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CENTRAL EURASIA LEADERSHIP ACADEMY

## **CELA 5 BIOGRAPHIES**

**ISTANBUL**

**July 16-25, 2006**

Compiled by Adam Smith Albion Elena Parfenova and Zoran Hrcic  
Thanks to Aynabat Yaylymova, Mary Madden and Susan Sutterfield

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**LEADERSHIP SPEAKERS**

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## **BARBARA LOGAN HAY**

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

## **CELAL METIN**

Chairman,  
Met Group of Companies

Biography forthcoming



## **AHMET BOZER**

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

Currently, president of The Eurasia & Middle East Division based in Istanbul, Turkey, Mr. 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

our Turkish operations consistently moved up within the worldwide top 20 ranking, increased its leadership ratio vs our nearest competitor (6 straight years) and CCBT created significant value for its shareowners. He directed many infrastructural and organisational development projects.

Prior to this most recent assignment, Ahmet served as finance director and deputy

managing director of Company Bottling Operations in Turkey during 1994 - 1999.

Ahmet 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.

Ahmet holds a masters degree in Business Information Systems from Georgia State and a B.S. in Management from Middle East Technical University in Turkey.

## CORE FACULTY MEMBERS

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### TERRY BLUM



Georgia Institute of Technology  
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Terry Blum earned a PhD at Columbia University in 1982. She is Founder and Director of Georgia Tech's Interdisciplinary Institute for Leadership and Entrepreneurship (July 1, 2006) and has recently completed 7 years as dean (July 1999- July 2006) of Georgia Tech's business school, the College of Management. The College prepares business leaders for changing technological environments through disciplinary and interdisciplinary educational programs for undergraduates, MBA students, PhD students, and executive audiences. In addition to being a professor at Georgia Tech (since 1986), Professor Blum previously served as the Director of the College's Center for Entrepreneurship and New Venture Development (1996-2000). She was named to the Tedd Munchak Chair in Entrepreneurship in 1996 making her the first woman at Georgia Tech to be awarded an endowed chair.

Professor Blum has researched and published extensively on topics related to innovation and technology transfer in health services related to behavioral health care. She served several terms on NIH study sections, and is a co-investigator for research grants related to

the study of organizational and entrepreneurial factors that mediate the transfer, adoption and diffusion of innovation to for-profit and not-for-profit health treatment organizations.

In 1998, she co-received a Whitaker Foundation special opportunities grant (1998-2001) to develop and implement a curriculum in entrepreneurship and innovation for graduate students in biomedical technology and life sciences reflecting her interests in technology transfer and value creation. This curriculum has since been expanded to include students from all of the engineering, science and computing disciplines.

Professor Blum has served as an advisor or director for several entrepreneurial endeavors including: Stanford's Roundtable on Engineering Entrepreneurship Education; a non-profit accelerator for women's entrepreneurship, Project Tsunami's Global Brain Trust (partially funded by the Kauffman Foundation); the non-profit board of GATV (the Georgia Tech Technology Ventures) that facilitates the transfer of technology from Georgia Tech and other research universities; and EDI (Georgia Tech's Economic Development Institute). She also participated as an organizer and director (2003-2006) of a de novo community bank, Midtown Bank and Trust.

She is currently serving a second term on the Community Foundation of Morgan County board and a not-for-profit venture, MedShare International that creates value and improves health through the collection of surplus medical supplies and equipment for distribution to developing countries. Professor Blum is also a member of the 2006 class of the Society of International Business Fellows.



**PAMELA KIECKER**

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As Executive Director of the Interactive Marketing Institute, Ms. Kiecker's responsibilities include executive recruitment, development of corporate sponsorships, and public relations for the Direct Marketing program, proposal development, research design and analysis and client relations for the research center. Ms. Kiecker received her BA in 1980 from Carleton College, her MBA in 1983 from Minnesota State University and her PhD in 1988 from the University of Colorado.

Her business achievements include Grant recipient, U.S. Dept of Commerce (1995); U.S. Dept of Education (1998); World Bank (1997); Virginia Center for Innovative Technology (2000); Distinguished Teaching Award Recipient, Direct Marketing Educational Foundation, Inc. (2000); Texas Tech University (1994); Distinguished Scholar Award, School of Business, VCU (1998); Beta Gamma Sigma Honorary Society,

Faculty Fellow (1991) Ms. Kiecker is married to Steve Shaffner. Her personal interests are sailing, skiing, music (violinist), scuba diving, cycling, and Bridge.

### **Areas of Expertise**

My business and academic experience and publications have focused on marketing strategy/marketing management for both public and private organizations, including issues focused on consumer behavior, marketing communications (advertising, personal selling, public relations, and direct marketing), and marketing/market research. My expertise is in the area of business-to-consumer marketing, although my interests also include business-to-business marketing. I have contacts with numerous Business Schools throughout the United States, Canada, Europe, and Asia, and I can serve as an advisor on graduate school admission processes and other formal professional development programs. Finally, I have experience writing grants and have received funding for programs focused on global business and new information technologies.

### **DUŠAN ONDRUŠEK**



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### **JAMES CLARK PLEXICO**



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Clark Plexico is President of International Strategies, Inc., an American company providing consulting services world-wide for leaders in business, NGO's, and government, providing them new skills and strategies necessary for success in this rapidly

changing and increasingly interconnected world. The companies' concentration is in cross cultural training/global business protocol and public policy/communication strategy.

Plexico is former State President in North Carolina of Law and Government Affairs for AT&T, North Carolina State Senator, and owner of an international real estate company based in London, Tehran and Hong Kong.

He has many years of international experience in business and education, including over a decade of living and working in the Middle East, Europe and Asia. Plexico is a member of the Royal Institute of International Affairs (Chatham House, London), the Southern Center for International Studies, and the Society of International Business Fellows. He is certified by Duke University's Fuqua School of Business in delivering the Intercultural Edge (ICE) cross-cultural program.

Plexico lived and worked abroad for ten years. After teaching at the International School in Tehran, Iran, he was managing director of the Middle East office for an international real estate company that was based in Singapore and Hong Kong. Following the Iranian Revolution he moved to Europe where he formed his own company based in London, England; Aberdeen, Scotland; and Hong Kong. From there he made frequent extended trips to serve clients in Europe, the Persian Gulf states and Southeast Asia.

He earned his master's degree in International Relations (with Honors) from the London Program of the University of Southern California, and his bachelor's degree in political science from the University of the South in Sewanee, Tennessee. He has studied Middle Eastern politics and religion at both Tehran University and the Royal Academy of Philosophy in Iran. Plexico has studied Farsi and is a graduate of the Arabic School of Middlebury College. He is often asked to speak on Islam and the Middle East for groups and conferences, and has been a lecturer on the Middle East for the Great Decisions Program of the Foreign Policy Association. In addition, he has been Adjunct Professor at North Carolina State University, UNC-Asheville, and Western Carolina University in both Middle East History and Politics and American Government and Politics.

Over the years Plexico has served on many statewide and regional boards, including the World Trade Center North Carolina (Chairman), the Progress Board (Chair of Executive Committee), Smart Start (Vice-Chair), NC Citizens for Business and Industry (Chair of Education Committee), NC Art Society, Exploris Museum and School, NCFREE, Western Carolina Board of Trustees, Duke University Fuqua School of Business CIBER Advisory Board, NC Telecommunications Industry Association, International Affairs Council, NC Committee on Economic Education, Public School Forum, the Governor's Education First Task Force, the China Center, the Haiti Connection, Stop Hunger Now and the Global Network Foundation of the Society of International Business



**WILLIAM P. STARNES (BILL)**

Society of International Business Fellows

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

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

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

## SIBF FACILITATORS

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### **SUE G. ATKINSON**

Atkinson Public Relations

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Sue Atkinson founded Atkinson Public Relations, a full-services firm headquartered in Nashville, TN in 1986. At Atkinson, she provides counsel to the firm's broad base of local and national clients on communication needs ranging from reputation management and strategic communication planning to crisis and change management

Prior to forming Atkinson Public Relations, Ms. Atkinson was president of Holder Kennedy Public Relations in Nashville. She served as director of development for WDCN-TV, Nashville's public television station, from 1971 to 1979.

Atkinson currently serves on the board of directors of Pinnacle Financial Partners, the Gaylord Entertainment Music City Bowl, the PENCIL Foundation, Centennial Medical Center Board of Trustees and the advisory board for Vanderbilt Dyer Observatory. She is a member of the Public Relations Society of America, the Rotary Club of Nashville, the Tennessee Chapter of the National Women's Forum, and a Friend of the Society of International Business Fellows.

Ms. Atkinson is a past chairman of the board of the United Way of Middle Tennessee and past vice chairman of communications for the Nashville Area Chamber of Commerce. She has also served on the boards of the Metropolitan Nashville Convention Commission, the Nashville Symphony Association and the Children's Hospital of Vanderbilt University. Ms. Atkinson holds a Bachelor of Arts degree from Vanderbilt University.

