



Connecting Women – Empowering Change

2012 Global Forum and

WORLD OF **DIFFERENCE** AWARDS

October 17-19 • Washington, DC



**SPEAKERS**



**Margaret Armen, JD - USA**

Margie Armen, an attorney with over 30 years in practice, has been active in non-profit women's and professional organizations for her whole career. A former vice president of Executive Women in Government and past Secretary and Legal Counsel for TIAW, Margie has also served as President of the American Association for Budget and Program Analysis and of Public Financial Publications, Inc. Margie speaks several foreign languages including fluent Spanish. She is a graduate of Carlow University and received her J.D. from Cleveland State University. Margie's active professional career was devoted to public service with the U.S. Government Accountability Office (GAO). She retired in 2006 as Deputy Assistant General Counsel. Over her career, Margie achieved many academic and professional distinctions, and her work has been published in professional journals. Margie joined TIAW in 1998, and served as legal advisor to TIAW Micro Credit continuously from the Program's earliest days. She became Chief Operating Officer in 2010, when TIAW Micro reorganized, and will be the Program Director for the 2012 – 14 term. Margie was honored with TIAW's Mandy Goetze award in 2011.



**Dr. Amany Asfour, - Egypt**

- President of Egyptian Business Women Association (EBWA)
- President of Egyptian Federation of Business & Professional Women (BPW-Egypt).
- President of Organization of Women in Trade OWIT – Cairo Chapter
- President of African Alliance for Women Empowerment.
- President of Afro-Arab Network for Women Empowerment
- Chairperson of FEMCOM Federation of Business Women Associations of COMESA.  
(Common Market for Eastern & Southern Africa)
- Vice Chair of COMESA Business Council
- Founder of Hatshepsut Women Business Development Center and Business Incubator for Entrepreneurs
- Founder of Egypt Chapter of New faces New Voices
- Chair of Human Resources, Science & Technology Cluster of AU- ECOSOCC (African Union – Economic Social and Cultural Council.)
- President Mediterranean Congress for Business and Professional Women

- Secretary General African Society for Scientific Research & Technology

Dr. Amany Asfour graduated from the Faculty of Medicine – Cairo University and has her Master's & M.D. degree in Pediatrics. In her academic career, she is a Lecturer of Pediatrics at the National Research Center of Egypt. She joined the private sector while a student at the Faculty of Medicine. Within few years she was also able to establish a company with more than 30 brands of medical equipment.

Her interests were not limited to establishing her private Business. She soon realized the importance of creating an organization targeting Economic Women Empowerment & Young Women Entrepreneurship Promotion. As a result she established the Egyptian Business women Association in 1995 with the objective of promoting young generations of Women Entrepreneurs & giving guidance to women business owners of Small & Medium enterprises. The organization also supports the mainstream of feminine gender in the Global Market. From her belief that financial independence gives the Power of Choice & Voice, she directed her activities towards Economic Empowerment of Women , Capacity Building, Development of Human Resources & to stress on equal opportunity for girls, youth and d women for education & training and promotion of Women and Youth in Science and Technology .and building partnerships with their colleagues in Africa, Asia, Europe and all over the world.

From her belief that Economic Empowerment of Women is a must for Economic Growth and development. She has been advocating for women Empowerment in the ,African, Arab and Mediterranean regions .She founded, Business and Professional Women –Egypt and then established The African Alliance for Women Empowerment which has focal points all over Africa & the main target is Women Empowerment and promoting economic integration among women and Youth Entrepreneurs in Africa. and building partnerships across their colleagues in Asia, Europe and the whole world.

Dr Asfour also initiated the Mediterranean Congress for Business and Professional Women as a platform for sharing experiences and good practices among women entrepreneurs in the Mediterranean Region and to have regional cooperation in the region

Dr Asfour is lobbying for women Empowerment on the African, Arab, and Mediterranean regions & on an International Level. She was awarded many awards from Egypt, Africa, Arab world, Islamic world and from all over the world.



**Karen Bland Esq. - USA.**

Karen L. Bland oversees the global export compliance program of Measurement Specialties, Inc., a Hampton-based sensor manufacturer with plants in the US, EU, and China. Ms. Bland is responsible for developing policies and procedures to prevent violations of US and EU export controls, training employees on export compliance, and managing the company's export licensing requirements. She also provides advice and counsel on the company's international contracts. Prior to joining Measurement Specialties, Ms. Bland operated her own law firm in Newport News specializing in international trade and business matters, particularly for small and medium-sized companies. As a solo practitioner, she served as a Service Provider in the Virginia Leaders in Export Trade (VALET)

program, offering VALET participants advice on regulatory compliance matters.

An international trade attorney with nearly twenty years experience advising private and public sector clients on global trade and business matters, Ms. Bland has used her expertise in U.S. customs, import and export compliance, unfair trade, multilateral trade agreements, and international trade disputes to represent clients before Congress, the Office of the U.S. Trade Representative and the Departments of Commerce, State, and Homeland Security. Her career includes serving as Vice President of International Affairs and Trade Counsel for the Society of the Plastics Industry, Inc., the national trade association representing the U.S. plastics industry and an attorney in the International Trade section of Akin Gump Strauss Hauer & Feld, LLP, a large prominent law firm in Washington, D.C.

Ms. Bland is the Executive Vice President of the Organization of Women in International Trade (OWIT), a global organization whose mission is to advance the interests of women in international trade and business. She is also the former President of the local Hampton Roads Chapter of OWIT. She is also a member of the Virginia-DC District Export Council and has served on the Industry Trade Advisory Committee for Chemicals, Pharmaceuticals, Health/Science Products and Services (ITAC 3), in which she advised U.S. trade officials on the business impacts of U.S. trade policy matters.

