

Full-size biographies – (see the Main Speakers' Profile for abbreviated biographies, including some that are not reproduced here; biographies received after September 25th have been added last, in random order)



Indra Adnan

Co-Director of New Integrity think tank and consultancy (www.newintegrity.org). Founded in 2002 with Pat Kane, author of *The Play Ethic* (www.theplayethic.com), New Integrity works to “connect true self with unprecedented opportunity in a 21C networked world”. Indra trained as a journalist (Assoc Editor, World News Publications), moved into arts production during the 1980s (founding Taxi International Theatre Co, The Taplow Court Festival and working as European rep for Min-On Concert Association) and arrived at cultural consultancy in the mid 90s. She founded Conflict and Peace Forums, creating an international platform for new ways and means of conflict transformation which gave birth to media think tank Reporting the World (www.reportingtheworld.org.uk). Parallel to this she ran Poeisis, an ‘ideas network’ which collaborated with major arts institutions including the ICA, Tate Modern and The Barbican and Nesta to investigate new forms of spirituality and human potential. In addition to the above, Indra is an Associate Programmer for the Institute of Contemporary Arts in London and sits on the board of top Scottish Arts venue, Dundee Contemporary Arts. Indra has also acted as a Buddhist counsellor for over 15 years.



Malcom Allan

Malcolm Allan is passionate about leadership – authentic leadership – and its development as the basis of effective and shared leadership of places – countries, regions and cities. He is the managing director of Authentic Transformational Leadership Ltd and a co-founder of Placebrands Limited. Between 1968 and 1973 he studied architecture, town planning and civic design at the Glasgow School of Art and then urban and regional economics under Prof. Peter Hall at the University of Reading in the UK. He then worked in the UK until 1991 for central and local government on regional and city economic development. In the UK he has advised the Department of Trade and Industry on its Inner City Initiative, the Northern Ireland Office on enterprise culture as a brand, and the former Department of Education and Science on technology transfer. In 1986 he was awarded a German Marshall Fund Fellowship and worked in Minneapolis-Saint Paul, Boston and Washington DC to assess the relevance of US economic development issues for the UK. In 1991 he became CEO of Sussex Training and Enterprise Council [TEC] in the UK, moving in 1994 to become CEO of Kent TEC before creating the Kent-based Learning and Business Link Company in 1999. With this company he won a number of awards from Investors in People UK as Best Support Partner in the UK and from CISCO Systems and Inc Magazine for innovative use of the internet in promoting international trade. In 2001 he formed the consultancy ThingGlobal which metamorphosed into Authentic Transformational Leadership Ltd. in May 2003. In December 2003 he helped to create Placebrands Limited, which, as its name suggests, helps places to create brands, taking a lead within the company on the development of the leaders of place brand partnerships at national, regional and city levels. At the international level he has recently advised representatives of the government of Ecuador on the creation of their national brand strategy and, at the level of the city he is currently working on a place brand strategy for the former Shell Oil plant in North Amsterdam on the river IJ. With colleagues he has recently developed programmes for “Authentic Leadership” and “Leading Partnerships for Public Purpose” for the Academy of Authentic Leadership. Malcolm’s work has taken him to the USA, Europe, South East and North East Asia. He has written and lectured extensively on economic development, business development and workforce development. Most recently he has written on the contribution of place branding to economic development. With his fellow directors at Placebrands he is writing a book on place branding and is also writing a pamphlet on “Leadership – Key to the Brand of Place”.



Stephen Alleway, PWC Zurich

Stephen is a Manager in PricewaterhouseCoopers Transfer Pricing and Value Chain Transformation Team in Zürich. Stephen has an economics background with first-class honours degree in Economics from the University of Birmingham (UK) and has been working in PricewaterhouseCoopers since 1998. Prior to arriving in Zurich, Stephen worked in PricewaterhouseCoopers offices in both London and Sydney and has gained broad international experience in assisting multinational companies to identify their key value drivers and establish an appropriate business model/transfer pricing structure going forward. Stephen currently manages a small team of consultants and assistants in providing consultancy services to Swiss based MNCs.



Mike Anson

Mike Anson is an entrepreneur and the owner and CEO of Leading Technologies Group, a Swiss high technology business start-up and management consulting company. Leading Technologies Group has implemented and managed the start-up of 17 companies and projects in Switzerland and Europe and founded 7 legal entities in its 17 years of operation.

Mike is also the founder and CEO of a not-for-profit organization, Life Quality Enhancement Organization, whose mission is to coordinate and conduct worldwide research, publish information, organize and hold events on happiness, well-being and life quality enhancement processes, methodologies and empowerment solutions. Life Quality Enhancement Organization is currently coordinating, orchestrating and creating, in collaboration with a global team of partners, a world fund and spiritual bank, to be located in Switzerland, which will finance individuals and projects that address and can resolve the “root causes” of our global challenges in an ethical and sustainable manner.

Great Leaders • Good Leaders ©



Mike has garnered extensive experience living, starting up and managing companies in Asia, Europe and the Americas. Mike currently resides in Martigny, Switzerland with his family.



Marzena Arszynska

BP - Retail HR Manager for Central & Eastern Europe.

Psychologist by education, experience in various HR and business roles.



Richard Barrett, Managing Partner of Richard Barrett & Associates

Richard works with corporate leaders and senior executives in North America, Europe and Australia to develop values-driven organizational cultures that build human capital, embrace diversity, strengthen financial performance, and support sustainable development. He is an internationally recognized keynote speaker on building values-driven organisations. He is a Fellow of the World Business Academy, and Former Values Coordinator at the World Bank. He is the creator of the Corporate Transformation Tools – culture assessment instruments for mapping the values of organizations – and the Corporate Values Game – a business simulation game that links values-based decision-making to bottom line results. For more information go to <http://www.corptools.com> or <http://www.valuescenter.com>.

Mr. Barrett is the author of *A Guide to Liberating Your Soul*, Fulfilling Books, 1995 and *Liberating the Corporate Soul: Building a Visionary Organization*, Butterworth-Heinemann, 1998. This book is available in 9 languages – Chinese, Danish, Dutch, English, French, Japanese, Portuguese, Spanish and Thai.

Richard is currently working on a new book entitled *Love, Fear and the Destiny of Nations* where he describes the models and tools he has developed for mapping the values and measuring the consciousness of communities and nations.



David Batstone

It is a rare set of skills that enable **David Batstone** to be active as a business entrepreneur, professor and journalist. Batstone is the Executive Editor of *Sojourners* magazine, the leading voice at the crossroads of politics, business, spirituality and culture. Batstone was also a founding editor of *Business 2.0* magazine and a contributor to *The New York Times*, *Wired*, *The Chicago Tribune*, *Spin* and *The San Francisco Chronicle*. He is the recipient of two national journalist awards and named the National Endowment for the Humanities Chair at the University of San Francisco for his work in technology and ethics. Gifted as an entrepreneur, Batstone plays an executive role in a niche investment bank operating internationally in the entertainment and technology industries. During the 1980s, he founded and directed a non-governmental agency dedicated to economic development and human rights in Latin America.

David Berry

David led two Interagency groups at the White House Council on Environmental Quality for seven years and now is a consultant and facilitator working with government and private sector organizations on sustainability and spirituality.

I will be talking about "Invitational Leadership": inviting people to notice and step into the space of deep interconnection that is always present.



Charles Betterton

Charles Betterton has over thirty (30) years of executive leadership and turn-around management experience in government, community development, community economic development and non-profit organizations involved in personal, organizational and community empowerment. He is the cofounder of several nonprofit organizations including CENTER SPACE (the Center for Spiritual, Personal And Community Enlightenment) and the New Thought Business Network. He is also cofounder and CEO of four start-up companies (partly owned by those nonprofits) that have a shared vision of fostering personal, organizational, community and spiritual empowerment, transformation and enlightenment. The four companies include Wisdom, Wealth, Wellness, Inc., Universal Empowerment, Inc., Ultimate Destiny and the Imagination Center, Inc. Between them, they have donated 17,000,000 shares to CENTER SPACE and its New Thought Business Network to help promote the positive and practical application of Spirit principles and practices in business.

Charles has a Masters degree in Community Economic Development from Southern New Hampshire University, he is a member of the World Business Academy, Social Venture Network, serves as a Circle Member of IONS (Institute of Noetic Sciences) and he has lived in and served in leadership roles in spiritually-centered intentional communities for most of the past 25 years.



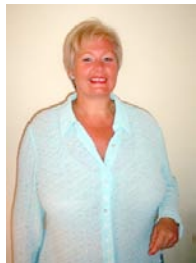
Martin Böckstiegel

"Harmonia Consulting is a young small player in innovative counseling based in Berlin, Germany. It was founded in 2004 by Martin Böckstiegel, who established this new concept of dealing with conflicts in teams. He developed its methodology by interconnecting well-proven knowledge on sound to an active professional training doctrine leading to the highly practical "soundshop" approach. All "soundshop" units are personally designed, tested and conducted by him, generating a firm feedback loop for permanent empirical improvement. Prior to his pioneering for Harmonia Consulting Dr. Böckstiegel has worked many years as a lawyer in international law firms and as CEO for a small group of companies focussed on knowledge visualisation. He has profound expertise in conflict resolution from different professional points of view."



Jerr Boschee

- * Just named to the United States nonprofit sector's "Top 50 Power & Influence" list by *The Nonprofit Times*
- * Have delivered master classes about social entrepreneurship in 41 states and 12 other countries
- * Co-founder of Peace Corps Encore!, an international NGO that sends former Peace Corps Volunteers and staff members back into service on short-term assignments that match their professional expertise with specific needs
- * Co-founder of The Social Enterprise Alliance (formerly known as The National Gathering for Social Entrepreneurs), the leading membership organization for social entrepreneurs in the United States
- * Former President and CEO of the National Center for Social Entrepreneurs



Sue Bottomley, Director Coaching People Limited

Sue is an Executive Coach based in the United Kingdom.

Previously engaged in the banking industry, in 1991 commenced her own company Coaching People Limited with the intention of creating understanding, responsibility, momentum and passion in the wide spectrum of companies she works alongside.

Particular emphasis is placed on leadership programmes bringing the Arts and Business together to create organic and dynamic progression.



Niklaus Brantschen

In 1995 He founded with Pia Gyger the Institute for Creation of Spiritual Consciousness in Politics and the Economy (ISPW), which was renamed Lassalle-Institut in the year 2000.

From 1973 to 1987 he was a member of the leadership team at the education center Haus Bad Schönbrunn, and was Director of the center from 1977 to 1987.

From 1987 to 1993 he was a university chaplain in Zurich. During this time he completed his formal training as a Zen teacher in the Sambo-Kyodan tradition under the direction of Yamada Koun Roshi in Kamakura and was given the name Go-Un-Ken (Cloud of Enlightenment). In 1999 he became an authorized Zen Master in the White Plum Sangha and received the additional Dharma name Jinshu (Divine Source).

In 1993 he repositioned Haus Bad Schönbrunn as a Center for Spirituality and Social Consciousness and gave it the name Lassalle-Haus. He was Director of the Lassalle-Haus until autumn 2001.

He is an experienced seminar leader, a much sought-after speaker, and an author whose books include "Du selbst bist die Welt" ("You are the World") and "Auf dem Weg des Zen. Als Christ Buddhist" ("On the Zen Path. A Christian Buddhist")



Kaja Bredemeyer

Kaja has a degree in education and was trained as a high school teacher for sports, physics and biology.

For 30 years she has played Volleyball, 10 years in the German League and for a short time in the German National Team.

After my studies I decided not to work as a teacher but to work as a consultant in an international advertising agency. During this time I worked for several big international clients such as Renault, Lancome and L'Oréal.

In 1993 I started as a saleswoman in the biggest German private TV station for RTL, RTL II, Super RTL, VOX and n-tv and became one of the three sales managers of the company.

I like to work in a team and became a leader, creating the space for her people to grow and discover their own potential. I found out that it is very difficult to work like this within a system that still works in an old paradigm,

so I decided to leave the company.

Twelve years ago I began to participate in diverse seminars for personal growth and leadership development and studied to become a trainer and coach. I now work with my sister in the international association Bredemeyer & Friends.



Sabine Bredemeyer, Founder of Bredemeyer & Friends – **SiB Steward**

Sabine lives in Düsseldorf, Germany, and has been an independent consultant for organizations and communities for the last 18 years. In 1987 she started her own PR-agency, where she discovered large group intervention tools such as Future Search Conferences, Open Space Technology Meetings, Real Time Strategic Change conferences, Appreciate Inquiry, World Café and others to support her clients to discover who they are and generate powerful visions.

From 1992 onwards, Sabine trained with many of the originators of these methodologies in becoming facilitator for large group interventions, personal and business coaching, master hypno-therapy and personal development training.

In 1998 Ms. Bredemeyer facilitated the first Future Search Conference in Germany – focusing on the future of a complete city. The former president Roman Herzog invited her to Berlin to present this project during the German "day of innovations" in Berlin, which catalyzed a breakthrough for Future Search conferences in Germany.

After having been a successful entrepreneur in 2000, she sold her PR-agency to concentrate on consulting.

As a coach, consultant, facilitator, and trainer Sabine works on organizational health and transformation, conscious leadership and personal development. Her clients are large and mid-sized German and international companies, organizations and communities.

She has published articles and co-authored several books about organizational change, large group interventions, and management tools. She is also a speaker at German and international conferences.

A graduate of Heidelberg University (Linguistics/Philology/Law), Catalyst, inspired by the challenges and chances of the new century, powerful, inspiring and international. Interested in the potential of human beings and the ways to unfold it. Being able to inspire organizations and communities to create themselves as "healthy organisms", energetic and powerful enough to generate and realize the best possible future using all the potential which is already present. Compassionate personal coach and trainer, supporting individuals in unfolding the richness of their potential.



Bill Brinkman, Director for Leadership Formation, Ascension Health

Bill has had a diverse career as a military officer and as the director of programs for spiritual development. Bill currently directs a program for the spiritual formation of Catholic healthcare executives, at Ascension Health, the largest not for-profit healthcare system in the USA. This program involves the integration of personal spirituality, theological reflection on the Catholic faith tradition and leadership skills and is designed to prepare lay leaders to assume increased responsibility in the healing ministry.

