



CENTRAL EURASIA LEADERSHIP ACADEMY

CELA 4
BIOGRAPHY BOOK
Participants, Faculty, Facilitators, Speakers, Guests and Staff
CELA 4 Leadership Workshop
Istanbul, Turkey
17-26 of July, 2005

Compiled by Darya Belkina, Adam Smith Albion and Elena Parfenova
EastWest Institute, Prague Centre

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LEADERSHIP ROLE MODEL SPEAKERS

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.

JOHN EDWIN MROZ

John Edwin Mroz founded the EastWest Institute in 1981 (then called the Institute for EastWest Security Studies). He has served as President during twenty-five years of rapid growth and evolution. In the mid-1980s, Mr. 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, which evolved under the name Institute for EastWest Studies. It focused on pro-active work in building civil society and market economies in post-communist countries, 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. At its autumn 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.

The Institute consists of a staff of 120 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.

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CORE FACULTY MEMBERS

Maletz, Mark mmaletz@yahoo.com



Mark C. Maletz is a senior fellow at the Harvard Business School and Co-Chair of the HBS Global Leadership Consortium. 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.

Ondruľek, Duľan andusan@pdcs.sk



Duľan Ondruľek is the Director of the Center for Conflict Prevention and Resolution, Slovakia. This center, which is part of a network of 13 conflict resolution institutions "Partners for Democratic Change," is an international consultant and trainer in the fields of conflict resolution, collaborative planning and organizational development.

Mr. Ondruľek received his education at Comenius University in Bratislava where he received a PhD. in social psychology. Mr.

Ondruľek also did a postgraduate fellowship at the Institute of Policy

Studies at Johns Hopkins University in Baltimore, USA.

Mr. Ondruľek coordinates and leads training sessions for various participants, which often includes representatives from GO's, NGO's, managers, judges, and mayors. Mr. Ondruľek has worked as trainer and consultant in more than 30 countries, mostly in Central and Eastern Europe. He has worked for diverse clients like OSCE, World bank, East-West Management Institute, and World Learning.

Mr. Ondruľek focuses his training/consulting work on human rights education, human rights teaching methodology, constitutionalism, civil society development, and prejudice reduction in the frame of governmental and nongovernmental context. Mr. Ondruľek is author and co-author of three books (connected with the civil society development and civil rights education methodology) and over 20 published articles mostly on the topics: development of altruism, civil society, effectiveness of the trainings, and cross-sector collaboration.



Mikova, Kaja kajakaja@pdcs.sk

Kaja Mikova works as PDCS Vice Director and a trainer, consultant and facilitator in different projects - mostly oriented on development of NGOs, community organizations, citizen groups, community partnerships, and education for local governments in Slovakia (for example, a long-term

training program for community leaders). She has wide experience in delivering trainings and facilitating groups abroad. She has worked in Georgia, Lithuania, Latvia, Estonia, Hungary, Poland, Kosovo, Uzbekistan and Thailand.

Ms. Mikova studied at Slovak Technical University in Bratislava, majoring in Urban Planning. She has had fellowships at Scottsdale Community College, Arizona and John Hopkins University's Institute for Policy Studies (IPS), Baltimore, USA, with a focus on public participation and community planning.

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SIBF FACILITATORS



JOEL H. COWANHABERSHAM & COWAN, INC.102
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487-7605**Fax:** 770-487-7796**Email:** 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.



WILLIAM F. HARTMAN (Bill) Managing Director (Retired) Cap Gemini Ernst & Young
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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 management 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.

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 were more secure and accurate, the transformation of the people in the organizations resulting in improved productivity and growth were the primary benefits 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. Cap Gemini acquired E&Y Consulting in 2000. As an Executive for E&Y and CGEY, he served as; CEO for the Global Client Consulting group (overseeing the top 30 clients globally) and Senior Account Executive for the largest client at that time (The Coca Cola Company). He was a member of the E&Y's 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 BU 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 2004 Bill joined Brand Velocity as a Principal. Brand Velocity is a startup company specializing in high quality, fixed fee and fixed time frame engagements - to help executives and their teams improve corporate, division, function and major project performance faster. He remains a Principal of Brand Velocity and is full time VP of Information Technology for Coca-Cola Enterprises (CCE). CCE is the largest Bottler of the Coca-Cola Company with operations

is North America and Europe.

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. He has skills in both "selling" and "delivering" services.

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.



JOHANNES ADRIANN KEMPERS (HANS) AHOLD REAL ESTATE COMPANY 1252 Swims Valley Drive Atlanta, GA **Phone:** 404-303-7621 **E-mail:** 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. He 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.



BARRY F. CROSSMAN
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Senior Executive with extensive international operations background. Proven success in negotiating multi-billion dollar transactions, leading start-up organizations, bringing change to existing operations, achieving growth and bottom line improvement. Experienced in analyzing and defining solutions to complex problems, currency hedging, strategic planning and marketing management. 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, 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, negotiated a Chapter 11 sale of the company.

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. Lived in Australia, South Africa, Bahrain, Japan, Singapore and the Philippines and traveled extensively throughout the Caltex area. During the last three years, managed several of the functional business units, aviation, LPG, Asphalt and Natural Gas. For the prior nine years 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 sold a terminal for \$245 million and a house for \$67 million. 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. Earlier career spent in Financial and Planning management.



**ANGELA Z. ALLEN (Angie)Chair, Full Circle Living, Inc.CEO
(Retired - 2000)LOBALT, Inc.Phone: 404-239-9929 Cell: 678-427-
6807Fax: 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, Acciyn 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



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



WILLIAM P. STARNES (BILL)

Managing Director

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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. In 2004, he took on the additional role of President of the Global Network Foundation, a supporting foundation to SIBF.

Founded in 1981, SIBF is a nonprofit business association headquartered in Atlanta, Georgia with approximately 450 individuals as members comprised of entrepreneurs, corporate business people, professionals, academics and nonprofit executives who come from various sectors and all sizes of organizations and are active in international commerce. SIBF's mission is to advance global understanding, which it fosters through programs, relationships, networking among members, and philanthropic activities.