Ms. Bland received a J.D./M.A. in International Affairs from the American University in Washington, D.C. and a B.A. in American Government from the University of Virginia. She resides in Yorktown, Virginia with her husband, Frank Greene, and daughter, Shauna Elise.



**The Honourable Sarmite (Sam) Bulte, P.C., B.A., LL.B - Canada**

The Honourable Sarmite (Sam) Bulte, P.C., B.A., LL.B. is a lawyer and former politician. Sam currently serves as a consultant, legal advisor and speaker providing advice on public policy, advocacy, government relations, governance and entrepreneurship to not-for-profit organizations, governments and businesses.

From 1980-1998, Sam owned and operated her own full service law firm in the heart of the financial district in Toronto.

From 1997-2006, Sam represented the Toronto riding of Parkdale-High Park as a Member of Parliament in the House of Commons. From 2000 to 2003 and again in 2004 to 2006, Sam held the position of Parliamentary Secretary to the Minister of Canadian Heritage and the Minister Responsible for the Status of Women. In 2004, she was appointed to the Queen's Privy Council for Canada and she was elected as Chair of the Ontario Liberal Caucus. Sam also chaired Prime Minister Chretien's Task Force on Women Entrepreneurs; many of the Report's recommendations have been implemented by successive governments. In 2005, Sam was also appointed Parliamentary Secretary to the Minister of Industry (with a special emphasis on Women Entrepreneurs).

In 2007, Sam served as a Special Advisor for the Government of Ontario's Minister of Economic Development and Trade, providing strategic advice on the development and outreach programming to promote opportunities for business

growth in Ontario focusing women in business.

Since leaving politics Sam has also worked internationally as a consultant with the National Democratic Institute for International Affairs (NDI) in the following areas: women's economic empowerment; gender analysis and gender budgeting; parliamentary caucuses; women's caucuses, including the establishment of same; parliamentary committees and task forces; strategic planning for parliaments; the reform of parliament; and rules of procedure/standing orders for parliaments, caucuses and committees. She has also served as a member of NDI's international election monitoring team in Tunisia and Morocco.

In 2012, Sam began working with the United Nations Development Program (UNDP). In Cambodia, she is currently working with the Royal Government of Cambodia (RGC) to apply the Millennium Development Goal Acceleration Framework (MAF) to accelerate progress on the Cambodian Millennium Development Goal (CMDG) 3, gender equality and women's empowerment, with a special focus on women's economic empowerment. In addition, Sam is working with the UNDP-Somalia program to provide technical assistance to the new MPs of the National Federal Parliament to build their capacity.

A seasoned Board, Committee and Task Force member for over thirty (30) years, Sam has held various positions over the years including Chair of the Canadian Association of Women Executives & Entrepreneurs, founding member, director, and Vice-President, International of the Women Entrepreneurs of Canada, Chair of the Canadian Stage Company, Chair of the Canadian Stage Crown Foundation, Member of the Canada Council Task Force on Task Reform, Director of the Council for Business and Arts, Chair of the Artscape Foundation, Chair of the Toronto Museum Project Champions, Director of the National Ballet School, Director of the St. Joseph's Hospital Foundation, and Director and Chair of the Runnymede Healthcare Centre.



**Caroline Ceniza-Levine - USA**

Caroline Ceniza-Levine is a career and business expert, having launched a range of eclectic businesses from SixFigureStart® (career coaching) to FBC Films (independent film production). Caroline has been extensively quoted including TV appearances on CBS and CNN and mentions in BusinessWeek, Entrepreneur, Fortune, Money, Newsweek, NPR, Real Simple, and Success Magazine. Caroline is a career contributor for Forbes.com and the co-author of 2 books: "Six Steps To Job Search Success" (2011, Flat World Knowledge); and "How the Fierce Handle Fear: Secrets to Succeeding in Challenging Times" (2010, Two Harbors Press). She is an adjunct assistant professor at Columbia University School of International and Public Affairs and a 2010 grant recipient of the Jones New York Empowerment Fund.



### **John de Wit - USA**

John de Wit is the co-founder and Managing Director of The Small Enterprise Foundation, SEF, a South African microfinance NGO committed to the alleviation of poverty. SEF currently serves 87,000 poor people, 99% of whom are women.

In the field of microcredit SEF has gained a world-wide reputation for its dedication to reaching the very poor, those who live below half the national poverty line, and ensuring positive impact. SEF's poverty targeting tool, Participatory Wealth Ranking, was one of the first of two such tools adopted by the Microcredit Summit Campaign.

SEF has been a recipient of the Grameen Foundation Pioneer Award, the International Centre for Research on Women Innovation Award, as well as CGAP Social and Financial Transparency Awards.

SEF has received an a (Alpha) social rating from the international microfinance rating agency MCRIL. This is one of the highest social ratings awarded to a microfinance organisation.

Mr de Wit has served as a member of the Policy Advisory Group of CGAP, the Consultative Group to Assist the Poorest and as a trustee of ChoiCe, a South African health sector NGO which focuses on home-based care for people living with HIV/AIDS and TB.



### **Leah Eichler – Canada**

A early adopter of digital media, Leah ran the online news operation for Thomson Reuters, including Reuters.com, and liaised with major media clients. She also writes a column for the Globe and Mail on women and careers, loves dogs and drinks a ridiculous amount of coffee.



