



CENTRAL EURASIA LEADERSHIP ACADEMY

CELA 6 BIOGRAPHIES

ISTANBUL

July 15-25, 2007

Compiled by Adam Smith Albion, Tory Grubbs, Zoran Hrcic and Aynabat Yaylymova

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LEADERSHIP SPEAKERS

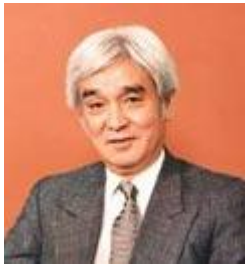
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AHMET C. BOZER

Currently president of The Eurasia & Middle East Division based in Istanbul, Turkey. Ahmet C. Bozer previously served as the managing director of Coca-Cola Bottlers of Turkey (CCBT). CCBT was formed in 1998 as a joint venture between The Coca-Cola Company, The Anadolu Group and Özgörkey Companies to cover all of Turkey. During this time, the Turkish operations consistently moved up within the worldwide top 20 ranking, increased its leadership ratio versus its nearest competitor (6 straight years) and CCBT created significant value for its shareowners. Mr Bozer directed many infrastructural and organizational development projects.

Prior to this most recent assignment, Mr Bozer served as finance director and deputy managing director of Company Bottling Operations in Turkey during 1994 - 1999. He joined the Turkish Enterprise in 1992 as Region Finance Manager and joined the Coca-Cola system in Coca-Cola USA as Financial Control Manager in 1990, following a five-year career with Coopers & Lybrand in various audit, consultancy and management roles. He holds a masters degree in Business Information Systems from Georgia State and a BS in Management from Middle East Technical University in Turkey.



AKIRA IRIYAMA

Akira Iriyama is Visiting Researcher at International Development Center Japan and Association of Public Interest Corporations. He was formerly President of the Sasakawa Peace Foundation, the largest international foundation in Japan, from 1993 to 2005, and also Professor at Graduate School of Rikkyo University from 2002 to 2007. He has been involved in various activities related to the nonprofit sector, including teaching and lecturing at various institutions, both domestically and internationally. Among a number of publications, his most recent work is *On Civil Society (2006)*. Mr Iriyama is a graduate of the Law Department of the University of Tokyo and received his PhD (Economics) from Reitaku University. He was awarded the Royal Norwegian Order of Merit in 2006 by the King of Norway and the Royal Order of the Polar Star in 2007 by the King of Sweden. He was born in 1939 and married to Noriko Iriyama in 1966. They have two sons and live in Tokyo, Japan.



PIERRE MOREL

Ambassador Pierre Morel was born on 27 June 1944 in Romans, Drôme, France. He began his diplomatic career at the Quai d'Orsay in 1971. He has a degree from the Institute for Political Studies in Paris (1965), a law degree from Paris University (1966) and studied at the French National School of Public Administration (Ecole Nationale d'Administration) from 1969 to 1971.

From December 2005 to September 2006 he worked in Paris as advisor to the Policy Planning centre in the French foreign ministry and on specific assignments: special mission at deputy ministers level to Baku and Yerevan of the OSCE Minsk Group on Karabakh; head of the French delegation to the Tbilisi on Eurasian energy security and head of the French delegation to the ASEM Interfaith Dialogue in Larnaca.

In 2002 Mr Morel was appointed French Ambassador to the Holy See. He has also served as Ambassador to the People's Republic of China (from 1996 to 2002), to the Russian Federation and at the same time to Turkmenistan, Mongolia, Tadjikistan and Moldova (1992 to 1996), and to Georgia (from 1992 to 1993 and to Kirghizstan (from 1993 to 1996).

In 1991 Mr Morel worked in Paris as diplomatic advisor to the President of the French Republic. He participated in the negotiation of the Maastricht Treaty.

Mr Morel is an officer in the Legion of Honour and in the National Order for Merit. He is a member of the International Institute of Strategic Studies (London) and he has published a number of articles on diplomatic affairs. He speaks German, English, Italian, Russian and some Chinese. He is married with three children.



ERIK R. PETERSON

President,
Eurasia & Middle East Division,
Coca-Cola Company

Erik Peterson is senior vice president at the Center for Security and International Studies in Washington DC. He is also director of the Center's Global Strategy Institute, the mandate of which is to assess long-range policy challenges and opportunities. In addition, he leads the Seven Revolutions Initiative, a broad-based effort to forecast key trends out to the year 2025. From 1993 to 2003, Mr Peterson served as director of studies at CSIS. In that capacity, he was responsible for the planning and development of the wide range of research projects at the Center. Mr Peterson came to the Center from Kissinger Associates, where he was director of research.

Mr Peterson holds an MBA in international finance from the Wharton School at the University of Pennsylvania, an M.A. in international law and economics from the School of Advanced International Studies (SAIS) at the Johns Hopkins University, and a B.A. from Colby College. He holds the Certificate of Eastern European Studies from the University of Fribourg in Switzerland and the Certificate in International Legal Studies from The Hague Academy of International Law in the Netherlands. For the past seven years, Erik has co-taught a course on global trends at the Schreyer Honors College at Pennsylvania State University. He has also lectured on international economics and finance and geopolitical risk at many colleges and universities, including Chapman and George Mason Universities, Georgia Tech, and the Wharton School. Currently, he is a member of the Global Risk Network of the World Economic Forum, a board member of the Center for Global Business Studies at the Pennsylvania State University, and a member of the Advisory Board of the Center for the Study of the Presidency. In September 2006, in recognition of his achievements at the Center, Mr Peterson was named by the CSIS Board of Trustees as its 2006-2007 Trustees Fellow.

CORE FACULTY MEMBERS

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TERRY BLUM



Georgia Institute of Technology
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Terry C. Blum is the founding director of Georgia Tech's Institute for Leadership and Entrepreneurship (ILE), an interdisciplinary unit that develops individual and organizational leadership capabilities for economic growth, social responsibility, and environmental sustainability. ILE's activities increase students' attentiveness to the critical cultural, economical, environmental and social issues they will face as they advance in their chosen professions, preparing them to be more effective leaders in an increasingly complex world. Dr Blum also holds the Tedd Munchak Chair and is a Professor in Georgia Tech's business school, the College of Management, where she served as Dean for seven years (1999–2006). Prior to her position as Dean she served as Director of the Center for Entrepreneurship (1996-2000) and as a faculty member in the College of Management.

Dr Blum earned a PhD from Columbia University in 1982 and previously served on the faculty of Tulane University (1982-1986). She has served as an advisor or director for several entrepreneurial endeavors including: Stanford's Roundtable on Engineering Entrepreneurship Education and Project Tsunami's Global Brain Trust. She currently serves on the boards of the Community Foundation of Morgan County, Junior Achievement and MedShare International, a not-for-profit venture that creates value and improves health through the collection of surplus medical supplies and equipment for distribution to developing countries.



JAMES CLARK PLEXICO

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James Clark Plexico is President of International Strategies, Inc. located in Raleigh, North Carolina. International Strategies, Inc. conducts seminars and coaching in international business protocol and cross cultural competency for corporations, NGO's, and government agencies preparing them for international business ventures and trade

missions and to develop and maintain effective and efficient multinational teams. In addition, Clark works with educators throughout the United States helping them to internationalize education as a way of preparing the next generation of leaders for success in the 21st century global workplace.

Clark brings a diverse professional background to his work with clients, having experience as an international entrepreneur, elected official and corporate executive. He is a former North Carolina State Senator who was elected to four terms before becoming the state president for law and government affairs for AT&T. Before being elected to public office, Clark was the owner of an international real estate company located in London, Tehran and Hong Kong and lived and worked abroad for over a decade.

In addition to his professional experience, Clark has earned his M.A. in International Relations from the University of Southern California, is a graduate of the School of Arabic at Middlebury College, is trained and certified as a corporate and international business protocol consultant by the Protocol School of Washington, and in cross cultural competency by both Duke University's Fuqua School of Business in the United States and Richard Lewis Communications in the United Kingdom. Highly involved in the life of North Carolina and serving on many boards, Clark is also a member of the Royal Institute of International Affairs (Chatham House), the Southern Center of International Studies, and the Society of International Business Fellows.

This year marks the sixth consecutive summer that Clark Plexico has been a facilitator for CELA, having been involved since the beginning.

WILLIAM P. STARNES (Bill)



Society of International Business Fellows
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William P. Starnes joined the Society of International Business Fellows as a member of the Class of 1998. He was selected to be Managing Director of SIBF effective July 2001.

From 1984 to 2000, Bill was with the Trammell Crow organization, which develops, owns, manages and leases real estate in Europe, Latin America and Asia with assets totaling over \$350 million, becoming a co-manager partner in 1997. Bill was responsible for determining overall business strategy, opening new markets, entering into joint ventures, approving new investments, and selecting new partners as well as overseeing the overall administration of the business from its headquarters in Dallas, Texas. He has

traveled extensively to Asia, Europe and Latin America and oversaw the opening of new offices in Japan, China, the Netherlands and Hungary.

Bill 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. He is a member of the Urban Land Institute, and the Dallas Committee on Foreign Relations. His personal interests include travel, reading and the movies. Bill lives in Dallas with Donna, his wife for 28 years. They have one son, Jon.

Areas of Expertise

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

ROBERT N. THOMAS (Bob)



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Robert N. Thomas is Professor of Leadership with the Institute of Leadership and Entrepreneurship at Georgia Institute of Technology. He held faculty and administrative positions at public and private institutions of higher education before joining Georgia Tech in 2006. He completed his doctorate at the University of Georgia in 2005 and earned an MBA from Georgia State University in 1983. Prior to entering academia, he held senior positions in business and the financial service sector. Dr. Thomas has extensive experience with foundations and universities in Central and Eastern Europe. He is the Executive Director of the Servant Leadership Alliance.

SIBF FACILITATORS

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JOHN B. CASWELL

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John Caswell worked in commercial lending from 1961 to 1964 and then began a 20-year career with Stanhome Inc, moving from salesperson to corporate president. Along the way he was founding president of Stanhome in Spain and vice president for Europe. He retired in 1984, moved to Florida and started a personnel and management consulting company (www.OmniaGroup.com). Omnia has served over 18,000 corporate and governmental clients in 23 countries. Omnia operates on the belief that the most important cause of employee dissatisfaction, low morale, low productivity and employee turnover is not an employee's ability to do the job but incompatibility with the work environment. Omnia assists clients in aligning the work demands and the workplace realities.

John went to Brown University and Columbia University Graduate School of Business (graduating with an MBA and being named a McKinsey Scholar by the Columbia Business School faculty). He is a member of the Society of International Business Fellows, The Tampa Bay Committee on Foreign Relations, the Tampa Yacht & Country Club and of Longmeadow Country Club (MA). Published works: The Hunted; The Art and Science of Employee Selection; Empowered! The Art and Science of Partnership Management (There Are) Two Reasons Why.



BARRY F. CROSSMAN

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Since retiring in 2001, Barry F. Crossman has devoted his time to volunteer activities. In addition to being a member of the Global Network Foundation Board and as joint coordinator of CELA, he has served on a number of non-profit boards.

He was President of Our Friends Place, a Dallas charity that provides homes to abused, neglected and abandoned girls and young women, and President of St. Simon's After

School Program, which provides an after school program for children, who do not have a parent available until after work, at 15 schools. He is on the board of Amistad Mission, which maintains an orphanage in Cochabamba, Bolivia and supports a remote nearby village with educational, medical and agricultural assistance. He also spends a week each year in Honduras helping in remote areas and with his wife Nancy is leading groups to New Orleans to assist with Hurricane recovery efforts there.

Barry spent over 33 years with Caltex Corporation, an international petroleum company operating primarily in Asia, Africa and the Middle East and spent a number of years living and working abroad. His main areas of interest were negotiations and joint ventures. He briefly worked as CEO of two technology based companies after retirement. He has an MBA and BS in Finance from Indiana University and did further work toward a PhD at New York University. He participated in programs at the Aspen Institute, is a member of the Dallas Committee on Foreign Relations, the SMU Political Forum and The World Affairs Council.



