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United Nations Institute for Training and Research

Fellowship for Afghanistan
WORKSHOP 1:
Launch & Orientation Session
Kabul, 14 - 18 May 2011

**BIOGRAPHIES OF COACHES, RESOURCE PERSONS,
MENTORS & STAFF**

AFGHAN CERTIFIED TRAINERS

Ahmad Fawad AKBARI



Ahmad Fawad Akbari is the Health Program Support Officer of the National Programme Office of the Agha Khan Foundation (AKF). Before this he worked for Marie Stopes International in a number of capacities including Deputy Clinical Services Programme Manager, Human Resources and Admin Manager and STI and HIV Health promoter. His other experiences include working as a Research Officer, a Translator and Interpreter. Dr. Akbari graduated from the Paediatric Faculty of Kabul Medical University in 2006 and holds a Diploma in Business Administration from Kardan Institute of Business Administration.

Mohammad Bashir DAWAR



Mohammad Bashir Dawar holds a Master's Degree in Business Administration from Preston University in Pakistan where he also graduated with Bachelor of Science in Information Technology (BS-IT). He also studied in Kabul Medical University for five years. He is now the Director of ICT/IM in the Independent Directorate of Local Governance (IDLG) where he initially worked as a Strategic ICT and Systems Improvement Manager. His prior experiences were as an IT Domain Team Leader in the Asia Foundation, IT Manager in the Embassy of Canada in Kabul, IT Officer in CARE International and IT/Database/Admin Assistant in the International Organization for Migration (IOM) in Pakistan.

Homa KABIRI



Homa Kabiri has been working as the Director of the Malalei Maternity Hospital Training Center since 2007 where she was previously the Chief of the Imaging Department from 2005 to 2006. Prior to that, she was a Trainer of the Hospital's Obstetrics and Gynecology Residency Program from 2004 to 2005. Dr. Kabiri graduated from Kabul Medical University and specialized in Obstetrics and Gynecology under the Residency Program of Malalei Maternity Hospital. Homa Kabiri joined UNITAR Hiroshima Fellowship for Afghanistan as a Fellows in 2009, and became a Coach for the 2010 Cycle.

Haseeb MOWAHID



Haseeb Mowahid has been a member of the Faculty of Economics at Kabul University since 2005. Mr Mowahid has a Masters in Global Studies from Tokyo University of Foreign Studies, Japan in Economic Development, and Bachelors in Statistics from Kabul University, Afghanistan. Prior to his current position he served as Deputy Dean in the Economics Faculty, and conducted research projects for the Center for International Private Enterprise (CIPE) and the PRB Foundation.

Gul Afghan SALEH



Gul Afghan Saleh is Projects Manager (Power & Water), OIEE at USAID Afghanistan. He has a Doctorate in Urban Planning and Design and Masters degree in Engineering. Prior to his present position, Mr. Saleh served as Programme Officer with the World Food Programme, and before that as Rural Development Officer with the UN Drug Control Programme for Afghanistan. Mr. Saleh joined UNITAR Hiroshima Fellowship for Afghanistan as a Fellow in 2007 Cycle and became a Coach for the 2008 Cycle.





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Mohammad Yama SHAMS



Mohammad Yama Shams is the Coordinator for Reform Implementation in the Management Unit of the IARCSC/MPW. Since 2007, he has been the adviser for the Ministry of Public Works (MPW) and a Representative of MPW in the Parliament. Prior to this, he was the Office Manager in the Minister's Office of MPW, and the First Secretary to the Minister of Urban Development and Housing (MUDH) respectively. Mr Yama Shams has a Master's Degree in International Management and a BA in Political Science from Pakistans Balochistan University.

COACHES

Najeeb AHMADZAI



Najeeb Ahmadzai is currently employed as Manager in the Appeals and Review Unit of the Ministry of Finance. Prior to this, he worked as Finance Manager at the Al Akhbar Newspaper in Peshawar, Pakistan. Mr. Ahmadzai has an MBA/MS in Finance from the National University of Computer and Emerging Sciences (FAST).

Maiwand AKBARI



Maiwand Akbari has been Senior Financial Management Advisor for the Afghan Civil Service Institute (ACSI) since 2009. Previously, from 2008 to 2009, he was Senior Advisor for Financial Management at Adam Smith International/DFID. He is currently pursuing a degree at the American University of Afghanistan.

Muhammad Sharif FAYEZ



Muhammad Sharif Fayeze is the Operation and Coordination Manager at Independent Directorate of Local Governance (IDLG). Prior to this he was the Head of HR and Administration at the Norwegian Church Aid (NCA) from 2004 till 2010. From 1999 to 2003, he was Administrative and Finance Officer in the DACAAR Integrated Agriculture Development Section. He received his MA in Theology from the NWFP University of Peshawar (Pakistan) and his BSc in Electrical Power Engineering from the NWFP University of Engineering and Technology Peshawar.

Mohammad Nasir FIGAR



Mohammad Nasir Figar is Planning and Implementation Officer at the Independent Directorate of Local Governance (IDLG). In 2009, he was Capacity Development Expert at ANDS/Policy Analysis Development Unit of the Ministry of Economy. He is currently pursuing an MPA at the Indira Ghandi National Open University (India) and received his BA (Hons) in Political Science from Aligarh Muslim University (India).

Hamid HAMDARD



Hamid Hamdard is HR & Administration Director at Mutahid – The MFI. He was previously Senior HR Policies Analysis and Development Coordinator and HR Advisor at Ministry of Finance. Mr. Hamdard has a Bachelors Degree in Business Administration from a private university in Kabul.





