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CENTRAL EURASIA LEADERSHIP ACADEMY

## **CELA 7 BIOGRAPHIES**

**Istanbul, Turkey**

**July 16-25, 2008**

Compiled by Adam Smith Albion, Lindsey Hallock, Zoran Hrcic and Aynabat Yaylymova

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**CELA 7 PARTICIPANTS**

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**ALIYA TURUMBЕКOVA**

**Associate Director of Sales, Hyatt Regency**

**Kyrgyzstan**

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**Best Practices:** Sales, marketing, marketing communications in the hospitality industry

**Hobbies:** Graphic design and horseback riding

Ms. Turumbekova has handled sales for the Hyatt Regency Hotel in Bishkek since 2003. She develops the annual revenue plan and departmental budget, develops the brand product selling strategy, and trains and manages her Sales and Marketing team. She provides sales leadership and personal development direction for the team. She is also responsible for market communications and implementing the company's strategy through a variety of marketing tools. Before assuming her current position she worked as the hotel's business development coordinator. She originally joined the hospitality industry as part of the pre-opening team in 2000 preparing for Hyatt's launch in Kyrgyzstan.

Ms. Turumbekova's educational background is International Relations and Comparative Politics. She has a BA from the American University in Kyrgyzstan (now AU in Central Asia), and has attended numerous international trainings in Smart Selling.



**ANNA AVAGYAN**

**M&E Specialist, Counterpart International**

**Armenia**

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**Best Practices:** Civil Society, advocacy and M&E

**Hobbies:** Learning languages, playing ping-pong, reading and traveling

Ms. Avagyan is a specialist in monitoring and evaluation for the Civic Advocacy Support Program of Counterpart International's representative office in Yerevan. She supports organizations in implementing advocacy campaigns, and then evaluates those campaigns in order to gather lessons to improve their effectiveness in the future. Her duties also extend to training partners in M&E to learn how to collect, interpret and report field data. Previously, she worked with the international organization Associates in Rural

Development (ARD) on a project about managing sustainable water resources. She began her career with Family Care, a local NGO implementing primary health care.

Ms. Avagyan's first degree is in Linguistics from Yerevan State Institute of Foreign Languages. Since then she has been working to re-qualify herself in Business Administration with an MBA from European Carolus Magnus University. In 2007 she visited Chicago on a study tour on NGO advocacy experience. She has also studied in Perugia University, Italy, and worked as an Italian translator and interpreter for an Italian-financed healthcare management project in Armenia.



**ARMEN MARTIROSYAN**

**Environmental Governance Portfolio Manager, UNDP**

**Armenia**

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**Best Practices:** Environment and community development

**Hobbies:** Football, swimming and numismatics

Mr. Martirosyan oversees UNDP Armenia's portfolio of programs concerned with energy efficiency, sustainable use of natural resources, disaster prevention and recovery activities. He leads advocacy efforts with partners about environmental governance on the basis of international norms, standards, conventions, treaties and human-right instruments. Before this, he headed the NGO support program to the Regional Environmental Center (REC) for the Caucasus. Founded by the governments of Armenia, Azerbaijan, Georgia and the European Union along with civil society representatives, REC Caucasus provides the only existing forum for periodic strategic discussions for governmental representatives from Armenia and Azerbaijan. He also has worked as head of resources and planning for the Red Cross, Armenia.

Mr. Martirosyan graduated as an engineer from Yerevan Institute of Architecture and Construction. Re-orienting himself thereafter towards environmental issues, he received a Master's degree from the American University of Armenia (AUA) in Industrial Engineering with an emphasis on resource optimization and cleaner production issues. In 2000 he took part in the Junior Fellowship Program at the Regional Environmental Center for Central and East European Countries (REC CEE) in Szentendre, Hungary. He later participated in the John Smith Fellowship Programme as a civil society leader.



**ATANAZAR AKATOV**

**TEFL Program Assistant, US Peace Corps**

**Turkmenistan**

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**Best Practices:** Education, TEFL

**Hobbies:** Reading, traveling, music, teaching and tutoring, learning about foreign cultures and history, surfing the Internet, cycling and swimming.

Mr. Akatov is the program assistant and technical trainer for the TEFL (Teaching English as a Foreign Language) program at US Peace Corps Turkmenistan. He is also in charge of the host family program for Peace Corps volunteers. He helps train the volunteer teachers in lesson planning, interactive teaching methodologies, extra-curricular activities and critical thinking. Previously he headed the English department at Bashkent Computer and Language Center in Ashgabat. He supervised the faculty, coordinated different clubs, and acted as an EFL instructor developing curricula and arranging guest speakers. He performed a similar role at another Bashkent educational center in the city of Turkmenbashi city. At one point he was working in both of Ashgabat's biggest hotels (Ak Altin and Sheraton Grand Turkmen) as senior English instructor for hotel personnel.

Mr Akatov graduated as an English teacher from the Azady Turkmen National Institute of World Languages in Ashgabat. He completed online distance-learning courses in "English for Law" from Nashville College and the University of Memphis, as well as attending professional development courses at California State University. He is the editor of the Picture Dictionary book "Visually Speaking" in English, Russian, and Turkmen, and the creator of a TOEFL board game inspired by the game "Trivial Pursuit."



**AZIZ HAKIMI**

**President, Emerging Technologies**

**Afghanistan**

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**Best Practices:** Media, private sector development, public policy, human rights, state building

**Hobbies:** Reading, writing, traveling and sports

Mr. Hakimi is president of Emerging Technologies, an Afghan-based private investment venture, which offers storage and network solutions, provision of wireless internet and

satellite equipment. Previously he was executive director of The Killid Group (TKG), an independent media organization and one of the leading outlets in Afghanistan. Under his leadership TKG launched three radio stations and produced two weekly publications that reached all corners of the country. Before joining TKG, he served as deputy director for policy in the Office of the President. Among other achievements he directed the public information and civic education work of the Afghan Constitutional Commission. He played a leading role in the establishment of the country's first human rights commission, co-drafting the presidential decree that created it.

Mr. Hakimi holds a B.Sc. in Life Sciences and Biochemistry from the University of Bombay. He went on to get an MA in Conflict, Security and Development from King's College London. In 2003 he was awarded a diploma in Human Rights and Transitional Justice after attending the six-month African/ Southeast Asian Transitional Justice Fellowship Program in Cape Town, South Africa, co-sponsored by the Institute for Justice and Reconciliation.



**DAVID ONIANI**

**Head of External Relations/Strategic Planning, GOGC**

**Georgia**

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**Best Practices:** Energy, oil and gas economics, finance, business development

**Hobbies:** Practicing pattern recognition, meeting people, travel

Mr. Oniani heads the department of external relations and strategic planning at the Georgian State Oil and Gas Corporation (GOGC). His department's brief includes maintaining international transit contracts with the company's partners (such as the Baku-Tbilisi-Ceyhan pipeline consortium). It also operates the Strategic Analysis Module, responsible for analytical processing of all the issues that arise within the company. In his previous employment he worked on a World Bank project supporting fiscal reform in Angola, Tanzania and Sao Tome. He began his career as an IT trainer for IREX, teaching people in remote parts of Georgia about communication infrastructure, computers and the Internet.

Mr. Oniani holds a BSc. in Applied Mathematics and Modeling from Georgian Technical University (GTU). His second, a master's degree in Public Finance, is from Indiana University.



**DILDORA ABIDJANOVA**

**Associate Professor, University of the World Economy and Diplomacy**

**Uzbekistan**

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**Best Practices:** Civil Society, education, development and reforms

**Hobbies:** Music and reading

Ms. Abidjanova is an historian with expertise in Central Asian and Middle Eastern political and social history, culture and religion. She has taught at the University of the World Economy and Diplomacy in Tashkent since 1997. In parallel she has worked as program manager for the Civic Education Project (CEP) supporting education reforms, critical thinking and leadership skills. More recently she has undertaken projects for UNDP, assessing neighborhood (“mahalla”) administration in the Fergana Valley, and reporting on progress towards the Millennium Development Goals in the country.

Ms. Abidjanova graduated from the Oriental Faculty of Tashkent State University and continued her graduate work at Institute of History under the Uzbek Academy of Sciences, where the theme of her dissertation was “Western Historiography on the Timurid Period.” She has been a fellow at the Harvard University’s Davis Center (Forum for Central Asian Studies), and more recently at Boston University’s Department of Anthropology. The professional foundation of the Uzbek Ministry of Higher Education has named her “Best Teacher of the Year.”



**DJENNET SHIHMURADOVA**

**Project Manager, Deaf and Blind Society**

**Turkmenistan**

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**Best Practices:** Child development, poverty reduction, public management, human rights

**Hobbies:** Reading and studying

Ms. Shihmuradova manages a project on social and economic integration of the hearing and visually impaired. The project is a joint activity of UNDP and the Deaf and Blind Society of Turkmenistan. Previously she worked for UNICEF where her brief was education, early child development and child protection. Her assignment included enhancing schoolteachers’ skills in classroom management and creating friendly

environments for effective teaching. Furthermore she strove to improve hygiene for hundreds of thousands of children through upgrading water supply and sanitation facilities in schools and communities. In both jobs she has had to show skill in building partnerships with different government organizations.

Ms. Shihmuradova graduated from Turkmenistan State University in the Department of Foreign Languages and Literatures. Subsequently she gained a Master's degree in Child Studies from Linkoping University, Sweden. She enjoys reading literature on practical psychology and is currently learning Turkish.



