

The Power of Diversity

A leadership and innovation lab hosted by the Global Leadership Academy, commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), and the Deep Democracy Institute.

The Power of Diversity

The **Deep Democracy Institute (DDI)** and the **Global Leadership Academy**, the latter commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), are introducing a new leadership and innovation lab called 'The Power of Diversity'. This lab brings together leaders and change agents working in social, academic, business and political contexts around the world to hone their real-time leadership skills, support and coach their organisations, teams, stakeholders and (potential) partners in generating new outcomes and embark on creative ventures.

Overview

In today's world, polarisation seems to be a growing phenomenon that is creating unbridgeable divides. Governments, businesses, political institutions and religions are struggling to create a joint global vision for dealing with challenges such as climate change, energy shortages, and economic, environmental, political and religious polarisation. 'The Power of Diversity' explores new ways of bridging divides and harnessing the inherent power that exists in diverging and converging trends. It is a leadership and innovation lab which goes beyond traditional approaches of dealing with power and diversity by introducing concepts and practical interventions based on modern physics, the science of complexity and cutting-edge psychology. It includes a new approach to awareness training on rank and privileges, and trains leaders and change agents not only to manage diversity and power processes, but also to harness and develop their potential. They will learn to facilitate large, diverse groups of leaders from different countries and sectors, and to exploit their enormous potential. Together we will learn how to devise and implement new initiatives and projects.

Benefits

'The Power of Diversity' will not simply be an 'ordinary' course with lectures and self-reflection exercises. Learning will take place in real-time situations within an ad hoc community comprising leaders and change agents with different cultural backgrounds from all over the world. Participants will all learn to facilitate and lead diverse groups in the midst of conflict, but also to devise, develop and implement projects together with international partners and to use the momentum to help tackle their own, ongoing challenges. They will learn management techniques for understanding and working with their own experiences, energy levels and ideas in a friendly yet challenging environment. Participants will learn to understand groups, conflicts, visions and strategies from cutting-edge perspectives. They will have opportunities to practice using new interventions and tools to develop projects and organisations in their own sphere of responsibility. The lab will create global networks for a change of perspective.

Lead Questions

The dialogue process will be shaped by the issues and challenges that participants bring to the table. We have already identified a number of questions that representatives from different sectors may seek to address in the context of the lab and their own work: How do I as a leader or change agent promote individual power and diversity (divergence) while bringing unity and synergy (convergence) to the system? How can we rapidly work through conflict and divergence in our own team so we don't lose impact in the field (market, community, etc.)? How can we proceed with our vision and strategies in a fast-changing and complex world? How can power and diversity within a group be handled together in a way that increases impact and efficiency? How can leaders achieve a perfect distribution of power? How do we negotiate with systems that seem inert and rigid?

The Participants



Elizabeth Adekunle

Executive Officer, African Women and Youth Organization
NIGERIA/GERMANY

Elizabeth is an enthusiastic, exuberant and well-spoken social entrepreneur, community developer, children's right expert, consultant, instructor and facilitator. For many years she is dedicated to accompanying African women and youth of different age and social status within and outside the African continent to discover, develop and to fulfill their dreams or vision. Her outstanding skills in understanding "diversity" helps build the potential of clients with migration background in Berlin who are cut up with the challenges of integrating into the German system.

She is specialized in rural development, Children's rights and gender inequalities, youth development through social enterprise and agro-international trade.

Her passion for change made her form African Women and Youth Organization (AWYO) in 2006 with friends, AWYO is a nongovernmental organization, which is committed to educating, equipping and empowering African women and young people to effectively create the desired positive change within their communities and serve as active players in the decision making processes of their communities.

She facilitates the AWYO Y-Count online platform with an over 5000 young people membership base on political empowerment of young people using the social media to air their views, created the AWYO Summer Camp Nigeria – Germany with Free University Berlin and established Community Enterprise Development (CED), an agricultural conference with IHK Potsdam.