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Farzana KABIR



Farzana Kabir has been Director of the Planning and Coordination Department of the Afghan Civil Service Institute (ACSI) since 2006. From 2004 to 2005, she was Deputy Director of Administration and Finance at the same institution. She received her master's degree in Human Resource Planning and Development from Guru Gobind Singh Indraprastha University (New Delhi, India) and her BA in English from the Faculty of Languages and Literature at Kabul University.

Abdul Munir MOBASHIR



Abdul Munir Mobashir is Senior Programme Coordinator at the Afghan Civil Service Institute (ACSI). Previously, he was Sub-National Coordination Expert at the same institution. He received his master's degree in Public Policy and Administration from Kabul University and the University of Washington (USA) and his BA in Law and Political Science from Kabul University.

Tamana NADERI



Tamana Naderi currently works as Accountant in the CFO Department of Da Afghanistan Bank, having previously been employed as Administration Assistant at Bakhtar University. Ms. Naderi holds a Bachelor in Business Administration.

Sayed Gheyasuddin SAADAT



Sayed Gheyasuddin Saadat has been working as Protocol & Events Management Officer at the Embassy of Canada in Kabul - Afghanistan since January 2008; he had previously worked in the capacity of Programme Officer with UNOPS (United Nations Office for Project Services). Mr. Saadat holds a BA in Business Administration/Management Specialization from KARDAN Institute of Higher Education of Afghanistan.

Aryan SHAMS



Mohammad Aryan Shams is the Office Manager and responsible for Coordinating the External Affairs of the Ministry of Urban Development Affairs. Previously from 2004 to 2005, he was the Special Aid to the Governor of Kandahar province. In 2005 he was asked for his services from Province to Capital and since then he joined Ministry of Urban Development Affairs. Initially he worked as the First Secretary of the Minister. Mr. Shams holds BA in Political Science & sociology from Baluchistan University in Pakistan. In 2010 he received his degree of Executive Master of Business Administration (EMBA) from MSU University in Delhi, India. He has participated in various seminars, workshops and Forums on International level. He is also the member of Steering committee of the World youth Assembly. It is worth mention that Mr. Shams has received a Medal of Excellence for his services from the office of the President of I. R of Afghanistan.

Emal YARZADA



Emal Yarzada acts as a National Human Resources Manager at the Aga Khan Foundation (AKF) in Kabul, having previously worked as Human Resources Manager at the same institution. Mr. Yarzada holds a Bachelor of Business Administration (BBA) from Preston University (Pakistan).





RESOURCE PERSONS AND MENTORS

Lubna BAIG



Dr. Lubna Baig is the Managing Director of the Alberta International Medical Graduate Program, and Assistant Professor (adjunct) in the Medical Education and Research Unit in the Department of Community Health Sciences, Faculty of Medicine at the University of Calgary. She is also the Professor of Community Medicine at Karachi Medical and Dental College, Karachi Pakistan. She is a public health physician with a PhD in Medical Education. She has been a WHO consultant (EMRO) for Medical Education and Preventive Health for many years. She has more than 50 papers from original research in peer reviewed journals in addition to a book and 10 chapters in books. Her publications are from varied disciplines including Public Health and Medical Education. Her research interests are in health professions education (assessment, curriculum development, and program evaluation), and disease prevention and health promotion.

John BARTON



John Barton is currently Manager of Public Information and Report Production for the Texas Legislative Budget Board (LBB). In addition to being the LBB's Public Information Officer, he is responsible for the preparation of numerous budget, evaluation, and performance-related publications and analyses related to state government effectiveness and efficiency and governmental transparency. His responsibilities also include analyzing the impact of state legislation on more than 250 counties and 1,200 incorporated cities in Texas. Mr. Barton has been a leader in the ongoing development and implementation of statewide strategic planning, performance budgeting, performance monitoring, and investment budgeting in Texas since 1991. During the past 15 years, Mr. Barton has leveraged his experience with Texas' internationally-recognized fiscal accountability initiatives and programs to provide training and technical assistance to more than two dozen delegations of foreign officials representing 38 countries. In addition to his work at the LBB, Mr. Barton is an Adjunct Professor of Social Work at the University of Texas at Austin, and has served as a City Alderman in Rollingwood, Texas. He received his bachelor's degree from the University of Colorado at Boulder, and a master's degree from the University of Texas at Austin. In addition to his academic experience, Mr. Barton has received formal training in community service development, nonprofit organization management, and executive and outdoor leadership. He has travelled throughout the world, and has long been involved with various causes that champion human rights and environmental sustainability.

Denise BUCHNER



Denise Buchner is a PhD candidate in the Interdisciplinary Graduate Program at the University of Calgary. Her thesis work is a study of health and disability in Laos. Her areas of study are Community Rehabilitation and Disability Studies, Community Health Sciences and International Development. Denise completed an MA Degree at the University of British Columbia where she studied cultural interpretations of Deafness in Swaziland. Her bachelor Degree is in special education. Denise's research interests include international health systems, community development, cultural interpretations of health and disability and international / development project evaluation. Denise is currently an instructor at the University of Calgary - teaching community development in community rehabilitation at in the department of Community Rehabilitation and Disability Studies. Denise has extensive experience working with many community-based organizations in both local and international contexts.



