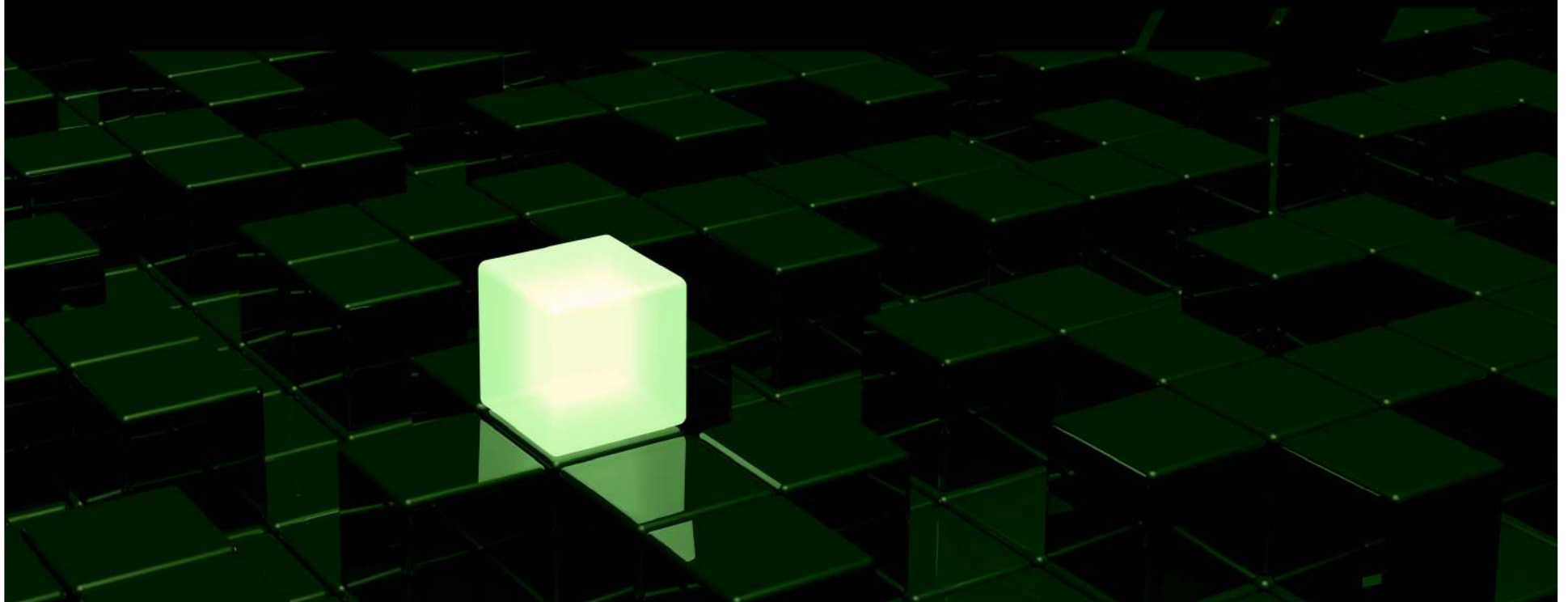
What is the most important factor in determining an organization's reputation?

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Kelly Global Workforce Index data

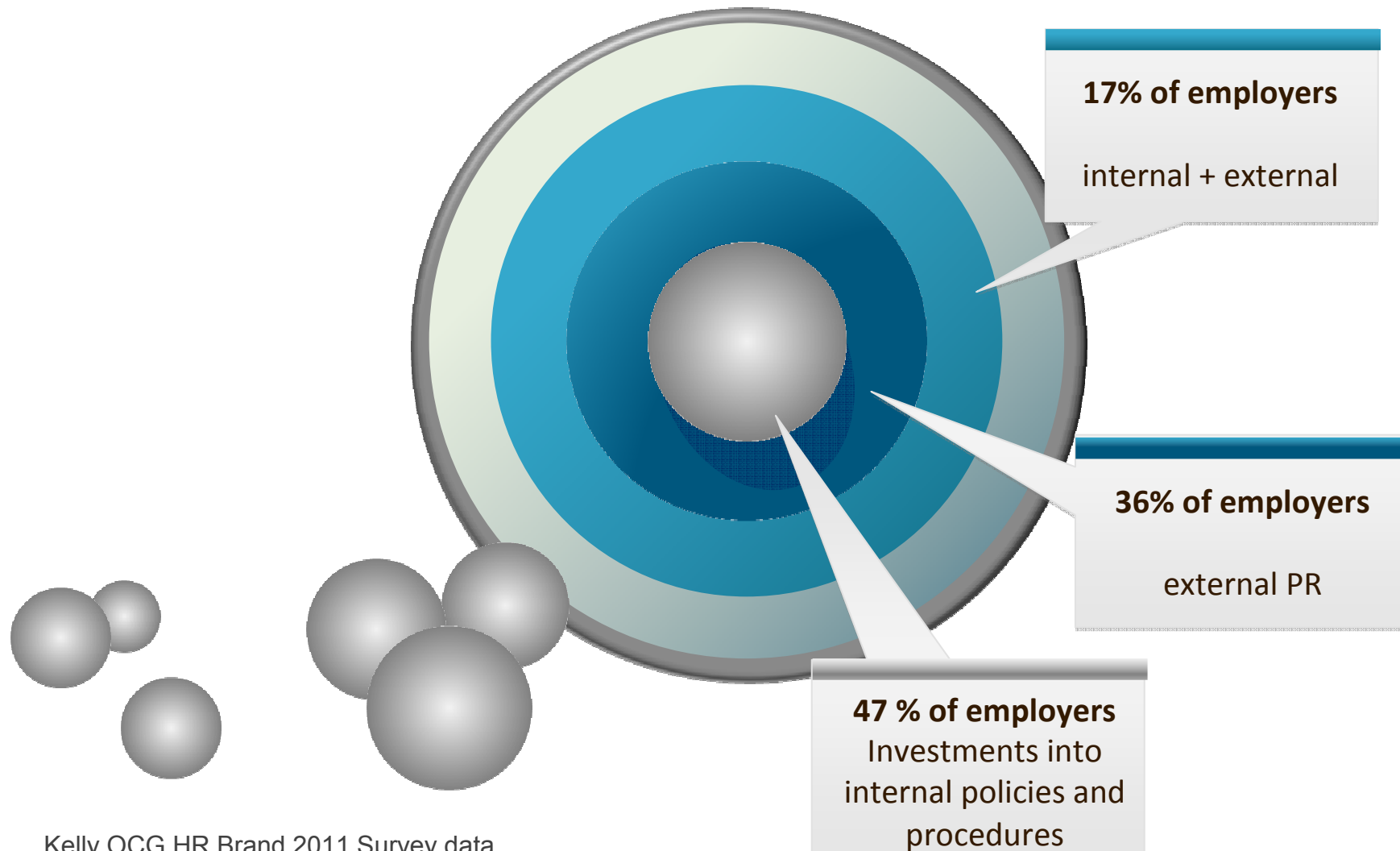
The truth is out there...



THINK OUTSIDE.

How do companies invest into HR Brand?