Firmin Adjahossou

Programmes Officer, Symposium of Episcopal Conferences of Africa and Madagascar
GHANA

Firmin, Programmes Officer for Campaign and Advocacy for the Symposium of Episcopal Conferences of Africa and Madagascar (SECAM), is married to Mrs Frederique Badjo Tanoh (Cote d'Ivoire) and is living in Accra with their two daughters Ann-Joan and Alexa. He is holding two Masters of Science in Environmental Management, Option Environment and Public Health (2005), and in Biochemistry (2001) with a Bachelor of Science in Natural Sciences (1998) from University of Abomey-Calavi (Benin). Firmin has combined professional experiences from the fields, the teaching and the development policy levels. Before SECAM, he worked

with Weed Pathology Unit/Biological Control of Water Hyacinth at the International Institute of Tropical Agriculture (IITA) in Benin. Graduated from the 6th African Academic of Junior Chamber International (JCI) on Leadership and Entrepreneurial (2004), Firmin is Certified National Trainer and JCI Designer Assistant Trainer of JCI University and was awarded a life membership as JCI Senator No. 69816 since 2008. He has played a key role in planning and facilitating the advocacy work of the Church in Africa especially on issues pertaining to Peace-Building, Reconciliation and Development processes, Good Governance, Natural Resources, Climate Change and Food Security through consultations and programmes with regional and continental bodies as well as with the United Nations Systems on the Post-2015 Development Agenda.



Doris Akol
Commissioner General, Uganda Revenue Authority
UGANDA

Doris Akol is a lawyer and currently serves as the CEO - Commissioner General at the Uganda Revenue Authority. She has until recently been the Commissioner in charge of Legal and Board Affairs. She is an Advocate and a Commissioner for Oaths and a member of the Uganda Law Society and East African Law Society. Doris, a recent recipient of the Uganda Law Society's "Best Female Legal Practitioner In house Counsel" Award, is a Fellow of the Institute of Chartered Secretaries and Administrators UK and is a Chartered Secretary with considerable experience in Public Sector Management, Corporate Governance and Financial Management.

She has recently served as a member of Board Audit and Corporate Governance Committees for Kyambogo University and the Uganda Atomic Energy Council respectively. Doris has also served as the Treasurer for FIDA-Uganda and actively looks out for opportunities to empower women.

Doris has extensive experience in taxation practice, legal advisory services as well as practice and management of litigation of cases. She also has extensive experience in legislative drafting and review of public sector policies and legislation.

In her new role, Doris must oversee the Tax Administration in Uganda and increase revenue collections to enable the Government to fully finance its budget.



Allen S. Asiimwe
Country Director, Trade Mark East Africa
UGANDA

Allen is an Advocate and policy leader with over 17 years experience on governance, justice, trade, and regional integration issues. She has considerable experience in designing and leading programmes across the sub Saharan region and currently serves as a Country Director for Trade Mark East Africa in Uganda (www.trademarka.com). She directly oversees a budget of USD \$75m (and indirectly USD\$25m) for enhancing trade facilitation and business competitiveness for the period up to 2016.

She has supported policy and institutional reforms in a number of countries in Sub Saharan African including in conflict affected countries like Sierra Leone and Burundi. Allen is also a strong community leader and has initiated and led a number of advocacy actions to improve the lives of vulnerable and marginalised groups for instance through enactment of the Domestic Violence Act in Uganda in 2010 and initial work on the Legal Aid Policy. She serves on a number of boards and also served as Chairperson for the Uganda Women Lawyers Association (FIDA).

Allen holds a Master's degree in International Business Law from Manchester University (1998) and postgraduate diplomas in legal practice (Law Development Centre, Kampala), leadership and organisational action (online - Kennedy School of Government, Harvard) and human rights (Institute of Social Studies, The Hague). She lives in Kampala with her two children, Daniella and Jogi; loves Zumba and travelling with family and friends.



Ditjon Baboci

Director of Atelier Albania Unit, National Territorial Planning Agency
ALBANIA

Joni is an architect and planner born in Tirana on November 15th 1986. He graduated with an Honors Bachelor of Art at the University of Toronto in 2010 with a double major in Architectural Studies and Architectural History, Theory and Criticism. He worked in the private sector in Albania as an architect at "Studio A" since graduation until the beginning of this year. His current role at the National Territorial Planning Agency is director of Atelier Albania, a laboratory department of the agency which mainly deals with bottom-up approaches to planning and beyond the local staff of the Agency, employs a number of foreign consultants.

His main responsibilities include but are not limited to: helping the government clarify and implement its vision towards the territory; organizing workshops and ateliers which provide contextual and original solutions to issues encountered by different regions and sectors; organizing open-calls and competitions for public projects; organizing activities which negotiate and coordinate the relationship between centralized planning by the National Territorial Planning Agency and local planning by Local Government Units; and identifying projects with quick implementation and a direct impact on communities.



Denada Bare

Marketing Director, Waha Portfolio Management
EGYPT

Denada is a capable, results oriented general manager with experience in leading high performance teams, while significantly increasing efficiency and productivity. As a natural leader she is fully responsible for the day-to-day operations of various departments with different nationalities and cultures. As a dedicated manager she is highly successful in the achievement of profitable business growth through the creation and execution of successful business and marketing strategies. Denada is a competent strategist and thus capable of developing innovative plans, approaches and activities within teams and companies.