Hooi Yen CHIN



Hooi Yen is Adjunct Associate at Republic Polytechnic, where she lectures and facilitates classes for B101 Entrepreneurship, a course on entrepreneurship, business plan writing, fund raising and business principles for start-ups. She headed the Corporate and Commercial Department of Gateway Law Corporation, a boutique practice with associated offices throughout Asia Pacific. Her practice focuses on (a) venture capital, investments and mergers and acquisitions, (b) technology, info-communications and e-commerce, (c) the travel and hospitality industry and (d) intellectual property, media and the arts. She started legal practice with one of Singapore's largest firms after graduating from the National University of Singapore. In 2001, she joined the management team of ZUJI, a start-up that grew into an Asia Pacific wide MNC within 5 years as its Head, Legal & Compliance. She is cited as a leading lawyer under the Corporate/Mergers & Acquisitions category of the 2007-2008 edition of the AsiaPacific Legal 500. Her work is also cited in Asialaw Profiles 2008 in 3 categories-Labour & Employment, Mergers & Acquisitions and Private Equity & Venture Capital. She speaks regularly at seminars and has published articles on legal developments.

Philip COX



Philip Cox specializes in performance management as it relates to international and Canadian social development. He applies participatory approaches to monitoring and evaluation, and to training on the methods of results based planning, management and reporting. Over the past ten years, Cox and his colleagues at PLAN:NET Limited (www.plannet.ca) have pioneered a training/coaching approach to help managers deal with the new global focus on results achievement. The approach centers on the image of a person dropping a rock into a pond, creating a splash and ripple. The image is used to demystify the vocabulary of performance management and to help people visualize and document their activities and intended results. Cox and colleagues offer hands on training and post training coaching/advice as needed. To date, he has delivered more than 100 such trainings to participants of more than 800 non-profit organizations, university teams, and government departments/agencies. Clients for these performance management services include: UNICEF, WFP, UNDP, UNCHS, International Trade Centre, the Commonwealth Secretariat, several Canadian Government ministries (mostly CIDA and the Department of Canadian Heritage), several Canadian universities and community foundations like the United Way. Clients also include numerous non-governmental/not of profit organizations. He has worked in many different cultural settings in Canada, as well as in Russia, Central and South Asia (including Afghanistan), the South Pacific, the Caribbean, Latin America and Africa.

Susan CRICHTON



Susan Crichton is an associate professor and Graduate Program Director at the University of Calgary - Faculty of Education, where she teaches in the Bachelor of Education program as well as the graduate specialization of Educational Technology. Her research explores the design and development of ICT enhanced learning environments to support quality teaching and learning and the use of digital approaches for qualitative research. She studies blended learning and the use of one-to-one technologies (laptops, iPod Touch, iPad) for teachers and students. Internationally, she has worked for the Canadian International Development Agency (CIDA) in western China and the Asian Development Bank in Hunan Province - both focusing on ICT to enhanced basic education and professional development. She has been invited to work in Bhutan, Chile, and Tanzania, principally in the area of ICT enhanced teaching and professional development. She is the founder of jifUNzeni (<http://jifunzeni.org>) - organization developing ePublishing options for appropriate technologies. She has experience in education for rural and remote communities.





Mukul DEVA



Sponsored by the National Arts Council of Singapore as a Foreign Artistic Talent, Mukul Deva is currently a Singapore Permanent Resident. Mukul is the pioneer of and India's premier military action thriller writer. His published works also include the critically acclaimed S.T.R.I.P.T.E.A.S.E. – The Art of Corporate Warfare (a management primer on how to run a business more efficiently). An accomplished motivational speaker, Mukul is also a certified professional / trainer / facilitator in BELBIN team roles, Cross-Culture, Conflict Resolution, Business Continuity and Disaster Management. In addition to being a best-selling author he is also a successful entrepreneur and the founding director of a number of successful organizations. Prior to this, Mukul spent 16+ years of experience in the Indian Army, including ten years in combat in India and overseas before taking premature retirement as a Major. His Army tenure not only gave him extensive HR and man management skills, it also saw him emerge as a specialist in counter-terror and counter –insurgency operations.

David J. EATON



David J. Eaton is the Bess Harris Jones Centennial Professor of Natural Resource Policy Studies at the Lyndon B. Johnson School of Public Affairs at the University of Texas at Austin (UT/A), and UNITAR Senior Special Fellow. During 2003-2004, Eaton served as the Fulbright-University of Calgary Chair at the University of Calgary, Alberta, Canada. Professor Eaton received a Ph.D. in geography and environmental engineering from The Johns Hopkins University (1977), a masters Degrees in public health and public works administration from the University of Pittsburg (both in 1972), and an A.B. in biology from Oberlin College (1971). Prior to coming to UT/A as Assistant Professor in 1976, Eaton served as a staff member of the US Agency for International Development (1975-76), the US President's Science Advisor's Office (1974-1975), and the US President's Council on Environment Quality (1970-72). At the UT/A, Eaton was Assistant Professor (1976-80), Associate Professor (1980-85), Professor (1985-91), and is now Bess Harris Jones Centennial Professor of Natural Resource Policy Studies (1991-).