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 developed, owned, managed and leased real estate in Europe, Latin America and Asia with assets then 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 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.

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 his wife, Donna. They were married after graduating from Rice University in 1973. They have one son, Jon, who is married and the father of their only grandchild, Lexi, who was born in August of 2003.

Areas of Expertise

With his background in economics, international real estate, and nonprofit business associations, Mr. Starnes can help with financial analysis and strategic planning for both businesses and nonprofits. He can also advise on entering geographically new markets, joint ventures, and alliances; planning educational programs; fostering networking relationships; and exercising influence without authority.



CHARLES MEADE SUTTERFIELD (MEADE)SSPCS CORPORATION6650 Old Riverside DriveAtlanta, GA 30328**Phone:** 404-255-4330**Fax:** 404-255-2909**E-mail:** 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 Chairman Elect of the Alumni Association, a Trustee of the Alexander Tharpe Fund, Chairman 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 a past 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.

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 perspective 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.



JAMES CLARK PLEXICO (CLARK) 1340 Brooks Ave. Raleigh, NC 27607 **Phone:** (919) 788-9743 **Fax:** (919) 788-0986 **E-mail:** 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.



PAMELA KIECKER (PAM) VIRGINIA COMMONWEALTH UNIV. SCHOOL OF BUSINESS 1015 Floyd Avenue Richmond, VA 23284-4000 **Phone:** 804-828-1618 **Fax:** 804-828-0200 **E-mail:** pam.kiecker@sibf.org

Pamela Kiecker joined Royall & Company as Head of Research and Issue Analysis in January 2003. Royall & Company works exclusively with colleges and universities and is dedicated to supporting efforts to meet institutions' student recruitment goals. As part of this business focus, Royall & Company's Research and Issue Analysis (RIA), headed by Kiecker, conducts research of schools' inquiry pools and other student populations of interest to admissions and enrollment officials. Dr. Kiecker is responsible for developing research programs for investigating recruitment and enrollment questions among prospective students, applicants, and enrolled students, as well as parents and other key stakeholders.

RIA research programs include electronic surveys, focus groups, and in-depth interviews. To date, Royall & Company's University Research Partners, directed by Dr. Kiecker, has completed more than 100 research programs on behalf of colleges and universities, as well as a variety of other proprietary studies focused on the population of college-bound youth. Dr. Kiecker also has extensive experience in qualitative research methods, having designed, moderated, and analyzed focus group interviews for more than 15 years, including two large focus group projects with college-bound high school students in 2003-2004.

Dr. Kiecker retains her positions as Professor of Marketing and Executive Director of the Interactive Marketing Institute (IMI) at Virginia Commonwealth University (VCU). IMI offers a full array of educational programs and consulting services focused on direct and interactive marketing, including a graduate-level professional direct marketing certification, marketing research services, and cyberbranding and website usability testing. Dr. Kiecker founded IMI during her tenure as Chair of the Department of Marketing and Business Law in the School of Business at VCU and served as administrative head of the department from 1996 to 2002.

Pam has a Ph.D. in Business Administration from the University of Colorado at Boulder, an MBA from Minnesota State University, Mankato, Minnesota, and a B.A. from Carleton College, Northfield, Minnesota. Her areas of teaching expertise include consumer behavior, integrated marketing communications, and marketing research. Her research interests include communications effects, interactive marketing, survey research methods, and international marketing strategy.

Prior to joining the VCU faculty, Dr. Kiecker was on the graduate faculties of Texas Tech University, University of Calgary, Alberta, Canada, University of St. Thomas in St. Paul, Minnesota, and Minnesota State University, Mankato, Minnesota. Within her academic appointments, she also served as Research Analyst for the Business Research Division of the University of Colorado at Boulder, Research Fellow with the Texas Wine Marketing Institute at Texas Tech University, and Research Director in the Survey Evaluation and Research Laboratory, Center for Public Policy, Virginia Commonwealth University.

Dr. Kiecker has published more than 50 articles in academic and trade journals, including the *Journal of the Academy of Marketing Science*, *Journal of Business Research*, *Psychology and Marketing*, *Marketing Letters*, and the *Journal of the Market Research Society* and received grants from the Fulbright Commission, the U.S. Department of Commerce, the U.S. Department of Education, the World Bank, AOL, and the Virginia Center for Innovative Technology. She has won numerous awards for her research, is a frequent keynote speaker for professional business organizations and events, and has enjoyed diverse consulting relationships over the past twenty years with a variety of organizations including direct marketing agencies; retail businesses; financial, health care, and real estate services; non-profit associations; and consumer packaged goods firms. She has participated in academic programs and consulting projects in Scandinavia, Eastern and Western Europe, the United Kingdom, Canada, Mexico, Central and South America, India, Malaysia, China, Central Asia, and Australia.



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Ms. Madden is an independent consultant to Internet and non-Internet based technology and apparel companies. For two years from 2003 until 2005 she was the President and COO of ValuBond, Inc., a bond trading software company. Prior to that 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 College 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 Mia 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 has done fundraising for 7 Stages Theatre, and Open Hand.

Ms. Madden is Chair of the Atlanta Chapter of the National Association of Corporate Directors and participates on the Bioterrorism Committee of the Business Executives for National Security for the state of Georgia.

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, financial reporting, general management, 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, "public records" such as deeds, suits, loans and liens; 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.



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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.

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EWI EMPLOYEES

VASIL HUDAK Vasil Hudak, Ph.D. is Vice President of the EastWest Institute responsible for Global Security Program and Private Sector Initiative. He also serves as Director of the EWI Brussels Centre. Dr. Hudak 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 worked at the Federal Ministry of Foreign Affairs of Czechoslovakia. He also completed an executive management program at the Harvard Business School. Dr. Hudák 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, Dr. Hudak enjoys different sports, in particular jogging and tennis. He is married and has three sons.