### **Denise Evans - USA**

As is Vice President, Market Development for IBM Corporation, Denise Evans leads the organization responsible for developing IBM's strategy for marketing to Asian, Black, Hispanic, Native American clients as well as women-owned businesses and IBM Suppliers in North America. In addition, she is responsible for strategy marketing to women owned, led and influenced businesses in select countries worldwide. With more than 30 years at IBM, Denise has rich history of experience within the company. Prior to her current position, Denise served globally as Director of e-Relationship Marketing for ibm.com, Director of Customer Loyalty for IBM and Director of e-business for IBM Enterprise Systems Group in addition to numerous global leadership and executive positions in IBM marketing and sales. Her marketing experience includes customer and e-relationship marketing, customer loyalty, eBusiness on demand-now Smarter Planet, diversity marketing and social media marketing. Denise was named a Sequoyah Fellow by the American Indian Engineering and Science Society in 2006 and currently serves on the Board of Directors of the Native American Chamber of Commerce, the Women Presidents' Organization, the Center for Women's Business Research, where she also serves as Treasurer, and the X Coalition. Denise earned a Bachelor of Science degree in Mathematics and Economics from Brown University and a Masters of Business

Administration from the Stanford Graduate School of Business.



**Elena Fedyashina, - Russia**

Elena Fedyashina is the Executive Director of the Committee of 20, an association of the most successful Russian businesswomen, whose mission is to help women business leaders increase their success and be recognized as an influential power in the economic development of the country. She is also a co-founder of the professional Community "Leadership without Boundaries" bringing together senior corporate women. The Community was launched with the goal to create a cross-industry platform for high-potentials and give push to the activities aimed at bringing more women on Boards and to the C-suites of the companies. Elena also served as the Director of the Alliance of American and Russian women.

Being actively involved in the international women's movement since 1995 Elena is a strong advocate for economic empowerment and career advancement of women gaining recognition as one of the leading experts in this field. She has initiated and implemented numerous highly successful projects such as Mentorship programs for growing women entrepreneurs from the regions of Russia and cross-industry program for corporate HPs; women's business exchange as well as numerous educational programs. Elena directed seven huge International Conferences and Forums. She also conducted several surveys on women economic participation that considerably raised awareness of the society of the gender equality issues. One of the latest and most significant projects directed by Elena is the all-Russia survey "Making a career in Russia: how to get to the top? Key motivating factors and barriers to men's and women's career development. A view from both sides ". The survey has been presented at numerous Conferences, business-schools and cited quite frequently in mass media.

On behalf of Russia, Elena spoke at numerous major International Forums such as Business Women's Network Summits; Vital Voices' Forums; APEC Meetings of Women Leaders; Women's Forums in Deauville (France); World Forums of TIAW; Global Summits of Women, BPW Forums, Uniglobal Research Conference (London, UK); Center for Corporate Diversity (Norway), lectured at Simmons Business School ( USA). She has quite a few publications both in Russian and international press and was the winner of 2008 World of Difference 100 Award (TIAW).



**Dr. Marsha Firestone - USA**

President and Founder Dr. Marsha Firestone is a recognized entrepreneurship expert. She previously served as a Vice President of Women Incorporated and the American Woman's Economic Development Corporation (AWED, and National Executive Director of Women's American ORT. As Executive Director of The Women's Economic Summit, she led the development of a plan for accelerating growth of women's businesses which was presented to Congress. She authored The Busy Woman's Guide to Successful Self-Employment and has published research in various journals. She serves as a frequent guest speaker, most recently at Tulane University, Women's Leadership Network of APEC, and Unicul International in Tokyo, Japan. She was an official U.S. representative to OECD in 2003 in Turkey and to APEC Women's Network in Vietnam in 2006.



### **Sherry Fotheringham Gysler - Canada**

Sherry Fotheringham Gysler spent more than 20 years at the Royal Bank of Canada and during the period 1994-1997, she created the foundational strategy for the bank's national program for Canadian women entrepreneurs. She provided support and championship for funding to the first nationwide television documentary on women entrepreneurs; sponsorship of Canada's first national women's business association; support for the Women Entrepreneurs of Canada international conference; support for the first trade mission for women entrepreneurs to the USA; as well as support for other businesswomen's associations and initiatives. She also initiated the first national gender training program, educating bankers on how to attract and retain women business owners. Within the bank, Sherry started a network of advocates across Canada to champion women and their businesses. She attended the 1997 OECD conference on women entrepreneurs in Paris where she became a founding member in the creation of the Global Banking Alliance for Women that was formed to facilitate sharing of global best practices in the delivery of financial services to women. In 2008 she was also the recipient of the Inaugural TIAW Women World of Difference Award and joined the TIAW board as Director of the Daughter program, where she developed an eMentoring program for young women. She has served as 1st VP and is currently President of TIAW.

Sherry most recently represented TIAW at a CIDA / UN Women Conference: Women's Economic Empowerment in Ottawa, Canada.



### **Ruth Y. Goldway – USA**

Ruth Goldway is an experienced regulatory and public affairs professional with expertise in citizen participation, consumer issues, urban planning issues, women's issues, as well as the mailing industry.

Ruth Goldway was designated Chairman of the United States Postal Regulatory Commission (PRC) by President Barack Obama on August 6, 2009. She was first appointed by President Clinton in April, 1998 to the predecessor agency, the Postal Rate Commission, and twice reappointed by President George W. Bush, most recently in 2008 to serve a third term ending in November 2014. She is the longest serving, full-time, Senate-confirmed Presidential appointee within the Executive Branch of the United States Government. The Postal Regulatory Commission oversees the performance and accountability of the U.S. Postal Service, the world's largest post and the second largest civilian employer in the United States.