Michael A. FORS



Michael Fors is a General Manager of Microsoft Consulting Services. He manages expert Microsoft consultants who are paid by Microsoft's top global customers to live within their organization, partner with the CIO and CEO, and determine how technology will enable their long-range business strategies. Prior, he was Sr. Director of Strategy at Microsoft for 3 years, setting strategy, launching new products and driving startup businesses. He was also Director of Business Performance in the Windows Division for 4 years, consulting with Microsoft VPs to improve their division's performance, building startup businesses, and improving business performance. He is a Certified Management Consultant through the Institute of Management Consultants and has consulted with companies in the EU to improve innovation through his own consulting firm. Before Microsoft, he led Intel University, driving all consulting, leadership/management development, culture, as well as fab, sales, marketing, and product design training and development during his 12 year tenure. He has served as a National Performance Excellence Award (Baldrige) Examiner, judging the performance of top U.S. corporations for the annual award that is presented by the President of the United States. He is a Board Member at the University of Washington and for Baldrige, and teaches in the University of Washington MBA Program, Information Science School, and Stanford University School of Engineering. Michael's Ph.D. combined business and education. For 13 years he has been a United Nations Fellow. For 7 of those years he consulted and trained ambassadors on IT strategy at UN Headquarters in New York. For the past 6 years he has led a UN Strategy/Leadership Post-Conflict Reconstruction Program for government officials of Afghanistan.



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Jennifer FOX



Jennifer Fox is a senior budget and oversight analyst for the Texas Legislative Budget Board. In this role Ms. Fox has worked with legislators, and chief agency and legislative staff to develop budgets for 12 state agencies including the Texas Department of State Health Services and the Texas Department of Agriculture. She has also led numerous trainings for international delegations and agency personnel on performance-based budget development and analysis and managed an agency-wide taskforce to develop recommendations to enhance the Texas performance-based budget system. Prior to this position, Ms. Fox worked as a legislative aide for Texas State Representative Harryette Ehrhardt, as an analyst at Consumers Union Southwest Regional Office and as an information specialist at the Texas Intensive English Program. Ms. Fox has also been involved in international work in the Austin area for the last nine years including serving as Vice President for Austin Young Professionals for International Cooperation and as Chair of Protocol for the International Hospitality Council of Austin. She has lived, worked, and studied abroad in Croatia, Mexico, and Italy. Ms. Fox graduated from the University of Texas at Austin with Master's Degrees from the LBJ School of Public Affairs and UT's Center for Russian, East European and Eurasian Studies.

Roger GALBRAITH



Roger Galbraith is a Pediatrician practicing in the Emergency Department of the Alberta Children's Hospital in Calgary. He has a keen interest in medical education and has taught in a number of countries in Asia and the Middle East. He is an Associate Clinical Professor of Pediatrics at the University of Calgary. He also has an interest in the administrative side of health care and has worked on this from the local through to the national level. He was instrumental in the development of a nurse telephone advice service that provides a full range of telecare services to the province of Alberta.

Janet GROEN



Janet Groen, Ed.D. is an Associate Professor in Adult Learning in The Faculty of Education at the University of Calgary, Calgary, Alberta. Prior to her present position, Dr. Groen worked as a staff development consultant and as freelance organizational development consultant within a variety of settings. Her research focuses on transformational learning and learning opportunities for marginalized non-traditional adult learners. In addition Dr. Groen is engaged in research that explores the link between spirituality and adult learning within various contexts such as the workplace and the university.

Jennifer HATFIELD



Dr. Jennifer Hatfield is a Canadian Psychologist with 25 years experience in counselling, research, consulting and leadership development. She holds a BA in Combined Social Sciences (Psychology) from the University of Reading England, a Masters Degree in Psychology from the University of Glasgow in Scotland, and a PhD in Social Psychology from the University of Calgary, Canada. Returning to academia after a career as a clinician her research interests include: assessing mental health needs of immigrants and seniors, evaluation of depression treatment programs, women's health promotion in developing countries and gender and human rights. She is the Task Group Co-Chair of the Canadian Coalition for Global Health Research Partnerships and has a keen interest in building equitable research partnerships between Canada and low and middle income countries. Dr. Hatfield is an Assistant Professor in the Department of Community Health Sciences, the Director of the Health and Society Major of the BHSc Program in the Faculty of Medicine and the Co-Director of the Institute for Gender Research, University of Calgary.





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Lorne JAQUES



Lorne Jaques has led teams of academics and development professionals whose projects have reached every part of the world. He has also directly managed small grass roots projects as well as very large multilateral projects in Latin America, South Asia and Eastern Europe. Most of these projects have been in the health, social and education sectors. He has worked in, and with, governments, institutions and non-governmental organizations in twenty countries. He places great value, based on previous success, on partnerships with the private sector, especially those involved in energy and the environment or international development. Dr. Jaques was Chief of UNITAR's New York Office from 2002 to 2004 and is currently Professor and Senior Director of the International Development and Research International Centre at the University of Calgary.

Sharapiya KAKIMOVA



Sharapiya Kakimova graduated from Kazakh State Polytechnic Institute in 1993 as a system engineer. She obtained a Degree of Master of Arts in the field of international relations and later on her Ph.D. on Peace Studies with specific focus on public administration and its reform in post conflict countries in general and in Afghanistan, in particular, from Hiroshima University. She has worked in various governmental institutions of the Republic of Kazakhstan for six years and was responsible for external aid coordination. Dr. Kakimova has participated in many courses related to the international cooperation. She joined UNITAR twice as an Associate, in 2002 and 2003, and has been a Training Assistant with UNITAR Hiroshima Office from January 2004 until January 2009. Currently she gives lecture on International Relations Theory at Los Lagos University, Chile. Her research interests are capacity building and governance.

