

CURRICULUM VITAE



Olga Kandinskaia

Nicosia, Cyprus

E-mail: olga@ciim.ac.cy

SUMMARY STATEMENT

Olga Kandinskaia is Associate Professor of Finance and MSc Business Management Director at CIIM – Cyprus International Institute of Management. She has PhD in Economics (1995) from the MGIMO-University in Moscow, Russia.

Originally from Moscow, Russia, Dr Kandinskaia moved to Cyprus in 2001, and she joined CIIM first on a part-time basis in 2002, and then on a full-time basis in 2011. She has 25+ years of experience in teaching undergraduate, postgraduate and executive courses at different universities and colleges in Cyprus, UK, Portugal, and Russia. Olga's PhD research was in financial derivatives as risk management tools. At that time, she also had practical experience of working as a futures broker. Her current expertise is in the areas of Financial Management, Business Planning, Strategic Investment Decisions, Corporate Finance, and Business Valuation.

Olga is a passionate advocate of innovative teaching methods in business education, such as experiential learning, case method, and blended learning. Her teaching style is highly interactive, she emphasizes customized and practically relevant learning where theory is applied to real-life cases. Her finance classes include extensive Excel-based workshops designed to help students develop solid financial modeling skills. Olga's teaching skills have earned high scores in student evaluations.

Olga is a pioneer at her business school and overall in Cyprus for writing teaching cases about innovative business projects. Olga has received three prestigious international awards in case writing (all three are the first time wins for CIIM Business School and for Cyprus):

- *'Outstanding New Case Writer'* (2017) for the case about Engino, innovative Cypriot SME – annual international competition by The Case Centre, the top global distributor of cases to universities and business schools;
- *'Jonathan Welch Award for Best Case in Accounting, Finance and Economics'* (2018) for the case about the innovative project in New York by Zorbas Bakeries – annual international conference of NACRA (North American Case Research Association), the top global academic case research association; in 2019 this case was published in the top global case journal *Case Research Journal* and became the first case in *Harvard Business Review Store* about a Cypriot company;
- *'Best Case Gold Award'* (2019) for the case on a crowdfunding campaign led by a female CEO in Belgium (written together with Belgian colleague Dr Huyghebaert) - annual international conference of NACRA (the top award for the best case out of 72 presented at the conference).

In total, Olga has published 12 papers in international peer-reviewed scientific journals. She has presented cases and papers at 18 international peer-reviewed conferences. She is a member of several

international academic case research associations and is on several editorial boards as reviewer. Olga is a Board Member (VP Programs-elect 2021-22) and the Chair of the Accounting, Finance and Economics Track of NACRA, the top global case research academic association.

As Director of the MSc in Business Management at CIIM, Olga has created a unique postgraduate programme in Cyprus which has fully embraced a wide variety of experiential learning activities. Olga's "Learning by Doing" innovative teaching method in business management received Silver and Bronze Awards by Cyprus Education Leaders Awards 2020.

Olga has substantial experience in distance learning education – having developed several online modules for UK-based programmes. At CIIM Olga has supervised the introduction of blended learning via Moodle.

EDUCATION

Ph. D. in Economics (dissertation on Financial Derivatives, 1995), MGIMO-University*, Moscow (Russia). Diploma of the CANDIDATE OF ECONOMIC SCIENCES recognized by the Cyprus Council for the Recognition of Higher Education Qualifications (KY.S.A.T.S.) as equivalent to the Doctoral Degree.

Bachelor's and Master's degree in Economics (1992), MGIMO-University*, Moscow (Russia). Diploma with Distinction ('Red Diploma') of the ECONOMIST FOR INTERNATIONAL ECONOMIC RELATIONS (5-year course) recognized by the Cyprus Council for the Recognition of Higher Education Qualifications (KY.S.A.T.S.) as equivalent and correspondent to the Ptyhion – Degree of University level.

* MGIMO-University (Moscow State Institute of International Relations) is one of the oldest state-accredited universities in Russia. The majority of Russian ambassadors are its graduates. The School is also well-known in the fields of Economics, Finance and Business. This university is described by www.topuniversities.com as "Russia's most prestigious and most advanced place for understanding international affairs." Ranked among the top 5 Russian universities according to the QS World University Ranking (QS WUR), MGIMO-University is often referred to as "the Harvard of Russia" <http://english.mgimo.ru/>.

Recent online courses completed:

Valuing Companies by University of Michigan on Coursera (6-week online course). Certificate earned at Tuesday, June 12, 2018 12:51 PM GMT, grade 92.3%.

