



CENTRAL EURASIA LEADERSHIP ALLIANCE

## CENTRAL EURASIA LEADERSHIP ALLIANCE

### BIOGRAPHIES

ISTANBUL  
JULY 19 - 27, 2004

Compiled by John J. Kennedy, Adam Smith Albion, and Elena Parfenova  
East West Institute, Prague

#### TABLE OF CONTENTS

- [LEADERSHIP SPEAKERS](#)
- [CORE FACULTY MEMBERS](#)
- [SIBF FACILITATORS](#)
- [EASTWEST INSTITUTE STAFF](#)
- [CELA 3 PARTICIPANTS](#)

[Table of Contents](#)

#### LEADERSHIP SPEAKERS

##### RUDI LAMPRECHT

Rudi Lamprecht was born in 1948, in Schramberg near Stuttgart, Germany. After studying electrical engineering, electronics and IT (degree in Information Technology), in 1972 he became a Sales Division Engineer for Hewlett Packard. While at Hewlett Packard, he fulfilled various managerial roles in the US and Germany, including Application Systems Manager and Marketing Manager for Germany. He was later promoted to Marketing Manager for Europe at Hewlett Packard's Geneva headquarters. In 1989 he was made Sales Manager Europe for Computer Systems, also becoming a member of the European Management Team. Between 1973 and 1989 Rudi Lamprecht successfully completed the

Executive Management courses at the MIT in Boston, INSEAD in France and Stanford University. In 1993 he moved to Tektronix International in Munich as President, European Operations.

In 1996 he went to Siemens Nixdorf Informationssysteme AG (SNI) as Europe Region Manager, joining the board early in 1998. When SNI was reintegrated into Siemens AG, he was made President of the Private Communication Systems Group in mid-1998 and also, that autumn, of its successor group Information and Communication Products.

Since April 2000 he has been President of the Board of the Siemens Information and Communication Mobile Group (Siemens mobile). In this role he is committed to making Siemens mobile a key player in today's global mobile telephony market. In addition to this, Rudi Lamprecht was appointed a member of the Managing Board of Siemens AG on April 26, 2000. In May 2003 he joined the Supervisory Board of BSH Bosch and Siemens Hausgeräte GmbH. Since 1999 he has also been a member of the Supervisory Board of Fujitsu Siemens Computers BV where he became Chairman in June 2004.

#### **BARBARA LOGAN HAY**

Barbara Hay has been British Consul-General in Istanbul since April 2004. Between 1995 and 1999 she was British Ambassador to the Republics of Uzbekistan and Tajikistan. Ms. Hay joined the diplomatic service when she was 18. Her first postings abroad were to Moscow and Johannesburg, where she was employed as Vice-Consul. In the mid-1980s, she was Commercial Consul in Montreal and First Secretary at the British embassy in Moscow, leading to an appointment as Consul-General in St. Petersburg in 1991. Following her ambassadorships in Central Asia, Ms. Hay returned to St. Petersburg as Consul-General in 2000-2004. She was awarded an MBE in 1991 and a CMG in 1998. In her spare time, Ms. Hay enjoys traveling, theater, and Scottish country dancing.

[Table of Contents](#)

#### **CORE FACULTY DIRECTOR**

##### **MARK C. MALETZ**



Mark C. Maletz is a virtual professor of management and a senior research fellow at Babson College in Wellesley, Massachusetts. He is an internationally recognized thought leader in the areas of leadership development and organizational transformation. His research and consulting activities focus on helping companies improve their leadership capabilities and reshape their cultures with an orientation towards both values and performance. He has been responsible for more than 50 large-scale

leadership development and organizational change initiatives in companies across a variety of industries, both in the Americas and in Europe.

Previously, Maletz was a partner at McKinsey & Company and a leader of the firm's organization practice. At McKinsey, he played a leadership role in numerous change-related and M&A engagements (specializing in the cultural dimension of post-merger integration), as well as leading a major research initiative on "Managing in the Whitespace" (which resulted in an HBR article in February 2001).

Maletz has pioneered experiential approaches to leadership development and the shaping of organizational culture. He has also developed a unique ability to work across levels of an organization and to bring new "lenses" (i.e. ways of seeing the world and workplace) to the organization.

His graduate work in Cognitive and Computer Science was done at the University of Michigan and the Industrial Technology Institute. He is the co-chairman of the executive committee of the EastWest Institute and a member of the governing board of the Boston Arts Academy and sits on the boards of three entrepreneurial technology businesses. He is married and lives in the Boston area with his wife, Ilana, and their three children

## **SIBF FACILITATORS**

### **ANGELA Z. ALLEN (Angie)**

Chair, Full Circle Living, Inc. CEO (Retired - 2000) GLOBALT, Inc. Phone: 404-239-9929 Cell: 678-427-6807 Fax: 404-239-9932

Angie Allen was born in Evanston, Illinois and moved to Atlanta, Georgia, which is now her home, in 1971. She completed her undergraduate work at Northern Illinois University, and received her M.B.A. from Georgia State University (GSU). She is married to Sam Allen, and has three stepchildren and 3 grandchildren.

Since 1987, she has been a "serial entrepreneur" in the for-profit and now, the not-for-profit realm. Her business experience, which began in 1971, includes multiple aspects of financial investments. She is the founding chairman and former CEO of GLOBALT, Inc., a diversified growth investment management firm. In addition to formulating the company's structure and strategic direction, she was instrumental in the development of GLOBALT's investment policy and strategy and supervised the implementation of the investment process. By the conclusion of Ms. Allen's operating role at the firm, it had grown to \$2 billion in assets under management for public and corporate pension funds, foundations, endowments and individual clients of substantial wealth. In addition to her executive management role, she had personal responsibility for clients including: pension funds of the Cities of Atlanta and San Diego and the State of Florida, The Navajo Nation, The Southern Baptist Sunday School Board, and the Chrysler Corporation.

Previously, she was the President of Southeastern Advisory Services, Inc., where she was primarily responsible for developing investment strategies, asset allocation analyses, investment performance systems and portfolio diagnostics for pension funds, endowments, and professional associations. Prior to that, she was a Vice-President of Prudential-Bache Capital Funding and was responsible for Institutional Equity Services in the 7-state southeast region.

After 29 years of exclusive career focus on the investment field, Ms. Allen founded Full Circle Living, Inc., a 501c-3 corporation (FCL). Its mission is to raise awareness and understanding of serious conditions - economic disparity, disease, lack of education and employment opportunities, environmental degradation, poor nutrition, lack of sanitation, prejudice/oppression, violence, addiction, etc. - and how they are interrelated. FCL is aimed at the countless people who are committed to understanding and fulfilling our shared human calling: to meaningfully contribute to the well being of humanity and the planet we all inhabit. Everyone has personal resources - time, wealth, skills, influence, and voting, investment and purchasing power, and professional authority - that we can voluntarily match with opportunities to contribute to the common good - locally, nationally and globally - and FCL seeks to be a catalyst in that process.

Ms. Allen serves on the Board of Advisors and Steering Committee for Georgia State University's (GSU) J. Mack Robinson College of Business, and on the advisory board for Cordova Intellimedia Ventures LP. She is a former director of the Georgia Securities Association and in 1994 was the first female recipient of its Industry Leadership Award.

Ms. Allen is a former director of the Society of International Business Fellows, and is a founding member and past president of the Atlanta Association of Women in Securities.

Ms. Allen currently serves on the boards of Crossroads Community Ministries for the Homeless, FCS Urban Ministries, Acción USA/Atlanta, on the Dean's Council of Emory University's Rollins School of Public Health, on the Emory University Ethics Center, and on the finance committee for Early Learning Property Management, Inc. She is the immediate past chair of the GSU Foundation, and served on the board of the State YMCA

of Georgia.

**Angela Allen-Areas of Expertise**

My expertise includes the following:

- Development and implementation of Business Plans (mission, goals, objectives, actions and budgets) for small business.
- Coaching executives in the selection, motivation and rewarding of high performance teams, including conflict resolution and problem solving with the teams.
- Business startup planning and execution linking strategy and operations to achieve rapid growth goals.
- Personal coaching regarding career planning and career management.
- Effective Networking
- Limited TV/Radio business program "spot" interviews
- "Rusty" business writing skills
- Not-for-profit board experience
- Evolving understanding of university structure
- Evolving understanding of not-for-profit realm
- Evolving understanding of micro-enterprise/micro-finance

**Barry F. Crossman**

10210 Woodford Drive Dallas, TX 75229 Tel: 214 366-2523Cell: 214 893-0232 [bcrossman2@earthlink.net](mailto:bcrossman2@earthlink.net)

Barry F. Crossman is a Senior Executive with extensive international operations background. He has proven success in negotiating multi-billion dollar transactions, leading start-up organizations, bringing change to existing operations, achieving growth and bottom line improvement. Mr. Crossman is experienced in analyzing and defining solutions to complex problems, currency hedging, strategic planning and marketing management. He has a strong energy level, competitive spirit, sensitivity to social and political differences, broad intellectual capacity with a high standard of professionalism and a passion for challenge.

After opting for early retirement at the end of 1998, Mr. Crossman worked as CEO with two technology based companies from 1999 to 2001. The first was based upon a unique application of ultrasound technology to create molecular separation within a liquid flow. Sufficient funding was not available to bring this to market. The second, based upon patented technology, involved the design, development, manufacturing and marketing of optical networking components. To limit the costs to the Japanese owners as the overall optical market contracted, Mr. Crossman negotiated a Chapter 11 sale of the company. Mr. Crossman spent 32 years with Caltex Corporation, a \$17 billion multinational petroleum joint venture of Chevron and Texaco operating in 60 countries in Asia, Africa and the Middle East. He lived in Australia, South Africa, Bahrain, Japan, Singapore and the Philippines and traveled extensively throughout the Caltex area. During the last three years, he managed several of the functional business units, aviation, LPG, Asphalt and Natural Gas. For the prior nine years Mr. Crossman was General Manager of the Japan Region until negotiating the sale of the majority of Caltex's business to its partners for \$2.0 billion. Also he sold a terminal for \$245 million and a house for \$67 million. Mr. Crossman was lead negotiator to put a joint venture together between three Japanese companies and Saudi Aramco with a potential value of up to \$8 billion. The Japanese decided in the end not to proceed with the venture. Mr. Crossman's earlier career spent in Financial and Planning management.