Rama KANNAN



Rama Kannan has over 17 years of Strategy and marketing experience, with much of her career in the corporate sector in different countries in Asia and some in the developmental sector. The most recent corporate work was with British Petroleum (BP) in the Lubricants division for 4 years in Asia regional strategy and marketing roles, based out of Singapore and Bangkok. In her last role, she headed marketing operations in 4 Asian countries - Indonesia, Philippines, Korea and Taiwan. As a management consultant before that with Tecnova, an Indo-French consultancy, Ms. Kannan headed a team providing comprehensive market entry strategy to multinational clients into India; instrumental in organizing the entry and establishment of several companies including Usinor, Tefal, Fromageries BEL, General Signal and Barilla. She also has 8 years of international marketing experience predominantly with PepsiCo in India. Rama Kannan wanted to explore outside the corporate sector and after BP, she consulted (pro bono) with 'Care International' in Bangkok to build a strategy to engage and build partnerships with the private sector in Asia; She identified and recommended focus engagement areas and developed an implementation process to build capabilities, after travelling widely into Bangladesh, Sri Lanka and India. In Singapore she co-founded and registered 'The Microfinance Society of Singapore', with an initial mandate to increase awareness in Singapore. To date the Society has organized seminars with prominent professionals in the field. Currently she and her co-founders are exploring partnerships with Microfinance Institutions in the region. Ms. Kannan has an MBA from NUS, Singapore, and two bachelors' degrees in Commerce and Law both from Delhi University, India.





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Tatsuya KUSAKABE



Tatsuya Kusakabe is an Associate Professor at the Center for International Cooperation in Education (CICE) and Graduate School for International Development and Cooperation (IDEC) in Hiroshima University, Japan. His research and work has been in the fields of comparative education, Islamic area studies and South Asia studies. In pursuing Comparative Education, Dr. Kusakabe has focused on developing countries, study on education in rural Bangladesh, the nature of relationship between Islamic education and public education, and relevance between economic and social structure fluctuation, and education.

Annette LAGRANGE



Annette LaGrange is an associate professor and dean emerita in the Faculty of Education at the University of Calgary. In national and international settings, she conducts research in teacher education and early childhood education that supports the development of young children and their families. She employs interpretive methodologies such as self-study, hermeneutics, pedagogical documentation and curriculum theory in her writing.

Annette coordinates and teaches in the Teaching Across Borders program in the teacher education program and teach graduate courses in teacher education, early childhood education and curriculum. She has been involved in education as a teacher or administrator for 40 years. She has work experience in many international settings including the Canada International Development project that restructured the education system in Kosovo from 1999-2006. Annette is currently involved in a project in East Africa to enhance teacher education programs in Tanzania, Kenya and Uganda.

Howard LAMB



Howard Lamb is Co-Founder and Partner in Lamb and Lamb, which specializes in organization development and management consultation with special attention to large-scale organizational change in both the public and private sectors. His areas of consulting specialization include: organization diagnostics, strategic planning, organization and work redesign, leadership during cultural change, team development, and organization communication processes. His training interests include: interpersonal relations, group dynamics, consulting skills and training of trainers. During his 30 year career, he has consulted with hundreds of large and small organizations. Clients have included: Marriott Hotels and Resorts, Philadelphia Electric Company, the U.S. Department of Education, The Bear Tribe Medicine Society and the U.S. State Department/ Government of Pakistan. He received the Ed.D. in Human Development and Educational Administration from the University of Maryland and has done post doctoral work with the NTL Institute for Applied Behavioral Science. Professional associations include: American Psychological Association, Association for Psychological Type, Association for Transpersonal Psychology and the NTL Institute for Applied Behavioral Science.





Sue Ries LAMB



Sue Ries Lamb is Co-Founder and Partner in Lamb and Lamb, which specializes in organization development and management consultation with special attention to large-scale organizational change in both the public and private sectors. Her areas of consulting specialization include: organization diagnostics, strategic planning, organization and work process redesign, leadership for cultural change, managerial coaching, team development, organization communication processes and managing diversity. Training interests include: interpersonal communications, supervisory skills, coaching skills, meeting management, group processes, consulting skills, understanding and working with differences, and training of trainers. During her 25 year career, she has consulted with hundreds of large and small organizations both public and private. Her clients have included: The Division of Microbiology and Infectious Diseases, National Institute of Allergy and Infectious Diseases, National Institutes of Health, The Diversity Channel, The East Bay Municipal Utility District (California), The Hannaford Brothers Company and Coca Cola-USA. She received a Masters in Counseling (with Distinction) at The American University in Washington, D.C. and her B.A. English/Education (Magna cum Laude) from Tufts University at Medford, Massachusetts. Professional associations include: Institute for Applied Behavioral Sciences, Organization Development Network and the Association for Psychological Type.

Patsian LOW



Patsian Low is currently Partner/Founder of Serenity Associates LLP, an organization which has the mission to promote and support the sustainable and responsible development of communities worldwide. Before this Ms. Low was Vice President of Securities Finance Unit in State Street Bank, where she managed the team responsible for Asian activities. Patsian established this team from inception during a period of aggressive growth, significantly placing State Street Bank in the forefront of their field in the region. Patsian obtained her B. Sc. in Finance from Binghamton University and MBA in Marketing from Stern School of Business, New York University. She has 13 years' experience in securities financing for institutional portfolios in the U.S. and Asia, and is familiar with all aspects of management process, including organizational growth, sales, operations, client management and product development. She has actively pursued her other interests such as microcredit and sustainable poverty relief, authoring country reports for the United Nations Microcredit Unit's Year of Microcredit Program and volunteering as online facilitator for Kelambakkam Tailoring Center project in India.

