

Workshop Presenters		Workshop Title	Biodata
1	Aboul Samh, Mohammad	aboulsma@aramco.com.sa	Mohammed has a BS Degree in Economics and an MBA from KFUPM. He started his career in Human Resources in Saudi Basic Industries Corporation (SABIC) as a Personnel Representative in the Saudi Methanol Company (AR-RAZI) in Jubai Industrial City. During his career with AR-RAZI he worked in a variety of HR areas including manpower planning, job description and evaluation, salary administration, policy planning and was subsequently assigned as a Superintendent of Compensation and Benefits. In July 2000, he moved to Saudi Aramco as a Business System Analyst in HR Design Division of Business System Integration Program (BSIP). His main interests include applying Information Technology tools to Human Resources activities. Mohammed is a certified SAP Consultant in both HR and ABAP.
		Knowledge Mapping as a Tool for Self-Development	
2	Aleidi, Khalid H.	aleidikh@aramco.com.sa	Khalid graduated from KFUPM in 1976 with a BS in Civil Engineering. He joined the Civil Aviation Authority in Dhahran Airport, Saudi Arabia in February 1976 as an Airport Engineer. Khalid progressed in Civil Aviation until he was the manager of the Technical Department in Dhahran Airport. Khalid joined Aramco in June 1982. He is with Project Management as Design Manager for Northern Area Design Services. Khalid was a member of the organizing committee of the Fourth Gulf Engineering Gathering held in Riyadh in February 2000. He was also chairman of the Media Committee in that conference.
		Self-Development for Design Engineers	
3	Al-Khedair, Dr. Khedair	khedair@kfupm.edu.sa	Dr. Al-Khedair is the Vice Rector for Academic Affairs at KFUPM in Dhahran, Saudi Arabia. He received his BS in Sociology and History from Lewis & Clark College, Portland, Oregon, USA; MS in Educational Administration from Portland State University, Portland, Oregon, USA and his PhD in Educational Sciences from the University of Arizona in Tucson, Arizona, USA. He is the author of <i>Elements of Social Security</i> (1989) and <i>Introduction to Sociology</i> which is currently under printing. He is a member of American Association of Sociology, American Association of NAUSA and the English Language Teachers Association in US and Canada.
		Self-Evaluation Techniques and personal Characteristics	
4	Al-Masri, Farouq	masrifa@aramco.com.sa	Farouq Al-Masri has over 20 years of experience in HRM and HRD fields. His recent self-development efforts started with an MBA program at the Strathclyde University. He started to link his learned skills to his job. He was nominated for the Minnesota HRD program, which he completed in April 2001. The author invested his knowledge and experience to look at business from different directions. He succeeded in bringing new views to the areas of Training Strategy and Management of Agreement, to include a new look at Team Building, Initiative/ Empowerment, and Collaboration. Farouq has developed a new process for measuring performance of employees, which he believes is vital for any development or appraisal program. He presented a paper titled "Creating Performance Measures in 'The Industrial Setting'" at the Global Information Technology Management Conference which was held in Dallas, Texas U.S.A in 2001, a conference that was sponsored by the Bryan School of Business and Economics, University of North Carolina, University of Dallas, and the Graduate School of Management. Farouq has developed an interest in the areas of Performance Improvement and Organization development, the role he currently holds at the Personnel Department in Saudi Aramco.
		WIN-WIN Self-Development Strategy Through Performance Measurements	
5	Behringer, Peter	behriinp@aramco.com.sa	In 1977, Peter Behringer completed his first University Course Online. He has been at the leading edge of Technology and Online Self-Development changes ever since. He holds a BS Degree in Physics, Master's Degree in Learning Leadership - and the Premiere Microsoft Certificate Sytems Engineer 2000, Microsoft Certified Database Administrator, Microsoft Certified Trainer, and Certified Novell Engineer certifications. He currently coordinates, designs, produces, and delivers all of the SAP Web Based Training for Saudi Aramco.