Bill's primary interests are in leadership formation and strategic planning. His career includes thirty years of service as a U.S. Navy cryptologic officer and leadership development responsibilities at several large healthcare systems. He has designed executive seminars in managing large scale change initiatives in the Navy and in the healthcare industry. He was a member of the Navy's implementation team for Total Quality Leadership and commanded a Naval Station which was awarded the US Senate Quality and Productivity Award. Bill was also recognized by the National Security Agency for his work supporting that organization's Presidential Award for Quality.

Throughout his career Bill has remained active in church ministries, including parish governance, liturgy and young adult education. Bill is also a hospice volunteer. He has co-authored a book for use by parents in the spiritual development of their children, *Leading Our Children to God*.

During Bill's military career he lived in Japan, the Republic of the Philippines and Spain and served on a variety of ships and reconnaissance aircraft. His assignments in the United States included Commanding Officer of several naval bases. While assigned to the Pentagon, Bill initiated a software quality improvement program for shipboard self-defense systems. This effort was recognized in the *Journal of Electronic Defense* as the Navy's ground-breaking effort in Total Quality.

Edgar Britschi, Chairman, Young & Rubicam Holding, Switzerland CEO, Advico Young & Rubicam, Advertising, Zurich-Gockhausen

With 25 years experience in marketing management and brand stewardship Edgar C. Britschgi joined Y&R in September 2002 to head the Swiss agency group Advico Young & Rubicam. He was elected Chairman of Young & Rubicam Holding Switzerland in 2004.

Having completed his studies in Switzerland, Germany and France he started his career in marketing consulting, then switched lanes and became European Marketing Communications Director of a leading textile brand, where he worked in Denmark, France, Germany, Italy, Spain and the U.K. Four years later he was transferred to the U.S. and named Vice President Marketing responsible for developing this new market.

Back in Europe in 1981, Edgar C. Britschgi held senior management positions at TBWA, Ogilvy & Mather and was Managing Partner with Saatchi & Saatchi Business Consulting (Switzerland) during the start up phase.

In 1992 he joined UBS, the leading banking group in Switzerland, to create and lead their Group Corporate Marketing department. He launched and managed the "One global bank – One global brand" initiative and was responsible for the brand change globally. During his leadership major award winning campaigns were created for the banking group, brand stewardship initiated, new research tools installed and sponsorship and events renewed.

Prior to joining Y&R Edgar C. Britschgi was a Partner with Accenture, the leading management and technology service provider. Based in the Products/Consumer Market unit, he was a member of the leadership team for Human Performance and Brand Manners in Europe and served clients in consumer goods, retail, automotive and financial services.

Edgar C. Britschgi holds an MA (social psychology) and MBA (focus on international management) degree. He has published numerous articles, several publications and has given a large number of seminars on marketing management, brand stewardship and intercultural change around the world.

Karen Wilhelm Buckley – SiB board member



Karen is Principal Consultant and Founder of Communicore Consulting Services. Founded in 1979, Communicore acts as a thinking partner with organizations to address the foremost challenges of the new century. Communicore's clients include: Pacific Gas and Electric; Dupont; County of Santa Clara; Environmental Protection Agency; American Society on Aging, Grace Cathedral; The Rudolf Steiner Foundation; Electrical Distributors Association, the Association of Waldorf Schools of North America and the California Institute for Integral Studies.

Karen is President of the Coros Board, sits on the Spirit in Business Board and a founder of the Greenwood School, an innovative Waldorf inspired elementary school in Mill Valley, California.

Karen's work on organizational change and spirit-filled leadership has been published in many professional journals and books, including *Transforming Work and Transforming Leadership*, edited by John D. Adams, 1984 and 1986, re-published in 1998.

From 1980-1991, Ms. Buckley co-organized leading-edge forums on Corporate Citizenship, Organization Transformation and Intuition in the Workplace, as well as an International Conference on Intuition in Business with the International Management Institute, Geneva, Switzerland. The World Business Academy, awarded Ms. Buckley the first Annual Willis Harman Award in 1990 for her outstanding contribution as a Fellow of the Academy.

Karen has recently founded The Wisdom Leadership Initiative, exploring and supporting the wisdom of women in leadership through Women's Forums and research.

Tom Butler – GRI Equity



Tom has over 15 years' finance and management experience, including professional venture capital and entrepreneurship. His particular interest and expertise is in finance and sustainability. He also is executive director of Ballin Temple, a rural leisure enterprise, and Astraea, a web-based knowledge enterprise focusing on sustainability in body, mind and soul.

Previously he was responsible for building the Mekong Region business of Crosby Asset Management, a private equity manager in Asia. He started the Hong Kong Industrial Technology Centre, a technology incubator, and initiated Indosurya Securities' venture capital business. He supported the Managing Director of Morgan Stanley Asia, a full service investment bank. He managed the turn around of Berkshire Equitation Centre, a small horse livery business. Internship experience at Baring Brothers Hambrecht and Quist, a venture capitalist, and SG Warburg, a securities house, and MacFarlanes, solicitors.

Other skills include finance (EMBA) lecturer and venture capital (IAPPEI) training, certified organic horticulturalist (IOFGA), windsurfing instructor. Education qualifications include MBA from IMD, BScEcon (Finance) Wharton School.

In parallel to GRI Equity, Mr Butler initiated ventures serving the LOHAS* market.

He is married and parent of 4 children.

Frank Buunk

Dutch art dealer and sworn valuer in paintings. Director/owner of Simonis & Buunk Art Gallery, Ede, specialized in 19th and 20th century Dutch master paintings. Art gallery since 1977, which has evolved into a company employing 25 staff members. Plays a prominent part in the European art trade.



Marinella Campagnoli

I have been working in advertising as art director, for the last 20 years, in B&B, Leo Burnett, McCann Erikson, and in j.Walter Thompson for the last 15 years.

After having taken care of most of the biggest historical brand in jwt, since 2002 I am also working in ethico in JWT, expert unit in the field of CSR.

I generally face the creative process as I face a cooking recipe: I look inside the brief, I see if there is something good to combine together, I cook.

No one recipe is like the next, this is fun.

You can realize your inspiration because it is possible that you have the ingredient under your eyes.

It is a pleasure to share, a very real pleasure. In particular the CSR related area is something I enjoy because you mix gently together beauty and goodness. For somebody who really needs both.

Pat Cane

He is a writer, consultant, musician and activist. His most recent book, *The Play Ethic: A Manifesto for a Different Way of Living* (published by Macmillan, and available at www.theplayethic.com), was described by Will Hutton in *The Guardian* (UK) as 'fresh

and insightful', by Charles Leadbeater as 'vital, entertaining, thoughtful and provocative', and by Douglas Rushkoff as 'important as it is fun'. The book explores the creative and generative power of play, and proposes that a shift from 'worker' to 'player' would be an effective new identity for information-age citizens and producers.

Pat is also a partner in the human-potential consultancy New Integrity (www.newintegrity.org) with Indra Adnan. They have used ideas from the Play Ethic to consult for organisations as various as the Scottish Executive, Bartle Bogle Hegarty and the Cabinet Office.

As a singer with Hue & Cry, Pat has shared a stage with artists like Ray Charles, Madonna, James Brown, and Van Morrison; as an activist, he campaigned for the introduction of a Scottish Parliament, and was elected Lord Rector of Glasgow University in 1990. He has two daughters, and lives in Glasgow and London.



Sesto Giovanni Castagnoli

President and Member of the Board, World Spirit Forum, Arosa, Switzerland

Entrepreneur, development consultant and spiritual bridgebuilder, he sees himself today as an evolutant. But his life has been far beyond being a one way street. Following his commercial education and seven years in management positions of trading and production companies, Sesto Castagnoli started his own production and trading company network.

Always keen on unifying people and cultures, he created and ran several development organizations and trading networks in West Africa in the last two decades. It was during these years of cultural and continental bridge building, that Sesto's deep longing for a world of peace, economic equilibrium and spiritual unity evolved. The World Spirit Forum (WSF) is the reflection of this vision. Sesto's passion for realizing his vision is the driving force behind and within the World Spirit Forum.



Amber Chand, Co-Founder for Eziba

A leading retailer of handcrafted objects from around the world. During the company's four-year history she has been instrumental in creating and dramatically growing a socially responsible multi-million dollar enterprise that directly contributes to the economic and cultural viability of artisans and communities worldwide. Prior to that, as Director of the Museum Shop at the Williams College Museum of Art, Amber's expertise in global craft helped support a strong merchandising initiative that highlighted the Museum's exhibition programs and generated substantial revenues for the institution.

Born in East Africa of Indian parentage, and expelled from her country during a time of political turmoil in her youth, Amber has developed a profound interest in issues affecting global exchange and peaceful dialogue. Most recently she was invited to be a founding member of the Womens Business Council for Peace, an entity that grew out of the Global Peace Initiative for Women Spiritual and Religious Leaders. Amber is also a Member of the Business Advisory Council for Women for Women International, a global organization supporting business women in areas of conflict.

Panelist at the World Bank Artisan Enterprise Learning Forum, Washington, D.C.(2000)

Speaker at a conference sponsored by the World Bank entitled: The Economic Impact of the Arts on Sustainable Development, Asheville, North Carolina (2001) Speaker at Women, Empowerment and Enterprise Conference, Baypath College, Springfield, Mass. (2001) Keynote Speaker at First Annual Womens Business Conference of the Berkshires, May 2003 Speaker at Spirit in Business Conference, San Francisco. Entitled "Business and PeaceMaking: The Case of Eziba." June 2003

Speaker at Business Womens Breakfast Forum, San Francisco, June 2003

Distinguished member on a panel of judges invited to adjudicate the Inaugural Bolivian Craft Fair, Le Paz, Bolivia, 2000. Panelist on a United Nations-sponsored panel asked to address the youth of Rwanda, Kigali, March 2003.

Amber has appeared in a variety of media including CNN World News; CNN Headline News; New England News Channel, Boston; Connecticut TV. Her interviews have appeared in a wide variety of publications including Chicago Tribune; Associated Press; Boston Globe; New York Times; Washington Post; Los Angeles Times, and most recently, Marie Claire which published her Rwanda Journals.



Sue Cheshire – SiB Steward

Co-founder and Managing Director of The Academy for Chief Executives in the UK. The concept of leaders learning with leaders, harnessing the interrelationships with mind, body and spirit and its beneficial effect on the performance of business is an ongoing passion. The Academy has been growing over the last seven years; is strongly values driven (compassion, courage, curiosity and integrity). The company exists to inspire leaders this is The Academy's underlying purpose the reason why we are in business. To inspire leaders to have, to do, to be whatever it is they choose to be.

Sue's passion for stretching the boundaries of leadership development even further, led to her co-founding Leaders Quest in 2001, inviting business leaders across disciplines and cultures to share their experience and talent with other inspirational leaders around the world including America, India, Africa and China. These

Leaders Quest trips have enabled business leaders to connect and engage at a deep level, with some of the critical issues facing the world today. Sue is a Non-Executive Director of a UK business in the technology sector. Previous roles have included CEO for major business support organisation, supporting the business growth of SMEs in the South East, Director for The Institute for Small

Business Affairs and Board member for the National Business Link Accreditation Advisory Council. Also Sue has undertaken community responsibilities as a magistrate, as chairman of a board of trustees for a homoeopathic hospital, a coach and lecturer for special needs in enterprise.

Sue holds a degree in psychology and has a passion for supporting growing companies through peer group learning. Her experience over 20 years working with owner managers and leaders of SMEs has developed her particular interests in leadership and coaching for high performance in both personal and business lives; the importance of brand reputation and organisational values; social responsibility, sustainability and creating a bridge between different worlds.

Sue is a well-known national figure in the enterprise world, a creative entrepreneur and a regular speaker, coach to CEOs and writer on leadership issues and peer group learning.

Monica Clare

Monica Clare is a lecturer of International Economics and Economic Policy at the University of Applied Sciences in Wiener Neustadt, Austria. She is a doctoral student in the Department of Political Science at the University of Vienna. Her research is in the area of Corporate Social Responsibility of TNCs, specifically, the motivation and decision making processes of leaders who are considered to be socially responsible.

Born and raised in Southwestern Ontario, her early interest in power, politics and economics was inspired by her family of community leaders and international entrepreneurs. This interest has intensified during the last 8 years of traveling around the world and witnessing, first hand, the extent and impact of globalization.

She graduated from the University of Western Ontario, London, with a B.A. in Economics (1987), from the Society of Management Accountants of Ontario, Toronto, with a Certificate in Management Accounting (1992), and from the Schulich School of Business, York University, Toronto, with an MBA - majoring in international strategic management (1992). She is also a graduate of the Diplomatic Academy of Vienna, where she obtained a Certificate in International Studies (2001), and has recently finished a 5 month study semester in Southeast Asia.

In the late 80's and early 90's she worked in Canada as an auditor in public accounting and as a financial analyst in the cable television industry.

Stephen Constant, PWC Norway



Maureen Cooper

combines more than twenty years of experience as a professional educator and senior manager in a non-profit organization, with a hands-on education in Buddhism. She has been trained in managing teams and organizations as an application of spiritual values. She has conducted workshops and training programmes worldwide. Born in London, she currently lives in Amsterdam.



Federico Cuneo – SiB National Steward

SiB National Steward - Director at Ernst & Young Peru.

He took up in May 2004 the presidency of Perú 2021, the principal not for profit organization promoting corporate social responsibility in Peru. Previously he was Vice President of the organization. He studied accounting at the Eastern Michigan University, with post-graduate studies at the University of Georgetown, ESAN and the University of Piura. He has vast experience in financial consulting companies, such as Arthur Andersen and Ernst & Young, in which he held the positions of Finance Manager and Business Director, respectively. He also worked for the Industrial Bank of Peru, BankBoston, the brewer Backus & Johnston and AGP Industries, among other companies.



Oliver Damm

Born 1964, University Diploma in Business Studies, specialist in systemic strategy for predatory competition. 16 years experience in various sectors of investment, management consulting and personnel matters.