Her specialties are Investment Management, Asset Management, Emerging Markets Equities, Global IPO's, EMEA equity markets, Investments in PE funds, Energy, Hydropower, and Management in Media.



Prof Dr Andrea Budde

Professor, Alice Salomon Hochschule University of Applied Sciences
GERMANY

Andrea is a university professor for law and conflict management/mediation in Berlin, Germany for 12 years now. Before that she has been working as a lawyer for labor and employment law and as a mediator and mediation trainer in Cologne, Germany. She is 57 years old and mother of Thea, her 16 years old daughter. They live in the town centre of Berlin (Kreuzberg) which is great and sometimes stressful.

Andrea is very interested in the connection of inner work (mindfulness, contemplative practices for finding inner peace as compassion training as well as the connected neuroscientific and social scientific research) with methods and practices for peace

building. She would like to connect with the other participants: actors from different countries because she thinks that interconnected global learning between human beings in real life are basic for social change and social justice. She enjoys singing in her choir, improv theatre, swimming and horseback riding in the forest as well as reading and having a lot of fun....



Prof Dr Dženan Đonlagić

Vice Rector, University of Sarajevo
BOSNIA AND HERZEGOVINA

Dženan was born in Doboj, Bosnia and Herzegovina, on 31 May 1974. He graduated from the Department of Economics, International Islamic University Malaysia (undergraduate studies in English) and authored as well as co-authored several publications and expert papers in the field of macro-financial management, economics of monetary integration. Dženan has excellent knowledge of English and good PC skills, is married and a father of two children. From 1997 to 1998, Dženan was employed at the Fering d.d. Gračanica company as the export manager. Since 1998, he works at the University of Sarajevo, School of Economics and Business. As

a professor, he teaches the following subjects: undergraduate studies "Monetary and Public Finances", "International Finances", "EU Monetary and Fiscal Policy", "Business Finances", "International Economics", and "Central Banking" at the University of Sarajevo School of Economics and Business' Master Studies. From 2009 to 2012, he was Senator representing the School of Economics and Business in University of Sarajevo Senate (academic body). In a Dean's 2008-2012 term in office, Dženan was performing the duty of Vice-Dean/Executive Director of the University of Sarajevo School of Economics and Business, when the University became the first higher education institution in Bosnia and Herzegovina that received two prestigious international accreditations (AQA and EPAS/EFMD). Also during that period, the School of Economics and Business, via the EU TEMPUS program, he succeeded in starting two of the most prestigious academic programs: the PhD program with the University of Ljubljana Faculty of Economics and the Vienna University, and the "Public Sector Economy" master program and "Public Sector Management" with the Faculty of Economics in Ljubljana. Other prestigious projects such as the joint programmes with the University of Zagreb Faculty of Economics and the Griffith College Dublin, the Republic of Ireland, were also established by Dženan's commitment.



Lena Mahgoub
Independent Consultant
SUDAN

Lena has always had a passion for development, sustainability and corporate responsibility (CR). She successfully managed to embed CR and Sustainability in the business strategy of a leading Sudanese Food Company and has won awards in CR and social investment on both regional and global levels for DAL Food in the last few years.

Lena holds an MA (ECON) in Development Studies from the University of Manchester and a BSC (Business Administration) from Ahfad University for Women (AUW). Having worked for Ahfad University for Women, CARE International, the

Shell Company of the Sudan Ltd., the UN Global Compact Office and DAL Group she is a firm believer in the vast opportunities a partnership between the different stakeholders holds and how that can contribute to the MDGs and SDGs and creating the societal impact needed to bring about positive change.

Lena has also worked for the UN Global Compact office as an adviser for Sudan and is now part of the Steering Committee for the Sudan Network. She is currently an independent consultant working with private sector, public sector and civil society in Sudan.



Dr Iliyasu Buba Gashinbaki
Chief Executive Officer/Global Partner, Discovery Cycle Professionals
NIGERIA

Gashinbaki is the Founder/CEO of Discovery Cycle Professionals (DCP), a Management Consulting firm which provides tax, audit, management and policy advisory services to public and private organizations across West Africa. DCP is headquartered in Abuja –Nigeria, with a Country Office in Monrovia - Liberia.