		Self-Development Available Anytime--Anywhere: On-line Learning & Professional Growth	
6	Bolster, Cliff	cbolster@ime.net	Cliff's work history covers all areas of human resources including the unique combination of hands-on experience in organization development, training and industrial relations. After several years with a major airline, where he was the first full-time organization development manager, Cliff joined a consulting firm specializing in solving complex operating problems. Here he teamed with technical experts in a multi-disciplinary approach to improving productivity, quality and customer service. He recently returned to private practice after several years with Innovation Associates, the leading organization learning firm. Cliff also served as Vice President of Employee Relations for a consumer products company and Vice President of Human Resources for a major shipbuilder with ten thousand employees. In each capacity he had total human resources management responsibility. Cliff has designed and conducted training programs in personal and organizational empowerment, interpersonal skills, negotiations, analytical skills, systems thinking skills, leadership, learning and coaching skills. His consulting practice includes working with clients to create improved performance and results through learning-based strategies and structures such as after-action-reviews, performance management and action learning. He works with leadership teams facilitating their ability to have productive conversations and meetings on difficult complex issues.
		Courage	
			He received his undergraduate education at Tufts University and Springfield College; his Master's degree from Cornell University and his Doctorate from Case Western Reserve University.
7	Brimblecombe, Trish	T.Brimblecombe@whitireia.ac.nz	Trish Brimblecombe is academic Head of the School of Computing and a senior manager at Whitireia Community Polytechnic, a tertiary education institution in Porirua City, near Wellington, New Zealand. Whitireia is one of four polytechnics in the Wellington region, and is one of the fastest growing polytechnics in New Zealand. It has ten academic Schools, a range of programmes at three campus sites and reflects a very multicultural mix of students and staff. Trish has been involved in education since 1985, and prior to this had a background in operations and development in the computing industry. She has a Bachelor of Arts (Education) and a Diploma of Business Studies (Training and Development), from Massey University; and a Master of Communications (with Distinction) from Victoria University of Wellington. Trish has a number of research interests, including the following: Evaluation of the use of new information technology introduced both to support the delivery of education and training, and also to support the development of strategic alliances and new business opportunities; Gender issues in computer-mediated communication; Student retention, completion and success rates in polytechnic computing programmes, particularly for traditionally under-represented groups; Evaluation of the effectiveness of flexible, student-directed, technology supported learning environments.
		Self-Development: Strategies for Individuals, Sponsoring Organizations and IT Support Provision	
8	Brown, Robert	brown_rb@yahoo.com	Winner of the Global Bangemann Challenge trophy for Life Long Learning, Robert Brown is a fervent advocate of the necessity for continual self-development. An international jury member for the Global Youth Challenge in Rome, Robert has drawn on his knowledge about these challenges to work with others on the UAE challenge, a new exciting initiative of the Abu Dhabi Women's Higher College of Technology, designed to assist in the sharing of knowledge and to facilitate the professional development of those involved.
		The UAE Challenge: A Model for Change	

10	Cader, Hilmy	hilprote@batelco.com.bh	Strategic Self Planning--Based on MTI's 8S Model	The driving force of MTI's global operations is Bahrain-based Chief Executive, Hilmy Cader. Twenty-one years as a marketing practitioner has given him hands-on experience on a wide range of products and services in Asia, Europe, Middle East, USA and Mexico. Hilmy has the ability to merge theory with practice, holding the titles of MBA, Chartered Marketer and Fellow of the Chartered Institute of Marketing. Reputed global companies have recognized his expertise in marketing. USA-based Agribbrands International have retained him as their global marketing consultant and the Dupont subsidiary of PTI. Recognized globally and regionally as a marketing and management trainer, Hilmy has developed and directed over 170 training programs for local, regional and global companies, including the leading off-shore banks, retail banks and insurance companies in the Gulf.