#### **Areas of Expertise**

- reputation management
- public relations planning and execution
- media relations
- employee communications
- change management



**BARRY F. CROSSMAN**

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Barry F. Crossman is a Senior Executive with extensive international operations background. He has proven success in negotiating multi-billion dollar transactions, leading start-up organizations, bringing change to existing operations, achieving growth and bottom line improvement. Mr. Crossman is experienced in analyzing and defining solutions to complex problems, currency hedging, strategic planning and marketing management. He has a strong energy level, competitive spirit, sensitivity to social and political differences, broad intellectual capacity with a high standard of professionalism and a passion for challenge. After opting for early retirement at the end of 1998, Mr. Crossman worked as CEO with two technology based companies from 1999 to 2001. The first was based upon a unique application of ultrasound technology to create molecular separation within a liquid flow. Sufficient funding was not available to bring this to market. The second, based upon patented technology, involved the design, development, manufacturing and marketing of optical networking components. To limit the costs to the Japanese owners as the overall optical market contracted, Mr. Crossman negotiated a Chapter 11 sale of the company. Mr. Crossman spent 32 years with Caltex Corporation, a \$17 billion multinational petroleum joint venture of Chevron and Texaco operating in 60 countries in Asia, Africa and the Middle East. He lived in Australia, South Africa, Bahrain, Japan, Singapore and the Philippines and traveled extensively throughout the Caltex area. During the last three years, he managed several of the functional business units, aviation, LPG, Asphalt and Natural Gas. For the prior nine years Mr. Crossman was General Manager of the Japan Region until negotiating the sale of the majority of Caltex's business to its partners for \$2.0 billion. Also he sold a terminal for \$245 million and a house for \$67 million. Mr. Crossman was lead negotiator to put a joint venture together between three Japanese companies and Saudi Aramco with a potential value of up to \$8 billion. The Japanese decided in the end not to proceed with the venture. Mr. Crossman's earlier career spent in Financial and Planning management. Mr. Crossman took part in a Ph.D. Program in International Finance at New York University. He obtained an MBA & BS in Finance from Indiana University. Mr. Crossman has attended Aspen Institute Programs on Japan & Executive Leadership. Mr. Crossman is also the President Elect of Our Friends Place, Director & Treasurer of St. Simon's Child Care, Treasurer & Counselor of SCORE, Director, Global Network Foundation & Coordinator, Central Eurasian Leadership Academy, Past President of the Association for Corporate Growth - Dallas Chapter, the Adjunct Professor International Business at the University of Texas at Dallas, and he is a member of the Dallas Committee on Foreign Relation.

**Areas of Expertise**

I have lived and worked in a number of countries across a wide range of cultures and business environments. In particular, I have extensive experience working for and managing international joint ventures, leading international negotiating teams and

managing functional business units in a global business setting. My early experience was in international financial management. I also started up a worldwide strategic planning system, then restructured the business planning process.



## **WILLIAM R. HOUGH**

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William R. Hough was born January 1, 1927 and in 1937 moved permanently to St. Petersburg at the age of 10. Graduated from St. Petersburg High School in 1944. Served in the U.S. Navy V-12 Officer Training Program at the University of Miami and Miami University, Oxford, Ohio. Graduated Miami University in 1947 with a Bachelor of Science in Business Administration. Received a commission as Ensign in the U.S. Naval Reserve, resulting from participation in the NROTC Program, a continuation of Navy V-12. Received a Master of Business Administration Degree from the University of Florida in 1948. This was the first MBA degree conferred by the University of Florida. Entered the securities industry in 1948 and has been continuously active in that field throughout his career. Worked for A.M. Kidder & Co. in New York and DeLand, Florida as a securities analyst and account executive. Formed Freeman, Hough & Co. in Ft. Myers, a general securities business, in 1950. In 1951 formed Beil & Hough, Inc. a member of the Midwest Stock Exchange, a general securities firm. Formed William R. Hough & Co. in 1962, specializing in state, county and municipal bonds. This firm for many years has been the leading underwriter of Florida bonds in terms of the number of issues handled. The firm originates tax-exempt municipal bonds for all types and sizes of issuers within the State. William R. Hough & Co. has, in recent years, expanded into additional lines of business. In 1993 the firm founded The Hough Group of Funds which includes a tax free money market fund and a tax free short term fund both of which are designed as exempt from Federal income taxes and from the Florida intangibles tax. In 1994 the Hough TaxFree Money Market Fund had the highest yield among 360 tax-exempt money market funds in the United States. The firm has recently acquired "general securities" status, handles all types of stock transactions on behalf of customers and provides safekeeping for customer accounts including bonds as well as stock. A major portion of the firm's business is categorized as "proprietary trading." The firm has long been a dominant participant in secondary trading of Florida municipal bonds. In recent years it has become a major player in the secondary market trading of general market and actively traded bonds of all the states. The firm is presently active in proprietary trading in the following categories of securities: Florida municipal bonds, general market municipal bonds, general market health care related tax-exempt bonds, taxable U.S. Government Agency obligations, collateralized mortgage obligations, Florida bank and thrift stocks, small NASDAQ stocks, unit investment trusts, and listed closed-end funds. Hough recently

stepped down and now served as Chairman Emeritus of William R. Hough & Co. Hough started an affiliated company, WRH Mortgage, Inc., in 1992 to trade in the commercial mortgage secondary market. In 1993 Hough & John W. Sapanski acquired controlling interest in Republic Bank of Clearwater. The Bank, now headquartered in St. Petersburg, was merged on April 15, 2004 through an exchange of stock into BB&T Bank of Winston Salem, NC. At the time of merger, Republic Bank had assets of \$2,800,000,000 and approximately 75 branch offices. Mr. Hough's Board memberships include University Of Florida Foundation; Salvador Dali Museum; Museum of Fine Arts, St Pete; Palladium Theatre; and Eckerd Collage. William R Hough & Co. merged into RBC Dain Rauscher Inc. on Feb 27 2004. RBC Dain is a wholly owned subsidiary of Royal Bank of Canada, the largest Bank in Canada. RBC Dain is a full service financial services firm, member NYSE, operating nationwide and is a strong municipal bond firm, similar to William R Hough & Co. Hough's hobbies are sailing, skiing and participation in triathlons. He and wife Hazel are avid travelers who share an enthusiastic interest in the arts.

### **Areas of Expertise**

Bill has experience in the following areas: Financial analysis and securities trading Corporate and non profit organizational leadership and governance Entrepreneurial enterprise – Formerly headed Investment Bank which financed US states, counties, cities with issuance of local bonds and loans Formerly was Chaiman of Republic Bancshares, a 2.8 billion \$ commercial bank (not international) in Florida Presently Chairman of WRH Income Properties, a US holder of residential apartment projects Presently Financial Consultant with RBC Dain Rauscher Inc, a wholly owned Investment Bank of the Royal Bank of Canada



### **MARY A. MADDEN**

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Ms. Madden is an independent consultant to Internet and non-Internet based technology and apparel companies. For two years from 2003 until 2005 she was the President and COO of ValuBond, Inc., a bond trading software company. Prior to that she was Vice President, Public Records and Data Czar at ChoicePoint Inc. where she oversaw the development of an order tracking system, developed marketing plans for the legal market, pursued acquisitions in the record retrieval, online court information, and data creation area. Ms. Madden was also responsible for overseeing and coordinating the data acquisition, and for the creation of a chiropractor credential file. Ms. Madden was an entrepreneur in residence at the College of Management at Georgia Tech.

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

Ms. Madden is a board member, and nominating and audit committee member of Synavant, Inc., a NASDAQ company. She is an advisor for Mia Avenida America, Inc, a Hispanic business website, as well as LawDocsExpress, Inc., an online paralegal service.

Ms. Madden is currently on the Board of The Committee of 200, an organization of women business leaders. Ms. Madden is Chair of the Atlanta Chapter of the National Association of Corporate Directors and participates on the Bioterrorism Committee of the Business Executives for National Security for the state of Georgia. In 2006 she co-founded an Atlanta chapter Women's Corporate Director's. WCD has over 190 members who serve on approximately 200 public company boards.

Ms. Madden studied Mathematics as an undergraduate at Vassar University and did graduate study at Columbia University in Library Science.

### **Areas of Expertise**

My expertise lies in data organization and utilization, managing for growth, technology, financial reporting, general management, and fund raising for early stage companies. Data organization projects that she could help on relate to organizing a library card catalog to easier access, "public records" such as deeds, suits, loans and liens; organizing non profit (NGO or Government) files to relate dissimilar records or to display more relevant information, and organizing participant records for administrative purposes. I have served also as the director of a public company and serve as president of a professional association of public company directors and have expertise in that area. She has mentored several women entrepreneurs. While I have little NGO experience, I am currently working to start a sustainable recycling nonprofit to aid both job creation in Atlanta and the environment.