Chairman Goldway has presided over the Commission during a time marked by a record caseload and the implementation of new postal laws and regulations. On her watch, the Commission has issued a number of major decisions including the first Exigency Rate Case, the first Non-Compliance Determination, and Advisory Opinions on Post Office Station and Branch closings, and on Five Day Mail Delivery. She has made transparency a priority, establishing a series of monthly Commission public meetings, which are webcast live, and the publication of a quarterly report on rate and service inquiries. The Commission has responded to hundreds of Postal Service proposals including Rate Requests, Market Tests and Experimental Products and Negotiated Service Agreements, and has carried out its statutory International responsibilities.

Ms. Goldway has written on a variety of postal matters such as Vote by Mail for

national newspapers and submitted congressional testimony. She has represented the Commission on the State Department delegation to the Universal Postal Union. Her advocacy and leadership were instrumental in the Postal Service's adoption of the "Forever Stamp" in March 2007.

Ms. Goldway is a founding member and co-Chair of a networking and mentoring organization, Women in Logistics and Delivery Services (WILDS). She has lectured on the role of women in government, Finnish culture and society, urban planning, and consumerism at universities and professional associations throughout the world.

Ms. Goldway has been a successful advocate on behalf of consumer, women's and urban issues. She was Assistant to the Director of California's Department of Consumer Affairs during the 1970s. She was elected council member and mayor of the city of Santa Monica from 1979 to 1983. She helped to found California's system of statewide farmers markets and expanded citizen representation on state regulatory boards. She served as Founder and Chairperson of the Santa Monica Pier Restoration Corporation from 1983 - 1994.

Ms. Goldway served as Director of Public Affairs at California State University, Los Angeles, one of the nation's most racially and ethnically diverse campuses. From 1991 to 1994 she served as Manager of Public Affairs for the Getty Trust, the largest arts and education foundation in the U.S.

In Finland, from 1994-1997, as the then spouse of the U.S. Ambassador, she authored several articles that appeared in the Finnish magazine Gloria, organized seminars on women's issues and assisted in the promotion of American products and services. Her memoirs of her experiences there, Letters from Finland, were translated and published in Finland by Otava Oy in November, 1998.

Born in New York City, Ms. Goldway attended the Bronx High School of Science, earned a B.A. from the University of Michigan and received an M.A. in English Literature from Wayne State University. She is on the board of Tree People and New Visions Foundation. Her recreational activities include biking, cooking, reading, and travel. Her family resides in Venice, California.



### **Corinne Heijn, - Netherlands**

Founded in 2008, by President Corinne Heijn, UnitedSucces is the first and the only global organisation of hand-picked women business owners. Through UnitedSucces the growth of women's businesses is accelerated, as it provides a platform where like-minded women of substance, who agree to sign a Code of Ethics can connect, interact and do business with their peers across the globe.

Driven by passion and the desire to make a difference, Corinne has transformed her dream into reality by building a powerful global network of thriving female business owners, who also want to make a difference.

Corinne travels to all corners of the world, meeting and connecting with potential members who are selected for their credibility and sincere yearning to see other women succeed. The common thread that runs through all these women, irrespective of culture or creed, is their passion for business and their

deep sense of responsibility to make a positive impact on the world.



**DONNA HEIVILIN, DPA - USA**

Extensive experience in micro credit, public financial management, and study design and evaluation of national security and international affairs programs. Worked in Europe and the Middle East and lived in England. Expertise in organizational cultures, auditing, logistics, financial management, public finance, evaluation methodology, strategic planning, and federal and state budgeting.

**PROFESSIONAL PUBLIC FINANCIAL MANAGEMENT EXPERIENCE**

Senior Professional Staff on the U.S. Commission on Wartime Contracting in Iraq and Afghanistan.

Consulted as a member of a team of five to FAA on strategic planning, best management practices, and performance measurement (2008)

Conducted as a member of a team of three (the other two were CPA's) analysis of the status of Public Financial Management in Bosnia Herzegovina for U.S.AID via the Financial Services Volunteer Corps (2006).

Conducted as a Director and Manager at GAO, studies, analyses, and evaluations, primarily of defense programs. (1974-1983)

Held Various Senior Executive Positions at the United States Government Accountability Office (GAO) (1983-2004)

Co-Founder of The International Alliance for Women (TIAW) Micro Credit Program.

Past President of TIAW and also Executive Women in Government

**EDUCATION**

Bachelor of Arts from the University of Minnesota (Psychology)

Masters in Public Administration from George Washington University (Public Financial Management)

Doctorate in Public Administration from George Washington University (Public Financial Management)

**OTHER**

Delivered over 35 testimonies as lead witness representing GAO, before various congressional committees. Taught evaluation case studies to graduate public policy classes at various Universities.

Member of the Board of the World Future Society 2005-2007.

President of The International Alliance for Women (TIAW) 2000-2002

President of Executive Women in Government 1994-5

Founder of TIAW Micro Credit Program 1998

Director of the TIAW Micro Credit Program 2011-2012

Member of the Board of TIAW 2011-2012

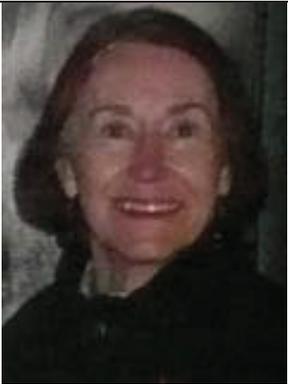


**Donna May Heivilin – USA**

Age 14  
Freshman at Woodgrove High School, Purcellville, Virginia  
Home in Round Hill, Virginia

Play left defense in a travel soccer team (Blast). Started soccer when 8 years old. Play cello in school orchestra. In third year Latin, preparing for medical school.

Participated this summer in the TIAW Micro trip to South Africa. Visited Small Enterprise Foundation and watched some of its micro loan borrowers report savings and talked to some of the field workers.