JAMES A. CRUPI (Jim)

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Dr. James A. Crupi is President and Founder of Strategic Leadership Solutions, Inc. Jim is a recognized authority in international business, future trends, and leadership development and is an internationally popular speaker. His leadership workshops are world renowned. Jim works with executives for the purpose of aligning strategy, enhancing productivity and competitiveness, and training the management team. Jim has been featured on CNN and National Public Radio, and quoted in many publications throughout the world.

He received his BS degree from North Georgia College, M.S. from the University of Southern California, and PhD from the University of Florida. He has completed advanced work at the London Business School, Oxford University, and the International Management Institute in Geneva and is an Executive in Residence at the KSU Center for Character, Ethics, and Leadership.

Jim has served as a consultant to the Office of the President of the United States and does work for many Fortune 1000 corporations, including Coca Cola, Turner Broadcasting Corporation, AT&T, EDS, Bell South, Southwestern Bell, Intel, Phelps Dodge, Motorola, and IBM, among others. He served in the armed forces as a company commander and instructor at the elite Army Ranger School.



**HAROLD BRADFORD DUNN
(Brad)**

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Harold Bradford Dunn is the President and owner of Mouat Company and has been a founder and investor in several technology companies. He currently serves as a Director for Applied Ultrasonics, Integrated Photonics, Induron Coatings and CapitalSouth Bancorp.

Born and raised in Montgomery, Alabama, Brad attended Vanderbilt University where he earned a degree in Mechanical Engineering in 1965. His career began with the design and installation of environmental control systems for a broad range of industrial processes. He joined Mouat Company in 1971 and began redirecting its core business from regional industrial sales to providing consulting, engineering, equipment, and turn-key systems for the metal casting industry. The company built a solid national reputation within its market during the next ten years and maintains that position today with activity throughout North America. Brad and his wife, Katie, have two married children, a son in California and a daughter in Alabama who is the mother of their two grandchildren.

SHELBY R. GRUBBS



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Shelby R. Grubbs is a lawyer and a partner in the Atlanta, Georgia office of Miller & Martin, a law firm based in the southeastern United States. He has over 32 years of experience in law practice which has included serving as lead counsel for Fortune 100 and FTSE 100 companies, service as special master in litigations involving toxic tort claims and Medicare reimbursement programs. While he remains active as counsel in class and other complex litigation, his professional work today is largely focused on dispute resolution and dispute management. He has acted as an arbitrator or mediator in numerous

business, construction and intellectual property disputes.

Shelby's interests and experience include international and comparative law. He is currently chairing the Litigation, Arbitration & Dispute Resolution Section of the World Law Group, a network of law firms with more than 12,000 lawyers in 46 firms in 37 countries. He is the editor of *International Civil Procedure*, a 2004 publication that compares litigation and arbitration procedure in some 34 separate countries and jurisdictions.

A former president of the Chattanooga Bar Association, he is a 1975 graduate of the University of Alabama School of Law where he was a member of the *Alabama Law Review*. He has served on numerous civic boards including the Chamber of Commerce, the Boys and Girls Clubs, the Heart Association and the Audubon Society. He is currently a member of the board of the Global Network Foundation headquartered in Atlanta, Georgia and is active with the Greater Atlanta Heart Association. He is married to Lynne Dodge Grubbs, formerly of Guelph, Ontario, Canada. They have grown three children, Nathaniel, James and Elizabeth Victoria.



JOHN C. MILLS

Manufacturing Companies, Inc.

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John began his career with the Accounting firm of Ernst & Ernst (now Ernst & Young) in Dallas. The Firm moved him to Spokane Washington and then to Seattle where he served in both audit and consulting practices. John left the practice of accountancy in 1981 after acquiring the DYO Chemical Company. In 1985, while still president of DYO, John began assisting his father in the management of Town View Corporation. He took over the management duties in 1990 after being elected President of the Corporation. John continues to serve as President of Town View Corporation, a real estate holding company. John has continued his involvement in the specialty chemical industry and international business and serves as chief executive of Manufacturing Specialties (successor to DYO), Green Star Group, a manufacturer of environmentally friendly products, and 8 Dragons Trading Company which focuses on trade with China.

John attended Southern Methodist University and Texas Tech University, graduating in 1972 with a BBA in Accounting. John is a member of the Rotary Club of Dallas (Paul Harris Fellow) and has served on the Boards of civic organizations such as the YMCA. He is a member of the Society of International Business Fellows.



A. STEVEN RAAB

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A. Steven Raab is the Chairman and Chief Executive Officer of The InSource Group, a Dallas-based company that provides a full range of technology resources including technical staff on a contract, contract-to-hire and full-time basis, project solutions and, in conjunction with strategic partners, outsourcing services. Steven has a long and diverse management and sales background in information technology, financial, and real estate industries. He began his technical career at IBM, where he held various line and staff management positions in sales and vertical industry markets over a period of 17 years. In September 1974, Steven moved to Dallas with IBM and he has lived here ever since. Steven has also been founder and president of his own custom home building company, Executive Vice President of Real Estate and Real Estate Lending for Champion Savings & Loan, and EVP of Real Time Financial Systems, Inc.

Philanthropic activities are an important part of Steven's personal life. For the past several years, his main focus has been Dallas Social Venture Partners, where he is immediate past chairman and currently serves on the board. He also served on the board and is a past chairman of Mothers Against Teen Violence and is a member of the board of The Dallas Institute for Humanities and Culture.

In addition to philanthropy, Steven is keenly interested in geopolitics and world affairs and is active in the World Affairs Council of Dallas. An avid outdoorsman, he is involved in motorcycling, fly-fishing, running and, most recently, equestrian sports. Steven has a son and grandson and he and his wife Ginny also share a passion for their two rescued golden retrievers, Jake and Hudson.



BENJAMIN R. RECHTER (Ben)

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Benjamin R. Rechter was born and raised in Bloomington, Indiana. He met his wife Joan while they were both attending Indiana University. They have three children and six grandchildren. Ben is President of Rogers Group Investments, Inc., a private holding company, international in scope, which owns companies engaged in mining and highway

construction, zinc dust production, real estate development, and gas and oil reserves. Ben has chaired several non-profit organizations, which work in the areas of health and human services and the arts. Areas of expertise are corporate management and finance. He participated in the Georgia CELA reunion and was a facilitator for CELA 5 in 2006.



CHARLES MEADE SUTTERFIELD (Meade)

5730 Winterhur Lane
Atlanta, GA 30328

E-mail: meade.sutterfield@sibf.org

Charles Meade Sutterfield is a private equity investor primarily in emerging telecommunications and wireless communications entities. Meade 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. Meade'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.

In a divergence from this background, Meade 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, Meade 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, Meade began a search for an attractive telecommunications niche in which a company could be purchased, which led to the SMR industry and JCC.

Meade'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. In 1986 he was President of the Harvard Business School Club of Atlanta. He is the Chairman Elect of the Society of International Business Fellows, a Director of the Radio Club of America and a member of the Atlanta Business Roundtable. He is married to Susan Johnson Sutterfield with three grown stepchildren. His hobbies are tennis, travel and wine.

Areas of Expertise

In my career I have written and reviewed many business plans that outline new or existing

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



WILLIAM S. TIFFANY (Bill)

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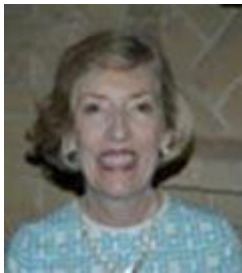
William S. Tiffany is an international entrepreneurial senior Operating and Marketing Executive with a history of over twenty-five years operating in Asia and Africa for a major international oil firm. Bill was the Chief Executive of the largest wholly owned subsidiary of Caltex Petroleum Corporation, a company with revenues of \$1.4 billion, 950 employees, and fixed assets of \$500+ million. He later was made a corporate Vice President and member of the executive committee and Chief Planning Officer reporting directly to the CEO. He provided strategic guidance to drive Caltex long-term financial growth and stability through a balance of profitable expansion and rationalization in key markets and regions worldwide. Bill oversaw strategic planning, budgeting and investment analysis to guide decision-making processes across the worldwide operating area.

Subsequent to his career with Caltex, Bill has served as a consultant to oil firms internationally and has served in a variety of senior executive positions in high technology and software companies, including COO of a software start up operation. He was also President of a business machine sales and service company which had new ownership, developing new markets and quadrupling sales during the initial period of new ownership.

Education & Affiliations

- AB, Political Science – Stanford University, Palo Alto, California, 1970
- Executive Advisor – Center for Executive Options, 2000
- Board Member & President – American Chamber of Commerce of the Philippines
- Member & Vice Chairman – Philippine Eagle Foundation
- Board Member & President – International School of Manila
- Speaker – Institute for the Study of Earth & Man, Southern Methodist University
- Speaker – World Economic Forum meetings on Business in Asia & China
- Participant – seminars at the Aspen Institute, Aspen, Colorado
- Member – The Society of International Business Fellows
- Member – Dallas Committee on Foreign Relations

from Columbia University. She studied Russian in St. Petersburg, French in Lyon and Japanese at Middlebury College. Previous experience included work as an internet consultant, as a stock market analyst at CS First Boston and Alliance Capital and starting up a Russian language news magazine in St. Petersburg.



NANCY CROSSMAN

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Nancy Crossman is an interior designer with experience in both commercial and residential space planning and interiors. She worked in various countries while on assignment with Barry prior to moving to Dallas, Texas. She was an Adjunct Professor of Design at a Dallas Community College. She is also a certified NLP Master Practitioner and has assisted children and teenagers with strategies for improving their learning and social coping capabilities.

Nancy has a strong interest in art and has been a docent at the Dallas Museum of Art for 20 years and at the new Nasher Sculpture Center since it opened in October 2003. Nancy has a BA in Fine Arts from the University of California at Berkley. She is a member of the American Society of Interior Designers, the SMU Political Forum and the Dallas Council on World Affairs and has attended several programs at the Aspen Institute.



FAYE E. CRUPI

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Faye E. Crupi is the wife of James A. Crupi and handles the administrative and financial aspects of Strategic Leadership Solutions. She also serves as President of the Assistance League of Greater Collin County, a charitable organization that touches the lives of the grieving, the young, the elderly and the abused. Faye received her BS in math from North Georgia College. She has been an electrical engineer for Western Electric and also worked for American Express and the Singer Corporation. She and Jim reside in Plano, Texas. Their daughter, Shannon, works in Atlanta and their son, Matthew, works in

London.



KATHERYN CROCKETT DUNN (Katie)

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Katheryn Crockett Dunn is a wife, mother, grandmother and civic volunteer. She is a past active member of the Service Guild of Birmingham, past president of the Women's Organization, a member of the Guild, and an Elder of Independent Presbyterian Church and Director for Southern Danceworks.

Katie was born in Nashville, Tennessee and graduated from Vanderbilt University with a degree in Psychology. As a teenager she danced with the Nashville Ballet Society. Katie's professional career included responsibilities as a systems analyst for Northwestern Mutual Life Insurance Company and Protective Life Insurance Company.

She met her husband Brad while both were at Vanderbilt. They will celebrate their 40th wedding anniversary this year. They enjoy traveling and spending time with their two married children and two grandchildren.



NORIKO IRIYAMA

Noriko Iriyama worked mostly as a translator and a tutor. Her translation works include newspaper articles, political, social and economic papers and analyses on operas. She worked for Goldman Sachs & Co. as a full-time translator and for the Asiatic Society of Japan as a part-time executive secretary. She also wrote articles on Japanese castles for a travel magazine published in English. She is a MIT-certified interior coordinator and has worked to help customers design the interiors of their houses and apartments. She has been involved in various volunteer activities. Noriko graduated from College of Saint Benedict in Minnesota, U.S.A. in 1964 majoring in history.



GINNY JACKSON

Ginny Jackson is Vice-President and significant shareholder of Statement Systems, Inc., (SSI) a Dallas-based company that provides solutions for managing, communicating and distributing sensitive, time-critical data. SSI specializes in complex communications with a high degree of personalized information such as employee retirement or benefit statements, telephone billing statements, bank treasury management documents and the like. Clients include ExxonMobil, Cingular, Federal Express and many other Fortune 100 companies, as well as many smaller regional clients.