**EKA GRIGALAVA**

**NGO and Community Affairs Coordinator, BP**

**Georgia**

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**Best Practices:** Project management, civil society development, communications

**Hobbies:** Politics, civil rights, fine arts, literature

Ms. Grigalava works as NGO and community affairs coordinator for British Petroleum (BP) Georgia. She leads the company's relations with local NGOs, and supervises the Community Investment Program which invests millions of dollars into the communities along the Georgian section of the Baku-Tbilisi-Ceyhan (BTC) pipeline. Furthermore she manages the production of the BP Georgia Sustainability Report, the company's main external publication. This is her first job in the business world; her previous career was in the NGO sector. Before this, she was in the Tbilisi office of the National Democratic Institute (NDI) and worked with volunteer election observers. During the Ukrainian presidential elections in 2004 she spent three months in Ukraine as regional coordinator of the European Network of Election Monitoring Organizations.

Ms. Grigalava's first degree is in Public Administration from Georgian Technical University. She went on to earn her master's in Public Administration at the Georgian Institute of Public Affairs (GIPA). A keen painter and art lover, she attended the summer course in fine arts at Armstrong State College of Art and Design in Savannah, GA





**ERMEK NIYAZOV**

**Country Representative, Cisco Systems Inc.**

**Kyrgyzstan**

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**Best Practices:** IT, Telecommunications

**Hobbies:** Snowboarding, mountain biking and playing the guitar

Mr. Niyazov represents Cisco Systems in Kyrgyzstan. His job is to promote Cisco products in the banking, enterprise and service sectors. Moreover he develops IT strategies to increase demand and sales of Cisco products. Simultaneously he remains involved with Ermex Group, the company which he co-founded in 1997. It sells Microsoft, APC, and HP products while offering follow-up maintenance services and product solutions. Originally he was the company's general director, responsible for strategic growth, hiring people, and marketing. Subsequently he passed on the company's leadership to his brother, whom he now assists in a consultative role.

Mr. Niyazov graduated from the American University in Kyrgyzstan (now AU in Central Asia) with a Bachelor's degree in Management. In 2004 he was part of the Businessman Exchange Program, visiting and exchanging experiences with IT companies in Los Angeles, California. Later he participated in the TACIS Managers Training Program which took him to Manchester and Liverpool. An ex-member of a rock band in Bishkek, nowadays Mr. Niyazov prefers snowboarding and mountain biking.



**FAIZ ZALAND**

**Senior Governance Advisor, LGC**

**Afghanistan**

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**Best Practices:** Post-war recovery

**Hobbies:** Social work and community development

Mr. Zaland is senior governance advisor for the Local Governance and Community Development (LGCD) program of DAI. He oversees the program's daily management and training activities for public sector personnel across the country. Previously he worked in the Ministry of Foreign Affairs, Cultural and Information Department, as head of the Southeast Asian desk. He was responsible for all cultural cooperation activities run



through Afghanistan's embassies in Southeast Asia. He also served as an advisor to the Governor of Khost Province. His job was to help rebuild a functional provincial administration, establishing information flow systems between local committees and directorates.

Mr. Zaland graduated from Afghan Medical Collage in Peshawar, Pakistan. He subsequently attended the Diplomacy Institute in Kabul. He has published three collections of poetry in Pashto. He recently translated Richard Nixon's book The Leaders into Pashto.



**FAZEL WARDAK**

**Program Officer, Asia Foundation**

**Afghanistan**

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**Best Interests:** Sub national governance

**Hobbies:** Reading, sports and making friends

Mr. Wardak's duties as program officer for the Asia Foundation are focused on overseeing the foundation's support to the Independent Directorate of Local Governance (IDLG). The directorate provides a single political management body for local government in Afghanistan. He also works with NGOs and civil society actors on promoting understanding of democratic processes. His first project with the Asia Foundation, in 2004, was to help establish the Media Commission during the Afghan presidential election. He went on to lead the team that set up the Media Commission for the 2005 Parliamentary elections in all the provinces of Afghanistan. Before joining the foundation, he worked as operations manager for the Institute of War and Peace Reporting (IWPR) in Kabul.

Mr. Wardak was educated in Kabul and Peshawar, Pakistan. He graduated from Kabul University's Faculty of Engineering with a concentration in Architecture.



## **GURGEN POTIKYAN**

**Chief Executive Officer CEO, CFF Real Estate**

**Armenia**

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**Best Practices:** Finance

**Hobbies:** Sports, studying psychology

Mr. Potikyan is chief executive officer of CFF (Cafesjian Family Foundation) Real Estate Group in Yerevan. It operates an investment, construction, development and brokerage company which currently has 120,000 square-feet, class A offices under development. Simultaneously he serves on the boards of Cascade Bank and Cascade Insurance, the third largest insurer in Armenia. Earlier, he was vice-president of Cascade Capital Holdings, a private equity firm in Yerevan which is also a subsidiary of the US-based Cafesjian Family Foundation with assets of over \$40 million.

Mr. Potikyan holds a certificate in Economics from Ruhr-University of Bochum, Germany, and a diploma in Economics from Yerevan State University. He obtained an MBA, with a concentration in Finance, from Clemson University, South Carolina.



## **GUZAL KAMALOVA**

**Nation Child Protection Officer, UNICEF**

**Uzbekistan**

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**Best Practices:** Policy development, social protection system development for children

**Hobbies:** Traveling, reading

Ms. Kamalova works as National Child Protection officer with the UN Children's Fund (UNICEF) in Uzbekistan. Primarily she is responsible for cooperating with the government on promoting reforms in childcare system. She and her team advocate for a child-friendly justice system, for a family environment for children left without parental care, and against discrimination towards children with disabilities. Before joining UNICEF she served as country project manager at Handicap International. She established a Disability Information Network among Uzbek NGOs. Earlier in her carrier she worked with FLEX program (Future Leaders Exchange Program) for Uzbek high

school students to study in the US.

Ms Kamalova graduated from Uzbek State University of World Languages with a major in English philology. Subsequently she pursued a Master's in social work at Washington University in St. Louis, Missouri. While there, she practiced in the field of social work, doing youth counseling and conducting a leadership development program for mid-school girls from at-risk families. Since January 2008 the profession of social worker has been officially recognized by the Uzbek government.



**HEMRA ATABAYEV**

**Community Development Specialist, UNDP**

**Turkmenistan**

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**Best Practices:** Labor economy and labor market, rural development, community development, public administration

**Hobbies:** Intellectual games such as ("What? Where? When?") and Brain-ring, reading

Mr. Atabayev is community development specialist for UNDP's "Local Self-Governance Development in Turkmenistan" project. The project is conducted in collaboration with the National Parliament of Turkmenistan. Previously he worked with farmers' groups and rural communities as project coordinator for the TAGT Agricultural Cooperative, helping to organize new agricultural structures as well as implementing small community-development programs. He conducted consulting and training while negotiating with government officials and relevant international institutions. Earlier, he served as national facilitator for the "Community Mobilization in Central Asia" project. In this capacity he was working to promote sustainable land management at the community level. He has also spent time with the National Institute of Deserts, Flora and Fauna to work on combating land in Turkmenistan.

Mr. Atabayev graduated from Turkmen Institute of National Economy with a diploma in Economics and Labor Market Issues. In 2005 he visited the US on the International Visitors Program themed to NGO management, social issues and civil society. He is the leader of Turkmenistan's team for the "What? Where? When?" international game show.



**LEXO KHUBULAVA**

**Director, Jobs.GE**

**Georgia**

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**Best Practices:** Recruitment, online business, online marketing

**Hobbies:** Bicycling, travel, music

Mr. Khubulava is founder and director of Jobs.GE, the largest and most popular online listing of jobs, education and funding opportunities in Georgia. It is also the country's most successful online business. Mr Khubulava founded the company as a commercial venture in 2004. Earlier, he co-founded and served as the first director of ACTJobs. This company provided a full range of recruitment and HR consulting services to employers. In 2000 he co-founded and served for seven years as the first chairman of Animal Rights Committee, a local NGO promoting humane treatment of animals in Georgia.

Mr. Khubulava graduated from Tbilisi State University's Department of International Law and International Relations. He is a keen guitar-player, a committed vegetarian, and a karaoke enthusiast.



**MALIKA KOYANBAYEVA**

**Country Manager, Regional Trade and Customs  
Modernization Project**

**Kazakhstan**

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**Best Practices:** Research, international trade relations

**Hobbies:** Gardening, spending time with family and friends

Ms. Koyanbayeva manages the Kazakh component of the USAID Regional Trade and Customs Modernization Project, which aims to foster economic growth and improve competitiveness through improving conditions for international and cross-border trade and transit. This four-year project is being implemented in Kazakhstan, Kyrgyzstan and Tajikistan. Before that, she worked as the Center for Trade Policy Development, as a chief expert on economic analysis. Established under the Ministry of Industry and Trade, the center's objective was to support Kazakhstan's accession into World Trade Organization (WTO). She oversaw projects on the development of internal trade, reduction of administrative barriers to international trade, and support for local enterprises. She has also taught courses on marketing and pricing at Karaganda State University, as well as

international economics and negotiation at Karaganda Financial Institute.

Ms Koyanbayeva's first degree was in International Economics from Karaganda State University. She is currently continuing her postgraduate research there. In addition, she has a MSc. in International Economics from the University of Birmingham, UK. Her dissertation was on the influence of oil prices and the exchange rate on Kazakhstan's GDP. In 2007 she attended courses for Kazakh officials on trade and investment promotion in South Korea.



**MANSUR BUSTONI**

**Managing Director, Avesta Asset Management**

**Uzbekistan**

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**Best Practices:** Investments, International Financial, Economic and Political Relations

**Hobbies:** Venture capital projects, traveling

Mr. Bustoni is managing director of Avesta Asset Management, an investment fund subsidiary of Avesta Investment Group in Tashkent. The latter is an investment banking boutique specializing in corporate finance. Mr. Bustoni co-initiated the first investment fund in Uzbekistan and has attracted large Central European and Asian portfolio investors. Previously he directed the group's international operations. Earlier in his career he served as assistant to the minister of foreign economic affairs, focusing on Uzbekistan's cooperation policy with the World Bank and EBRD. He also once served as a national consultant to UNDP, advising the government on key economic reform issues while raising public awareness of economic development.