## **JOHN C. MILLS**

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Born in 1951, Mills attended Dallas Public Schools' Lakewood Elementary and Woodrow Wilson High Schools. He also attended The Allen Military Academy. After graduating high school in 1969, Mills attended Southern Methodist University and Texas Tech University, graduating in 1972 with a BBA in Accounting.

Mills 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. Mills left the practice of accountancy in 1981 after acquiring the DYO Chemical Company. In 1985, while still president of DYO, Mills 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. Mills continues to serve as President of Town View Corporation, a real estate holding company.

Mills 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.

Mills is a member of the Rotary Club of Dallas (Paul Harris Fellow), is a Past Master of Dallas Masonic Lodge and has served on the Boards of civic organizations such as the YMCA. He is a member of the Society of International Business Fellows.



## **BENJAMIN R. RECHTER**

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Ben 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.



**W. LUCAS (Luke) SIMONS**

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Luke Simons is a 42-year veteran of the securities industry who worked his way up through the business. He is presently an Advisor UBS Investment Banking and formerly Senior Managing Director with UBS Financial Services. Luke was Co-Senior Partner of J.C. Bradford & Co., Nashville, Tennessee (one of the Nation's largest independently owned investment-banking firms before the UBS PaineWebber/J.C. Bradford merger in June of 2000.)

Before joining J.C. Bradford in 1963, Luke, a native of Charleston, South Carolina, earned a Bachelor of Science degree in industrial management from Georgia Tech, a Masters in Business Administration from the University of Virginia, and served in the U.S. Navy.

Luke is also active in the Nashville community. He currently serves on the Board of Directors of Junior Achievement, Friends of Warner Park, The Frist Center for the Visual Arts, (Chair of Development Council and member of the Executive Committee, Finance and Operations Committee and Collectors Council), most recently the Metro Nashville Arts Commission's Public Art Committee and Belmont University. He is a member of Leadership Nashville, and a member of the Society of International Business Fellows.

Luke and his wife, Susan, have three daughters, and six grandchildren.



**CHARLES MEADE SUTTERFIELD (MEADE)**

Meade Sutterfield

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

He was formerly a founder and President of PowerFone, Inc., the largest Specialized Mobile Radio (SMR) carrier in the major markets in Michigan and Ohio, which was sold to Nextel Communications in April 1994. Mr. Sutterfield's experience with the SMR industry began in 1986, when he purchased Johnson Communications Corporation (JCC). As President, he built JCC into one of the nation's largest SMR carriers with operations in Florida, Georgia and Tennessee; JCC was sold in 1993 as part of the Nextel Communications rollup.

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

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

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

He is married to Susan Johnson Sutterfield with three grown stepchildren. His hobbies are

tennis, travel and wine.

### **Meade Sutterfield-Areas of Expertise**

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



### **WILLIAM S. TIFFANY**

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Bill 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. He has proven operating performance improvement through strong strategic, process and change management, coupled with innovation and brand/product leadership. He is known for objectivity, integrity and straightforward communications creating strong management teams and committed employees. His experience in multi-cultural environments, with a multi-disciplinary background, has given him the opportunity to provide success record in dealing with divergent cultures.

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



### **VICKIE VERNON**

Cox Industries, Inc.

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Vickie Vernon is Director of International Business Development at Cox Industries, Inc. Cox Industries is a manufacturer and distributor of pressure treated southern yellow pine products - dimensional lumber, decking, post, marine pilings, utility poles and crossarms as well as a line of outdoor furniture. Ms. Vernon serves as Corporate Secretary and is extremely involved in the issues concerning corporate governance; strategic planning and succession for the 50 year-old family owned and operated business. She graduated from the University of South Carolina with a Bachelor's degree in Interdisciplinary Studies. Ms. Vernon is a graduate of Leadership South Carolina and a member of the Golden Key National Honor Society. She has two children, Brian, 25, and Matthew, 23.

### **Areas of Expertise**

My expertise lies in the field of corporate governance. Corporate governance is the system by which business corporations are directed and controlled. A main focus has been the putting in place and maintenance of an effective, outside board of directors. I serve as corporate secretary and make sure all corporate documents are in order. A lot of time is spent identifying and communicating with managers, shareholders and other stakeholders, and helping them understand their rights and responsibilities. I also work on developing the policies and procedures for making decisions on corporate affairs. We regularly review our strategic plan and have created value, mission and vision statements. By doing this, we have provided the structure through which the company objectives are set, and the means of attaining those objectives and monitoring performance are in place. Corporate governance is about promoting corporate fairness, transparency and accountability. My company, a 50-year old family-owned and operated business, has a

unique set of issues non-family businesses don't encounter. Therefore, I have initiated annual family retreats and day meetings utilizing family business consultants/facilitators to keep family members, whether shareholders or not, connected and unified. This involves developing open, honest, non-threatening dialogue. Corporate governance is applicable in any type of organization.

## STORY WRITERS

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### ANGELA CROSSMAN

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Angela currently works for GlaxoSmithKline in London in the Respiratory Commercial Strategy Group. She was previously a brand manager in Madrid for Schering-Plough, S.A.. Angela has a BA in History from Dartmouth College and an MBA 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 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.



**HAZEL HOUGH**



**JOAN RECHTER**



**DONNA J. STARNES**

Donna 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 family. 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, 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**

Susan has 20 years experience as a hospital nurse with a focus in physical rehabilitation and 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

participates annually in Camp Kudzu, a resident summer camp for Type 1 diabetic children. While at home, her hobbies include running and she is an excellent cook.

Susan and Meade have three adult married children and at this time have two granddaughters.



**CARLENE TIFFANY**

Carlene 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, becoming 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.**

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

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

For the last several years his primary interests have involved working in the emerging economies of Eastern Europe, Russia, and China. He currently has an active presence in China focusing on home building, e-commerce, and merchant banking. He recently privatized a Chinese company, which was active in low cost housing and high technology.

He is a director of World Airways, Inc (NASDAQ) and a former director of Interstate General Company (ASE), Continental Airlines (NYSE) and IRT Property Company (NYSE).

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

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

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

### **Joel Cowan Expertise**

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

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

**STEWART M. DANSBY**

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**PETER GANS**

Email: [peterg@maxcharge.com](mailto:peterg@maxcharge.com)

Website: [www.maxcharge.com](http://www.maxcharge.com)

Mr. Gans is from Long Island, New York. He started his career in sales at the Norton Co., a major manufacturer of abrasives with primary markets in the automotive, primary metal and mining industries; he spent fifteen years in large companies' specializing in distribution, supply chain and international sales. Mr. Gans then joined a small manufacturer / distributor as a share holder supplying automated systems to the steel and mining industries.

Currently Mr.Gans works for a small US based company that designs and sells specialized spraying and water treatment equipment for organic and traditional agriculture markets world wide. His focus is third world emerging markets such as Africa, Central and South America where the economic and ecological benefits provide a competitive advantage in the market place by increasing yield levels and bringing third world food products to first world markets in compliance with first world standards. Mr. Gans trains dealers and

agents, both English speaking and non English speaking, to sell and service equipment on a commercial level. He obtained a BA with a major in history at the College of Emporia in Kansas.



**PAMELA JO MOONEY (PAM)**

CEO, Global Outsourcing

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Pam Mooney recently retired as the CEO of Global Outsourcing & ITC, a holding company that provides manufacturing solutions to market-oriented businesses. She was responsible for leading and directing the company toward its primary objectives, based on profit and return on assets, mission and strategic planning. Dr. Mooney also led Northern Outfitters, an outerwear company that manufactures products for use in extreme cold sports and work conditions.

A member of the Society of International Business Fellows since 1998, Ms. Mooney has held several leadership positions, including Secretary and VP for Regional Programs. As chairman, her focus is on the long-term strategic plan for the Society, including the expansion of membership in Asia, Latin America and Europe.

Dr. Mooney's business achievements include recognition as Florida Executive Business Woman of the Year, Small Business Person of the Year, a Rodli Award recipient and induction into the Florida Women's Hall of Fame. She has served on the Boards of several educational and community institutions, including the University of Miami, St. Anthony's Hospital of Tampa and Associated Marine Institutes.

A graduate of the University of Miami, where she earned both undergraduate and graduate degrees, Dr. Mooney currently resides in Chicago, Illinois with her husband, Rick.



**DANIEL P. PULS**

Daniel Patrick Puls has devoted many years to fostering social justice and maximizing the impact of philanthropy on the global stage. He serves as a senior advisor to several leading NGOs including: The International Centre for Democratic Transition (Budapest Hungary), Transatlantic Partners against Aids (Russia, Ukraine, US), The Rural Development Center (Etyek, Hungary), and The Central Eurasia Leadership Alliance (Central Eurasia) of the Global Network Foundation (Atlanta, Georgia). He also serves as a strategic advisor in capacity building, relationship management, corporate relations and social responsibility on the global stage to public, private and NGO sector leaders.