SSI was started in 1993 as a simple lettershop specializing in mailing billing statements. Several months later, SSI began expanding its data processing capabilities. Today, SSI is now widely recognized as one of the pre-eminent complex data processing and imaging companies in the country.

A bona fide California beach girl, Ginny graduated from Occidental College in 1970. Prior to joining SSI, Ginny worked in a wide range of fields, including restaurants, accounting, marketing and software development. She helped found RealTime Financial Systems, one of the first fully-integrated accounting software packages for the small business user, which is where she met her husband, Steven Raab.

Ginny's hobbies include cooking (as much as possible, as often as possible, for as many people as possible), reading and all sorts of sports and outdoor activities. She enjoys attending a wide range of arts and cultural events, especially dance and literary performances. Ginny and husband, Steven, share their home with their two golden retrievers, Jake and Hudson, as well as two cats.



JOAN RECHTER

Joan Rechter attended Indiana University School of Business. She has three children and

six grandchildren, 2-19 years of age. She has home design and decorating experience and worked as office manager in a small business. Joan participated in Georgia CELA reunion and CELA 5 in 2006.



DONNA J. STARNES

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Donna J. Starnes is proud to have been involved in the CELA program every year since it was founded. She greatly appreciates the opportunity to meet professionals from Central Eurasia to discuss their business and community work, as well as to hear about their everyday lives and families. Donna also enjoys participating in the CELA program as an editor of the participant stories.

Donna is a personal financial advisor, certified as a CFP and a CPA. She started her career as an auditor for Arthur Andersen, and then worked for 11 years in executive positions for a major financial service firm, now a subsidiary of Citigroup. After some time off to raise her son, dabble in creative writing, and run a home-based creative business, she resumed her financial career. Because she enjoyed dealing with individual clients, she worked for several years as a fee-based financial advisor for executives with a National Financial Planning Firm, now a subsidiary of Goldman Sachs. Currently Donna works part-time for a firm managing client portfolios in the \$2 million to \$20 million range.

One of Donna's favorite activities is entertaining her granddaughter, Lexi. But she also makes time for race-walking, fund-raising for the Leukemia Society, traveling, movies, creative projects, Scrabble, and buying and selling on eBay.



SUSAN J. SUTTERFIELD

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Email: susan@sutterfield.net

Susan J. Sutterfield has 20 years of experience as a hospital nurse with a focus in physical rehabilitation and pulmonary medicine. She has a BS in Nursing from the University of North Carolina at Charlotte.

Her main interests are international travel, history and politics. In addition to living in France, she has traveled throughout Europe, South America, the Middle East and Asia. In conjunction with CELA, Susan has traveled to the Caucasus, Kazakhstan, Kyrgyzstan, Uzbekistan and Tajikistan and has plans to visit the two remaining CELA countries. She has participated in all of the CELA Academies and reunions. Susan participates annually in Camp Kudzu, a resident summer camp for Type 1 diabetic children, as a nurse. At home, she enjoys regular exercise and loves to cook.

Susan and Meade have three adult married children and are the proud grandparents of two granddaughters, ages 18 months and 3 years. They will have a new grandson this July.



CARLENE TIFFANY

Email: ctiffany367@yahoo.com

Carlene Tiffany has a broad background in the international arena, having lived almost half her life outside the United States. Her professional career utilized her talent for learning languages around the world as she worked for major international airlines: Lufthansa, KLM Royal Dutch Airlines and American Airlines.

While being educated at Southern Methodist University in Dallas, Texas, Carlene developed a love for languages and chose to pursue her skills in this discipline. She moved to Germany to study languages at the University of Mainz branch for translators and interpreters and became fluent in German. She has an excellent command of French, Spanish, Thai and a good working knowledge of Malay, Kiswahili, Mandarin and Tagalog. She has lived in several countries in Southeast Asia and in East Africa.

GUESTS

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JOEL H. COWAN

HABERSHAM & COWAN, INC.

102 Pebblestump Point
Peachtree City, GA 30269-1618

Phone: 770-487-7605

Fax: 770-487-7796

Email: joel.cowan@sibf.org

Joel H. 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.

Mr Cowan 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. 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).

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.

Expertise

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

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



DAVID L. FORD, JR. (Dave)

Email: dave.ford@sibf.org

During his 35 years of professional experience, David L. Ford, Jr. has successfully worked in the public and private sectors as an industrial engineer for an aerospace firm, educator, manager, consultant, and business owner. He has held faculty appointments at Purdue University, Michigan State University, Yale University, and the University of Texas at Dallas, where he is currently Professor of Organizational Studies, Strategy, and International Management. Mr Ford holds a BS degree in industrial engineering from Iowa State University and a PhD in organization analysis from the University of Wisconsin-Madison. In his spare time, Mr Ford enjoys travel, spectator sports, swimming, and golf with his wife, Jackie.

Areas of Expertise

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



SÁNDOR KÖLES

Sándor Köles has over 20 years of experience in civil society and inter-regional development within Central and Eastern Europe. He worked as a Director of the Department of Training and Community Development with the Hungarian Institute for Culture. He is considered to be one of the foremost experts in community development,

cultural enterprises, as well as, regional and rural development issues in Europe and has served as a consultant and advisor to the European Union and various governments, foundations and private sector organizations. Mr Köles founded the Hungarian Village Development Association in 1987 and served as its Secretary General for eight years. He joined the European Council for Villages and Small Towns (ECOVAST) and was elected as Vice-President from 1993 to 1996.

Mr Köles was with the Carpathian Foundation since it was founded in 1995 and left the organization in 2005. The Carpathian Foundation is a unique, cross-border regional foundation working in the bordering areas of Hungary, Poland, Romania, Slovakia and Ukraine to provide grants and technical assistance to NGOs and local governments, focusing primarily on inter-regional economic development and transfrontier activities. It encourages the development of public/private/NGO partnerships, including cross-border and inter-ethnic approaches to promote regional and community development and to help prevent conflicts.

Mr Köles joined the International Centre for Democratic Transition as Senior Advisor in 2006 and was promoted to Director for Programs in 2007. Mr Köles has a graduate degree in Adult Education and Sociology at the ELTE University, Budapest. Between 1993 and 1994, he was a Visiting Professor at the University of Wisconsin in River Falls and the University of Wisconsin - Madison. He is the author of many articles, studies and documentaries on cultural, community and regional development.



ALICE LYNCH

Alice Lynch is involved in community projects primarily around San Antonio but also around the state of Texas. She has served for many years on the University of Texas Press Advisory Committee and the Texas Book Festival Advisory Board. In San Antonio she serves on the boards of the San Antonio Public Library Foundation and The Los Compadres San Antonio Missions National Historical Park (former Chairman). Alice is a member of The Texas International Women's Forum. Sam Norwood and Alice Lynch married each other seven years ago in a ceremony on top of Aspen Mountain, Colorado, where they had met three years previously. Sam is a long-time resident of Atlanta, Georgia, and Alice has lived in San Antonio, Texas, all her adult life. They continue to live in their respective cities, commuting back and forth so they can be together but maintain the ties they have to their home towns.



PETE NEIGHBOUR

Pete Neighbour has been a professional musician for over twenty years. He has performed extensively in concert halls, hotels, and clubs throughout Europe, America, Australia and the Far East. He has entertained on some of the world's finest cruise liners for Cunard, Holland America, Princess, Regent, Seabourn and Silverseas. Although a classically trained musician, he now performs mainly in small group, jazz influenced settings. He has performed privately for parties at Highgrove for His Royal Highness The Prince of Wales, and is a favorite with Michael Caine and Mick Jagger.

Widely respected throughout the international jazz scene, he has performed both with his own band and as a guest artiste in jazz clubs in Paris, London, New York, New Orleans, Zurich, Munich, Rome, Singapore and Sydney. Pete is very popular in the Corporate entertainment sphere and he frequently travels worldwide for product launches, parties, exhibitions and cabaret spots, and, in this idiom, has performed on the 'Orient Express,' in Scottish Baronial castles, French Chateaux, the Tower of London and the House of Lords.

He has extensive experience in television and radio broadcasting in both his native United Kingdom and abroad. He is also deeply committed to music education and has given master classes and led jazz workshops on numerous occasions. His current album 'Friends and Neighbour' was released in May 2005 and is available directly from Pete or through his website peteneighbour.com. Originally from London, he now lives just over an hours drive from the city in the countryside of rural Essex.



JAMES R. NEVILLE

Email: james.neville@sibf.org

James R. Neville has worked in the family business, Volac International Ltd, since 1989 and has been involved in all aspects of this successful dairy orientated company. From 1994 to 2003, he held the position of Operations Director, and, from 2003 to the present day, he holds the position of Managing Director. Prior to this he studied Food Science at Reading University and for an MBA at London Business School.

The company's main customers are farmers of dairy cows, calves, pigs, sheep and lambs.

It is also engaged in the production of a nutritional product for humans, aimed at the health and fitness market of which James has led the development. As well as its UK activities, Volac has joint ventures in the Netherlands and Malaysia and substantial business involvement throughout Europe, Canada, USA and China with sales offices in Ireland and Italy. Product is made under license in the Czech Republic and USA. Approximately 50% of revenue is from outside the UK. Working closely with his father and brother, the business has developed significantly with an increase in revenue from £26M in 1999 to £90M in 2007.



SAM NORWOOD

Email: sam.norwood@sibf.org

Sam Norwood, who joined SIBF in 1995, is a Senior Partner in Tatum LLC, a professional services firm headquartered in Atlanta, with over 700 professionals in 33 cities across the USA. Through the Tatum firm, Sam is an advisor to chief executive officers and boards of directors on matters of corporate policy and strategy, performance measurement, and executive compensation. The Tatum firm is an outsource supplier of executives primarily for the office of the chief financial officer and the chief information officer. Sam Norwood and Alice Lynch married each other seven years ago in a ceremony on top of Aspen Mountain, Colorado, where they had met three years previously. Sam is a long-time resident of Atlanta, Georgia, and Alice has lived in San Antonio, Texas, all her adult life. They continue to live in their respective cities, commuting back and forth so they can be together but maintain the ties they have to their hometowns.



DANIEL PATRICK PULS
(Dan)

Email: dpuls@danpuls.info

Office: +1-646-249-4298

Dan Puls has been involved in the Central Eurasia Leadership Academy (CELA) since it was established by the EastWest Institute. He currently serves in a senior consulting role with CELA and other organizations. Dan is President of DPP International which provides advisory services to public, private and nongovernmental leaders. Dan was Executive Director of the Friends of the Carpathian Foundation and held senior consulting roles with the Transatlantic Partners Against Aids and the One Voice Initiative of the Peaceworks Foundation. Before settling in Wauwatosa, Wisconsin with his wife Nicole Fieber and his three children, Dan lived in New York City and served as Senior Director at the EastWest Institute.



WILLIAM M. SHARP, Sr. (Bill)

Email: wsharp@sharptaxlaw.com

William M. Sharp, Sr., is with Sharp & Associates, P. A., a Tampa, Florida-based law firm whose practice is limited to representation of U.S. and foreign clients engaged in international tax, trade and investment matters.

Bill earned his Bachelor of Science degree from Drake University, his JD from Indiana University and his LLM in taxation from New York University.

Bill has authored numerous law review, law journal and bar association articles, is adjunct professor at the Stetson University School of Law and a lecturer at the University of South Florida Executive MBA program. He is a frequent speaker on international tax and business law matters.

Bill and his wife, Jane Shivers, both are past Chairs of the Society of International Business Fellows. He serves on the Board of Councilors of The Carter Center. Bill has three children, loves travel, a good cigar, jogging, and practicing law.



CLAY SHIVERS

Email: clay_shivers@yahoo.com

Clay Shivers is an advertising copywriter in the firm YPBR based in Orlando, Florida, specializing in travel accounts. Clay moved to Orlando from Los Angeles where he was with Gray Advertising, one of the world's largest agencies.

Clay graduated from Southern Methodist University where he majored in psychology. While an undergraduate he also spent a semester on the Semester at Sea program and traveled to three continents. His hobbies include reading and collecting books, biking, his favorite bar, Lizzie's, writing, and travel.