ELENA PARFENOVA Elena Parfenova is Program Associate of the EWI Leadership Program that focuses on Central Eurasia (CELA) and the Middle East (MEL). 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 in the Business Administration Department. Elena served as Project Coordinator for the CIS at the Centre for Economic Research and Graduate Education (CERGE-EI) at Charles University in Prague in 2001-2002. She was also Director of Students in Free Enterprise (SIFE) in Kyrgyzstan, an international student organization, and was involved into the USAID Accounting Reform Project in Bishkek, Kyrgyzstan. Elena is fluent in English, Russian and Czech, with knowledge of Spanish and Kyrgyz.

ADAM SMITH ALBION Adam Smith Albion is Project Manager of the Central Eurasia Leadership Academy (CELA), and EWI Senior Research Associate. An expert on Central Eurasia focusing on the Irano-Turkic world, he spent 1994-1996 in Turkey writing published newsletters on Black Sea political and economic issues, and 1996-2001 in Uzbekistan as Eurasia Fellow of the Institute of Current World Affairs. Adam was Central Asia Analyst for Radio Free Europe/Radio Liberty in 2001-2004 and served as Director of Critical Areas Research at World Monitors Inc. He has also been a consultant for the UN Global Compact's work in Central Asia. His most recent writing on Central Asian society, politics and regional security has been for Jane's Sentinel and Freedom House.

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WORKSHOP PARTICIPANTS



Abbasi, Sharif Afghanistan mabbasi@af.caii.com

Sharif Abbasi is Operations Manager at Creative Associates International Inc.(CAII) in Kabul, where his company administers the USAID-funded Afghan Primary Education Program (APEP). His previous experience includes work with the United Nations High Commission for Refugees (UNHCR) and CARE International, coordinating staff development in provincial offices around the country. In the late 1980s and early 1990s he built his career in various positions at the International Rescue Committee (IRC) in Peshawar, Pakistan, including General Manager of the IRC Self Reliance Program. Mr. Abbasi received his bachelor's degree from the Agricultural University in Peshawar. He has participated in various management workshops, including facilitator training (CARE, Bangkok), gender issues and team management (Peshawar) and the Novib Capacity Building Program in London in 2000. Mr. Abbasi plays football and table tennis, and enjoys Afghan drum music.



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Anjelika Abdurakhmanova works as Human Resource Manager for the National Association of Business Women of Tajikistan (NABTW) based in Khujand. Her duties include responsibility for staff professional development, and training and marketing strategies for the association. She has been with NABTW since 2000, before which she was leading specialist at the Regional Council of Tourism in Khujand.

Ms. Abdurakhmanova graduated as an engineer from the Institute of Textiles and Light Industry in Tashkent. She is currently pursuing a graduate degree in economics at Khujand State University. As a fellow of the Contemporary Issues Program in 2003 she researched on the impact of NGOs on political decision-making at Nazareth College of Rochester, New York. She also attended the 2004 Salzburg Seminar devoted to identifying strategies to overcome impediments to women's political involvement. Among the workshops she has attended was the international conference "Consolidation and Collaboration of Women Organizations from Afghanistan, Iran, Pakistan and Central Asian Countries" in Almaty.



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Nigora Abidjanova is director of the country program office of the Drug Demand Reduction Program (DDRP) in Tajikistan. She is responsible both for strategic planning and overseeing daily implementation of the Tajik arm of the program, which also encompasses Uzbekistan and Kyrgyzstan's Ferghana Valley area. A doctor by training, Ms. Abidjanova has worked as a hospital physician-neurologist in Dushanbe. Before joining DDRP, she was Senior Health Officer with the Tajik delegation of the International Federation of Red Cross and Red Crescent Societies (IFRC).

Ms. Abidjanova graduated from the Tajik Government Medical University, and did postgraduate work in the specialties of neurology and genetics. She has participated in many public health workshops in Central Asia as well as Australia, Uganda, and Northern Ireland. She has also been an instructor in the Dushanbe Chess and Checkers School: a Master of Sport, she has been many times Tajik national women's checkers champion.



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Marine Adamyan is Regional HIV/AIDS Advisor with World Vision International (WVI). She is responsible for overall coordination, monitoring and evaluation of the organization's HIV initiatives across its Middle East and Eastern Europe (MEER) region. Her previous career includes work as a program officer for Catholic Relief Services in their Caucasus-Armenia office, and as a health educator-counselor for Medecins Sans Frontieres - Greece, (MSF-GR) as part of its Gyumri mission in Armenia, when she provided health counseling for Information Centre visitors and health education to rural communities.

Ms. Adamyan graduated as a doctor of veterinary medicine from the Armenian Agricultural Academy, later taking a master's degree in public health from the American University of Armenia. As a visiting scholar with John Hopkins University in 1999, she joined the American Indian Schoolchildren Health Intervention project, implemented on the Apache reservation in Arizona. She is also the recipient of an Erasmus Scholarship for postgraduate study in food quality management and nutrition.



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Laila Ahmadzai is Program Coordinator in Kabul for two US-organizations, Women for Afghan Women (WAW) and the Business Council for Peace (Bpeace). WAW promotes forums where Afghan women can network and participate in human rights advocacy. BPeace helps develop and support business opportunities for Afghan women throughout the country including training and community outreach for rural women. Previously she has worked as an administrative assistant at the Ministry of Women's Affairs, with UNICEF Jalalabad, and with Medecins Sans Frontieres - Holland. In the early 1990s she designed carpets, embroidery and leatherwork for the Afghan Development Association, and supervised the women artisans in Haripur Refugee Camp.

Ms. Ahmadzai received a B.A. from the Faculty of Law and Justice at Kabul University. In 2005 she attended a two-week workshop in business development and entrepreneurship for Afghan women leaders at the Garvin/ Thunderbird School of International Management in Phoenix, Arizona.



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Kuat Akizhanov is Head of Unit at the Economic Policy Department in the Office of the President in Astana, Kazakhstan, dealing with socio-economic and foreign policy issues. Earlier, he was a department head at the Ministry of Justice as a legal expert on international treaties and bilateral agreements, analyzing foreign business plans for compliance with Kazakh law, and participating in negotiations involving state property.