Mr. Crossman took part in a Ph.D. Program in International Finance at New York

University. He obtained an MBA & BS in Finance from Indiana University. Mr. Crossman has attended Aspen Institute Programs on Japan & Executive Leadership.

Mr. Crossman is also the President Elect of Our Friends Place, Director & Treasurer of St. Simon's Child Care, Treasurer & Counselor of SCORE, Past President of the Association for Corporate Growth - Dallas Chapter, the Adjunct Professor International Business at the University of Texas at Dallas, and he is a member of the Dallas Committee on Foreign Relation.

### **Barry Crossman-Area of Expertise**

I have lived and worked in a number of countries across a wide range of cultures and business environments. In particular, I have extensive experience working for and managing international joint ventures, leading international negotiating teams and managing functional business units in a global business setting. My early experience was in international financial management. I also started up a worldwide strategic planning system, then restructured the business planning process.

### **JOEL H. COWAN**

HABERSHAM & COWAN, INC. 102 Pebblestump Point Peachtree City, GA 30269-1618  
Phone: 770-487-7605 Fax: 770-487-7796 Email:

[joel.cowan@sibf.org](mailto:joel.cowan@sibf.org)



Joel Cowan grew up in Cartersville, Georgia, graduating from Georgia Tech in 1958. His major past business interests have been in real estate development and corporate finance.

He is the founder of Georgia's new town of Peachtree City serving as its first Mayor beginning in 1959. He was also the chief executive of its development company through 1976. Peachtree City is widely known for its innovative lifestyle features such as 80 miles of paved cart paths, 20% open space, and an effectively administered sign and land use ordinance. Mr. Cowan also founded Phipps Plaza,

Snapfinger Woods and Palmetto Dunes (Hilton Head) in addition to Peachtree City.

For the last several years his primary interests have involved working in the emerging economies of Eastern Europe, Russia, and China. He currently has an active presence in China focusing on home building, e-commerce, and merchant banking. He recently privatized a Chinese company, which was active in low cost housing and high technology. He is a director of World Airways, Inc (NASDAQ) and a former director of Interstate General Company (ASE), Continental Airlines (NYSE) and IRT Property Company (NYSE).

He was former Governor Joe Frank Harris' Honorary Chief of Staff throughout his two terms. He served in various unpaid capacities for Governor Harris, including the Board of Regents of the University System of Georgia, Chairman of the Governor's Growth Strategies Commission and Chairman of the Board of the Department of Community Affairs. He was the founding Chairman of the Georgia Regional Transportation Authority, as well as the Governor's Development Council.

He is currently Chairman of the Fayette Community Foundation and a member of the Board of The Community Foundation of Greater Atlanta. He is a Director of the EastWest Institute in New York, Trustee Emeritus of the Georgia Tech Foundation. He is a former Trustee of The Georgia Conservancy, former Chairman of the Board of Rabun Gap-Nacoochee School, a former director and Vice Chairman of the Georgia Chamber of Commerce and Central Atlanta Progress.

Mr. Cowan is a Presbyterian, has three grown children and five grandchildren. He and his wife have lived in Peachtree City since 1959. On June 29th, 2001, he was appointed to be the founding Chairman of the Metropolitan North Georgia Water Planning District.

### **Joel Cowan Expertise**

In business, I have developed and invested in all phases of real estate. In addition, I founded companies in several fields and financed others, including participating in ventures in Eastern Europe and China (homebuilding and technology). In civic activities, I have been quite active as a board member and advisor to various non-profit institutions that are involved in a wide range of activities.

I have also served as advisor to three Governors in Georgia, serving in a number of unpaid leadership capacities and have substantial experience in public policy matters.

**DAVID L. FORD, JR. (DAVE)**

Professor, School of Management UNIVERSITY OF TEXAS AT DALLAS Box 830688 Richardson, TX 75083-0688 Phone: 972-883-2015 Fax: 972-883-2799 E-mail: [dave.ford@sibf.org](mailto:dave.ford@sibf.org)



During his more than 29 years of professional experience, Mr. Ford has successfully worked in the public and private sectors as an industrial engineer, educator, lecturer, manager, consultant, and business owner. He has held faculty appointments at Purdue University, Michigan State University, Yale University and the University of Texas at Dallas. Mr. Ford holds a B.S. degree in industrial engineering from Iowa State University and a Ph.D. in organization analysis from the University of Wisconsin - Madison.

He belongs to a number of professional associations and societies including the Academy of Management, NTL Institute for Applied Behavioral Science, Association of Social and Behavioral Scientists, National Forum for Black Public Administrators, American Society for Training and Development, American Society of Personnel Administrators, Institute of Certified Professional Managers, and the Organization Development Network. A native of Fort Worth, Texas, Mr. Ford enjoys travel, spectator sports, swimming, tennis, racquetball, jazz and sailing with his son, David Ford III.

**David L. Ford, Jr. - Areas of Expertise**

As an organization development (OD) consultant, my expertise lies in helping individuals, groups/teams, and total organizations develop their capacities for problem-solving and goal setting for future success. I have extensive experience in: (a) improving team functioning and inter-group relations; (b) designing organizational surveys for problem diagnosis of employment issues such as conflict management, communication breakdowns, diversity management, and leadership practices; (c) organizational culture audits associated with change projects; (d) strategic focus development using future search conferences; and (e) individual coaching and counseling for role clarity, career planning and development, and work-life balance. I have also served on one corporate board and on several non-profit boards in the role of board chair.

**WILLIAM F. HARTMAN (Bill)**

Managing Director (Retired) Cap Gemini Ernst & Young  
35 Battle Ridge Place Atlanta, GA, 30342  
Phone: 404-255-3373 Cell: 404-307-8980 Fax: 404-255-6047  
[Bill.Hartman@sibf.org](mailto:Bill.Hartman@sibf.org)



Bill Hartman grew up in Philadelphia, Pennsylvania and has resided in Atlanta, Georgia since 1985, which is now his home. His business experience is a combination of line management within the manufacturing sector and consulting in various product related sectors.

His manufacturing sector experience includes leadership positions within procurement, engineering, production, production control and materials management. This experience was gained at companies that made gasoline pumps and process control instrumentation. He is well versed in the manufacturing process as well as in management & leadership in both union and non union organizations.

Following his industry experience, he joined a software company where he led teams implementing financial, production, sales & marketing and materials management software. The primary focus of all of these implementations was to introduce change into organizations using software as a "catalyst". While the software provided efficiencies and data that was more secure and accurate, the transformation of the people in the organizations was the primary benefit that companies received.

In 1990, Bill joined Ernst & Young's Global Consulting practice as a Partner. His initial focus was on the manufacturing sector. He led teams of consultants that focused on "People, Process and Technology" improvements for his customers. The results included improvement in efficiency, revenue generation and risk reduction. Over time he took on more Management & Leadership responsibility within Ernst & Young (and Cap Gemini Ernst & Young which is the result of E&Y Consulting being acquired by Cap Gemini). He was a member of the Ernst & Young Partner Advisory Council (an internal board of directors for the partnership).

Prior to his retirement in 2002, he was Managing Director for the "Products" business unit. This Business Unit included; Manufacturing, Aerospace, Airlines, High Tech Manufacturing, Consumer Products/Retail/Distribution, and Energy & Chemicals, Utilities. The customers that he personally dealt with included: The Coca Cola Company, Bombardier Aerospace, Honda Motor Company, General Electric and Daimler Chrysler. In terms of personal skills, he had worked with executives, executive teams, middle management, and organizational units to rapidly embrace "change" as an ongoing necessity in business and professional evolution.

**William F. Hartman (Bill) - Areas of Expertise**

My expertise includes the following:

- Development and implementation of Business Plans (mission, goals, objectives, actions and budgets) for the following areas: sales, marketing, customer service, research & development, engineering, manufacturing and procurement for product and service based companies.
- Development and implementation of work plans for major transformational projects, including changes to People (assignments and team composition), Business Processes and Technology.
- The selection and effective use of outside consultants in supporting critical projects directed at improving business growth, efficiency and risk management.
- Coaching executives in the selection, motivation and rewarding of high performance teams, including conflict resolution and problem solving with the teams.

- Personal coaching regarding career planning and career management.

## **HATTIE HILL**

HATTIE HILL ENTERPRISES, INC. 5220 Spring Valley Road, Suite 340 Dallas, TX, 75254 Phone: 469-374-0444 [hattie.hill@sibf.org](mailto:hattie.hill@sibf.org)



Hattie Hill, Chief Executive Officer of Hattie Hill Enterprises, Inc., is a management consultant and professional speaker. Her firm specializes in Leadership, Customer Service, Teambuilding and Diversity. She is considered an expert on global leadership and diversity issues, and has shared her knowledge with audiences in 24 countries and with clients from a broad range of industries and professions.