11	Cunningham, Peter	SOAPWC@UPE.AC.ZA	The Transformation of Work and Self-Development	Dr. Cunningham has been involved in human resource training and consultation for the past twenty years. He has presented a number of scientific papers at leading international and national conferences. In addition to having published more than 50 discipline related publications, he is the only South African SAP R/3 certified consultant in Human Resources and Business Information Warehouse at an academic institution. His current activities include the development of curricula for under- and post-graduate courses in SAP R/3 (Human Resources), and the development of training material on SAP R/3 (Human Resources). He also lectures in the fields of human resource management, SAP implementation, social research and sociology. Current research activities include an investigation of SAP R/3 (HR 4.6) in the auto-industry - with specific reference to VW South Africa, Delta Motor Corporation, Daimler Chrysler Motor Corporation South Africa, Rolls Royce (England) and Skoda-auto (Czech Republic).
12	Elliot, Graham	elliottg@aramco.com.sa	Keeping Pace with Change: How Corporations and Employees Can Cope – guides to a development system.	Graham Elliott has worked in nine countries in universities and in the aviation and oil industries. He has completed graduate studies in both the U.S.A. and London, and has established university programs in the U.S. and in the Middle East. He formed a training company in the United States to address the language proficiency of flight crews, a vital component of aviation safety, and subsequently conducted the first successful training of China's air traffic controllers. He is a trainer in the competencies-based self-development program in Saudi Aramco.
13	Friday, Carol	fridayc@aramco.com.sa	Self-Developing "e-Learners"; The Core of a Corporate e-Learning Strategy	Carol Friday works for Saudi Aramco in Research & Innovation for Training & Career Development. She handles e-learning courseware evaluations and pilot programs. She is currently on the "Corporate e-Learning and Knowledge-Sharing Services" project, the Videoconferencing Policies & Procedures team, and the Corporate Media-Streaming Task Force. She helped initiate the Corporate Learning Centers and the Professionals' e-Learning/Distance Learning Forum. She helped develop the T&CD knowledge-base and has been involved with e-learning for the Self-Development Campaign.
14	Goodman, Michael	bedrossian.susan@adlittle.com	Leading Change using Systems Thinking	Michael R. Goodman is currently a Principal with Innovaton Associates, Inc, an Arthur D. Little company. An internationally recognized speaker, author, and practitioner in the fields of Systems Thinking and Organizational Learning, his main focus is transferring the learning disciplines into organizations to sustain their capacity for learning and change. He also helped create many of the innovations in the field of Systems Thinking that has made it more accessible to business leaders. Mr. Goodman also directs IA's Systems Thinking practice and draws on over 30 years of expertise to create new Systems Thinking curriculum, lead courses and training, and help clients apply systems approaches to their critical business and organizational issues. He has published widely, authoring one of the first textbooks in the field, Study Notes in Systems Dynamics, and serving as the primary contributor to the Systems Thinking chapter in the acclaimed Fifth Discipline Fieldbook. Michael has also contributed numerous articles to The Dance of Change and to the recently published Schools that Learn. He also led the development of a web-based Systems Thinking course, Systems Thinking: A Language for Learning & Action. Among his international clients are British Petroleum (Britain, Germany, Australia), Saudi Aramco (Saudi Arabia), World Bank (USA, Philippines), Jurong Town Corporation (Singapore) and the Hyundai Corporation (South Korea).
15	Gupta, Sunil	sgupta@omantel.net.om	Teach Yourself How to Think	Dr. Gupta's career is a blend of academic and industrial experience. He holds a Ph.D. in management and is an accredited Behavioral Science Trainer and a certified Master Trainer/Consultant. He has trained and consulted in over forty countries. His last line assignment was with Colgate Palmolive Co., where he was HRD Corporate Manager and was nominated and received awards for his implementations. His special interests lie in improving customer service, creativity and thinking skills, and initiating and sustaining quality processes in organizations.
16	Horvath, Bronwyn	horvatb@aramco.com.sa	Create a Learning Universe in Your Home	My doctorate is in Education and my area of specialization is in developing critical and creative thinking skills. I am currently running the Saudi Aramco Leadership Forum. I've spoken at ASHRAM before and feel that this presentation is one that would draw a great deal of interest from delegates because it bring self development down to the family level. Building momentum around self development is important for adults, but even more important for the children who will be running the country in the near future.