JANE SHIVERS

Email: jane@janeshivers.com

Jane Shivers had a 25-year career in public relations heading up the southern region and Latin America for Ketchum, a division of Omnicom, the largest global communications holding company. Clients included many multi-national companies such as Cingular, Delta Airlines, Home Depot, Equifax and Johnson & Johnson. She took early retirement in 2001 to marry Bill Sharp and move from Atlanta, Georgia to Florida. Today she has a public relations consulting practice and offers executive coaching services through Shivers Consulting.

Jane serves on the boards of several charitable organizations including the Carter Center, the Alliance Theatre, the Tampa Bay Research Institute, and the Patel Center for Global Solutions. She was in the SIBF class of '92 and served as Chair in 2002.

Jane has two sons, Clay and Will. Jane enjoys travel, dancing, her dog Bart, hiking and helping people and organizations reach their goals.

WILL SHIVERS

Email: will@willshivers.com

Will Shivers is an actor and voice-over talent in Los Angeles, California. Will also makes mini-documentaries and has documented CELA and other SIBF programs.

Will graduated from the University of Southern California (USC) majoring in creative writing and film. He worked for the television show X-Files and other shows before concentrating full time on his acting and film projects.

He is a political activist and enjoys biking with his dog Frida in tow, yoga, and creating films doing all the writing, performing, filming and editing himself.



J. WALTER VEIRS

J. Walter Veirs is a Program Officer with the Charles Stewart Mott Foundation, a private foundation based in Flint, Michigan, USA. Mr Veirs manages the foundation's programming in the Western Balkans and shares responsibility for other regional programming in Central and Eastern Europe and Russia. This work falls under the foundation's Civil Society program area, which aims to foster societies in which people and communities respect each other's rights and engage effectively in decision-making to influence policies and processes that shape their lives at the local, national, and/or international levels. Mr Veirs joined the foundation in February 1998. He is based in the foundation's London office.

Prior to joining the foundation, he worked as a lawyer in private practice in Washington, DC, and Prague, and as a legal services attorney in Memphis, Tennessee. Mr Veirs is a graduate of Hamilton College in Clinton, New York, and the University of Virginia School of Law.



LAU SIM YEE

Lau Sim Yee is a Malaysian citizen. He joined the Sasakawa Peace Foundation in 1991. He is currently a program advisor to the Sasakawa Peace Foundation and concurrently serving as the Acting Director of the Sasakawa Pan Asia Fund.

He received his PhD in International Cultural Studies from Tohoku University in 1998. He is also a professor at the School of International Economics and Business Administration of Reitaku University, since 2000. He teaches Development Economics and Southeast Asian Studies in undergraduate school, and Asian Economies at graduate school.

CELA 6 PARTICIPANTS

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AHMAD RASIKH

Afghanistan

ahmadrasikh@hotmail.com

Current Position: Training Manager, Administrative Reform and Civil Service Commission

Professional Sector: NGO/ Government

“Best Practices” Area of Expertise: Leadership concepts and techniques, change management, communications, strategic planning, Human Resources management

Personal Interests: Reading books, exercising, sharing ideas, discussion and debates on socio-economic issues

Mr Rasikh is training manager for the UN Afghanistan Civil Service Leadership Development Program. He is responsible for delivering Top Leadership, Senior Leadership and Emergent Leadership training courses for 550 high-ranking civil servants

(up to provincial governor and deputy minister levels). He also oversees the development of a “Young Emergent Cadre” within the country’s civil service. Previously he was HR manager for Creative Associates International Incorporated (CAII) in Kabul; the organization was focused on primary education. He has also served as HR manager for the International Rescue Committee (IRC), and logistics officer for the Red Cross/ Red Crescent in Mazar-e Sharif.

Mr Rasikh was educated at the department of law and political sciences of the University of Kabul. In 2006 he participated in (and partially facilitated) the Top Leadership Program in Berlin for 18 deputy ministers and six general directors of the Afghanistan Civil Service. Among the workshops he has attended are Micro-Hydropower Seminar in Pakistan, mine awareness training, and he UN’s Advanced Security in the Field.



AIGUL SAPAROVA

Turkmenistan

aiguljan@yahoo.com

Current Position: Project leader, Keik Okara

Professional Sector: NGO

“Best Practices” Area of Expertise: Refugee law, citizenship issues, housing rights

Personal Interests: Music, swimming, movies, reading

Ms Saparova is project leader at Keik Okara, a registered NGO in Turkmenistan. The organization offers consultations and trainings on physically and psychologically healthy modes of living, supports the tradition role of the family in Turkmen society, and teaches domestic science and skills. It has done significant work with refugees, with trainings on sanitation and preventing infectious diseases, community health and communications. Ms Saparova also completed a research project at the OSCE Academy in Bishkek on “Rule of Law and Local Traditions,” after working as a political assistant at the OSCE center in Ashgabat. Earlier in her career, she was a senior protection assistant with the UN High Commissioner for Refugees (UNCHR) in Turkmenistan. Ms Saparova initiated the creation of the Information Center/Library for students of the Police Academy of Turkmenistan. She taught lectures for Military Institute students on international and national refugee law. Ms Saparova works part-time at ABA/CEELI Office in Turkmenistan on conduction of Social Advocates and TOT trainings, as well as Street Law seminars in the provinces.

Ms Saparova obtained a BA in international law from Turkmen State University. She also completed an international law course at the Junior Science Academy in Ashgabat. She subsequently had a public interest law fellowship at Columbia University School of Law, NY, and did a five-month internship at human rights organizations in New York.



ALMAZ BAZARBAEV

Kyrgyzstan

abazarbaev@gmail.com

Current Position: CEO, Intuitive Labs

Professional Sector: Business

“Best Practices” Area of Expertise: General and operational management, corporate vision and strategic planning, team building and leadership, change management

Personal Interests: Reading, photography, swimming

Mr Bazarbaev is a start-up entrepreneur who is presently building a company that will concentrate on Internet/ web-based projects such as regional job listings. The company, based in Kazakhstan, will target the Russian-speaking Internet community. Earlier, he was the Chief Operating Officer (COO) and then the CEO of Bitel, the largest mobile operator in Kyrgyzstan. After Bitel was purchased by Mobile Telesystems (MTS) in 2005, he spent two years as part of the new management team. He was a member of the anti-crisis group headed by MTS managers, which fought an internationally reported ownership battle against a Russian challenger.

Mr Bazarbaev obtained a BA in business administration from the American University-Central Asia (AUCA) in Bishkek. He went on to study telecommunications management at the Vienna Institute of Management in Austria. In 2004 he spent two months in Madrid through the EU-funded Managers’ Training Program.



ALTAY KULGINOV

Kazakhstan

a.kulginov@mail.ru

Current Position: Deputy Head, Astana Agency for Civil Service Affairs

Professional Sector: Government

“Best Practices” Area of Expertise: Law, public administration

Personal Interests: Sports, tourism, books

Mr Kulginov is deputy head of the Astana department of the Agency for Civil Service Affairs of the Republic of Kazakhstan. An important part of his job is to root out possible violations of civil service and anticorruption, by inspecting the affairs of local state authorities. He also works to improve the professional and managerial skills of civil

servants, and to coordinate their performance under the Civil Service Law and other pieces of legislation. Reviewing civil service legislation, he has proposed amendments to strengthen meritocracy, encourage young specialists, and establish an institute to mentor them. Earlier in his career, Mr Kulginov was a prosecutor in the Office of the Prosecutor-General in Astana, where his job was to check that government institutions were observing the law.

Mr Kulginov graduated in law from the International Kazakh-Turkish University (Turkistan City, Kazakhstan). He later obtained a master's from the Academy of Public Administration in Astana. His study there also entailed one semester at the University of Ulster in Northern Ireland. In 2006-7 he completed a second master's degree in international commercial law at the University of Aberdeen, Scotland. He is a sports fan.



ANAR JAHANGIRLI

Azerbaijan

jahangirli@yahoo.com

Current Position: Second Secretary, MFA

Professional Sector: Government

“Best Practices” Area of Expertise: EU institutional law, NGOs, political-security affairs, regional security

Mr Jahangirli works as second secretary in Azerbaijan's Ministry of Foreign Affairs (Department of Security Affairs, Regional Security Division). He deals with political affairs within the context of Azerbaijan's relations with the EU, Council of Europe, and Organization for Security and Cooperation in Europe (OSCE). He began the job in January 2007. Earlier, he served in Brussels with the Mission of Azerbaijan to the EU, where he was responsible for political-security dialogue between his country and the European bloc. Before joining the government he was an international affairs reporter for “7 Gün” (7 Days), a local newspaper. He also co-founded and served as vice-president of Youth NGO in Baku.

After graduating Baku State University, Mr Jahangirli spent one year studying in Slovakia. He went on to obtain an MA in European public affairs from the University of Maastricht in the Netherlands. Subsequently he attended courses for young diplomats at the Vienna Diplomatic Academy. In 2004 he was named “Young European of the Year” by the Heinz-Schwarzkopf Foundation of Germany for his efforts in promoting European values and integration.



ANEL KULAKHMETOVA

Kazakhstan

Akulakhmetova@gmail.com

Current Position: Consultant, UNICEF

Professional Sector: Civil Society, NGO

“Best Practices” Area of Expertise: Child protection policies, child friendly city initiative

Personal Interests: Nationalism, conflict resolution, diversity

Ms Kulakhmetova works in Astana as a national consultant for the UN Children’s Fund (UNICEF) within the Child Protection Unit. Her current project is a part of an international initiative on developing child-friendly cities in Kazakhstan. She is also organizing a summer school on social work for representatives of universities, NGOs and civil servants. Her previous project with UNICEF led to the establishment of the Central Asian Child Protection Forum, which assembled decision-makers from around the region to discuss achievements and challenges in the field of child protection. In 2003-4 she interned with General Electric in Washington, DC on global government relations and international law and policy. In 2004 and 2006, during parliamentary and presidential elections in Kazakhstan, she worked with the OSCE election observation mission.

Ms Kulakhmetova graduated from Johns Hopkins University (SAIS) with an MA in international relations. She subsequently studied international economics at the Eurasian Market Institute in Almaty. In 2001 she attended economics courses at the International Summer School in Kosovo. She has also undergone mission-preparation training at the OSCE Academy in Bishkek.



ARTASHES TONOYAN

Armenia

atonoyan@xter.net

Current Position: Principal Banker (private equity), EBRD

Professional Sector: Business

“Best Practices” Area of Expertise: Finance, enterprise management, public/development policy

Personal Interests: Sports/football, tennis, movies, arts

Mr Tonoyan is principal banker, private equity, for the European Bank for Reconstruction and Development (EBRD) in Yerevan. His countries of operation are Armenia and Georgia, where it is his job to identify good investment opportunities thanks to the two countries' growing economies and process the deals. His career beforehand represented a mix of practical interests in international trade, the functioning of markets, and economic policy and development. As a senior expert in the State Commission on Protection of Economic Competition, he was on the team designing Armenia's new competition policy. Subsequently he spent six months in Macedonia, advising its government on the same subject. He began his career by joining the group at the Ministry of Industry and Trade that was negotiating Armenia's accession to the WTO and EU partnership accords.

Mr Tonoyan graduated from Yerevan State University's economics department, and went on to obtain an MBA at the American University of Armenia. He did his doctorate on competition policies at the Institute of Economic Research of the Armenian Ministry of Finance. He has attended the Executive Management and Leadership Program at the Judge Institute of Management (University of Cambridge, UK) and the Leadership and Negotiation Skills Workshop at Harvard's Kennedy School of Government (Momentum program). He is an avid footballer, swimmer, tennis player and skier.



ARTHUR KHACHATRYAN

Armenia

akhachatryan@armenia.ca.gov

Current Position: Director, California Trade Office in Yerevan

Professional Sector: Government, Business

Personal Interests: Camping, traveling, opera

Mr Khachatryan is the director of the Californian International Trade and Investments Office. Based in Yerevan, it is the only foreign trade representation run by the State of California, and serves the former USSR, Eastern Europe and a large part of Asia. Mr Khachatryan fully manages the operation including public relations, contacts with the business community, and negotiations with the Armenian and Californian governments. In his previous job, as project coordinator with the OSCE, he was a driving force for local economic development in Armenia's Syunik region. He was also the co-founder of a business strategy consultancy company, which was eventually bought by one of its own international clients. For one year he was the manager of the cafeteria of the American University of Armenia (AUA).