Mr. Damm started his business career in 1992 with the establishment of the first fund for futures and currencies at German law. He served the company as a CEO for three years before becoming a partner of a trading company in Zug in 1995. As a registered commodity trading advisor with the CFTC, he was responsible for the company's fund development. In 1998 Mr. Damm started a consulting company for systemic strategies based on his extensive experience gained in various positions in the financial markets. In 2001 he developed a career strategy product designed to help people become more successful in their own career processes. At the beginning of 2003 Mr. Damm started a research project together with a partner, a psychologist. This project

researched the significance of the Limbic System in the human brain and its implications for determining an individual's chances of success. They concluded that this part of the human brain does indeed have tremendous influence on how people receive and

process information and consequently how they act on it. With considerable knowledge now to hand, Mr. Damm and his partner founded the company Human Experts Damm & Schneider in Riehen, Switzerland. Using their consulting experiences, they developed a test - The Limbic Personality Check - which measures how the Limbic System in an individual person is configured. The test shows which natural abilities and limitations people have. In the meantime the test has received broad recognition in the fields of people assessment, team building, marketing and management. It is distributed internationally by Limbic Personality LLC in Wangen, Switzerland, where Mr. Damm serves as a Managing Partner.

Mr. Damm is married with two children and lives in Wangen, Switzerland.

He likes the excitement of strategy development, setting up new businesses, helicopters, fitness training and is also an avid reader.



Consuelo V. Dantes, Senior Vice President - Planters Development Bank Makati City, Philippines

Consuelo V. Dantes or Chel holds a bachelor's degree in Economics with Honors from the University of the Philippines. She is a Senior Vice President and the Group Head of the Support Services Group of Planters Development Bank, the leading bank for small and medium enterprises in the Philippines, and one of this year's International Spirit at Work honorees. She concurrently heads the bank's Human Resources, Training and Organizational Development Department. She plays a leading role in the implementation of programs and activities for culture transformation and nurturing spirituality in the workplace. Chel is also a director of Plantersbank's affiliates and subsidiaries.

Chel is a wife to Augusto Dantes Jr., a businessman, and a mother of two children.



Jeroen Drontmann

He is founding partner of Heartmatters. Heartmatters' mission is to create and deliver groundbreaking large scale programs, that will enable employees to have a real dialogue with each other and themselves.

Our programs (one of them is entitled 'Heart at Work') challenge participants to find the way to their hearts and to co-create, from that source, the organisation they want to work in. We use tailor made musical theatre productions to hand a mirror of reality; large scale dialogue sessions; video equipment, with which small groups are asked to make a 1-minute documentary around the quality they want to see more (which already exists hidden somewhere in the organisation). This all culminates in an election of the Idol per quality, who

will then go on a promotion tour around the organisation.

We try to unleash peoples potential by stimulating their awareness and responsibility. The collective consciousness, that arises through this dialogue process, will co- create a more wanted, and thus, effective reality!!

Jeroen wrote two books: 'Personal Success' and 'Head meets Heart' and several articles on change management and personal effectiveness. He worked for Holland Consulting Group and Coopers & Lybrand (now PWC).



Dirk Elsen

Born in Goirle, The Netherlands in 1960, Dirk Elsen holds law degrees from Leiden University (The Netherlands) and the University of Georgia (USA). He is currently chairman of the executive board of directors of SNV Netherlands Development Organisation. SNV advisers work to strengthen the capacity of local organisations in over 25 developing countries in Africa, Asia, Latin America and Eastern Europe. Dirk Elsen started his career in 1985 with the Royal Dutch Shell Group as Corporate Legal Council and spent three years in the Sultanate of Oman contracting supplies for oilfield operations. In 1991 he joined the World Bank in Washington, D.C., as legal counsel for lending operations in various countries in Africa and East Asia. Prior to joining SNV he was Executive Director with ABN AMRO Bank in Amsterdam (from 1997 to 2002) responsible

successively for financing capital goods and services exports to emerging markets, and relationship management of large public (multilateral) and private sector clients.



Debbie Eldesten, co-founder QualityLife Company, South Africa

Debbie is co-founder of QualityLife Company and is best known for the active role she has played in starting communities, facilitating conversations and encouraging a different kind of networking in South Africa. Five years ago she pioneered informal conversations with change agents and thought leaders in the South African business community around the question of soul in the workplace and today the conversation has grown to represent 5000 people - The SoulCompany community - who are representative of a new group of SA business people. Together with her life and work partner Dunne, she is spearheading the establishment of The Alternative School for Business, a network of learners and teachers who are committed to bringing soul to the workplace and spirit into organisations. A graduate of Wits University and Wits Business School, she consults to leading South African companies on the role of Women's Leadership in bringing the soul to work and is a

regular guest in the media on topics around women's leadership, work-life balance and creating a new world of work. She believes that South Africa's unique journey of transformation and rich culture of ubuntu and diversity make it poised to become the conversation centre of the world.



Kristin Engvig, founder of Women's International Networking (WIN), Switzerland
Social Entrepreneur, Kristin Engvig (Norway) 37, founded the Women's International Networking (W.I.N.) organization in 1998. Today she is running the Leadership Journey at W.I.N, managing the organization and developing the program and the agenda of the global leadership forums. Alongside her efforts to make W.I.N. a huge success, she is a frequent speaker at conferences and for organizations and companies on topics such as W.I.N., leadership, networking and entrepreneurship.

She has worked as an international consultant on intercultural management issues and marketing/communication strategies in Western and Eastern Europe. Her first career was in Marketing and Customer Relations with Citibank and JP Morgan in Milan and she was responsible for PR for the Norwegian Export Council in Japan.

She has a degree in Business Administration from BI in Oslo and a Masters degree from SDA Bocconi Business School in Milan. In Milan she was a founding board member of the SDA Bocconi Alumni Association (1994-1999) and President of the PWA (Professional Women's Association) of Milan (1994-1996). She is an honorary member of EPWN (European Professional Women's Network) and a member of GWIT (Geneva Women in International Trade). Acting and yoga have been her passions for years and since 1999 she has been part of the professional program for artists studying creativity and acting with Studio De Fazio in Rome. She speaks several languages and is mother to a wonderful son Leonardo. She believes peace can be created when we stop fighting what is and focus on creating what could be.



Andy Ferguson – co-founder of Uplift Capital - **SiB co-founder**

Andy works nationally and internationally with cooperatives and socially responsible businesses in innovative capital formation, corporate restructuring, and encouragement of visionary, values-based leadership. He accomplishes this work as a founding partner of Meadowbrook Lane Capital and board member of Spirit in Business, Inc. In 1992 he founded and managed the Cooperative Development Institute, the Northeast center for cooperative development and co-directed the Northeast Energy Cooperative Development Initiative building an integrated system of energy cooperatives across New England and New York. Previously he was a partner in The Catalyst Group, an environmental investment banking practice, president of New England Country Dairy and executive director of New Roots Magazine.

He focuses on pioneering new initiatives, strategic partnership building, visioning, spirituality in business and health, public policy, and fundraising/capital formation. Andy has twenty-five years experience in business management and development, specializing in organic food and agriculture, sustainable energy, and cooperative and employee ownership. He currently serves on the Boards of Northeast Cooperatives and the National Cooperative Business Association. Andy is a national leader in CooperationWorks - the Cooperative Development System. He speaks frequently in the fields of cooperative business and sustainable development. He has led study and trade tours to the Mondragon Cooperatives in the Basque region of Spain, the Co-op Atlantic System in Atlantic Canada, and the New Generation Cooperatives of North Dakota and Minnesota. He has a B.A. in History and Environmental Studies from Oberlin College. He later studied at Purdue University specializing in agriculture. Andy is a vipassana meditator.



Piers Fallowfield-Cooper

He began his career in the financial markets of the City of London. After rapid promotion Piers found himself in Chicago learning about the futures and commodity markets and returned to London to establish a business unit in this arena. Later, after working with a major US bond house, Piers moved into general management with a focus on the development of global sales and marketing strategies.

Piers then became President, and is now Chairman, of the International Division of Oster Communications Inc. best known for its FutureSource real-time market data service and the Oster-Dow Jones News services. Piers has been instrumental in taking Oster Communications (a family trust owned business) out of its traditional heartland in the Midwestern US to now having a presence in major financial centres around the world.

Piers is also Chairman of Itsmobile Dublin the worlds leading player in the mobile parking payment arena. He sits on the advisory board of Finlab Geneva and holds a number of non-executive positions. Recently he formed Mind-Star Executive Development Ltd - a training, coaching and business development consultancy specializing in the development of executive teams. Mind-Star has already won business with WH Smith, GlaxoSmithKlein, and Trading Technologies.

A great believer in the use of all the human "talents" he was interviewed by the FT on the use of intuition in business and later, again in the FT featured as an example of an inspiring leader with an holistic approach to business who is a passionate believer in the power of people. Willing to have a contrary view, Piers is well known for his insight, wisdom and compassion.



Caroline Fox D.O.

Caroline is a talented and resourceful personality whose unique skills and experience led her to establish Fox Intelligence in 2003.

Caroline began her career as a specialist handbag designer, creating a capsule of designs to compliment Hardy Amies' clothing range and selling to Liberty, Harrods and a range of prestigious US stores, to critical acclaim in The New York Times.

Caroline's innate compassion and desire to positively impact people's lives led her to retrain as an osteopath. During this time, 14 years ago, she discovered her ability to remotely "view" and successfully diagnose the ailments of her human and animal patients. She worked closely with the actors and production crew on the sets of the James Bond movies and ran the first placebo-controlled osteopathic trial in the UK in 1991, using "low-force" manipulative techniques developed by her partner.

As word spread of her talents, Caroline was called upon throughout the 1990s to undertake specialist cases before formalising her Remote Business Reader service with Fox Intelligence. Since then, she has provided intelligence in court cases, international fraud investigations, has provided M&A and due diligence assessments and researched candidates prior to their appointment to business critical management positions.

As a consequence, she has challenged the preconceptions of major global clients by her accuracy and relevance and is subsequently retained by the UK's most highly respected business leaders and corporations.

She remains an artist at heart, and has designed and built her own beautiful garden, which she opens for charity since recovering from cancer. In her leisure time she is currently illustrating a children's book.

Heather Foxhall founder of the Rainbow Ark Foundation and The Global Wisdom Council. USA

Heather synthesizes an extensive background in the media arts and the healing arts into the creation of the Rainbow Ark's Global Wisdom Council Trek- an ongoing series of televised international Wisdom Councils, broadcastings the voices of the new emerging "wisdom elders" that come from all cultures, disciplines and generations. She is honored to share the transformational Wisdom/Healing Council process with the Spirit in Business leaders.

Lynne Franks



Lynne is one of the best-know public relations consultants in the world, a newspaper columnist, and a commentator on women's issues, sustainability, and consumer lifestyles. In the years since she began building her PR agency -- at her kitchen table -- she has advised and guided multinationals and non-profit organizations across the globe.

The agency, led by Franks, "Swatched" the British nation; launched Tommy Hilfiger and the Spice Girls; had audiences watching new style youth TV; changed shopping habits with Green Consumer Week; PR'd the worldwide Reebok Human Rights music tour and put British Fashion Week on the International calendar.

She sold the company after 20 years to focus on using her communications skills in a conscious manner that would encourage partnership between business and society. She left her agency in '92 and travelled the world experiencing the interaction between multinationals, Nation States, NGO's and grass-roots organizations.

She created the major UK event **What Women Want** to draw attention to the changing position of women in society, prior to attending the Beijing women's conference; she chaired the UK's first women's radio station and has become a spokesperson on women's issues and socially responsible business practices.

Her first book, the autobiographical **Absolutely Now! A Futurist's Journey to Her Inner Truth** shot to the top of the bestseller lists. Her latest venture, **The SEED Handbook**, The Feminine Way to Create Business has been published in the UK and the US in Spring 2000, followed by foreign language editions later in the year.

She is also the Founder and President of **Globalfusion**, a communications consultancy specializing in "new marketing" -- connecting people, ideas, businesses, and community. Franks, who has two children, divides her time between California, New York, and London.

Carol Franklin



Worked for Swiss Re for 20 years, was CEO of WWF Switzerland for 3 years, now partner in "Vorausdenken", a company working towards an ethical business world. President of the Lassalle Institute.



Simon Furter

Born 1972 in Zug, Switzerland. Degree from the Swiss Federal Institute of Technology in Zurich (ETH) in environmental engineering. Post graduate studies in economics and management at the Private University of Economics (PHW) in Zurich. 1998-2001: Quality and environmental manager at Georg Fischer in Schaffhausen. Implementation of combined management systems (ISO 9001/14001) for several Georg Fischer companies.

2001- July 2004: Business consultant for E2 Management Consulting Inc. in Zurich focussing on environmental and sustainability management, management systems and business ethics. Since July 2004: Enjoying a short sabbatical and searching for a new business challenge.

Co-founder of Spirit in Business Schweiz.



Anna Gamma – SiB Steward

Psychologist, PhD, born 1950, resident in Unterägeri, a member of the St. Katharina-Werk. She has worked in a leadership capacity at the Lassalle-Institut since it was founded in 1995.

From 1979 to 1985 she was Director of the Therapieheim Sonnenblick and afterwards Assistant Director of the St. Katharina-Werk in Basel through 1995. From 1996 to 1999 she held the position of Director at the educational center Fernblick in Teufen. Her responsibilities included, among other tasks, the center's International Peace Camps and LaboRio 21, a training program in spiritual-political consciousness for young people.

She has been a Zen student of Niklaus Brantschen's since 1988 and of Pia Gyger's since 1990. Anna Gamma received official authorization to teach Zen from both her teachers and got the Dharma name "Myoan" (light in darkness) in May 2003. She is an experienced seminar leader, a much sought-after speaker, and a fully-qualified Zen teacher.



Wessel Ganzevoort

Professor J. Wessel Ganzevoort joined KPMG in 1970 as a management consultant. He studied business administration, economics and social psychology. Since 1982 he served KPMG in various management positions: as chairman of the Dutch practice, as chairman of KPMG's European consulting activities and as deputy chairman for global consulting. From 1994 to 1996 he was president of the Netherlands Association of Management consultancy Firms (ROA).

From 1996 to 1999 Wessel Ganzevoort was responsible for KPMG Inspire Foundation, an innovation and research center of KPMG. Since 1998 he teaches organization dynamics and innovation at the University of Amsterdam. Since he left KPMG in January 2000 he has become non executive chairman and boardmember of several companies and institutions and is also active as a boardroom consultant.



Alain Gauthier – SiB steward

Alain Gauthier's current focus as a consultant, facilitator, and educator is on executive team development as a vehicle for cultivating deep and lasting change in organizations. A graduate from H.E.C. (Paris) and an M.B.A. from Stanford University, he has served over the past 38 years a large variety of client organizations in France, Germany, Spain, Switzerland, United Kingdom, Brazil, Canada and the United States. He first worked as a senior associate of McKinsey & Company in Europe, then as a partner of a Paris-based consulting firm, and is currently Executive Director of Core Leadership Development in Oakland, CA. He devotes approximately half of his time to work outside the United States.