17	Hung, Cheung Yun	icyhung@inet.polyu.edu.hk	Helping Them Help Themselves: A Success Story	Mr. Hung was awarded the MBA by the Cranfield Institute of Technology, England to complement his mechanical engineering background in transportation covering air, land and sea models. He devotes himself to the pursuit of excellence in quality in industrial and service sectors and is currently responsible for quality assurance and continuous improvement in lifelong learning courses at the Hong Kong Polytechnic University. He is very active in fostering international collaboration within the tertiary education sector.
18	Ismail, Lubna	lismail@erols.com	Enhancing Communicatoinis Across Cultures	Lobna, founder and executive director of Connecting Cultures, Inc., is a training specialist in the areas of cross-cultural communications, international cultural competency and diversity. Selected as a Malone Fellow in Middle East and Islamic Studies by the National Council for U.S. and Arab Relations, Ms. Ismail participated in a study visit to Saudi Arabia. She is frequently used as an expert by national media and various business organizations. Recently she was selected to present at the Society for Human Resource Management's Workplace Diversity Conference as a professional on the cutting edge of emerging human resources issues. She holds a Master's degree in Intercultural Relations from Lesly College in Cambridge, MA and a BA in International Service from The American University in Washington D.C.
19	Khan, Dr. Badrul	etl/khan@www.gwu.edu	Corporate University: A Hub for Excellence in Education and Training	Dr. Khan has been instrumental in creating a coherent framework for Web-based instruction, training, and learning. His first book, <i>Web-Based Instruction</i> (1997) has become a bestseller and has been adopted by colleges and universities worldwide. In his <i>Web-Based Training</i> (2001) book, Khan explores the role of the Web in training and instruction. His third book <i>Web-Based Learning</i> is in press. He is currently working on a new book <i>E-Learning Strategies</i> (will be available in multiple language versions including English, Arabic, Chinese, Turkish, Spanish). He provides consulting services in e-learning, corporate and virtual universities. His Website: http://BooksToRead.com/khan

20	Kronemer, Alexander	alexkronemer@starpower.com	Improving Personal Productivity through the Understanding of Communication Styles	Alexander is a writer, television commentator and trainer specializing in diversity and group dynamics. His articles have appeared in many newspapers and journals, including the <i>Los Angeles Times</i> , the <i>Christian Science Monitor</i> , the <i>Monthly Labor Review</i> , the <i>San Jose Mercury News</i> and <i>The Washington Post</i> . He was a special assistant to the Commissioner of the Bureau of Labor Statistics to help enact Vice President Gore's Government Reinvestment program for the Department of Labor. He has a Master's Degree from Harvard University, and a Bachelor's Degree from The American University in Washington, DC. In 1996, he was awarded a <i>Joseph J. Malone Fellowship for Middle East and Islamic Studies</i> , which funded him for a study tour of Saudi Arabia and Bahrain.
21	Lebow, Rob & Randy Spritzer	lebow@lebowco.com	Accountability....How to Give it to every employee and Sustain it indefinitely in your operation	Rob Lebow finished his Master's Degree in Urban Planning from City University, New York. He was Director of Corporate Communications for Microsoft until his departure in 1988, when he founded Third Generation Training®, which was a breakthrough for the training industry. It melds social psychology and organizational development models to establish a new context for organizational standards of behavior, conduct and performance. Mr. Lebow is the author of the bestseller <i>A Journey Into The Heroic Environment</i> and co-author of <i>Lasting Change</i> .
22	Lochhead, Jack	jacklochhead@mindspring.com	Wisdom as a Management Resource	Jack, founding Director of DeLiberate Thinking, has taught at the University of Massachusetts, Mount Holyoke College, Harvard University and the University of the Western Cape. He established the Scientific Reasoning Research Institute at UMass, was Director of Programs at Ventures In Education in New York and Director of the Science Center at TERC in Cambridge MA. He published works include: <i>Cognitive Process Instruction</i> , <i>Problem Solving and Comprehension</i> and <i>Thinkback: A User's Guide to Minding the Mind</i> .