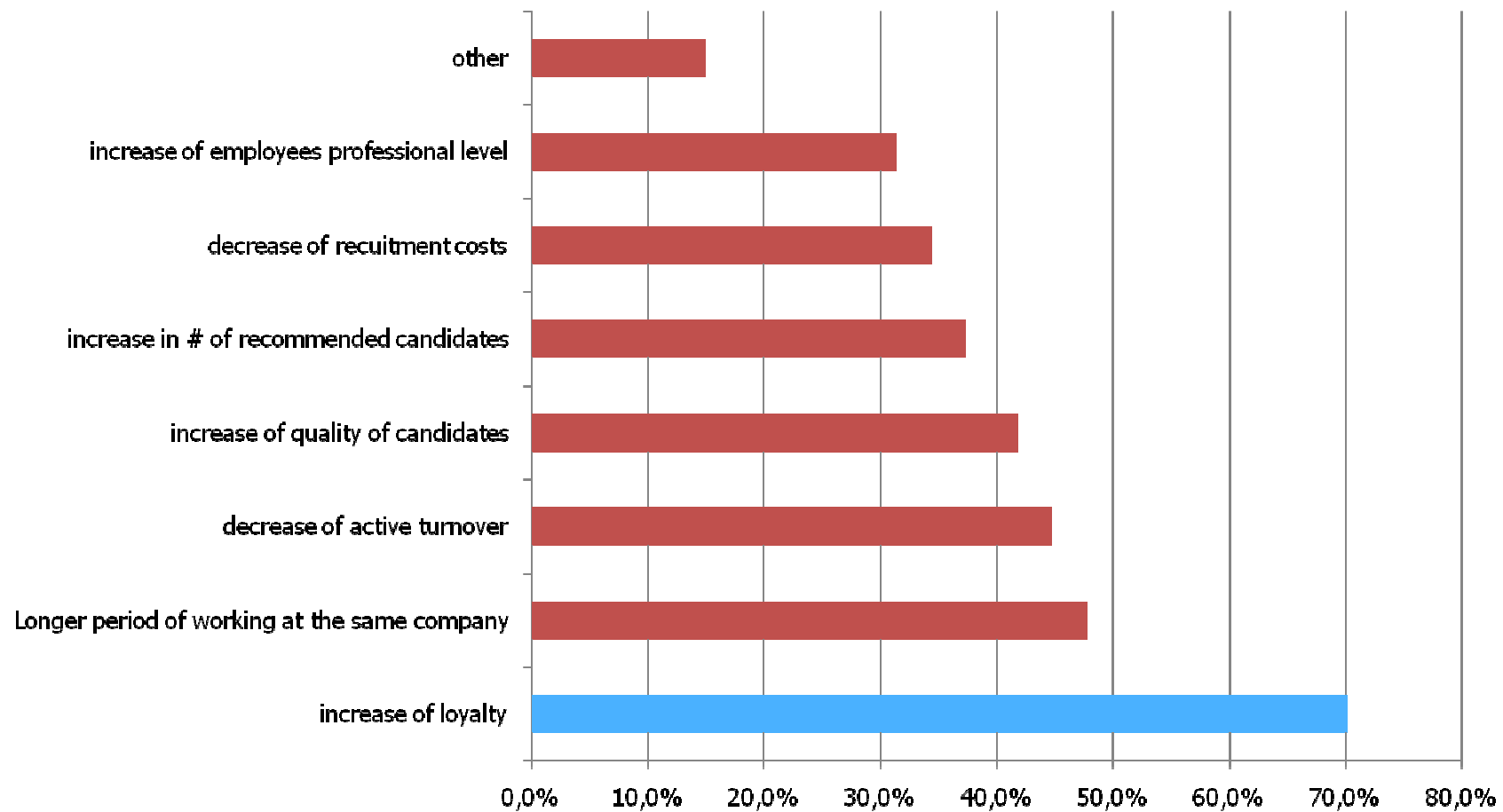
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THINK OUTSIDE.

How to Estimate the Effectiveness of Investment into HR Brand?

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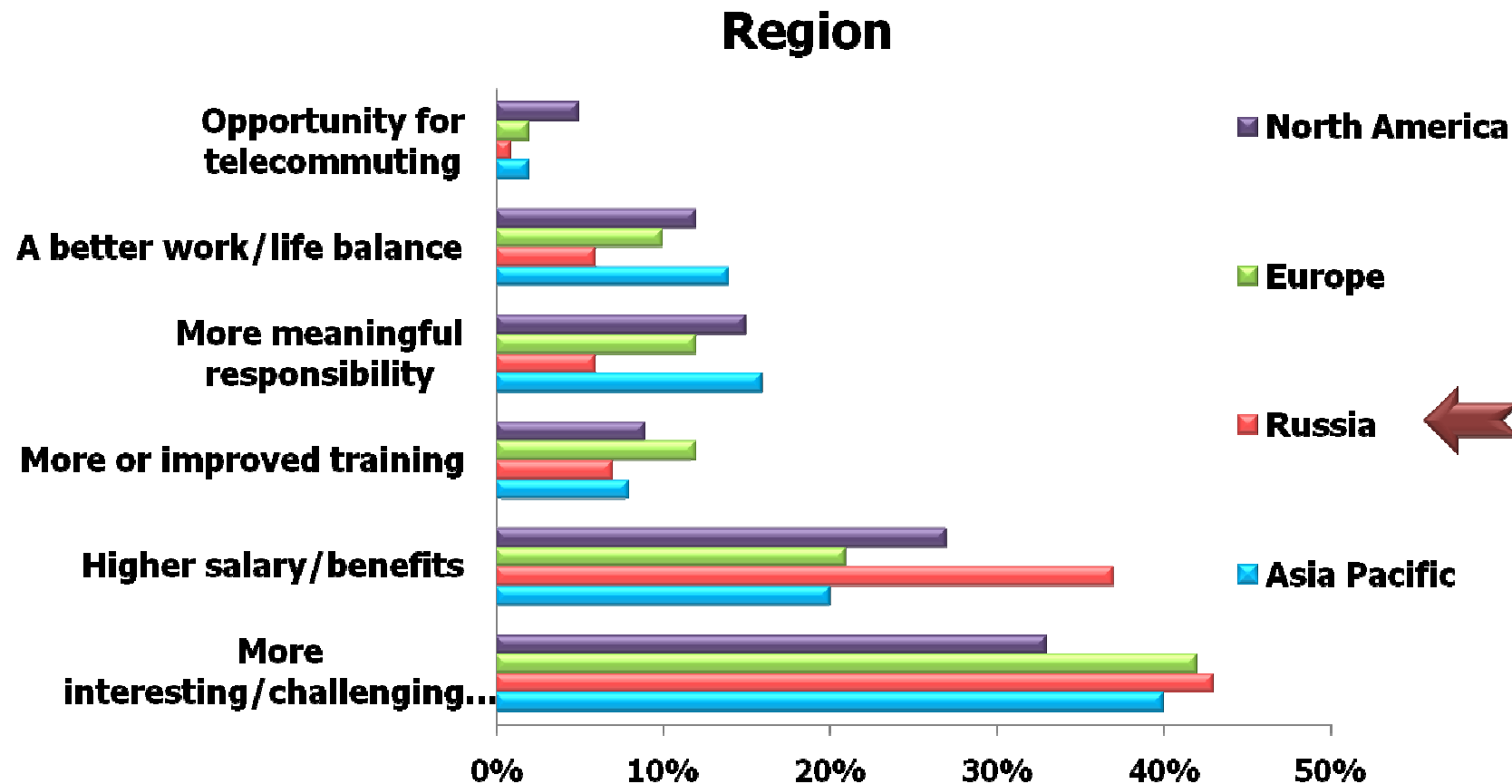


Kelly OCG HR Brand 2011 Survey data

THINK OUTSIDE.

What one thing would make you feel more loyal or 'engaged' with your job?

