**REFERENCE**

**on the Thesis prepared by 2nd year student of**

**St. Petersburg University Graduate School of Management**

**Student: Vasileva Evgenia**

**Topic: Development of strategic flexibility through through dynamic capabilities. The case of Russian SMEs in the service sector**

**38.04.02 “Management” Master program**

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| **Student manifestation of autonomy and initiative when working on the Thesis:** | V The student has shown initiative in the formulation of the managerial problem, goal and objectives of the Thesis   * In total, the Thesis was performed by the student independently, with active consultation with the supervisor * The student did not provide the initiative while working on the Thesis |
| **The intensity of interaction with the supervisor:** | * Continuous interaction   V Irregular interaction   * Interaction was close to absent * Other: |
| **Respecting the schedule of the Thesis workflow:** | V Fully compliant   * Partially compliant * Does not match |
| **Timeliness of the final submission of the Thesis to the supervisor:** | * On the eve of the Thesis defense * On the day of the deadline for the Thesis submission * One day before the deadline for the Thesis submission   V Two days before the deadline for the Thesis submission   * Three days or more before the deadline for the Thesis submission |
| **The degree of achievement of the Thesis goal:** | V Fully achieved   * Partially achieved * Not achieved |
| **Compliance of the Thesis content with the requirements:** | V Fully compliant   * Partially compliant * Does not match |
| **Compliance of the Thesis layout with the requirements:** | V Fully compliant   * Partially compliant * Does not matct |

**Special Comments**: I am happy with the work provided by Evgeniya. Surely there are some areas for improvement but overall I think she performed quite well and does clearly meet the criteria to receive the masters diploma.

**General Conclusion**: The work by student Vasileva Evgenia *meets* the requirements for Matser diploma thesis in the area of studies 38.04.02 “Management” Master program.

Scientific Advisor: Dr Ioannis P. Christodoulou

Date: 11/06/2024