Gashinbaki holds a B.sc Accounting and Master's Degree in Law Enforcement & Criminal Justice (MLC) from Ahmadu Bello University, Zaria - Nigeria. He also has a Postgraduate Certificate in Corruption Studies from Hong Kong University, Hong Kong (SAR). His several professional qualifications include: Fellow, Chartered

Institute of Human Capital Development (FCIHCD), Certified Fraud Examiner (CFE) from Austin, Texas, U.S.A; Certified National Accountant (CNA); Associate, Chartered Institute of Taxation (ACTI), and Associate, Council for Supply Chain Management Professionals, Lombard, Illinois, United States.

He has served in various capacities in public and private organizations such as; Office of the Chief Economic Adviser to the President of Nigeria, Nigerian Security Printing and Minting Company (NSPMC), Economic and Financial Crimes Commission (EFCC) and African Petroleum PLC (formerly British Petroleum BP). Gashinbaki is an author and a member of several Company Boards. He is married to Sadiya Gashinbaki and is blessed with three children.



Saša Gavrić

Executive Officer, Sarajevo Open Centre
BOSNIA AND HERZEGOVINA

Saša, born in 1984 in Bosnia and Herzegovina, graduated in 2007 with a Bachelor's degree in Political and Administrative Sciences from the University of Konstanz (Germany) and has an M.A. in International Relations and Diplomacy from Sarajevo. He is one of the founders and the Executive Director of the Sarajevo Open Centre. His areas of interest are: human rights (with a focus on LGBT and women's rights in Bosnia and Herzegovina), political systems of the Balkans and EU integrations. He is an author, co-author and editor of more than 50 journalistic and scientific articles, book chapters and books, all in the area of human rights and political studies.



Adel Ghazaly

General Director, South Egypt Development Association SEDAQ
EGYPT

Adel has twenty-four years of professional experience of working at foreign organisations inside and outside of Egypt, twenty years of them in the field of social development. He furthermore has extensive experience in managing and implementing USAID social development and ENGOs' capacity building programmes with CARE international and Save the Children Fund. He also has experience in women reproductive health programmes with John Snow Inc. Adel is well qualified in developing training materials and tools. One major project was with the UN women programmes and UNDP where Adel conducted trainings for female candidates preparing them for working at the Libyan parliament. Furthermore he is a certified trainer in election monitoring, human rights, democracy education from IFES. He published eight books about women political participation and reproductive health. Adel also has experience in conflict resolution since he is living in a tribal area, where unfortunately conflict is an omnipresent topic.



Josif Gjani

Coordinator for Finance Programming, Prime Minister's Office/Department of Development Programming
ALBANIA

Josif joined Prime Minister's Office / DSDC in November 2009 as Integrated Planning System Coordination Local Consultant, acting as Focal Point for Sector Working Group between Government and Donor Community in Albania.

In September 2010 he was appointed as a coordinator at the Strategies Unit for the sectors: Environment, SME Development, Public Finance and Agriculture and RD. He is responsible for EU/IPA programme; Germany (KfW and GIZ), and Austria/ADA.

Josif holds a Bachelor's Degree in: "Development Economics and International

Cooperation" and a Master's degree of Science in Advanced Economic Development: Major in International Economics, from the Faculty of Economy, University of Florence, Italy. Currently he is a researcher on Economics at University of Tirana, studying mainly the EU financial Assistance prospects.

Josif's experience focuses on project and overall aid coordination and management, EU Integration and IPA programming, development of Sector-wide Approaches and PBA, Strategic Planning and Monitoring.



Srđan Majstorović

Deputy Director, European Integration Office, Government of the Republic of Serbia
SERBIA

Srđan graduated from the University of Belgrade, Faculty of Political Sciences, Department of International Relations, in 2000. He received the degree of a Master of Arts from the University of Graz, Karl-Franzens Faculty of Law, Department of European Integration and Regionalism.

Srđan has been a Deputy Director of the Office for European Integration of the Government of Republic of Serbia since 2005. Since September 2013 he has been mandated to manage the European Integration Office. Prior to this nomination, Srđan worked in the Department for European Integration of the Ministry of International

Economic Relations of Republic of Serbia (2003-2005) as well as in the Department for European Integration and Multilateral Cooperation in the Region in the former Federal Ministry of International Economic Relations of FR Yugoslavia (2001-2003) where he was in charge of the regional cooperation initiatives and organizations. During 2002 he completed an internship program with the European Parliament.

Srđan was a member of the Negotiating Team of the Government of Republic of Serbia and he participated in the negotiations of Stabilisation and Association Agreement between Republic of Serbia and EU.

Currently he is participating in the accession negotiations between Republic of Serbia and EU. Prior to the start of the EU accession negotiations, Srđan actively participated in preparation of institutional and procedural framework for inter-ministerial coordination of the EU accession process.