Mr Khachatryan first education was in physics, which he studied at Yerevan State University. In 2004 he received his doctorate from the same institution. Meanwhile, he

got an MBA at the Business and Management College at AUA, and a second MBA from the Imperial College Management School of the University of London. He took courses on leaders in development (2004), and leadership and negotiation skills (2006), both at the Kennedy School of Government, Massachusetts.



AYTAN POLADOVA

Azerbaijan

Aytan.poladova@amc.az

Current Position: Senior Environmental Consultant, AmC

Professional Sector: Business, NGO

“Best Practices” Area of Expertise: Environmental management, public awareness strengthening, organizing public campaigns

Personal Interests: Reading, listening of music, sport, communication with people

Ms Poladova is senior environmental consultant at the Caspian Environmental Laboratory (AmC), a private facility working with the major oil companies in Azerbaijan. Her work sometimes requires scientific-technical skills, such as data collection and interpretation about the quality of water, soil and air. On a wider scale, she develops environmental management and assessment plans for clients, and implements ecological mitigation projects when required. She also conducts health and occupational safety training for company staff in the field. In parallel, Ms. Poladova has done projects under the aegis of the green NGO she established in 1999, called ECOS (Environmental Sustainability). Most recently, ECOS developed environmental checklists and screening for construction and rehabilitation projects in Azerbaijan involving oil pipelines, irrigation channels, artesian wells, gas and electricity lines, roads, and schools.

Ms Poladova received her MSc and PhD in hydrology from Azerbaijan State University. In her academic and conference work she has specialized in transboundary monitoring and environmental cooperation. She is a member of WECF (Women in Europe for a Common Future), the Caucasus Environmental NGO Network (CENN), and GENET, a network of organizations campaigning against genetically modified organic products.



BAHODIR FOZILHUJAEV

Uzbekistan

bahodbf@yahoo.com

Current Position: Consultant

Professional Sector: Business, Civil Society

“Best Practices” Area of Expertise: Community, small and medium enterprises, civil society, organizational, and project development

Personal Interests: Youth education, business networking

Mr Fozilhujaev currently serves as consultant to businesses on restructuring, information sharing, and education projects. Until June 2007 he worked as community mobilization consultant for the CAPACITY project, with a focus on HIV prevention programs in traditional Uzbek neighborhoods (mahallas). His project aimed to mobilize communities and reduce the stigma of HIV, as well as discrimination against sufferers, through education and training. Mr Fozilhujaev serves as community mobilization consultant for the CAPACITY project. His focus is HIV prevention programs in traditional Uzbek neighborhoods (mahallas). His project aims to mobilize communities and reduce the stigma of HIV, as well as discrimination against sufferers, through education and training. In 2006, he worked on public education for mahalla leaders and legal training for local business groups under the auspices of the American Bar Association (ABA/CEELI). Community development has been a constant in his career since 2001, when he started coordinating projects on youth, mahalla, and enterprise development for the local branch of the Businesswomen’s Association in his native city of Kokand.

Mr Fozilhujaev graduated the Ferghana Polytechnics Institute with a specialization in engineering and economics. He later completed the financial accounting course of the Pragma Corporation. He is a voracious reader of modern, classic, adventure and fantasy books. One of his ambitions is to create a leadership school for young people.



DANISH KAROKHEL

Afghanistan

danish@pajhwok.com

Current Position: Director & Editor-in-Chief, Pajhwok news agency

Professional Sector: Media

“Best Practices” Area of Expertise: Media trainer and reporting

Personal Interest: Football

Mr Karokhel is the director and editor-in-chief of Pajhwok Afghan news agency. He is responsible for all aspects of the agency’s work – reporting, editing, production and distribution – as well as marketing the agency’s news and providing guidance to its network of managers. Furthermore, he handles relations with the Afghan government and international media organizations. Previously he worked as a feature writer, editor and trainer for the London-based Institute of War and Peace Reporting (IWPR). Mr Karokhel has worked at various times for newspapers and television. He was a correspondent for NBC TV in late 2001 when American-led forces invaded Afghanistan. He has also been a reporter for the daily newspapers “Dawn” and “Wahdat Pashto,” and for “Herald” magazine.

A graduate of Kabul University (in civil engineering), Mr Karokhel was awarded an honorary master’s degree in journalism by IWPR. The workshops he has attended include journalism ethics, election reporting, and “Surviving Hostile Regions.” He is the co-author of a handbook about journalism in Afghanistan, and his biography is listed in “Who’s Who in Asia.



DILBAR SULAYMANOVA

Uzbekistan

dsulaimanova@gmail.com

Current Position: Program Officer, JICA

Professional Sector: Government/ NGO/ Media

“Best Practices” Area of Expertise: NGO, gender and disability issues

Personal Interests: Playing badminton, singing karaoke, traveling, dancing, collecting post cards from different countries

Ms Sulaymanova is program officer for the Japan International Cooperation Agency (JICA) in Tashkent. In addition to implementing focus programs, she is in charge of PR activities, organizing press tours and round tables for representatives of the mass media. Furthermore she receives Japanese volunteers to Uzbekistan, communicating with local hosts for the volunteers and arranging orientations for them. Before joining JICA she worked for Mercy Corps, managing women’s empowerment programs in the cities of Namangan and Uchkurgan. Earlier in her career she has worked for both the American company Case Corporation and Galaxy Worldwide Trading Group.

Ms Sulaymanova graduated Namangan State University with a BA degree in English

language. She also spent one year at Murray State University, Kentucky, on an exchange program.



DILFUZA RASULOVA

Uzbekistan

dilfuzar@hotmail.com

Current Position: Executive Director, IDS

Professional Sector: Business

“Best Practices” Area of Expertise: Marketing and advertisement

Personal Interests: Psychology, swimming, tennis

Ms Rasulovala is managing director at IDS Marketing, a full-service marketing and advertising agency in Tashkent. Its services include brand creation and development, and the elaboration and implementation of marketing strategy campaigns. She also oversees the firm’s design work and production of television and audio copy. Its main clients include LG Electronics Uzbekistan, Premium Auto (the official importers into Uzbekistan of BMW and Nissan), and the Olympic Lottery. She cut her teeth in the burgeoning field of marketing and advertisement in Uzbekistan as account manager at Starcom MediaVest. Before that, she was head of the learning resources center at Westminster International University in Tashkent.

Ms Rasulovala earned a bachelor’s degree in business administration from the Malaysian faculty of business management at Tashkent State Technical University. She subsequently obtained a master’s of administration from the University of World Economy and Diplomacy in Tashkent.



DINMUKHAMED AISAUTOV

Kazakhstan

Dean73@mail.ru

Current position: General Director, CMS

Professional sector: Business

“Best Practises” Area of Expertise: Project Management
Personal Interest: Sports

Mr Aisautov is the general director of CMS Partnership, a project management company. It operates Time Out, a fashionable sports bar in Almaty, and Euphoria, a combined restaurant, lounge bar and night club. His company is also building a lake resort complex outside Almaty. In parallel, he serves general director of the local branch of FBC Media. This is a British company specializing in media for public sector and corporate customers. It works with channels like CNN, BBC, CNBC Europe and others. Before 2004, much of Mr Aisautov’s career was spent in various positions with Tengizchevroil, the largest hydrocarbon company in the country.

Mr Aisautov graduated from the Kazakh State Academy of Architecture and Construction as a civil engineer. He took a second degree in economics from the Kazakh State Academy of Management. He is currently studying for an MBA from Edinburgh Business School. He has also completed a series of trainings in project development and execution process (CPDEP) offered by Chevron in Tengiz.



ERSHAD AHMADI

Afghanistan

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Current Position: Chief of Presidential Programs

Professional Sector: Government

“Best Practices” Area of Expertise: Organizational reform, governance and democratization, development issues

Personal Interests: Politics, reading books and poetry, music

Mr Ahmadi is chief of Presidential Programs (also known as the Office of Strategy and Planning) for President Karzai of Afghanistan. His department is responsible for supporting the president in all his day-to-day activities – planning meetings and events, writing policy notes, briefings and speeches, and handling all presidential correspondence – as well as following up on presidential directives to ensure they are handled properly. Before joining the president’s office, Mr Ahmadi was a senior program advisor in the Ministry of Rural Rehabilitation and Development. He also served as external relations officer for the International Organization for Migration (IOM), where his job was to manage out-of-country registration and voting for both the Afghanistan and Iraq elections: based out of Pakistan, Turkey and the United Arab Emirates he worked with Afghan and Iraqi political parties, media and election observers.

Mr Ahmadi earned an executive MBA in development studies at Preston University, Pakistan. He went on to complete a master’s degree in governance and development at the

University of Sussex, UK, where his thesis was on “Partnership and Ownership in Indonesia’s Governance Reform Process.” He also received a United Nations University fellowship to study human rights and peace-building in Tokyo in 2003.



GAUKHAR SERIKBAYEVA

Kazakhstan

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Current Position: Project Management Specialist, USAID

Professional Sector: NGO, Civil Society

“Best Practices” Area of Expertise: Financial sector development

Personal Interests: Hiking, travel, reading

Ms Serikbayeva is project management specialist with the Economic Growth Office of USAID. Based in Almaty, her portfolio of microfinance projects has covered Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan. Her work has spanned trade and investment, fiscal reform, banking supervision, and (most recently) financial sector development projects. The latter have included the creation of a corporate bond market, starting a credit bureau, developing mortgages, and supporting micro- and small business lending. In 2006-7 Ms Serikbayeva spent eight months in Afghanistan as a microfinance specialist. Thanks to that positive experience, she is moving again to Afghanistan in August 2007 to take up another USAID assignment.

Ms Serikbayeva obtained a BSc in business from Indiana University, Bloomington. Her MBA is from the International Academy of Business, Almaty, where she majored in corporate management. In 2004, she attended an American government training course for emerging leaders in Charlottesville, Virginia.



GOCHMURAT KUTLIYEV

Turkmenistan

Chigit@rambler.ru

Current Position: Director, Kulan NGO

Professional Sector: Civil Society

“Best Practices” Area of Expertise: Environment, rural communities, outdoor tourism

Personal Interests: Wild nature, ethnography, walking, story writing

Mr Kutliyev is a community leader, NGO activist, and private entrepreneur in his native town of Serhetabat (formerly Kushka). As the founding director of the NGO “Kulan” he has recently coordinated two programs, for the World Wildlife Fund and the Munich Zoological Society, on protecting the indigenous population of kulans (*Equus hemionus*) from poaching and environmental degradation. He has organized volunteer movements to fight desertification. He is the founder of a network of youth clubs in Serhetabat province, “Friends of the World Wildlife Fund.” Mr Kutliyev also breeds cattle privately. In the past, he worked for two years in Turkmenistan’s wildlife reservations under the Ministry of Nature Protection, conducting field investigations on kulans and wild sheep.

Mr Kutliyev graduated Turkmen State University as a biologist, and a teacher of biology and chemistry. He has attended various conferences on water, ecology and rural community development in Turkmenistan, Uzbekistan and Moldova. He visited the US in 2004 as a Contemporary Issues Fellow and wrote a book about the experience. He has been the president of Turkmenistan’s only alpine club, “Agama,” leading mountaineering expeditions and publicizing ecological issues in the country.



GULSHAN SHARIPOVA

Tajikistan

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Current Position: Country Director, PSI

Professional Sector: NGO

“Best Practices” Area of Expertise: Motivating unpaid staff (volunteers), ice breaking and energizing games in the auditorium

Personal Interests: National dancing, home design, needlework, reading, fitness

Ms Sharipova serves as the Tajikistan country director of Population Services International (PSI). The organization concentrates on social marketing on preventing HIV/STI (sexually transmitted infections) in three parts of the country. It also implements projects to reduce drug demand among socially vulnerable sectors of the population. Before becoming country director, Ms Sharipova worked as marketing and communications manager for PSI. Earlier in her career she worked for Pragma Corporation’s enterprise development project in the city of Khujand, doing a wide spectrum of work that included business trainings, administration, finance management and project marketing.