Mr. Akizhanov graduated from Abay State University in Almaty with a J.D. in International Law, taking first place in the university's Constitutional and International Law competition. In 1999 he got an LL.M from the University of Virginia School of Law in Charlottesville, and master's degree in public policy and management from Manchester University in 2004 on a Chevening Scholarship.



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Irshad Alamyar works as Human Resources Coordinator at the International Rescue Committee (IRC) in Kabul. He oversees and manages a department that supports over 700 IRC staff members in eight offices in Afghanistan, implementing dozens of projects annually. In his previous work with AREA in Kabul he was also responsible for human resources, managing the training and capacity building for AREA staff.

Mr. Alamyar graduated from the Pakistan College for Information Sciences in Peshawar with a B.Sc. in information technologies. In 2002 he received a scholarship from his employer AREA to complete an Executive MBA, specializing in finance and accounting, at Preston University in Peshawar.



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Bakytjan Amanov is Market Manager for British American Tobacco (BAT) in Kyrgyzstan, doubling as head of the representative office in Bishkek. Before joining BAT, he was executive director of Promet, a Kyrgyz-American joint venture, and purchasing manager for Bereke International. Mr. Amanov also owns two companies of his own: Amanoff & Co., a farming and lumber business, and the Cement Trading Company.

Mr. Amanov graduated from the International University of Kyrgyzstan with a degree in public administration and information technology. He continued his studies with an MBA from Bishkek's Management Academy. For one year he attended high school in Turkey, at which time he got his business start, polishing furniture in Eskisehir Furniture Factory and selling dry goods in Istanbul.



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Zuhaf Atmar is a candidate for parliament from Laghman Province, Afghanistan. Parliamentary elections are scheduled for September 2005. Until recently, she served as Executive Assistant to the Minister for Counternarcotics, but she resigned in order to focus on her election campaign. Earlier, Ms. Atmar worked as gender and research support officer for AREU (Afghanistan Research and Evaluation Unit). In this position she worked extensively with Afghan women in rural areas with projects to promote their education, community voice, access to land and livestock, and their overall livelihood.

Ms. Atmar completed International Refugee Committee English language and computer courses while a refugee in Pakistan. She has attended management trainings given by Save the Children (UK) and Solidarite Afghan - Belgium (SAB).



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Laziza Azimova is National Director of the SOS Children Villages of Uzbekistan Association. She attained the position in 2004, after working as the Children's Village director in Tashkent. That village, and another under construction in Samarkand, represent the largest projects she currently supervises. She is also overseeing the establishment of a Social Educational Center for SOS kids in Tashkent. With a banking and finance background, Ms. Azimova previously worked as an administration officer at the EBRD, and finance officer with Credit Suisse First Boston, Tashkent.

Ms. Azimova's first degree was in international economics from Tashkent State University. She subsequently changed direction with a degree in psychology from Tashkent State Pedagogical University in 2004. She has attended the EBRD's course on developing efficient communication skills in London, and a management and leadership training course organized by SOS Kinderdorf International. While a student for five years Ms. Azimova designed, manufactured and sold her own very successful collections of women's clothes.



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Lily Begiashvili is Deputy State Minister for Reforms in Georgia. Her team's priorities are to carry out reforms to promote good governance, licensing reforms to remove impediments to entrepreneurial activity, and other reforms to deregulate the economy and democratize the country. Ms. Begiashvili has also served as Deputy Minister of Economics, and Deputy Minister of Infrastructure. Before the Rose Revolution, she was a legal adviser at the International Foundation of Election Systems (IFES), and also taught international law at Tbilisi State University. She continues to lecture today at the Georgian Institute of Public Affairs (GIPA). During the 1990s she worked in the Georgian parliament's legal department as a leading specialist.

Ms. Begiashvili graduated in international law and international relations from Ivane Javakhishvili Tbilisi State University. She received a master's of public administration (MPA) from GIPA in 2001. In 2003, she got an LL.M degree from the University of Illinois College of Law, focusing on public international law, trade and human rights. She was one of the drafters of Georgia's 2001 Election Code, now in force. She is also the author of the appeal to the Georgian Supreme Court that led to the abolishment of the 2003 November election results precipitating the Rose Revolution.



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Jamilya Gadiyeva works as Government and Public Relations Advisor for Statoil, Azerbaijan. She has had this position since 2001. She is responsible for planning and monitoring all major Statoil events in Azerbaijan and Norway. She is also involved in the preparation and implementation of the Caspian Oil and Gas Shows. During the mid-1990s she worked for the Statoil-BP Alliance as a recruiting campaign coordinator and PR assistant, and was also Vice Consul at the Norwegian consulate in Baku. Earlier, she also worked at the Institute of Deep Oil and Gas deposits as an engineer.

Ms. Gadiyeva's first degree was from the Moscow Oil and Gas Academy in computer science. Simultaneously she took English courses at the Institute of Foreign Languages. In 1998 she graduated from Baku State University with a degree in law.



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Amangeldi Gapbarov is Head of the Organizational and Youth Department of the National Red Crescent Society of Turkmenistan (Lebap branch). He supervises and leads trainings on life skills, drug awareness and social partnerships among local young people. He also disseminates information about international humanitarian law. Earlier in his career, Mr. Gapbarov was general coordinator at the Education and Health Center in Turkmenabat. He has also taught history at schools, and was a Turkmen language instructor for the Peace Corps.

Mr. Gapbarov graduated in history and law from Turkmen State Pedagogical Institute, Turkmenabat. He holds numerous certificates from trainings, including conflict preparedness, and the law of armed conflict (International Red Cross/ Red Crescent), the role of civil society in environmental protection (UNDP), and NGO management (Counterpart Consortium).



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Zura Gelenidze is Chief Financial Officer at Iberia Refreshments Pepsi Bottler in Georgia. He is in charge of financial planning and overall management of both the company and the plant on the outskirts of Tbilisi. Earlier, his career was largely spent at the Bank of Georgia. During his last three years there, he was director of the international relations department and director of corporate banking. In the latter position, he managed the bank's biggest branch and its 80 most important clients.