Ms. Hill has been a businesswoman, entrepreneur, professional trainer and international management consultant for the past 20 years. She actively promotes quality and productivity in a changing workplace. From Europe to South Africa, the United States to the Caribbean, Ms. Hill has trained companies to incorporate high performance strategies to better prepare them for global competition in the 21st century. She was honored by the Dallas Business Journal as one of the top "Forty Under 40" Dallas business and community leaders for 1994. Further, Dollars and Sense Magazine honored Ms. Hill as one of the "Best and Brightest Businesswomen" and Successful Meetings Magazine recently named her one of their "Hot 25 Speakers" in the United States. Ms. Hill understands the complexities of our diverse society and the challenges to creating a more global and multicultural workforce. She received her Master's degree in Counseling/Psychology. Ms. Hill is a graduate of both the Dale Carnegie Course in Professional Speaking as well as Leadership America. As part of her commitment to leadership and her community, she is Past President of the Board of Directors for Leadership America, Inc., Texas, the Board of the United Way of Metropolitan Dallas, the Board of Dallas' Better Business Bureau, the Women's Division of the Greater Dallas Chamber of Commerce and the Advisory Boards of the Women's Resource Center of the YWCA - Dallas. Ms. Hill serves on the Texas Incentive and Productivity Commission & was recently tapped to join the Society of International Business Fellows, serving as class President. Ms. Hill's recently published book, *Smart Women, Smart Choices*, teaches women to set limits and gain control of their personal and professional lives. Ms. Hill is the author of *Women Who Carry Their Men*, addressing the challenging issues faced by women and their life choices. Her new release, *Smart Choices That Will Change Your Life*, will be available in the spring of 2000.

Ms. Hill has a BA in Education and a Masters in Counseling/Psychology from Arkansas State University; she resides in Dallas, Texas.

### **Hattie Hill - Areas of Expertise**

My expertise lies in understanding the complexities of our diverse society and the challenges to creating a more global and multicultural workforce. I specialize in customizing programs that address Leadership, Customer Service, Teambuilding and Diversity. I train people to incorporate high performance strategies to better prepare them for global competition. I have over twenty years experience as an international management consultant and professional speaker.

## **WILLIAM R. HOUGH**

William R. Hough was born January 1, 1927 and in 1937 moved permanently to St. Petersburg at the age of 10. Graduated from St. Petersburg High School in 1944.

Served in the U.S. Navy V-12 Officer Training Program at the University of Miami and Miami University, Oxford, Ohio. Graduated Miami University in 1947 with a Bachelor of

Science in Business Administration. Received a commission as Ensign in the U.S. Naval Reserve, resulting from participation in the NROTC Program, a continuation of Navy V-12.

Received a Master of Business Administration Degree from the University of Florida in 1948. This was the first MBA degree conferred by the University of Florida.

Entered the securities industry in 1948 and has been continuously active in that field throughout his career. Worked for A.M. Kidder & Co. in New York and DeLand, Florida as a securities analyst and account executive. Formed Freeman, Hough & Co. in Ft. Myers, a general securities business, in 1950. In 1951 formed Beil & Hough, Inc. a member of the Midwest Stock Exchange, a general securities firm. Formed William R. Hough & Co. in 1962, specializing in state, county and municipal bonds. This firm for many years has been the leading underwriter of Florida bonds in terms of the number of issues handled. The firm originates tax-exempt municipal bonds for all types and sizes of issuers within the State. William R. Hough & Co. has, in recent years, expanded into additional lines of business. In 1993 the firm founded The Hough Group of Funds which includes a tax free money market fund and a tax free short term fund both of which are designed as exempt from Federal income taxes and from the Florida intangibles tax. In 1994 the Hough TaxFree Money Market Fund had the highest yield among 360 tax-exempt money market funds in the United States. The firm has recently acquired "general securities" status, handles all types of stock transactions on behalf of customers and provides safekeeping for customer accounts including bonds as well as stock.

A major portion of the firm's business is categorized as "proprietary trading." The firm has long been a dominant participant in secondary trading of Florida municipal bonds. In recent years it has become a major player in the secondary market trading of general market and actively traded bonds of all the states. The firm is presently active in proprietary trading in the following categories of securities: Florida municipal bonds, general market municipal bonds, general market health care related tax-exempt bonds, taxable U.S. Government Agency obligations, collateralized mortgage obligations, Florida bank and thrift stocks, small NASDAQ stocks, unit investment trusts, and listed closed-end funds.

Hough recently stepped down and now served as Chairman Emeritus of William R. Hough & Co.

Hough started an affiliated company, WRH Mortgage, Inc., in 1992 to trade in the commercial mortgage secondary market.

In 1993 Hough & John W. Sapanski acquired controlling interest in Republic Bank of Clearwater. The Bank, now headquartered in St. Petersburg, was merged on April 15, 2004 through an exchange of stock into BB&T Bank of Winston Salem, NC. At the time of merger, Republic Bank had assets of \$2,800,000,000 and approximately 75 branch offices. Mr. Hough's Board memberships include University Of Florida Foundation; Salvador Dali Museum; Museum of Fine Arts, St Pete; Palladium Theatre; and Eckerd Collage.

William R Hough & Co. merged into RBC Dain Rauscher Inc. on Feb 27 2004. RBC Dain is a wholly owned subsidiary of Royal Bank of Canada, the largest Bank in Canada. RBC Dain is a full service financial services firm, member NYSE, operating nationwide and is a strong municipal bond firm, similar to William R Hough & Co.

Hough's hobbies are sailing, skiing and participation in triathlons. He and wife Hazel are avid travelers who share an enthusiastic interest in the arts.

#### **William R. Hough - Areas of Expertise**

Bill has experience in the following areas:

- Financial analysis and securities trading
- Corporate and non profit organizational leadership and governance
- Entrepreneurial enterprise -
- Formerly headed Investment Bank which financed US states, counties, cities with

- issuance of local bonds and loans
- Formerly was Chairman of Republic Bancshares, a 2.8 billion \$ commercial bank (not international) in Florida
- Presently Chairman of WRH Income Properties, a US holder of residential apartment projects
- Presently Financial Consultant with RBC Dain Rauscher Inc, a wholly owned Investment Bank of the Royal Bank of Canada

### **JOHANNES ADRIANN KEMPERS (HANS)**

DUTCH INVESTMENT CORPORATION 4506 Chattahoochee Way Marietta, GA Phone: 770-988-0357 Fax: 770-988-0357 E-mail: [Hans.Kempers@sibf.org](mailto:Hans.Kempers@sibf.org)



Mr. Kempers is the retired President & CEO of AHOLD Real Estate Company, a developer and investor in shopping centers. He was responsible for all aspects of the company. Mr. Kempers has developed and been involved in more than 100 projects in many countries. Presently, he has his own firm, Dutch Investment Corporation. Mr. Kempers received his MBA from Erasmus University in Holland. Mr. Kempers and his wife Anita have two daughters Doreen and Helen. His personal interests are golf, skiing, and history.

#### **Hans Kempers- Areas of Expertise**

I have developed many projects from residential to commercial real estate, and I have done this in many countries, such as my native Holland, France, Austria, Spain and Germany, which all have different legal systems. I have worked in the USA since 1978. I have managed both small and larger companies. I can help to create real estate projects, value markets, and advise how to structure and finance these developments.

### **MARY A. MADDEN**

VALUBOND, INC. Six Piedmont Center, Suite 300 Atlanta, GA 30305 Phone: 404-260-5315 Fax: 404-875-1768 E-mail: [mary.madden@sibf.org](mailto:mary.madden@sibf.org)



Ms. Madden is an independent consultant to Internet and non-Internet based technology companies. She was Vice President, Public Records and Data Czar at ChoicePoint Inc. where she oversaw the development of an order tracking system, developed marketing plans for the legal market, pursued acquisitions in the record retrieval, online court information, and data creation area. Ms. Madden was also responsible for overseeing and coordinating the data acquisition, and for the creation of a chiropractor credential file. Ms. Madden also was an entrepreneur in residence at the DuPree School of Management at Georgia Tech.

In 1981, Ms. Madden co-founded Information America, Inc., which was the first company to offer on-line access to public records data. Until 1994, she served as president and co-CEO. She oversaw the company as it grew through angel and venture capital funding, was sold in an IPO, and then was bought by Westlaw. Information America, which offered an innovative service that changed the practice of law and private investigations, received an Inc 500 listing three years in a row, and Ms. Madden was a local finalist for Entrepreneur of the Year. As the leader of Information America, Ms. Madden was responsible for the company's profit, loss, and cash management. IA never ran out of money or used founders' credit cards. Ms. Madden led the strategic planning process for the company and was an active participant in brand building. She recruited new senior management of the company and managed relationships with outside investors, outside auditors, bankers, institutional

investors, the board of directors, and strategic partners. She also served as a spokesperson in industry associations, trade groups, and professional associations.

Ms. Madden has also worked for the Internet startup companies fabric.com and eattorney. She is a board member and audit committee member of Synavant, Inc., a Nasdaq company. She is an advisor for Avenida America, Inc, a Hispanic business website, as well as LawDocsExpress, Inc., a remote paralegal service.

Ms. Madden currently is active in The Committee of 200, an organization of women business leaders. She was President of her Vassar Class for their 25th Reunion. She is on the Board on Library Services and has invested in a legal startup in the Northwest. She has done fundraising for 7 Stages Theatre, and Open Hand. Ms. Madden also does volunteer work as President of the Atlanta Chapter of the National Association of Corporate Directors and for the Bioterrorism Committee of the Business Executives for National Security.

Ms. Madden studied Mathematics as an undergraduate at Vassar University and did graduate study at Columbia University in Library Science. She has two children and her interests are reading, ice hockey and "surfing the net".

#### **Mary Madden-Areas of Expertise**

My expertise lies in data organization and utilization, managing for growth, technology, and fund raising for early stage companies. Data organization projects that I could help on relate to organizing a library card catalog to easier access, organizing non profit (NGO or Government) files to relate dissimilar records or to display more relevant information, and organizing participant records for administrative purposes. I am also the director of a public company and serve as president of a professional association of public company directors and have expertise in that area. I have mentored several women entrepreneurs. I have little NGO experience.

#### **JAMES CLARK PLEXICO (CLARK)**

1340 Brooks Ave.Raleigh,NC 27607Phone: (919) 788-9743Fax: (919) 788-0986E-mail:  
[clark.plexico@sibf.org](mailto:clark.plexico@sibf.org)



Clark Plexico is President of Clark Plexico Consulting, Inc., a firm offering public policy and communications strategy for corporations, non-profits, and individuals; in addition, the company serves as advisor for international education efforts and legislative leadership development.