Srđan is married, father of two.



Elizabeth Maloba

Independent Process Consultant and Business Coach
KENYA

Elizabeth is a process consultant, business coach and entrepreneur. She grew up in Kenya and found early in life her two passions – running small businesses and people development. She studied architecture at the University of Nairobi and worked as a financial analyst, a finance and administration manager, a board member, and a communications consultant before returning to one of her passions – people development.

Over the last 15 years Elizabeth has provided varied support in multiple roles to various organisations – management and leadership; administrative and logistical services; research; event design, facilitation and documentation; strategic and programmatic support – and built a couple of small businesses. Her key skill sets are in the areas of moderation, coaching, knowledge management and visual consulting. Her goal is to deliver synergy to her clients enabling them to achieve breakthrough results.

She loves travelling, reading, working out, watching movies, and coffee. Elizabeth is an active member of a Rotary Club and a volunteer conservationist.

She lives in Nairobi with two wonderful men – her husband and her son.

<http://businessafric.wordpress.com>



Nicoletta Manzini

International Relations and European Projects Manager, Fondazione Mondinsieme
ITALY

Born in 1983 in Reggio Emilia, Nicoletta has a Master's degree in International Relations and Development Cooperation with a Master's thesis on Cooperative Work and Women Empowerment in Palestine (where she did volunteer work for a nonviolent peace corps). She then specialised in microfinance and social impact projects, working in Europe and in Ghana for a Belgian NGO.

Interested in the recent Italian immigration phenomenon and the integration policies implemented by her city of birth (Reggio Emilia), she moved back to Italy and joined the Intercultural Centre Mondinsieme as International Relations and European

Projects Manager.

Thanks to Mondinsieme she could also explore her passion for photography and videography, making documentary films and videos on issues related to cultural diversity and intercultural dialogue.



Dr Fidèle Mutwarasibo

Commissioner, Irish Human Rights and Equality Commission
IRELAND

Fidèle is originally from Rwanda and moved to Ireland in 1995. He is currently an Advisor to the Board of Directors of the Immigrant Council of Ireland (ICI) and a Member of the Irish Human Rights and Equality Commission. Between 2002 and 2014, he worked with the ICI in various functions, including front line services, research, policy, advocacy and programme management. Prior to joining the ICI, he worked in community development with Canal Communities Partnership where he led the work with new communities and people with disabilities. Prior to this he worked with African Cultural Project as a researcher. Before moving to Ireland, he worked in emergency relief in the Democratic Republic of Congo; prior to this he was a secondary school teacher and community organiser in Rwanda. He was conferred a PhD in Sociology in December 2010 (University College Dublin). He is a regular contributor to debates on human rights, immigration, equality, integration, diversity, equality and social cohesion in Ireland, Europe and further afield. He has published extensively on these themes. He has served on many boards and advisory committees in civil society and the public sector, including: We the Citizens Speak Up for Ireland (April – December 2011), the Consumer Consultative Panel of the Irish Financial Regulator (2006-2010). He is a founding member of the Africa Centre and a fellow with the Transatlantic Forum on Migration and Integration (2008-2012), an initiative of the German Marshall Fund and the Robert Bosch Foundation.



Jovana Petrovic

Adviser at the Cabinet of the Minister, Ministry of Youth and Sports, Republic of Serbia
SERBIA

Jovana was born in Belgrade. After high school, she spent seven years in London where she obtained a BA in International Relations, MA in Public Policy and worked for a company that coordinated missions and operated on projects in high risk areas and new emerging markets, and whose main clients were UN, IMF, World Bank, US and UK governments, etc. Some of the projects coordinated by the company were: security of Baghdad International Airport, first diplomatic elections in Afghanistan, changing the currency in Afghanistan and Iraq, air force security in the US, anti-smuggling in Columbia and many others. Following that, she returned to Belgrade, as a Director of International Relations at a private university, where she transformed the way international relations were handled and took them from being expendable to being profitable. Currently, she has two daughters (3.5 and 2 years old) and works as Adviser at the Cabinet of the Minister at the Ministry of Youth and Sports of Republic of Serbia.