Mr. Gelenidze has an M.A. in international economic relations from Tbilisi State University's Faculty of Economics. He also did postgraduate study in 2002-2003 at the Tbilisi School of Political Studies. His hobbies and enthusiasms are his native country's history and culture, folklore, music and dances.



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Ulviyya Hazanzade is Counselor in the Political Department of the Office of the President of Azerbaijan. She works as the department's focal point for international organizations and foreign missions, especially foreign media. She assists in the preparation of legislative bills and participates in parliamentary debates. Previously, she worked as correspondent and broadcaster for Azerbaijan State TV. She also presented current events in English on live news broadcasts

Ms. Hasanzade studied at the State Institute of Foreign Languages in Baku and Baku State University, where she graduated with a bachelor's and master's in international relations. In 2004, she visited Washington and Pittsburg, Pennsylvania on the National Election Study Program of the American Council of Young Political Leaders. In Haifa, she participated in the Israeli Foreign Ministry's program "Media Strategies for Social Change."



Isayev, Ramin

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Ramin Isayev is Caspian Business Development Manager for KCA Deutag in Baku. His task there is to expand the business through the region, monitoring economic and political developments for risks and opportunities, and handling government public relations. Concurrently, he teaches classes on advanced international trade at Baku's State Economic University and macroeconomics at Khazar University. His experience includes deputy general economic manager at SOCAR (Azerbaijan's state oil company), as special representative of the senior vice president of Statoil, and as a chief economist at the Ministry of Finance.

Mr. Isayev has an M.A. in physics from Baku State University (specializing in semiconductors) and went on to do postgraduate work on optimization theory. At CERGE-EI in Prague he was a visiting Ph.D. student in economics in 1996-1998. In 2001 he received an MPA from Harvard University's Kennedy School of Government. Mr. Isayev is currently translating a well-known economics textbook from English into Azerbaijani. He has studied Kung-Fu.



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Ruhyya Isayeva is Director of the Legal Resource and Information Center of the American Bar Association/ Central European and Eurasian Law Initiative (ABA-CEELI) office in Baku. She manages the overall activity of the center, which has over 3000 members, and conducts legal research trainings for law professionals. Ms. Isayeva is a lawyer, having joined the Azerbaijan Collegium of Advocates in 2005. Before joining ABA-CEELI in 2000, she headed the international relations department of the Legal Education Society in Baku. She was also the founder and president of Women Guardians, a social-assistance public organization.

Ms. Isayeva took her B.S. in international relations from Khazar University in Baku. In 2004, she got a master's degree in law from Azerbaijan University, specializing in criminal law. In the same year, she participated in Viadrina University (Frankfurt)'s Summer School on the European System of Human Rights Protection.



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George Ivaniashvili is Chairman of the International Center for Social Research and Policy Analysis in Tbilisi. The center conducts analytical research programs, and provides policy-oriented consulting services. He also serves as assistant professor at Tbilisi State University, where he teaches a course he designed on the globalization of world politics. In the past, he has worked as donor coordinator and researcher for the Georgian International Oil Corporation. He also spent one year as an expert analyst for the Georgian parliament's Committee on Migration.

Mr Ivaniashvili has an M.Phil. in political science from the University of Manchester. He received his doctorate in the same discipline from Tbilisi State University in 2004. He was with the Institute for Public-Private Partnerships, in Washington, in 2000. The following year, he attended the Salzburg Seminar with a presentation on sustaining democracy in the modern world.



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Arslan Jorayev is Manager of the Civil Society Support Center (CSSC) of Counterpart Turkmenistan, in the city of Turkmenabat, Lebap Region. Previously, as CSSC program coordinator, he promoted local NGO and community activities such as roundtable and discussion clubs, and worked on capacity-building for NGOs and civil society in developing social partnerships, volunteerism, advocacy skills and community mobilization. In earlier stages of his career he taught English, and worked as a department clerk in Turkmenabat's chemical factory. He has worked as assistant to the deputy town mayor managing the social department and municipal women's organization.

Mr. Jorayev graduated from the Faculty of Foreign Languages in Seydi Teachers Training Institute, Turkmenabat. He has participated in various trainings conducted by Counterpart Turkmenistan on such topics as management style and methods, efficient governance, team building and conflict resolution.



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Nur Kadyrbekov works as First Category Specialist at the Press Service of the Kyrgyz Ministry of Foreign Affairs, where he has responsibility for relations with Kyrgyz-language mass media outlets. Until May 2005 he served as Vice Rector of Osh State University. At the university he also lectured in two departments: on media law and freedom of expression in the Faculty of Journalism, and on constitutional law and rhetoric for lawyers in the Faculty of Law. As a lawyer, he represented the university in court cases. He is also Administration Chairman of the Institute on Human Rights in Osh. Furthermore, as a journalist on Umut TV, he has produced and moderated over 40 television programs on constitutional and human rights.

Mr. Kadyrbekov graduated from the Faculty of Law at Osh State University. In 2004 he finished a year at the School of Journalism of the University of Kansas. He has also attended the Helsinki Foundation's International Human Rights School in Warsaw. Mr. Kadyrbekov is the author of Nurluu Tolkundar (The Radiant Waves), a book of poetry, and the composer of some 20 songs and music videos.



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Nina Khatiskatsi is Parliamentary Program Director at Transparency International Georgia. She also coordinated the parliamentary program in her previous work for the National Democratic Institute, where she was responsible for organizing trainings for members of parliament and parliamentary staff, preparing manuals and roundtables for legislators, and assisting them to develop new rules of procedure. Earlier, Ms. Khatiskatsi was an analyst in the military intelligence department of the Ministry of Defense. She also spent time working in the finance department of the International Organization for Migration.

Ms. Khatiskatsi graduated from Tbilisi State University with a degree in economic geography. She subsequently gained a diploma in international relations from the Georgian Diplomatic Academy, where she was also on the academy's board, representing her class.

Her articles on politics appeared at the time in various Georgian journals.