His clients have ranged from large European and American corporations to a number of not-for-profit healthcare, educational institutions, and foundations, with an increasing focus on new approaches to collaborative leadership development and organizational learning.

He is currently engaged in the development of the Global Alliance for Improved Nutrition (GAIN), in collaboration with several UN Agencies. His main interest is to help develop new co-leadership capabilities within partnerships across the public, private and civil society sectors and to contribute to societal learning.

Alain is an active member of the Society for Organizational Learning (SoL). He is a founder and facilitator of SoL France, and a Steward of the Global SoL Network. He has adapted and prefaced in French three of Peter Senge's *Fifth Discipline* books, and is a co-author of two other books: *Learning Organizations – Developing Cultures for Tomorrow's Workplace* and *Action Inquiry – The Secret of Timely and Transformational Leadership*. Alain has designed and taught courses at John F. Kennedy University for their Organizational Leadership Program and is a visiting professor for the International MBA Program at the Ecole Nationale des Ponts et Chaussées in Paris.



Marianne Gerber

Challenged by social changes, especially the demographic aging of today and tomorrow, I am in the business of helping people reach their potential and discover the advantages of networking and all its possibilities. My focus is on the work of organizations or communities and their use of human resources. I use the Genuine Contact™ Program, based on Open Space Technology, in order to assist members of social or health services in their organizational development.

My **background** includes social work, training for various care persons and trainers, gerontology, social politics and organizational development. I have been responsible for the organization of large all-day workshops for more than twenty years. After three years as a consultant for the personnel departments of 8 different businesses (1972-1975), I held the positions of CEO of the Federal Association for Special Education (1975-1982), CEO of the Federal Association for Professional Training of Child Care Workers (1985-1996) and head of the Training Department in one of the Federal Associations of Social Institutions (1999-2003). Between jobs, and since January 2004, I have worked as an independent consultant to enhance networking in social and health services in the German and French speaking parts of Switzerland.



Alex Gharagozlow, Executive Director of Operations - Phenomenex,

Phenomenex, founded in 1982; with offices in USA, UK, Germany, Australia and New Zealand, Phenomenex is a global leader in the development, manufacturing and supply of chromatography products for the separation, analysis and purification of chemicals and bio-chemicals. Phenomenex clients include major pharmaceutical corporations such as Pfizer, Merck, GSK, as well as small/medium size companies, research institutes and universities.

With more than 15 years of experience in general management, sales, marketing, and business development, with geographic responsibilities covering Europe and USA, Alex currently oversees Phenomenex's operations in Manufacturing, Information Technology and Human Resources.

During his tenure, he has helped expand Phenomenex's North America Sales between 1994-1997 as Technical Sales Consultant and as Eastern Division District Manager. Between 1998-2000 he was assigned to launching Phenomenex Germany first as National Sales Manager and then as Business Manager. Upon his return to the US he assisted the company CEO in general management issues, specializing in mergers & acquisitions, finance, strategic planning, managing relationships with legal council and a wide array of philanthropic activities.



Enrico Giraudi

Working in advertising since 1995 (Publicis, Foote Cone & Belding and Saatchi & Saatchi), he's actually partner strategic planner in J.WalterThompson Italy and founder of a JWT expert unit in corporate social responsibility initiatives (Ethico in JWT), such as charities, corporate volunteers programs, cause related marketing and communication of CSR activities.

Board member of European Baha'i Business Forum (www.ebbf.org) , Spirit in Business steward, member of Planet Life Economy Foundation (www.plef.org) . He occasionally takes part in workshops and conferences as a speaker on the topic of social marketing, ethics and communication.

Video maker as a hobby, he occasionally participates in realizing documentaries on social issues and projects (I.e.: Senegal 2004).



Tatiana Glad

A sustainability practitioner and process facilitator, I am called to work that contributes to systemic, personal and life-affirming change - particularly in supporting change agents within organisations.

Co-founder of Waterlution, www.waterlution.org, I am currently exploring ways to inspire a healthier relationship with our natural world.



David Grayson

David started his working life trying to persuade people to buy a certain brand of washing-up liquid - in marketing management with the multinational Procter and Gamble. For most of his career, however, he has been a *social entrepreneur* - starting and / or running a number of public-private-community partnerships. He was co-founder / director of Project North East - an innovative British ngo which has now worked in 40 countries. (www.pne.org). He is the founder Principal of the BLU - the world's first, virtual "corporate university" for small business development professionals established by the UK's Business Links and Small Business Service.

He is a former joint Managing-Director of Business in the Community and remains a part-time Director of Business in the Community (www.bitc.org.uk) where he particularly focuses on small businesses as chairman of the UK Small Business

Consortium. (www.smallbusinessjourney.com) and the international dimensions of responsible business. The Financial Times has described him as: "one of the UK's most respected voices on business social responsibility."

David sits on the board of the Strategic Rail Authority (www.sra.gov.uk) where he particularly champions disability access. He was the first Chairman of the National Disability Council, established by Parliament to end discrimination against disabled Britons, and is now a Patron of the disability charity Scope (www.scope.org.uk); and an ambassador for the National Aids Trust (www.nat.org.uk). He is also a trustee of the Responsibility in Gambling Trust (www.rigt.org.uk).

His latest book: "Corporate Social Opportunity: Seven Steps to make Corporate Social Responsibility work for your business" is published by Greenleaf July 2004. (www.greenleaf-publishing.com) His previous book: "Everybody's Business - Managing Risks and Opportunities in to-day's global society" (also co-authored with Adrian Hodges) was published by Dorling Kindersley and The Financial Times. He has also contributed chapters to several other books including the Financial Times "Mastering Enterprise;" "The Financial Times Handbook of Management; and "What if?" He was awarded the OBE for services to industry in 1994 and the CBE for services to disability in 1999. He is happiest on, in or - preferably - *under water* - in hot climates. Speeches, articles and other resources are regularly posted at (www.davidgrayson.net).



Pia Gyger

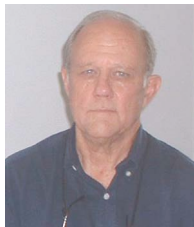
Born 1940, resident in Lucerne, is a special needs educator and psychologist (Dipl. IAP). She is a member of the St. Katharina-Werk. In 1995 Pia Gyger and Niklaus Brantschen founded the Institute for Creation of Spiritual Consciousness in Politics and the Economy (ISPW), which was renamed Lassalle-Institut in the year 2000.

From 1982 to 1994 she was General Director of the St. Katharina-Werk. In this capacity she carried out a spiritual and structural reorganization of the community and expanded its membership to include celibate men and married couples, which until then had been limited to celibate women.

In conjunction with her work she underwent Zen training from 1984 through 1988 under the direction of Yamada Koun Roshi in Kamakura. She completed her Zen training under Aitken Roshi in Hawaii and received the name "One Ground" on the occasion of her authorization to teach. In 1999 she became an authorized Zen Master in the White Plum Sangha and received the additional Dharma name Jinji (Divine Compassion).

In 1986 she founded the "Project for Dialogue between the World's Religions". In 1989 she established Sister Pia's Greenhouse School in the slums of Ibayo, on the edge of metropolitan Manila. In 1992 she initiated LaboRio 21, a training program in spiritual-political consciousness for young people.

She is an experienced seminar leader, a much sought-after speaker, and an author whose books include "Die Erde ruft" ("The Earth Calls") and "Maria, Tochter der Erde, Königin des Alls" ("Mary, Daughter of Earth and Queen of the Universe").



Steve Chandler Hall

Mr. Hall earned a BA degree in architecture from Princeton University. Subsequent to fulfilling a military obligation with service as a US Navy pilot, he joined Bechtel in San Francisco and rose to the position of Senior Project Planner working in the disciplines of scheduling, estimating, risk analysis and project management. Projects ranged from nuclear and fossil power plants to commercial buildings and city planning.

Mr. Hall founded [Chandler, LLC](http://www.chandlerllc.com) as a professional services consultancy to represent owners and investors. The firm strives to create a fulfilling process for the Owner and all of the team members. The fundamental operating premise is that the best possible project is a product of a highly motivated project team at all levels.

Dedication to service, integrity, respect, high ethical standards and confidentiality are basic principles used to achieve the quality of servant leadership that is the goal and hallmark of the firm.

In 1996 Mr. Hall was asked to participate in the UN Habitat II Conference in Istanbul, Turkey and had roles in several venues. At the conference he joined the European Baha'i Business Forum (EBBF). Since the conference, he has been actively exploring and implementing options of bringing sustainable development practices into his work and into the mainstream of design and construction as well as promoting spirit in the workplace at all levels. He is an active member of the European Baha'i Business Forum and the Association of Spirit At Work. He recently served on the selection committee for the 2004 International Spirit At Work awards representing EBBF.



Alan Harpam

Alan describes himself as being on his 4th career, as what Charles Handy calls 'a portfolio manager'. Alan is an independent management consultant; focused on programme management, project management and executive coaching – individuals and teams.

He is the part-time Chairman of the APM Group, an Accreditation, Registration and Examination Certification Body for key elements of Best Practice in programme and project management. The Group was originally established as the trading arm of the Association for Project Management, but is now independent (see www.apmgroup.co.uk). He is also co-owner and a founding director of P5 – the Power of Projects, a consultancy specialising in the application of project and programme management in owner/client organisations (see www.p5.co.uk). He is an unpaid executive coach with Subject Matters, a consultancy specializing in organizing business-to-business events, conferences and exhibitions (see www.subjectmatters.co.uk). He is a director of a dormant consultancy, SOAR Ltd (Spiritual Organisations and Reality) – a consultancy intending to work with organisations wishing to explore and enhance their

spirit. Co-members of SOAR include Sue Howard and David Welbourn co-authors of 'The Spirit at Work Phenomenon'. He is also a trustee of a number of charitable organisations including MODEM, (see www.modem.uk.com)

He is a former Managing Director and senior consultant of Nichols Associates (now part of The Nichols Group), one of the UK's leading consultancies in project and change management. Before this Alan was an early Director of Cranfield University's MSc in Project Management and started his own project management consultancy. Alan's early career was as an engineer and line manager with John Laing, where he rose to become Overseas Contracts Manager for its M & E activities. His M & E experience included construction of the UK's first major North Sea oilrig, and a large contract for a PVC plant in Poland where he took a significant proportion of the workforce from the U.K.

Deborah Henderson



She is an international leadership and corporate culture change consultant and executive coach. She chooses to work closely with leaders who wish to inspire others, think out of the box, create a vibrant work environment aligning vision and values and embrace change in an ever evolving marketplace. She is particularly interested in working with businesses that recognise their role in creating a healthier, more sustainable world.

A Canadian, Deborah has been based in London for the past 20 years. She has lived, studied or worked in the US, Canada, Switzerland, France, Spain, Brazil and the UK and is fluent in French and Spanish and has some basic Portuguese. She has worked closely with international senior executives in various service industries. A sample of corporate clients include: Bayer Diagnostics, BP, CCF/Charterhouse, Chase, Citibank, Ford Credit Europe, Hitachi Data Systems Europe, McDonald's Canada, Shell and TMP Worldwide.

Much of Deborah's earlier career was spent working in financial services, especially corporate finance, institutional equity sales and marketing of asset management services for Morgan Stanley, Oppenheimer and Frank Russell. Her investment recommendations were based largely on her assessment of an organisation's management and their leadership skills. It was this recognition that gave her the catalyst to change careers to work more closely with "wannabe" enlightened leaders. Deborah worked for Senn-Delaney Leadership Consulting Group where she managed a number of global, multi-lingual corporate culture change programmes before going independent in 2001.

Deborah has a BA in French and Spanish from Dalhousie University, Halifax, Nova Scotia and an MBA from the Ivey School at the University of Western Ontario. She is an Honorary Alumna of IMD, Lausanne, Switzerland, having worked there as a member of the faculty for two years. She is a certified NLP Practitioner, a member of the International Coaching Federation and has trained with The Coaches Training Institute, Co-Active Space Leadership, The Strozzi Institute and Landmark Education, among other organisations.

Peter Heslam MA (Cambridge), DPhil (Oxford)

He is Director of the Capitalism Project and Lecturer in Social and Economic Ethics at the London Institute for Contemporary Christianity and a tutor at Ridley Hall in Cambridge. Previously he was a Director of Studies in the Cambridge Theological Federation. Peter is also Convenor of *JustShare*, a consortium of agencies and denominations that engages at senior business and government level with the ethics of economic globalization. He represents the Archbishop of Canterbury on this issue at the World Council of Churches based in Geneva and the Anglican Consultative Council. He has published widely, including *Creating a Christian Worldview* (Eerdmans, 1998), *Globalization: Unravelling the New Capitalism* (Grove, 2002) and *Globalization and the Good*. He is a Senior Research Associate of the Von Hugel Institute, St Edmund's College, Cambridge, and a fellow of the Royal Society of Arts.



Daniel Heini, Senior Legal Counsel – UBS & Chairman The Hunger Project (Switzerland)

Joined UBS' Legal Department in 1992, married with Brazilian (Portuguese became my second language) in 1992 and then progressed to his current position with experience in New York. In 1998 After merger with Swiss Bank Corporation, Co-Head of Legal Services Private Banking. Then appointed as Group Compliance Officer - to establish a new Group Compliance Unit within Corporate Center reporting to the Group General Counsel (dotted line to the Chairman of the Board of Directors); main objective: establish functional management/coordination of group relevant compliance matters and set up a Compliance Department for Corporate Center with the aim of protecting UBS and its Board of Directors and Group Executive Board from regulatory and reputational risks;

In Sept. 1999 he takes initiative to establish group of experts (chief and/or corporate compliance managers) of some of the major international financial institutions; under my leadership group grows and consists in 2001 (apart from UBS) of representatives of HSBC, JP Morgan Chase, Deutsche Bank, Société Générale, Banco Santander, Lloyds TSB and Nordea Group.

Daniel Has been involved in THE HUNGER PROJECT (THP) (www.thp.org or www.hungerprojekt.ch) since more than 15 years. Since many years I am an investor in THP, 2 1/2 years ago I was elected Chairman of THP Switzerland, the Swiss chapter of the Global THP.