TEACHING AND WORKING EXPERIENCE

Current Position

July 2020 - till now - *Associate Professor of Finance and Director of MSc in Business Management (MBM) at CIIM - Cyprus International Institute of Management*
<http://www.ciim.ac.cy/>

November 2011 – June 2020 - *Assistant Professor of Finance, Director of MSc in Business Management (MBM) and Director of Blended Learning at CIIM - Cyprus International Institute of Management* <http://www.ciim.ac.cy/>

Courses and activities at CIIM:

- Corporate Finance 6 ECTS (MBA & MSc)
- Financial Accounting 6 ECTS (MBA)
- Company Valuation 6 ECTS (MBA & MSc)
- Foundations of Accounting & Finance 4.5 ECTS (MSc)
- Financial Modeling with Excel 3 ECTS (MBA & MSc)
- Finance and Accounting for Non-Financial Managers, Executive Development Program (EDP) and in-house trainings, 2-day course
- Principles of Financial Management, Executive trainings, 2-day course
- Final Project Workshop (MSc)
- Moodle Workshop (MBA & MSc)
- Career and Industry Seminars 4.5 ECTS (MSc) – company visits and interactive seminars for MSc students
- Special Topics in Management: Live Case Project with a Company 6 ECTS (MSc and MBA)
- Online Simulation on Leadership and Team-Building Skills (MSc) 0.75 ECTS
- In charge of curriculum, accreditations (DIPAE), recruitment and marketing for the CIIM MSc Business Management programme
- In charge of developing the concept of blended learning at CIIM and implementing the blended learning strategy via Moodle
- Member of the CIIM committee responsible for the preparation of CIIM MBA for international accreditations, by AMBA and by EFMD/EPAS
- Final Project supervision (MBA and MSc): 100+ final projects completed at CIIM between 2011 and now
- Lecturing & mentoring teams on business plan financials for the IDEA startup project and the ENTICE entrepreneurship center

Other/Previous Positions

April 2015 - *visiting lecturer at the ISCTE Business School of the University of Lisbon, Portugal*
Short course on Financial Modeling.

August 2010 – August 2012 - *Online Course Developer and Online Instructor in Finance for UCP Marjon Online MBA, University College Plymouth, St Mark & St John (UK)*

Preparing five MBA online courses: Financial Management, Advanced Corporate Finance, Financial Risk Management, Portfolio Analysis, Working Capital Management.

July 2011 – October 2011 - *Lecturer in Finance (MBA), International Collaboration Program, at University of Greenwich (UK)*

Course leader of Financial Management FINA1074 (International Collaboration Program).

October 2005 – October 2011 - *Part-time MBA lecturer in Finance at Intercollege Larnaca*

Courses taught:

- Financial Management MBA
- Financial Risk Management MBA
- Advanced Corporate Finance MBA

October 2002 – October 2011 – *Visiting lecturer in Finance at CIIM (Cyprus International Institute of Management)*

Courses taught:

- MBA Finance Induction
- Finance for Non-Financial Managers (Executive Development Seminar)

- Financial Tools & Risk Management (Young Managers programme “Starting Your Own Business”)
- Financial Planning and Methods of Project Evaluation (Young Managers programme “Project Planning”)
- Financial Planning (Young Managers programme “Sustainable Family Business Development”)
- Financial Planning & Project Evaluation (Young Managers programme “Project Planning and Management”)
- Managing Risks in Deregulated Markets (Young Managers programme “Economic Deregulation and Open Markets”)
- Managing Risks in Business (Young Managers programme “Entrepreneurship and Innovation in Business”)

2000 - 2001 - *Part-time lecturer at the Graduate School of International Business of the Academy of National Economy, Moscow, Russia*

Courses taught:

- Financial Planning

1995 - 2001 - *Senior lecturer at the Department of Management and Marketing of MGIMO-University (Moscow State Institute of International Relations), Moscow, Russia*

Courses taught:

- Futures and Options Trading
- Financial Derivatives
- Strategic Planning
- International Business
- Managing financial risks as practiced in foreign and Russian companies

1992 - 1995 – *Part-time lecturer at the Department of Management and Marketing of MGIMO-University (Moscow State Institute of International Relations), Moscow*

Courses taught:

- Futures and Options Trading
- International Business

July 1992 - August 1993 - *Deputy Director of a small brokerage company INCO (working at the newly established Moscow Commodity Exchange)*

July 1992 - October 1992 - Commodity broker (working in the Commodity section of the Moscow Commodity Exchange)

October 1992 - August 1993 - Futures broker (working in the Futures section of the Moscow Commodity Exchange, trading currency futures)

In October 1992 Olga was among 20 brokers who took part in launching the first ever derivatives market in Russia.