Mr. Bustoni gained a BSc. from the Tashkent Institute of Finance. He went on to get an MSc. in International Management from Loughborough University Business School in the UK. He has completed courses on financial modeling at the IMF in Washington DC, on international affairs at the Clingendael Institute in the Netherlands, and on professional diplomacy at the Diplomatic Academy of London.



**MEHRIBAN RAHIMLI**

**Advocacy Officer, World Vision**

**Azerbaijan**

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**Best Practices:** Civil society development, election related problems, municipal construction, relief, development and advocacy, policy planning in education

**Hobbies:** Learning about social and political processes

Ms. Rahimli is an advocacy officer for World Vision Azerbaijan. She organizes stakeholders' meetings and public forums, conducts trainings for local communities and business groups, and keeps mass media engaged with World Vision's work. Simultaneously she serves as PR adviser to "For the Sake of Civil Society" (FSCS), the independent assistance center which she co-founded in 1997. Over the years FSCS has monitored presidential and municipal elections in Azerbaijan, and labored to strengthen local self-government institutions. This work has included familiarizing the population with the duties of local government and publishing manuals for municipal employees. She has also conducted research work for the Heinrich Boll Foundation on historical repressions in her country, and taught political science as a lecturer at Western University, Baku.

Ms. Rahimli graduated from Baku State University, and did postgraduate research there in the history department on the theme "The Bosnian Crisis and the US." In 2007 she became one of the first graduates of the Baku School of Political Studies, founded on the initiative of the Council of Europe to train young political leaders and decision makers in emerging democracies. She later participated at the joint meeting of the Baku and Yerevan Schools of Political Studies in Sigtuna, Sweden, as keynote speaker for the plenary session "Democratization Process of Armenia and Azerbaijan as a Basis for Promotion of Dialogue and Confidence between the Two Countries".



**NINO KAKUBAVA**

**Dean of the School of Governance, University of Georgia**

**Georgia**

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**Best Practices:** Public policy

Ms. Kakubava is dean of the School of Governance at the University of Georgia (UG). The School of Governance runs UG's master's program in public policy and administration, conducts policy-related research, and provides training courses for public servants. As dean, she oversees the School's academic and research activities, recruits and supervises faculty members, and provides overall leadership and strategic planning. She also lectures on public administration. At the same time, she is project manager for the UK-Georgia Professional Network, an independent British-supported think-tank. Her "Platform for Debate" project facilitates cooperation between the government and civil society in formulating public policies and related budgets. Earlier, she worked as vice-president of the Center of Social Affairs, a Georgian NGO.

Ms. Kakubava is a physician by training, having originally graduated Tbilisi State Medical University. She subsequently obtained a Master's degree in public policy and administration from the University of Georgia (UG), and a second Master's in policy studies from the University of Edinburgh. Among the courses she has attended is the Businesswomen Leadership Training Program. In 2002 she became a member of the AEGEE-European Students Forum.



**OBAID NEJATI**

**Director, Professional Development Institute**

**Afghanistan**

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**Best Practices:** Policy planning in education, economics and politics

**Hobbies:** Socio-political activism, civil rights advocacy, reading and writing

Mr. Nejadi heads the Professional Development Institute (PDI) of the American University of Afghanistan. PDI was created in 2007, offering professional training and specialized learning to meet the education needs of Afghanistan's growing professional community and civil society. In particular, the institute (in partnership with Thunderbird School of Global Management) is training Afghan women in microfinance-based entrepreneurship. As director Mr. Nejadi has been responsible for developing PDI's mission, structure and professional development curriculum, recruiting faculty, marketing the institute, and fundraising. He has also acted as a lecturer for PDI training programs and undergraduate classes. Earlier, he worked for Sony Electronics as a regional image developer.

Mr. Nejadi graduated from Georgetown University with a BA in Political Economy, and from Harvard University with an MA in Administration Planning and Social Policy. He is the founding director of the Afghan Civil Rights Foundation in Boston, Massachusetts,



and a member of Harvard University's Committee on Human Rights Studies.



**PULOD AMIRBEKOV**

**Director, Promotion LLC**

**Tajikistan**

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**Best Practices:** Marketing

**Hobbies:** Chess

Mr. Amirbekov is director of the branding agency Promotion. Its services include creation of corporate identity and logotypes, graphical design and copywriting. He has also worked as a marketing and trade specialist for the USAID Enterprise Development Project in Central Asia, for which he conducted marketing workshops and developed marketing plans for more than 50 clients. For two years he served with the UN Mission in Freetown, Sierra Leone as budget controller. He has performed other financial jobs for Save the Children, and Khorog State University.

Mr. Amirbekov holds degrees in International Economic Relations from Khorog State University, and in Law from the Tax and Legal Institute in Dushanbe. He is currently engaged in opening the first business club in Tajikistan. He is also a major force in planning and organizing improvements for Dushanbe Zoo. He combined his interests via a study tour to the US in early 2008 during which he visited business clubs and zoos in Michigan, Illinois and Indiana.



**RAIKHAN SABIROVA**

**Eurasian Development Bank**

**Kazakhstan**

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**Best Practices:** Economics, public administration, policy analysis, project management.  
**Hobbies:** Art, yoga, squash, travel, reading

Ms. Sabirova is joining the Eurasian Development Bank as a social sectors specialist. Until recently she had been serving in a similar capacity with the Asian Development Bank (ADB) at its resident mission in Phnom Penh, Cambodia. As head of the Social Sectors Unit she oversaw policy and projects issues in the education, rural water supply and sanitation, and health sectors in Cambodia. Earlier she worked with the ADB out of its headquarters in Manila, Philippines. She was attached to the Central and West Asia Regional Department as team leader for projects to support general education in Kyrgyzstan. She was also a mission leader for education projects in Tajikistan. Before joining the ADB she worked with the Open Society Institute on the Women's Network Program, and on a series of documentary films portraying women and gender issues in former Soviet countries.

Ms. Sabirova received her Bachelor's degree in Engineering from Almaty Technology University. She subsequently got a Master's in Public Administration at the University of Massachusetts at Amherst. She is a fan of jazz and a practitioner of yoga.



**RITA KURBONBEKOVA**

**Manager, Khorog Serena Inn**

**Tajikistan**

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**Best Practices:** Food & beverages, room division department, sales and marketing  
**Hobbies:** Landscaping, gardening, designing

Ms. Kurbonbekova is responsible for overall management of the Serena Inn, situated in Khorog, in the Pamir (Mountainous Badakhshan) region of eastern Tajikistan. In the winter months she works in Islamabad or other Serena properties in Pakistan. Previously, she worked for the Aga Khan Health Service. In that capacity she was the coordinator of English Language, Computer Program and Health Professionals' Development Centers in different locations in the Pamir region. At the start of her career Ms. Kurbonbekova was a professional soldier. She served with the Russian military unit in Tajikistan, managing the communications information center linking all the frontier units.

Ms. Kurbonbekova holds a diploma in Linguistics from Khorog State University, with a concentration in English. She subsequently completed the Cornell University course in India on "Managing Strategic Growth and Leadership in Emerging Markets." She also is a certified computer programmer.



## **SAMIR GURBANOV**

**Legal Department Chief, International Bank of Azerbaijan**

**Azerbaijan**

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**Best Practices:** Banking and finance law

**Hobbies:** Enjoying nature and skiing

Mr. Gurbanov is division chief of the legal department of the International Bank of Azerbaijan (IBA), the largest bank in the country. He has worked on deals amounting to a third of a billion dollars, negotiating and finalizing transactions with major players including Citibank, Societe Generale, JP Morgan and the Islamic Development Bank. Earlier in his career he worked in Baku City Administration, where he drafted investment projects and closed deals on infrastructure and water supply with the EBRD and France's Vivendi Group. He also has held short-term jobs with the International Finance Corporation in Washington DC and the UN in New York.

Mr. Gurbanov's first degree was a Bachelor's of Mechanical Engineering from Azerbaijan Technical University. He later obtained a Bachelor's of Law from Baku State University, following by an LL.M. in Banking and Finance Law from King's College London. He also holds a graduate certificate in Public Administration from Rutgers University. He is a nature lover and a passionate skier.



## **SAODAT ASANOVA**

**Country Director, IWPR**

**Tajikistan**

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**Best Practices:** Communications and development

**Hobbies:** Reading and sports

Ms. Asanova is country director for the branch of the London-based Institute for War and Peace Reporting (IWPR) in Tajikistan. Its mission is to build the capacity of Tajik journalists and prepare analytical reports for international audiences reflecting the real situation in the country. To this end she cooperates with some Tajik 100 media outlets, forging a network of information exchange between local and international centers. Earlier, she worked in the Dushanbe office of the Organization for Security and Cooperation in Europe (OSCE) as an assistant to the media and political officer. She also spent two years in Kyrgyzstan as Media Focal Point for the National Democratic Institute

(NDI). At one stage in her career she was in Afghanistan with the humanitarian organization FOCUS assisting regional communication development in remote areas of the country.

Ms. Asanova earned her BA in Journalism from the American University of Central Asia (AUCA) in Bishkek. She is an infectiously enthusiastic performer of Tajik national dances.



**SARDOR KOSHNAZAROV**

**Chief Economist, Eurasia Capital Management**

**Uzbekistan**

[Saratab75@yahoo.co.uk](mailto:Saratab75@yahoo.co.uk)

**Best Practices:** Government policy on foreign trade

**Hobbies:** Reading, watching and playing football, tourism

Mr. Koshnazarov serves as chief economist for the Tashkent-based investment firm Eurasia Capital Management. As such, he is responsible for monitoring and assessing the macroeconomic situations and business climate in Central Asia, the Caucasus and Mongolia. Earlier he worked in the Ministry of Economy, where he was deputy chief in charge of forecasting and monitoring foreign trade balance. He also oversaw efforts to bring Uzbekistan in conformity with World Trade Organization (WTO) rules and principles. In addition, he has experience working with the Chamber of Commerce and Industry on the “Business Forum of Uzbekistan” project to raise the potential of private-public partnerships in the country.