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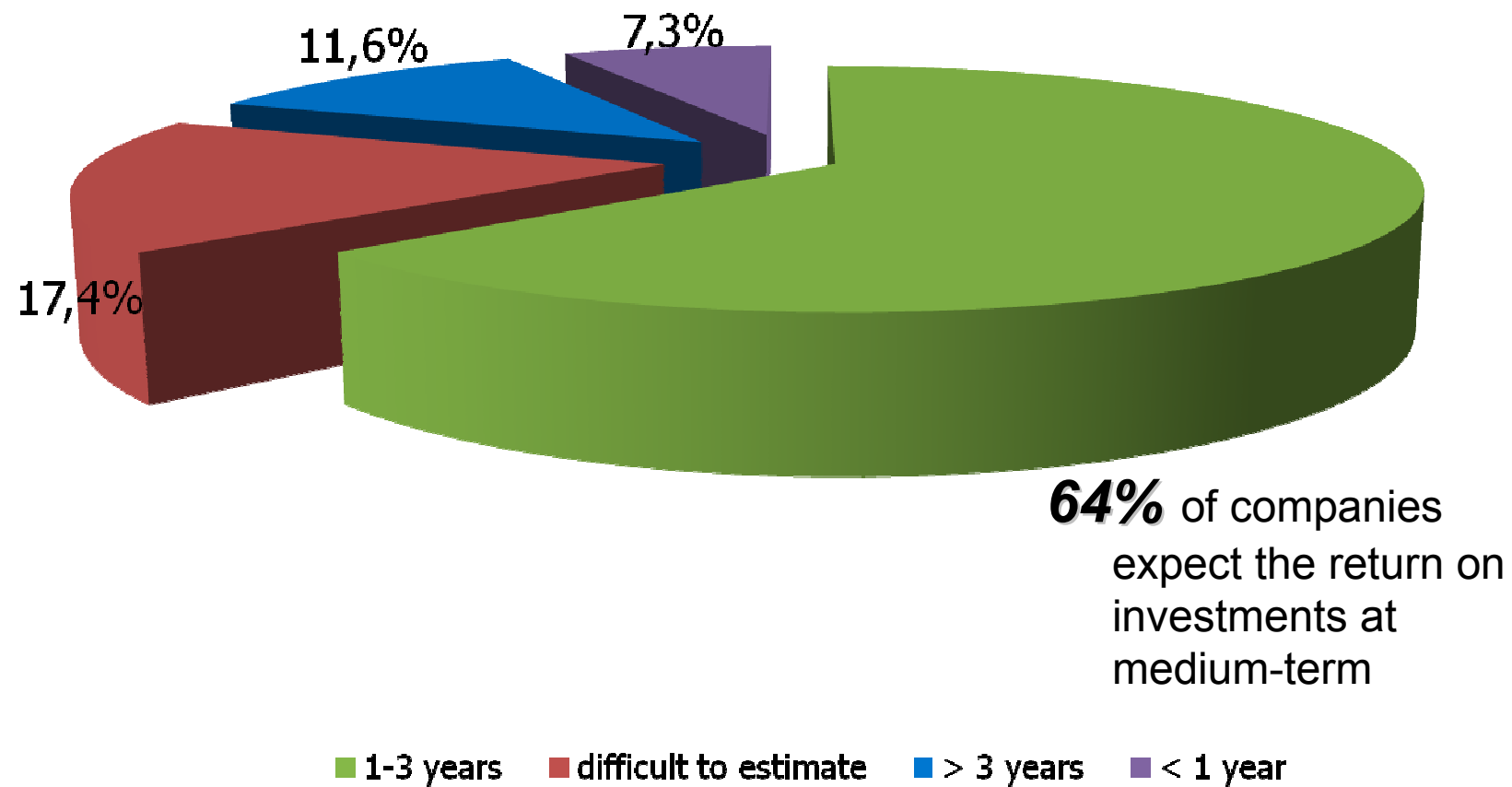


Kelly Global Workforce Index data

THINK OUTSIDE.

Return on Investments Period

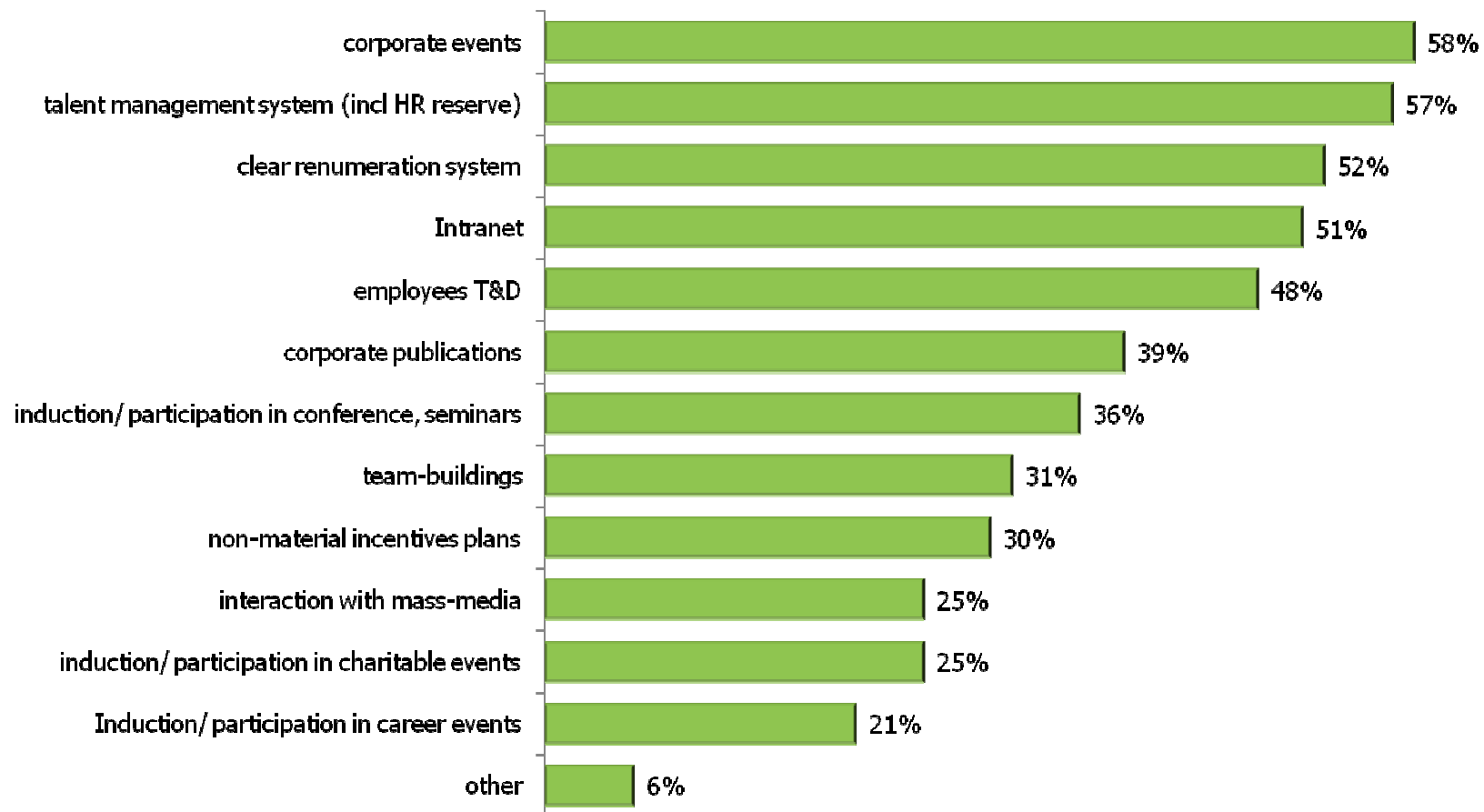
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THINK OUTSIDE.