MAIN AREAS OF EXPERTISE

Olga’s key expertise areas include Corporate Finance, Financial Modeling with Excel, Company Valuation, Financial Statements Analysis, Strategic Investment Decisions, Business Planning.

Olga is active in academic case writing, implementing blended learning method, and adopting innovative teaching techniques such as, for example, experiential learning via live case projects.

LIST OF PUBLICATIONS

Dr Kandinskaia has an extensive record of publications: initially in Russian (2 books and 50+ articles in Russian academic and business journals between 1995 and 2012), and from 2010 in English (12 papers in peer-reviewed journals, including the top global journal for cases *Case Research Journal* by NACRA, the only case journal distributed via *Harvard Business Publishing*).

Dr Kandinskaia is on the editorial boards as reviewer for *Case Research Journal*, *Business Case Journal*, *Journal of Financial Education*, *Journal of Case Studies*, *Journal of Critical Incidents*, the Multinational Finance Society conference, and the NACRA conference. From 2020, Olga acts as the Chair of the Accounting, Finance and Economics Track of the Annual Meeting of NACRA, the top global case research academic association. From September 2021, Olga is a Board Member at NACRA in the role of VP Programs-elect 2021-22.

✓ PUBLICATIONS IN INTERNATIONAL PEER-REVIEWED ACADEMIC JOURNALS

1. Afanasiev, A., & Kandinskaia, O. (2021). Monitoring of digital transformation risks as a key policy to prevent future financial crises. *Risk Governance and Control: Financial Markets & Institutions*, 11(4), 26–37. <https://doi.org/10.22495/rgcv11i4p2>
2. Huyghebaert, N., and Kandinskaia, O. (2021). Recticel: Financing Via A Rights Offering. (Finance). *Journal of Finance Case Research* <http://www.jfcr.org/jfcr.html>, Volume 19, Number 1, pp. 1-22.
3. Kandinskaia, O. and López Lubián, F. (2021). Assessing Value of a Digital Company: Uber's IPO 2019. (Finance). *CASE Journal* by Emerald Publishing, Vol. 17 No. 4, pp. 588-624. <https://doi.org/10.1108/TCJ-08-2020-0111>
4. Huyghebaert, N., and Kandinskaia, O. (2021). Sizable: Crowdfunding Campaign! ... Again. (Finance). *Case Research Journal* of the North American Case Research Association (NACRA), 41(2), pp. 1-22. Available via *Harvard Business Publishing* <https://hbsp.harvard.edu/product/NA0678-PDF-ENG>
5. Huyghebaert, N., and Kandinskaia, O. (2019). WDP: Challenge of a Speedy Equity Offering to Finance Growth in the Highly Competitive European Market of Semi-Industrial Real Estate. (Finance). *Business Case Journal* of the Society for Case Research, Volume 26 (2), Summer 2019, pp. 12-25. Available via <https://www.ignited.global/search?keys=Kandinskaia>
6. Kandinskaia, O. (2019). Voting to save TRANSAERO, Russian N2 Airline. (Accounting). *Journal of Case Studies* of the Society for Case Research, Volume 37 (1), Winter 2019, pp. 47-63. Available via <https://www.ignited.global/search?keys=Kandinskaia>
7. Kandinskaia, O. (2019). Zorbas Bakeries (Cyprus): An Option to Expand. (Finance). *Case Research Journal* of the North American Case Research Association (NACRA), 39 (2), pp. 1-16. Available via *Harvard Business Publishing* <https://hbsp.harvard.edu/product/NA0585-PDF-ENG> (first case in HBP about a Cypriot company)
8. Kandinskaia, O., Dementieva, A., and Khotyashaeva, O. (2019). Norilsk Nickel: the longest corporate war in a leading Russian company. (Corporate Governance). *CASE Journal* by Emerald Publishing, Vol. 15, issue 3, pp. 199-226 <https://doi.org/10.1108/TCJ-08-2018-0098>
9. Dementieva, A., Kandinskaia, O., and Khotyashaeva, O. (2018). Friendly Laser: Can we boost sales? (Strategy) *Journal of Critical Incidents* of the Society for Case Research, Fall 2018 Volume #11, pp. 97-100. Available via <https://www.ignited.global/search?keys=Kandinskaia>
10. Kandinskaia, O. (2017). Wait or Act Fast? Best Strategy to Recover an Investment. (Personal Finance) *Journal of Critical Incidents* of the Society for Case Research, Fall 2017 Volume #10, pp. 83-87. Available via <https://www.ignited.global/search?keys=Kandinskaia>
11. Kandinskaia, O. (2017). Financial Troubles at Cyprus Airways. (Accounting) *Journal of Case Studies* of the Society for Case Research, May 2017, Vol. 35, No. 1, p. 38-49. Available via <https://www.ignited.global/search?keys=Kandinskaia>

