



**ALMA**  
ALMATY MANAGEMENT  
UNIVERSITY



# Discovering and Educating the Talent Generation

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# School Education system in Kazakhstan

- **100** specialized schools for gifted children including **20** Nazarbayev Intellectual Schools
- **30** Kazakh-Turkish lyceums
- **6** International Baccalaureate Diploma Programme



**Drastic changes in school education challenge higher education**

# Integrated educational program

- Criteria-based assessment system
- Clear learning outcomes

knowledge application skills

critical thinking

individual and team work skills



responsible decision making

research skills

trilingual skills

Whoa.

# Challenges

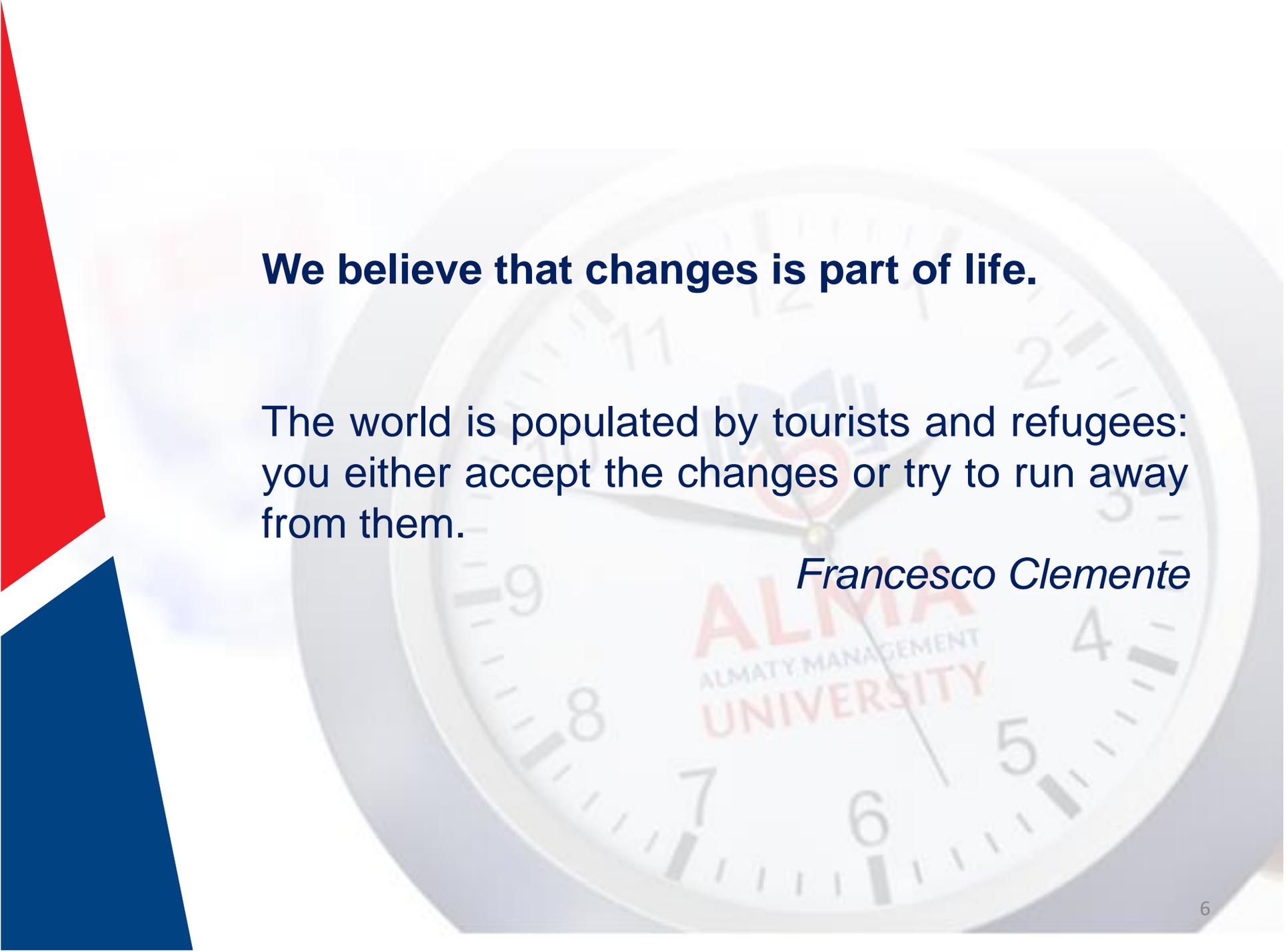
- Best universities get best school graduates
- Best universities get best undergraduate students