Paul Higgins

I am from the North Coast of New South Wales in Australia where the average winter high is 22 degrees Celsius. I started off my working life a dairy cattle veterinarian. Since then I have become involved in the pork industry as a consultant and farmer and now Chairman of the National Farmers organisation. Last year I completed a Masters Degree in Strategic Foresight and myself and two of my fellow Masters students have started a company called Emergent Futures Pty Ltd that specialises in the use of foresight in strategy.

Our prime interest is in the use of foresight in the creation of sustainable business and community strategies and we are currently working with the stewards of the Society for Organisational Learning Sustainability Consortium in the USA to bring their programs to Australia.

I am particularly interested in how we foster new collaborative ways of working as the successor to competitive ways of working. I am currently standing for the Board of Telstra, the part government owned Telecommunications Company in Australia.



Peter Hindle

Peter retired from Procter & Gamble in 2003 after a career in product development (19years) and external relations (13 years). His final post was World-wide Director of External Relations for the Fabric & Home Care Global Business Unit (\$12 bn. Sales) reporting to the President of the business. He is now providing consultancy support to the PR Agency, Fleishman Hillard, and its clients, especially in the areas of corporate responsibility and pre-emptive issue management.

Peter continues to write and lecture extensively on many aspects of sustainability. He has extensive practical experience of working with civil society organisations, including having been President of the multi-stakeholder organisation, European Partners for the Environment for 7 years; and having been instrumental in guiding the World Business Council for Sustainable Development through its early experiences with stakeholder dialogue. He is a Lay Preacher in the Methodist Church and a Lay Reader in the Anglican Church. He and his wife live in the Upper Coquet Valley in Northumberland, England.



Dagmar Hlebic

Systemic consultant and coach to austrian and international companies and HUNA practitioner (Hawaiian Healing Tradition). She is co – founder of metalogikon, an international consulting firm. She graduated from Graz University in business administration. Key aspects of activity: authenticity and intuition in business, learning organization, increase effectiveness of actions.



Judy Hodgson, Senior Vice President of Organizational Development - PeaceHealth

As Senior Vice President for PeaceHealth, Judy is responsible for providing leadership that fulfills PeaceHealth's mission and its ministry. During her career as a healthcare executive Judy has dedicated herself to the belief that exceptional medicine and healing combined with compassionate care for patients and families is fully realized through healed, inspired leaders and caregivers. Her energetic work and warm spirit provide the fire that is needed to bring this relationship-centered approach to fruition, and her vision of health care has rekindled joy in employees who are rediscovering meaning and purpose in their work. Judy is actively involved in identifying strategies that accelerate transformational change to better serve their patients while at the same time supporting the six PeaceHealth regions in responding to clinical, operational and human resource challenges and opportunities. She is often requested as a guest speaker for community and professional gatherings in an effort to gather momentum around the business and human benefits of spirit in the workplace.

Sue Howard

Sue Howard, BA, MA, studied theology and business administration in the USA before returning to her native country England. She has a diverse business background including professional roles in training, career counselling, communications and consultancy. Her most recent role was as Business Development Manager at Cranfield School of Management in their management development area. She completed her Master's degree in Management Learning at Lancaster University in 2000 specialising in her dissertation on 'Spirituality and it's links to learning in the workplace'. Subsequently Sue has published a number of articles and recently co-authored a book with David Welbourn entitled 'The Spirit at Work Phenomenon' (Azure, July 2004). She also serves as a Board Trustee for a national charity, and is a member of the MODEM management committee. Sue lives in Hertfordshire with her husband and two young children and conducts her freelance activities from home.



Niran Jiang, (Australia/United States/China)

as an innovative marketer, wholistic strategist and dedicated coach, utilizes her multi-perspective frameworks and depth-mining processes to boost performance in people and organization. She consults, trains and coaches executives and entrepreneurs in the area of strategy, innovation and growth, to accelerate results and achieve successes. Her tools have proved to be especially effective for helping businesses thrive through hard times, such as economic downturns, fierce competition and chaotic changes.

For over 15 years, Niran has been a senior executive at the forefront of achieving results and generating growth. She has extensive experience in business turnarounds, strategic growth, brand building, marketing expansion and performance management. She led strategic planning and innovation development for high profile brands, including Raid, Shout, Windex, Ziploc, Coca-Cola Classic, diet Coke, Sprite, PowerAde, Mars and Uncle Ben's. She coached top retail, food and entertainment businesses, such as A&P, Kroger, Domino's Pizza, Sonic, Applebee's, Burger King and Warner Brothers, to create experience and growth. She has established an outstanding track record on managing and coaching both base businesses and new ventures.

Niran developed the first trends intelligence center for Coca-Cola, USA to build business models and deliver brand, channel and organization innovation. She collaborated with Sergio Zyman, former chief marketing officer for the Coca Cola Company, to jump start his first e-venture which provides business tools and e-learning courses to marketers worldwide. She worked closely with the presidents and top management teams at Masterfoods to drive global innovation and growth in snackfood and petcare. Niran's strategic activation in new categories and her breakthrough incubation of new concepts at S.C. Johnson resulted in the largest acquisition in the company's history.

Niran's business experience extends beyond the borders of the United States and Australia. She was an assistant professor in the International Finance and Trade Department at ShenZhen University, which was the first reformed business school in China after the Cultural Revolution. She was a consultant and director at the International Business Center in China's first special economic zone. Her active role, during the zone's early formation period, contributed to its enormous growth and success. She also traveled extensively to many other countries to coordinate and lead international projects and initiatives. Niran's global business experiences and broad life interests have helped to develop her into a dynamic strategist and an adaptive leader.

Niran is a Full Member of the Worldwide Association of Business Coaches (WABC) and currently serves on their International Board of Advisors. She holds a Master of Business Administration degree in Marketing Strategy from University of California at Los Angeles, a Master of Science degree in Organization Management from Nankai University and a Bachelor of Science degree in Genetic Engineering from Nankai University. She is a native of Inner Mongolia, and currently lives in Sydney, Australia.



Hans Jecklin

Born 1938. Life-long entrepreneurial experience in business as well as in numerous cultural and social institutions; in parallel with an inner path, integrating and transcending eastern and western spiritual traditions.

Today: Facilitation of individual and institutional processes of conscious-evolution: finding purpose and vision for practicing essential Being in daily life and work. (Practice for the unfoldment of Consciousness. Forum for Integral Business <www.integralbusiness.info>)



Gijs ten Kate, strategy partner inc-21, company branding & consultancy

Gijs ten Kate (1954) is strategy director and managing partner at inc-21, company branding and consultancy, a BBDO agency.

Gijs studied International Law at Leyden University. He was a theatre director for ten years, covering classical plays (Pinter, Tsjechov) and entertainment shows. He worked for several advertising agencies like Young and Rubicam and BBDO as a concept maker and strategist and was founder of BBDO Interactive. In 1999 a book with his poetry was published.

Ten Kate has taught marketing and brand management at several Universities and is a well known writer on these topics. Two years ago he joined inc-21, an agency in the field of company identity, corporate positioning and internal communications. In June his book on Company Social Responsibility ('The hard truth of soft values') was published and he is now working on a Ph.D. and several more publications on leadership based on the new insights of the values of spirituality in organizations and complexity theory and inspired by War & Peace of Tolstoy.



Simin Kayod-Hall

Simin is the founder and director of Connection Event Management, a firm engaged in conference and meeting planning as well as the production of events. She has managed as many as 700 concurrent programs for the medical industry. Over the last 10 years she has been developing and producing well attended conferences, meetings, trade shows and concerts in US and Europe. She has Bachelor of Science degrees in

International Communications and Business Management and holds a Certificate from New York University in Event and Conference Planning & Management.

Early in her career she achieved the distinction of selection as one of the first women reporters for Iranian national TV. She researched and developed political and special interest news segments for national programming. She produced many noted interview programs that included national and international political leaders and public figures including such dignitaries as the Shah and Queen of Iran, Indira Gandhi, and Paul and Linda McCartney.

Simin established and ran her own businesses in Brazil and United States. She speaks English, Farsi and Portuguese. She is an active member of the Association for Spirit At Work and the European Baha'i Business Forum.



Laurie Kennedy

She is the Director of Leadership and Cultural Transformation for Centura Health. An expert in Human Resource and Organizational Development, she has served as Director of Human Resources for the Penrose-St. Francis Health System, and adjunct faculty for the School of Business at the University of Colorado at Colorado Springs. Laurie is the architect of the Centura Health Cultural Transformation Initiative and leader of the Organizational and Leadership development programs. With over fifteen years experience in the HR/OD field she is past-President of the Colorado Springs Society for Human Resources Management. She received her MBA in Management and Organization from the University of Colorado at Colorado Springs.



Marieke Kersten

a student of professor Gilbert Lenssen at Leiden University and I am currently in the process of writing my final paper for the specialization 'Management & Organization' on spiritual-based leadership (SBL).



Aad Kik

Aad Kik (64) is the founder and Coordinator for Inspirational Programmes of the Geert Groote Institute, the center for identity and inspiration of Windesheim Professional University in Zwolle, The Netherlands. In the coming months he is retiring from that position and hopes to continue working as a free lance trainer and consultant.

His studies included Theology and Social Sciences, at seminaries in The Netherlands and Switzerland (Rüschlikon !) and the universities of Utrecht, Zürich (!) and Leyden.

After serving as an ordained Baptist pastor for some years, he started a career in the National Federation of YMCA's and YWCA's. During a period of 13 years he held various positions in the field of leadership training

and professional coaching.

He then moved to the ecumenical field of development cooperation. and worked with ICCO, one of the leading NGO's in The Netherlands. During that time he specialized in human rights and became a member of the Human Rights Workgroup of the Dutch Foreign Ministry and of the Human Rights Committee of the National Council of Churches.

In 1994 the Board of Directors of Windesheim University invited Aad to develop new programmes of inspiration for their 1100 employees. Aad created the concept for the Geert Groote Institute and later developed the successful retreat courses on "Time for Reflection and Inspiration" and "Inspirational Leadership".

In June 2003 Aad was a recipient for Windesheim University of the International (Willis Harman) Spirit at Work Award during the Spirit in Business World Conference at San Francisco. As a result of that recognition Aad has been invited in the past two years to also lead workshops and give lectures on inspiration and work for the Cascadia Leadership Training Center in Humboldt County, California, at Yale University and at the University of New Haven, both in New Haven, CT, USA. In his own country other universities and organizations are now asking the Geert Groote Institute to develop similar courses for them.

For this year's International Spirit at Work Awards Aad serves on the Selection Committee.

Aad has written several books and many brochures and articles in the fields of religious education, faith and human rights, spirituality and work. As an ordained minister Aad frequently preaches in both Baptist and other Protestant or ecumenical services. He speaks English fluently as well as German and French.

Aad is married to Mettie Kik-Boonstra. Together they have eight children and six grandchildren.



Jan Willem Kirpestein – SiB Steward

(1959) studied music, theology, philosophy and cultural and political history. He became affiliated in 1985 as a minister with the Reformed Church of The Netherlands. He was awarded the Ph.D. in 1993 from the Free University of Amsterdam. He publishes essays and articles on leadership and innate sources, the engagement of spirit, soul and mind in personal, societal and corporate life, on shared values in a multi cultural background. He founded in 2000 the Encounter of Worldviews Foundation towards a global ethos, together with Herman Wijffels, former chairman of Rabobank and chairman of the Social and Economic Council of the Netherlands, in co-operation with Antony Burgmans, chairman of Unilever. Jan Willem was the inspirational leader and co-organizer of the international conference on mutual trust building 'Diving into the Deep', held in Putten in 2002. This conference resulted in new initiatives in which he is involved as: Nature as a portal to leadership development, the dilemma's of business leaders in relation to their responsibilities, dialogue facilitation workshops. He is also doing preparatory work with members of Encounter of Worldviews and members of Spirit in Business to realise future exchanges between Chinese and Western entrepreneurs on sustainability and business.

He is working together with leaders of multinational companies, spiritual leaders, negotiators, politicians, leaders from the civil sector. One of his talents is to create the needed safe atmosphere of trust to inspire and touch the hearts of people and to bring them to a real dialogue in relation to difficult situations. His mission is to contribute to trust building, judgement development and application in leadership, where rules aren't giving anymore the sufficient answers to leadership but are leaving it off with more dilemma's. Trust building and judgement development isn't possible without space for mutual sharing from within. Mutual sharing is depended on the development of the empathic faculties in organizations.

He is hosting, facilitating and accelerating processes in which personal transformations are scaled up to an organizational level by advising in value creation and trust creation, by vision development concerning leadership for profit and the common good.

Jan Willem is founder and director of Spirit, Heart & Mind Corp and is working as an executive and corporate coach, co-ordinator, corporate mentor, lecturer, dialogue facilitator and advisor.

He is a father of four children, two girls and two boys.



Dr. Paul Kloppenborg - CEO, Entrepreneurs Fund

Mr. Kloppenborg is CEO of the Entrepreneurs Fund BV. He serves on the Board of Good Energies BV, the Andromeda Fund BV and on the board of various other investee companies in the field of Healthcare, Media, Broadcast & Telco.

Before joining the EF he held senior management positions in mainly European companies with a strong business development focus in both family-held as well as public listed companies. He was the co-founder of three enterprises. Industries to which he was exposed include Construction & Real Estate Development; Telecommunications & Media; and Pipeline & Infrastructure Engineering.

Mr. Kloppenborg received a PhD from Erasmus University Rotterdam; an Engineering Degree from Technical University Delft; and BBA from Nijenrode University, the Netherlands, and was an Admis Direct HEC Paris, France



Ivo Knoepfl, Managing Director of OnValues Ltd.

Ivo is the founder and managing director of onValues Ltd., the sustainability investment research and consulting company based in Zurich, Switzerland. He advises private investors, foundations and institutional investors with a specific interest in sustainable and responsible investments. Ivo is also a director of responsAbility Social Investment Services Ltd., a financial adviser active in the field of emerging and developing countries investments, which has recently launched and is advising one of the first commercial investment funds in the area of microfinance.

Ivo has both a financial (Swiss portfolio manager and CIA analyst) and a sustainability educational background (MSc in environmental engineering, PhD in environmental life-cycle analysis). In previous positions he worked for SAM Sustainable Asset Management where he was Head of Rating and Index Research in charge of the analysis for the Dow Jones Sustainability Indexes. Previously, he was Head of Corporate Environmental Management at Swiss Reinsurance Co. with the main task of supporting the company in identifying risks and opportunities related to climate change and sustainability.