Based in Raleigh, North Carolina the firm works primarily with companies and non-profits helping them clarify their mission, sharpen their message, and achieve their public policy goals. By using political and business skills developed over twenty five years both domestically and internationally, Clark Plexico Consulting, Inc. also works with companies in preparing employees for overseas assignments by training them in understanding cultural differences between doing business in the United States and the companies' targeted country. The firm is available to work with individuals and companies outside the United States who wish to open a business in North Carolina or other southern states, and need assistance in devising an appropriate public policy/communications strategy for that region.

Mr. Plexico serves on many state-wide boards in North Carolina including the World Trade Center NC (Past Chair), Advisory Council to the Center for International Business Education and Research (CIBER) of the Fuqua School of Business at Duke University, Board of Trustees of Western Carolina University, World Affairs Council and International Visitors Center, the NC Progress Board (Executive Committee Chair), Partnership for Children (Vice-Chair), NC Museum of Art, Public School Forum, NC Citizens for Business & Industry (Chair of Education Committee), NC Council for Economic

Education, and the Governor's Education First Task Force.

Mr. Plexico was formerly the President of Law and Government Affairs for AT&T in North Carolina and South Carolina. In those two states he was responsible for all public policy decisions affecting AT&T, and directed the company's legislative and regulatory efforts and corporate giving. In addition, Mr. Plexico was the Director of Political Organizations Advocacy in the nine-state southern region, and the national representative to the National Association of Attorney-Generals.

Clark Plexico is also a former State Senator in North Carolina and was the Chairman of the Education and Education Appropriations Committees in the North Carolina Senate, responsible for developing the state's education budget. Mr. Plexico was elected to four terms in the Senate, serving on committees in both the Southern Legislative Conference and the National Conference of State Legislators before joining AT&T as their state president.

Prior to entering politics Mr. Plexico lived and worked abroad for over ten years. He was the owner of an international real estate company based first in Tehran, Iran and then London, doing business in Europe, the Middle East and Southeast Asia. Before going into international business Plexico taught at Iranzamin, the Tehran International School.

Mr. Plexico earned his Masters degree in International Relations from the University of Southern California (London, England Program), his B.A. in Political Science from the University of the South in Sewanee, Tennessee, is a graduate of Middlebury College School of Arabic, and has studied Middle Eastern history and politics at Tehran University and Islamic philosophy at the Royal Academy of Philosophy in Tehran, Iran. Plexico has also done work toward a PhD. in Government and International Studies at the University of South Carolina.

#### **Clark Plexico Expertise**

My areas of strength where I may be helpful are the following:

- Governmental leadership development (primarily legislative).
- Public policy and communications strategy for NGO's and corporations.
- Working with policy makers and business leaders to improve their international skills and knowledge through cross-cultural training and international education initiatives.

#### **W. LUCAS SIMONS (LUKE)**

Senior Managing Director UBS PaineWebber 3120 West End Street, Ste. 150 Nashville, TN 37203 Phone: 615.750.8310 Fax: 615.750.8303 E-mail:

[luke.simons@sibf.org](mailto:luke.simons@sibf.org)



Luke Simons is a 38-year veteran of the securities industry who worked his way up through the business. He is presently a Senior Managing Director with UBS PaineWebber and formerly Co-Senior Partner of J.C. Bradford & Co. (one of the Nation's largest independently owned investment-banking firms before the UBS PaineWebber/J.C. Bradford merger in June 2000.) Before joining J.C. Bradford in 1963, Mr. Simons, a native of Charleston, South Carolina, earned a Bachelor of Science degree in industrial management from Georgia Tech, a Master's in Business

Administration from the University of Virginia, and served in the U.S. Navy. Mr. Simons has put his expertise to work over the years helping the Securities Industry Association shape industry policy. He has been a member of the SIA's Board of Directors, serving two terms as Treasurer, a member of its Legislative Policy Committee, and past chairman of its Regional Firms Committee.

Mr. Simons is also active in the Nashville community where Bradford is based. He currently serves on the Board of Directors of Junior Achievement, Nashville Health Care Council, Friends of Warner Park, Spoleto, The Frist Center for the Visual Arts, the SIA Regional Firms Committee, the NASD Regulation, District #5 Committee and the Hollings Cancer Center.

He is a member of Leadership Nashville, and a member of the Society of International Business Fellows. Mr. Simons also served on the Finance Committee for Alexander for President, and the Board of Trustees of Harding Academy and Harpeth Hall School; he was a member of the Board of the Nashville Ballet, Nashville Chamber of Commerce and a member of the University of Tennessee Development Council. He and his wife, Susan, have three daughters and four grandchildren.

#### **Luke Simons-Areas of Expertise**

Chief Operating Officer of a retail brokerage-investment banking firm with 3,000 employees, including 900 salesmen and an active investment banking department raising money for corporations in the Southeast. My real expertise was managing the egos and trade-offs of a large corporation.

I have contacts with a number of people primarily in the Southeast and primarily in business and to a lesser degree in the NGO arena. I would like to use these contacts to help any CELA participant. I have no background of financing for companies outside the United States.

#### **WILLIAM P. STARNES (BILL)**

Managing Director Society of International Business Fellows 191 Peachtree Street, NE Suite 3220 Atlanta, GA 30303 Phone: 404.525.7423 Fax: 404.525.5331 E-mail:

[bill.starnes@sibf.org](mailto:bill.starnes@sibf.org)



Mr. Starnes joined the Society of International Business Fellows as a member of the Class of 1998. After serving as Texas State Membership Chair in 2000 and Vice Chairman for the 2001 IBF Program, he was selected to be Managing Director of SIBF effective July 2001.

From 1984 to 2000, Mr. Starnes was with the Trammell Crow organization. He became a partner in 1989 and Co-Managing Partner in 1997 of Trammell Crow International, which develops, owns, manages and leases real estate in Europe, Latin America and Asia with assets totaling over \$350 million. Mr. Starnes was responsible for determining overall business strategy, opening new markets, entering into joint ventures, approving new investments, and selecting new partners as well as overseeing the overall administration of the business from its headquarters in Dallas, Texas. He has traveled extensively to Asia, Europe and Latin America, and oversaw the opening of new offices in Japan, China, the Netherlands and Hungary.

Mr. Starnes began his career in academics as an Assistant Professor of Economics at Williams College in Massachusetts. He also has taught at Rice University and the University of Houston. After leaving academia, Mr. Starnes spent three years in general management for a small, family-owned wholesale distribution company. Having joined SIBF in 1998, Mr. Starnes participated in the IBF Program to Singapore, Kuala Lumpur, Beijing and Hong Kong. He also participated in the Fellows' International Conferences to Southeast Asia in 1999 and to South America in 2000. In addition, he has attended Annual Summits in Quebec City, Colorado Springs, Seattle and Newport as well as the 2001 Washington Briefing and 2002 Cuba programs. Mr. Starnes has served as a trustee for the Profit Sharing Plan for the Employees of Trammell Crow Company and is a member of the Urban Land Institute, FIABCI and the Dallas Committee on Foreign Relations. His personal interests include travel, reading and the movies. Mr. Starnes lives in Dallas with

Donna, his wife of 28 years. They have one son, Jon.

**William P. Starnes - Areas of Expertise**

My background is in economics, international real estate, and nonprofit business associations. Based on my background, I can help with financial analysis and strategic planning for both businesses and nonprofits. I can also advise you on entering new markets, joint ventures, and alliances; planning educational programs; fostering networking relationships; and exercising influence without authority.

**CHARLES MEADE SUTTERFIELD (MEADE)**

SSPCS CORPORATION 6650 Old Riverside Drive Atlanta, GA 30328 Phone: 404-255-4330 Fax: 404-255-2909 E-mail: [meade.sutterfield@sibf.org](mailto:meade.sutterfield@sibf.org)



Mr. Sutterfield is a private equity investor primarily in emerging telecommunications and wireless communications entities. Mr. Sutterfield also serves as an advisor to Providence Equity Partners and Antares Capital and has informal arrangements with several other venture capital firms.

He was formerly a founder and President of PowerFone, Inc., the largest Specialized Mobile Radio (SMR) carrier in the major markets in Michigan and Ohio, which was sold to Nextel Communications in April 1994. Mr. Sutterfield's experience with the SMR industry began in 1986, when he purchased Johnson Communications Corporation (JCC). As President, he built JCC into one of the nation's largest SMR

carriers with operations in Florida, Georgia and Tennessee; JCC was sold in 1993 as part of the Nextel Communications rollup.

Mr. Sutterfield's education includes a Bachelor of Electrical Engineering from the Georgia Institute of Technology in 1972 and a Masters in Business Administration from Harvard University in 1974, both with honors. His career in telecommunications started at that point with numerous positions in marketing, operations and management at Scientific-Atlanta and Rockwell International (formerly Collins Radio). During that time he worked primarily in the delivery of television, voice and data by satellite. His international experience during that time included two years as Sales Manager for the Europe, Middle East and Africa Region of Scientific-Atlanta, Inc. based in London and a year as the Director of Business Development for the Europe, Middle East and Africa Zone of the Transmission Systems Division of Rockwell International.

In a divergence from this background, Mr. Sutterfield was recruited by Kimberly-Clark in 1980 and within two years had achieved the position of vice-president and General Manager of the Service and Industrial Division, which was at the time a \$140 million business selling wipers and garments to commercial accounts. In 1984, Mr. Sutterfield left to become President of AllianceWall Corporation, the world's largest provider of porcelain enameled steel, which was subsequently purchased within a year. With the money from this transaction, Mr. Sutterfield began a search for an attractive telecommunications niche in which a company could be purchased, which led to the SMR industry and JCC.