Previous assignments have included: Interim Executive Director, the Carpathian Foundation and its US counterpart the Friends of the Carpathian Foundation-US and the OneVoice Initiative of the Peaceworks Foundation.

Dan has developed programs led and/or funded by a diverse group of international partners including: Charles Stewart Mott Foundation, Rockefeller Brothers Foundation, John C. Hurford Foundation, Alcoa Foundation, Woodruff Foundation, the Sasakawa Peace Foundation, Ford Foundation, Starr Foundation, George and Jane Russell Foundation, the Young Presidents Organization, the World President's Organization, Society of International Business Fellows, Global Network Foundation, Fred C. Robey Foundation, The Greater Atlanta Community Foundation, Johnson & Johnson Foundation and other foundations, corporations and individuals. In addition, he has played a principal role in the development of major proposals submitted to the European Union (EU), the United Nations (UN), the Swedish Government and the National Endowment for Democracy. He has also fostered partnerships with public, private and nongovernmental organizations and individuals in Russia, throughout Central Europe, the United States, Middle East and throughout the EU.

Dan serves as Senior Advisor to the Director and Chief Development Officer of The International Centre for Democratic Transition (ICDT). The ICDT collects experience of past democratic transitions and shares it with those who are determined to follow that path. The ICDT believes that democracies make safer, more stable and reliable partners and that democratic governance is advantageous to a country's own population as well as its neighbors. The Centre's purpose is to provide guidance on the difficult journey from dictatorship to democracy in a positive, collegial and supportive fashion. Rather than aiming to promote democracy in general, ICDT sets more concrete and pragmatic goals, concentrating on democratic transition as a process. Rather than giving ready-made formulas on how democracy should be created, ICDT strives to show how dozens of young democracies have made and are making the transition – so that those who embark on this difficult path in the future may learn from the successes as well as the failures.

Dan serves as Senior Advisor to the President of Transatlantic Partners against AIDS (TPAA). TPAA is an independent, non-governmental organization that leverages the political, civic, scientific, and economic resources of North American, European, and Eurasian partners to combat the rapid and devastating spread of HIV/AIDS in Russia, Ukraine and neighboring countries. TPAA's mission is to effect policy outcomes and undertake related initiatives that will enable Russia, Ukraine and neighboring countries to be more effective in the global fight against AIDS. TPAA works to strengthen political will and mobilize governments, civic leaders, scientists, corporate executives, and international organizations in the fight against HIV/AIDS; engages in non-partisan policy advocacy; supports the development of civil society and local institutions; assists the donor community in targeting and mobilizing resources; and undertakes policy-relevant research and analysis related to strategic HIV and AIDS-related issues.

The Central Eurasia Leadership Alliance (CELA) connects emerging leaders across borders and across sectors in the five countries of Central Asia – Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan – and the three countries of the Caucasus – Armenia, Azerbaijan, and Georgia. It was developed to foster the next generation of leaders in the strategically important Central Eurasia region, promote cooperation and bridge differences between East and West, Islamic and non-Islamic countries, and make the world safer after the events of September 11, 2001. CELA enables tomorrow's leaders in Central Eurasia to communicate their own knowledge and insights to their Western counterparts as equals. The inaugural CELA program in the summer of 2002 brought together 38 future leaders from eight former Soviet republics in the Caucasus and Central Asia for a two-week executive leadership program on the campus of Koç University outside Istanbul, Turkey. Since then, over 100 Fellows have participated, with CELA 5 taking place July 2006 in Istanbul. Dan serves as Senior Advisor to the Chairman of the Board and a principal member of the team that founded the program.

The Carpathian Foundation is a grant making organization working in the bordering region of Hungary, Poland, Romania, Slovakia and Ukraine. At the Foundation, Dan served as interim Executive Director working closely with an international Board of Directors from the five major Central European countries and the EU and US. Dan led program development and external relations, managing several initiatives including the Carpathian Compact, an innovative Corporate Social Responsibility program designed to foster indigenous philanthropy in the Carpathian Euroregion and other initiatives. He also led a multi-national, multi-cultural team in organizing the Carpathian Foundation's 10th anniversary reception and awards ceremony in Budapest, June 2005.

Dan served as Senior Director at the EastWest Institute (EWI), an independent, not-for-profit, European-American institution. At EWI, he helped launch many initiatives, programs and projects including CELA, Global Security Program, Kendall-Russell Centre for Corporate Competitiveness (Moscow, Russia), Middle East Bridges Program, Gaza Private Sector Initiative and others. He orchestrated the EWI Awards Dinner with honorees including: David Rockefeller, Finance Minister Alexei Leonidovich Kudrin of the Russian Federation, Sergio Vieira de Mello of the United Nations (memorial honoree), Dr. Javier Solana of the European Union, Prime Minister Jean Chrétien of Canada, and others. In addition, he has orchestrated high-level conferences, roundtables and working dinners.

Dan is engaged to Nicole Fieber, a Registered Nurse with the Visiting Nurse Association of Wisconsin. He is a graduate of the University of Wisconsin and the proud father of

three: Cassondra, Theodore and Isabella.

### **PAUL M. ROMAN**



University of Georgia  
Institute for Behavioral Research

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Paul M. Roman has been Director of the Center for Research on Behavioral Health and Human Services Delivery at the Institute for Behavioral Research, University of Georgia, since 1986 where he is also a tenured professor in the Department of Sociology and the Graduate School.

Professor Roman has been awarded three consecutive 5-years terms as a Distinguished Research Professor, a title reserved for 40 faculty members at the University who have shown outstanding achievements in research. Previously he was the Charles A. and Leo M. Favrot Professor of Human Relations and Professor of Epidemiology at Tulane University where he served on the faculty from 1969 to 1986. He received his Ph.D. from Cornell University in 1968. His research is focused on the organization and management of treatment systems, the design of intervention efforts to deal with employees with substance abuse problems and the sociological analysis of substance abuse problems and policies.

Together with his collaborator, Terry C. Blum, he is known for initially deriving the Core Technology of Employee Assistance Programs (EAPs) in 1984. Other research is focused on the patterns of organizational innovation and change among substance abuse treatment providers, referral patterns associated with different types of employee problems referred to EAPs, national patterns of drinking and drug related behaviors and attitudes among employed persons, and the changing structural and processual characteristics of EAPs, particularly their utility in delivering services for employed persons with substance abuse problems.

Professor Roman served on the Panel on Employer Policies and Working Families of the National Academy of Sciences, and has had many years of service as member and chair of review groups and study sections at the National Institutes of Health. He is presently a member of the Health Services Study Section (NIDA-F) of the National Institute on Drug Abuse.

Among his recent publications is a monograph co-authored with Terry C. Blum (*Cost Effectiveness and Preventive Implications of Employee Assistance Programs*, SAMHSA,

1995 [2<sup>nd</sup> edition to appear in 2002]) and 4 edited volumes of original papers, *Encyclopedia of Criminology and Deviant Behavior: Volume 4, Self-Destructive Behavior and Devalued Identity* (Philadelphia: Taylor and Francis, 2000 [co-edited with Charles E. Faupel]), *Drug Testing in the Workplace* (New York: Plenum, 1994 [co-edited with Scott Macdonald]), *Alcohol: Development of Sociological Perspectives on Use and Abuse* (New Brunswick, NJ: Publications Division of the Rutgers Center on Alcohol Studies, 1991), *Alcohol Problem Intervention in the Workplace: Employee Assistance Programs and Strategic Alternatives* (Westport, CT: Quorum Press of Greenwood Publishers, 1990). From 1987 until 2003, Professor Roman was Director of the Predoctoral Research Training Program on Employee Alcohol Problems, funded at the University of Georgia for 15 years by the National Institute on Alcohol Abuse and Alcoholism.

## **CELA 5 PARTICIPANTS**

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### **LALA ABASOVA**

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**Azerbaijan**

Ms. Abasova works as situation analyst for Europa House, an EU-funded entity to promote the idea of Azerbaijan's integration into Euro-Atlantic structures. Ms. Abasova prepares monthly reports on the country's socioeconomic situation, changes in public administration and legal frameworks, and civil society and human rights developments. Furthermore, she coordinates activities between NGO, civil society and political party actors in the interests of encouraging the adoption of European standards of democratic state-building and rights protection, and participation in the European Neighborhood Policy. Ms. Abasova simultaneously does volunteer work training English-language teachers in civic education. Earlier, she served as a senior evaluator on a European Commission/ Council of Europe joint project to promote and strengthen democratic stability and prevent conflict in the South Caucasus. She has also been a lawyer for Oxfam and for the Association of Protection of Women's Human Rights in Azerbaijan. At the beginning of her career she taught Persian.

Ms. Abasova graduated from the Oriental studies department at Baku State University with a focus on Persian and Russian. She subsequently took a diploma in law at the same university. She did post-graduate work in the theory and practice of human rights at

University of Essex, UK, and was a research scholar at Women, Law and Development International in Washington, DC.