Measures to Strengthen HR Brand

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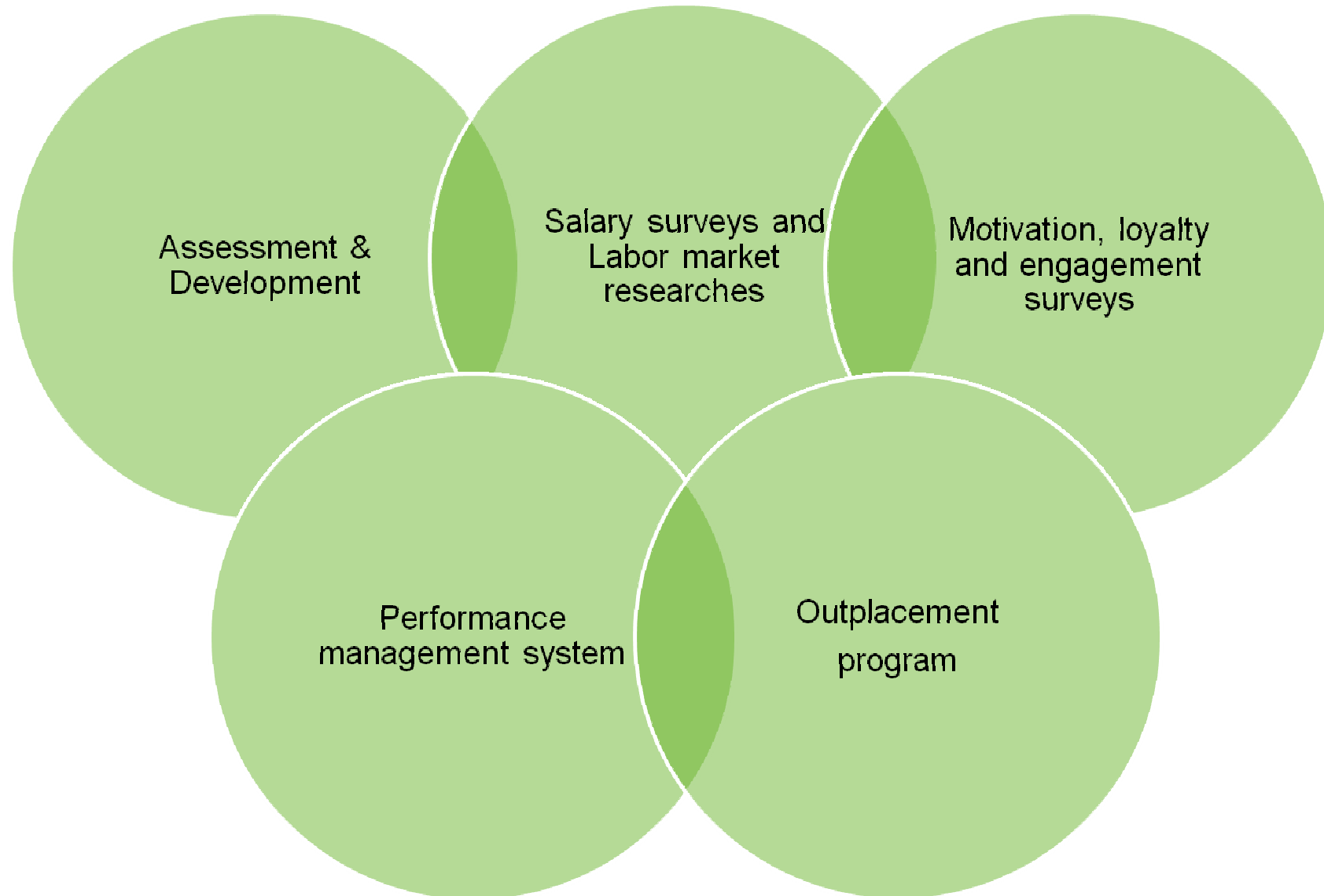



Kelly OCG HR Brand 2011 Survey data

THINK OUTSIDE.

Solutions To Support Your HR Brand

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THINK OUTSIDE.

Conclusions

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- **HR brand** reflects what company really do for its employees, not how the company positions itself
- **Any company** builds its HR brand, even it does not realize it
- Choose **proven solutions** and reliable provider to build really strong HR brand

Thank you for your attention!

Yury Efrosinin
Operations Director Kelly OCG
y.efrosinin@kellyocg.com
8 985 763-02-05

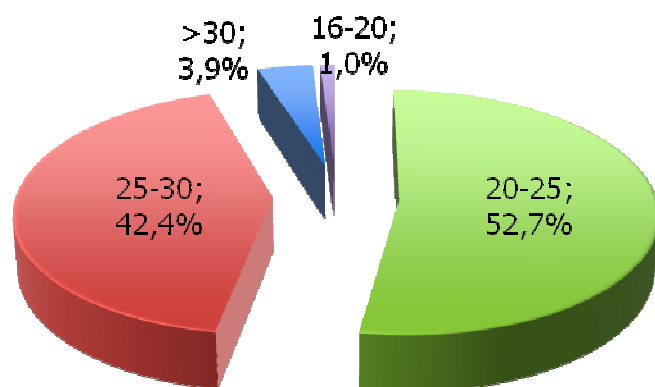


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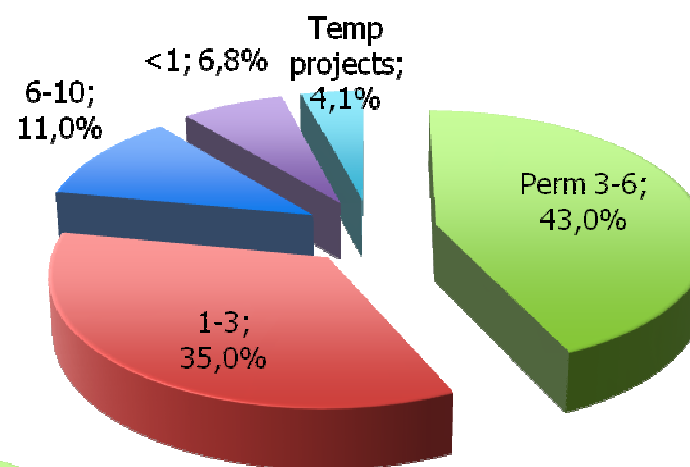
THINK OUTSIDE.

Employees Sample

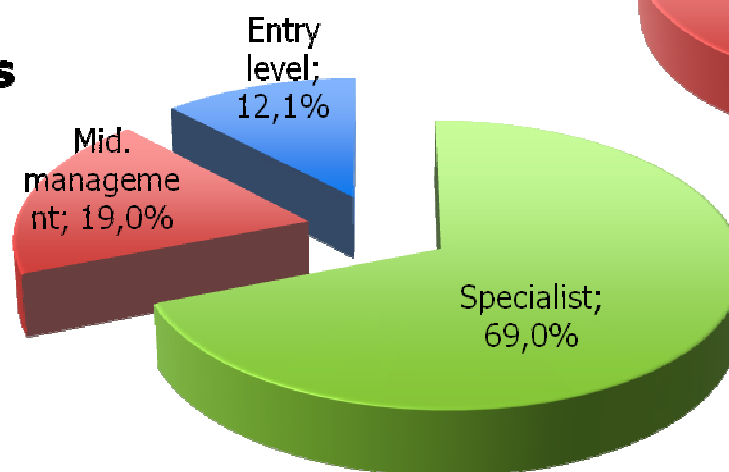
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Ages



Years of experience



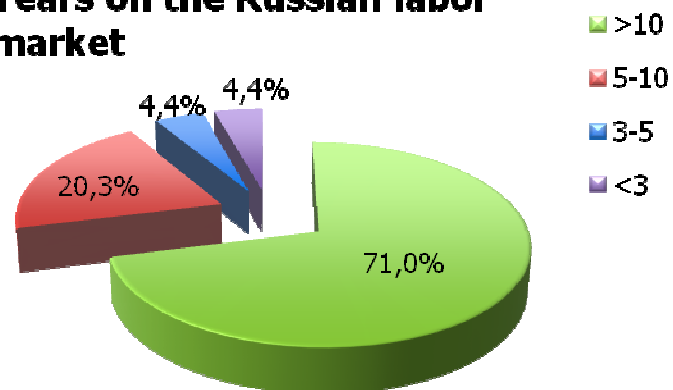
Positions

THINK OUTSIDE.