**E. Grace Heller - USA**

E. Grace Heller graduated cum laude from Pennsylvania State University with majors in Social Science and Journalism and was awarded a Fellowship to the University of California in Systematic Analysis as part of a Federal program to apply private sector analytic methods in the . Executive Branch. Ms. Heller served in policy analysis positions at the U.S. Department of Labour, including Director for Planning and Economic Analysis at the Women's Bureau in the Office of the Secretary of Labour, and as Assistant Director at the Government Accountability Office, the investigative arm of the Legislative Branch, where she led reviews of strategic planning and its linkage to budget formulation, operational planning and results measurement at the Departments of Defence, Transportation, and the Environmental Protection Agency. She retired in 2001 after serving as Senior Executive to Ida Castro, Chair, Equal Employment Opportunity Commission, where she oversaw strategic planning, budget formulation, annual plans, results measurement, IT and financial systems, and training, performance plans, and annual ratings for EEOC executives.



**Morten Huse, Ph.D - Norway**

Morten Huse was 2010-2012 President of European Academy of Management and is a Member of Catalyst Europe Advisory Board. He has been a visiting professor and affiliated to several universities in Europe, Australia/New Zealand and USA. He has been board member and chair in various not-for-profit as well as business organizations including the National Association of Directors in Norway. Morten has been speaker at several hundreds of academic and business conferences and seminars around the world. He has during decades been active in gender and affirmative actions discourses.

Morten Huse has written a large number of books and scientific articles including many about women on corporate boards of directors. His book from 2007, "Boards. Governance and Value Creation: The Human Side of Corporate Governance", has internationally received significant attention. His main research interest is about boards of directors, including boardroom dynamics, board leadership, women on board and behavioural perspectives on corporate governance. He is recognised as a globally leading management scholar about women on boards and has recently investigated in the national and international contributions of the Norwegian law about gender balance in the boardroom.



### **Christina Ioannidis, - UK**

Christina Ioannidis is the CEO of Aquitude, an integrated leadership and communications consultancy, which works with brands to engage with women as consumers, employees and leaders. Many women manage to be all three of these things at the same time, so investing in women in one of these areas, maximizes ROI in all. Clients include: Accenture, Barclays Bank, Eversheds, GE, to name but a few.

Aquitude also runs the *Purl Influencer Panel*, specializing in women-focused research. Christina is the co-author of *Your Loss: How to Win Back your Female Talent (and Customers)*.

Christina is also sought-after speaker and MC, and she delivers interactive and engaging keynotes at conferences worldwide. She is a thought leader in the subjects of Gender-Savvy marketing, customer and employee engagement, leadership and talent management. She has been invited to comment on Bloomberg TV, Sky News, Emirates News – Dubai One TV, DubaiOne Radio, The Sunday Times, The Observer, The Evening Standard, The Guardian, Marie Claire, among others. Christina was also the UK's Chartered Management Institute's spokesperson for their 2011 Gender Salary Report, published end of August 2011.



### **Candace Johnson,- France**

Candace Johnson is extraordinary by every possible standard. She is an entrepreneur, a role model for women, a trailblazer in telecommunications, an innovator in the knowledge economy, a corporate leader and a champion of women. She regularly makes the list of the most powerful women in Europe and beyond.

Candace's commitment in support of women started a few decades ago, when in her early 30s she found herself being one of the youngest women ever to be on the board of a multi-million dollar corporation... that she co-created! Being the only woman on many of the boards she was invited to be part of, she decided to dedicate herself to the promotion, support and mentoring of women to ultimately fill that gap. In 1995 she founded the Global Women in Telecommunications Association, GWTA, to change the global culture in the telecommunications technology industry and encourage the access of women to technology as well as to the highest leadership levels through networking with female role models worldwide.

Most recently, Candace has dedicated herself to dramatically accelerate the participation of women in the boardrooms of key corporations. The European Business Schools Women on Boards initiative is a crucial element in the battle to move women into boardrooms. It eliminates the ability of companies to justify the absence of women on supervisory and executive boards by saying that qualified women are impossible to find. As a result of this initiative, women have moved closer to the goal of shattering the glass ceiling once and for all.

Candace has undertaken this initiative with her usual panache, bringing all stakeholders together to leverage their synergy in reaching their target audience: education and public institutions, professional associations, CEOs and Chairmen of corporations in addition to well known women board directors and

executives from all countries, age groups and sectors.

That's in her spare time. Candace is currently President of three European High-Tech Investment Funds and is co-founder of the Astra satellite system and SES Global, one of the world's largest satellite systems. She is founding President of Europe Online, the world's first Internet-based online service and Satellite Broadband Network, the founder of Loral Cyberstar-Teleport Europe, Europe's first independent private trans-border satellite communications network and founding President of the VATM, the Association of Private Telecom Operators in Germany.

Candace is also President of Johnson Paradigm Ventures (JPV), which is a principal founding shareholder with AXA, Caisse des Depots, Bayerische Landesbank, and the SPEF in Sophia Euro Lab, Europe's first trans-border early-stage investment company, in which Candace also serves as Founding Member of the Board of Directors. JPV is also a principal founding shareholder in Ariadne Capital, "Architecting Europe.net" based in London as well as a founding Member and Member of the Board of the Sophia Business Angels in Sophia Antipolis France.

In her personal capacity, Candace is a member of the Supervisory Boards of Paris-based Iris Capital and Turkey's Inovent; a founding member and former president of the Board of the Sophia Business Angels in Sophia Antipolis, France; and founding president of three multi-million Euro investment vehicles, Succès Europe, Croissance Europe and Innovation Europe, together with Meeschaert Gestion Prive. Candace has also been instrumental in the creation of the Galata Business Angels in Turkey, the Luxembourg Business Angels and most recently, the Cologne Business Angels. She is a foundering member of all three groups.