**MALIKA ABDULVASIEVA**

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**Tajikistan**

Ms. Abdulvasieva is project manager and gender officer for the United Nations Food and Agricultural Organization (UNFAO) in Tajikistan. She implements and oversees projects on agricultural assistance to poor, female-headed households, and support for income-generating activities of rural poor women. She also manages workshops and trainings for women's groups and NGOs. Altogether she cooperates with 74 women's groups across the country. Earlier, she undertook similar work for UN World Food Program while based in the town of Kurgan-Tyube. Ms. Abdulvasieva is also a researcher at the Tajik Academy of Sciences. Her specialty (and the subject of numerous of her articles) is women in Iran.

Ms. Abdulvasieva studied history and sociology at Tajik State University. She did graduate work at the Institute of Written Heritage and Oriental Studies, under the Tajik Academy of Sciences. She has attended study programs in France, Turkey and India. She is currently writing "The Women's Movement in Iran: 1960-1990s." Her work entitled "Family Planning in Islam" has been used as an informational brochure and distributed to many women's support organizations, maternity and childhood protection groups.



**MARIAN ABISHEVA**

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**Kazakhstan**

Ms. Abisheva is deputy director of the Kazakhstan Institute for Strategic Studies, which is under the office of the President of Kazakhstan. She oversees the institute's research work and coordinates its policy recommendations. She doubles as deputy editor-in-chief of the policy journal "Central Asia's Affairs." At the same time she serves on the editorial

boards of three others: “Analytic,” “Kazakhstan-Spectrum” (in Russian) and “Society and Epoch” (in Kazakh). Furthermore, she chairs the political science department at Al-Farabi Kazakh National University. Earlier in her career she chaired the social sciences department at Almaty State Medical Institute.

Ms. Abisheva obtained her Bachelor’s degree in philosophy from Al-Farabi University. Her D.Phil. (Candidate of Sciences) degree in political science is from the same university.



**ASKAR AKHMETOV**

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**Kazakhstan**

Mr. Akhmetov is the general secretary of the Football Union of Kazakhstan. He serves concurrently as head of the central office of the Asar Republican political party Asar. For one year, he was first deputy general director of Khabar News Agency. Additionally, he has worked as an analyst at the Institute of Modern Politics. His career has also included a two-year post with the Kazakh Embassy in Vienna, Austria, and a senior position at Kazakhstan’s National Olympic Committee. Mr. Akhmetov started his career as a lecturer in international relations at Almaty State University.

Mr. Akhmetov majored in civil engineering at Almaty Construction College with the major in civil engineering. He went on to take a graduate degree in international relations from Almaty State University. In 2006 he received an MBA from the University of International Business, Almaty, with a concentration in strategic management.



**DADASH ALISHOV**

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**Azerbaijan**

Mr. Alishov is program manager for the Eurasia Foundation, where his work focuses on public policy research and providing support to business advocacy groups. In 2005 he was

a candidate for parliament, campaigning as an independent. Earlier, he served a political specialist in the US Embassy's political and economic section, in which capacity he provided commentaries on a spectrum of legal issues including human trafficking, election law, and money laundering. He was also actively involved in the preparation of the US State Department's annual report on Human Rights in Azerbaijan and the Religious Freedom Report. Trained as a lawyer (and a member of the Azerbaijan Bar Association) Mr. Alishov has represented over 400 clients in civil, administrative, and criminal cases. He has provided legal services for many international organizations and private companies, as well as local authorities such as Azerbaijan's Constitutional Court and the President's Office. For three years he worked as an investigator assistant in the public prosecutor's office.

Mr. Alishov graduated from Baku State University with a BA in Jurisprudence. He obtained an MA in diplomatic studies at the international relations department of Keele University, UK. He is currently involved in designing new educational curricula for the MA and LLM courses in Western University, Baku, with courses on international law, international organizations, and European Community law.



**LILIT ASATRYAN**

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**Armenia**

Ms. Asatryan is the founder and president of the Armenian Young Women's Association, an organization dedicated to enhancing the role of young women in civil society development. Simultaneously she is responsible for youth affairs and public relations at the Hayastan All-Armenia Fund. For two years previously Ms. Asatryan was Armenia's deputy minister of culture and youth affairs. Her work with young people has led her also to become president of the Youth Human Rights Movement in Armenia, honorary president of the Center for Youth's Legal and Social Support, and Armenian coordinator of the Balkan-Caucasus Youth NGO Network.

Ms. Asatryan originally studied economics at Yerevan State University. Subsequently she studied at the Tbilisi School of Political Studies and the Moscow School of Political Studies (courses under the aegis of the Council of Europe). She has won awards for her work with youth from the prime minister's office and Armenia's Council on Youth Issues.



## **FAGAN ASKEROV**

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**Azerbaijan**

Mr. Askerov is the editor-in-chief of “Caspian Business News” (CBN), an English-language weekly newspaper printed in Baku. He also manages the production of CBNExtra newspapers (weekly) and the magazine Caspian Scene (monthly), while supervising their websites’ updates, and handling company promotion. Earlier he was chief of the economic department at “Nedelya,” a Russian-language newspaper. He started as a junior reporter on economic and social issues and rose to lead the department. Mr. Askerov is also currently recipient of an OSI journalist grant to research and analyze how the Azerbaijani government uses money from the state oil fund, with a view to improving transparency in oil revenue spending.

Mr. Askerov earned his Bachelor’s and Master’s from the Baku Institute of Public Administration and Political Sciences. In Washington D.C. and New York he attended the Program for the Professional Development of Azerbaijan Journalists (under the aegis of the Organization for Security and Cooperation in Europe and the International Center for Journalists). He also underwent training in business writing for journalists with the Reuters Foundation in London.



## **MUKHABAT BABAKULIYEVA**

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**Turkmenistan**

Ms. Babakuliyeva is Charge D’Affaires Assistant of the Embassy of Japan in Turkmenistan. Her duties include analyzing all aspects of Turkmenistan’s relationship with Japan, including partnerships in the economic, cultural and humanitarian fields. She is responsible for all necessary paper work, visits of VIP officials and delegations, and day-to-day management of the embassy’s contacts with local authorities. Before joining the embassy, Ms. Babakuliyeva worked in the tourism and travel sector as a guide and administrator.

Ms. Babakuliyeva graduated from Turkmenistan State University, in the English language department of the Foreign Languages Faculty.



**KHILOLA BADRIDDINOVA**

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**Uzbekistan**

Ms. Badriddinova is co-founder of the Human Rights Interest Club in Tashkent. She also serves as project coordinator and trainer for the organization, designing curricula and manuals, and acting as facilitator at training sessions. She performed similar tasks previously while working for the Canadian Human Rights Foundation as a teacher trainer. She also used to coordinate projects (funded by UNHCR) at the Centre for Studies on Human Rights and Humanitarian Law, an NGO in Tashkent, Uzbekistan. Her work included the organization of training programs and roundtables on multiple aspects of human rights, preparing publications, and translation. Amidst her rights work she has held positions with various companies as sales manager and head of customer relations.

Ms. Badriddinova obtained a Master's from the Tashkent State Institute of Oriental Studies. She studied in the department of international economic relations, where her specialization was the economies of the United States and Canada. In June 2006 she finished a diploma course on human rights protection offered by the Helsinki Foundation for Human Rights in Warsaw, Poland.



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Mr. Chkadua is the director of the Economic Policy and Research Center (EPRC) in Tbilisi. In this capacity he has led or consulted on projects on monitoring the Millennium Challenge Program in Georgia, state budget implementation, trade policy modeling, and the regulation and development of small and medium-sized enterprises. In parallel, he is a managing partner of Altergroup Consulting, a company advising clients including Coca-Cola Bottlers Georgia, and Radio Ucnobi on strategic development and corporate management. Mr. Chkadua previously served as an expert for the Civil Service Bureau, where he was responsible for recommendations on civil service reform and the human

resources management of government agencies.

Mr. Chkadua holds an M.Sc. in mathematics from the State University of Georgia and an MPA from National Graduate Institute for Policy Studies, Tokyo, Japan. More recently he did coursework on advanced econometrics at the London School of Economics, economic governance at the University of Bradford, UK, and trade policy analysis at the World Bank Institute in Moscow. A forthcoming publication discusses trade deterioration in the energy sector between Russia and Georgia.



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**Armenia**

Mr. Danielyan is based at the Ministry of Labor and Social Issues with the World Bank-funded project on Social Protection Administration. He is responsible for project monitoring and assessment. Simultaneously, he is Chairman of the Board of the American University of Armenia Alumni Association (AUA AA). He has worked in various industries and fields with a focus on building strategic partnership networks, marketing, and IT communication. As marketing/ communication and fundraising coordinator for the Armenia Development Gateway project, he supported the dissemination of socioeconomic knowledge through the Internet. He remains involved in the working group of the IT Development and Support Council, as well as the CAPS (Competitive Armenia Private Sectors) program on investment promotion.