23	McLean, Gary N.	mclea002@umn.edu	Human Resource Development: Where are we going and how will we get there?	Gary McLean is a professor and coordinator of human resource development and adult education, as well as a professor in business and industry education, at the University of Minnesota. He is a frequent speaker and has written over 100 journal articles and 20 textbooks. He holds editorial positions in a number of journals and is President-Elect for the Academy of Human Resource Development and President for the International Management Development Association.
24	Omereltinay, Ahmedelbedawi	omerelam@aramco.com.sa	IT as Enabler of Self-Development	Developed and presented various workshops for teachers and trainers during his 22-year career with Saudi Aramco as English Chairman, Senior Teacher, Translator Trainer, PD&E Analyst, Guidance Counselor and Staff Development Senior Teacher. Participated in two T&CD In-Service Day panels on the Computer-Aided Instruction and the Translator Training program. Prepared and conducted a presentation on the Burnout Syndrome. As a self-developer, earned an M.Sc. in Multi-Lingual & Multi-Cultural Education from Florida State University in 1985. Is currently pursuing an HRD certification program offered jointly by ASHRM and the University of Minnesota. He has designed and developed training materials for various SAP functionalities since August 1999.
25	Osman-Gani, Aahad	AAHAD@ntu.edu.sg	New Competencies for Human Resource Development Professionals in a Knowledge-Based Economy: A Study of Managers in Singapore	Dr. Osman-Gani obtained MA and PhD degrees in international business and human resource development from Ohio State University, Columbus, Ohio, USA, and an MBA with double majors in management and marketing. Prior to this, he has earned a B.Sc. degree with first class and distinctions. He has been recognized as a fully qualified and accredited administrator of: the Myers-Briggs Type Indicator (MBTI), MBTI Expanded Interpretive Report, Strong Interest Inventory, and the FIRO-B. Dr. Osman-Gani has held various teaching and research responsibilities at the University of Chittagong, Ohio State University, and the Public Utilities Commission of Ohio, USA. He has worked as a consultant for various multinational and public organizations including the General Motors Corp, USA, The World Bank, Economic Development Board, Singapore Trade Development Board, Productivity and Standards Board, Ministry of Environment, Ministry of Defense, Department of Statistics, Ministry of Trade and Industry, Government of Singapore. Currently, he is an Associate Editor of: <i>Human Resource Development International</i> (Routledge, USA,UK), and <i>International Journal of Training and Development</i> (Blackwell, USA,UK). He is also a member of the Editorial Boards of: <i>Human Resource Development Quarterly</i> (Jossey-Bass, USA), <i>Journal of Teaching in International Business</i> (Haworth, USA), <i>Advances in Developing Human Resources</i> (Sage, USA), <i>Journal of Transnational Management Development</i> (Haworth, USA), and <i>International Journal of Organizational Analysis</i> (CASM, USA). He is the Chairperson of the Asian Chapter of the Academy of Human resource Development (AHRD). Dr. Osman-Gani has published many empirical and conceptual articles in reputed international journals, and regularly presents scholarly research papers in major international conferences (including AIB, AOM, AHRD). His doctoral dissertation was selected as one of the top three in the field of HRD by the ASTD Research Committee in the USA. He received several awards and recognitions including the President's Citation in 1991, Charles Mendenhall Award in 1990 from Ohio State University, and public service award from the PUCCO, State of Ohio in 1992. He is featured in the Harvard Business Reference Profiles in <i>Business and Management: An International Directory of Scholars</i> , in <i>INDO-ASEAN-Who's Who</i> , Rifacimento's <i>Asia/Pacific-Who's Who</i> and in BARON's <i>Who's Who of the Asia Pacific Rim</i> . Dr. Osman-Gani's research interest span the areas of International Human Resource Development, Cross-Cultural Management, International Technology Transfer, and Performance Improvement.