Ms Sharipova's original specialty was English and German, which she studied at Khujand State University. Subsequently, she studied finance and credit at the Tajik State University of Commerce (Khujand). In 2005 she attended a leadership training in Thailand for PSI country directors and top managers in Asia. She is a member of the "Clear Mountains" ecological initiative group, and of the volunteers committee for Habitat for Humanity International.



GULSHAT AMANDURDIYEVA

Turkmenistan

gulshat2001@yahoo.com

Current Position: Education Officer, UNICEF

Professional Sector: Civil society/ NGO

"Best Practices" Area of Expertise: Education

Personal Interests: Planning and management of programs from rights- and gender-based perspectives

Ms Amandurdiyeva works with the UN Children's Fund (UNICEF) as education and early childhood development (ECD) officer. She has worked with the government to develop national ECD standards. She also advocates for bringing Turkmenistan's national education system into alignment with international norms. Currently she is cooperating with the Ministry of Education on a review of the national curriculum for preschools and schools. Furthermore she coordinates the Parenting Education program, which aims at empowering about 10,000 parents annually to help children to grow up in a nurturing and protective family environment. Earlier in her career she worked for the UN Population Fund, focusing on rural rehabilitation.

Ms. Amandurdiyeva holds a bachelor's teaching degree in English language and literature from Turkmen State University. She gained her master's degree from the University of Essex, UK, where she pursued research work on "the right to development and participation in Turkmenistan." She has also participated in different short term-courses of the London School of Economics (LSE) and the University of London's Institute of Education on topics relating to public policy and democracy, and citizenship education.



GUNESH BAKGALOVA

Turkmenistan

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Current Position: Assistant to Ambassador, OSCE

Professional Sector: Government, Civil Society

“Best Practices” Area of Expertise: Civil society development, promotion of the rule of law

Personal Interests: Legal issues, international relations, working with children, peace keeping activities

Ms Bakgalova became personal assistant to the chief of the Organization for Security and Cooperation in Europe (OSCE)’s center in Turkmenistan in June 2007. Before that, she was a staff attorney with the American Bar Association/ Rule of Law Initiative in Ashgabat. For over two years she was acting head of the office. She ran the street law and gender/human rights programs, as well as founding and coordinating the first-ever street law camps (developing legal awareness among secondary school children) in Turkmenistan. As a staff attorney for ABA’s commercial law program, she organized workshops on legal issues concerning trade and economy. Before joining ABA, she worked as leading expert in the Ministry of Trade and Foreign Economic Relations.

Ms Bakgalova graduated Turkmen State University in the department of law and international economic relations, where she later taught courses on international law and free economic zones. She has attended conflict management training at the OSCE Academy in Bishkek, as well as courses on child protection, monitoring and rehabilitation at Stadtschlaining, Austria. She is a prize-winning table-tennis player.



ILHOM AKOBIRSHOEV

Tajikistan

ilhom@sida.tojikiston.com

Current Position: National Program Officer, SIDA

Professional Sector: NGO/ Civil society

“Best Practices” Area of Expertise: Program management, socio-economic development analyst

Personal Interests: Research, sport, reading, gardening

Mr Akobirshoev is the national program officer for the Swedish International Development Cooperation Agency (SIDA). While managing the agency's portfolio of social development projects in Tajikistan, he is also responsible for conducting socio-economic analysis and guiding the work of visiting consultants, as well as being SIDA's liaison with high ranking governmental officials, donors and other partner organizations. Earlier, he worked for the Mountain Societies Development Support Program (MSDSP) of the Agha Khan Foundation, where he was coordinated conference work on strategies for development and food security in mountainous areas of Central Asia, and conducted field work for MSDSP's policy and evaluation unit.

Mr Akobirshoev took degrees from both the Tajik Technical University and Tajik State National University, the latter in economics and management. He also passed the Central European University (CEU)'s summer course in transition economics in Budapest. In 2005 he obtained a master's degree in social work from Washington University in St. Louis, Missouri. While there, he worked in St. Louis' municipal Planning and Urban Design Agency, helping to develop the city's five-year strategy plan.



INNA MNATSAKANYAN

Armenia

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Current Position: Project Coordinator, Mission East

Professional Sector: NGO

"Best Practices" Area of Expertise: Coordination of projects, strengthening of civil society organizations, organizational development

Ms. Mnatsakanyan is project coordinator for Mission East Danish International Relief and Development, a humanitarian NGO. She manages "Healthy Start," a project aimed at changing social attitudes and healthcare practices to make for greater inclusiveness for disabled children. It also gives a voice to those affected by the marginalization of the disabled in Armenian society. The project is implemented by three local partner organizations which she supervises. Her job requires much forging links and cooperation between the state and NGOs, and especially making government appreciate the importance of the role of civil society. Her work also focuses on raising the advocacy and administrative capacities of local NGOs, including public relations and fund-raising.

Ms. Mnatsakanyan graduated from the Armenian Open University in the political science department. Currently she is doing her MBA at European Carolus Magnus University in Yerevan. In 2001 she did a month's training in the UK at special schools to understand the idea of teaching disabled children and share her experience from Armenia. She is a member of the Disability Advocacy Coalition, composed of 15 disability-related NGOs,

that aims to become a State Council on Disability which could coordinate the work of relevant ministries in Armenia.



KADYR TOKTOGULOV

Kyrgyzstan

kadyrt@gmail.com

Current Position: Central Asia Correspondent, Dow Jones Newswires

Professional Sector: Media

“Best Practices” Area of Expertise: Reporting

Mr Toktogulov is Central Asia correspondent for Dow Jones Newswires, based in Almaty. His reporting focuses on oil, gas and energy issues, banking, and commodities in the region. Thus as a business and economics journalist he mainly deals with Kazakhstan, although he also gives increasing coverage to Turkmenistan (with vast natural gas reserves) and Kyrgyzstan (gold mines). Before joining Dow Jones Newswires in 2006 he served as Kyrgyzstan correspondent for the Associated Press (AP), based in Bishkek but also reporting general news and politics in Kazakhstan, Uzbekistan, Ukraine, and Turkey. He covered both the Orange Revolution in Ukraine and the Tulip Revolution in Kyrgyzstan for AP. The best assignment of his career was covering the launch of the Soyuz-TMA 8 spaceship from Baikonur Cosmodrome in Kazakhstan in 2006.

Mr Toktogulov obtained a bachelor’s degree in journalism at the American University-Central Asia (AUCA) in Bishkek. While an undergraduate he spent one year at Ithaca College, NY, studying media and international relations. He also spent one year studying journalism at the Communications School of Ankara University in Turkey.



KAKHABER AGHAMANASHVILI

Georgia

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Current Position: General Director, Tara Ltd.

Professional Sector: Business

“Best Practices” Area of Expertise: Finance, Economy

Mr Aghamanashvili is general director of Tara Ltd., a Tbilisi-based producer of corrugated boards. In particular, it supplies Georgian wineries. Until June 2007, he was the finance manager of Batumi Sea Trading Port in his native town of Batumi. The port represents one of the largest organizations and most strategic objects in the country. In this position he had complete responsibility for the financial side of the company and managing the financial staff. Previously he held the post of finance manager in PPD, a construction company. He has worked with Save the Children and Tonus, a pharmaceutical company, also in senior financial positions.

Mr Aghamanashvili graduated Georgian Technical University with a bachelor’s degree in international economics. He subsequently obtained a master’s degree in engineering management from the same university. In Antwerp, the Netherlands, he participated in “Ro-Ro Terminal Management” training specifically designed to improve technical skills in managing ports. His free time is spent playing chess and tennis, and camping in the mountains.



KSENIYA BARABASH

Kyrgyzstan

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Current Position: General Director, Red Carpet Room

Professional Sector: Business

“Best Practices” Area of Expertise: Business Management

Personal Interests: Reading, horse riding, traveling, sports

Ms. Barabash works as the general director of the Red Carpet Room, the commercial VIP lounge at Manas International Airport in Bishkek. As such, she runs a company of 40 staff responsible for multiple airport services ranging from tickets and customs to aviation security control. Earlier in her career she taught at the Kyrgyz Russian Slavic University, and worked at the Kyrgyz-Turkish Society of Entrepreneurs and Industrialists. Her first job was assisting the Economic and Commercial Counselor at the Turkish Embassy in Kyrgyzstan.

Ms. Barabash graduated from the foreign language department of the Kyrgyz Pedagogical University (where her final thesis was on Shakespeare’s sonnets), going on to get a master’s degree in international relations at the International University of Kyrgyzstan. In 2003 she spent three weeks in China learning about different cultural approaches to management and education on a program of the Shanghai Cooperation Organization (SCO). She has also taken courses at the Japanese Center in Kyrgyzstan devoted to business administration and marketing in the service sector. Among her dreams for the

future is to make a parachute jump.



LUNA ASIM

Afghanistan

LASim@counterpart-afg.org

Current Position: Development officer, Counterpart International
Professional Sector: NGO/ Civil society

Ms Asim works as organization development officer for Counterpart International in Kabul. She is responsible for managing the organization and logistics of Counterpart training programs throughout Afghanistan. Previously she worked for UN agencies in her native Herat region, monitoring and leading physiotherapy treatments for internally displaced persons and the otherwise needy and disabled. She also worked herself as a physical therapist and trainer. For a time she served as a nutrition clerk for UNICEF, doing surveys of the most needy in western Afghanistan.

Ms Asim was educated at the International Medical School in Herat. She subsequently qualified as a teacher-trainer in Kabul. Among the trainings she has attended are courses on community mobilization, group therapy, mental health, and physiotherapy management.



MAHRIJEMAL HUDAYBERDIYEVA

Turkmenistan

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Current Position: Program Officer, Winrock International
Professional Sector: NGO
“Best Practices” Area of Expertise: Youth and women’s group development
Personal Interests: Development of new activities related to rural communities

Ms Hudayberdiyeva is program officer for Winrock International Institute in

Turkmenistan, doing work to benefit local farmers. She identifies partners who need agriculture technical assistance, drafts projects for them, and oversees the projects' implementation with the help of qualified volunteer experts provided by Winrock. Recently she led the establishment of a resource center and training program for farmers in her native Dashoguz province. Since January 2007 she has initiated new programs to develop local crafts businesses for rural women as part of the Agricultural Improvement in Turkmenistan (AIT) project. In the past, she used to be a volunteer worker at the Ashgabat Civil Society Support Center.

Ms Hedayberdiyeva holds a BA in English language and literature at the Turkmen National Institute of World Languages. In 2004, she made a study tour to the United States as an International Visitors Fellow on a youth leadership development program, meeting organizations such as the Future Farmers of America (FFA), Girl Scouts, Street Law and others. Subsequently in Turkmenistan she helped launch "supervised agriculture experience" programs for youth clubs based upon the American FFA model. In 2006 she participated in the Wisconsin State Fair where she chaperoned local American 14 children.



MAKRITA AVJYAN

Armenia

mak_jan@yahoo.com

Current Position: Training Component Advisor, MCA Armenia

Professional Sector: Business, NGO, Civil Society

"Best Practices" Area of Expertise: Training, education administration

Personal Interests: Education, reading, swimming

Ms Avjyan is trainings manager and advisor to the "Water-to-Market" project of the Millennium Challenge Account (MCA) Armenia. She works within the framework of a grand national plan to develop Armenia's agrarian sector by investing in new agricultural infrastructure. Ms Avjyan works with rural communities, delivering to them the skills and knowledge that they need to use and maintain those new irrigation systems and innovative technologies. Her job requires building teams, conducting fieldwork, developing materials, training trainers, and resolving many administrative issues. Previously she worked in various capacities on educational exchange programs for IREX. Her major achievement there was launching an Alumni Mentoring Program (helping socially vulnerable children by being assigned a big brother/ big sister.)

Ms Avjyan's first degree was from Anania Shirakatsi University of International Relations in Yerevan. It was followed by an MA in political science from the American University of Armenia. Among the trainings she has attended are courses in marketing

and promotion, social marketing, and fund raising. She has parachute-jumped three times.