Mr. Koshnazarov holds advanced degrees in International Economics from the University of World Economy and Diplomacy-Tashkent and in International Finance from the University of Westminster. His expertise on the World Trade Organization has been enhanced by courses in Geneva (WTO symposium), Seoul (Korean Development Institute) and Bern (World Trade Institute)



**SATKYN BEKETAEVA**

**Attorney-at-Law, Kalikova & Associates**

**Kyrgyzstan**

[sbeketaeva@k-a.kg](mailto:sbeketaeva@k-a.kg)

**Best Practices:** Corporate, contracts, banking and finance

**Hobbies:** Travel, reading, tennis, swimming

Ms. Beketaeva is a lawyer with Kalikova & Associates, where her fields of specialization are banking and finance, corporate law, contracts, natural resources, real estate and construction. The firm's primary mission is to assist commercial clients to set up and operate businesses in Kyrgyzstan. Recently she has added the job of business development for the firm, searching for new potential clients and extending cooperation with other business entities, public and state authorities. Her previous experience includes jobs with the World Bank as a legal consultant in the health sector, and with the Soros Foundation as law program assistant.

Ms. Beketaeva graduated as a lawyer from the Kyrgyz-Russian Slavic University. She went on to get a Master's in International and Comparative Law from Uppsala, Sweden, where she was a member of the European Law Students Association. She also holds an LL.M. from Saint Louis University School of Law, Missouri.



**SERGEY VARDANYAN**

**Attorney-Advisor, Emerging Markets Group**

**Armenia**

[vardanyanser@gmail.com](mailto:vardanyanser@gmail.com)

**Best Practices:** Financial markets, civil law

**Hobbies:** Swimming, chess

Mr. Vardanyan is working with the Emerging Markets Group Ltd, as part of a USAID-funded project aimed at developing Armenia's financial sector and improving the quality, depth and scale of financial intermediation. As attorney-advisor, his job involves developing laws and regulations on a range of issues – from information sharing, consumer protection for financial services, and money laundering prevention, to banking, securities, insurance, pensions and mortgages. Previously he was employed at the Armenia-Georgia representation office of Euroset as chief of the legal department.

Euroset is the biggest retail company in Russia and the CIS specializing in the mobile communications business.

Mr. Vardanyan obtained his first degree, in Economics, from Yerevan State University. He went on to get a Master's in Jurisprudence from the same university.



**SHUKRIA KAZIMI**

**Sector Coordinator, Afghanistan National Development Strategy**

**Afghanistan**

**[Shukria\\_k@hotmail.com](mailto:Shukria_k@hotmail.com)**

**Best Practices:** Gender and women's rights

**Hobbies:** Reading, going on picnics and getting general information

Ms. Kazimi is Sector Coordinator on civil society, capacity building and health for the Afghanistan National Development Strategy (ANDS) program. The program aims to enhance the government's institutional capacity to deliver reform in line with the Millennium Development Goals. Previously she served as deputy director and program manager of the Afghan Women's Network (AWN), the largest national women's rights organization in Afghanistan. Ms. Kazimi oversaw training and advocacy projects, such as gender-based violence and youth political participation, while lobbying and coordinating with key government ministries, female parliamentarians, donors and stakeholders. She set up AWN in Afghanistan after returning to Kabul following the fall of the Taliban in 2001. Before that, she had been working as a health education officer for Save the Children UK in Pakistan.

Ms. Kazimi is a civil engineer by training, with a master's degree from Kabul Polytechnic Institute. Her experience of Afghan refugee camps in Pakistan, where she worked as a teacher of mathematics, turned her towards social and women's issues. In 2004-5 she was a Humphrey fellow at Rutgers University, New Jersey, studying public policy and gender issues. She is a member of the Women's Political Participation Committee in Kabul, and the Afghanistan-Iran-Tajikistan Women's Regional Network.



**TALANTBEK OMURALIEV**

**Chief Retail Officer, Kyrgyz Investment and Credit Bank**

**Kyrgyzstan**

[otalant@gmail.com](mailto:otalant@gmail.com)

**Hobbies:** Bicycling, reading and tennis

Mr. Omuraliev leads the retail side of the Kyrgyz Investment and Credit Bank, with the job of establishing retail lending, deposits and the plastic card business. In his earlier career he deputy-chaired the management board of one of Kyrgyzstan's private banks, where he focused on the bad loan portfolio and fixing problems to do with the poor information systems. He has worked for the government in different capacities: as investment economist for the National Bank, as an expert in the State Committee on Foreign Investment, and (for three years) in the Kyrgyz Embassy in Germany as economic attaché. He has experience in the NGO world as coordinator at the "Information Future" Public Foundation, where he helped to develop dozens of sustainable internet access points in remote areas of the country.

Mr. Omuraliev graduated from the International University of Kyrgyzstan with a specialization in International Economy. He subsequently received his MBA from the Academy of Management of the Kyrgyz Republic. Among the programs he has attended were the British Council's Leadership Development Program, in Edinburgh, and a study tour on distance learning in Estonia.



**TALGAT IMANGALIYEV**

**Director of Government Affairs, WorleyParsons**

**Kazakhstan**

[Talgat@hotmail.com](mailto:Talgat@hotmail.com)

**Best Practices:** Government, politics, HSE, law of RoK

**Hobbies:** Networking, spending time outdoors, travel, raising kids

Mr. Imangaliyev handles national government relations in Kazakhstan for WorleyParsons. He is in charge of local agency, government and key client affairs. WorleyParsons is Australia's largest engineering firm providing professional services to Kazakhstan's energy and resource industries. Earlier, Mr. Imangaliyev worked as the manager of regulatory affairs for Tengizchevroil, the country's largest petroleum company. In that



capacity he was responsible for local and national regulatory, government and compliance affairs. He began his career in the Office of the Governor of Atyrau as the lead officer for foreign investment affairs.

Mr. Imangaliyev gained his Bachelor's degree from the University of Washington in Seattle. He followed with a Master's from the same institution. In 2004 he graduated from Atyrau State University with a degree in Jurisprudence.



**TEONA MIKADZE**

**Head of Marketing, TBC Bank**

**Georgia**

[teomika@hotmail.com](mailto:teomika@hotmail.com)

**Best Practices:** Branding, marketing communications, marketing research

**Hobbies:** Traveling, skiing, rafting

Ms. Mikadze heads the marketing communications department of TBC bank in Tbilisi. Among other things, she is involved in a major project to rebrand the bank's image, from an elite corporate financial institution to an open retail bank focused on excellence in service and customer satisfaction. She works with consulting companies on re-positioning strategy, and is responsible for launching campaign planning and promoting the banks' new identity. Earlier, she was managing director in Georgia of AGB Nielsen Media Research, the leading international company specializing in TV audience measurements. She was also involved previously in a similar field as director of the Institute for Polling and Marketing (IPM)-Media.

Ms. Mikadze has Bachelor's and Master's degrees in International Economics from Georgian Technical University. At the University of Vermont, she spent a year studying business administration. More recently she completed the Harvard Business School Publishing distance learning course. She has been elected to the executive board, as chief marketing officer, of the Global Village Network (GVN). She entered the network as an alumna in 2002 of the Global Village for Future Leaders of Business and Industry, an applied leadership and cross-cultural training program organized annually by the Iacocca Institute at Lehigh University, Pennsylvania.



**ULUK KYDYRBAEV**

**Executive Director, Bishkek Business Club**

**Kyrgyzstan**

[bdk\\_director@elcat.kg](mailto:bdk_director@elcat.kg)

**Best Practices:** Business Association's involvement in the public policy through effective national advocacy campaigns

**Hobbies:** Traveling, automobiles

Mr. Kydyrbaev serves simultaneously as the executive director of two local organizations, the Bishkek Business Club and the Chamber of Tax Consultants. Both jobs closely involve him in a number of government committees and working groups dedicated to improving the business climate in Kyrgyzstan. These include the Consultative Council under the State Customs Committee, where he is co-chair, and the Congress of Business Associations, where he is a member of the board. His earlier career included stints managing training programs administered by the Academy for Education Development (AED) and the National Democratic Institute (NDI). His first job was as an engineer's assistant during the reconstruction of Manas airport.

Mr. Kydyrbaev graduated from Kyrgyz National University with a B.A. in Law. During two years of study at the American University in Kyrgyzstan (now AU in Central Asia) he was a member of the university's Students in Free Enterprise (SIFE) team, which twice won domestic tournaments and was invited to participate in the attended International SIFE Competitions in Kansas City, Missouri.



**VUSAL HUSEYNOV**

**Senior Advisor, Secretariat of the Commission for Combating Corruption**

**Azerbaijan**

[vhuseynov@gmail.com](mailto:vhuseynov@gmail.com)

**Best Practices:** International economics

**Hobbies:** Chess

Mr. Huseynov works in the Executive Office of the President of Azerbaijan. He holds the post of senior advisor for the Secretariat of the Commission for Combating Corruption. He is responsible for liaising with international organizations, monitoring the

implementation of the state program on combating corruption, and drafting assessment reports. At the same time he is the secretary of the working group within the commission on improving legislation. He is involved with a second working group as well, dedicated to implementing the recommendations of the Council of Europe GRECO (Group of Countries against Corruption) to Azerbaijan. Earlier, he co-founded and chaired the Azeri branch of AEGEE-Europe (European Students' Forum), one of the biggest student associations in Europe.

Mr. Huseynov obtained his BA from Azerbaijan State University of Economics, and his MA from the same institution in International Economic Relations. He has carried out postgraduate research on the role of environmental funds in transition economies. In 2007 he participated in the John Smith Fellowship Program in the UK.