26	Pan, Daphne	cdthead@nus.edu.sg	Self-Development: Why, How and What Singapore is doing about it.	Associate Professor Daphne Pan obtained her BA (Hons) from the University of Singapore and MA and Ph D in English Studies from York University. She also holds an MSc (Ed) and the Diploma in the Practice of Higher Education from the University of Surrey. As Director of the Centre for Development of Teaching and Learning at the National University of Singapore, she is actively involved in spearheading and supporting efforts at enhancing teaching/learning through various initiatives, chiefly consultancies, faculty and student development, publication and research. She also teaches in the Department of English Language and Literature.
27	Peterson, David	David.Peterson@personneldecision.com	A Practical Guide to Building and Sustaining A Culture of Learning	David is Senior Vice President at Personnel Decisions International, where he serves as world-wide practice leader for PDI's Coaching Services. Together with Mary Dee Hicks, he co-authored the best-selling books <i>Development FIRST: Strategies for Self-development and Leader As Coach: Strategies for Coaching and Developing Others</i> . His current work focuses on executive coaching and consulting with organizations seeking to create greater strategic advantages through faster learning and better people development. He has been quoted in <i>Fortune</i> magazine, <i>USA Today</i> , and the <i>Wall Street Journal</i> .
28	Sambasivan, Ramesh	ramesh@itradeFair.com	On-line Mentoring and On-Line Learning from Role-Models.	Ramesh is the co-founder and C.O.O. of iTradeFair.com, Inc., a U.S. based technology company that offers specialized online marketing services through creation of interactive online venues. Prior to founding iTradeFair.com, Inc., Ramesh was a management consultant with PricewaterhouseCoopers LLP. Ramesh has an MBA from Oklahoma State University, is a certified Associate of the Institute of Cost and Works Accountants of India, and often quoted in the events-media for his pioneering thoughts on online events.

29	Sulmani, Tarik	sulmanit@aecd.com	Disolving the Human Resource Function in the Gulf Organization: Is It A Reality?	Dr. Sulmani holds a B.S. in Electronics Engineering Technology from Arizona State University, a Graduate Certificate in Computer Systems Applications from the American University, a Master of Science in two areas (Computer Systems Applications and Management Information Systems) from The American University in Washington D.C., and Ph.D. in the area of Information Systems from George Washington University. He is a member of ASTD, AMA, and Association for Systems Management. He has published over sixty papers on Human Resources, Arab Management, TQM and Reengineering that were presented in international conferences. Currently, he is working as the Vice President, Total Quality Management and Human Resources with Advanced Electronics Company, a high-tech electronics manufacturing company in Saudi Arabia.
30	Thompson, Robert	r.thompson@cqu.edu.au	Professional Self-Development: Producing Industry-Ready Graduates Using Learning Managers	Professor Richard Smith is Professor of Education and Innovation in the Faculty of Education and Creative Arts at Central Queensland University, Australia. He has published widely in Australia and overseas. He has been the driving force behind the development of the new degrees in Learning Management.
31	Trader-Leigh, Karyn	ktreaderleigh@cs.com	Managing the Knowledge Supply Chain--Initiatives for Strengthening and Investing in the Workforce	Dr. Karyn Trader-Leigh has over 25 years experience in the private and public sector. She has held positions as Director of Human Resources for Network Solutions, Inc. USA, as Director of Training and Development and Manager of Employee Relations with TRW Defense and Information Technology, a USA based firm, and a project director for the Joint Center for Political and Economic Studies. She completed Masters work in Organization Development, an MA in International Transactions and her Doctorate in Organization Change. Her dissertation work focused on resistance to change. She has international experience in Europe, Asia and Africa. Dr. Trader-Leigh is currently President of KTA Global Partners, a change management and cross-cultural consulting practice.
32	Willemyns, Michael	Michael.Willemyns@vu.edu.au	Effective People skills for the Professional Development of Managers	Michael Willemyns is a Lecturer in Organizational Behavior and Human Resource Management at Victoria University, Melbourne, Australia. He has twelve years experience in Organizational Psychology as a Training Manager, Consultant Psychologist to large organisations, and as a University lecturer. His main areas of expertise are manager-employee communication, cross-cultural communication, and leadership. He has given presentations in Australia, Asia, Britain, the United States and the Middle East, and has taught personal and professional development skills to thousands of managers and employees.