Aneta Quraishy

Research Officer Partnerships and Performance, British Council
GERMANY

Aneta read BA Communications Studies with English Literature at the University of Leeds, UK, followed by an MA in English Literature. Past positions include managing an International Youth Festival in the Arts and Regeneration Unit at Leeds City Council, UK as well as setting up the Fundraising Department for Amnesty International in Prague, Czech Republic. Within the Cultural Relations sector she was first based at the British Council Madrid office, where she managed project activity for the OPENCities (focus on cities and international populations). Since September 2011 she has been based in the British Council Berlin office. First she led Language

Rich Europe (focused on multilingualism in Europe) and her current role is Research Officer Partnerships and Performance. Aneta delivers creative high profile programmes and likes to be passionate about what she does. She has successfully led several international large-scale, multi-stakeholder, regional EU and partnership funded projects. The focus of her work has been on creating meaningful partnerships with diverse players in the cultural relations sector, as well as demonstrating impact of the work done through rigorous planning, monitoring and evaluation.

Areas of expertise: Cultural Relations, arts management, EC funding & Foundations, fundraising, city openness (international populations), multilingualism, long-term sustainability, stakeholder buy-in and public/private partnerships.

Areas of interest: Creative economy, social entrepreneurship, cultural relations, co-creation, innovation and capacity building and professionalising the NGO sector.



Dr Donald Rukare

Chief Executive Officer/ Co-Founder, The Governance and Public Policy Research Center
UGANDA

Donald is the Co-Founder of the Governance and Public Policy Research Center a young and growing think tank that provides high end research that informs policy formulation in Uganda. He is an Advocate and a Legal Specialist with over 20 years of experience in the field of human rights, good governance and development cooperation. Donald is President of the Uganda Swimming Federation, Vice President African Swimming Federation, FINA Bureau member and Secretary General of the Uganda Olympic Committee.

Donald holds a Bachelor of Laws (Honors) from Makerere University, a Master's degree in Law from Lund University-Sweden, a Graduate Diploma in International Law from the Institute of Social Studies Netherlands, a Graduate Diploma in Legal practice from the Law Development Center Kampala and a Doctor of Laws (LLD) from the University of Pretoria – South Africa. He has attended executive programmes in leadership and NGO management at Harvard Kennedy School of Government.



Dr Eriona Rushiti

Composer and Professor, University of Arts in Tirana
ALBANIA

Eriona was born in Albania's capital, Tirana, on 23 November 1971. The violin became her first love. This love goes so far that since the age of 12 the instrument has become part of her body, thought, and soul. During this time some of Eriona's teachers discovered her creative skills and even suggested that her path was leading her to become a composer. Their instincts were proven right when Eriona finished her studies at the Academy of Fine Arts, Tirana, for composition. The years 1994 – 1998 were years of postgraduate studies (specialization and doctorate) in Bucharest, Romania.

After her return to Albania, she worked for the Ministry of Culture, in the Department of Artistic Projects. Through this responsibility at the ministry, Eriona experienced how to organize and direct even large and prestigious projects which adds another set of skills to Eriona's professional experience.

Since many years already she follows with great interest and love another passion of hers: working with her students. Creating music means to lead fantasy, background and sensitivity towards a clear idea, towards a unique language, the unrepeatability. And to be unique in the idea, means that in life you have accomplished a mission: You leave signs! This is also the motto of Eriona's life.



Anna Sakiqi

Head of Delivery Unit, Delivery Unit at Prime Minister's Office
ALBANIA

Anna is a Director at the Delivery Unit working at the Prime Minister's Office. She joined this position in January 2014. She is in charge on monitoring progress and on strengthening the Albanian Government's capacity to deliver its key priorities.

Her previous experience is working in the private sector as Finance Analyst, Management Accountant and Internal Audit.

She graduated in Business Economics at the University of Bologna and has a Master's of Science in Business Administration at the same university. She is finalist in certifying at the Chartered Institute of Management Accountant (CIMA). She has also

an Executive Education, "Leading Economic Growth" from Harvard University.

She speaks Italian, English and Albanian. Her country experience includes: Italy, Great Britain and Albania.



Kathrin Tietze

Project Manager, British Council Berlin
GERMANY

Kathrin was born and raised in Weimar. After formal education she spent a year in Cambridge, UK. She has a degree in educational studies, English linguistics and psychology studying in Germany and the UK. Early on she developed a passion for human rights, equality and inclusion from a theoretic and activist perspective.

Previous positions include project coordinator at a city council and managing director at an NGO. Currently Kathrin is project manager at the British Council, the UK's international organisation for cultural relations. She manages education and society projects which usually are themed around diversity and inclusion. Kathrin is also part

of a global diversity network which supports the British Council's Diversity Unit in implementing their Equality, Diversity and Inclusion Strategy globally.

Kathrin is convinced that it is crucial to address power relations and structural discrimination in order to create more equal organisations/businesses/societies.