## **YANA LOKTEVA**

**Art Director, Publicis Groupe Media Kazakhstan**

**Kazakhstan**

[yana\\_design@yahoo.com](mailto:yana_design@yahoo.com)

**Best Practices:** Creativity, project management, communication

**Hobbies:** Tennis, skiing, going to cultural events, travel, having an active life style

Ms. Lokteva is the art director for Publicis Groupe Media Kazakhstan. The company is the local branch of the French multinational advertising agency and communications giant Publicis Groupe. She leads the development of advertising concepts and campaigns, corporate style, and creative TV spots. Administratively she manages both the design and production departments, and coordinates the teams' work with clients. Earlier she was employed as a designer for a smaller-scale advertising agency, Dutch Design. She has also been a designer for the Eurasia Film Festival, and the "Season of the East" fashion festival in Almaty.

Ms. Lokteva holds a B.A. in Architecture and Design from the Kazakh State Academy of Architecture and Construction. She pursued graduate study at the same institution, with a thesis on the modern architecture of Kazakhstan. In 2007 she was the initiator of a new publication "Party Magazine" which presents interviews with interesting, creative people.



**ZAFAR ORIPOV**

**Director, BioTransServis**

**Uzbekistan**

[zafar.oripov@gmail.com](mailto:zafar.oripov@gmail.com)

**Hobbies:** Reading and sport

Mr. Oripov is founder and director of BioTransServis, a private company organizing a chain of mobile toilet cabins throughout Uzbekistan. The company has successfully branched out into other forms of waste management and transport services. Before creating his own business he worked with various international and humanitarian projects. He coordinated the Central Asian Project on AIDS (CAPACITY) within Uzbekistan. At one point he managed the Healthy Communities Grants Program, funded by USAID, for the whole of Central Asia. His first job was at the Korean-owned Daewoo Textile, where he was in charge of import/ export contracts as head of the commercial department.

Mr. Oripov's first education was in Economics from Fergana Polytechnic Institute. He went on to obtain a diploma in Business Studies from the Malaysia Technology Institute. In addition he has completed numerous short courses, seminars and trainings by USAID and its subcontractors. He is the author of various reports on community health promotion in Uzbekistan.



**ZAUR MAMMADOV**

**Country Director, Galt&Taggart**

**Azerbaijan**

[zmammadov@yahoo.com](mailto:zmammadov@yahoo.com)

**Best Practices:** Investments, banking, finance

**Hobbies:** Studying architecture, commodity trading, learning about history, board games

Mr. Mammadov is country director for Galt&Taggart Azerbaijan, involved in financial services, such as raising equity and debt capital for local companies, and selling attractive products to foreign investors. Until recently he was senior associate at PricewaterhouseCoopers (PwC). His projects at PwC included advising the Azeri state oil company on adopting international financial standards, and the National Bank of Georgia on benchmarking its functions to the best practices available in progressing economies. Before joining PwC he directed the business development department for Atabank, a commercial banking house. Earlier in his career he worked on corporate finance and

strategic management at Azpetrol oil company. He has taught economics and corporate finance at Azerbaijan State Economic University.

Mr. Mammadov holds a BSc. in Economics from Azerbaijan State Economic University. He went on to get a MSc in Economic Analysis from Northeastern University, Boston. He is currently pursuing a doctorate at his alma mater in Baku, writing about the access of Azeri companies to international financial markets.

## **LEADERSHIP SPEAKERS**

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**AHMET C. BOZER**

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

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



**BARBARA LOGAN HAY**

Dame 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 2008 she was made a Dame in the Queen's New Year's Honours List. In her spare time, Ms. Hay enjoys traveling, theater, and Scottish country dancing.



**MERAL EGEMEN**

Ms. Egemen is CEO of AvivaSA, Turkey's leading individual pension and life insurance firm, with over 900,000 clients in both areas. The firm represents a merger of a number of insurance giants within the body of Sabanci Holding Company. Previously Ms. Egemen was general manager of Ak Emeklilik Pension funds (formerly Akhayat), one of the companies involved in the merger. She also has served as general manager of the Life Insurance and Marketing Research Association (LIMRA), and she was selected as Steering Board vice-president of LIMRA for the 2007-2008 periods. Earlier in her career she was on the teaching staff at the Business School of the University of Marmara, Istanbul.

**CORE FACULTY MEMBERS**

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**BILL STARNES**

**CELA Faculty Director**

**bill.starnes@sibf.org**

Mr. Starnes serves a CELA Faculty Director. Previously he has served as managing director of SIBF. From 1984 to 2000, he was with the Trammell Crow organization, which develops, owns, manages and leases real estate in Europe, Latin America and Asia with assets totaling over \$350 million, becoming a co-manager partner in 1997. He 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. He is a member of the Urban Land Institute, and the Dallas Committee on Foreign Relations. His personal interests include travel, reading and the movies. He lives in Dallas with his wife Donna. They have one son, Jon.



**CLARK PLEXICO**

**Clark Plexico Consulting, Inc  
Raleigh, North Carolina**

**clark.plexico@sibf.org**

Mr. Plexico is President of International Strategies, Inc. located in Raleigh, North Carolina. International Strategies, Inc. conducts seminars and coaching in international business protocol and cross cultural competency for corporations, NGO's, and government agencies, preparing them for international business ventures and trade missions and to develop and maintain effective and efficient multinational teams. In addition, Mr. Plexico works with educators throughout the United States helping them to internationalize education as a way of preparing the next generation of leaders for success in the 21st century global workplace.

Mr. Plexico brings a diverse professional background to his work with clients, having experience as an international entrepreneur, elected official and corporate executive. He is



a former North Carolina State Senator who was elected to four terms before becoming the state president for law and government affairs for AT&T. Before being elected to public office, he was the owner of an international real estate company located in London, Tehran and Hong Kong and lived and worked abroad for over a decade.

In addition to his professional experience, Mr. Plexico earned his M.A. in International Relations from the University of Southern California, is a graduate of the School of Arabic at Middlebury College. He is trained and certified as a corporate and international business protocol consultant by the Protocol School of Washington, and in cross cultural competency by both Duke University's Fuqua School of Business in the United States and Richard Lewis Communications in the United Kingdom.



**JIM CRUPI**

**President,  
Strategic Leadership Solutions  
Plano, Texas**

**[jim.crupi@sibf.org](mailto:jim.crupi@sibf.org)**

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

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

He received his B.S. degree from North Georgia College, M.S. from the University of Southern California, and Ph.D. from the University of Florida. He has completed advanced work at the London Business School, Oxford University, and the International Management Institute in Geneva and is an Executive in Residence at the KSU Center for Character, Ethics, and Leadership. Dr. Crupi resides in Plano, Texas with his wife Faye. Their daughter, Shannon, works in Atlanta, Georgia, and their son, Matthew, works in London.

## FACILITATORS

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## BREAKOUT GROUP 1



### **STEWART DANSBY**

**Chairman,  
Global Network Foundation  
Birmingham, Alabama**

**[stewart.dansby@sibf.org](mailto:stewart.dansby@sibf.org)**

Mr. Dansby currently serves as chairman of the Global Network Foundation, a supporting foundation to the Society of International Business Fellows (SIBF). He is a graduate of Leadership Birmingham. In 1996, he was named “Outstanding Civic Leader” by the Alabama Chapter of the National Society of Fundraising Executives. In 1988, he co-founded a consulting firm, American Cadastre, Inc., also known as “AmCad,” that advises clients on Geographic Information Systems (‘GIS’ or computerized mapping). In addition to the United States, AmCad did work in several countries including Russia, Armenia, Canada, Mexico and Kazakhstan. In 1999, the company was sold, and Mr. Dansby has been involved with personal investments and NGOs ever since.

Mr. Dansby graduated from St. Andrews College in North Carolina with a B.A. in Environmental Studies with an emphasis in Biology. He later received an M.B.A. from Duke University’s Fuqua School of Business. He has two children, and resides in Birmingham, Alabama, USA.



### **MARY MADDEN**

**Grisanti, Galef & Goldress  
Atlanta, GA**

**[mary.madden@sibf.org](mailto:mary.madden@sibf.org)  
[marymadden@mindspring.com](mailto:marymadden@mindspring.com)**

Ms. Madden, a Principal with Grisanti, Galef & Goldress, a corporate revitalization firm with over 50 years experience turning around companies from a few million in revenue to over \$500 million in revenue. GGG has ensured the long-term viability of over 500 U.S. and international corporations. Ms. Madden worked in top executive positions for numerous companies in the areas of strategy, business model viability, restructuring, human capital development, funding and marketing plans and strategic alliances. She has performed many turnaround evaluations resulting in additional rounds of financing and has provided growth and exit strategy assistance for businesses. From 1981-1994, Ms. Madden was President, Founder and Co-CEO of Information America, the first company to offer on line access to public record data. Subsequent to Information America, Ms. Madden joined ChoicePoint as Vice President of Public Records. There, she oversaw the development of a system to collect, route, and track document orders; developed a marketing strategy for the legal market; and handled acquisition initiatives.

Ms. Madden has received numerous recognitions and awards. She was on Inc magazine's 500 List and a finalist for Inc's Entrepreneur of the Year for three consecutive years, and was named the Information Industry Entrepreneur of the year award in 1992. She also devotes much of her time to professional and non-profit activities. She is a member of the Committee of 200 and is Chair of the Atlanta Chapter of the National Association of Corporate Directors and was President from 2003 to 2004. She has served on corporate boards, most recently Synavant Inc., subsequently sold to Dendrite. In January 2006 she co-founded an Atlanta Chapter of Women Corporate Directors for women on public and private corporate boards. There are 24 women in the Atlanta Chapter. She has also served on the boards of the Atlanta School and the Children's school. She served as a judge for the Nonprofit of the year and the Atlanta Entrepreneur of the Year.

Ms. Madden received a BA in Math and Economics from Vassar College and an MLS in Library of Science from Columbia University.