Khoshmukhamedov, Sukhrob

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Sukhrob Khoshmukhamedov has worked as Program Analyst at the UN Development Program (UNDP) since 2004. Previously he worked for a series of companies in Dushanbe. He was country representative for both Anford Trading (based in Switzerland) and Barents Group (based in England), and marketing director for the GSM operator Indigo Tajikistan. He also spent six months as deputy director of the Aga Khan Humanities Program for Central Asia.

Mr. Khoshmukhamedov took a degree in international economics at the Technological University of Tajikistan. In 2001, having won a Muskie fellowship, he graduated from the University of Denver with an M.A. in global finance, trade and economic integration. In 2003, he participated in the World Trade Organization (WTO) Executive Forum in Cancun, Mexico as an expert from the business sector of Tajikistan.



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Vanda Kvaghinidze is Program Assistant at the UN High Commission for Refugees (UNHCR) in Tbilisi. Her work concentrates on housing and other pressing life issues among the people of South Ossetia. She is also co-founder of the Forum Center for Civil Society Development in her hometown of Tskhinvali. For all of her career Ms. Kvaghinidze has been involved in relief and human rights work in Georgia - as a program manager for the International Rescue Committee, the Danish Refugee Council, World Vision International, and other groups.

Ms. Kvaghinidze graduated the foreign languages department (English and German) of the South Ossetian State Pedagogical Institute. She went on to gain a master's of public administration (MPA) at the University of Massachusetts, Amherst, in 2002, after winning a Muskie Fellowship (the only person from South Ossetia to have been awarded one). While at the World Vision, she conducted successful training courses on teambuilding with multicultural (ethnically and confessionally diverse) groups.



Madatova, Nurjahan
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Nurjahan Madatova is Housing Department Chief, Ashgabat Hakimlik (Municipal Government). She is responsible for the allocation of all housing properties belonging to the city in the Kopet-Dag region. She is also a member of the commission on property privatization in the region. Her job includes holding consultations with the population on Turkmenistan's property laws and regulations, and monitoring relevant city finances. She has worked in the Hakimlik since 1996.

Ms. Madatova graduated from the Foreign Languages Faculty of Magtymguly Turkmen State University as a philologist and teacher of English language and literature. Her hobbies are learning foreign languages and reading.



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Nurzhan Mausariiev is Head of External Affairs at the Economics Research Center under Kazakhstan's Ministry of Economy in Almaty. At this newly established center, he is responsible for cooperating with international financial institutions while building up his department and staff. For four years previously, he was chief of the marketing department for Talan Construction. He has also served as a corporate financial analyst at the Halyk Savings Bank of Kazakhstan.

Mr. Mausariiev studied at Moscow's Academy of Cinematography and Television, before turning to courses on advertising and management in Almaty. In 2002 he took a graduate degree in finance from the Kazakh State Academy of Management. In 1998 he finished one year of study in Bournemouth, England, with Anglo-World Education. He is an avid tennis player and skier.



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Maya Meredova is Cultural Affairs Assistant in the Public Affairs Section of the U.S. Embassy in Ashgabat. She organizes professional trainings, speaker programs, cultural activities (including archeological preservation and restoration projects, which are well received by the Turkmen government), exchanges and partnerships between Turkmen and American museums, folk music festivals, and cross-cultural film festivals. One of her major goals is to expand educational outreach and cultural activities into Turkmenistan's provinces. She also creates and produces the quarterly cultural magazine "Echo of America" to disseminate democratic values and human rights ideals. Before joining the embassy, Ms. Meredova taught English at Turkmen State University and the Turkmen-Turkish High School in Ashgabat.

Ms. Meredova graduated from Turkmen State University with a bachelor's degree in philology and English. She attended the teacher development program at Portsmouth Language School, England, in 2000. She also took New York University's online course in advanced writing and American studies in 2003. The following year she successfully completed the distance-learning course offered through Columbia University, "Evaluation of International Education Projects."



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Sitora Mirodzhova is the Medical Representative in Tajikistan of Innotech Internacionale, a French pharmaceutical company. Simultaneously she is working as health and development advisor the Medical Science Support Fund, a local NGO. She has served as a training coordinator for Project Hope in Dushanbe and a training doctor for Pharmaciens Sans Frontieres (PSF). Originally trained as a medical physician and advisor on reproductive health, Ms. Mirodzhova has also worked with the Ministry of Health on health care reform and drug policy.

Ms. Mirodzhova finished Tajik State Medical University and did her internship in Saint Petersburg. She did doctoral work at the Tajik Medical Postgraduate Institute as an obstetrician and gynecologist. Her interest in the social aspects of public health led her to spend 2003-2004 in India, studying population science and demographics on a UN scholarship at the International Institute for Population Sciences in Mumbai (Bombay).



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Vahe Mkrtchyan is the host and co-author of the TV talk-show "Tabula Rasa," shown on Armenian Public Television. His program invites 16 guests to explore topics such as the generation gap, woman in business, language and religion. He also works as a freelance interpreter for many international organizations and government bodies in Armenia. In the past he has served as the coordinator for visiting missions at the World Bank in Yerevan, and a project assistant at UNDP.

Mr. Mkrtchyan graduated from the Faculty of English and French at Yerevan State Institute of Foreign Languages. He also took a certificate degree in Italian at the institute. In 2003 he received an M.Sc. in social planning and policy from the London School of Economics (LSE).



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Nafisa Nezam serves as Chief of the Data Center at the UN Electoral Management Body Secretariat in Kabul. Ms. Nezam is responsible for training and supervising a team of 300 staff. In preparation for the Afghan presidential election, she handled the collection of voter registration data across the country and the tabulation of election results. She will perform similar tasks for Afghanistan's parliamentary elections in September 2005. Ms. Nezam spent seven years with the UN Office for Project Services (UNOPS) as a program officer and later as gender focal point, raising relevant gender issues in project monitoring and ensuring gender balance in trainings.

Ms. Nezam received her B.A. and M.A. in English from Kabul University and Kabul Pedagogical Institute, respectively. She later attended a certificate course in child education and child psychology in Delhi. She has attended numerous workshops, including conflict resolution (York, England), management and conflict (Dushanbe) and gender (Kathmandu, Nepal). In 2001 she was a civil-society delegate to the Bonn Conference on the post-Taliban reconstruction of Afghanistan.