## FOR THAT REASON:

- Best universities engage in hunting for best graduates
- Educational institutions fight for intellectual resources
  
- Where would graduates of the world top universities go for postgraduate education?
- Would they choose university in home country or abroad?
- How should local universities satisfy those with excellent education obtained abroad?

# University Student portrait

- Able to learn
- Eager to obtain knowledge
- Have international learning experience
- Know about world best practices (after studying at world best universities)

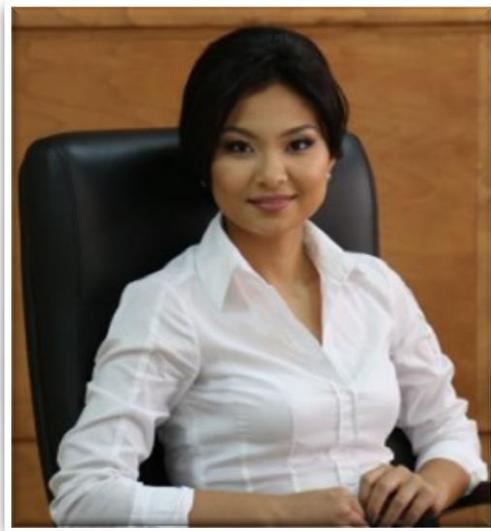


**We believe that changes is part of life.**

The world is populated by tourists and refugees:  
you either accept the changes or try to run away  
from them.

*Francesco Clemente*

# Life Example



**Assel Zhienbayeva, 28 y.o.**

**Chairman  
National Holding «Zerde»**

## **Background:**

- Physics and Mathematics School for gifted children
- Cambridge University
- Moscow State University n.a. M. Lomonosov

**Did she succeed because of her international degree?**

# Innovative schools vs. Universities

## Challenges

- Do Universities meet the demand of school graduates and MBA/DBA students?
- Will talented and gifted children choose the university in the country (e.g. AlmaU)?
- Will top managers of large companies study at business schools in Kazakhstan or go abroad?

**Universities need to upgrade!**

# Almaty Management University (AlmaU)



# Fast facts on AlmaU

- Est.1988
- Entrepreneurial, Socially responsible World-class University
- Total Faculty: 229
- Total Students: 3399
- International partnerships: 100+
- Corporate partners: 200+
- Accreditations: IQA CEEMAN, AMBA & National accreditation
- First in the country to introduce MBA & DBA programs, Service learning course

# The Three Pillars of AlmaU

- **Entrepreneurship**

Creating model of Entrepreneurial university and its dissemination in Kazakhstan.

- **Social Responsibility**

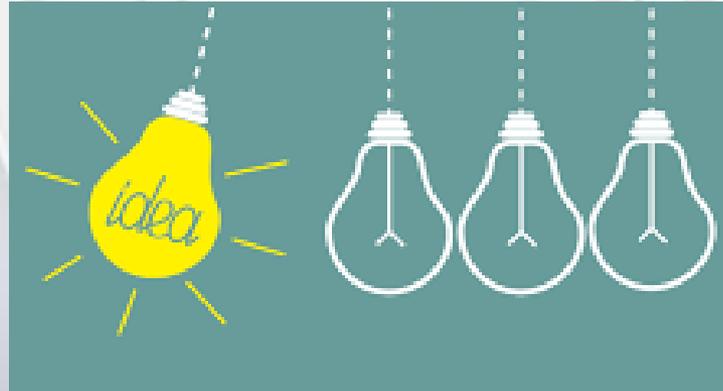
Employment of «Win-Win-Win» principle, whereby any mutually beneficial cooperation between the two sides (Win-Win) benefits the third party - the society (Win).

