

REFERENCE

on the Thesis prepared by 4th year student of
St. Petersburg University Graduate School of Management

Student: **Nikolas Lamber**

Topic: "Strategy for sustainable expansion of Kiinteistömaailma towards the French market: a scenario approach"

38.03.02 «Management» area of studies, International Management Bachelor program

Student manifestation of autonomy and initiative when working on the Thesis:	<ul style="list-style-type: none"> • The student has shown initiative in the formulation of the managerial problem, goal and objectives of the Thesis <input type="checkbox"/> In total, the Thesis was performed by the student independently, with active consultation with the supervisor <input type="checkbox"/> The student did not provide the initiative while working on the Thesis
The intensity of interaction with the supervisor:	<ul style="list-style-type: none"> • Continuous interaction <input type="checkbox"/> Irregular interaction <input type="checkbox"/> Interaction was close to absent <input type="checkbox"/> Other:
Respecting the schedule of the Thesis workflow:	<ul style="list-style-type: none"> • Fully compliant <input type="checkbox"/> Partially compliant <input type="checkbox"/> Does not match
Timeliness of the final submission of the Thesis to the supervisor:	<ul style="list-style-type: none"> <input type="checkbox"/> On the eve of the Thesis defense • On the day of the deadline for the Thesis submission <input type="checkbox"/> One day before the deadline for the Thesis submission <input type="checkbox"/> Two days before the deadline for the Thesis submission <input type="checkbox"/> Three days or more before the deadline for the Thesis submission
The degree of achievement of the Thesis goal:	<ul style="list-style-type: none"> • Fully achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Not achieved
Compliance of the Thesis content with the requirements:	<ul style="list-style-type: none"> • Fully compliant <input type="checkbox"/> Partially compliant <input type="checkbox"/> Does not match
Compliance of the Thesis layout with the requirements:	<ul style="list-style-type: none"> • Fully compliant <input type="checkbox"/> Partially compliant <input type="checkbox"/> Does not match

Special Comments: Nikolas demonstrated himself as a very independent analyst and researcher. He took interesting and not ordinary topic for his work, investigated a lot of special literature on the topic, took interviews with the representatives of the company. His passion and interest for the topic motivated him a lot. I wish the student good luck at the defense!

General Conclusion: The work by student *Nikolas Lamber* **meets** (*partially meets, does not meet*) the requirements for Bachelor diploma thesis in the area of studies 38.03.02 "Management", program International Management.

Scientific Advisor:

Handwritten signature in black ink, appearing to read "L.O. Afan".

Candidate of Science, Associate Professor,
Strategic and International Management Department
Academic Director of Master in Management Program
Graduate School of Management St. Petersburg University

Yulia N. Aray

Date: 03.06.2023