Bruno Koch



Amy Lenzo, Founder Clearlight Communications – SiB Steward

As a member of the SiB Communications team, along with Daniel Truran and Syb Roell, I am responsible for the SiB website, e-letter and online community/events. I love this work, and these people, and am happy to contribute my part towards a vision this big.

My working background covers both the profit and non-profit worlds in the US and UK. It includes 25 exciting entrepreneurial years in restaurants and residential catering for luminaries such as Buckminster Fuller; co-founding an environmental NGO in the UK where I developed community arts and environmental education programs for the UK & France & had miraculous success with the EU in funding them; and most recently, with Teamwork Promotions, providing sponsorship sales for Fast Company's live events and Spirit in Business conferences, as well as marketing and alliance building for SiB's successful launch in the US.

I currently run the design and communications company, Clear Light Communications, which provides websites, html newsletters and e-zines, online community & event facilitation and other communication solutions for community-minded individuals and organizations world-wide.

My love of the natural world, and belief in its importance for maintaining balance in the modern psyche has also led to a long-standing association with ICE, the International Community for Ecopsychology, where I am Managing Editor for the on-line Journal, Gatherings.

And finally, giving all this a context, I have had an active spiritual practice for over 25 years, wherein the result of each and every day's work is offered for the benefit of all.



Mr. HAJ Hans Leewens

Partner and Chairman of Van Ede Foundation, co-founder of Van Ede & Partners, former President Director of Bass Belgium and of Unilever in a number of countries.



Susanne Leithoff

My mission is to support medical doctors by the implementation of strategies for their future. The German health market has been changing for a while. We activate and strengthen the impulses for change processes in the German Healthcare-System to increase the medical maintenance.

My professional education in business and administration, Health Economics and psychotherapy as well as my job-related experiences at Universitätsklinik Köln built up the base for my activities in medical re- and further training for the last 10 years.

mediKoleg (Institut für ärztliche Fort- und Weiterbildung), the institute for medical re- and further training was founded in 1998 by myself. Almost 10000 medics attend our accredited training courses since that time. We employ more than 250 lecturers throughout Germany. Our licensed retrainings vary from acupuncture to sonography to nutrition medicine or especial pain therapy. In addition to medicinal skills German doctors have to focus on administrative tasks in their surgery. Generating an interaction between doctor and patient, service and building networks to other care providers are further duties. In 2003 I founded a second company. It's duty is to support the doctors at this:

mediKonnex (Gesellschaft für Management der Qualität in der Medizin), association for handling quality in medicine. It's main focus is the development of concepts for the "integrated supply", all-embracing implementation of constant quality (Qualitätsmanagement), strategy for communication and coaching. By creating the campaign: **PraxisZukunftsManagement** – (SurgeryFutureManagement) which is a "crazy" medical congress - we fabricated a brand new setting for congresses and workshops. It's challenge is to initiate a lasting Chancenmanagementprozess in healthcare system.



Peter Paul Leutscher

Master degree Business Law at Erasmus University Rotterdam.

Management Development Training at Business Centre of Excellence, De Baak Noordwijk / Sales & Marketing at Krauthammer International and CED

Core competencies in Strategic risk assessment, Risk mitigation solutions, Emotional Intelligence, Marketing, Communications & Sales

Specific Interests in Emotional intelligence, leadership behaviours in the 21 st century, supporting the Spirit & Business Network, supporting the Club of Budapest.

1987 joined a sophisticated broker in the Netherlands called Mees & zoonen taken over by MARSH, a MMC Company in 1998.

1990 appointed as Office Manager of the MARSH Amsterdam office.

1993 appointed as manager of the Construction Allrisk department MARSH Rotterdam

1994 appointed as Manager of the Sales & Marketing department responsible for new business development.

- 1997 appointed as Manager of the Manager for the Casualty and Financial Lines department (FINPRO) including, Credit , Professional liability & Cyber Risks for MARSH
- 2000 appointed as the European Practice Leader for Technology & Telecommunication responsible for accelerating growth for MARSH in EUROPE.
- 2001 established a network of dedicated T&T specialists in Sales, Engineering and Risk Transfer solutions from a Financial, Strategic, Operational and Hazard risk perspective.
- 2002 appointed Leader of the MMC Global & European Telecommunications Group, with continuing responsibilities for T&T in Europe.
- 2003 appointed as Director Marketing & Communications for MARSH in the Netherlands
- 2004 appointed as Director Sales Risk Management Marsh in the Netherlands



Giok In Liem

Her learnshop on *Interdependent Economy* explains the principles of economic policy all citizens of this world would opt for ... if they had the time to think about it.

New and better thinking for entrepreneurs and business operation are good and necessary. But to gain momentum and actually affect the *mainstream*, it is necessary to also have a *macroeconomic* policy that concords with our ideals and wishes.

Interdependent Economy is more than a presentation of alternative ideas which cannot even be called 'new' - same or similar ideas have been expressed by many and at many places before. The book should work as a

forceful and comprehensive *lobby paper* for policy change.

Ms. Liem is author of *Interdependent Economy: from political economy to spiritual economy*. In her book she connects mainstream policies with better balances.



Judy Little

Judy is Principal of *On Purpose Consulting*, proud Gold Sponsor of the 2004 International Spirit at Work Awards. Judy is the leader of a talented group of consultants who work in the area of Purpose and Spirit and Lights on Coaching (www.onpurposeconsulting.com) The efforts of *On Purpose Consulting* support The Oral Lee Brown Foundation. Judy's education and background: BA and MA in Religion; MSW, in Clinical Consulting; twenty years as a Corporate Consultant, Senior Account Ex. for a global consulting and training company (Wilson Learning Corporation); former Corporate Training director of Levi Strauss & Company. On Purpose Consulting is based in the Sonoma wine country of CA.



Tim "Mac" McCartney – SiB Steward

Mac is the Founder and Chairman of 'Pathways - Spirit in Business Ltd'. He never considered a career developing corporate leaders until, working as a gardener in a management training school, he realised that business holds the future of our sacred and fragile earth in its uncertain care. Twenty years later Pathways has established itself as a leading international consultancy in leadership, organisational transformation and corporate social responsibility. Amongst various projects currently underway Mac is leading voyages for business leaders in the Western Isles of Scotland on board 'Volharding', Pathways' 80' sea-going Dutch sailing Tjalk. As the co-founder and Chairman of Pathways Poland he is also mentor to another boat project, a 50-metre barge that will spearhead Pathways Poland's work in championing corporate social responsibility in Poland.

Five years ago Mac was offered the means to purchase a 50 acre farm in Devon, England, by an appreciative client with whom he had worked over a number of years. This property is now being developed as a "retreat" for business leaders - a garden in which many of the ideas that inform spirit in business will be nurtured, take root, and find practical expression in the commercial world.

Mac is also a writer, speaker, and storyteller; this year he spent the winter months alone on a remote Scottish island writing the book that has been patiently awaiting his undivided attention. With only the winter Atlantic storms for company the first draft of "The Invisible Path" took shape and found expression. Leaving his island fastness he travelled to Mumbai in India where he joined 200 Unilever Best Foods (Asia) leaders on a journey exploring "Greatness", in the slums, in the desert of Rajasthan, and in the leaders themselves. All of Mac's work is informed by his conviction that we have to re-awaken a new sense of "belonging" in our leaders; a profound sense of responsibility; awe, that we should be alive at this time of confrontation and opportunity; and an absolute determination to meet the challenges of our age with courage, imagination, and energy.



Siobhan McHale, Head of Breakout & Cultural Transformation - ANZ

Siobhan McHale is the Head of ANZ's Breakout & Cultural Transformation and has been a member of the Breakout team since November 2001.

Siobhan is a change management specialist and an occupational psychologist with a track record in managing organisational change for both the public and private sector. She has more than twelve years change management and cultural transformation experience in Australia, New Zealand, Europe and Asia. Prior to joining ANZ Siobhan spent most of her career in several global consulting firms specialising in the change management area.

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Since joining Breakout, Siobhan has been responsible for developing and growing a consulting practice, which provides cultural services, solutions and programs to the ANZ businesses.

The consulting practice is recognised as leading edge in cultural transformation and has as its aim 'to create a place where people can bring their heads and hearts to work'.

More recently Siobhan has established an ANZ Centre of Excellence for Coaching, which provides practical ways for managers to motivate and coach staff. The Coaching Centre vision is to make coaching an integral part of the leadership style at ANZ to help leaders unlock the potential and grow the performance of their people.

Siobhan holds a Bachelor of Applied Psychology from University College Galway, and a Masters in Occupational Psychology from the University of Sheffield. She is a member of the British Psychological society and the Australian Psychological Society.

Siobhan's experience includes executive and head of change positions at companies such as Ansett Air New Zealand, Andersen Consulting, Coopers & Lybrands.



Jane Mara

Jane Mara has over twenty five years experience in business specialising in the marketing industry. Her experience spans both large corporates and small business developing and implementing successful marketing strategies.

Her initial experience was gained working in multi-national advertising agencies, in senior account management and strategic planning roles for national and international clients developing and implementing marketing communication strategies.

She commenced her own business consulting to organisations on marketing strategy and implementation of customer driven marketing communication programs. Jane consults to the financial services and professional services industry. She works with companies and individuals that are in the process of change and repositioning their own services to their clients.

In 2000 she launched her own management development program - Intuitive Thinking® facilitated through workshops and individual mentoring with clients. She has many years of experience in management roles and as a mentor to many Chief Executives and senior executives in private and public sectors.

Jane holds a Postgraduate Diploma in Management from the Macquarie Graduate School of Management.



Christel Maurer

Christel Maurer is psychologist and psychotherapist, who received her academic training at the University of Hamburg (Germany). She has longstanding experience as psychotherapist at various psychiatric institutions for children, adolescents and adults in Germany and Switzerland. Presently, she is head of a diagnostic department for adolescent male delinquents. She is member of Spirit in Business Switzerland.



Michiel Meurs, former CFO of Ahold (1950) is married with three children and holds the Dutch nationality

Michiel Meurs currently acts as independent consultant for finance and strategy. Michiel abruptly terminated a 25 year career in business and banking when he resigned as Executive Board Member and CFO of Koninklijke Ahold in March 2003. Michiel was CFO at Ahold for 6 years and prior to this position he was Director of Business Development and Director of Finance at Ahold. Michiel also spent 15 years in banking. He was manager of the Rotterdam branch of ABN Amro Bank, established and managed the Derivatives Department of ABN Bank at the head office. He also managed a department responsible for international sovereign loans and loans to multilateral institutions. Michiel lived 4 years (1979 – 1983) in Singapore working for ABN Bank. In that period he developed the Investment Banking activities for the bank.

Michiel holds a Masters Degree in Business Administration from Erasmus University, Rotterdam. Michiel also spent one year at the Economy Faculty of Universidad de los Andes in Bogotá, Colombia.



Terry Mollner, Executive Director of Trusteeship Institute, Inc. **SiB Board Member**

Founder, Chair, and Executive Director of Trusteeship Institute, Inc., a think tank and consulting firm founded in 1973 that focuses on the development of socially responsible businesses, employee-owned cooperatives, and spiritually based enterprises. Dr. Mollner is a founder and member of the board of trustees of the Calvert Family of Socially Responsible Mutual Funds, the Calvert Foundation, and Spirit in Business, Inc. Recently, he is establishing Trusteeship Capital, Inc., an investment and merchant banking firm that buys businesses and places at least 51% of the voting rights of the common shares under the control of Trusteeship Institute, Inc

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He is a member of the board of Ben & Jerry's Homemade, Inc., Cyberlore Studios, Inc., Hampshire County United Way, Inc., Hot Fudge Social Ventures, Inc. One of the earliest pioneers of modern socially responsible investing in the 1970s, he has helped it grow from nothing to being the fastest growing asset class of the professional investment community with over \$2 trillion in investment in the USA, 15% of mutual fund assets, and a growing presence in investment communities around the world.

He also provided the leadership to create the Calvert Foundation that is pioneering "community investment" - investment to end poverty - as a new asset class in the professional investment community. In the 1980s, in hundreds of presentations from the White House to local communities, Dr. Mollner introduced many in the United States, Canada, England, and India to the healthy maturation of cooperative capitalism exemplified by the Mondragon Cooperatives in the Basque region of Spain. He has written numerous articles on this phenomenon. He is currently completing a book to bring attention to the importance of being aware of stages of maturity of thinking; how to elder one's self up these stages; and how to reorganize or create parallel social, political, and economic institutions in society to reflect the next stage possible for us.

He has a B.A. in education, English, and Theater from Creighton University in Omaha, Nebraska, his home town; was trained in improvisational theater at Second City in Chicago where he was an actor and model; and received a doctorate from the School of Education at the University of Massachusetts at Amherst where he was one of the founders of its University Without Walls Program. He currently lives in Northampton, MA.

Janet Muller



In her present incarnation, is a quality management data analyst for the Lower Columbia Region of PeaceHealth where she also serves on the region's Mission & Values team. In contrast to her 11 years experience with a Fortune 100 insurance company, her own spirit and belief in the potential for joy and meaning at work have been re-ignited during her brief tenure with PeaceHealth. She attends the Spirit at Work Award ceremony on behalf of the 9,000-plus caregivers throughout PeaceHealth whose commitment, enthusiasm and spirit made this award possible.



Gattu Narayana,

Chairman of Companies, Company Director, Corporate and Business Contributor, Author, Trainer spiritual teacher, counsellor and peace contributor has an experience of more than 40 years in the Engineering, Operations, General Management, Corporate Management and Management of synergy of Group Companies.

At present, he is the Executive Chairman of Excel Industries Limited, Chairman of Yash Papers Ltd., and Punjab Chemicals & Pharmaceuticals Limited and Alpha Drugs India Limited, Director of Aryan Paper Mills Pvt.Ltd., Laopala Ltd., Silverlight Nirleware Industries Pvt.Ltd., Duraware Pvt.Ltd., and a mentor to Mahavir Group of Enterprises. He is also an honorary guide to several Medium and Small Scale Industries and voluntary organizations.