MARIAM MIRTSKHULAVA

Georgia

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Current Position: Editor-in-Chief, Cosmopolitan

Professional Sector: Media

Personal Interests: Literature, economics/business, swimming, meeting interesting people

Ms Mirtskhulava has been editor-in-chief of Cosmopolitan Georgia, the country's first international glossy magazine, since December 2006. She had been working before as the editor-in-chief of "Memakule" (Landowner), an agricultural magazine. Before entering print journalism she worked for television. For three years she was the producer for Georgian Channel One's daily news program, responsible for the noontime and prime-time 6 pm broadcasts. She also served for a while as the channel's regional network producer. Earlier, Ms Mirtskhulava worked as a news reporter for the independent TV stations Iberia and Channel Nine. She also taught journalism at the Georgian Institute of Public Affairs (GIPA).

Ms Mirtskhulava obtained an MA from the Georgian State Institute of Theater and Film, graduating from the department of drama and film acting. She got a second master's degree from the Caucasus School of Journalism and Media Management at GIPA. She has attended the Reuters Foundation's "General Reporting" course, Deutsche Welle's "News Reporting" course, and BBC Radio's "Broadcasting News" course.



MARZIYA NASRIDINSHOEVA

Tajikistan

marzick2003@mail.ru

Current Position: Social Development Specialist, CAREC

Professional Sector: Civil Society/ Academia

“Best Practices” Area of Expertise: Team leading, arranging and providing meetings, seminars, workshops, administrative work, consultations for junior staff

Personal Interests: Music, sports, traveling, books, painting

Ms Nasridinshoeva serves as academic secretary of the Institute of Oriental Studies and Manuscripts, under the Tajik Academy of Sciences. The job entails managing the research directions and resources of the institute, while guiding the work of some 40 doctoral students. In parallel, she manages the Tajik branch of CAREC (Central Asian Regional Environmental Center) as a social development specialist focusing on rural water supply and local micro-hydropower generation.

Ms Nasridinshoeva specialized in Persian language at Tajik State University, and obtained her doctorate from the Institute of Oriental Studies and Manuscripts in 2000. More recently, she completed a two-year course in social studies offered by Stockholm University in Dushanbe, organized by UNICEF and the Tajik Ministry of Labor and Social Protection. She is a member of the Association of Translators in Tajikistan and has worked on several occasions as synchronous translator for President Imomali Rakhmon.



MATIN KARIMLI

Azerbaijan

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Current Position: NATO Desk Officer, MFA

Professional Sector: Government

“Best Practices” Area of Expertise: Security sector reform, political-military issues, NGOs, public diplomacy

Mr Karimli serves as NATO desk officer in Azerbaijan’s Ministry of Foreign Affairs. He is responsible for coordinating the government’s cooperation with NATO, monitoring the implementation of the partnership action plan with NATO, and preparing bilateral security dialogues. He shares in the work of drafting the national security concept and other strategic documents. Prior to this post, he was a staff officer in the Ministry of Defense, working in the department of international military cooperation and Euro-Atlantic policy. In that position, he was in charge of the PRIME system (Partnership Real-time Information Management and Exchange). He also carried on daily correspondence about the participation of Azerbaijani military personnel in NATO/Partnership-for-Peace (PfP) activities, and prepared the annual Individual Partnership Program with NATO.

Mr Karimli holds an MA in European Studies from Robert Schuman University in Strasbourg. He attended the European Training Course for Youth Leaders (Strasbourg, France), and the Leaders Program in Advanced Security Studies at the George C. Marshall Center for Security Studies in Germany. In 2006 he spent six months at the NATO Defense College in Rome. He was the founding president of the Association of Young Azerbaijani Friends of Europe, the founding president of the Association of Azerbaijani Students in France, and the founding board member of Azerbaijani Students International. His hobbies are folk music and wrestling.



MUZAFFAR ATAMIRZAEV

Uzbekistan

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Current Position: Microfinance Program Manager, NWMTI

Professional Sector: NGO

“Best Practices” Area of Expertise: Microfinance in CIS countries

Personal Interests: Traveling, learning third-country experiences, reading, swimming

Mr Atamirzaev is microfinance program manager for Northwest Medical Teams International (NWMTI). He has overall responsibility for ongoing projects, and for developing new loan products, in the Tashkent head office and four outreach offices around Uzbekistan. Previously, he managed the loan program for the international NGO Partnership in Academics and Development (PAD), working with entrepreneurs in the agricultural and trade sectors. After PAD’s office was closed in Uzbekistan in 2006, all its primary staff, assets and liability were transferred to NWMTI. Earlier, Mr Atamirzaev worked within Uzbekistan’s Cabinet of Ministers as a member of the committee coordinating humanitarian assistance. In that position, he monitored the activity of international NGOs in the country and submitted analytical reports to the government.

Mr Atamirzaev’s bachelor’s degree is in economics from the Tashkent Transport Engineering Institute. He subsequently gained a master’s degree from the Plehanov Russian Academy of Economics. In 2005 he studied credit to micro- and small enterprises at Arizona State University on a Cochran Fellowship.



NAZGUL ZHARDANBEK

Kazakhstan

nkurman@gmail.com

Current Position: External Relations Manager, SINOPEC

Professional Sector: Business

“Best Practices” Area of Expertise: Kazakh Diaspora, migration issues

Personal Interests: Politics, involvement in public life, reading, writing articles

Ms. Zhardanbek is external relations manager for First International Oil Corporation-SINOPEC (Chinese National Petroleum Corporation) in Almaty. She is responsible for crafting the company’s public image, both through news releases and speeches, and by carrying out outreach programs. She handles the company’s governmental, media and community relations, business campaigns, interest group representation and conflict mediation. Before joining the company in 2000, she worked with USAID’s project on developing local self-government in Kazakhstan. Before that, Ms Zhardanbek was a manager assistant with Samsung Corporation as part of its new business development team in Almaty.

Ms. Zhardanbek was born in Mongolia. As part of the Kazakh diaspora in Mongolia, she lived and studied in Ulan Bator until her maturity. She graduated from the Kazakh State University of World Languages as a qualified teacher of English and Japanese. (Her dissertation was on “Americanisms and Briticisms: Differences and Peculiarities.”) She holds an MBA from the National University of Mongolia, and an MA from the University of Durham, UK, with a specialization in international boundaries. She has attended courses on international private law at The Hague Academy in the Netherlands; PR training at the Royal Institute for Public Administration in London; and management training in Beijing. A keen tennis player, her other interests include poetry and design.



PARVIZ KAMOLETDINOV

Tajikistan

parvizk@ndi.org

Current Position: Program Officer, NDI

Professional Sector: NGO

“Best Practices” Area of Expertise: Elections and political parties

Personal Interests: political parties and football

Mr Kamoletdinov is the acting country representative of the National Democratic Institute for International Affairs (NDI) in Tajikistan. Since joining NDI in 2002, he has trained representatives of Tajik political parties on the means and tactics of running election campaigns, strengthening regional organizations, increasing membership numbers, fundraising and effective use of financial resources, and modern party-building schemes. Earlier, he worked for the Academy for Educational Development (AED), managing the daily operations of its Business Initiative Center. The center organized trainings and seminars, as well as offering communication services to local government, private and non-governmental structures to get in touch with their foreign counterparts.

Mr Kamoletdinov studied in the department of management at Tajik State University. He transferred to Ankara University, where he graduated from the land economy department of the university's agrarian faculty. He is a soccer fan.



RAJABBEK SULAYMONBEKOV

Tajikistan

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Current Position: Head of International Trade Finance Department, Orienbank

Professional Sector: Business

“Best Practices” Area of Expertise: Trade, banking, finance

Personal Interests: Sports, reading

Mr Sulaymonbekov is chief of the department of international trade department of Orienbank in Dushanbe. He cooperates with international financial institutions, banks, and local businesses to find new partners and resources to finance trade. Before taking this job in February 2007, he spent three years in Afghanistan as head of Orienbank's representative office in Kabul. He worked to establish correspondent relations between Orienbank and other banks operating in Afghanistan, to link up banking systems and make transactions and trade relations safer between Tajikistan and its southern neighbor. Mr Sulaymonbekov's engagement with Afghanistan dates back to employment in 2003 (under the USAID Enterprise Development Project for the Central Asian Region) as task force leader on trade with Afghanistan. His work then concerned marketing Central Asian products and services in Afghanistan.

Mr Sulaymonbekov's first degree was from Khujand State University in international economic relations. In 2000 he attended courses on financial and managerial accounting, tax law and audit at the Kazakh Institute of Professional Accountants and Auditors, in

Almaty. Currently he is pursuing a second degree in law from Tajik State University.



RAMIL ISKANDAROV

Azerbaijan

risgandarov@aylu.az

Current Position: Chairman, Azerbaijan Young Lawyer's Union

Professional Sector: NGO

"Best Practices" Area of Expertise: Human rights and civil society building

Personal Interests: Football (to watch and play)

Mr Iskandarov is chairman of the board of the Azerbaijan Young Lawyers' Union (AYLU), an organization of some 600 members, which he co-founded in 1999. Within the organization he coordinates a full-time project entitled "Human Rights Reinforcement" in partnership with the Raoul Wallenberg Institute of Sweden. Also under AYLU's auspices he co-founded the "Consensus" Legal Center, where he works as a consultant in human rights law and prepares applications to the European Court of Human Rights. He has served as consultant to the Council of Europe observing the trials of political prisoners, and to the World Bank doing research on gender-related legislation.

Mr Iskandarov holds undergraduate and graduate degrees in international law from Azerbaijan University and Western University, Baku. He has done advanced coursework in human rights law at the Raoul Wallenberg Institute, Sweden, and European Viadrina University, Germany. As a graduate of the John Smith Fellowship Program in 2006 he helped organize the visit of the Baroness Stern to Baku to promote the cause of penal reform in Azerbaijan. A soccer fan, he supports the Baku-based Neftchi ("Oil-worker") team.



RATI JAPARIDZE

Georgia

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Current Position: Director General, SDPIA, Ministry of Environmental Protection
Professional Sector: Government

Mr Japaridze works in the Georgian Ministry of Environmental Protection and Natural Resources, where he is director-general of the Sustainable Development Projects Implementation Agency (SDPIA). The agency deals with environmental projects funded by international donors. As its director-general, Mr Japaridze oversees projects on forestry and protected areas development, integrated coastal management, and improving livelihood in the country's lowlands. Previously, he was director of the Georgia Protected Areas Development Project, funded by the Global Environment Facility and supported by the World Bank. Earlier in his career, he was employed by the International Finance Corporation (IFC) to manage its Georgian business development project.

Mr Japaridze graduated Tbilisi State University with a major in macroeconomics. Subsequently he obtained a master's degree in international finance and business from Columbia University's School of International Public Affairs (SIPA) in New York. In addition to his job at SDPIA, he currently teaches a class in financial management at his alma mater, Tbilisi State University. He is a passionate chess player.

RAVSHAN RASULEV

Uzbekistan

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Current Position: Director, Grand Orzu
Professional Sector: Business
"Best Practices" Area of Expertise: Tourism, construction

Mr Rasulev is the director of Grand Orzu hotels in Tashkent. The last eight years of his career have been wholly devoted to the tourism and hotel industry. During that period he opened eight hotels (and sold four of them), created a travel agency, a ticketing firm, a luxury transport agency (serviced by Volga cars), and an SMS-cellular company. Ten years ago he opened the first private hotel in Tashkent, the Sambuh, a remodeled house with six rooms. At one point in his career, he also produced socks. Earlier, he worked for two brief periods with USAID.

Mr Rasulev was educated at Tashkent State Economics University in international economics. He also studied international relations at Middle East Technical University in Turkey. He enjoys chess and table tennis.



SEVARA SHARAPOVA

Uzbekistan

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Current Position: Associate Professor, Institute of Oriental Studies

Professional Sector: Academia

“Best Practices” Area of Expertise: Political Science, International Relations

Personal Interests: Music, pets

Ms Sharapova is associate professor in the department of political science, international relations and law at the Tashkent State Institute of Oriental Studies. It is one of the only two departments of political science in Uzbekistan. She teaches “Foreign and Domestic Politics of the Western Nations” and “World Politics.” At the same time she works on Central Asian integration issues at the Academy of State and Social Construction under the President of the Republic of Uzbekistan. Earlier in her career she worked for the Ministry of Foreign Affairs, both on the Europe desk in Tashkent, and in the Uzbek Embassy in Germany.