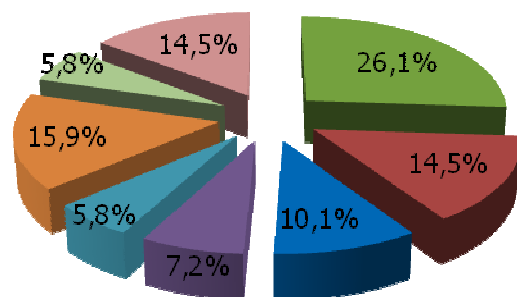
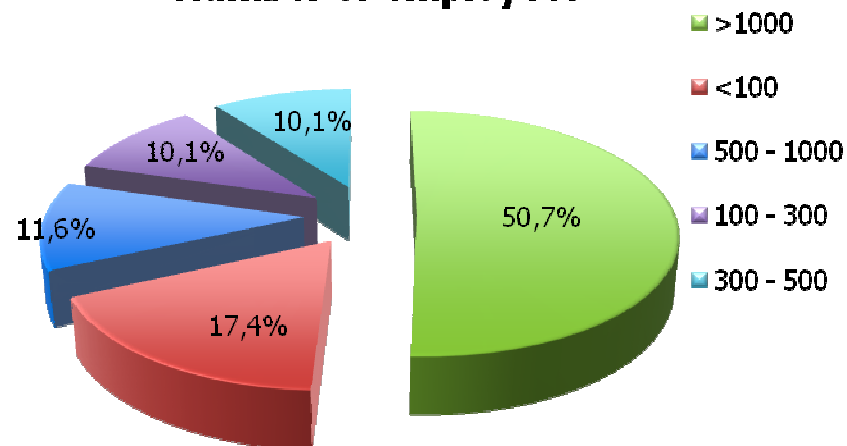
Employers Sample

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Years on the Russian labor market



Number of employees



- FMCG
- Finance, investment and insurance
- Pharmaceuticals
- IT&telecom
- Retail
- Manufacturing
- Professional services&consulting



The Association of European Businesses

HR Conference

Recruitment

Selling the brand

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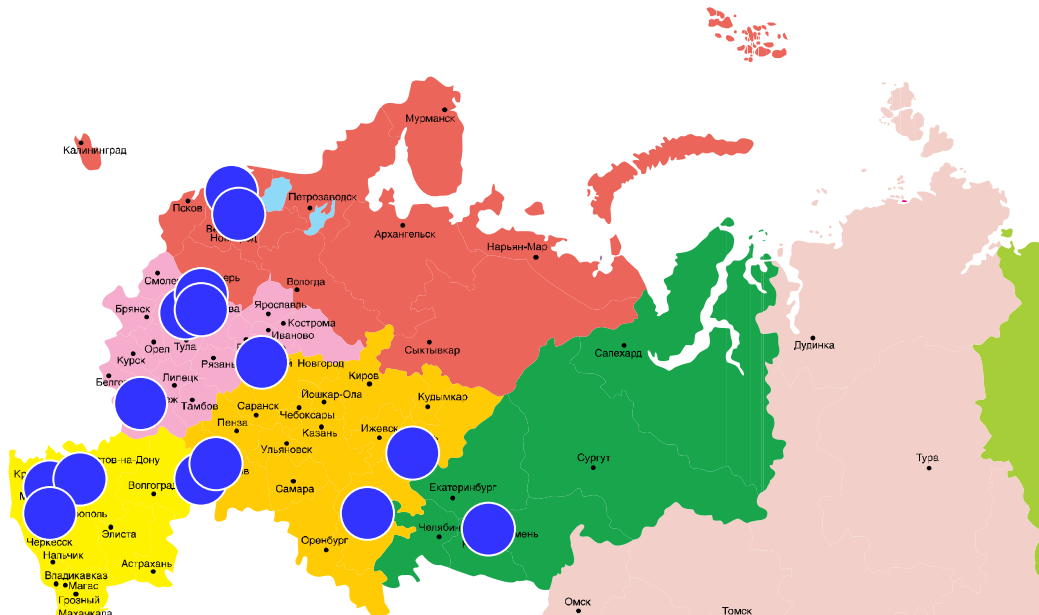
castorama

**Employer brand perception by potential
Employees**

**Castorama Service
as the basis of corporate culture**

2011

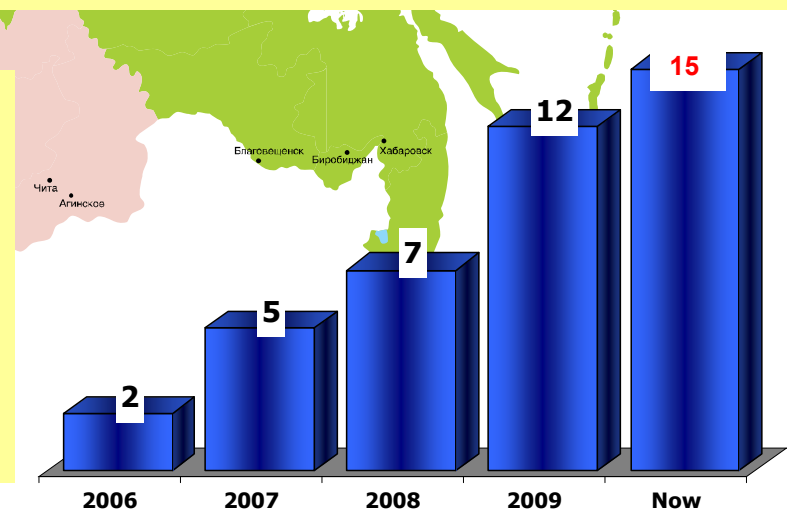




Castorama Stores

Castorama Russia:

- Number of stores: **15**
- Numbers of cities: **10**
- Number of employees: **2 468**
- Stores area: **6000 -13 000 m2**
- Range of goods: **35 000 items**
- Number of visitors per month: **more than 630 000**



castorama

Castorama Russia is a part of Kingfisher group
Kingfisher – sales leader in the DIY market in Europe