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Eldeniz Osmanov is Account Manager and Agribusiness Specialist at the Azerbaijan Agribusiness Center (Pragma Corporation) in Baku. He provides technical assistance, including business and marketing planning, to fruit and vegetable, dairy and chicken processing facilities in provincial areas of Azerbaijan. As a farmer himself from Guba region, producing apples and wheat, Mr. Osmanov has specialized in agribusiness and regional development projects for seven years. He has worked with various organizations, including ADRA (in Azerbaijan's Nakhchivan area), TACIS, and Land O'Lakes (Participatory Agricultural Project in Azerbaijan), for which he helped to create dairy and hazelnut producer and processor associations.

Mr. Osmanov studied business management at Azerbaijan Economy University. In 2003 he participated in the IREX Community Connections program to observe agricultural and community development in the American states of Illinois and Wisconsin.



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Timur Ryspekov is Project Manager at the Nursultan Nazarbaev Educational Foundation, in Almaty. He initiated and recently facilitated the establishment of a new international undergraduate program in economics and finance at the Kazakhstan-British Technical University. Currently he is working to improve the vocational education and training for qualified workers in Kazakhstan's oil and gas sector, based on the experience of Norway. Earlier, he was the foundation's chief accountant. His career has also included positions with Arthur Andersen, Turan-Alem Bank, and the Kazakh Frontier Guards Service, where he was head of the IT department.

Mr. Ryspekov's first degree was in applied mathematics from the KGB Higher School in Moscow. He subsequently got an MBA from the Kazakhstan Institute of Management, Economics and Strategic Research (KIMEP). In 2003, he took an M.Sc. from the London

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Gayane Sargsyan is Executive Director of the Forum for 21st Century Leaders in Yerevan. In this capacity she has coordinated the South Caucasus Youth Political Networking (SCYPN) project, executed by her organization in cooperation with the Alfred Mozer Foundation (the Netherlands). She has previously served as program director at the Concord Center for Legal and Political Studies, designing training courses on political leadership, political networking and communication, and campaigning technologies. As a lecturer at the Open University of Armenia, she teaches courses on political culture and an introduction to politics.

Ms. Sargsyan graduated from the Foreign Language Institute in Yerevan with a specialization in English and German. In 2001 she was selected by the Momentum Program to participate in the workshop of the Conflict Management Group in Cambridge, Massachusetts, on "Changing Negotiation and Leadership Culture." In the same year, she was awarded a scholarship to attend Amsterdam Maastricht Summer University's course on democratic political campaigns and the Internet.



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Elvira Sarieva is Managing Director of Internews, the largest media NGO in Kyrgyzstan. She is in charge of offices in Bishkek and Osh, overseeing financial and networking activities while developing and implementing assistance strategies for local media. Before coming to Internews in 1998, originally as editor of a bulletin on media-related events in the country, she worked in the protocol department of the Foreign Ministry and in the Indian Embassy to Kyrgyzstan. Currently she is also advisory board member of the Eurasia Foundation and the Democracy Commission Small Grants Program, and on the supervisory committee of the Media Support Center Foundation in Bishkek.

Ms. Sarieva received a degree in English and American literature from the Bishkek Humanities University. She continued her studies with an MBA from the Kyrgyz Academy of Management in 2002. She also attended the BBC English Language School broadcaster's

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Mokhir Shagzatov works as Housing and Communal Services Specialist at the Urban Institute in Tashkent. His project promotes condominium development in Uzbekistan as well as a market for housing management and maintenance services. He came to the job from the Ministry of Finance, where he was deputy head of the department for foreign credits and external debt. He had previous experience working for Tashkent City Hall, monitoring joint stock companies and doing financial analyses. At one point he was head of the city's foreign currency fund.

Mr. Shagzatov graduated as an engineer-economist from the Tashkent Institute of Irrigation. He got a master's in economics from the Uzbek Financial Academy in 2000. In 2004 he took a master's in public policy at Japan's National Graduate Institute for Policy Studies (GRIPS) in Tokyo. He has attended trainings in Hyderabad, India on SME financing and at the Maastricht School of Management, where he studied risk through the lens of mathematical games theory, which is one of his main interests/ hobbies.



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Elmira Shishkaraeva is Program Manager of the Winrock International "Preventing Human Trafficking in Kyrgyzstan Program." The program aims to strengthen the capacity of local NGOs to combat human trafficking by raising awareness of the dangers, creating alternatives to offers of work abroad, and offering victim assistance services. For six years, Ms. Shishkaraeva directed the Soros Foundation's civil society program in Bishkek. She initiated the "Women's Oral History" project for former Soviet countries, and is currently following up with the publication of the two-volume manual Gender Studies: Women's Oral History. Since 2002 she has been on the board of the Network of East-West Women (NEWW), supporting the growth of independent women's movements in Central and Eastern Europe

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Ms. Shishkaraeva specialized in Kyrgyz history and ethnography at Kyrgyz State National University. In 2002 she was a visiting scholar at the Institute for Research on Women (IRW) of Rutgers University, New Jersey.



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Hamdam Tagaymurodov is the Director of the Agency for the Procurement of Goods, Works and Services under the Ministry of Economy and Trade of the Republic of Tajikistan. His job is to reform and decentralize the country's public procurement system, restructure the agency, and draft new legislation controlling its work. Mr. Tagaymurodov came to the agency from Orientbank, where he was chief of the department of foreign economic activity. Before that, he served for seven years with the IMF in Dushanbe.

Mr. Tagaymurodov graduated from the Faculty of Oriental Languages at Tajik State University with a specialty in Arabic, and did postgraduate work at the same university in medieval Arabic literature. (During military service in Syria, he was interpreter for the Soviet military advisor to the chief of a Syrian Air Force Division.) Changing direction, he graduated Tajik State National University in 2000 with a degree in the economics of enterprises and entrepreneurship. He has attended banking and finance training courses at the Turkish Central Bank, Ankara and the IMF Institute, Washington.