Joy Warmington

Chief Executive Officer, Brap
UNITED KINGDOM

Joy is CEO of Brap, successfully guiding the organisation to its cutting edge position where it is nationally recognized for producing innovative equalities and human rights research and interventions. A former lecturer with an MSc in Organisational Development and Management Learning, Joy has written and co-authored over 30 books, articles, and reports on subjects as diverse as implementing organisational change, improving public sector engagement practice, and using human rights to improve service delivery. Joy's services have also been sought by the Department of Health, the Department for Education, the Department for Communities and Local

Government, Birmingham City Council, and many others. Joy is regularly asked to comment on equalities issues in the media, most recently appearing in the Guardian, Economist, Daily Telegraph, and Health Service Journal in addition to numerous appearances on BBC radio and television.



Catherine Wurth

Project Manager Vielfalt entscheidet, Citizens For Europe
GERMANY

Catherine works for Citizens For Europe and is project manager for Vielfalt entscheidet in Berlin, for more cultural diversity in leadership positions in public and private institutions in Berlin. She is responsible for building partnerships, communication and project development. Prior to this, Catherine worked at the Ministry for Family and Integration in Luxembourg on diversity and integration issues. She holds master's degrees in Public Policy from the Hertie School of Governance, Berlin and in Migration, Mobility and Development from the School of Oriental and African Studies, London. Beside her work for Vielfalt entscheidet, Catherine is a

member of the Impact Hub Berlin and is interested in topics such as professionalisation of NGOs, social impact maximisation and innovative project management tools. Catherine was born and grew up in Luxembourg.



Silke Wüstermann

Marketing & Sales Director, Schülke & Mayr GmbH
GERMANY

Silke has 25 years of experience in Marketing and Sales of chemical specialty ingredients in a global business environment. As Marketing and Sales Director of Schülke & Mayr GmbH/Germany, a company of the Air Liquide Group/France, she is responsible for one third of the company's turnover. She is a member of the management board of Schülke & Mayr GmbH and the board of directors of Schülke Inc./US. Working for Schülke & Mayr GmbH since 1991, she is valued as an ardent learner and an important change agent. Her personal interest is organization development especially change management, personnel development and cross

culture work. She holds a Master's degree in Economics from the University of Freiburg/Germany. She lives with her husband and four kids as a blended family near Hamburg/Germany. When not working, she enjoys family life, yoga and vegan cooking.

The Hosting Team



Dr Ellen Schupbach, Dip PW
Executive Director, Deep Democracy Institute
USA

Ellen is executive director of the Deep Democracy Institute. She coaches individuals internationally, and studies and teaches process work and deep democracy in a large variety of locations and cultures throughout the globe. Her particular focus is on assisting individuals and groups to bring their deepest hopes and inspirations into the reality of their everyday lives.



Dr Max Schupbach, Dip PW, CPF
President, Deep Democracy Institute
USA

Max is president of the Deep Democracy Institute. He is together with Arnold and Amy Mindell a co-founder of the Process Work and Deep Democracy movement and co-founded most of its international institutes and training programs. He coaches leaders across industries, governments and spiritual communities and consults a wide variety of organizations worldwide. His work is featured in many national TV and Press programs that you can find on our website.

Ellen and Max are co-founders of the Deep Democracy Institute; a think tank, training institute, consulting group and publishing venture with sister organizations in the USA, Africa, Ukraine, Europe, Russia, Asia, the Middle East and South America. The Deep Democracy Institute focuses on bringing the parallel worlds of personal growth and psychology, spiritual directions and religion, social and environmental justice and science, politics, and business into One World across the globe.

Ellen and Max migrate between prolonged stays in a small village on the Oregon Coast and in Deep Democracy learning communities across the globe.



Claudia Apel

Global Leadership Academy, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
GERMANY

As Junior Specialist at GIZ's Global Leadership Academy, Claudia is part of a team that conceptualizes and organizes leadership and innovation labs focusing on complex social challenges such as dealing with the past, diversity, urban development, and the future of work. Being convinced that humans carry within themselves all the capacities needed for a meaningful and respectful way of living together, Claudia understands leadership labs as a great way of exploring what it can look and feel like to take on new ways of thinking, communicating and acting. Claudia

brings to her work the expertise from both of her Master's degrees, in Organizational Psychology and in Neuroscience, which she studied at Freie Universität Berlin, Germany, and Université de Fribourg, Switzerland. She enjoys the outdoors, travelling the world by bike, and good conversations with friends, family and foreigners.



