



Aigul Chertanova

An expert in building high-performing teams and organizational development. Professional credo: “Business is driven by people.” Co-founder and Vice President of the National Association of HR Experts of Kyrgyzstan, affiliated with the Asia Pacific Federation of Human Resource Management (APHRM). Member of the HR Association of Kazakhstan.

Lecturer at KEU’s HR Master Program; HR and personal effectiveness expert at the Kyrgyz-Japanese Center for Human Development (KRJC). Business trainer with over 15 years of experience. Co-founder of the Kyrgyz-Japanese Chamber of Commerce. Member of the Chamber of Independent Directors of the Kyrgyz Republic. Speaker at international conferences.

Member of the Expert Council and Jury for HeadHunter HR Brand Central Asia Awards (Almaty, 2019, 2022, 2023, 2024, 2025) — <https://kz.hrbrand.ru/jury>.

Expert Jury Member for the international HR awards EMBRAS (Tashkent, 2021–2025) — <https://embras.world>.

Ten years of a successful legal career, followed by over fifteen years in senior leadership roles in HR and organizational development across both international and local companies, as well as consulting. Organizations and companies include: Bishkek City Hall, Kyrgyz Concept, Gazprom Neft Asia, Shoro, Red Petroleum, The Farm, AKDN, FMFC, KICB, Nurzaman, Stroy Arsenal, KFC, UCA, and Toyboss.

Core Competencies:

- Human Resource Management
- Organizational Development
- Strategic Planning & Corporate Development
- Business Process Optimization
- Operational Efficiency
- Change Management
- Mergers & Acquisitions

Publications:

- Artificial Intelligence in HR: Present and Future, EMBRAS Popular Science Journal, Tashkent, 2024
- Artificial Intelligence in HR, KEU Academic Bulletin, Bishkek, 2024
- The Right to Participate in Lawmaking, Law. Practice. Recommendations, Bishkek, 2003, Soros Foundation–Kyrgyzstan

- Improving the Mechanism of Interaction Between Government Authorities and Businesses in the City of Bishkek, Policy Materials and Recommendations, Bishkek, 2003, Soros Foundation–Kyrgyzstan, SBDC Consult
- Enhancing the Law-Making Process of Local Self-Government Bodies, Bishkek, 2003, Soros Foundation–Kyrgyzstan, Bishkek City Hall, SBDC Consult
- Public Participation in the Legislative Process in Central Asia, Law. Practice. Recommendations, Almaty–Bishkek–Dushanbe–Tashkent, 2004

Education:

1995–2000 – Kyrgyz-Russian Slavic University, Faculty of Law, with Honors

Additional Certified Training:

- Training and internship in Japan on Japanese business style, corporate and marketing strategies, HR, and Kaizen, JICA Kansai Center, Japan, 2024
- Manager/Internal Auditor of Food Safety Management System ISO 22000:2018, CERT Academy, 2024
- Training and internship in Germany under the GIZ program “Partnering with Germany. Executive Training Program,” 2024
- Mike Pritula Academy: Preparation for GPHR Certification (HRCI), 2022–2023
- SHRM Senior Certified Professional (SHRM–SCP) Exam Preparation, 2022
- Performance Appraisal: SMART Objectives and Developing Effective Performance Reviews, Sahib Karim Khan, November 2022
- THR 82 SAP Academy “Performance and Goal Management SF Module,” SAP Germany Academy, November 2022
- Professional Email Writing, Kevin Ottley, November 2022
- How to Conduct Effective Meetings, Kevin Ottley, November 2022
- Mental Health and Wellbeing, Robin Higgins, July 2022
- Banking Legislation of the Kyrgyz Republic, SMART Finance, June 2021
- Mike Pritula Academy: HR Process Automation, 2020
- MS Excel, Sergey Shell, June 2020
- Mike Pritula Academy: Total Rewards, 2020
- Skill Soft Certification Preparation for Professional in Human Resources (PHR), 2019
- The Ideal Service as a Customer-Centricity Factor, Union of Banks, February 2019
- Fundamentals of Behavioral Profiling and Operational Psychodiagnostics, Union of Banks, December 2018
- Job Grading, Elgroup Consulting, April 2018
- Fundamentals of Accounting, Institute of Professional Accountants and Auditors of the Kyrgyz Republic, July–August 2018
- Presentation and Public Speaking Skills in English, AUCA, September 2018
- HR in IT: Key Techniques for Building IT Project Teams, Netology, Moscow, 2017
- BGF Business Seminar “Awaken the Giant Within,” April 2016
- Brian Tracy Business Seminar “Maximum Achievement,” April 2015
- Training “Leadership for Change” with Mark Kukushkin, November 2014

- Training “Key Performance Indicators,” CTK, November 2013
- Training “Finance for Managers,” Logic Training, June 2013
- HR Management Training, KRJC & JICA, January 2013
- Coaching Techniques Training, Psycho-Technology Center, December 2011
- Simulation Game “Promises, Promises,” Advance Group, Moscow, December 2010
- Training “Systems Thinking,” Elite Personnel, September 2010
- Corporate Training Course “Employee Training: Methods and Formats,” Best Training, Moscow, September 2010
- Training “Effective Communication with Top Management,” EKOps Consulting, Moscow, August 2010
- Modular Program “Employee Development Skills,” EKOps Consulting, St. Petersburg, January 2010
- Train-the-Trainer Program, Center for Training and Consulting, November 2009
- Stress Management Training, Psycho-Technology Center, January 2007
- Corporate Governance and International ISO 9001 Standards, Japanese Center KRJC, October 2006
- Graduated with honors from the USAID School of Practical Law, 2006

Conference Participation Over the Past Five Years:

- HR Forum “HR at the Crossroads of Eras,” Bishkek, 2025, Speaker
- International HR Summit, Baku, 2025
- CESS Academic Conference, Maxwell School, Syracuse University, New York, 2024, Speaker
- World Human Resource Congress (WHRC), Singapore, 2024
- EMBRAS International Summit, Tashkent, 2023, Speaker
- Red Jolbors Festival of Creativity, Marketing, and Advertising, Almaty, 2023
- Conference “Organizational Change Management,” Narxoz University, Almaty, 2023
- Conference “WOW HR Central Asia,” Almaty, 2023
- HR Brand Central Asia Conference, Almaty, 2023
- Conference “Talent Management,” Westminster University, Tashkent, 2022, Speaker
- VI International Forum “HR at the Turning Point,” Bishkek, 2022, Speaker
- HR Brand Central Asia Conference, Almaty, 2022
- 22nd HR Directors Summit of Russia and CIS, Moscow, 2021
- Conference “HR in Numbers,” Tashkent, June 11, 2021, Speaker
- The Future of Work Conference, Yerevan, November 2019
- HR Brand Central Asia Conference, Almaty, October 2019