



Sergey Bundalevsky

Talent Management | Performance Management | Learning | Organizational Design | Lean Manufacturing | Labour Relations | Change Management | Inclusion and Diversity

Inspired by organizations that challenge self for future demand of the global market and commit for changing people's lives for better.

Believe in HR that builds teams to deliver today and grow further. The HR that is curious and courageous to question what worked in the past, straightforward, decisive, practical, fast, humane and emphatic.

Co-chair of SPIBA HR Committee since 2018 focusing on Strategic HR Partnership, Digitalization, New ways of working, Inclusion and Diversity.

Experience

07/2017 – present Philip Morris International Affiliates in Russia, St. Petersburg

Director People & Culture Operations and Supply Chain, Russia and Eastern Europe

- Structural reorganizations and rightsizing for the new operating model, addressing conventional market decline
- Organization design, talent supply, organizational standards for the new category manufacturing site in Russia (smoke-free products – iqos.ru)
- Organizational Transformation (Culture and Leadership, Employee Engagement, Inclusion and Diversity, Agile)
- Lean Manufacturing system deployment in Russia factories (Leadership and Organizational pillars)
- Labour Relations strategy, Employee Engagement, Internal Communications
- Global organizational standards design and deployment for PMI Manufacturing network of 30+ factories

09/2016 – 06/2017 Philip Morris International Affiliates in Russia, Moscow

Director Human Resources Head Office Russia

- HR support to Central functions (Commercial and Corporate) in Russia Head Office
- Russia HR Strategy and Performance Management
- Organization design and change management
- Succession management enabling New Commercial Organization model deployment

01/2014 – 08/2016 Philip Morris International Affiliates in Russia, Ekaterinburg

Director Human Resources, Central Russia

- Organizational strategy for the Large market of Central Russia
- Performance and Talent Management re-launch for stronger talent bench (line management succession, regional and international assignments pool)
- Employee Engagement and Change Management, achieving best employee engagement in Russia (vs other regions and external norm)

- Employee integration and retention, achieving significant reduction of field force new hire turnover.
- Capability building by effective blend of learning portfolio, field training and Internal Trainers program, initiated and piloted for further roll out in Russia.
- Commercial back office efficiency project lead for Central Russia, achieving improvement in back-office to front line ratio.

07/2012 – 12/2013 Philip Morris International Affiliates in Russia, Novosibirsk
Manager Field Organization Development, Eastern Russia

- Change Management for Commercial Organizational for Siberia and Far East within the pan Russia transition to the new business model
- Talent Management, organizational design and efficiency for commercial organization, Functional knowledge management
- Deployed initiatives that became best practices rolled out across Russia (Team performance incentive program, Online learning platform launch, experiential and practical learning events)

10/2011 – 06/2012 Philip Morris International Affiliates in Levant, Amman, Jordan
Manager Management & Organization Development and Resourcing

- Organizational Development strategy for the newly created Levant region (Jordan and Lebanon), following factory acquisition
- Performance and Talent Management roll out, labour relations, management effectiveness, employee engagement, talent supply set up

01/2010 – 09/2011 Philip Morris International Affiliates in Russia, St. Petersburg
Manager HR Operations, PM Izhora factory

Strategic HR support for a large manufacturing center facing complexity and growth challenges, Career Ladders deployment and support, Line Managers Development Program design and implementation, 360 feedback tool design and piloting for Operations Russia, Talent Management for Operations Russia

07/2008 – 12/2009 Philip Morris International Affiliates in Russia, Moscow
Manager Management & Organization Development and Resourcing, Russia

Talent Reviews and Succession, Enhanced Performance Appraisal process roll out, Employee Development offer management, Business Education program (mini-MBA) launch for a target talent group, Talent supply, Learning and Development subject matter expert support for HR Transformation project

1999 – 2008 Philip Morris International Affiliates in Russia, Moscow

Various roles in Human Resources (Talent Supply, Organizational Development, Performance and Talent Management, HR Services)

1995 – 1999 HR Consultancy companies, St. Petersburg

Recruiter

Education

1990 – 1995 St. Petersburg State University
Math and Mechanics Faculty, Diploma in Computer Science

2009 – 2010 Stockholm School of Economics in Russia
Business Education Program

2015 International Coaching Certification