## **BREAKOUT GROUP 2**



**JOHN MILLS**

**Manufacturing Companies, Inc.  
Hutchins, Texas**

**[john.mills@sibf.org](mailto:john.mills@sibf.org)**

Mr. Mills is a serial entrepreneur. While still a Senior Manager with Ernst & Whinney

(now Ernst & Young), John acquired his first commercial enterprise. In 1981 he acquired his 5th business and renewed his interest in International Trade and trans- cultural negotiations. Mr. Mills has experience with both imports and exports within the Americas, the Pacific Rim and the EU. He has participated in several applied technology startups and he currently designs testing protocols for a variety of research applications. He is also the inventor of a fuel combustion technology which has demonstrated significant fuel savings and pollutant reductions. This technology is currently rolling out in Southeast Asia and Oceania. He is Managing Director and Chief Technology Officer of Green Star Group, Ltd. which he founded to provide environmentally beneficial products such as the above described *Dragon Fire 888* technology.

A native of Dallas, Texas, John attended Southern Methodist University and Texas Tech University, graduating in 1972 with a degree in Accounting. John is a member of the Rotary Club of Dallas (Paul Harris Fellow) and has served on the Boards of various civic organizations such as the YMCA and Chambers of Commerce. His philanthropic interests include Dallas Social Venture Partners, Texas Scottish Rite Hospital, medical clinics in Honduras and the Boy Scouts. He is a member of the Society of International Business Fellows. His recreational interests include sailing, SCUBA diving, fishing and flying.



**LAURA STODDARD**

**President,  
Blue Heron  
Lancaster, Virginia**

**[lstoddard@blueheronltd.com](mailto:lstoddard@blueheronltd.com)**

Ms. Stoddard, founder of Blue Heron, has over twenty years experience in Human Resource management and advanced during her corporate career to the executive level. HR academic training and years of experience have given her the ability to effectively design, build and staff organization structures that position organizations to meet business needs and attract and retain quality talent.

She has worked in a number of HR roles for several Fortune 500 companies, including Union Carbide, Fidelity Bankers Life, Touche Ross, Blue Cross & Blue Shield of Virginia and Baxter Healthcare/Caremark. Her experience covers corporate strategy development, knowledge management system deployment, design and implementation of streamlined organization structures and compensation systems, and the implementation of Project Management Organizations and world class training programs.

Prior to founding Blue Heron, Ms. Stoddard was a Senior Vice President of Coffou Partners, Inc, a Chicago-based search firm. There she was a leader in the firm in business development and completion of mid to senior management searches in a number of functional areas that included eCommerce and Information Systems Technology and Architecture, Human Resources, Sales & Marketing, Senior Project Management, Business Development & Strategic Planning and General Administrative Management.

Her clients have ranged from small businesses to Fortune 10 companies. Her assignments have included domestic and international positions, across an array of industries such as consumer and durable goods manufacturing, healthcare, engineering and environmental.

Ms. Stoddard received an Associates Degree in Liberal Arts from Cottey College for Women, a Bachelor's of Science Degree in Political Science from the University of Wyoming, and a Masters in Industrial Relations from Iowa State University.

### **BREAKOUT GROUP 3**



#### **JULIE SKAGGS**

**Willis Investment Counsel  
Atlanta, Georgia**

**[julie.skaggs@sibf.org](mailto:julie.skaggs@sibf.org)**

Ms. Skaggs is a principal with Willis Investment Counsel, having primary responsibility for client relations and business development. She has over 25 years of experience in the legal, plan sponsor and investment manager arenas. After obtaining a JD from the University of Kentucky College of Law and an LLM in taxation from the University of Miami College of Law, Ms. Skaggs practiced ERISA/employee benefits law at the Atlanta-based firm of Kilpatrick Stockton, followed by service as employee benefits counsel for Coca-Cola Enterprises, Inc, where she advised the Company Retirement and 401(k) Investment and Administrative Committees and developed company wide retirement and company benefit plans. In 1994 Ms. Skaggs joined INVESCO, Inc., a global independent investment management firm based in Atlanta. At INVESCO, she was initially part of the senior management team that developed its defined contribution unit, after which she moved to the money management unit as General Counsel and ultimately Chief Operating Officer. In 2002, she became a partner in the Atlanta investment management firm of Buckhead Capital Management.

Ms. Skaggs is a member of the Board of Trustees of Holy Innocents' Episcopal School, serving on its finance and endowment committees. She also currently serves as Chairman of the Board of English for Successful Living, a non-profit organization, and is an active member of the Society for International Business Fellows and Holy Innocents' Episcopal Church.



**MEADE SUTTERFIELD**

**Atlanta, Georgia**

**meade.sutterfield@sibf.org**

Mr. Sutterfield is a private equity investor primarily in emerging telecommunications and wireless communications entities. He 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. His 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. He 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. In 1984, he left to become President of AllianceWall Corporation, the world's largest provider of porcelain enameled steel, which was subsequently purchased within a year.

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

**BREAKOUT GROUP 4**



**JIM CRUPI**

**President,  
Strategic Leadership Solutions  
Plano, Texas**

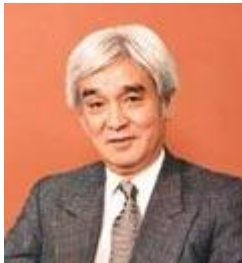
**jim.crupi@sibf.org**



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

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

He received his B.S. degree from North Georgia College, M.S. from the University of Southern California, and Ph.D. from the University of Florida. He has completed advanced work at the London Business School, Oxford University, and the International Management Institute in Geneva and is an Executive in Residence at the KSU Center for Character, Ethics, and Leadership. Dr. Crupi resides in Plano, Texas with his wife Faye. Their daughter, Shannon, works in Atlanta, Georgia, and their son, Matthew, works in London.



**AKIRA IRIYAMA**

**International Development Center  
Tokyo, Japan**

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Dr. Iriyama is Visiting Researcher at International Development Center Japan and Association of Public Interest Corporations. He was formerly President of the Sasakawa Peace Foundation, the largest international foundation in Japan, from 1993 to 2005, and also Professor at Graduate School of Rikkyo University from 2002 to 2007. He has been involved in various activities related to the nonprofit sector, including teaching and lecturing at various institutions, both domestically and internationally. Among a number of publications, his most recent work is *On Civil Society (2006)*.

Dr. Iriyama is a graduate of the Law Department of the University of Tokyo and received his PhD (Economics) from Reitaku University. He was awarded the Royal Norwegian Order of Merit in 2006 by the King of Norway and the Royal Order of the Polar Star in 2007 by the King of Sweden. He was born in 1939 and married to Noriko Iriyama in 1966. They have two sons and live in Tokyo, Japan.





**CLARK PLEXICO**

**Clark Plexico Consulting, Inc  
Raleigh, North Carolina**

**clark.plexico@sibf.org**

Mr. Plexico is President of International Strategies, Inc. located in Raleigh, North Carolina. International Strategies, Inc. conducts seminars and coaching in international business protocol and cross cultural competency for corporations, NGO's, and government agencies, preparing them for international business ventures and trade missions and to develop and maintain effective and efficient multinational teams. In addition, Mr. Plexico works with educators throughout the United States helping them to internationalize education as a way of preparing the next generation of leaders for success in the 21st century global workplace.

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

In addition to his professional experience, Mr. Plexico earned his M.A. in International Relations from the University of Southern California, is a graduate of the School of Arabic at Middlebury College. He is trained and certified as a corporate and international business protocol consultant by the Protocol School of Washington, and in cross cultural competency by both Duke University's Fuqua School of Business in the United States and Richard Lewis Communications in the United Kingdom.

**BREAKOUT GROUP 5**



**BRAD DUNN**

**President,  
Mouat Company**

**brad.dunn@sibf.org**

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

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



**STEVEN RAAB**

**CEO,  
The InSource Group  
Dallas, Texas**

**steve.raab@sibf.com**

Mr. Raab is the Chairman and Chief Executive Officer of The InSource Group, a Dallas-based company that provides a full range of technology resources including technical staff on a contract, contract-to-hire and full-time basis, project solutions and, in conjunction with strategic partners, outsourcing services. Steven has a long and diverse management and sales background in information technology, financial, and real estate industries.

He began his technical career at IBM, where he held various line and staff management positions in sales and vertical industry markets over a period of 17 years. Mr. Raab has also been founder and president of his own custom home building company, Executive Vice President of Real Estate and Real Estate Lending for Champion Savings & Loan, and EVP of Real Time Financial Systems, Inc.

Philanthropic activities are an important part of Mr. Raab's personal life. For the past

several years, his main focus has been Dallas Social Venture Partners, where he is immediate past chairman and currently serves on the board. He also served on the board and is a past chairman of Mothers Against Teen Violence and is a member of the board of The Dallas Institute for Humanities and Culture. In addition to philanthropy, he is keenly interested in geopolitics and world affairs and is active in the World Affairs Council of Dallas. An avid outdoorsman, he is involved in motorcycling, fly-fishing, running and, most recently, equestrian sports. He has a son and grandson and he and his wife Ginny also share a passion for their two rescued golden retrievers, Jake and Hudson.

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## **BREAKOUT GROUP 6**



### **SHELBY GRUBBS**

**Miller & Martin  
Atlanta, Georgia**

**[sgrubbs@millermartin.com](mailto:sgrubbs@millermartin.com)**

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

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

A former president of the Chattanooga Bar Association, he is a 1975 graduate of the University of Alabama School of Law where he was a member of the *Alabama Law Review*. He has served on numerous civic boards including the Chamber of Commerce, the Boys and Girls Clubs, the Heart Association and the Audubon Society. He is currently a member of the board of the Global Network Foundation headquartered in Atlanta,

Georgia and is active with the Greater Atlanta Heart Association. He is married to Lynne Dodge Grubbs, formerly of Guelph, Ontario, Canada. They have three grown children, Nathaniel, James and Elizabeth Victoria.