33	Milton, Philip	philip.milton@hct.ac.ae	Shared Learning	Philip joined Abu Dhabi Women's College in Sept 2001. He was brought in to establish the department of Educational Technology. Prior to arriving in the UAE he was based in Hong Kong for 10 years working as an Educational Technologist and Project Coordinator in the School of Creative Media and Interactive Multimedia Development Laboratory at the City University of HK. Philip started his teaching career in Western Australia teaching in the "School of the Air" (2-way radio teaching). He then worked for a number of years in mainstream primary and secondary education , a computing advisor for in the Ministry of Education and then 4 years teaching English in Japan prior to moving to HK. Philip holds a B.Ed in Computing, a M.Ed in Educational Computing and EFL and a Dip TEFL.
34	Sani, Dalhatu	dmsani@hotmail.com	Self-Development and Productivity in the Workplace: A Perspective from Nigeria	Presently, I am the Head, Human Resources Department of African International Bank Ltd, Nigeria – a medium sized commercial bank with a wide national spread with twenty years of operation. My responsibilities encompasses, among others, design and maintenance of our integrated HR system. Since joining the Bank, I have added value in the HR practice – through review of personal manual of the Bank, and have participated in the general review and implementation of our systems and procedures in 1996. The result of which is a more customer-focused bank with greater efficiency and quality service delivery. Being the Head of HR department, I have also influenced the formal integration of "mentoring" in our Bank. Prior to joining the bank, I had served in the public sector for over a decade. I was initially at our premier university, Ahmadu Bello University, Zaria, after graduation in 1978as a lecturer. I had my M.Sc.certificate in Public Policy Analysis and became strongly involved in the advocacy for citizen participation in policy formulation and implementation. The impact came with my state government, Kaduna state, co-opting me to serve in the project monitoring team concerned with educational system at the secondary level. I left the University in 1995 to take up job with the nation's leading executive management training institution – the administrative Staff College of Nigeria (ASCON) This exposed me to the rubrics of management consultancy process improvement assignments. Thus, my career as an HR professional has spurred close to two decades, whether at level or executive training level. I am 44 years plus and graduated with a B. Sc. in Political Science (2) , an M. Sc. In Policy Analysis, as well as an MBA. I am happily married with children.
35	Watkins, Glenn	gandawatkins@bigpond.com	Strategic Planning in Turbulent Time--Through Leadership and Self-Development	An Academic for 30 years, Glenn has been teaching at postgraduate level for the past 20 years. He has held positions at the University of Santa Barbara, the university of Western Australia and Edith Cowan University (Australia). Currently he is the Director of the Commercial Arm of the Australian Management Development and Research Center, Faculty of Business and Public Management and of Edith Cowan University Glenn was educated in Australia and Canada, gaining his PhD through a Killian Doctoral Fellowship, one of Canada's most prestigious awards. Glenn has also consulted widely in areas as diverse as corporate and strategic planning and marketing, organizational structure, job redesign, quality of working life, innovative and continuous improvement, recreation, and management of education. He has acted as a consultant to a wide variety of government, private and not for profit organizations, government agencies at the Federal, State and Local levels, Mining, Construction, Transport, Banking and Finance and Real Estate. He is currently designing an integrated management program for the Australian Federal Police.
36	Al-Jishi, Mohammed	ishimm@aramco.com.sa	Self-development in Saudi Aramco: A Success Story	Mohamed Aljishi is a Career Development Consultant at Saudi Aramco, with twenty years experience in the Human Resource field. He has served in various managerial and other professional positions in Saudi Arabia and Houston. He was an active member in the Transformation-2000 initiative, which redesigned the Company's Training and Development function. As the Company's "self-development man," he currently leads Saudi Aramco's Self-development Team. Mohamed is a certified facilitator of many popular management and development programs, such as Situational Leadership II, Team Building, Investment in Excellence, and the 7 Habits of Highly Efficient People.