He is the founder of Indian Institution of Plant Engineers (Maharashtra Chapter) and Sri Seetharama Sevasadan, a voluntary organisation working in the area of education, caring for elders, tree plantation and many other rural development activities and Hari Seva Sadan a social voluntary organisation and Samarth Vikas Trust in Konkan engaged in community development.

He is a Graduate in Electrical and Electronics Engineering and Post Graduate in Management Studies. His learning includes a deep study of Vedas, Gita, the Upanishads, the Dhamma Pada and Indian Philosophy, Indian Ethos, Meditation, TAO, and Zen.

He is the author of "Appropriate Integrated Management", "Stairway to Excellence", "Responsible Leadership in Gita", "Gateways to Self Realisation", "Strategic Leadership-Chanakya Way", Excellence in Education", "Dependence to Freedom" and "Harmony and Disharmony in Life Partnership", "Harmonious Family", "Siddhi Yoga - System for Success", "Appropriate Internal Management", "Transformation to Transcendence - Breakthrough Ideas for Leadership in the New Millennium", "Gateways to Self Realisation" and has written many articles on Management, Leadership Education and Life. He has translated "Bhagavad Geeta" (Song Supreme) into Telugu and English Poetry and written several articles on Upanishads.

As active supporter of Baroda Management Association, he has made significant contributions to the National Management Conventions as the Convention Director, and to Chief Executive Conferences as Conference Director. He has contributed in revitalizing and developing Management Library of Baroda Management Association.

"Guru Narayana Centre for Leadership" is established by Baroda Management Association in honour of his contributions, in February, 2004 at Baroda.

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Craig Neal, Vision Holder, Heartland Institute, Inc

Founded in 1995 by Craig and Patricia Neal, Heartland Institute creates Essential Conversations among individuals and within organizations to help bring about the systemic change needed in these extraordinary times. There programs were founded with the belief that business and organizations are the conduit and delivery system through which a global renaissance is occurring. Our programs are anchored in the belief that essential conversations among leaders will transform our organizations and the world.

As a master convener, Craig guides the 100 member Thought Leader Gatherings (TLG) in Minnesota and California. Since 1998 the TLGs have served over 1000 business leaders representing 400 organizations. He is also author of *“The Art of Convening, transformative meetings & conversations”* Training Series, serving those who host, convene or facilitate groups, gatherings or meetings and are called to be that inspired catalyst for

change in their organization or community.

He has 25 years of leadership in magazine publishing, marketing and organizational management, including board positions with educational, business and community organizations. Craig founded the Conscious Business Alliance, the Minnesota Magazine Publishers Association, and served as a founding and board member of Business for Social Responsibility. Prior to Heartland Inst. he was Publisher of *Utne Reader* magazine.

Andre Niedermann

Dan O'Brien, PhD - Vice President, Ethics - Ascension Health.

Dr. O'Brien has been working in the field of Catholic health care ethics for over 15 years. Serving as Vice President for Ethics at Ascension Health since its founding in 1999, he has also served as an Adjunct Professor of Moral Theology at Aquinas Institute of Theology in St. Louis. Former professional positions include: Vice President of Ethics for the Sisters of St. Joseph Health System in Michigan, Senior Associate of Ethics for the Catholic Health Association, Assistant Director of Research and Education at the Pope John Center in Boston, and associate ethicist with the Center for Health Care Ethics at Saint Louis University. He also served as Vice President for the Board of the *Medical Ethics Resource Network* (MERN) of Michigan (1994-96) and is currently the Vice-Chair/Chair-Elect of the Board of *Supportive Care of the Dying: A Coalition for Compassionate Care* (2004).

Dr. O'Brien has presented at numerous ethics institutes and workshops, and has chaired and served on dozens of ethics committees and planning committees for regional and international ethics conferences. He has authored and co-authored over 40 items, including an ethics manual, book chapters, reviews, editorials, letters and research in journals, newsletters and newspapers, including *Health Progress*, *The National Catholic Bioethics Quarterly*, *The American Journal of Bioethics*, *Medical Ethics and Bioethics* (Bratislava, Slovakia), *The New England Journal of Medicine*, *Health Care Ethics USA*, *Ethics & Medics*, *Ethics-In-Formation* and the *Anchorage Daily News*. He has also co-authored the Ascension Health Website's Ethics Resource, and edited and an award-winning patient information booklet.

Dr. O'Brien received his Bachelor of Arts in Philosophy from Regis University in Denver in 1986, his Master of Arts in Systematic Theology from Aquinas Institute in St. Louis in 1988, and studied for a year in the Licentiate programs at the Pontifical University of St. Thomas and the Alphonsiana Institute of Moral Theology of St. John Lateran University, both in Rome, Italy. He received his Doctor of Philosophy in Health Care Ethics, graduating with distinction in May of 2000 from The Center for Health Care Ethics, Saint Louis University. The title of his dissertation is *“The Hermeneutical Significance of Metaphor in Catholic Health Care Ethics.”*



Pancho Otero

Pancho Otero (né Francisco Xavier Otero), is founder of Microenterprise Policy (IPM), a private company created and operated by Bolivian nationals and based in Santa Cruz, Bolivia. The IPM Staff and Señor Otero are dedicated to facilitating access to credit for working capital and capital for small investments for assetless and landless people; in this task, they work with Micro Finance Institutions through world. Previously, Señor Otero was the founder and manager of BancoSol, the first private commercial bank in Latin America serving exclusively microentrepreneurs.



Dorota Ostoja Zawadzka

Graduated in Psychology and Business and Administration. Co-founder of Pathways - People and Organization Consultancy - one of the highest range in Poland. Have been working with top teams of many multinational companies like Siemens, Unilever, GlaxoSmithKline in Poland, helping them to create an organization based on values.

Currently she is working on the Barge Project - inspirational center on the boat on the Wisla river with its main idea of helping people to find their power of talents and skills. The barge will be fully alive, vivid with live music, inspiring workshops, conferences etc. She has been working with woman groups on discovering feminine qualities that were forgotten or not valued enough.



Marcello Palazzi – SiB co-Founder

Entrepreneur in business and public-interest ventures. Co-founder and President, Progressio Foundation, an entrepreneurial catalyst, connector and do-tank for human progress, delivering 3 products: 1) agenda-setting events, 2) civic and business projects / initiatives; 3) executive development and leadership transformation programmes. Close to 100 projects have been completed since 1987 (www.progressio.org).

Economist, manager and foreign policy analyst by education, following studies in the UK, USA and the Netherlands at the University of Buckingham, London School of Economics, London Business School, MIT and Erasmus Rotterdam.

He started his first company in instrumentation for environmental diagnostics at age 23 in 1981 in London and later sold it at age 34 in 1992, with sales in over 30 countries. Producing portable laboratories and kits for soil, water and materials testing, it was then a relatively complex international operation (involving R&D, production, distribution, joint-ventures, government sales) whose products won a number of distinctions and have been used by international agencies such as F.A.O., IADB and development agencies around the world. By then, spurred by a drive to integrate public interests with entrepreneurship, he had founded Progressio Foundation in Rotterdam with Dr Paul Kloppenborg, at the time a pioneer in public-private-partnerships in the Netherlands and abroad and a serial entrepreneur since. At Progressio Foundation, Marcello has been an innovator, at the leading edge of key ideas and projects, such as public-private-partnerships, civil society development, business ethics, corporate social responsibility, the UN and private sector cooperation, private equity in developing countries, ethical globalization, faith and business, civic enterprise, multi-stakeholders partnerships, venture philanthropy, enterprise architecture, creative Europe, and others.

Following a youthful passion for the United Nations, he conceived, designed, organized and co-secured funding for a number of UN events and initiatives on progressive business in Copenhagen (UN Social Summit, 1995 with Mandag Morgen and the Danish Ministry of Social Affairs), New York City (Habitat II Partners' Forum at UN HQ, 1996, UNOPS Trade & Aid Forum, 2000), Istanbul (HABITAT II World Business Forum, 1996) and Stockholm (UNESCO World Business Forum, 1998). As a follow-up to Habitat II, he was invited to join the Bremen International Initiative for Sustainable Cities (1997-2000).

Lately, in 2001, he inspired, co-led and co-organized the "European Enterprise Summit" in London in partnership with The Work Foundation (Will Hutton and Nick Isles), bringing together 70 progressive enterprise pioneers from around Europe, leading to the publication of "Enterprising Europe", foreworded by Romano Prodi and including major contributions by Juan Somavia, ILO, John Elkington, SustainAbility, Maria Livanos Cattai, ICC, Geoff Mulgan, No 10 Downing Street and several others. This book concluded with an Enterprise Charter which rests on Europe's successful achievement of an innovative, dynamic economy alongside social welfare, environmental progress and cultural capital.

During 2001-2002, Marcello engaged in complex, and ultimately unfruitful negotiations, to re-finance and restructure the State of the World Forum and Commission on Globalization, chaired by Mikhail Gorbachev, co-chaired by several world leaders and presided by James Garrison. In 2003, he initiated a partnership with Stephen Brenninkmeyer for the creation of the Andromeda Fund, a private equity investment vehicle for human development. He co-designed and co-organized the Andromeda Fund Forum in Amsterdam, attended by 80 investors and bankers.

Marcello has also designed and led executive education programmes on sustainable business strategies and socially responsible business in the UK, the Netherlands, India and Ecuador. He has launched or has been invited into spin-offs and external ventures, currently as follows: Tällberg Foundation in Stockholm and Tällberg, Sweden; eziba in the USA; via3.net in the UK, European Partners for the Environment and Renaissance Europe in Brussels; Enterprise Stiftung in Zürich, founded by Gustav Seewer; the Rabobank Sustainable Fund of Funds in the Netherlands.

Of his other assignments and roles, the following are noteworthy: co-founder, Social Venture Network Europe in 1993 in Amsterdam, one of the first networks of socially responsible business leaders, board member following nomination by the membership as its first executive director (1993-94); board member, Concilium Foundation, virtual home of many liberal

theologians, such as Hans Küng and Leonardo Boff (1992-95); development director of the New Academy of Business in the UK (1995-96), founded by Anita Roddick of The Body Shop; member of the International Advisory Board of the Copenhagen Centre - New Partnerships for Social Responsibility – (1998 – 2003); co-founder Compassion or Competition Forum with HH The Dalai Lama (1999); co-founder and co-director of Spirit in Business Inc. (2001 – present); co-chair of the State of the World Forum Europe (2001-2), board member of the State of the World Forum USA (2001-2); member of the Commission on Globalization (2001-2); co-founder and chair of HUMANICA PLC, a social venture company (2001 – present); member of the Advisory Board of Ethical Marketplace (2001 – present); founding board member of the Foundation for Natural Leadership with several Dutch business leaders, including Antony Burgmans of Unilever, focusing on leadership transformation through experiences in nature.

Winner of “The Economist” Prize for the best MBA Project at London Business School, a pioneering study on “The Entrepreneurial Culture in the Non-Profit Sector”, 1987, supervised by Professor Charles Handy. At LSE he had graduated with an innovative and timely thesis on “Small and Medium Enterprise in the European Union”, 1984. Author of selected writings on civic enterprise and socially responsible business.

Marcello began work during summers in his teens at his family chemicals’ business in Northern Italy and on business travels with his father and alone in Europe and the USA. His first outside job was President of the University Union (Buckingham 1979), following elections which he won. He was then invited to be tutor in economics (Buckingham, 1981-2) for classes taught by Professor Sir Alan Peacock, then Principal. Marcello is 46 years’ old, born in Milan, Italy, married in 1984 to Leonore van Hövell tot Westerfliër, Dutch; 3 children. He has resided in Italy, Switzerland, the UK, the USA and the Netherlands. Languages: Italian, English, Dutch, German (working), French (basic), Spanish (understanding). Outside his career, Palazzi is passionate about architecture, which he exercised in refurbishing a number of homes; gardening, hiking and skiing, reading, travel and some photography. He and his wife, who graduated in history of art, worked in development with the British Council of Churches and Christian Aid, and now Hata Yoga teacher, share a love of India, country which they have come to know and visit for project work.



Albert Pelach Paniker

Managing Director of *Enciclopèdia Catalana*, a medium size publishing group of companies, based in Barcelona (Spain), specialized in Catalan language books (reference books, text books, fiction, non-fiction and children).

Economist, graduated from the Universitat Autònoma de Barcelona (1978), specialized in Agricultural Economics in Michigan (USA), currently also pursuing a Ph.D. degree on the Information Society with Universitat Oberta de Catalunya. Active member whilst a student in AIESEC, International President (1977) and Spain’s President (1976) of the Association.

More than 20 years of professional experience, first in agribusiness, since 1996 in the publishing and media business. Founder, in 2002, and currently non-executive President of Triagonal, a consulting firm on e-learning and knowledge management. Member of various professional and specific interest associations. Lecturer on competitive strategy at various courses with Universitat Pompeu Fabra. Interested in the extension of the knowledge society and leadership in business.

Claude Piccot

1943 Swiss, studies in physics and economics; MBA Insead.

classical career from assistant to CEO with activities on four continents for nearly 20 years turnaround of companies.

Lecturing for the St. Gallen Management Institute and for the Boston Business School.

Various board-memberships. Special interest in ethics and corporate governance.

Albert Pietzko

Cornelius Pietzner



Peter Pruzan

He is Professor of Systems Science at the Department of Management, Philosophy & Politics, The Copenhagen Business School in Denmark; as of spring 2003, when he turned 67, he became Professor Emeritus. He was born and raised in the United States, has degrees from Princeton University (B.Sc.), Harvard University (MBA), Case-Western Reserve University (Ph.D.) and the University of Copenhagen (Dr.Polit.), and is a naturalised Danish citizen.

He has been the president of a successful, innovative international business. He has authored 10 books and over 100 articles in international scientific journals as well as lectured frequently in Europe, the US and Asia on operations research, multiple criteria decision making, organisational ethics, ethical accounting, human values at work, corporate social responsibility and spiritual-based leadership. He has considerable international consulting experience and back in the 1960’s was the co-founder and president of the first consulting firm in Northern Europe specialising in operations research.

Among his more recent initiatives are co-founding The Institute of Social and Ethical Accountability in London (1996), the five year educational programme at the Copenhagen Business School: Philosophy & Economics (1996), the Business School’s Centre for Corporate Values & Responsibility (2002), as well as the European Academy of Business in Society (2002). At present he is involved

in research projects on corporate social responsibility, human values in the workplace and spiritual-based leadership. His research goal is to integrate perspectives from management, philosophy and spirituality to develop values-based approaches to leadership and ethics, and he is active in international organisations that promote these themes.