After studying from Tashkent University, Ms Sharapova was awarded her doctorate from the Academy of State and Social Construction. She has been a visiting fellow to Cambridge University, UK (2002), at the University of Iowa (2003-4) and at Moscow State University (2006). She has organized workshops on Islam and geopolitics in Central Asia, and is the author of numerous articles on these and related subjects.



SEYMOUR KHALILOV

Azerbaijan

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Current Position: External Affairs & Policy Forum Manager, ASPU, British Petroleum

Professional Sector: Business

"Best Practices" Area of Expertise: Where business and politics meet

Special Interests: Travel, reading, outdoor activity

Mr Khalilov works for British Petroleum (BP)’s Azerbaijan Strategic Performance Unit as external affairs and Policy Forum manager. It is his job to lead strategic policy analysis for the company, and to build relationships with local and international actors in support

of BP's activities in Azerbaijan. He is responsible for maintaining relations with the office of the president and the government, as well as NGOs and other international states and organizations interested in the Caspian region. Previously, he was the executive director of the US-Azerbaijan Chamber of Commerce in Washington, DC. In that capacity, he worked to facilitate and encourage trade and investment in Azerbaijan, while providing a forum for policy-makers and NGO experts to interact.

Mr Khalilov graduated from the Azerbaijan State Institute of Languages with a degree in linguistics and a concentration in English. He spent one year on an undergraduate exchange program at the University of Missouri in St. Louis, where he also completed an internship at the St. Louis Sister Cities Program. Among the training programs he has attended, organized by BP, are "Leadership Context and Connections," "The Leadership Event," and "Performance through Influence."



SURRAYA SAHAB

Afghanistan

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Current Position: HR Manager, Afghan Telecom

Professional Sector: Government

"Best Practices" Area of Expertise: Human Resource

Ms Sahab is the HR manager of Afghan Telecom, where she is the only woman on the company's senior team. Reporting directly to the CEO, she handles all HR-related issues for over 800 staff, including recruitment and training, preparation and implementation of policy and procedures, and payroll. Before joining Afghan Telecom in 2005, she worked with the International Rescue Committee (IRC). As IRC's senior education officer she was responsible for supervising all provincial managers. Prior to that, she served as reintegration specialist at IRC, helping to organize teachers and students within Afghanistan's new government system.

Ms Sahab was educated at the Economy and Management College organized in Pakistan by Swiss Aid. In parallel to her job at Afghan Telecom, she is currently studying for a further degree in the department of economics at Kabul University.



TALANT BEKMAMBETOV

Kyrgyzstan

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Current Position: Economic Expert, Investment Council

Professional Sector: Business, Government

“Best Practices” Area of Expertise: Investments

Personal Interests: Knowledge, once more knowledge

Mr Bekmambetov is economic and financial expert at the Investment Council under the President of the Kyrgyz Republic, where he is responsible for conducting high-level policy dialogue between the government, business community and international donors. He provides expertise on the main drivers and agents of investment into the country, as well as identifying key impediments to such investment. Before joining the council, Mr. Bekmambetov was the executive director of the Bishkek Business Club. He has previous experience in the government sphere working in the Ministry of Economic Development; chief of staff at the State Committee on State Property Management; and public administration specialist in the Office of the President.

Mr Bekmambetov’s first degree was in international relations and oriental languages from Bishkek Humanitarian University. Subsequently he graduated from the Public Administration Institute for Turkey and the Middle East (in Ankara, Turkey) with a diploma in public administration. In 2003 he got a master’s degree in economics at Tokyo International University. He is a member of the board of trustees of the Regional Educational Network (REGENA), an association of Central Asian universities collaborating on the development of business and education, and the improvement of economics teaching.



TAMARI TRAPAIKZE

Georgia

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Current Position: Lead Researcher, Welfare Foundation

Professional Sector: NGO

“Best Practices” Area of Expertise: Healthcare, program management, planning,

implementation, and evaluation, working with NGOs, government officials, academic and medical communities, knowledge of English, Russian, and Georgian

Ms Trapaidze is project coordinator and lead researcher at the NGO Welfare Foundation in Tbilisi. Her major project is to monitor and raise awareness of tuberculosis and HIV issues within Georgian communities, at the same time as mobilizing urgent responses to TB/ HIV epidemics via advocacy efforts aimed at clinics and policy-makers. A second project concerns improving basic health care services for internally displaced persons within the country. She also leads meetings with public health authorities and local stakeholders to discuss the Millennium Development Goals in the Georgian context, and to develop recommendations for policy-makers on how to deliver better medical services to the population. Simultaneously Ms Trapaidze works part-time at a pediatric clinic (department of endocrinology), researching the clinical and biochemical aspects of obesity among children and adolescents.

Ms Trapaidze graduated Tbilisi State Medical University as a pediatrician. She continued studying medicine in Turkey and Romania, but turned to public health after winning a scholarship to the International School of Public Health at Umea University, Sweden. Her thesis concerned the work of eliminating iodine deficiency disorders in Georgia. She is an activist against the failure of international governments to deliver basic quality TB and HIV services, and the epidemics which such failure has generated.



THEA KENTCHADZE

Georgia

tk@gfsis.org

Current Position: Research Fellow, GFSIS

Professional Sector: NGO

“Best Practices” Area of Expertise: International relations, Georgian foreign policy, project management

Personal Interests: Travel, movies, music

Ms Kentchadze is project coordinator and researcher at the Georgian Foundation for Strategic and International Studies (GFSIS). Her recent work has been with a Canadian-Georgian project called “Public Policy Knowledge Network,” helping to build public-policy capacity within the government of Georgia. In this context, she has been responsible for providing sound policy advice to government ministries and agencies. She also manages GFSIS’s large international conferences on south Caucasus foreign policy and security- related issues. At the same time, she conducts research on Georgia’s role in the Black Sea region. Prior to joining GFSIS she was parliamentary staff member and international secretary for the New Rights Party of Georgia. Her first job was as a foreign

policy analyst within the Office of the President of Georgia.

Ms Kentchadze graduated from Tbilisi State University with a specialization in international relations. She continued her studies in international politics and security at the University of Denver (USA). The topic of her MA thesis was “humanitarian intervention.”



VARDUHI SHAHINYAN

Armenia

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Current Position: Executive Director, Gegharkunik Chamber of Commerce and Industry, Professor, Deputy Rector

Professional Sector: Business, Academia

“Best Practices” Area of Expertise: Local economic development

Professional Sectors: Business, NGO, Academia

Personal Interests: Classical music, cooking, excursions, historical films, books

Ms Shahinyan works as the executive director of the Gegharkunik Chamber of Commerce and Industry. It is the most active chamber of commerce in the country, although Gegharkunik is Armenia’s poorest region. At the same time, she is the vice-rector of Gavar State University in her native town of Gavar. As part of the university’s young new management team, installed in 2006, she has led the efforts to reform its education system. Simultaneously she teaches at GSU as a lecturer on economics, finance and business administration. In addition, she works as a contract researcher and program assistant for various local projects run by USAID, the European Commission, and the German technical agency GTZ.

Ms Shahinyan was a student at Gavar State University (where she was invited to join the teaching staff immediately upon graduating.) She is currently engaged on her doctorate at Yerevan State University on the connection between business and education. She has spent two summers at the American University of Central Asia (AUCA) undertaking comparative research on the financial institutions of the CIS countries. She also spent one summer at the Cyrus Institute of Management.

STAFF



ADAM SMITH ALBION

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Adam Smith Albion is CELA Director. He concurrently serves as Director of Critical Areas Research at World Monitors, a New York-based watchdog organization focusing on corporate social responsibility issues in Central Eurasia and China. In the past, he has been Eurasia Fellow of the Institute of Current World Affairs, and senior research associate at the EastWest Institute. He worked as a journalist in Turkey/ Black Sea region for two years. For four years he was Central Asia analyst for Radio Free Europe/Radio Liberty. He was educated at Harvard and Oxford Universities. His most recent publications have been for Jane's Sentinel and Freedom House.



ELVIRA SARIEVA

Elvira Sarieva is CELA Liaison for Central Asia (including Afghanistan) and the Caucasus. Previously she worked for six years as managing director for the media development NGO “Internews - Kyrgyzstan.” Currently she also serves as Media Committee chairperson in the Public Chamber on Media Affairs in Kyrgyzstan. She is also board member of the Media Commissioner (Ombudsman) Institute in Kyrgyzstan. 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 course in London in 2000.



AYNABAT YAYLYMOVA

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Aynabat Yaylymova is Program Manager for Global Network Foundation (GNF). GNF is a supporting foundation of Society of International Business Fellows (SIBF). Aynabat manages the philanthropic initiatives and projects of GNF. This includes the administration of the fiscal affairs, coordination and follow-up with SIBF Membership in fundraising, recruitment of SIBF volunteers in various projects and interfacing with SIBF staff to ensure successful outcomes. Aynabat is from Turkmenistan. She obtained her MA in the Theory and Practice of Human Rights from University of Essex, UK and MPA in non-profit management from Andrew Young School of Policy Studies, Georgia State University.

Prior to joining SIBF, Aynabat co-founded Alliance for Responsible Community Action (ARCA), an organization dedicated to promoting academic, cultural and civic education in Turkmenistan. She observed parliamentary elections with the Organization for Security and Cooperation in Europe (OSCE) in Ukraine in 2002. Aynabat did her graduate internship at the Carter Center, Human Rights and Democracy Programs in 2003. She worked as a country representative for International Research & Exchanges Board (IREX) in 2000. She is an alumna of CELA 1.



IRINA BOGOSLOVSKAYA

Ms Bogoslovskaya is an art historian at the Tashkent Institute of Arts. She is a doctoral candidate, writing about ornamentation in the applied arts of Karakalpakstan. In her long career as a museum professional in Uzbekistan, she headed the department of Central Asian ethnography at the State History Museum, was chief curator of the Jewelry Museum, and was senior research associate at the State Art Museum. She was educated at Tashkent State University, department of art history. Her latest book “Skullcaps of Uzbekistan, 19th-20th Centuries” (with Larisa Levteeva) was published in 2006.



ELIZABETH V. GRUBBS
(Tory)

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Elizabeth V. Grubbs is currently enrolled as an International Studies major at Kenyon College in Ohio. Presently she is working as a summer intern in the Atlanta office of SIBF. In the summer of 2006, Tory co-managed a clothing boutique in Northeast Harbor, Maine. She is a regular volunteer at the local Humane Society in Ohio and is a member of the Archon Society, a community service group. Tory grew up in Chattanooga, Tennessee, graduated from the Baylor School and was the coxswain of her high school boys' rowing team.



BRAD JOHNSON

Brad Johnson is a graduate student pursuing a Master of Public Policy degree from Georgetown University in Washington, D.C. He is currently interning as a legislative assistant with the healthcare division of The Podesta Group, a bi-partisan lobbying and public affairs firm in Washington. Last year, Brad was an intern in the office of U.S. Congressman Mike Rogers. Brad graduated last April from the University of Michigan with a Bachelor of Arts in Political Science and a Bachelor of Arts in Communication Studies. As an undergraduate student, he was a fellow with the Center for the Study of the Presidency and produced a research paper about the U.S. government's response to Hurricane Katrina as part of his fellowship.

Areas of Expertise

- Public policy, especially homeland security/disaster management issues and healthcare issues
- Governmental affairs (primarily legislative branch)

CASSIE PULS

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Cassie Puls is a high school senior attending boarding school in her home of Wisconsin in the U.S. Apart from honors-level schoolwork, she divides her time among studying philosophy, writing, and learning other languages. Her art and essays often win awards, and her writing has so far been published in the school newspaper, the literary magazine, and in a student anthology.

Apart from interning at the CELA leadership conference this summer, Cassie is visiting various schools and preparing to apply at such institutions as Haverford and Smith Colleges. Cassie plans to study English, Philosophy, and Economics while in college.