Mr. Danielyan has a BA from the Economics Institute of Banking Business, and an MBA from the American University of Armenia with a concentration in marketing and management. He holds certificates in financial analysis from Moscow State University and in telecommunication regulation from Seoul, South Korea. He is a fan of Armenian folk music, Blues, and Rock 'n' Roll.



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**Kyrgyzstan**

Mr. Djumanaev has been working as head of the UN Liaison Office for the South of Kyrgyzstan, offering the UN systematic analysis of political and economic trends in this volatile area concentrated around the Ferghana Valley. Previously, he spent over a year in Liberia, West Africa as a military observer and disarmament specialist. He was team leader for the disarmament, demobilization and reintegration project in one of Liberia's districts. The job involved conducting negotiations between belligerent warlords and meticulous planning. Mr. Djumanaev served briefly in the Soviet Army, and then for 10 years in the Kyrgyz National Guard in various command and staff positions, ending with the rank of Lieutenant Colonel.

Mr. Djumanaev graduated from the Moscow Military Academy in Russia. He later earned an MA in international policy studies from the Monterey Institute of International Studies, California. Through the International Military (IMET) grant program he also studied at the Defense Language Institute in San Antonio, Texas.



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**Georgia**

Ms. Dzotsenidze is director and co-founder of the Center for Women and Development (CWD). Launching itself with a “Free Information Service on Education and Career Development” project (including the publication of an Education and Career Bulletin), over the last five years CWD has cooperated with national and international organizations on initiatives such as economic and labor issues, agro-tourism business development, gender budgeting, and poverty reduction within the framework of the European Neighborhood Policy. Ms. Dzotsenidze is a board member of the Karat Coalition, a regional coalition of organizations and individuals working to ensure gender equality in Central and Eastern Europe and the Commonwealth of Independent States. She has also been a consultant for Oxfam GB, monitoring gender sensitivity in Georgia's state program for social protection and the unemployed.

Ms. Dzotsenidze graduated from the Faculty of Applied Mathematics and Computer Science at Tbilisi State University, and the Higher Management School at the Georgian Technical University. She has participated in numerous gender-related training courses and holds certificates in microfinance, and in human-resources management from the Caucasus School of Business.



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**Afghanistan**

Mr. Farooq works for the Ministry of Rural Rehabilitation and Development, where he heads programs for the department of rural water supply and environmental sanitation (WatSan). His responsibilities include coordinating the work of central and local government, contract management, procurement and donor relations. Previously, he managed education programs for Save the Children, with a particular focus on a global framework agreement on quality education for children affected by armed conflict. Mr. Farooq has also managed a program of administrative reforms under the Afghanistan Stabilization Program, for which he developed trainings for civil servants at the provincial and district levels. Earlier in his career he served with CARE Afghanistan, implementing projects on community-organized primary education, and gender-sensitive basic education for the poor. He began his career with the German Agency for Technical Cooperation (GTZ) as a teacher trainer and field education supervisor.

Mr. Farooq received his BA in political science, at Peshawar University in Pakistan. Among the trainings he has attended are leadership and team-building, ethics at work, and “persuasive presentation” (British Council, Peshawar).



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**Armenia**

Ms. Gaziyan is team leader of the Public Relations component of the Local Government Program, currently run through Research Triangle Institute (RTI). In selected municipalities, she develops strategies and trainings to increase citizen participation in local government decision-making processes. Meanwhile she works with local government to implement decentralization reforms, educating council members on their roles and responsibilities in community planning. Previously Ms. Gaziyan conducted analogous project work under the aegis of the Urban Institute. Other aspects of her work have included providing communities with outreach techniques, organizing trainings of the Freedom of Information Law, collaborating with Citizen Information Centers, and improving municipalities’ public-relations competencies.

Ms. Gaziyan graduated from Yerevan State University of Foreign Languages with a major

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**Tajikistan**

Ms. Hakimova is program officer for Act Central Asia. Its office in Dushanbe represents the joint field office of the Ecumenical Consortium for Central Asia, consisting of four European church-based organizations dedicated to a just and safe living environment. Ms. Hakimova leads the work of Act Central Asia, managing 40 social development projects. Before taking this position, she was project manager for media and gender issues for the Organization for Security and Cooperation in Europe (OSCE) in her native town of Khujand. She has also worked for the National Association of Business Women of Tajikistan, where she represented the organization to government and media representatives, and conducted surveys on gender and women's issues. For two years, she hosted two TV programs (“Our Generation” and “A Little Bit About Everything”), aimed at young people and exploring the role of youth in democracy, human rights and civil society development.

Ms. Hakimova holds a BA in linguistics from Khujand State University, Republic of Tajikistan, and an MA in politics science from Central European University, where her thesis was a policy analysis of the trafficking of women in Kyrgyzstan and Tajikistan. She obtained a second MA in gender and peace-building from the UN University for Peace in Costa Rica.



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Ms. Issanova is director of the Kazakhstan Foreign Investors' Council Association (KFICA). KFICA brings together 19 companies that are also members of the Foreign

Investors' Council (FIC) – an advisory body to the president dedicated to improving the country's investment climate. Member companies include Chevron, Mittal Steel, Mitsubishi, and Koc Holding. Ms. Issanova coordinates activities of five joint FIC Working Groups and develops partner relations with government officials, state agencies, foreign business and diplomatic communities, and business associations. Concurrently, Ms. Issanova heads the international relations department at Khabar News Agency. Moreover, she also is director for international relations and content for the Eurasian Media Forum, a prominent international media initiative that annually gathers over 400 delegates from around the world.

Ms. Issanova received a BA in English linguistics from Western-Kazakhstan Liberal Art University in 1993. She has an MA in social sciences (HR management) from New York State University.



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**Afghanistan**

Ms. Jamal is coordinator of the “Women and Politics” program of FES (Friedrich Ebert Stiftung) Kabul. Her job is to promote cooperation between political women's networks and mainstream political groups. She develops strategy and implements projects to get more women participating in political meetings. She also worked for the Transitional Justice Project of the UN Assistance Mission to Afghanistan (UNAMA). She arranged meetings with human rights commissions and local NGOs, attended court hearings, and interviewed accused war criminals and victims. For four years Ms. Jamal was a gender advisor with a range of state institutions, from the Ministry of Women's Affairs to the police; at the same time she built advocacy skills among NGO and civil society representatives to press for legal reform and gender equality. Meanwhile, as national program officer at UNIFEM she established women development centers in fourteen provinces of Afghanistan.

Ms. Jamal graduated from the faculty of agriculture at Kabul University. She has also participated in the International Visitor program funded by the U.S. State Department. In Afghanistan's 2005 parliamentary elections she ran as a candidate from Wardak.



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Ms. Janibekyan is health program coordinator for the Jinishian Memorial Foundation. She is responsible for the development, implementation and evaluation of quality health projects. In parallel, she serves a president of the Open Medical Club, an NGO devoted to the free dissemination of medical and public health information, as well as the provision of health care in rural areas of Armenia. The NGO has also established a network for alumni of the Salzburg Medical Seminars. Earlier, she was a practicing pediatrician at Yerevan's Children's Polyclinic conducting immunizations and medical examinations.

Ms. Janibekyan graduated the State Medical Institute with a specialty in pediatrics, and subsequently went on to earn a Master's in public health from the American University of Armenia. In 1999 she studied health leadership and management at Global Health Action in Atlanta, GA. She has also trained in program monitoring at the University of Sussex, UK.



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**Kyrgyzstan**

Ms. Joldoshbekova has been working as an expert for the strategic development department within the presidential administration, formulating policy documents, preparing analytical materials, and drafting concept papers. Earlier, she worked in the economic policy department of the president's office on the Institution Building for Poverty Reduction Strategy Project, financed by the World Bank. She has also had experience with the Ministry of Education and Culture, where she worked on the Education Sector Development Project, funded by the Asian Development Bank. Her duties related to overseeing the production textbooks and planning, implementing and monitoring trainings.

In 1999 Ms. Joldoshbekova obtained a BA in management from the American University in Central Asia, Kyrgyzstan. More recently she took part in a study tour on policy formulation in the UK and Belgium, and a workshop in Tashkent on the regional

realization of the Millennium Development Goals which involved training in facilitation techniques and systems thinking.



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Mr. Kenkishvili heads the Legal Support Department for Restructuring Georgian Railway LLC. As a professional lawyer, he oversees all legal questions involved in restructuring and reorganizing the Georgian railway system, the country's largest state-owned company, with a view to its eventual privatization. He also lectures on international trade Law and international business transactions at the Georgian Institute of Public Affairs. Previously, Mr. Kenkishvili was legal adviser to the Georgian International Oil Corporation, participating in negotiations that resulted in the reimbursement to Georgia of significant financial liabilities by foreign energy companies. He has also done legal work for the parliament and the Ministry of State Property Management.