Mr. Sutterfield serves as a member of the Executive Committee of the Alumni Association, a Trustee of the Alexander Tharpe Fund, a member of the Advisory Board for the Electrical and Computer Engineering School, and has served on the College of Engineering Capital Campaign Committee, all for the Georgia Institute of Technology. He is a member of the Academy of Distinguished Engineering Alumni of that Institution. In 1986 he was President of the Harvard Business School Club of Atlanta. He is the Chairman Elect of the Society of International Business Fellows, a Director of the Radio Club of America and a member of the Atlanta Business Roundtable. Mr. Sutterfield has also served in 1994 as Vice-Chairman of PCIA, an industry association for the Personal Communications Industry. He is also a founder in 2002 of the Central Eurasian Leadership Alliance, an

outreach to emerging young leaders from Central Asia and the Caucasus to develop their skills through training courses and a mentoring network of leaders from the USA and Europe.

He is married to Susan Johnson Sutterfield with three grown stepchildren. His hobbies are tennis, travel and wine.

**Meade Sutterfield-Areas of Expertise**

In my career I have written and reviewed many business plans that outline new or existing business with the goal of being financed. I can help you by reviewing your ideas and plans, suggesting improvements and offering the prospective of a potential funding source. My contact with foundations is limited, so I have little expertise in proposals for NGO funding. Because of my technical expertise and contacts, I may also be able to find experts to determine feasibility of some technical implementations for businesses or NGO's.

[Table of Contents](#)

## **EASTWEST INSTITUTE STAFF**

### **ADAM SMITH ALBION**

Adam Smith Albion is Project Manager of the Central Eurasia Leadership Alliance (CELA). He spent 1994-1996 in Turkey writing published newsletters on Black Sea political and economic issues, and 1996-2001 in Central Asia as Eurasia Fellow of the Institute of Current World Affairs. Mr. Albion has been Central Asia analyst from Radio Free Europe/Radio Liberty, and Director of Critical Areas Research at World Monitors, a New York-based watchdog organization focusing on corporate responsibility issues in Central Eurasia and China.

### **VASIL HUDAK**

Vasil Hudak is Vice President of the EastWest Institute responsible for Leadership Program, Private Sector Initiative and Regional and Transfrontier Cooperation Programs. He directed the EWI Centers in Atlanta and in Prague and since 1995 the EWI Program on Community Development and Democratic Institutions.

After studying at the Moscow State Institute for International Relations and after receiving a Ph.D. in International Law at Charles University in Prague, he completed an executive management program at Harvard Business School. Mr. Hudak authored and edited several publications ("Vitality of Nations in Eastern and Central Europe," "The Position of the CSFR in the New Security Environment in Europe," "Building a New Europe: Transfrontier Cooperation in Central Europe", "Regional Policy Goes East") and regularly contributes articles to the Czech, Slovak and international professional journals.

He serves on Boards of several organizations, including chairing the Board of Directors of the Carpathian Foundation. In his free time, Mr. Hudak enjoys different sports, in particular jogging and tennis.

### **SAYYEDA MIRZA**

Sayyeda Mirza recently joined the EastWest Institute as project manager for the Middle East Leadership Program. Prior to EastWest Institute, she was at Synergos Institute, serving as Program Associate for the Bridging Leadership Program. Responsibilities included managing the global network of partner organizations, co-facilitating the global leadership trainings in Southern Africa, Latin America and Southeast Asia, developing overall communication strategy and materials both internally and externally, and engaging in research initiatives of conflict resolution, leadership development and systems thinking. Sayyeda obtained a Masters degree in International Political Economy from the London School of Economics in 1999 focusing on issues of economic development and investment

in developing countries. She graduated cum laude from New York University with a BA in International Politics and Middle East Studies. Her language skills include: Arabic, Bengali, Hindi, Persian, Spanish and Urdu.

### **JOHN EDWIN MROZ**

John Edwin Mroz founded the Institute for EastWest Security Studies in 1981 and has served as President during twenty years of rapid growth and evolution. In the mid- 1980s, Mroz began expanding the Institute's mission beyond being an internationally known think tank on security issues. The changes resulted in a very different kind of institution evolved under the name Institute for EastWest Studies which focused on pro-active work in building civil society and market economies at both the policy and grass-roots levels. Under his leadership the Institute decentralized and expanded its work with centers promoting change and leadership development in Prague, Moscow, Kyiv, Budapest, Kosice, and Warsaw as well as New York. Its most recent center is in Belgrade. At its fall 1998 meeting in Moscow, the Board of Directors of the Institute simplified its name to the EastWest Institute and approved a plan to accelerate the expansion of work throughout Eurasia.

A unique combination of grassroots consensus building and high-level policy interaction have enabled the Institute to become a in national, regional, and international fora. The Institute consists of a staff of 80 women and men from 20 countries, and a network of more than 5,000 professionals from more than 40 countries. Mr. Mroz has served as an advisor to the Commission of the European Union, The Council of Europe, and to numerous governments in Eastern Europe, Ukraine, Russia, the Middle East, and North America. He has received numerous international awards including Germany's highest award to a non-citizen for the Institute's role in facilitating German reunification. Mr. Mroz sits on several boards and is an active member of the Council on Foreign Relations

Mr. Mroz received an M.A. and M.A.L.D. from the Fletcher School of Law and Diplomacy, and he received an M.A. from Northeastern University. He completed his undergraduate education at the University of Notre Dame. Mr. Mroz is married to Karen Linehan Mroz. They have three children, Jonathan, Jessica and Jeffrey, and reside in Manhattan.

### **ELENA PARFENOVA**

Elena Parfenova is Executive Assistant to EWI Vice President for Programs (Vasil Hudak) and is working on the Leadership Program (Central Eurasia and the Middle East) and Private Sector Initiative in Russia. Elena holds a degree in World Economics from the International Relations Department of the Kyrgyz Russian Slavonic University; she has also studied at the American University in Central Asia, Business Administration Department.

Ms. Parfenova worked as a Project Coordinator for CIS at CERGE-EI (Centre for Economic Research and Graduate Education, Charles University) in Prague. She has also been a Director of Students in Free Enterprise in Kyrgyzstan, international student organization, and Project Assistant on the Accounting Reform Project in Kyrgyzstan. Elena is fluent in Russian, English and Czech, she has basic knowledge of Spanish and Kyrgyz.

[Table of Contents](#)

## **CELA 3 PARTICIPANTS**



**SERDAR AGAEV** [Serdarus2000@yahoo.com](mailto:Serdarus2000@yahoo.com) Turkmenistan

Mr. Agaev is Marketing Representative/Business Short Courses Coordinator for the USAID/Enterprise Development Project in Turkmenistan. Previous to his work with USAID, Mr. Agaev lectured on marketing, small business, international trade, and management in enterprise at the Union of Economists in Turkmenistan. His publications include works on the creation of small and medium-sized enterprises and the American experience of strategic business planning.

Mr. Agaev received his diploma in 1988 from the Kiev Trade-Economical University, Ukraine. In 1993 he went on to complete his postgraduate work in management and marketing, also in Kiev, and wrote his Ph.D. dissertation on economic factors influencing the establishment of small enterprises. He also has studied at the University of Idaho, and spent 1997-98 at the LIPI institute in Jakarta.



**NAJLA AHRARI** [nahrari@msh.org](mailto:nahrari@msh.org) Afghanistan

Ms. Ahrari is Field Office Health Advisor with USAID-REACH (Rural Expansion of Afghanistan Community-Based Healthcare), responsible coordinating medical assistance projects throughout Afghanistan. Her primary role is oversight management for the provincial health advisors, providing them with technical support and mentoring them to ensure they have the required skills, technical and interpersonal, to interact with the authorities and identify priority areas for assistance in each of Afghanistan's provinces. Ms. Ahrari has been involved with human resource development, health coordination, and general community well-being for more than 15 years. Her work history includes human resource development with the Aga Khan Development Network, community team leader with Save the Children USA (in Kabul), and practicing medicine in the Indira Gandhi Children Institute in Kabul.

Ms. Ahrari received her Master's Degree from the Kabul Medical Institute.



**ODIL ALIMOV** [o.alimov@buzton.com](mailto:o.alimov@buzton.com) Uzbekistan

Mr. Alimov is General Director of the telecommunications company Buzton, in Tashkent. Prior to his work with Buzton, Mr. Alimov served as the General Director of Uzsvyazsputnik for six years. He was also employed as an engineer with the Namangan Telephone and Telegraph Station between 1991 and 1993. Among the certificate programs that Mr. Alimov has attended are the MSM Executive Program held in Holland in 2003, and training in modern satellite technologies in Tashkent.

In 1987 Mr. Alimov collected his degree in technical engineering from the department of multichannel telecommunications at Tashkent Electro-technical University of Communications. He obtained an MBA from the Uzbek State Construction Academy business school in 2003.



**NASIBA AMIRI** [nasibaamiri@yahoo.com](mailto:nasibaamiri@yahoo.com);  
[nasiba\\_amiri@hotmail.com](mailto:nasiba_amiri@hotmail.com) Afghanistan

Ms. Amiri is responsible for trainings and gender advocacy in the Ministry of Women's Affairs in Kabul. Ms. Amiri is in charge of establishing, maintaining, and updating data and information for the training center, as well as implementing program development. Through the 1990s Ms. Amiri taught high school students at both the Noor High School in Quetta, Pakistan and the Nahid-e-Shahid High School in Kabul, Afghanistan.

In 1991, Ms. Amiri graduated from the University of Kabul with a Bachelor of Science in Mathematics. In 1998 she went on to obtain a diploma in English at the Pakistan American Cultural Center. Ms. Amiri has taken part in many initiatives dealing with gender equality, including seminars in Tokyo as well as the "Women in Management" Forum in the United States.