OUR CUSTOMERS

Objective:
1st Choice

OUR EMPLOYEES

Objective:
1st Choice and top
engagement

Our strategy



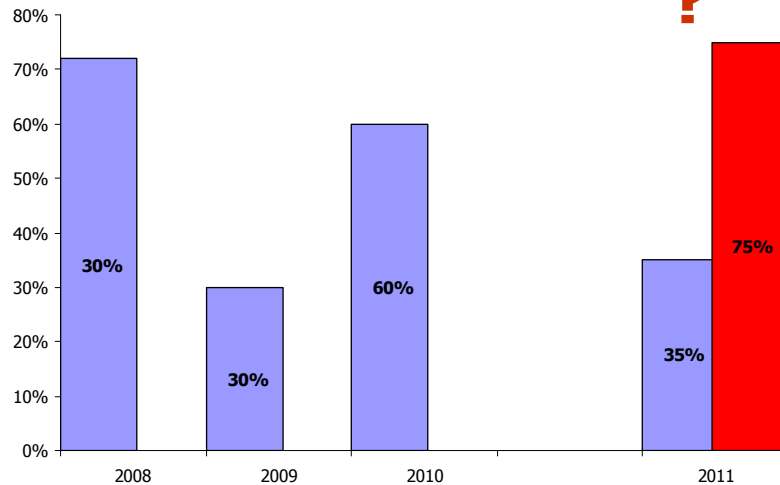
OUR LOCAL COMMUNITY

Objective:
Recognized as responsible
company

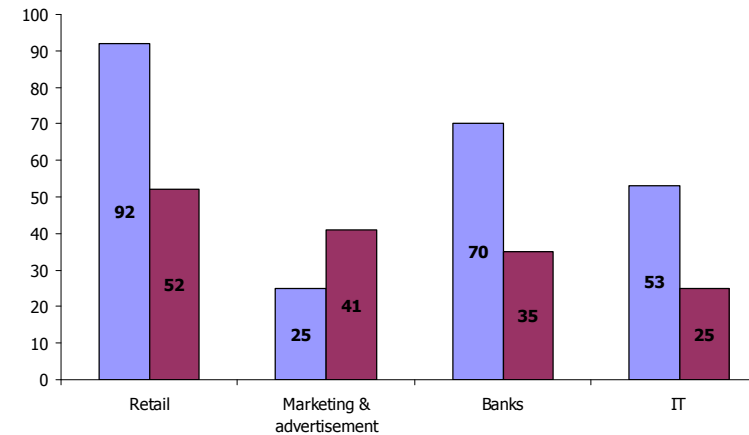
OUR SHAREHOLDERS

Objective:
Improving profit development
and interest to the DIY market in
Russia

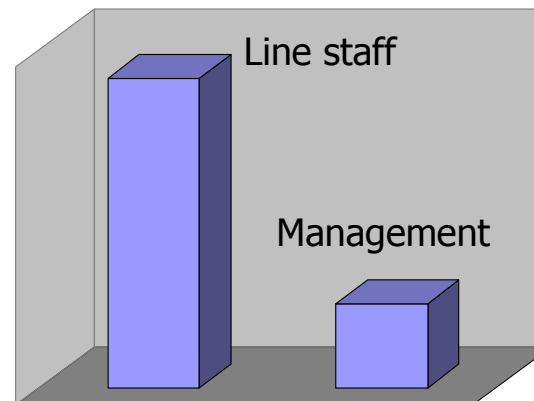
Turnover overview 2007 - 2011



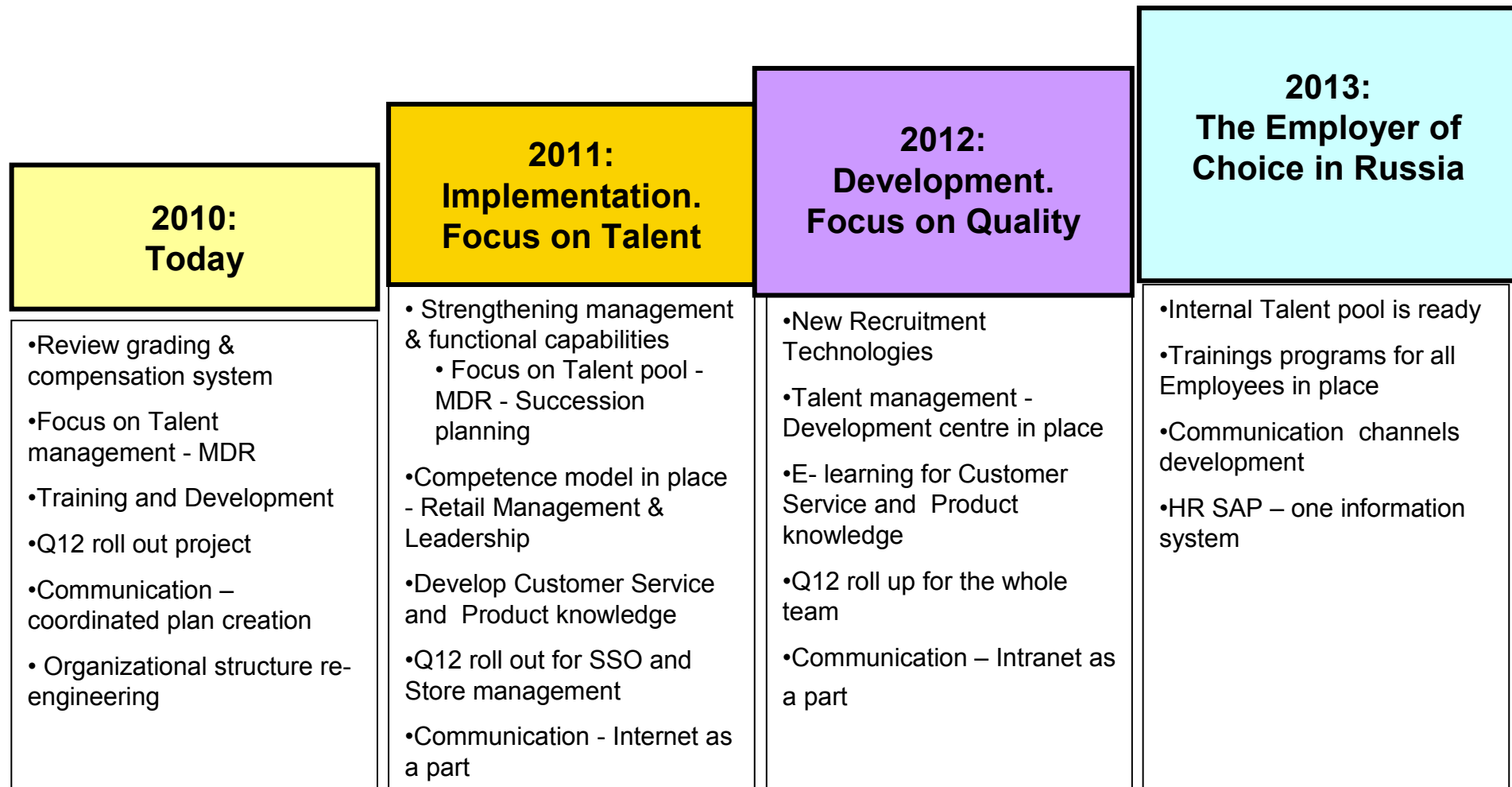
Russian Market TO



Turnover 2010 Stores Management / Line staff 3 -1



Attraction, retention and motivation (Talent management) are managed by Monetary and Non Monetary tools



Competitive package, unique values and culture, best opportunities for development

castorama

Developing a compelling and magnetic employer brand supports the building of your reputation as an employer of choice.

Ask Recruiters

for understanding the employer brands strengths and weaknesses versus competitors



Ask Your current staff

for understanding why they choose to stay with you



Ask Potential Employees

for understanding

- who would be potential employees
- what they think of your company and reputation
- do they consider joining to future their carrier

**we are working on the premise that our customers are
also our candidates**

Tools:

Knowledge of the Customer

Company Web site

Higher level of Service to Customers in stores – OUR FOCUS

1. Development of foundations and standards of «Castorama Service»



2. Development of evaluation criteria and monitoring the results



3. Changes in the policy and procedures of the Company



4. Training all the employees

5. Activities to maintain the Service culture and to keep the employees engaged



6. Measuring the level of engagement employees to the business



7. Identify the quality of customer service





SERVICE BOOK – НАША НАСТОЛЬНАЯ КНИГА!

Одним из самых популярных изданий для читателей стала обзорная книга покупателей называется не журнал о модной и дорожной моде, и даже не журнал о новейших тенденциях моды и красоты, а как вы думаете, что? Вы угадали, это Service book!

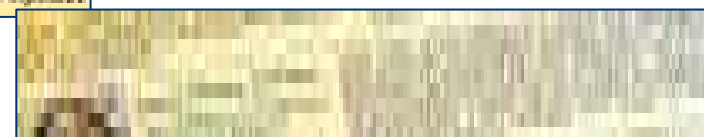
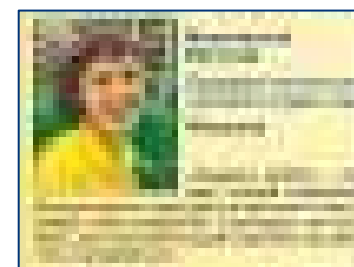
Service book – это книга о том, что в первую очередь не перестает привлекать в компанию сотрудников как быстро и наиболее комфортно для покупателей оформить документы, дать консультацию, выдать товар. Специальность настраивает покупателей, конечно, любовь профессионалов к ним – это наша ежедневная забота.

Наш сервис работает над тем, чтобы каждый из наших клиентов почувствовал себя среди коллегам или продавцам как среди хороших друзей, одним словом, комфортно: все полки полны товарами и товарами, Service book нам предоставляет правильные, наиболее подробные и актуальные ответы на задаваемые вопросы.

Листая красочные страницы, мы получаем интересный тренинг с развивающими играми, дающий нам множество полезной информации, помогающей в повседневной работе с покупателями.

Само название «Service book» ассоциируется с нашим отделом – отделом сервиса!

Степ Елена,
Старший специалист Отдела
По обслуживанию покупателей
Афонина Анастасия,
Специалист Отдела
По обслуживанию покупателей
Castorama-Пулково



Customers' choice

June 15th, 2010 at the Russian Chamber of Commerce and Industry was held «The rights of the customers — 2010» ceremony awards. It is an Annual Prize, awarded to successful projects in the field of customer protection and service quality improvement.

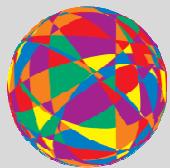
According to the popular vote, **Castorama** won in the **«Customers' choice-2010»** category.