Mr. Kenkishvili graduated the law faculty of Tbilisi State University (with a thesis on "Legal Regulation of Dumping in U.S. Legislation"). He went on to earn an LLM at American University with a focus on international business law. In 2004, he conducted research at the Center for International Environmental Law in Washington D.C.



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**Uzbekistan**

Mr. Khusainov works as the country director for the Community and Humanitarian Assistance Program (CHAP) of Counterpart International in Tashkent. Before taking this post he carried out a project for the Uzbek Committee for De-monopolization and Competition Development, working with local specialists to enhance their market analysis and monopoly determination skills, and helping to write new guidelines and regulatory

amendments. Earlier he worked with a U.S. Treasury project to consult the Ministry of Finance on improving the state budget preparation process and budget revenue estimation tools, including the creation of a Single Treasury Account system.

Mr. Khusainov graduated Tashkent University of World Economy and Diplomacy with a concentration in international monetary and lending relationships. He later studied international trade law and finance at the London-based Schiller International University.



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**Georgia**

Mr. Kudava is first deputy minister of defense of Georgia. Previously, he served as director of the Department of U.S., Canada and Mexico at the Ministry of Foreign Affairs. Other stages in his career with the MFA included deputy head of the Georgian mission to NATO, and counselor at the Georgian Embassy to the Benelux countries (Belgium, the Netherlands and Luxemburg), NATO and the EU. Earlier in his career he was deputy head of the MFA's department for political-military affairs and the department for international organizations.

Mr. Kudava graduated from Tbilisi State University's faculty of mechanics and mathematics, before going on to obtain a Master's of Public Administration (MPA) at the Georgian Institute for Public Affairs (GIPA). He took a second Master's in international politics at the Free University of Brussels. He was a visiting fellow at the Monterey Institute of International Studies in California. He also holds a certificate in public administration from the Ecole Nationale d'Administration (ENA) in Paris.



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**Turkmenistan**

Mr. Kurbanov is senior research associate, department of archaeology and ethnology, at the State Institute of the Cultural Heritage of the People of Turkmenistan, Central Asia and the Orient (Miras). He was a sector head during the British-Turkmen archaeological excavations at Merv. He led the team (ten people) uncovering a street of the medieval town. He led a similar team for the American-Turkmen archaeological expedition to Anau. Currently his institute is working at the Akdepe site near Ashgabat. Before joining Miras, he was a senior researcher at the Institute of History.

Mr. Kurbanov graduated from Turkmen State University in history. In 2003 he was a visiting fellow at the German Archaeological Institute in Berlin, and will spend four months at the University of Pennsylvania in 2007 on a Fulbright scholarship. He is the author of numerous journal articles and two books. The second book, entitled “The Hephthalites” (St. Petersburg, 2006) reflects his special area of expertise.



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**Kyrgyzstan**

Mr. Kurmanbek uulu is based in Batken, southern Kyrgyzstan, where he serves as community development expert for the Batken Capacity Building Project for Food Security, Regional Cooperation and Conflict Mitigation. The project is funded by GTZ (German Technical Cooperation Agency). Prior to this position, he acted as the liaison officer in Bishkek for German Agro Action, maintaining links with other international and local organizations. He has also worked on social governance projects of the UN Development Program (UNDP) in his native Issyk Kul region.

Mr. Kurmanbek uulu graduated from Bishkek Humanities University's faculty of German philology. At the university he was the captain of the local branch of the Club of the Merry and Resourceful (Klub Vesolykh I Nakhodchivkh), whose main objective was to offer critiques of the university and national environment through irony and humor.



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**Tajikistan**

Mr. Makhkambaev is director of Internet Service Center “Empire #1” outside Dushanbe. The company, which is in the process of expanding, currently offers online access, travel agency services and airline ticketing. Mr. Makhkambaev directly manages 12 employees, oversees daily operational management of seven key business units, and conducts research and marketing activities. Earlier, he worked as country manager for British American Tobacco (BAT), handling all aspects of the business from managing to marketing, distribution, sales forecasting and budgeting. He has also been a financial analyst for Vostochnii Alliance, a Moscow-based investment group. At the start of his career he was involved in the cotton purchase and export business.

Mr. Makhkambaev finished Tajik Agricultural University as a mechanical engineer. He obtained an MBA (specializing in marketing and finance) from the faculty of management of Pune University, India.



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**Azerbaijan**

Ms. Masimova works as conference and banqueting manager for the Park Inn in Baku. Her responsibilities range from staff management, personnel training, and inventory control to event planning, sales calls, and development of business strategies. With long involvement in Rotary International, she is currently President of the Rotaract Club of Baku (RCB), carrying out charitable projects aimed at improving the level of education in schools, addressing the needs of disadvantaged children, and other good works. She has worked with the Ministry of Youth, Sport and Tourism to help design a tourism strategy for Azerbaijan. Earlier, she spent two years as team administrator at McDermott Caspian Contractors, in charge of the IT Helpdesk and dealing with more than 900 end-users.

Ms. Masimova received her Bachelor's degree in finance and credit at the University of Business and Public Administration in Russia. She did graduate study in principals of accounting at the US Department of Agriculture in Washington D.C. In secondary school

she specialized in Arabic, and is a keen yoga fan.



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Ms. Mirzikashvili is program manager for the project “CoReform-Cooperation in Health System Transformation” at Abt Associates, Georgia. She works closely with government institutions (including the Ministry of Labor, Health and Social Affairs, the Ministry of Finance, and the newly-established health policy unit at the National Health Institute) to develop and implement health financing policy. At the same time she tracks related legal, policy and regulatory issues, and is responsible for a working group on healthcare financing. In her previous position at the Curatio International Foundation, she designed and operationalized project work under the Global Fund to Fight AIDS, TB and Malaria. For one year, Ms. Mirzikashvili taught in the Department of Public Health at Tbilisi State University. She also headed the ethics committee at the Children’s Central Hospital in Tbilisi.

Ms. Mirzikashvili holds an MD from Tbilisi State Medical University, and an M.Sc. in children’s public health from the University of Warwick, UK. In 2005 she did diploma work on democracy and public policy at the London School of Economics.



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**Kazakhstan**

Ms. Pak is vice-president of the Association of Businesswomen of Kazakhstan. Until recently she was public affairs manager at Philip Morris Kazakhstan. In that capacity she was responsible for corporate image strategy. She also spearheaded thinking on corporate social responsibility; this included NGO networking, long-term charitable and stakeholder engagement programs, and youth smoking prevention campaigns. Earlier, she headed the

public relations department for the ITE (International Trade Exhibitions) Group in Almaty. While providing PR support to a telecommunications exhibition she conceived that idea of the Kazakhstan Internet Forum, which has become an important annual IT event. She also serves as an adjunct senior lecturer at the Kazakhstan Institute of Management, Economics and Strategic Research (KIMEP), teaching public relations.

Ms. Pak graduated from Kazakh State University of International Relations and World Languages, where her thesis was on “Advertising Texts.” She subsequently obtained an MA in public relations and advertising from Moscow State University, as well as a degree in common law from Kazakh Law Institute. She studied economic development and human resources at Hanguk University in South Korea. A passionate salsa dancer, she is Kazakh correspondent for an online journal about salsa.



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**Uzbekistan**

Mr. Paluaniyazov manages the project “Enhancement of Living Standards in Karakalpakistan” funded by the EU and UN Development Program (UNDP). Under its framework he organized a study tour to Italy and Albania in 2005 to get acquainted with the Millennium Development Goals localization process, and the role of NGOs in formulating regional strategies. In addition to implementation of project activities, he coordinates a group working on a long-term, regional development strategy for Karakalpakistan that will involve the cooperation of regional government, civil society organizations, and the private sector. Earlier, as task manager for the Development of Support Services Program of the government of Uzbekistan, he worked with regional government to facilitate international assistance efforts and coordinate emergency drought relief. He also deployed public works projects for local communities with a gender emphasis. As national advisor for that program, he undertook a comprehensive assessment of structural and other causes of the continuing drought in Uzbekistan in 2002-2003.

After graduating from Karakalpak State University in mathematics, Mr. Paluaniyazov studied business administration at the same university’s Business School. He went on to earn an MA in public administration at the University of North London, where his dissertation work concerned public administration/ decentralization reform in Central Asian countries and impact of international assistance programs on the process.



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Ms. Rahmani is project coordinator of the Women's Rights in Afghanistan Fund (WRAF). WRAF is established under Rights & Democracy, a Canadian organization that supports over 30 Afghan organizations working on peace-building, literacy, healthcare, income generation and skills training. (A stated priority of Rights & Democracy is to explore ways to strengthen Afghan women's organizations by exchanging information on resources and tools used by their more advanced counterparts in Tajikistan and Uzbekistan.) Ms. Rahmani evaluates proposal applications to WRAF, supervises projects that it finances, and handles the budgeting and administrative issues. At the same time, she serves as project coordinator for the non-profit organization Canadian Women4Women in Afghanistan. She visits and monitors project sites, and acts as liaison with the head office in Canada. At the beginning of her career, she taught English and computer skills to women in Peshawar, Pakistan.