Candace is also a member of the board of governors of EDHEC, France's largest business school, the University of Haifa in Israel, Sabanci University in Istanbul, Turkey, and a Senior Enterprise Fellow for the University of Essex in England, working together with the Organization for Economic Cooperation and Development (OECD) to bring entrepreneurship around the world.

Candace has been featured in articles in Time Magazine, the Financial Times, the Economist, Le Monde, WirtschaftsWoche, and Manager Magazine, to name a few. She has been decorated as Commander of the Luxembourg Order of Merit and as an Officer of the Bundesverdienst Kreuz and the Couronne de la Chene respectively by the German and Luxembourg governments for her work in deregulating and privatizing telecommunications and media across Europe. She is also the second recipient ever of the United Nations-sponsored World Teleport Associations' "Founders Award" and has been named by Time and Fortune Magazine as one of the 50 most powerful women in Europe. Ms. Johnson has also received the "Lifetime Achievement Award" along with Vinton Cerf and Tim Berners Lee from the World Communication Awards, the prestigious global telecoms organization 2002.

Ms. Johnson holds Masters Degrees with Honors from the Sorbonne and Stanford Universities and a Bachelors Degree from Vassar College



## **Lisa Kaiser Hickey - USA**

Lisa Kaiser Hickey is Chairman of the Board of Douglass Screen Printers, Inc., a screen and digital printing company operating three facilities in Lakeland, Florida. The Tampa Bay Business Journal has ranked Ms. Hickey as a Top-75 Woman-Owned Business in the Tampa Bay area for multiple consecutive years. The firm was named by DiversityBusiness.Com as a Top 500 Women-Owned Business in the United States, a Top 100 Diversity-Owned Business in Florida, a Top Business in the USA and has been a Top 50 Printer to the U.S. Government Printing Office for multiple years.

Ms. Hickey writes regularly for business publications and has appeared in articles on entrepreneurial women in national publications including the New York Times, USA Today, and Entrepreneur's Exchange magazine. She is currently writing a book on organizational development for non-profits. She is active in the major online networking communities and can be followed on twitter as lkhickey or at her personal web sites [www.lisakaiserhickey.com](http://www.lisakaiserhickey.com) and [www.lkhickeyinternational.com](http://www.lkhickeyinternational.com)

Ms. Hickey is a Past President of the National Association of Women Business Owners (NAWBO) and currently serves as Global Development Director. She is the President-Elect of The International Alliance for Women (TIAW) and the President of Lakeland Metro chapter of NAWBO. She is active in a number of international business organizations including the Organization of Women in Trade, the Florida Gulfcoast World Affairs Council, the Orlando World Trade Center, the French-American Business Council, the Hispanic Chamber of Tampa Bay and the International Committee of the Florida Chamber of Commerce. She serves as Chair of the First United Methodist Church Logistics Committee, where she also designs and decorates the altar weekly. Ms Hickey is a member of the Small Business Council of the Florida Chamber of Commerce, the Florida Southern College Board of Overseers for Business and Economics, and Women Impacting Public Policy (WIPP). She is a Life Loyal member of Delta Delta Delta as well as a lifetime Girl Scout.

Ms. Hickey began her career in 1975 as an artist with Douglass Screen Printers. Former positions include Production Manager at Atlanta Creative Graphics and Production Manager of ACG Enterprises as a licensee of the Mead Corporation. She served at the invitation of the White House on a steering committee for the 2003 Women's Entrepreneurial Summit in Tampa. She was a member of The Executive Committee (TEC), an international organization of CEOs, for nine years.

Ms. Hickey holds an MBA from Florida Southern College and a BA in Fine Arts from Florida Southern College. The college presented her with the 2009 Alumni Achievement Award for her work advancing women entrepreneurs. Other awards include the 2010 Girls Inc "She Knows Where She's Going", a Paul Harris Fellowship from the Lakeland Rotary Club for her international service and recognition as a 2012 Worldwide Who's Who professional. She holds a Certificate in International Trade and is a graduate of Leadership Lakeland Class XIX.

For a full profile, visit <http://www.linkedin.com/in/lisahickey>



### **Janet Longmore, - Canada**

Janet Longmore founded Digital Opportunity Trust (DOT) in 2001 and under her vision and leadership DOT has grown to become a leading international social enterprise.

A determined social entrepreneur and inspiring role model, she has dedicated her career to the creation of new approaches and sustainable solutions that have successfully helped people in less fortunate societies improve their lives.

She has driven DOT to the forefront of social enterprise, a global innovator in enabling people to access and apply information and communications technology to create education, economic and entrepreneurial opportunities. Following a strategic growth strategy, DOT is working with youth, women and marginalized communities in 14 countries from offices in the Middle East, Africa, Asia and North America. DOT is transforming thousands of young people, training them and re-directing their energies as they become positive leaders of economic and education change in their societies. DOT young women and men are reaching hundreds of thousands of their community peers.

A believer in partnerships, Janet has forged long term, social enterprise partnerships with Cisco Systems, IBM, The MasterCard Foundation, agencies such as CIDA and USAID and dozens of local in-country organizations.

DOT's performance is not going unnoticed. In 2010, Janet Longmore was recognized as one of Canada's Top 100 Women of Power and Influence by the Women's Executive Network. DOT was conveyed the 2010 Canadian Social Innovation Enterprise Award and Maclean's, Canada's leading national news magazine, recently noted that "DOT is creating a path to self-sufficiency that's attracting attention – and serious money – from donors looking for alternatives to old-style development assistance."