**VICKIE VERNON**

**Cox Industries, Inc.  
Columbia, South Carolina**

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Ms. Vernon is director of International Business Development at Cox Industries, Inc. spending approximately four months a year overseas attending trade shows, trade missions and visiting customers. Cox Industries is a manufacturer and distributor of pressure treated southern yellow pine products - dimensional lumber, decking, post, marine pilings, utility poles and cross-arms as well as a line of outdoor furniture, laminated columns and roofing shakes and shingles. She serves as Corporate Secretary and is involved in the issues concerning corporate governance; strategic planning and succession for the 52 year-old family owned and operated business.

Ms. Vernon graduated from the University of South Carolina with a Bachelor's degree in Interdisciplinary Studies. She is National Membership Chair for the Society of International Business Fellows, a graduate of Leadership South Carolina and a member of the Golden Key National Honor Society. Governor Sanford appointed her to the South Carolina Foster Care Review Board in 2005. She has two children, Brian and Matthew.

## **BREAKOUT GROUP 7**



**BARRY CROSSMAN**

**Dallas, Texas**

**[bcrossman2@earthlink.net](mailto:bcrossman2@earthlink.net)**

Since retiring in 2001, Mr. Crossman has devoted his time to volunteer activities. In

addition to being a member of the Global Network Foundation Board and as joint coordinator of CELA, he has served on a number of non-profit boards.

He was President of Our Friends Place, a Dallas charity that provides homes to abused, neglected and abandoned girls and young women, and President of St. Simon's After School Program, which provides an after school program for children, who do not have a parent available until after work, at 15 schools. He is on the board of Amistad Mission, which maintains an orphanage in Cochabamba, Bolivia and supports a remote nearby village with educational, medical and agricultural assistance. He also spends a week each year in Honduras helping in remote areas and with his wife Nancy is leading groups to New Orleans to assist with Hurricane recovery efforts there.

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



**SAM NORWOOD**

**Senior Partner, Tatum LLC  
Atlanta, Georgia**

**[snorwood@mindspring.com](mailto:snorwood@mindspring.com)**

Mr. Norwood, who joined SIBF in 1995, is a Senior Partner in Tatum LLC, a professional services firm headquartered in Atlanta, with over 700 professionals in 33 cities across the USA. Through the Tatum firm, he is an advisor to chief executive officers and boards of directors on matters of corporate policy and strategy, performance measurement, and executive compensation. The Tatum firm is an outsource supplier of executives primarily for the office of the chief financial officer and the chief information officer.

**STORY WRITERS**

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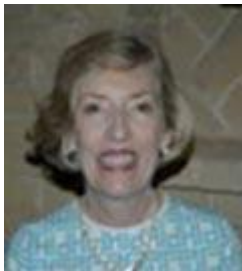


**ANGELA CROSSMAN**

**GlaxoSmithKline  
London, UK**

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Angela Crossman 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. 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. Ms. Crossman 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.



**NANCY CROSSMAN**

**Dallas, Texas**

**[bcrossman2@earthlink.net](mailto:bcrossman2@earthlink.net)**

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

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



**FAYE E. CRUPI**

**Strategic Leadership Solutions  
Plano, Texas**

**faye@crupi.com**

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



**KATHERYN DUNN**

**katedunn@charter.net**

Ms. Dunn is a wife, mother, grandmother and civic volunteer. She is a past active member of the Service Guild of Birmingham, past president of the Women's Organization, a member of the Guild, and an Elder of Independent Presbyterian Church and Director for Southern Danceworks. She was born in Nashville, Tennessee and graduated from Vanderbilt University with a degree in Psychology. As a teenager she danced with the Nashville Ballet Society. Her professional career included responsibilities as a systems analyst for Northwestern Mutual Life Insurance Company and Protective Life Insurance Company. She met her husband Brad while both were at Vanderbilt. They celebrated their 40th wedding anniversary last year. They enjoy traveling and spending time with their two married children and two grandchildren.





**NORIKO IRIYAMA**

**Tokyo, Japan**

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



**GINNY JACKSON**

**Vice-President, Statement Systems  
Dallas, Texas**

**gjackson@statementsystems.com**

Ms. Jackson is Vice-President and significant shareholder of Statement Systems, Inc., (SSI) a Dallas-based company that provides solutions for managing, communicating and distributing sensitive, time-critical data. SSI specializes in complex communications with a high degree of personalized information such as employee retirement or benefit statements, telephone billing statements, bank treasury management documents and the like. Clients include ExxonMobil, Cingular, Federal Express and many other Fortune 100 companies, as well as many smaller regional clients. SSI was started in 1993 as a simple lettershop specializing in mailing billing statements. Several months later, SSI began expanding its data processing capabilities. Today, SSI is now widely recognized as one of the pre-eminent complex data processing and imaging companies in the country.

A bona fide California beach girl, Ms. Jackson graduated from Occidental College in 1970. Prior to joining SSI, she worked in a wide range of fields, including restaurants, accounting, marketing and software development. She helped found RealTime Financial Systems, one of the first fully-integrated accounting software packages for the small business user, which is where she met her husband, Steven Raab. Her hobbies include cooking (as much as possible, as often as possible, for as many people as possible), reading and all sorts of sports and outdoor activities. She enjoys attending a wide range of arts and cultural events, especially dance and literary performances. She and Steven share their home with their two golden retrievers, Jake and Hudson, as well as two cats.



**ALICE LYNCH**

**San Antonio, Texas**

**[alice.lynch@sibf.org](mailto:alice.lynch@sibf.org)**

Ms. Lynch lives in San Antonio, Texas, although she grew up in Corpus Christy, Texas. She has spent her adult life serving in community and state-wide efforts to promote literacy, reading, and cultural development, as well as in rearing two children and (now) five grandchildren. She has served on many boards of not-for-profit organizations, including the Texas Book Festival, the San Antonio Library Foundation, and the Youth Orchestra of San Antonio. She currently is a member of the Advisory Committee of the University of Texas Press, a publisher of books.

She earned her Bachelor of Arts college degree at the University of Texas in Austin, with a major concentration in History. She is married to Sam Norwood, who lives in Atlanta, Georgia, and they travel back and forth each month between San Antonio and Atlanta. She has traveled extensively throughout the world and is an avid hiker and skier.



**DONNA J. STARNES**

**President and Editor-in-Chief, CELA Story Writers  
Dallas, Texas**

**[djstarnes@tx.rr.com](mailto:djstarnes@tx.rr.com)**

Ms. Starnes is proud to have been involved in the CELA program every year since it was founded. She greatly appreciates the opportunity to meet professionals from Central Eurasia to discuss their business and community work, as well as to hear about their everyday lives and families. She also enjoys participating in the CELA program as an editor of the participant stories. She is a personal financial advisor, certified as a CFP and a CPA. She started her career as an auditor for Arthur Andersen, and then worked for 11 years in executive positions for a major financial service firm, now a subsidiary of Citigroup. After some time off to raise her son, dabble in creative writing, and run a home-based creative business, she resumed her financial career. Because she enjoyed dealing with individual clients, she worked for several years as a fee-based financial advisor for executives with a National Financial Planning Firm, now a subsidiary of Goldman Sachs. Currently Ms. Starnes works part-time for a firm managing client portfolios in the \$2 million to \$20 million range. One of her 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**

**Atlanta, Georgia**

**susan@sutterfield.net**

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

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

Susan and Meade Sutterfield have three adult married children and are the proud grandparents of two granddaughters.

**GUESTS**

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**ERIK ASSADOURIAN**

**Director, Sustainable Communities Project,  
Worldwatch Institute**

**eassadourian@gmail.com**

Mr. Assadourian is a research associate at Worldwatch Institute. His areas of interest include ecological ethics, the consumer society, corporate responsibility, and sustainable communities. At Worldwatch, Mr. Assadourian has directed two editions of *Vital Signs*, and co-directed *State of the World 2005: Rethinking Global Security*. He is the author of many articles including most recently, “Engaging Communities for a Sustainable World,” in *State of the World 2008*. He also wrote “Transforming Corporations,” for *State of the World 2006*, and co-authored “Rethinking the Good Life” and “The State of Consumption Today” for *State of the World 2004: The Consumer Society*.

Currently, Mr. Assadourian is examining how to mobilize communities to drive larger societies to become sustainable. This started with his chapter in *State of the World 2008* and continues with an investigation of the most sustainable neighborhoods, towns, and cities, in the United States—with a goal of identifying the leaders and encouraging other cities to learn from them.



**JOEL COWAN**

**Joel.cowan@sibf.org**

Mr. Cowan is the founder of Georgia's new town of Peachtree City serving as its first Mayor beginning in 1959. He was also the chief executive of its development company through 1976. For the last several years his primary interests have involved working in the emerging economies of Eastern Europe, Russia, and China. He currently has an active presence in China focusing on home building, e-commerce, and merchant banking. He recently privatized a Chinese company, which was active in low cost housing and high technology. He is a director of World Airways, Inc (NASDAQ) and a former director of Interstate General Company (ASE), Continental Airlines (NYSE) and IRT Property Company (NYSE).

Joel H. Cowan grew up in Cartersville, Georgia, graduating from Georgia Tech in 1958.

His major past business interests have been in real estate development and corporate finance. Mr. Cowan is a Presbyterian and 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.



**PETER GANS**

**[peterg@maxcharge.com](mailto:peterg@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.



**NANCY HASELDEN**

**SIBF Executive Director**

**[nancy.haselden@sibf.org](mailto:nancy.haselden@sibf.org)**

Ms. Haselden assumed the role of Executive Director in March 2006. Reporting to the Board of Directors, Ms. Haselden is responsible for all aspects of the Society's operations, programs and activities including strategic planning, policy development and supervision of the SIBF staff. She works closely with the SIBF Board, various officers, state leaders and member volunteers in overseeing the Society's financial matters, sponsorship initiatives and global membership development and retention. She previously worked for SIBF as Director of Operations from 1999 until 2004.