**MARGARITA ANTIDZE** [maka.reuters@caucasus.net](mailto:maka.reuters@caucasus.net) Georgia

Ms. Antidze is Senior Correspondent at the Reuters News Agency Caucasus Bureau in Tbilisi. Her career in journalism began in 1988 with the Russian News Agency IMA-PRESS where she was employed as a special correspondent. Since then, Ms. Antidze has served as the editor-in-chief at both the Georgian State TV-Radio Corporation and the independent Georgian news agency Black Sea Press. Ms. Antidze has also worked as a correspondent for the Georgian Associated Press.

Ms. Antidze attended Tbilisi State University from 1987 to 1992. She received her diploma from the faculty of journalism.



**HUSNIYYA BABAYEVA** <mailto:husniyya@yahoo.com> Azerbaijan

Ms. Babayeva is permanent correspondent in Baku for the NTV Russian TV Channel. Ms. Babayeva is also a freelance correspondent at Deutsche Welle Radio and a media expert for the TACIS project supporting the reform of the legal and judicial system of Azerbaijan. Her extensive résumé in the field of journalism includes stints with Radio Liberty's Russian and Azeri Services, Agency France Press, and BBC Radio. She is a member of the Azerbaijan Journalists' Union and the International Women's Media Foundation.

Ms. Babayeva received a degree in philology of oriental languages, history, and literature from Azerbaijan State University in 1992. She has participated in a wide range of training courses and regional workshops, which have taken her from the American Embassy in Baku, to Russian State Television in Moscow, to the UN Headquarters in New York City.

**FARKHAD BAKHRAMOV** [brown\\_bakhramov@yahoo.co.uk](mailto:brown_bakhramov@yahoo.co.uk) Uzbekistan

Mr. Bakhramov is director of Farkhad & Maya's Company, the travel, tourism and hotel business which he founded in Bukhara in 1997. Mr. Bakhramov has served as the coordinator of the Bukhara Tourism Study Center, as well as the regional coordinator for the center's

counterpart in the Uzbek capital Tashkent.

Mr. Bakhramov received his diploma from the department of economics and management at Bukhara Technological Institute. He is currently pursuing a second degree in the department of oil and gas industry at the Bukhara Technical University.



**ZHANNA BEISEMBAEVA** [zhanna.beisembaeva@aya.yale.edu](mailto:zhanna.beisembaeva@aya.yale.edu)  
Kazakhstan

Ms. Beisembaeva is the Executive Director of the Kazakhstan Institute of Management, Economics, and Strategic Research in Almaty. She is responsible for planning and coordinating activities, managing project development, and helping with fundraising. Ms. Beisembaeva is also a founder and board member of EKO, an environmental NGO. From 2003 to 2004 she served as an Environmental Specialist and Consultant for CaspiEcology, LLC. Ms. Beisembaeva has also taken part in a summer internship at the Global/Regional Atmosphere Programs Department of Environmental Defense in Washington D.C. In 1996 Ms. Beisembaeva graduated from the Institute of Economics and Management in Kokshetau, Kazakhstan, with a diploma in management. She went on to post-graduate studies at the School of Environmental Studies at Yale University. She received a Master's degree in Environmental Management in 2002.



**NAJEEBULLAH BINA** [najeebullah\\_bina@hotmail.com](mailto:najeebullah_bina@hotmail.com)  
Afghanistan

Mr. Bina is General Surgeon at the Wazir Akbar Khan Hospital in Kabul. He has an extensive list of published works including articles on pre- and post-operative care, congenital heart diseases, and surgical infections. Until recently, Mr. Bina was also captain of Jawanan-i-Maihan, one of Kabul's premiere football teams. Moreover, he played right forward for the Afghan national football team.

Mr. Bina received his degree and doctorate from Kabul Medical University. He has continued his education with postgraduate general surgery trainings at Wazir Akbar Khan Hospital.

**TAMARA BOKUCHAVA**[bokuchavatamara@hotmail.com](mailto:bokuchavatamara@hotmail.com) Georgia



Ms. Bokuchava works in Tbilisi as the Deputy General Manager at Stanford Risk Solutions Insurance/ Reinsurance Brokers. She is in charge of competitive advantage strategies on the insurance market, PR strategies, Key--Account management, as well as customer loyalty and relationship marketing tools. In parallel, she lectures on management at the Caucasus School of Business. Earlier, Ms. Bokuchava has served as cargo manager for Swiss Air Transport and marketing manager for Can Argo Standard Oil Products, both in Tbilisi. In 1994, Ms. Bokuchava received her diploma in economic geography at Tbilisi State University. She continued her education at the University of Groningen in the Netherlands, where she obtained a Master of Science in International Business.



**HALIM FIDAI**[FidaiH@af.caii.com](mailto:FidaiH@af.caii.com), [mhfidai@yahoo.com](mailto:mhfidai@yahoo.com),  
[hfidai@hotmail.com](mailto:hfidai@hotmail.com) Afghanistan

Mr. Fidai has also remained the Managing Director of the American English Language and Computer Center (AELC) for 13 years. AELC was affiliated with International Rescue Committee (IRC).

In 1988 Mr. Fidai collected his FSc. (Pre-medicin and Engineering) from Wahdat High School and an equivalence certificate from University of Peshawar, Pakistan. Fidai also holds two a half year diploma in English Language from English Language Program of IRC.



**GUL GELDIMURADOVA**[gulkhom@yahoo.com](mailto:gulkhom@yahoo.com) Turkmenistan

Ms. Geldimuradova is an instructor at Magtymguly Turkmen State University in Ashgabat where she teaches English and American Studies, a course of her own design which is unique in Turkmenistan. She is also head of the university teachers' trade unions. Ms.

Geldimuradova has also instructed students in science and mathematics, social studies, and Russian and Turkmen languages. Furthermore she was the initiator and committee head of the Conference for Young Scientists in Turkmenistan. Among Ms. Geldimuradova's published articles are "The Diversity of American and Turkmen Women's Lives" and "Turkmen Women in the New Society."

In 1992 Ms. Geldimuradova graduated from the Pedagogical College in Mary, Turkmenistan with a degree in Russian and Turkmen languages. In 1997 she obtained an MA in English language and literature from Magtymguly Turkmen State University. In 2001-2002 she was a Visiting Scholar at the State University of New York (SUNY) Cortland.



**MARINE GHAZARYAN**[maraghazaryan@yahoo.com](mailto:maraghazaryan@yahoo.com) Armenia

Ms. Ghazaryan is Chief Financial Officer of the Armenian Apostolic Church, responsible for overseeing all financial business related to the holdings of the Holy See in Echmiadzin, Armenia. She doubles as an instructor for financial management courses in the department of economics at Yerevan State University, lately overseeing Master's-degree students in information-system management. In parallel she has been teaching financial accounting at Yerevan's Financial Banking College. Ms. Ghazaryan has accrued experience as the local country director of New Zealand's Admiralty Investment Bank, where she served from 1995 to 1997.

Ms. Ghazaryan left Yerevan State University in 1985 with a Master of Science in Mathematics. In 1994 she received an MBA at the American University of Armenia, going on to Texas A&M University where she collected an MBA in 1999.



**GEORGE GOTSADZE**[G.Gotsadze@curatio.com](mailto:G.Gotsadze@curatio.com) Georgia

Mr. Gotsadze is Director of the Curatio International Foundation in Tbilisi. Previously he has worked with the United Methodist Committee on Relief in various high profile positions, heading missions in Sierra Leone, Liberia, and Kazakhstan. His further experience includes work as chief executive officer at Curatio's Family Doctor's Company, and as a practicing medical doctor with the Institute of Perinatal Medicine, Obstetrics and Gynecology in Tbilisi. Mr. Gotsadze received his MD specializing in obstetrics and gynecology at Tbilisi State Medical Institute, and went on to earn a doctorate in obstetrics, gynecology, and immunology at the Institute of Biotechnology, Georgia.



**SAYORA GREZOVA**[Sayora@inbox.ru](mailto:Sayora@inbox.ru) Tajikistan

Ms. Grezova is Textbook Coordinator at the International Foundation for Election Systems in Dushanbe. She is in charge of supervising the production of textbooks for civic education, working alongside the authors and editors, and liaising with the ministry of education. From 1997 and 2002, she worked with the International Committee of the Red Cross, responsible in the main for educational programming and Radio-Operator. Previously Ms. Grezova was a Russian language teacher at Tajik State Medical University.

Ms. Grezova graduated from the Tajik State Institute of Languages in 1996 with a specialization was Tajik and Russian languages. In 2000 she completed an English course at the Language Centre of the Victor Segaten University in Bordeaux, France.



**ARTYOM GRIGORYAN**[artiomgrigorian@hsbc.com](mailto:artiomgrigorian@hsbc.com) Armenia

Mr. Grigoryan is manager of the Yerevan branch of the HSBC Bank Armenia. Holding various positions in the bank for the past nine years, he has gained comprehensive experience of all aspects of the bank's operations from bank teller to financial control, operations and human resources. In 2003, he was the recipient of the Manoukyan Scholarship which allowed him to take part in executive training at the John F. Kennedy School of Government at Harvard University.

From 1992 to 1997, Mr. Grigoryan studied at the Yerevan Institute of National Economy. He completed his post-graduate studies at the same institute in 2000.



**ELCHIN HAGVERDIYEV** [elchinh@hotmail.com](mailto:elchinh@hotmail.com) Azerbaijan

Mr. Hagverdiyev is Attorney at Law for Ledingham Chalmers in Baku, Azerbaijan. As assistant to the firm's senior lawyer he duties include reviewing current Azeri legislation. Previous to his employment with Ledingham Chalmers, Mr. Hagverdiyev served as an attaché and desk officer for the Political-Military Issues Division at the Ministry of Foreign Affairs. Between 2000 and 2003 he was with the Azeri mission to NATO in Brussels. Mr. Hagverdiyev graduated with a diploma in international law from Baku State University in 1996. His follow-up education has included courses for mid-career diplomats at the Universities of Birmingham and London; the Senior Executive Course at the George C. Marshall European Center for Security Studies in Germany; and training seminars on human rights.