Winfred LOH



Winifred is HR Director covering 24 countries across Asia Pacific and Central Eastern Europe in a Research Organization within the Pharmaceutical industry. In the last 25+ years, Winifred has impacted regional and global leadership teams in both Learning and Organization Development, as well as in HR Business Partner roles. Her experience includes internal and external clients in industries as varied as Retail, Tourism, Housing Authority, Information Technology, Telecoms, and Pharmaceuticals. Her areas of expertise lie in Talent Management, Employee Engagement, Organization Design, Leadership Development, Change & Transition Management, and Strategic Workforce Planning. In the Community arena, Winifred has been involved in leadership roles in various organizations including Junior Chamber International, Association of Women for Action and Research (Singapore), People's Association (Singapore) and Association of Pauline Cooperators. Winifred has an MA from George Washington University, and a BA from the National University of Singapore.





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Cheryl MACLEOD



Cheryl Macleod is the Lead, School Health & Well Child Nursing practice with Alberta Health Services, Calgary Zone. Her community health nursing career covers over 25 years in both urban and rural contexts and supporting maternal and child health, vaccination programs, and school health promotion. Currently serving a key leadership role in the planning, development and evaluation of School Health & Well Child nursing services. Cheryl's educational credentials include a RN, BScN, CCHN(C), MEd in the specialty area of Workplace and Adult Learning.

Kenneth MATWICZAK



Kenneth Matwiczak came to the LBJ School from the U.S. Military Academy at West Point, where he was an instructor and associate professor in the Department of Systems Engineering. He received his Ph.D. in Industrial Engineering from Texas A&M University in 1990. He also holds an M.B.A. from Long Island University, an M.S. from Purdue University, and a B.S. from the U.S. Military Academy at West Point. Matwiczak retired from the U.S. Army as a Lieutenant Colonel in 1993. In the Army, he was Chief of Studies and Test Integration for a Joint Service Test Force, and supervised the Engineering Management majors program at West Point. Matwiczak teaches courses in applied statistics, program evaluation, quantitative decision methods, management science, program evaluation, and project management at the LBJ School. He also directed several LBJ School policy research projects. These projects have ranged from developing a database of Provincial Reconstruction Teams in Afghanistan, to building a model for assessing U.S. Public Diplomacy efforts, preparing a best practices guide for the economic recovery and development of rural communities following a military base closure, assessing the Texas State Performance-Based Budgeting System, and developing a performance measurement model for public sector organizations. His research and professional interests include: Public Administration Education and Professional Development; Program Evaluation and Quantitative Methods; Performance Management in Government

Meredith MELECKI



Meredith Melecki works as an analyst for the Texas Legislative Budget Board where she researches policy issues and conducts performance reviews of state government programs. In her position she primarily focuses on transportation and environmental issues. She obtained a Master of Arts in International Relations from the University of Wollongong, Australia with a focus on peace and conflict resolution. During her Master's her research focused on the role of NGOs on peace efforts in Aceh, Indonesia and Sri Lanka. While at the University of Wollongong she also completed a Graduate Certificate in Multicultural Journalism. She is active in several local organizations with an international focus, including Young Professionals for International Cooperation, the International Hospitality Council of Austin, and Ten Thousand Villages.





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Kaori OKABE



Kaori Okabe is currently working on her dissertation for Ph.D. in International Development and Capacity Building. She holds a Master's Degree in Educational Development from the Graduate School for International Development and Cooperation at Hiroshima University where she also completed doctoral course work. She received B.A. Degree in Education from Kagawa University. Prior to joining UNITAR she was involved in an Asia/Pacific Cultural Centre for UNESCO (ACCU) project for the development of environmental educational materials for secondary schools in Nepal. From 2001 to 2003 she was a Research Assistant at Hiroshima University and served as a staff for the UNESCO Asia-Pacific Programme of Educational Innovation for Development (APEID) seminars devoted to Education for All and teachers' education. In 1999, she went to the University of Amsterdam in the Netherlands as a researcher. Kaori Okabe has written several papers in the field of international development in education and its evaluation. She has been working at UNITAR since July 2003 and was recently appointed as Training Associate.

Su-chzeng ONG



Su-chzeng Ong is one of Asia's pioneer executive coaches specializing in leadership development and strength-based change. She has over 30 years of global business management experience with P&L responsibilities including customer service, research, product management and quality control. Su-chzeng's extensive and broad-based corporate experience spreads across the banking and finance, publishing, research and education sectors. Some of her senior level leadership roles included being Asia Pacific Director at Jardine Fleming in Tokyo, JPMorgan in Singapore and at Macmillan and Collins in London. Some of her recent coaching assignments include executive coaching for C-level leaders, team coaching for senior management teams, integrated talent coaching program for high potentials and leadership coaching skills for general managers. Besides Singapore, Su-chzeng has coached in Japan, Thailand, China, Hong Kong, Malaysia, Indonesia, Philippines, India.