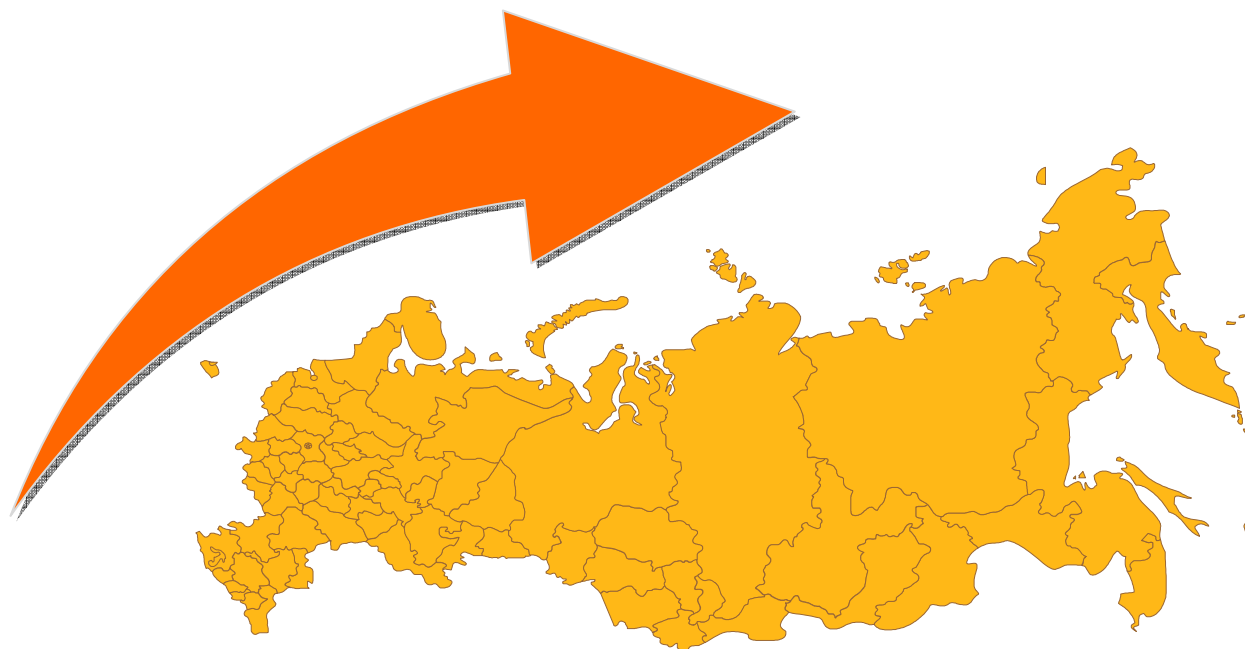
Professionals' choice

Our company's work on Service culture has led to us being nominated as a finalist in the HR BRAND 2010 Award in the Federal category.

- **Castorama Service culture development – on going**
- **Company newsletters – continue with New format**
- **Part time schedule : students and young people (Gen Y),
return – to – work mothers mature people , retail non-
professionals - 2011**
- **E – recruitment system as a part of Innovative Site Features –
2012**
- **Recruitment advertising**
- **Career website - 2012**
- **Company Intranet -2012**



wikimart
онлайн торговый центр



Role of Internal Communications in Employer Branding

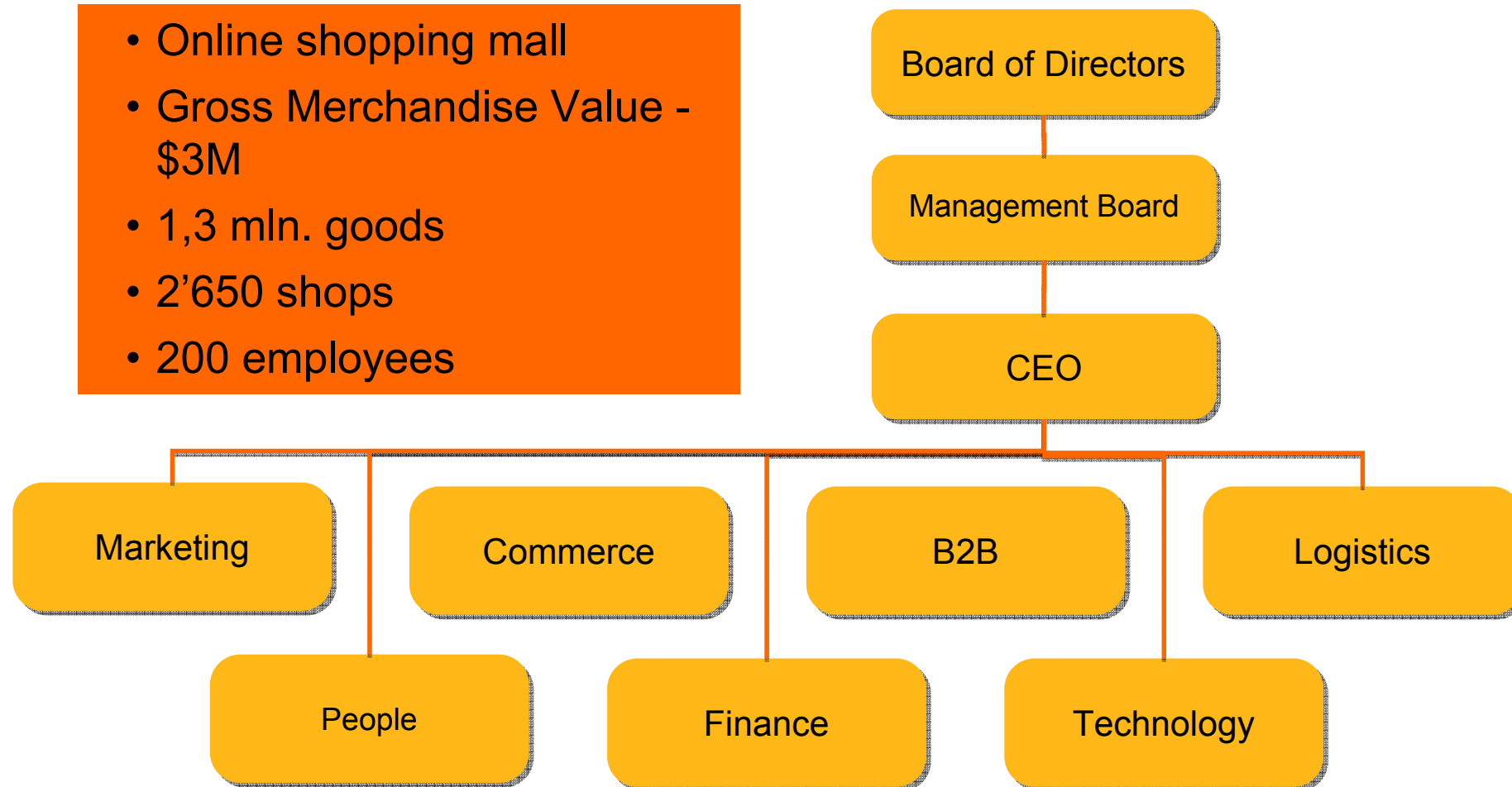
May 19, 2011

Agenda

1. Position of communication in Employer Branding
2. Preparation to Creation of the Communication Plan
3. Goals of Communication
4. Implementation

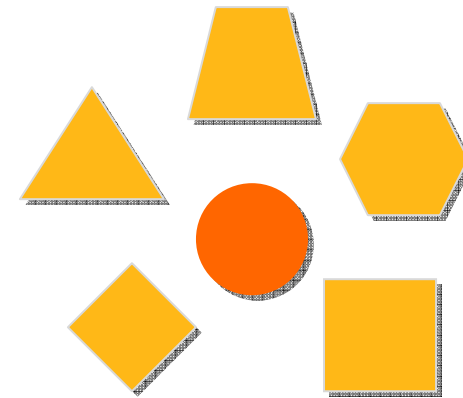
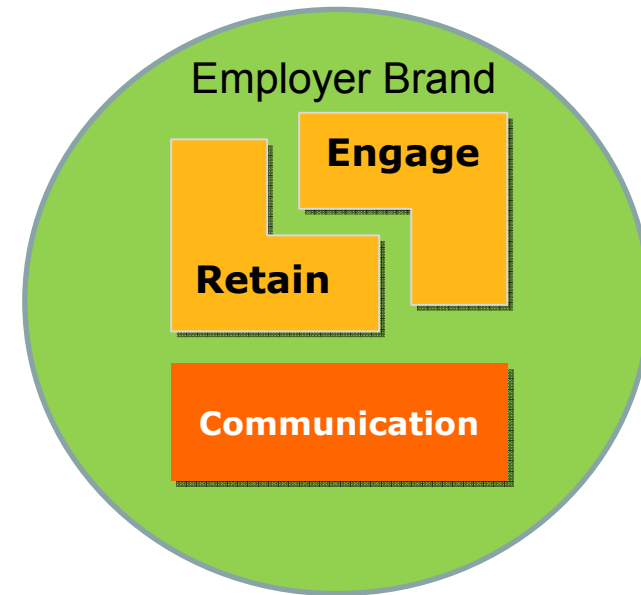
What is Wikimart?