**KAMRAN ISMAILOV** [ismkamranaz@yahoo.com](mailto:ismkamranaz@yahoo.com);  
[ismak1@bp.com](mailto:ismak1@bp.com) Azerbaijan

Mr. Ismailov is Commercial Analyst for British Petroleum in Baku, working with the Multi-Production Sharing Agreements Team. He is also part-time lecturer at the business administration faculty at Baku's Western University. In recent years, Mr. Ismailov has been employed by BP Exploration, the Santa Fe International Drilling Company, and Azerbaijan's state oil company SOCAR. He has also spent time as a business development consultant for the U.S. Chamber of Commerce.

Mr. Ismailov graduated with a Master's degree in mechanical engineering at Azerbaijan State Technical University in 1992. In 2002 he obtained an MBA, with an included focus on managing non-governmental organizations, from the Atkinson Graduate School of Management in Salem, Oregon.



**FARIZ ISMAILZADE**[fariz\\_1998@yahoo.com](mailto:fariz_1998@yahoo.com) Azerbaijan

Mr. Ismailzade is Senior Program Assistant for the Azerbaijan office of the International Republican Institute. His main responsibility is to provide political consulting and act as a primary liaison with local political parties and NGOs. Mr. Ismailzade is a Civil Education Project (CEP) Fellow at Western University in Baku where he is also a lecturer on social policy and contemporary social problems. His columns and analytical articles on Azeri and Caspian affairs appear regularly in local newspapers, and on internet news sites including the Central Asia-Caucasus Analyst, EurasiaNet.org, and Transitions Online. Furthermore, he has consulted for the Center for Strategic and International Studies in Washington DC, the Cornell Caspian Consulting in Oslo, Freedom House, and the Janes group. Mr. Ismailzade received his degree in political science from Baku's Western University in 2000. Two years later, he collected an M.S. in social policy and economic development from the University of Washington in St. Louis.



**UMIDA KHAKNAZAR**[umidzk@yahoo.com](mailto:umidzk@yahoo.com) Uzbekistan

Ms. Khaknazar is the Country Manager for the USAID-funded Trade Facilitation and Investment Project in Tashkent. She coordinates all trade facilitation and WTO activities, drafts new legislation and amendments to meet WTO requirements, and provides technical assistance to the government of Uzbekistan during the WTO accession process. Prior to her work with the investment project, Ms. Khaknazar served with the U.S. Embassy in Tashkent. In 1995 Ms. Khaknazar obtained a Bachelor's degree in jurisprudence at the University of World Economy and Diplomacy in Tashkent. Since then she has completed courses in corporate law, finance, and banking at the Cornell Law School in Paris. In 2002 Ms. Khaknazar collected her LLM at Georgetown University Law Center in Washington D.C.

**MAKSAT K. KHALNAZAROV**[maksat67@mail.ru](mailto:maksat67@mail.ru) Turkmenistan

Mr. Khalnazarov is the Head of the International Cooperation Department at the National Red Crescent Society (NRCS) of Turkmenistan. He is responsible for the society's cooperation with NGOs as well as preparing organizational visits, conferences and seminars in Turkmenistan. Before assuming his present post, Mr. Khalnazarov assisted political emigrants from Iran as an instructor for the NRCS. He has attended a long list of humanitarian seminars which include workshops on disaster preparedness and international humanitarian law.

Mr. Khalnazarov graduated from the faculty of foreign languages at Turkmen State University in 1992. He has worked as a teacher of English language and literature, translator and interpreter.

**CHOLPON KOKUMOVA** [cholponk@yahoo.com](mailto:cholponk@yahoo.com) Kyrgyzstan

Ms. Kokumova is the representative of the Small Enterprise Assistance Fund in Bishkek. She is responsible for identifying investment opportunities in the Kyrgyz private sector, conducting financial, technical and legal due diligence, negotiating the equity investments, and administering and monitoring the loans. Previously she worked as an investment analyst and export sales manager for the Central Asian-American Enterprise Fund. She has also lectured on business studies at the American University in Kyrgyzstan.

In 1987 Ms. Kokumova collected a Master's degree in civil engineering from the Bishkek Polytechnic Institute. In 1996 she obtained an MBA from Exeter University in the United Kingdom. She subsequently earned a Ph.D. in economics at the Institute of Economics of the Academy of Sciences, Bishkek.



**ARPINE KOREKYAN** [arpine\\_korekyan@yahoo.com](mailto:arpine_korekyan@yahoo.com) Armenia

Ms. Korekyan is Monitoring and Evaluation Officer at World Vision Armenia, a satellite of the global institution World Vision International, a privately-funded Christian relief and development organization devoted to fighting hunger, poverty and injustice. Ms. Korekyan is in charge of designing monitoring-and-evaluation plans and their implementation for field projects around the country. Before her work with World Vision Armenia, Ms. Korekyan was employed as a consultant at Plan International UK, and project officer with Save the Children U.S.

Ms. Korekyan received her degree in international relations and history at Yerevan State University in 1996. She subsequently obtained a Master's of Science in development management at the London School of Economics.

**FARKHAD KUANGANOV** [kuanganov@global.kz](mailto:kuanganov@global.kz) Kazakhstan

Mr. Kuanganov is Advisor to the Prime Minister of Kazakhstan in Astana, with a portfolio including housing and property issues. His career in government has included stints in the presidential administration, where he was sectoral chief responsible for informational and analytical reporting, as well as deputy director of the Public Service Agency and deputy division head at the Agency for Strategic Planning and Reforms.

Mr. Kuanganov graduated from the Kazakh Polytechnic Institute in 1992 as an engineer and systems analyst. He subsequently did graduate work in public administration in Kazakhstan, and in 2002 received an MPA from Japan's National Graduate Institute for Policy Studies in Tokyo.



**ORAZIMBET KURBANOV** [orazimbet@cpart.uz](mailto:orazimbet@cpart.uz);  
[orazjk@hotmail.com](mailto:orazjk@hotmail.com) Uzbekistan (Karakalpakistan)

Mr. Kurbanov is Information and Training Officer with Counterpart International, where he works to raise public awareness of advocacy campaigns. He doubles as an evaluation expert on the Eurasia Foundation's advisory board in Tashkent. His teaching experience includes lecturing on economics at Karakalpak State University, and on the ethics of international business at business school in Uzbekistan. In the 1990s Mr. Kurbanov was director of Jaslar, an NGO supporting initiatives for youth.

Mr. Kurbanov graduated from Karakalpak State University in Nukus in 1997 with a specialty in economics and finance. In 2001 he received a Master's of Public Affairs from the University of Texas at Dallas.

**KETEVAN MAKHARASHVILI** [kettym@yahoo.com](mailto:kettym@yahoo.com); [km@gol.ge](mailto:km@gol.ge)  
Georgia

Ms. Makharashvili was elected as a deputy to the Georgian Parliament in elections earlier this year. She sits on the parliament's Legal Affairs Committee and Economic Policy Committee. Earlier, Ms. Makharashvili was an attorney at law with BLC Law Firm in Tbilisi. She has worked as a legal expert for USAID, for the TACIS Transport Corridor Program (TRACECA), and for the World Bank's Transport Reform and Rehabilitation Center.

Ms. Makharashvili graduated in 1994 from Emory University in Atlanta, Georgia with a B.A. in international studies. Further study followed in international law at Tbilisi State University. In 2003 she received her bar license in civil law and is a member of the Young Lawyers' Association of Georgia.



**NARIMAN MANNAPBEKOV** [Nmannapbekov@ced.mf.uz](mailto:Nmannapbekov@ced.mf.uz)  
Uzbekistan

Mr. Mannapbekov is Counselor on Foreign Economic Affairs at the Ministry of Finance of Uzbekistan. His previous posts in government include chief analyst for socioeconomic policy in the president's office, department director for external economic relations at the Cabinet of Ministers, assistant to the Prime Minister, and chief of the foreign exchange department at the ministry of finance. He also was deputy chairman of the board of the National Bank of Uzbekistan.

Mr. Mannapbekov graduated the Tashkent Institute of National Economy in 1988. He did post-graduate studies at the Academy of Sciences' Institute of Economy, receiving his degree in 1992.



**NOURILYA MOLDAKHMATOVA** [cabishkek@elcat.kg](mailto:cabishkek@elcat.kg);  
[nourilya@hotmail.com](mailto:nourilya@hotmail.com) Kyrgyzstan

Ms. Moldakhmatova is the representative of Crown Agents in Bishkek. Her work focuses on purchase and procurement services as an agent implementing Japanese grant aid to Kyrgyzstan. Prior to her work with this organization, Ms. Moldakhmatova was an administrator with the Trade Promotion and Export Development Project, and an associate consultant for KAPPA Group Ltd. She also worked on the UNDP Human Development Reports for Kyrgyzstan in 1999 and 2000.

Ms. Moldakhmatova graduated in physics and mathematics from Novosibirsk State University in 1993. She went to post-graduate studies at the Siberian Branch of the Russian Academy of Public Administration where she obtained a Master's degree.



**ALIYA MUKHAMEDYAROVA**[aliyam@adb.org](mailto:aliyam@adb.org) Kazakhstan

Ms. Mukhamedyarova is Senior Economics Program Officer at the Kazakhstan resident mission of the Asian Development Bank (ADB) in Astana. She is responsible for preparing, analyzing and monitoring all reports on political, economic, sector and social developments. She is also in charge of collecting all macroeconomic, fiscal, and monetary data. Previous to her work with bank, Ms. Mukhamedyarova was an economist and operations officer at the World Bank in Almaty. She has also served as a consultant with Deloitte & Touche's Kazakhstan office.

Ms. Mukhamedyarova graduated in engineering from the Bauman Moscow Technical University in 1992. She subsequently obtained an MBA at the Kazakhstan Institute of Management and Economic Research, and an MA in international economy at the University of Tsukuba, Japan in 1997.