12. Kandinskaia, O. (2015). ENGINO Toys: Staying in China or Moving to Europe? (Finance) *Business Case Journal* of the Society for Case Research, Summer 2015, Volume 23, Issue 2, pp. 6-16. Available via <https://www.ignited.global/search?keys=Kandinskaia>

✓ **BOOK CHAPTERS**

1. Dementieva, A., Kandinskaia, O., and Dubovskaya, O. (2021). Chapter 9 - Russian Corporate Sector: A Portrait. In A. Dementieva and E. Zavyalova (Ed.). *Corporate Governance in Russia - Quo Vadis?* (pp. 93-103), De Gruyter, <https://doi.org/10.1515/9783110695816>

✓ **AWARDS**

1. Silver Award by the Cyprus Education Leaders Awards 2020 in the category B.4 Συνεργασία με Επιχειρηματικούς Φορείς και Οργανισμούς - ‘Learning by Doing’: Virtuous Cycle of Education-Industry Collaboration, 7 October 2020. <https://www.ciim.ac.cy/cyprus-education-leaders-awards-2020/>
2. Bronze Award by the Cyprus Education Leaders Awards 2020 in the category A.1 Καινοτομία στη Διδασκαλία - ‘Learning by Doing’ Innovative Teaching Method in Business Management at CIIM, 7 October 2020. <https://www.ciim.ac.cy/cyprus-education-leaders-awards-2020/>
3. “Best Case Gold Award” at the NACRA Annual Conference, Tempe, Arizona, USA, 10-12 October 2019 (the top award for the best case out of 72 presented at the conference). <https://www.ciim.ac.cy/international-award-for-ciim-professor/>
4. Jonathan Welch Award at the NACRA Annual Conference, Orlando, USA, 4-6 October 2018 – “Best Case in Accounting, Finance and Economics”. <https://www.ciim.ac.cy/ciim-professor-wins-acclaimed-international-award/>
5. Recognition Award from the Multinational Finance Society “Long-Standing Contribution and Commitment to the Society”, 25th Annual Conference of the MFS, Budapest, Hungary, 24-27 June 2018.
6. Top prize in the international case writing competition by The Case Centre for 2017 in the category ‘Outstanding New Case Writer’, 27 February 2017 (best case selected from the 28 cases entered in the competition from 25 organisations and 16 countries) http://www.thecasecentre.org/educators/ordering/selecting/featuredcases/CompetitionWinners/ENGINO?ueid=awards17_deans-33

✓ **RESEARCH GRANTS AND PROPOSALS**

March – June 2018 – Research team member in the Horizon 2020 Teaming Phase 1 project ‘The Establishment of a Transport Analytics Centre of Excellence in Cyprus – TrACE’, Grant agreement number 763568.

✓ **PEER-REVIEWED CONFERENCE PROCEEDINGS**

1. Kandinskaia, O. (2021). Designing and Implementing Live Case Projects for Business Management Students: An Expert View. Paper presented at the NACRA 2021 Annual Meeting - ‘Pushing the Case Method Frontier: Experiences, Experiments, Critiques and Ideas’ Track; 14-16 October, 2021, online.