Ms. Rahmani studied medicine at Umu University in Pakistan. She went on to earn a B.Sc in computer science from McGill University, Montreal, Canada.



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### **Uzbekistan**

Mr. Ruziev is the executive director and Andijon branch manager of the ACDI/VOCA Fergana Valley Regional Microfinance Project. ACDI/VOCA (a merger of the Agricultural Cooperative Development International and Volunteers in Overseas Cooperative Assistance) is a private, nonprofit organization that promotes economic growth and civil society in developing countries. Mr. Ruziev's project aims to generating income and employment opportunities, while helping entrepreneurs grow their businesses, by creating microfinance institutions in the Ferghana Valley and developing effective credit policies and procedures. Mr. Ruziev is also a member of the working group of the MicroFinance Association of Uzbekistan, advising the government on developing new legislation for microfinance. Before working in the microfinance field, most of his career was spent in large Uzbek banks.

Mr. Ruziev graduated from Tashkent State University of Economics. His subsequent study took him to Michigan State University. In 1995-1997 he attended an international

economic development program in two stages, with a grant awarded by the Japanese Government and Asian Development Fund. The first stage brought him to Shanghai University for Finance and Economics, China. An examination selection process admitted him to the second stage at Australian National University in Canberra, where he concentrated on principles of accounting, computer tools and econometrics.



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Ms. Sagimbayeva works as development center manager for the UN Development Program in Almaty, coordinating UNDP's project work and overall program throughout Kazakhstan. Her previous position with the organization was chief of the good governance and sustainable development team. In this capacity she oversaw UNDP initiatives on energy and environment, civil society and human development. As a unit chief she supervised more than 30 projects. Other programs that she has conducted under the UNDP aegis have included poverty reduction, healthy lifestyles, social development and growth with equity, economic management and effective governance.

Ms. Sagimbayeva graduated from Al-Farabi Kazakh State National University in philosophy, later obtaining an MA in political science from Oklahoma State University. In 1999 she was a visiting scholar at Yale for its workshop on strengthening governance institutions in Central Asia. She also studied policy analysis skills for transitional economies at the Institute of Social Studies in the Hague, the Netherlands.



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Ms. Sagynbaeva is general director and owner of Siar Bishkek, Ltd, a social and

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Ms. Sagynbaeva's first degree was in philosophy from Kiev State University. She followed up with a D.Phil. in the sociology of education and culture from Moscow State University. Additionally, she has taken courses on international relations in Poland, marketing in Japan, and various other business courses to help run and grow Siar.



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**Azerbaijan**

Mr. Salmanov is chief expert at the Ministry of Economic Development, in its department of entrepreneurship development. His duties involve conducting training courses on entrepreneurship for start-ups, consulting and information services, and the organization of business forums. Before moving to Baku in 2004, Mr. Salmanov held a comparable position in the ministry's branch in the city of Sheki. In that role he was responsible for preparing privatization documents for state enterprises, while regularly providing analyses of the overall economic climate in Sheki region.

Mr. Salmanov received his Bachelor's and Master's degrees in economics at Chukurova University in Adana, Turkey. He has done additional coursework on entrepreneurship and small-business management at Kennesaw State University, GA, and on SME development in Tokyo under the aegis of the Japan International Cooperation Agency.



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Mr. Samander is the director of the Center for International Journalism in Kabul. He oversees all aspects of the center, especially trainings offered for media specialists. He was also elected to a two-year term as president of the Afghan Independent Journalists Association. Meanwhile he has served on various commissions related to the media in 2004-2006. As a member (and elected secretary) of the High Commission for Media and Communication, he was heavily involved in preparing the final report and recommendations for President Karzai. He has also served on the Commission for Media Violations, representing independent journalists and reviewing complaints. Finally, as an expert for the Committee for Media Funding he reported on the management and capacities of print-media organizations in the regions of Afghanistan and made recommendations for funding. He has worked as an editor, correspondent, and senior trainer for the London-based Institute of War and Peace Reporting (IWPR). Earlier he worked for the Cooperation Center for Afghanistan as a human rights reporter.

Mr. Samander graduated from the University of Nengarhar with a BA in literature and journalism. He earned a Master Certificate in journalism from IWPR. He has also attended a course on financial and economic journalism course at the International Institute of Journalism in Berlin. He has written several books on journalism and Afghan history.



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Ms. Serebryakova is editor-in-chief of the Georgian edition of Cosmopolitan magazine. Previously she worked at the Caucasian Institute of Social Strategies, coordinating projects that included a media campaign against domestic violence and a research project on political and social activism among Georgian women. Furthermore, for three years she worked as a journalist for the newspaper “24 Hours,” and throughout 2005 she hosted a TV morning program focusing on culture and entertainment. In the context of the “Beijing+10” international initiative on women she conducted research on women in government, and presented her work at the conference to assess implementation of the

Beijing Platform for Action in the former Soviet Union and Central Eastern Europe.

Ms. Serebryakova received her Bachelor's and Master's degrees from the Tbilisi State Institute of Culture. Her second Master's (in Music) comes from Tbilisi State Conservatory. An opera singer, she is soprano soloist at Georgia's National Opera House, and has released a CD.



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**Armenia**

Mr. Shahinyan directs the Armenia office of the International Association for Business and Parliament (IABP). Through project work that bridges the private sector and lawmakers, and also includes representatives of non-governmental and international organizations, IABP works to improve the business climate, strengthen legislation, and reduce corruption in the country. Prior to this position Mr. Shahinyan was an advocacy specialist at World Learning, aiming to enhance NGO participation in the public-policy decision-making process. Earlier, he held senior positions with the Sven Group in Yerevan and the Armenian Agro Bank. For two years, he was responsible for external relations at the ministry of finance and economy.

Mr. Shahinyan received a Bachelor's and Master's degree in History and English from Yerevan State University of Foreign Languages. His second Master's, in human rights and social justice, is from London Metropolitan University. In 2004 he was at the Scottish parliament and UK Ministry of Transport on a John Smith fellowship.



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**Tajikistan**

Mr. SinaVbarov is monitoring and evaluation officer for the Global Fund to Fight AIDS, Tuberculosis and Malaria. The project work is implemented under the UN Development

Program (UNDP). His survey and assessment duties are concentrated on the HIV/ AIDS project. In parallel, he works with the Foundation to Support Civil Initiatives, and serves on the board of the Association of Alumni of US-Tajikistan Exchange Programs. Previously, he worked with CARE Tajikistan to conduct micro-finance projects and to enhance the financial management capacities of NGOs. He began his career in his native Gorno-Badakhshan region as the manager of Pamir, a small private enterprise.

Mr. Sinavbarov was originally educated in electrical engineering at Tajik Technical University. A subsequent fellowship at Indiana University was devoted to fundraising strategies and financial management for non-profit organizations. His article, "The Germination of Fundraising in Central Asia" was published in New Directions for Philanthropic Fundraising in 2004. He has also published a manual on the mobilization of local resources for community development in rural areas of Tajikistan. His interests cover include Central Asian history and politics, traditional music and dancing.



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**Tajikistan**

Mr. Usmonov works in Dushanbe City Hall, where he heads the department of economy, investments and forecasting. He supervises the city's economic structures (including committees on taxation, municipal customs, city property, and statistics), prepares municipal development programs, and analyzes economic trends. Until recently he also served as the mayor's economic adviser. Simultaneously, Mr. Usmonov serves on Shohmansur district council (one of Dushanbe's four districts) as a member of the economy and budget commission. As a commission member his duties include checking local tax collection and making proposals on improving the local economic situation. He frequently contributes articles to Tajik newspapers.

Mr. Usmonov graduated from the department of international economic relations of Tajik National State University. He obtained a Master's of Public Policy from the National Graduate Institute of Policy Studies, Japan. He also spent extensive time in Izmir, Turkey at the Turkish Language Center of Ankara University.

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### **ADAM SMITH ALBION**

Adam Smith Albion is CELA Director. 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 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. He was educated at Harvard and Oxford Universities. His most recent publications have been for Jane's Sentinel and Freedom House.

### **ELENA PARFENOVA**

Elena Parfenova is CELA Program Coordinator. She is also involved into the management of the EastWest Institute's EU-Ukraine Integration Assistance Project. Elena served as Project Coordinator for the CIS at the Centre for Economic Research and Graduate Education (CERGE-EI) at Charles University in Prague in 2001-2002. She was also Director of Students in Free Enterprise (SIFE) in Kyrgyzstan, an international student organization, and was involved into the USAID Accounting Reform Project in Bishkek, Kyrgyzstan. Elena holds a degree in World Economics from the International Relations Department of the Kyrgyz Russian Slavonic University. She has also studied at the American University in Central Asia in the Business Administration Department.

### **AYNABAT YAYLYMOVA**

Aynabat Yaylymova is Program Coordinator 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 to 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

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