Steven POLUNSKY



Steven Polunsky is the Director of the Texas Senate Committee on Business and Commerce, where he and his staff evaluate legislation, conduct policy studies, and perform oversight of state and local agencies. The Committee is responsible for legislation and policy relating to all business and industries regulated by the State of Texas, including all sectors from utilities to banking to construction. Steven's experience includes service as director of the Senate Committee on Transportation and Homeland Security, chief clerk of the House Committee on Transportation, director of the Legislative Study Committee on Private Participation in Toll Projects, director of the Study Commission on Transportation Financing, 13 years at the Texas Department of Transportation in government relations and policy analysis, and four years as Director of Research and Planning for the Texas High-Speed Rail Authority. A public speaker and amateur radio operator (W5SMP), he holds a Master's of Public Affairs from the LBJ School of Public Affairs at the University of Texas at Austin.





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Sheila Ann ROBINSON



Ms. Robinson graduated from the University of Calgary with a PhD in Community Health Sciences (International Health Systems) in 1988 and an MA in International Development in 1979. She received her BSc in Nursing from Boston College in 1966. She has twenty-five years' experience in global health and development, spanning field work, research, program planning, management and evaluation. Presently, she is Director and Senior Consultant for Plan:Net Ltd. (Calgary, Canada) and River Run Associates (Cambodia and Calgary, Canada). She is also an Assistant Professor (adjunct) for the Community Health Sciences Department, Faculty of Medicine, University of Calgary.

Yuji UESUGI



Yuji Uesugi is an Associate Professor at the Graduate School for International Development and Cooperation, Hiroshima University (HU). Prior this position he was a Research Fellow at the HU Partnership for Peacebuilding and Social Capacity (HIPEC). He is also a founder and a vice-executive director of the Okinawa Peace Assistance Center (OPAC), a small non-profit research center located in Naha-City, Okinawa. After graduating from the International Christian University in Tokyo in 1994, he studied in America and earned his Masters Degree from the Institute for Conflict Analysis and Resolution, George Mason University in 1996. He obtained his PhD in international conflict analysis from the University of Kent in the United Kingdom in 2003. He has worked as a researcher for the Research Institute for Peace and Security (RIPS) in Tokyo (1996-1998), with which he is still associated as a Strategic Studies Research Fellow. Currently, he is taking part in a research project focusing on the Japanese efforts in post- conflict peacebuilding in Afghanistan and elsewhere. He visited Kabul and Mazar-e-Sharif in Afghanistan in November 2005 and worked in conflict-affected areas such as Cambodia, East Timor, Aceh, Sudan, Uganda, Cyprus, Golan Heights, and others.

Shona WELSH



Shona Welsh is an award-winning trainer and writer with 25 years of experience in learning and development as well as organizational communications. The author of five books she holds a Bachelor's degree in English from the University of Alberta in Canada, and a Master's Degree in Adult Education with a specialization in Workplace Learning from the University of Calgary, Canada. Shona has lived or worked in five countries and has a keen interest and conducts research activities in cross-cultural communications, mentoring, and resiliency. Before founding Momentum Learning Inc., an organization providing learning, consulting, and coaching services to various clients, she was a senior executive for learning at an international corporation, led a professional development consortium for educators, and taught at various colleges and universities. Shona currently teaches leadership-related courses at the University of Calgary and University of Alberta and serves as an International Volunteer Advisor for Canadian Executive Services Overseas (CESO), an NGO devoted to providing expert assistance to developing countries.

Kazuhiro YOSHIDA



Kazuhiro Yoshida is a Professor at the Study of International Cooperation in Education (CICE), and Graduate School for International Cooperation and Development (IDEC) in Hiroshima University. He is a leading expert on the analysis of aid architecture, especially in education sector, and of education policies in developing countries. Professor Yoshida has extensive experiences in education aid operations from project formulation, supervision through to ex-post evaluation including at the World Bank and Japan Bank for International Cooperation and with Japan International Cooperation Agency. He is also a former member of EFA-Fast Track Initiative Mid-Term Evaluation Oversight Committee. He has intensive work experiences in 25 developing countries.





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STAFF

Johanna DIWA



Johanna Paula Diwa-Acallar completed her coursework for a Ph.D. in Comparative and International Education at Hiroshima University where she previously received a Masters of Education (M.Ed.) in Educational Administration and Human Sciences. She also completed two years of professional training in the Ed.D. Programme in the same university. Initially, she graduated *Cum Laude* in BA Philosophy, Minor in English Language in 2001 from the University of the Philippines where she also completed academic coursework in Master of Arts (MA). In 2002, Johanna studied International Relations at the International University of Japan with a short-term scholarship grant from the Association of International Education of Japan (AIEJ). In 2005, she was selected for the Asian Youth Fellowship Award of the Asia Science and Education for Economic Development Foundation (ASIA-SEED). Ms. Diwa-Acallar was a recipient of the Japanese Government Ministry of Education Scholarship (2006-2011). She is also awarded the 2011 Kumahira Scholarship and Cultural Foundation Grant. Her work experiences prior to coming and while in Japan are in the fields of teaching, training, research and international capacity building. Her research interests include philosophy of education, education for sustainable development, values/moral education, comparative and international education, environmental ethics, peace and post-conflict reconstruction. Johanna has been with UNITAR as a Fellow since 2009.

Humaira Khan-KAMAL



Humaira Kamal has been a UNITAR Special Fellow since 1996, and Training Associate since 2008. In her first assignment she was directly involved in developing the UNITAR New York office Work Programme when it restarted its operations in 1996. She has been responsible for research, development, planning and coordination of a number of training programmes in specific thematic areas. Her projects included annual intensive courses on international trade, public-private partnerships for sustainable development, and policy issues in information and communication technologies, as well as workshops on basics in technology for senior policy makers and negotiators. In addition to this, since 2003 Ms. Kamal has been involved in the overall design, launch and management of the Fellowship project on post-conflict reconstruction and training in Afghanistan, being conducted by the UNITAR Hiroshima Office. Ms. Kamal was a Government of Japan scholar to the Lahore University of Management Sciences where she earned her master's in business administration. Her post-graduate work was focused on non-profit management and community empowerment projects.