2. Kandinskaia, O. (2020). Vassiliko Cement: Is There a Business Case for a Green Energy Project? Presented at the NACRA Annual Conference, 8-9 October, 2020, online.
3. Kandinskaia, O. and López Lubián, F. (2020). Writing Cases to Teach Finance: Overview of Benefits and Academic Publication Opportunities; Case Example ‘Uber’s IPO 2019: Assessing Value of a Disruptive Innovator’. Presented at the 27th Annual Conference of the Multinational Finance Society (MFS), 28 June – 1 July, 2020, online.
4. Huyghebaert, N, and Kandinskaia, O. (2019). Sizable: Crowdfunding Campaign! ... Again? Presented at the NACRA Annual Case Research Conference, 10-12 October, 2019, Tempe, Arizona, USA (**received Best Case Gold Award**).
5. Kandinskaia, O. (2018). Zorbas Bakeries (Cyprus): Launching a New Concept Store in New York? Presented at the NACRA Annual Case Research Conference, 4-6 October, 2018, Orlando, USA (**received Jonathan Welch Award “Best Case in Accounting, Finance and Economics”**).
6. Huyghebaert, N. and Kandinskaia, O. (2018). Warehouses De Pauw: Raising Equity for Growth in the Highly Competitive Market of Logistics and Semi-Industrial Real Estate. Presented at the 25th Annual Conference of the Multinational Finance Society (MFS), 24-27 June, 2018, Budapest, Hungary.
7. Kandinskaia, O. (2018). Voting to save TRANSAERO, Russian N2 Airline. Presented at the 2018 Annual MBAA International Conference in Chicago, 18-22 April, 2018.
8. Huyghebaert, N. and Kandinskaia, O. (2017). Recticel’s Capital Increase: Implementation, Timing, Valuation, and Dividends Dilemma. Presented at the Spring 2017 Conference of the Multinational Finance Society, 7-8 April, 2017, Limassol, Cyprus.
9. Kandinskaia, O. (2017). Laiki Bank Capital Securities: Investor’s Risks and Returns on the (Not so) Perpetual Fixed Income Instruments. Presented at the 2017 Annual MBAA International Conference, March 22-24, 2017, Chicago, USA. A revised version was also presented at the 24th Annual Conference of the Multinational Finance Society, 26-29 June, 2017, Bucharest, Romania.
10. Dementieva, A., Kandinskaia, O., Khotyasheva, O. (2016). NORILSK NICKEL Case: Corporate War in a Leading Russian Company. Presented at the Spring 2016 Conference of the Multinational Finance Society, 22-24 April, 2016, Limassol, Cyprus.
11. Kandinskaia, O. (2016). Bankruptcy of TRANSAERO, Russia’s No.2 Airline: Was it Worth Saving? Presented at the Spring 2016 Conference of the Multinational Finance Society, 22-24 April, 2016, Limassol, Cyprus. A revised version was also presented at the 23rd Annual Conference of the Multinational Finance Society, 26-29 June, 2016, Stockholm, Sweden.
12. Kandinskaia, O. (2016). CYPRUS AIRWAYS: Was Poor Management Visible Via Financial Statements? Presented at the 2016 Annual MBAA International Conference, April 13-15, 2016, Chicago, USA.
13. Kandinskaia, O. (2015). Choosing Financial Performance Measures for SMEs: Review of Approaches in Empirical Studies. Presented at the Spring Conference of the Multinational Finance Society, Cyprus, Larnaca, 18-19 April, 2015. A revised version was also presented at the 22nd Annual Conference of the Multinational Finance Society, Halkidiki, 28 June – 1 July, 2015. Available via https://www.researchgate.net/publication/358525399_Choosing_Financial_Performance_Measures_for_SMEs_Review_of_Approaches_in_Empirical_Studies
14. Kandinskaia, O., and Sisamos, C. (2014). Does it Make Financial Sense to Bring Manufacturing Back to Europe? A Case Study Illustration of a Strategic Investment Decision at a European SME. Presented at the Symposium of the Multinational Finance Society, Cyprus, Larnaca, 4-5 April, 2014.
15. Kandinskaia, O. (2013). Adopting Blended Learning – Practical Challenges and Possible Solutions for Small Private Institutions. Proceedings of the 12th European Conference on E-Learning ECEL, France, Sophia Antipolis, 30-31 October 2013.

✓ **INVITED SPEAKER AT OTHER CONFERENCES**

- “The Science and the Art of Writing Effective Teaching Cases” online webinar for the academic faculty of the Chandigarh University, India, 5 February 2022.

- Keynote speaker in the International Faculty Development Programme on Case Study Writing and Teaching by the Institute of Management Studies Ghaziabad, India, online, 12-16 October 2020.
- “Post-Covid Management: Roadmap for Business Recovery”, online conference by Vestnik Kipra and CIIM, 16 October, 2020
- 4th Annual Cyprus Value Investor Conference, 23-24 September, 2019, Grecian Park Hotel, Ayia Napa, Cyprus <https://cyprusvalueinvestor.com/>
- 2019 Annual Conference of the Insurance Institute of Cyprus, 7 November, 2019, Filoxenia Conference Center, Nicosia, Cyprus
- 2018 Annual Conference of the Insurance Institute of Cyprus, 8 November, 2018, Filoxenia Conference Center, Nicosia, Cyprus
- 2017 Annual Conference of the Insurance Institute of Cyprus, 8 November, 2017, Filoxenia Conference Center, Nicosia, Cyprus