Janet Longmore is an honours graduate of Queen's University School of Business and a former member of the Strategy Council of the United Nations Global Alliance for ICT and Development.



### **Janice McDonald - USA**

Janice McDonald is an award winning serial entrepreneur with over 21 years expertise in strategic planning, development and management of various multi-million dollar business operations in the music industry with CD Warehouse Inc, [mymusic.ca](http://mymusic.ca) and more recently, in the apparel and accessories business with [www.istyleoriginals.com](http://www.istyleoriginals.com). With her trademark leadership style that encompasses humor, wisdom and insight, she is consistently successful in analyzing market trends and capitalizing on market opportunities to create and implement high profit and high visibility partnerships and new businesses through innovative marketing and media solutions.

Janice received the Young Entrepreneur of the Year Award in 1996 [Silver] and was a Finalist in Business Woman of the Year in 1998. She was also nominated for an RBC Women Entrepreneur of the Year Award in 2011.

Janice was awarded a World of Difference 100 Award in Washington in 2011 from The International Alliance for Women and a National Leadership Award in 2011 from Canadian Women in Communications. She has a B.A. in Communications and an M.A. in Canadian Studies as well as Board Director training and certification from the Canadian Institute for Conflict Resolution. Janice is one of 35 women selected globally to participate in The International Women's Forum Leadership Fellowship 2012 and is a sought after speaker on leadership, entrepreneurship and social media



**Heather Melville – UK**

Heather is Regional Director, SME London, Cash and International Trade at Royal Bank of Scotland. She has an outstanding record of excelling in her career of over 30 years, having started out as a general banking clerk and FX & Sterling cashier at Midland Bank.

Five years ago she founded and continues to chair the RBS Focused Women's Network (FWN). It has grown from zero to 1800 members and is actively supported by the bank's chair and group chief executive. It forms a clear and critical aspect of the RBS Diversity and Inclusion Strategy. As part of her mentoring initiatives, Heather created "The Little Book of Inspiration" a collection of stories from RBS employees who have made a difference to their customers, colleagues and the organization. Now she is making her plans global – the world may not know what has hit it as Heather opens new networks in India, Singapore and everywhere else that RBS has a presence.

Heather is also an active supporter of several charities including the Breast Campaign, World Vision and Everyman and in the last 2 years has raised over £80,000. Her success over the years has been acknowledged by receiving several awards: the IBM National Excellence Award, the European Federation of Women Business Owners and Professionals Award & External International Professional Award. She is a Justice of the Peace in the Youth Court and is working on the Board of Working Families, a forum set up by Ernst & Young.



**Magda Nowak - Thailand**

Occupying various human resource leadership roles with PepsiCo over the past decade, Magda Nowak has determinedly pursued the UN Women's Empowerment Principles, focusing particularly on increasing female representation and supporting women to succeed. Tangible results due to her efforts are visible both within the PepsiCo International (PI) organization of 90,000 employees and the local communities of over 180 counties where PepsiCo operates.

The key architect of a widespread cultural transformation project, Magda identified inclusion as the precursor to diversity by embedding it in the culture of the organization. She partnered with the CEO of PI and created an innovative roadmap and program. She established Diversity and Inclusion Councils; personally facilitated their chartering; engaged recognized D&I practitioners and worked with senior executives to champion the initiative.

As a result, executive female representation has risen from 12.9% to 31% and globally, 32% of all PepsiCo managers are now women.

Since becoming Senior Director HR for the North and South Asia Business, Magda has continued her challenging agenda, with the region she covers now comprising 35.6% female executives.

Her efforts are also evident in developing nations. With her support, a Women's Council was established in Pakistan and a major initiative there established on-site child care facilities, making it possible for mothers to return to work and in many cases, provide an independent means of income. These initiatives empower not only employees, but their families and the broader community, demonstrating that the status quo can be successfully challenged with positive results.



**Loretta Raider - USA**

Loretta Raider is principal of The Raider Consulting Group. She works with organizations to develop and implement effective strategies focused on their goals and preferred future. In 30 years of organization development experience, Loretta has provided a wide-range of expertise to all levels within an organization, in both the public and private sector. She has earned both a national and international reputation with clients of varied size and scope, ranging from International organizations, financial services, pharmaceuticals and technology to academia, government and non-profit agencies. Loretta designs and delivers customized programs in Ethics, team building, strategic planning, conflict resolution and leadership development. She has extensive experience in working with whole system change strategies using future search, appreciative inquiry and open space conferences. Her mission is to support growth, in individuals, teams, organizations and communities.

Loretta's international activities include twelve years of experience with United Nations staff around the world in Vienna, Geneva, Addis, Nairobi, Santiago, Bangkok and New York delivering programs on Collaborative Negotiations Skills, Global Diversity, Mediation, Team Building and Ethics. As a member of the original team Loretta has delivered thirty-four Ethics programs in New York. At the International Court of the Tribunal in Rwanda Loretta delivered customized programs in Conflict Resolution and facilitated strategic planning in London for the Forum for Early Warning Early Response. For six years throughout Europe and the United States she trained and coached over four hundred AstraZeneca executives in a state-of-the-art global leadership development programs. As team leader with Mediators Beyond Borders International Loretta is working throughout Sierra Leone to build Unity for Peaceful Elections through coalition building, dialogue and training. She is an officer and program chair of WIL.

Loretta brings a special knowledge of group dynamics and organizational behavior to her work that enables transformative change within multicultural environments.