**BRESHNA NAZARI**[nazarib@rferl.org](mailto:nazarib@rferl.org); [breshnanazar@yahoo.com](mailto:breshnanazar@yahoo.com)  
Afghanistan

Mr. Nazari is Correspondent for Radio Free Europe/ Radio Liberty in Afghanistan. In 1993 he started work with the Kabul Weekly newspaper, which he co-founded and worked on as reporter and later deputy editor. For four years he was also a reporter for the United Nations Magazine in Kabul.

Following study in Afghanistan, Mr. Nazari has attended courses at the journalism department of Columbia University in New York. He has also participated in reporters' training courses in Kabul organized by the BBC, and in New York organized by the United Nations.



**VLADIMER ROBAKIDZE**[vrobakidze@bog.ge](mailto:vrobakidze@bog.ge) Georgia

Mr. Robakidze is Deputy General Director at the Bank of Georgia in Tbilisi. In this capacity he is responsible for corporate banking, marketing and public relations, and the new product and redesign department. Since joining the bank in 1996, Mr. Robakidze has also served as the director of international relations, deputy director of the credit department, and senior economist in the banking service department.

Mr. Robakidze attended Tbilisi State University where he obtained a Bachelor of Science in engineering, followed by a second bachelor's in jurisprudence.



**DAMIRA RUZIEVA**[druzieva@unicef.org](mailto:druzieva@unicef.org) Kyrgyzstan

Ms. Ruzieva is Project Officer for Nutrition with UNICEF. She provides technical assistance in planning and implementing the organization's food fortification project. She doubles as Project Officer for Immunization at UNICEF, in which capacity she is responsible for monitoring the flow of supply and financial assistance to the government of Kyrgyzstan while providing technical assistance to national immunization campaigns.

Ms. Ruzieva graduated from the gynecology department at the Kyrgyz State Medical Institute in 1991. She subsequently pursued certificate courses at the Moscow Central Medical Institute, and upgraded her skills in oncology, radiology, and sonography in Kyrgyzstan in 1999.



**MURAD SADYKHOV** [sadykhov@mitsubishicorp.az](mailto:sadykhov@mitsubishicorp.az) Azerbaijan

Mr. Sadykhov is Business Development Manager at the Mitsubishi Corporation's Baku office, where he is particularly charged with expanding business into Central Asia. His previous work experience includes preparation of the state investment program at Azerbaijan's ministry of economy, and as co-author and consultant of numerous UNDP Azerbaijan Human Development Reports.

Mr. Sadykhov graduated from the physics department at Baku State University in 1992. His subsequent education included courses at the Joint Vienna Institute in Austria, and the trainers' program on enterprise restructuring and privatization with the Economic Development Institute of the World Bank in Washington D.C. He participated into two Global Leadership Programs, in 1999 and 2000, in Tokyo and Los Angeles.



**ZHANAY SAGINTAYEV** [zhanay\\_s@yahoo.com](mailto:zhanay_s@yahoo.com),  
<http://www.zhanay.freenet.kz/> Kazakhstan

Mr. Sagintayev until recently has been the Manager for Route Development with PetroKazakhstan in Almaty. Previously he directed the corporate development department of KazMunaiGaz, the national hydrocarbon company, in Astana. Mr. Sagintayev is also the president of the Kazakh chapter of the Project Management Institute, and local project consultant for the University of Texas at Austin's Center for Russian, Eastern European and Eurasian Studies.

In 1985, Mr. Sagintayev graduated from the College for Electrical and Signal Systems, Moscow. He obtained his first Master's in applied mathematics in 1990 from Moscow State University, and a second Master's in economics in 1998 from the Moscow State Financial Academy.



**AYGOZEL SARIYEVA** [guzelsar@yahoo.com](mailto:guzelsar@yahoo.com) Turkmenistan

Ms. Sariyeva is a teacher of English in high school No. 52 in Ashgabat. She also has been responsible for designing national school curriculums and English textbooks for schools. Earlier Ms. Sariyeva was an instructor at the Turkmen National Institute of World Languages, the National Institute of Education of Turkmenistan, and Sepgit, a private educational center. She is also a volunteer teacher at the Professional Organization of English Teachers (POET), a local Turkmen NGO.

Ms. Sariyeva graduated from the Turkmen National Institute of World Languages in 1997. She specialized in English with a minor in Turkmen language and literature.



**DARKHAN SHADYKUL** [DShadykul@kkb.kz](mailto:DShadykul@kkb.kz) Kazakhstan

Mr. Shadykul is Deputy Regional Director of the Northern Regional Office of Kazkommertsbank in Astana. He previously held the position of leading risk manager with the same bank. Earlier he worked in the UlarUmit Accumulation Pension Fund, as department director for finance and marketing, and subsequently managed the department working with pension funds.

Mr. Shadykul graduated from the Moscow Institute of Physics and Technology in 1995 with a Master's of Science in mathematics and physics. In 1999 he received a second Master's in economics from the Kazakhstan Institute of Management.



**SUMAN SHANSHOEVA** [Sshanshoeva@hotmail.com](mailto:Sshanshoeva@hotmail.com) Tajikistan

Ms. Shanshoeva latest position has been as Regional Coordinator for the United Nations Population Fund, coordinating advocacy activities focusing on reproductive health in Central Asia. Ms. Shanshoeva has also worked with the same organization, based in Uzbekistan, as the regional coordinator for the Afghanistan Emergency Project. In that job, she worked extensively with UN agencies and local authorities and NGOs in Tajikistan and Uzbekistan to address the needs of Afghan refugees in Central Asia, and internally-displaced persons in northern Afghanistan. Her career also includes employment with the Aga Khan Foundation working on health, education and agriculture projects, and as deputy director of the Health Center in Khorog in Tajikistan's Pamir region. She has also practiced medicine in Khorog hospital.

Ms. Shanshoeva obtained her MD from the State Medical University in Dushanbe in 1985. Between 1996 and 2000, she studied English at the University of Edinburgh followed by postgraduate studies in Islamic history, law, art and ethics at the Institute of Ismaili Studies in London. She also holds a Master's of Science from London's School of Hygiene and Tropical Medicine.



**MAIA TAVADZE** <mailto:Sshanshoeva@hotmail.com>;  
[mrt4@duke.edu](mailto:mrt4@duke.edu) Georgia

Ms. Tavadze latest position has been as head of the West Georgia Branch Office of the Danish Refugee Council in South Caucasus. Previously Ms. Tavadze worked for the administration of Georgia's Guria Region as chief advisor to the governor on international economic relations. She has also worked for TACIS's Agribusiness Centers Project in Georgia.

In 1996 Ms. Tavadze graduated from the Tbilisi Independent Institute with a Bachelor's degree from the Faculty of English Language. From 2001-2003 she attended the Terry Sanford Institute of Public Policy at Duke University, receiving an MA in international development policy. Ms. Tavadze has also studied at the Georgian Institute of Public Administration.



**KAREN TER-MKRTCHYAN**[kmkrtchyan2000@yahoo.com](mailto:kmkrtchyan2000@yahoo.com)  
Armenia

Mr. Ter-Mkrtchyan is Deputy Mayor in the town of Goris in Armenia's southern Syunik Region. At the same time Mr. Ter-Mkrtchyan chairs the board of directors of Syun, a local educational consulting NGO. In the past Mr. Ter-Mkrtchyan's has been a coordinator of the Regional Agribusiness Support Center JSSC and lectured in management at Goris State Polytechnic Institute.

Mr. Ter-Mkrtchyan received his diploma in economics management from Yerevan State Economics Institute in 1996. He was certified as a trainer for World Learning in 1998. Most recently he participated in a two-month international entrepreneurship training workshop in India.



**RAHAT TOKTONALIEV**[Rahat\\_toktonaliev@hotmail.com](mailto:Rahat_toktonaliev@hotmail.com)  
Kyrgyzstan

Mr. Toktonaliev is Regional Trade Advisor with the USAID/ CAR Trade Facilitation and Investment Project. Previously he was the Country Director for USAID. Mr. Toktonaliev has also worked as a senior lawyer for the Pragma Corporation, for Booz-Allen & Hamilton, and for the State Fund for Entrepreneurship Development. Earlier he was lead specialist for the department of foreign economic relations at the Kyrgyz Ministry of Trade.

Mr. Toktonaliev graduated from the law faculty of the Kyrgyz State University in 1990. He went on to collect a further law degree from the Law Faculty of Moscow State University in 1992.



**ELEONORA YUNUSOVA**[yunusova@hotmail.com](mailto:yunusova@hotmail.com) Tajikistan

Ms. Yunusova currently works as a freelance writer and translator for Tajik government delegations to international organizations such as the World Bank, UNDP, and EU. Her recent positions have been as a consultant and researcher on education and youth issues for the World Bank Group, a consultant on Tajikistan's social safety net to the Asian Development Bank, and an analyst at the International Monetary Fund. During the 1990's Ms. Yunusova was program coordinator of the Business Information Service for NIS (BISNIS) in Dushanbe for the U.S. Department of Commerce, providing information on commercial opportunities in Tajikistan for the American business community. In 1988 Ms. Yunusova received a Master's degree in English and German from the department of foreign languages at the Moscow Pedagogical Institute. She is presently working towards a second MA in economics from the Tajik Tax and Law Institute.



**SHINKAI ZAHINE**[awec\\_kabul@hotmail.com](mailto:awec_kabul@hotmail.com);  
[awec@ceretechs.com](mailto:awec@ceretechs.com) Afghanistan

Ms. Zahine is Acting Director of the Afghan Women's Educational Center (AWEC) in Kabul, an organization which she co-founded originally in Peshawar, Pakistan. She is responsible for overall management of the center's staff and programs. The programs focus on peace education projects, resource development and trainings. Ms. Zahine is also a volunteer with the Center for Street Children and Women. Ms. Zahine graduated from the Medical College at Kabul University in 1984. She went on to the National Institute of Modern Language in Islamabad where she obtained a diploma in English in the following year.