✓ **MEDIA PUBLICATIONS**

Olga has been contributor of short articles in English on many current issues in the Cyprus media (Stockwatch, Accountancy Cyprus, Financial Mirror, GOLD Magazine, Cyprus Mail, Cyprus Weekly, Successful Business, Cyprus Times, SigmaLive, and other). Here is a sample of Olga’s media articles:

- Tourism in the post-covid era: CIIM students complete live case challenge for Top Kinisis. *Cyprus Mail*, April 26, 2021 <https://cyprus-mail.com/2021/04/26/tourism-post-covid-ciim-students-complete-live-case-challenge-for-top-kinisis/>
- Pandemic disruption can lead to business transformation. *Financial Mirror*, February 6 – 12, 2021, p. 8; same article at <https://www.stockwatch.com.cy/en/article/emporika-nea/covid-19-business-transformation-three-phase-journey>
- How to Use Nudge Theory for Business Success. *Successful Business*, 25 January 2021 <https://cyprusrussianbusiness.com/index.php/articles-english/5537-how-to-use-nudge-theory-for-business-success>
- COVID19: CIIM students overcome challenges on Medochemie case study. *Financial Mirror*, October 10 – 16, 2020, p. 6, also online <https://www.financialmirror.com/2020/10/12/covid19-ciim-students-overcome-challenges-on-medochemie-case-study/>
- CIIM-Zorbas MBM Student Project: Learning by Doing Applying the START WITH WHY theory to ‘real life’ business challenges. *Financial Mirror*, 14 June 2019 <https://www.financialmirror.com/blog-details.php?nid=2258> ; CIIM blog <https://www.ciim.ac.cy/zorbas-live-case-project-2019/>
- CIIM MBM: A star of innovative experiential learning in business management. *Premiere Business*, December 2018 – January 2019, pp. 30-33 <https://premiere-magazine.com.cy/dr-olga-kandinskaia-ciim-mbm-a-star-of-innovative-experiential-learning-in-business-management/>
- Students take on Medochemie challenge for new painkiller strategy. CIIM MSc Business Management: Practical learning via live case projects. *Financial Mirror*, September 22 – 28, 2018, p. 10.
- Why study business management and why choose MBM? *Financial Mirror*, 20.09.2017, p. 7.
- CIIM-Zorbas Student Project: Learning by Doing. *Financial Mirror*, 28.06.2017, p.5.
- Virtuous Cycle of Case Writing: Beneficial Connections between Companies and Business Schools. *Financial Mirror*, 10.05.2017, p.5.
- Learning about Innovation in an Innovative way. *Financial Mirror*, 15.03.2017, p.5.
- CIIM-Medochemie Student Project: Learning by Doing. *Financial Mirror*, 06.07.2016, p.6.
- Ways to Boost Competitiveness in Europe: ENGINO Case. *Accountancy Cyprus*, Vol 122, pp. 48.
- Choosing the Right Path. *The Cyprus Weekly*, 25 December 2015, p.85.
- Toy Story: ENGINO is a perfect example of how SMEs can boost competitiveness in Europe. *GOLD Magazine*, 20 December 2015, p. 77.

✓ **TEXTBOOKS AND BOOKS IN RUSSIAN**

1. Дегтярева О.И., Кандинская О.А. Биржевое дело: учебник для вузов. Москва, Юнити, 1997. (Degtiariova, O., Kandinskaia, O. (1997). COMMODITY EXCHANGE TRADING: UNIVERSITY COURSE. Moscow: UNITY Publishing House). 495 pages.
<http://89.208.148.166/content/1243.html>
2. Кандинская О.А. Управление финансовыми рисками: поиск оптимальной стратегии. Москва, Консалтбанкир, 2000. (Kandinskaia, O. (2000). MANAGING FINANCIAL RISKS: LOOKING FOR THE OPTIMAL STRATEGY. Moscow: CONSULTBANKER Publishing House). 270 pages. <http://ecsocman.hse.ru/text/19194307/>

LANGUAGES SPOKEN: English (fluent), Russian (native), Greek (good)

Profile on LinkedIn: <http://cy.linkedin.com/pub/olga-kandinskaia/3b/4a9/115>

Research profile: <https://www.researchgate.net/profile/Olga-Kandinskaia>