### **Diana Rivington – Canada**

Trained as a teacher, Diana Rivington moved sideways into international development after working as a volunteer in Jamaica. For over thirty years, she worked at various positions at the Canadian International Development Agency (CIDA), most recently as Director, Human Development and Gender Equality in the Agency's Policy and Performance Branch. For much of her career, she was one of the stewards of CIDA's Gender Equality Policy, the first formal policy that the Agency put in place. From 2003 to 2007, Diana was Counsellor to the Permanent Mission of Canada to the United Nations in New York where she worked closely on issues related to child rights and protection and working with others to advance the establishment of UN Women. From 1996 to 2003, Ms. Rivington was Director, Gender Equality, leading the 1999 revision of CIDA's Gender Equality Policy. From 1998 to 2000 she served as Chair of the OECD Working Party on Gender Equality. She participated as a negotiator on the Canadian delegations to the International Conference on Population and Development in Cairo in 1994 and to the Fourth World Conference on Women in Beijing in 1995. During her long career at CIDA she has held diplomatic postings to Honduras and to Colombia and as well as assignments in both program planning and policy development. Before joining CIDA, she worked with the Canadian NGOs World University Service of Canada, CUSO, and Canada World Youth.



### **Cynthia Fryer Steer - USA**

Cynthia Steer is Head of Manager Research and Investment Solutions for BNY Mellon Investment Management.

She is responsible for performance oversight, due diligence, and analysis of investment performance across BNY Mellon Investment Management. She is the senior investment advisor to the executive management of BNY Mellon Investment Management and serves as a member of the BNY Mellon Asset Management Operating Committee. She also focuses on measuring and analyzing the firm's investment strategies, as well as its overall solutions effort. In addition, Cynthia provides ongoing thought leadership on global investment strategy.

Cynthia joined BNY Mellon in January 2012 from Russell Investments, where she was managing director for investment strategy and consulting. She was responsible for working with clients on investment policy decisions, development of liquidity strategies, and asset allocation, including emerging and frontier markets. In 2011, Cynthia earned the aiCIO 2011 Foreign Exchange Award.

Before joining Russell, Cynthia was the chief research strategist at Rogerscasey and oversaw global investment management and capital markets research, emerging and frontier markets research, and fixed income manager research. She served on the Rogerscasey management committee, the fiduciary investment review committee, and the strategic research committee.

Cynthia has been a member of the Global Emerging Markets Local Currency Bond Initiative (GEMLOC) Committee of the World Bank since 2005, and has served as the Chairwoman of GEMLOC since 2009. Her experience also includes managing the assets of a broad spectrum of major public and corporate pension plans, including those of several Fortune 500 companies, investments for high-net-worth individuals and families, and public and private endowment

funds. From 1997 to 2002, she served as chief investment officer for the City of Hartford and SBLI, a New York-based insurance company.

Cynthia received her bachelor's degree from Smith College, an M.B.A. in Finance from The Wharton School at the University of Pennsylvania, and an MS from The Bank School. Among other honors, she was named the 2010 distinguished investment professional of the year by Women Investment Professionals. She has written and lectured widely on strategic investment matters.



**Charlotte Sweeney – UK**

For well over a decade, Charlotte Sweeney has driven significant culture change in the Financial Sector to advance and empower women in business. Charlotte's leadership has come to fruition in the form of committees and initiatives with proven results that reduce bias, provide support for women executives with dependants and improve maternity leave programs. As the first diversity professional ever hired at Nomura International, Charlotte has saved over 100 business days for her colleagues with an initiative to provide emergency and permanent support for those with dependents. Her revised maternity leave programs include coaching before and after leave, health and well-being interventions, parental buddy support within the business, and educational seminars for parents which include infant first aid and support from a local hospital; this program, developed by Charlotte, has been recognized as the best support program in the UK. Charlotte has been lauded for her groundbreaking work, receiving the Champion of Women award from Women in Banking and Finance in June 2012. She is also a recipient of the 2012 TIAW World of Difference 100 Award.



**Kelly Watkins - USA**

Kelly Watkins is a Global Thought Leader – helping organizations to improve their effectiveness and employee communication. Kelly has traveled the planet (all 7 continents & all 50 US states). She is President of Expressive Concepts, which she founded in 1992. Kelly has written five books and hundreds of articles. She is Past Chair of Global Development for NAWBO and Past President of the National Speakers Association/KY. Kelly currently serves on the Board of Directors for the Indiana University Kelley School of Business Alumni Association and the District Export Council. Kelly has an MBA degree in International Business and Marketing. She has served as adjunct faculty at various colleges.



**Julie R. Weeks - USA**

Julie R. Weeks, President and CEO of Womenable, has over 30 years' experience in the fields of research design and analysis, public policy, and women's enterprise development. Prior to launching Womenable in 2005, Weeks spent three years as Executive Director of the National Women's Business Council, and prior to that was Managing Director and Director of Research for the Center for Women's Business Research.

In addition to her work leading Womenable, Weeks chairs the board of the Association of Women's Business Centers, serves on the board of the Global Banking Alliance for Women, and serves on the editorial advisory boards of Enterprising Women magazine and the International Journal of Gender and

Entrepreneurship.



**Margaret (Peg) Weir - USA**

Margaret (Peg) Weir, 2010 TIAW World of Difference 100 awardee, is the Chair 2012 TIAW Global Forum Planning Committee and Vice President, Finance. She was also the Director, TIAW's Daughters Program and eMentoring initiative. She is a past President, Executive Women in Government, where she established a Mentor-Protégé Program and Corporate Sponsorship Advisory Board.

Weir is a results-oriented leader with successes in Global Business Development, Strategic Planning, Operations, Finance, Risk Management and Program Management.

Weir holds a MBA from Rensselaer Polytechnic Institute and a BA from Siena College. She is an adjunct professor at Syracuse University's iSchool.