Berin McKENZIE



A New Zealander, Mr. McKenzie graduated with a B.A. degree in Japanese from New Zealand's Canterbury University in 1998, and a B.A. (Hons.) and M.A. in International Relations from the Department of Political Studies at Auckland University. His M.A. Thesis examined multilateral initiatives as pursued by Japan in regards to its policy towards the People's Republic of China. Fluent in Japanese, Mr. McKenzie was employed in a Japanese local government role prior to joining UNITAR as a Consultant in August 2008. Following his appointment as Specialist in 2010, he has represented UNITAR in domestic and international workshops, meetings and seminars and was honoured to be requested to convey the Message of Congratulations of the Secretary-General of the United Nations, Ban Ki-moon to inaugurate the Hiroshima Conference for the Total Abolition of Nuclear Weapons by 2020 in 2010. Mr. McKenzie heads programme development and implementation, as well as monitoring and evaluation at the UNITAR Hiroshima Office and has also acted as a Mentor to participants in the UNITAR Fellowship for Afghanistan programme.





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Alexander MEJIA



Mr. Mejía earned a Masters in Finance from INCAE University in Costa Rica and a Bachelors Degree from Zamorano University in Honduras. He is also a Master in Foreign Affairs candidate at Georgetown University in Washington, DC and holds a Diploma in Political Leadership from Harvard University's John F. Kennedy School of Government. He graduated from the Political and Electoral Marketing Program of Universidad de La Sabana in Colombia. After working in corporate banking for seven years in Latin America, Mr. Mejía began his career as a diplomat in 1998 when he was a Counselor at the Ecuadorian Embassy in Bogotá, Colombia. In 2001, he was appointed Vice Minister of Economy for his native Ecuador. As such he was also appointed Governor to the World Bank, Governor to the Inter-American Development Bank and Board Member of the Ecuadorian Central Bank. In 2003 and 2004 he served as Director of the Andean Program at the Inter-American Council in Washington, D.C., an international entity chartered by the Organization of American States. In 2005 Mr. Mejía was appointed Executive Director of the UNITAR Training Center in the United States of America, CIFAL Atlanta. Mr. Mejía was appointed by the Executive Director of UNITAR as Head of the UNITAR Hiroshima Office in October 2009.

Kaori OKABE



Kaori Okabe is currently working on her dissertation for Ph.D. in International Development and Capacity Building. She holds a Master's Degree in Educational Development from the Graduate School for International Development and Cooperation at Hiroshima University where she also completed doctoral course work. She received B.A. Degree in Education from Kagawa University. Prior to joining UNITAR she was involved in an Asia/Pacific Cultural Centre for UNESCO (ACCU) project for the development of environmental educational materials for secondary schools in Nepal. From 2001 to 2003 she was a Research Assistant at Hiroshima University and served as a staff for the UNESCO Asia-Pacific Programme of Educational Innovation for Development (APEID) seminars devoted to Education for All and teachers' education. In 1999, she went to the University of Amsterdam in the Netherlands as a researcher. Kaori Okabe has written several papers in the field of international development in education and its evaluation. She has been working at UNITAR since July 2003 and was recently appointed as Training Associate.

Sabahuddin SOKOUT



Sabahuddin Sokout is UNITAR Training Assistant and Focal Point in Afghanistan. Prior to this he was Administration and Finance Officer at the Baz Construction Unit for Rehabilitation of Afghanistan (BCURA) and Liaison Officer of Foreign Affairs in the Academy of Science of Afghanistan. He graduated from the Faculty of Economics of Kabul University in 1997. He has taken part in many training courses on computers, accounting, planning and environmental issues. As a 2005 Cycle Fellow, he worked on the project to develop a Questionnaire for conducting a Benchmark Survey for Irrigation Projects in four provinces for the BCURA. Mr. Sokout joined the UNITAR Hiroshima Fellowship for Afghanistan as a Fellow in 2005, as a Coach in 2006 and 2007, and as an Afghan Resource Person in 2008.





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INTERN / VOLUNTEER

Kazuhiro SERIU



Kazuhiko Seriu is currently pursuing his LL.M. in International Law at the Graduate School of Social Sciences at Hiroshima University where he also received a B.A. in Socio-cultural Studies. His academic interests are in refugee regime, especially refugee resettlement programmes. During the 2009 – 2010 academic year, Seriu studied liberal arts at the University of Minnesota, USA, as an exchange student with JASSO scholarship for Student Exchange Support Programme. He started working with UNITAR as an intern since February 2011.

Alisa TUKKIMAKI



Alisa Tukkimaki is a Master's student in the International Community Development Program within the Faculty of Social Work at The University of Calgary where she also received a Bachelor's Degree in Social Work. She also holds a Diploma in Disability Studies from Mount Royal University in Calgary. Alisa is a social worker who has had the opportunity to work with a wide range of individuals in such diverse setting as Canada, Haiti, India and Mexico. With a focus on social justice and human rights Alisa has worked and volunteered within the fields of homelessness, HIV/AIDS, harm reduction, domestic violence, immigrant and refugee settlement and anti-human trafficking.