Jan Wessler

Global Leadership Academy, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
GERMANY

Within his assignment as Specialist for Change Management in the GIZ Global Leadership Academy, Jan is leading the GIZ-teams for two leadership and innovation labs: The Power of Diversity Lab and the Urban Innovation and Leadership Lab. Holding a Master's degree in organizational psychology from Radboud University Nijmegen, Netherlands, his focus lies on change management, leadership development and group dynamics. He has gathered

experience in this regard in different processes with international groups of leaders and is especially interested in the transfer of innovative ideas into sustainable change. In his opinion leadership plays a crucial part in approaching today's global challenges. The combination of leadership development and innovation is the major goal of the labs Jan is responsible for. He is constantly working on optimizing leadership and innovation labs as new formats for international cooperation for sustainable development. He is an elected member of GIZ's workers council and representing employees' interests especially in matters of human resource development.

In his free time he is a passionate traveler and enjoys outdoor activities and photography.

The Hosting Organisations

GIZ and the Global Leadership Academy

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a federal enterprise and offers solutions in political, economic and social change processes. Most of the work is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ). However, GIZ also operates on behalf of other German ministries and public and private bodies in Germany and abroad. These include governments of other countries, the European Commission, the United Nations and the World Bank. GIZ is equally committed to helping clients in the private sector attain their goals. GIZ operates throughout Germany and in more than 130 countries worldwide and has more than 16,000 staff members around the globe.

With its international, cross-disciplinary and practice-oriented dialogue processes designed to strengthen leadership skills and innovation capacity, the **Global Leadership Academy** targets those in positions of responsibility from the North and the South. In this way, GIZ is supporting individuals and organisations worldwide as they work through change processes. GIZ has been commissioned to carry out this task by the German Federal Ministry for Economic Cooperation and Development (BMZ). The Global Leadership Academy brings together high-ranking participants from the worlds of policy-making, business, academia and civil society who might otherwise have never entered into dialogue with each other. The Academy provides a safe space for them to explore one another's perspectives, look at things in new ways, be inspired and invigorated, and initiate changes where they are needed. Participants develop specific change projects that they implement in their home countries, providing impetus for positive transformation.

The Global Leadership Academy focuses on the specific problems and challenges faced by participants rather than employing ready-made concepts, and attaches great importance to values such as transparency and equal opportunities. The experiences and perspectives participants bring with them promote a creative exchange across continents and strengthen cross-sectoral thinking. Through networking, participants are empowered to expand their sphere of influence and their opportunities to effect change.

To provide its services, the Global Leadership Academy works with international cooperation partners such as the Presencing Institute, the Nelson Mandela Foundation, and the Deep Democracy Institute.

The Deep Democracy Institute

Founded in 2006 as a think tank and educational institute that researches, applies and teaches Deep Democracy worldwide, we consult governments, conduct large scale change processes in businesses and NGO's, and facilitate and consult grassroots movements and communities. We facilitate Open Forums on issues that involve multiple stakeholders and polarize the public for groups of up to 1000 participants. We conduct training programs across the globe from San Francisco and Amsterdam to Moscow and Novosibirsk, Ramallah and Jenin, Downtown Nairobi and Kibera (an informal settlement adjacent to Nairobi, the second largest slum in Africa). We work in war zones - facilitated conflicts in postwar Yugoslavia - and currently work with polarized political streams in Ukraine, where we also consult and teach at the University of Public Administration under the President of Ukraine, the Ukrainian elite institute for Public Administration. We teach at the Moscow Business School and the University of Moscow and are regular guests at conferences and educational institutions across the globe.

Our methodology was developed out of a conflict resolution approach that is not contingent on the agreement of involved parties, and our large group facilitation and leadership methodology does not require breakdown of the large group into small groups. These characteristics are also central to our leadership and organizational development application, making it especially potent in environments involving multiple stakeholders that don't agree on common interests or partnered leaderships, and in "informal" movements or diverse startups and non-hierarchical collectives in fast changing, complex environments.

Deep Democracy is an approach that is based on a consistent theoretical understanding of the behavior of whole complex systems with inclusion of a Quantum perspective. Unlike similar paradigms, Deep Democracy places the observer/facilitator/leader in the complex river of events with all its turbulences, and not on the river bank of a neutral detached position. Leading means to understand and unite the team that rows the boat with you, and to simultaneously keep an eye on the goal of the journey while using the forces of the non-linear, fast changing course of the river. Worldwork, the engineering methodology of Deep Democracy, uses a phenomenological approach.

All methods come alive in the practical experiences of the leader and facilitator. We do not teach concepts and philosophies alone. Our learning groups work as ad hoc organizations and movements, our participants lead the learning groups and facilitate the process, and personal development tools are connected to organizational development and the ability to implement it on the home front, as is a supervised project that the participants begin to develop for their home regions.

Contact

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