- Online shopping mall
- Gross Merchandise Value - \$3M
- 1,3 mln. goods
- 2'650 shops
- 200 employees



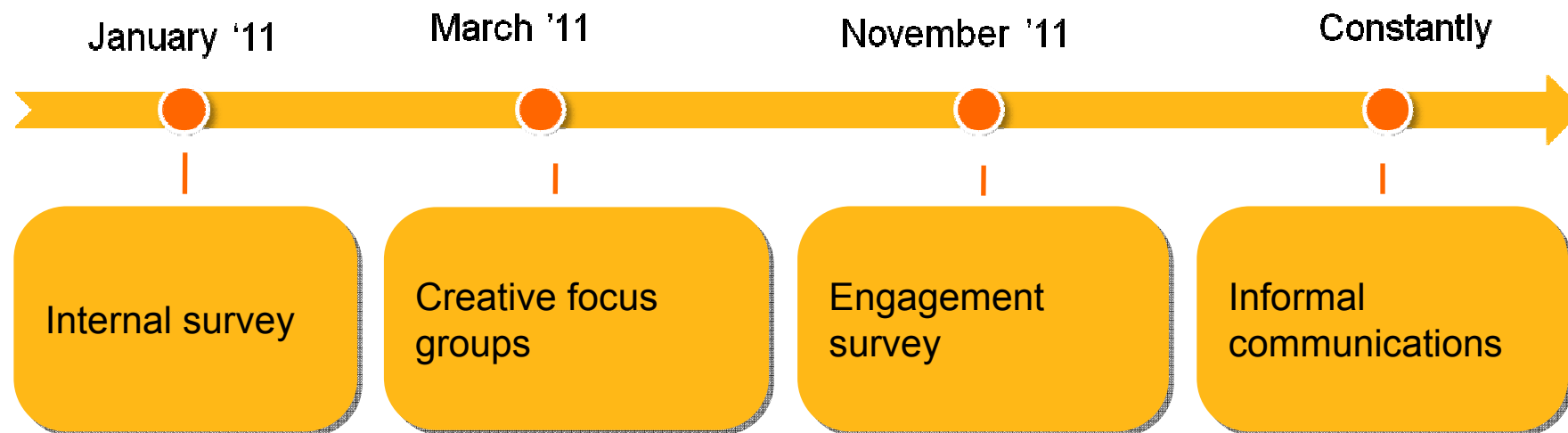
Position of Communications in Employer Branding

1. Employee Engagement and Retention
2. Employer Value Proposition
3. Communication plan



Preparation to Creation of the Communication Plan

- Where we are now?
- What should we focus on?
- What are our main development points?
- How are our employees motivated?



Работа в Wikimart

Коллеги, привет!

Мы подготовили небольшую анкету и очень просим вас её заполнить. Это займет не больше 5 минут. Ваши ответы помогут нам понять, насколько работа в компании соответствует вашим ожиданиям, и как нам находить лучших людей в команду Wikimart.

Опрос анонимный, но вы можете оставить свое имя.

Большое спасибо!

*** Required**

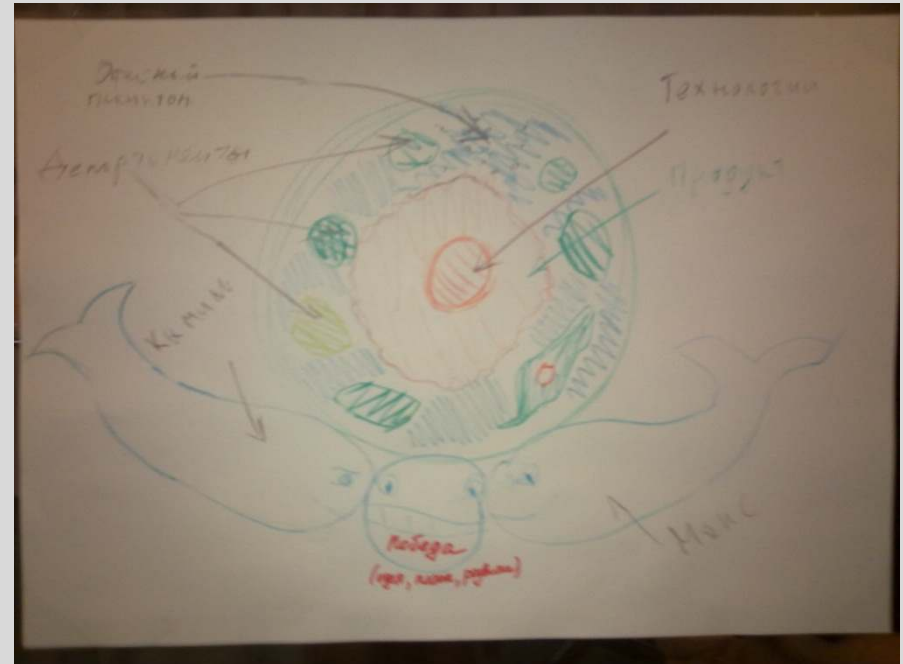
В каком отделе ты работаешь? *

- ☒ Служба поддержки покупателей
- ☐ Merchandising, SEO, Product, Technology, Analytics
- ☐ B2b, Marketing, Online Communication, Category Management, HR, Finance, Legal

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Goals of Communication

1. Company's strategic goals are shared and agreed by the majority of employees.
2. Higher level of employee engagement and retention.
3. High level of awareness of company's position, strong and weak points, plans and progress.



Higher productivity rate

Implementation

1. Intranet
2. Regular all-company meetings with co-founders
3. Adaptation program and employee handbook
4. Internal trainings
5. Corporate events



 ЛИЦА КОМПАНИИ

 обновить



 Календарь (1) [добавить](#)

30.05.2011 10:00:00

Форум партнеров Майкрософт в сфере образо...

Сегодня 13 Май, Пятница

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USD: 23,83

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Мне

МОИ ЗАДАЧИ



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11 Мая 2011 года
Иностранные учащиеся изучают историю российского космического проекта
К 50-летию полета в космос Ю.А. Гагарина кафедра русского языка для иностранных учащихся естественных факультетов филологического факультета МГУ организовала серию мероприятий, посвященных этому уникальному историческому событию. Автором и организатором проекта выступила старший преподаватель кафедры В.М. Толчезова



4 Мая 2011 года
Первый заместитель министра иностранных дел РФ в гостях в МШЭ МГУ
26 апреля с лекцией «Экономическое измерение внешней политики России» в МШЭ МГУ выступил первый заместитель Министра иностранных дел Российской Федерации Денисов А.И., курирующий вопросы международного экономического сотрудничества Российской Федерации. В своей лекции Андрей Иванович коснулся таких вопросов, как перспективы вступления России в ВТО, переход российской экономики к инновационной модели развития и создание единого экономического пространства на территории бывшего Советского Союза.



27 Апреля 2011 года
Делегация Университета Павии в гостях у нашего ВУЗа
С 12 по 14 апреля в гостях у МШЭ МГУ была делегация из Университета Павии (Италия). Гости из Италии во главе с профессором А.К. Авалиери прибыли в Московскую школу экономики для участия в IV Международной конференции на английском языке



17 Апреля 2011 года
Лучшее школьное издание-2011
Факультет журналистики Московского государственного университета совместно с Союзом журналистов России подвел итоги конкурса «Лучшее школьное издание». 23 апреля на факультете журналистики прошло награждение победителей. Кроме лучшего школьного печатного или электронного издания были объявлены победители в 7 номинациях

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Елена Сычева Елена Александровна
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24 Февраля 2011 года

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[Задать вопрос](#)

[Указать на ошибку](#)

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Questions?

Dmitry.Rodionov@wikimart.ru

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