Before returning to SIBF in January 2006, Ms. Haselden was VP of Operations for Cookerly Public Relations in Atlanta. She was responsible for strategic and financial planning, client relations and human resources, and worked closely with the President to develop a short-term plan for growth.

Prior to joining SIBF, she worked as a Volunteer Director for the 1996 Summer Olympic Games in Atlanta. She managed the recruiting effort, which placed over 50,000 individual and corporate volunteers in the planning and execution phases of the Olympics. Additionally, Ms. Haselden was part of the team that produced the published final report of the Games.

Ms. Haselden is a member of the American Society of Association Executives, and brings to SIBF over 19 years of management experience in project and program-oriented environments. A native of North Carolina, she earned her business degree from Belmont Abbey College.



**JAMES NEVILLE**

**Operations director,  
Volac**

**[james.neville@volac.com](mailto:james.neville@volac.com)**

Mr. Neville runs Volac, a privately owned Dairy Nutrition business which leads the way in the development, production and worldwide marketing of specialist nutritional products. With operations in the United Kingdom, Ireland, The Netherlands, Italy and Malaysia, the company markets a range of high performance products including milk powders for young animals, a high energy supplement for dairy cows and whey proteins for use in health food products.

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

Working closely with his father and brother, the business has developed significantly with an increase in revenue from £26M in 1999 to £115 million in 2008.

## **STAFF**

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**ADAM ALBION**

**asalbion@yahoo.com**

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



**MUZAFFAR ATAMIRZAEV**

**atamirzaev@gmail.com**

Mr. Atamirzaev is CELA Program Associate. For the previous six years he worked in the microfinance field of Uzbekistan, most recently as microfinance development adviser for the UNDP/Support to Reform Process in Uzbekistan project. He completed the draft UNDP strategy on microfinance sector development in Uzbekistan, and worked up program documents with an estimated budget for a new joint microfinance project (undertaken with the government) designed to strengthen the institutional capacity of microfinance organizations in the country. At the same time he directed the establishment,



registration and licensing of a local MicroFinance Institution “Garant-Invest” in Tashkent. Previously, he managed a microfinance program for Northwest Medical Teams International (NWMT Microfinance). Earlier, Mr. Atamirzaev worked within the Cabinet of Ministers of the Republic of Uzbekistan as a member of the committee coordinating humanitarian assistance.

Mr. Atamirzaev's bachelor's degree is in economics from the Tashkent Transport Engineering Institute, coupled with research at the World Bank Institute in Washington DC. In 2005 he studied credit to micro and small enterprises at Arizona State University on a Cochran Fellowship and subsequently gained a master's degree from the Plekhanov Russian Academy Economics in Moscow. He is an alumnus of CELA 6.



**IPEK BENEK**

[ipekbenek@gmail.com](mailto:ipekbenek@gmail.com)

Ms. Benek is currently a senior at Koc University in Istanbul, Turkey double-majoring in International Relations and Economics. While this is her first year with CELA, she has held many previous internships including but not limited to an internship with the ‘political affairs’ department of the European Union General Secretariat in Ankara and also with the Canadian Red Cross in Vancouver where she helped in the International disaster department. In the fall of 2007, she studied abroad in Singapore through an exchange program with Singapore Management University. Ipek speaks Turkish and English but is also currently learning German. She is also an active member in the European Union Study Group.



**IRINA BOGOSLOVSKAYA**

[ibogoslovskaya@yahoo.com](mailto:ibogoslovskaya@yahoo.com)

Ms. Bogoslovskaya is an art historian at the Tashkent Institute of Arts. She is a doctoral candidate, writing about ornamentation in the applied arts of Karakalpakistan. In her long

career as a museum professional in Uzbekistan, she headed the department of Central Asian ethnography at the State History Museum, was chief curator of the Jewelry Museum, and was senior research associate at the State Art Museum. She was educated at Tashkent State University, department of art history. Her latest book “Skullcaps of Uzbekistan, 19th-20th Centuries” (with Larisa Levteeva) was published in 2006.



**SUSAN DANSBY**

**dansbysw@muohio.edu**

Susan Dansby graduated from The Altamont School in 2006 where she was actively involved in varsity Softball for three years, the Thespian Society, acted as an Altamont Ambassador, and elected Senior Class Representative. She currently attends Miami University of Ohio planning to receive her Bachelor Degree in Psychology in 2010. She has worked for various non-profit organizations and foundations including The Fixed-Point Foundation and The Exceptional Foundation. During the summer of 2007, Susan interned at The Birmingham Magazine and a business to business marketing firm known as FitzMartin. Susan Dansby was born in Birmingham, Alabama, but resides in Oxford, Ohio where she attends college for the next few years.



**TORY GRUBBS**

**grubbse@kenyon.edu**

Ms. Grubbs is currently enrolled as an International Studies major with a focus on the Islamic World and a concentration on political science at Kenyon College in Ohio, USA. During the winter and spring of 2008 she was in the Netherlands on a “Students in International Training” program entitled “Islam, Diaspora Communities and the EU.” While in Utrecht, she worked on her thesis on the relationship between Kurds and Turks in Holland. In the summer of 2007, she worked as a summer intern in the Atlanta office of SIBF and at CELA 6 in Istanbul, Turkey. In the summer of 2006, she co-managed a clothing boutique in Northeast Harbor, Maine. When she is Ohio, she is a regular volunteer at the local Humane Society and is a member of the community service group,

the Archon Society. Ms. Grubbs grew up in Chattanooga, Tennessee, is a graduate of the Baylor School and was the coxswain of her high school boys' rowing team.



**LINDSEY HALLOCK**

**hallocks@muohio.edu**

Ms. Hallock will be a junior this fall at Miami University in Oxford, Ohio and is currently working on a double major in International Studies and Russian and Eurasian Studies. She is a member of the Russian Club and the College Libertarians on campus. In the fall she will be interning with the Havighurst Center for Post Soviet Studies at Miami University. In the summer of 2007, Lindsey studied abroad in Novgorod, Russia where she studied the Russian language. In 2006 she worked as an assistant in ESL, a program that helps Spanish speakers learn English. She grew up in Gainesville, Georgia and likes to play intramural sports, read and listen to music in her spare time.



**ZORAN HRNCIC**

**zhrncic@jeffersoninst.org**

Mr. Hrcic is currently the lead programmer at the Jefferson Institute. He has designed and implemented a number of advanced networking applications and database-based file systems, including fully automated production lines for the digitization of Military archive of Serbia, integral solution for the MOD of Serbia photo archive and several highly customized Internet/Intranet networks. Prior to becoming a full time programmer, Mr. Hrcic studied philosophy at the University of Belgrade and specialized in logic, philosophy of language and psychology. He worked as a musician, composer, producer and co-owned the "Avalon" music studio, one of Belgrade's most vibrant alternative scenes in early 90's. He took active part in the movement for democratic changes in Serbia as a member and a local executive of the Democratic Center.



**BURAK OZDAGISTANLI**

**bozdagistanli@gmail.com**

Mr. Ozdagistanli is currently a junior attending Koc University Law School where his favorite courses are Commercial Law, Law of Property and Law of Obligations. In order to further study law, he took an internship in 2007 with Refik Turkoglu & Partners. Burak speaks Turkish and English but is also studying German and Spanish. He is an avid American football player, has been a board member of the KU Law Club for three consecutive years, and is the editor of the English Language Center newspaper.



**CASSONDRA PULS**

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Ms. Puls graduated with distinction this year from her boarding high school in central Wisconsin, USA. During her senior year, she held the demanding position of Editor of her school's weekly newspaper while also studying a wide range of academics, writing newspaper articles, playing volleyball, running track, and producing artwork for commission. Earlier this year, she completed a thesis on 17th-century linguistics and later presented a paper on Aristotle's theory of language at the Wisconsin Philosophical Association conference hosted by the University of Wisconsin-Milwaukee. This will be her second year at CELA. After this summer's program, Ms. Puls will be starting at Georgetown University in Washington, D.C. to study literature, linguistics, languages, and philosophy.



**ELVIRA SARYEVA**

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Elvira Saryeva is CELA Liaison for Central Asia (including Afghanistan) and the Caucasus. Previously she worked for six years as managing director for the media development NGO “Internews - Kyrgyzstan.” Currently she also serves as Media Committee chairperson in the Public Chamber on Media Affairs in Kyrgyzstan. She is also board member of the Media Commissioner (Ombudsman) Institute in Kyrgyzstan. Ms. Saryeva received a degree in English and American literature from the Bishkek Humanities University. She continued her studies with an MBA from the Kyrgyz Academy of Management in 2002. She also attended the BBC English Language School broadcaster's course in London in 2000.



**WILLIAM SNYDER**

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Mr. Snyder is currently an international business student at Rollins College in Winter Park, Florida, where he is also a peer-tutor and member of the Academic Honor Council. In addition to his international business studies, he minors in Spanish. He is enrolled in an accelerated 3-year undergraduate program of study and is preparing for a 2-year Masters degree at the Crummer Business School. He engages in a host of extracurricular activities including participation in his school’s Residence Hall Association, of which he was the president for the 2007-08 term, and the Men’s Varsity Cross-Country team. In 2005, he was the director of the Counter Katrina Hurricane Relief Charity which raised \$76,000 for hurricane victims.



**AYNABAT YAYLYMOVA**

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Ms. Yaylymova is CELA Program Manager, and Program Manager for the Global Network Foundation (GNF). GNF is a supporting foundation of Society of International Business Fellows (SIBF). Ms. Yaylymova manages the philanthropic initiatives and projects of GNF. These include 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. Prior to joining SIBF she 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. She worked as a country representative for International Research & Exchanges Board (IREX) in 2000.

Ms. Yaylymova is a native of 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. She did her graduate internship at the Carter Center, Human Rights and Democracy Programs in 2003. She is an alumna of CELA 1.