- **Knowledge Management**

Implementation of KM model into university management and its promotion nationally and worldwide

# Identifying and raising talents

- No room for mass blind copying of world practice
- Innovation and individuality
- Monitoring of students' trajectory for development



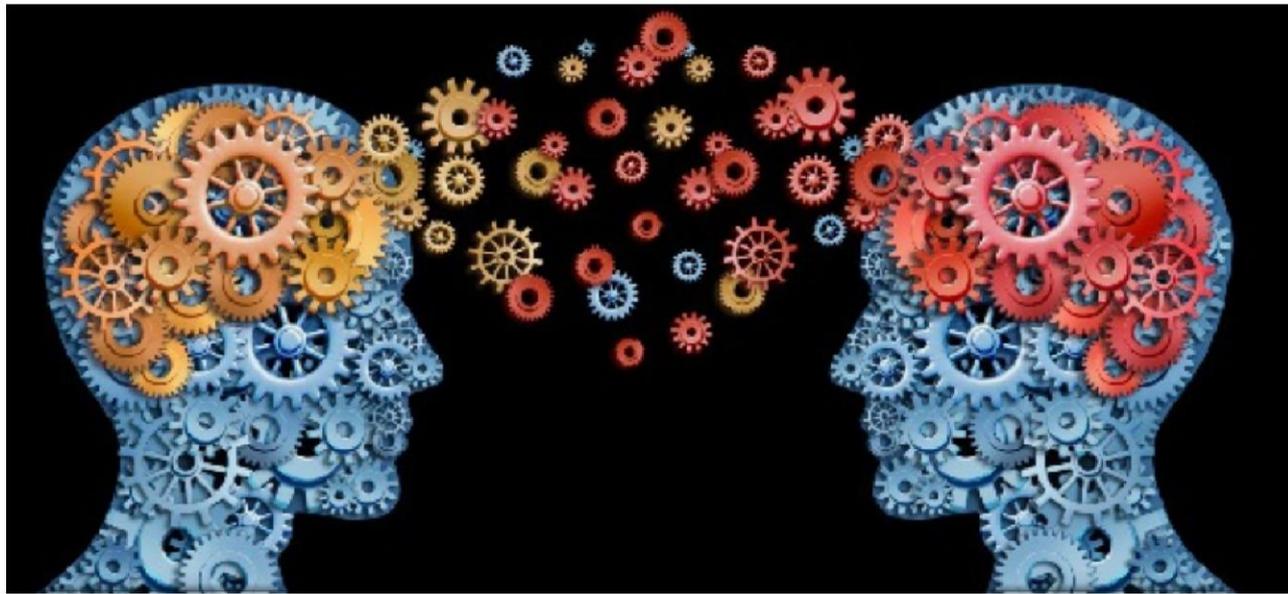
# The phenomenon of "indigo"

- Live outside the traditional system
- Free
- Determined to follow personal rules



# A teacher should be...

- Innovator, not the transmitter of knowledge
- Mentor, not the leader
- Creative
- Teacherpreneur (Berry, 2013)



# Actions to take

- Be committed to change (E. Flamholtz, 2007)
- Re-assess values every day
- Be proactive in the ever-changing world
- Learn international practices

# What actions exactly?

- Integrate the system of additional certificates, in particular, «Entrepreneurship», «Marketing», etc.
- Makes sure research faculty know the market realities (work with (and in) business).
- Faculty should go abroad to teach (get international teaching experience).
- Faculty should consult other business schools.

# What actions exactly?

- Flexible syllabus (students deciding on what they want to learn).
- Students naming courses (wider range of electives).
- Out-of-class teaching (companies as discussion platforms for teaching/learning process).
- MBA and DBA graduates should teach.

**Welcome to AlmaU, Kazakhstan!**