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Feruza Tatybaeva is Senior Advisor at ABN AMRO Bank in Tashkent. Simultaneously, since 1995 she worked as Central Asia regional manager for the Dutch company Coop. Agrico. Before moving into the business world, the first part of her career was devoted to teaching. She taught at the Tashkent Academic Institute of Philosophy, and then for five years was a lecturer in the psychology department of Tashkent State University.

Ms. Tatybaeva graduated Tashkent State University with a degree in psychology. She went

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Nurbek Toichubaev is Director of the "Information Future" Public Foundation in Bishkek. The foundation's mission is to spread Internet and information access in remote areas of the country, both by physically installing communications networks, and disseminating computer literacy among the rural population. His previous job was in the presidential administration, where he led the development of the Internet portal of the Kyrgyz Republic. Previously he did analogous work for the State Property Fund and Foreign Investments Committee. Mr. Toichubaev graduated from Kyrgyz State National University with a degree in information science and applied mathematics. He subsequently completed a postgraduate degree in economics at the European University in St. Petersburg, and got a master's of public administration (MPA) at Japan's National Graduate Institute for Policy Studies (GRIPS) in Tokyo, which he attended as part of a young leaders' program.



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Shahida Tulaganova is a freelance journalist and assistant producer with BBC World Current Affairs. Recent BBC documentary films she worked on are "The Changing Face of Islam," the five-part series "Off the Map" (about five breakaway areas, including Abkhazia and Nagorni Karabakh), and the four-part series "Meet the Stans" (where she co-presented the film on Uzbekistan). For seven years, she was also an editor/ radio presenter in the Central Asia and Caucasus section of the BBC World Service.

Ms. Tulaganova gained a B.A. in political science for the University of World Economy and Diplomacy in Tashkent. Her M.A. in diplomatic studies is from the University of Westminster, London. In 1999 she attended the course on "Leadership in Conflict Resolution" at the UN International Leadership Academy in Amman, Jordan.



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Roza Tulepbayeva is Legal Advisor to the President of the Kazakhstan Institute of Management, Economics and Strategic Research (KIMEP). Her achievements in this post have included reorganizing the state institution KIMEP into a joint-stock company, drafting its charter and other foundation documents, and representing its legal interests in court. She has also taught a course on Kazakh law at the institute.

Ms. Tulepbayeva graduated from Kazakh State National University in international law, and continued her studies in the same field with an M.A. from Bilkent University in Ankara, where she wrote her thesis on U.S. foreign policy towards Kazakhstan since independence. In 2002 she gained an LL.M from Cambridge University (Wolfson College).



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Timur Yadgarov is Director of the Strategic Development Department at Kapitalbank, in Tashkent. His duties consist of steering the bank's most innovative projects while establishing relationships with international financial organizations. He served previously as First Deputy General Director of the State Central Depository, when he worked to bring Uzbekistan's securities market in line with international standards, Deputy Head of the Financial Department of the State Property Management Committee, and Deputy Chairman of the National Clearing House. At one point in his career, he directed a business-consulting firm, advising Kizilkumcement, the biggest cement factory in Central Asia.

Mr. Yadgarov got his first degree from Bukhara State University in history and social sciences. He subsequently took a second B.A. from the same university in economics in 2000. He did his doctoral (Candidate of Sciences) research in Tashkent, at the Academy of Sciences' Institute of Economics, and in 2003 successfully defended his dissertation on the depository system of Uzbekistan's securities market.



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Noor Zahid is newly appointed to the Secretariat of the Afghan Parliament as Director of Committees. The Secretariat, currently in preparation phase, will come into full operation after Afghanistan's parliamentary elections in September 2005. Since 2002 Ms. Zahid has been working as Cultural Affairs Assistant at the U.S. Embassy in Kabul. Earlier, he was involved in humanitarian and repatriation work as program coordinator for the International Catholic Migration Commission and a caseworker for Savera Counseling Services, working out of Islamabad.

Mr. Zahid graduated from Cairo University with a B.Sc. in political science and economics. The subject of his thesis was Islamic movements and political instability in Afghanistan, 1992-1996. He has attended many workshops on international relations topics, such as Arab political systems, democracy in the Middle East, and "Integration and Disintegration in the Central Asian Republics." In 2004 he participated in trainings on public diplomacy in Delhi and Washington.



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Dana Zhandayeva is Assistant to the Local Economic Development Project of the International Labor Organization (ILO) in Kazakhstan. Until recently she was also a consultant to the Law and Environment Eurasia Partnership public foundation, focusing on Kazakhstan's legal compliance with the Aarhus Convention on justice in environmental matters. She is the author of various reports on ensuring environmental sustainability and biological diversity in Kazakhstan. She also spent several years working on legislative reform at the International Centre for Not-for-Profit Law in Almaty, and coordinating the parliamentary/ legal reform project for the American Bar Association's Central and East European Law Initiative (ABA/CEELI).

Ms. Zhandayeva graduated from the Kazakh State University of World Languages, before going on to gain a law degree at the Adilet Higher School of Law in Almaty. In 2003 she also got an LL.M from the University of Groningen, with a specialty in international environmental law. In 2004, she spent four months as a research fellow for the World Conservation Union in Bonn, Germany, working on a framework convention for protecting the marine environment of the Caspian Sea.



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Souren Zohrabian is Deputy Branch Manager of HSBC Bank Armenia in Yerevan. He has been with the bank since 2001, entering the financial control department. He subsequently worked as a foreign exchange trader in the treasury department, and rose to be head of retail for the bank, before becoming branch manager. He previously worked in London as a marketing officer at Granten and a sales agent for Expolink.

Originally educated as a doctor, Mr. Zohrabian finished Yerevan State Medical University. He re-qualified himself in 2001, getting an MBA from the American University in Armenia, and following up with a general course on banking from the Yerevan Financial Banking College. In 2003, he attended the Executive Leadership and Management Program at Cambridge Business School (Judge Institute of Management) in England, with research on the regional integration of the electric power systems of Armenia, Georgia and Azerbaijan. His interests include entrepreneurship and basketball.