Peter Pruzan lives in a small historic town close to Copenhagen, but spends several months each year abroad, primarily in India, where he teaches at leading business schools and universities. He is married to Kirsten, a journalist. They have three grown-up daughters and two grandsons.

Avril Reed



Jennifer Rhule

She is 42 and has been named Head of Human Resources at Skandia. Jennifer Rhule has been active at Skandia since 1997, most recently as head of leadership development for the group. Prior to joining the Skandia group, she has a long record of leadership experience in organizational and cultural development and human resources, including from Pepsico, Rank Xerox and Bank of America. Rhule, who is currently stationed in Stockholm, will begin working from London this autumn and has also been made a member of the executive management.

Caroline Ryan



Gundula Schatz,



Alexander Schieffer, Managing Partner – CELL gmbh

is founder and managing partner of CELL Center of Excellence for Leadership and Learning (www.c-cell.com). The company is focusing on the innovative leadership and design of organizations, based on a systemic approach. Alexander's work is based on the belief that organizations have a high level of innovative and self-development potential and that this potential can be exploited through successful organizational learning and effective leadership. Accordingly, he assists organizations internationally to strengthen their capacity to co-creatively develop solutions for internal and external problems and challenges. Prior to CELL, Alexander had founded and built up one of the leading special interest publishing houses in Singapore. He is currently involved in organizing the Hamburg Summit (www.hamburg-summit.com), a high level conference for economic and political leaders from China and Europe which will take place for the first time in November

2004. Alexander studied economics, business administration, social sciences and law at the University of St. Gallen, Switzerland and did a doctorate on 'Führungspersönlichkeit' (focused on structure, impact and development of the personality of leading top managers in German speaking countries). He lectures at St. Gallen University as well as at the CIDA City Campus in Johannesburg, South Africa. Alexander is member of the Society for Organizational Learning and the World Business Academy. In the past 10 years he has published a variety of articles on Leadership and Organizational Change and has developed an organizational change tool called *Semantic Mapping*.



Rita Schmidt Goldi, Migros-Genossenschafts-Bund, Zürich

Studium der Rechtswissenschaften, diverse Weiterbildungen zu HR Management, Organisationsentwicklung, Coaching, systemische Struktur- und Organisationsaufstellungen.

Ich bin in des Stadtparlaments an meinem Wohnort und des Ethischen Rates der Alternativen Bank Schweiz (ABS).

Als geschäftsführende Partnerin von www.metalogikon.com erforsche ich Fragestellungen rund um Organisationslernen und „spirit in business“ in einem herausfordernden und unternehmerischen Netzwerk.

Gustav Seewer, President - ENTERPRISE Foundation for Entrepreneurship in Business and Society



Angelika Sidler, founder of LivingCorp (www.livingcorp.ch)
Management Coach; Education and Courses: Personal Development Programme Pathways Institute, USA; International Business Administration UC Berkeley, USA; Marketing, Switzerland.
Experience: Leading programs/workshops for innovation und work-life-competence; marketing consulting; project leader in IT startup, Silicon Valley, USA; 11 years of product & marketing management in international companies in health care, finance and IT, Switzerland.



Murielle Spanhoff Drs. (1967) Social and organizational psychologist
She works for more than ten years as consultant/trainer for organizations. Mostly for the sector business and government, sometimes education. Mostly she works with leaders in Develop and direct leadership programs, organizational Change programs, Team spirit programs, etc)
She starts at Horizon training group, an training and consultancy bureau. From '99 she works for ZIN, the convent for meaning and work. She is one of the pioneers by ZIN. ZIN is an advising partner in discussion for organizations who want to work with passion and profession. She gives her contribution to the passion of ZIN: to give a more human face to work. www.zininwerk.nl



George Starcher, General Secretary – European Bahai Business Forum

George received a bachelor of Arts Degree, Magna Cum Laude, in Mathematics from Yale University, and a Master's Degree in Business Administration from Harvard Business School, with Distinction (Baker Scholar) After twenty years with McKinsey & Company, a leading international management consulting firm where he was a Senior Partner in the Paris and Milan offices, he founded his own management consulting practice. He is a member of the Board of Directors of, and consultant to, the European Centre for Continuing Education (CEDEP) at Fontainebleau, France since 1972. He was co-founder of the European Baha'i Business Forum, a network of 350 members in 50 countries, and is presently its Secretary-General. He is author of numerous articles and publications on Business Ethics, Corporate Social Responsibility, and Responsible Entrepreneurship and directed a joint project with the International Labour Office on Socially Responsible Enterprise

Restructuring.



Elisabeth Stern

Elisabeth Stern grew up on a farm at the upper lake of Zurich, has a Master in Psychology and a Ph.D. in Cultural Anthropology from the University of California in San Diego/USA.
She worked for Ciba (now Novartis) on paradigm shift thinking and the change of cultural values, taught Political and Economic Anthropology at the University of Zurich and was a Research Associate at the University of Zimbabwe/Africa. Today, she is a member of the leadership team at the Pestalozzi Children's Foundation in Trogen/Switzerland and gives trainings in Intercultural Management Competence.

Ruth Stylianou-Oberli

Ruth Stylianou, Account Executive was advising major Swiss companies in advertising and public relations matters before she ran a mexican cuisine restaurant in Cyprus. Back in Switzerland Ruth Stylianou founded a marketing agency dedicated to support non-profit an peace initiatives all over the world, such as the Tibet campaign 'Keep Tibet alive' or DJ Bobo's peace concert in Belgrad. As co-founder and member of the board of the WSF World Spirit Forum she is managing the marketing-department.

Bernhard Stock



Sander Tideman – SiB Chairman

Co-founder and executive chairman of Spirit in Business, a global network organization fostering the integration of human values in business and economics. Following a career in law and banking, Sander provides services for leadership and sustainable development, for companies and public agencies in the North and South.

After training as a lawyer at Baker & McKenzie in Taiwan, Sander worked for more than ten years at senior management positions in international banking. For five years he was Chief Representative of ABN AMRO Bank in China, for four years he was a Vice President of ABN AMRO in Amsterdam, and two years a regional manager for Asia and Eastern Europe at Triodos Bank. As independent management and development consultant he has

undertaken projects for the International Finance Corporation, the World Bank, UNDP, FMO (Netherlands Development Bank), Triodos Bank and various government agencies and companies. He has worked on location in Bhutan, Cambodia, China, India, Indonesia, Kazakhstan, Kyrgyzstan, Poland, Philippines, Thailand, Russia, Sri Lanka and Vietnam.

He serves on the board of the Netherlands Commission on Sustainable Development and International Co-operation (NCDO) and The Bridge Fund, an NGO dedicated to development on the Tibetan plateau. He also co-founded and directs the Gross International Happiness Network, inspired by the concept of Gross National Happiness in Bhutan.

Sander obtained degrees in law from the University in Utrecht and the University in London (Master of Laws). He speaks fluently English, Dutch and Chinese. He is co-author of several publications, among which: *Doing Business in China, Sustainable Development in Central Asia and Compassion or Competition; A Discussion on Human Values Business and Economics* (with H.H. the Dalai Lama).

He regularly lectures on leadership and sustainable development across the world. He lives with wife and three children in the Netherlands.



Daniel Truran – SiB Board member

A passionate believer in promoting the evolution towards a world which will be organised, act and behave as one country. Where humankind will live as its citizens, united in their diversity.

Following a career as Marketing and then logistics director at Exel plc. working in London, Sydney, Johannesburg and Milan, where he was the Winner of the Exel Worldwide Innovation Award of the Year in 1998, he has now created a new career, more in line with his values and objectives, linking individuals and creating innovative solutions in the field of entrepreneurship for global development and values-based business solutions.

Since then, he leads the efforts of Humanica Social Ventures, sits on the board of Spirit in Business, is a member of the Governing Board of the European Baha'i Business Forum (www.ebbf.org), National Secretary of the Italian chapter of EBBF (www.ebbf.it); he is also a Director of Via3 (www.via3.net), and is engaged in the steering committee of Renaissance Europe. He is now also leading the Young Leaders program for the next worldwide event of the Tallberg Forum. In his work he partners with a number of foundations such as Progressio (www.progressio.org), European Partners for the Environment (www.epe.be).

He enjoys lecturing at conferences and universities on topics such as "Innovative Financial Models for social economic development", "Ethical Finance" and "Corporate Social Responsibility centred around the human being".

His current home is Madrid, where he lives with his wife Cristina and baby girl Giulia.



Mark Tigchelaar – SiB Steward

Mark Tigchelaar is an economist with extensive experience in international business and consulting. He has worked for Shell Group Planning in London on strengthening strategic decision making. With Digital Equipment Corporation, he held positions as International Pricing Specialist and Account Manager for Higher Education. In his eight years with McKinsey & Co., Mark worked as a generalist consultant in virtually every industry. He was also a specialist consultant as a member of McKinsey's worldwide Leadership and Organization Practice with engagements in Australia, the U.S., and most European countries. Mark has written books on strategic decision making and flexibility in management. Mark has coached numerous McKinsey consultants, as well as CEOs and Business Unit Managers of large corporations in banking, insurance, telecom, engineering, energy, waste management, consulting, and government. Mark's current focus is on consulting with leaders in organizations to generate simultaneous breakthroughs in business performance and the realization of human potential.

Mark earned an M.A. in Economics from the University of Amsterdam and received the H.K. Nieuwenhuis Award for best Economics thesis in 1989. He speaks fluent Dutch and English, has a working knowledge of German, and familiarity with French and Spanish. Mark resides in Amsterdam, Netherlands.

Nick Udall

Nick Udall is a co-founder and the CEO of the nowheregroup. Founded on the values of simplicity, integrity and compassion, nowhere is a private community of companies specialising in co-creation – the art of creative and collective breakthrough. As a master practitioner of inspiring-innovation™, Nick holds co-creative spaces for and with global businesses, governments and other institutions to help them breakthrough into more powerful and purposeful futures.

Originally trained in product design, Nick became fascinated in the concept and practice of creativity, and started to consult to blue-chip corporations in the UK and Europe on how to facilitate creative and strategic breakthrough. He co-founded the Design Transformation Group, an international community of creative futurologists in 1995, and received a doctorate in creativity, consciousness and community from the University of Surrey in 1996.

Nick has been a visiting lecturer at numerous Universities in the UK and abroad, and has been a Postdoctoral Fellow at Roehampton Institute and Goldsmiths University exploring more mindful visions for the future of education. He has edited a number of books including *Closing the Gap between Subject and Object* (DTG, 1996), and *Changing Energy into Form* (Ellipses,

1999). His published papers include: *The Möbius Ring: A Model for Creativity* (Co-Design Journal, 01 1994, UK); *Creative Transformation: A Design Perspective* (The Journal of Creative Behavior, Vol.30, No.1 1996, US); *Design Consciousness* (The Valid Product, Sandberg Publications, 1997, NL); *An Open Systems Approach to the New Business of Design* (Taylor & Francis, 1999, UK). Nick lives with his partner Dr Caroline Lloyd and his young daughter Kaia Tao in Thames Ditton, Surrey.



Alice Van Der Hoek

She studied English, Theology and Education in Chicago in the turbulent '70's. Canadian by birth, Dutch by heritage, she has lived in The Netherlands since 1979. Her work, with Marcello Palazzi at the Progressio Foundation and more recently Spirit in Business, has opened her eyes to, and made her part of, an inspiring global movement of human beings contributing to better world.

Michael Walleczek – SiB Patron

Born 1940 in Kitzbühel, Austria as son of his Russian mother Ludmila Karpow and his Austrian father Dr. Erich Walleczek. For 36 years married to Ingeborg. They have 1 son and 2 daughters, Jan biologist, research director of the Bioelectromagnetics Laboratory at Stanford University, Sasha, nutritional therapist living in Vienna, and Tini, media expert living in Barcelona. Michael and Ingeborg are living in Kitzbühel, Tyrol.

Michael has been a successful entrepreneur already in his early twenties. With 33 years he sold his sportswear company SPORTALM as market leader. Since more than 20 years Michael is engaged in Personal and Organisational Transformation. He is the founder and partner of Walleczek & Partners, an international consultancy based in Austria specialising in mobilising the heart, mind and spirit of people at work to accomplish a culture transformation which allows for non linear results.



Michael has worked with many world-class organisations in Europe, the United States, South Africa and India and led public leadership programmes in Munich, London, Johannesburg and Bombay. Amongst many personal achievements, Michael has been one of Austria's most successful sports clothing entrepreneurs, a European Formula V champion and a transatlantic yachtsman.

Michael expressed his social engagement by organising relief programmes to Avellino, Mostar and Sarajevo, actively participating in initiatives to end world hunger, leading public courses in South Africa to support Nelson Mandela and the ANC, and working with AIDS groups. He also worked with *Youth at Risk* UK, a registered charity, creating non linear results with communities, young people and leadership teams.



Tony Weller

Tony has been working with The Academy for Chief Executives for the last 2 years and in the field of leadership development and self-development for the last twenty years. His early training and education was in art and design in the U.K. and Italy and he became one of Chelsea School of Arts youngest lecturers. Early on he founded a company specialising in restoring historic buildings. He soon became internationally acclaimed for his work on public buildings such as the Royal Albert Hall, Blenheim Palace and Hampton Court. After designing and refurbishing over 100 restaurants and hotels for Kennedy -Brooks plc in the 80's he went on to create, design and run his own chain of award-winning bars and restaurants in the 90's until the chain was sold prior to going public. For the last eight years Tony has followed his passion full-time in the field of personal transformation and empowerment, working globally with some of the great teachers, doctors and professors of our time. Tony over the years has become qualified in several methods and self development models, specialising in Psychology of Vision, Journey Work, Voice Dialogue, Conflict Resolution and his own model of psycho-energetics (the psychology of our inner selves). He is also a master practitioner and trainers' trainer in NLP. Tony is currently working with Surrey University in researching a doctorate in psycho-spiritual soul work in business. He has a private practice in West Sussex and San Francisco working closely with the San Francisco Ballet, actors, singers, professional sports personalities, corporations, couples and family's. His charity work includes working with Haida Indians in Canada and teenagers with drink/drug related problems here in the UK. He has five children and lives in West Sussex with his wife Sara where they are building a centre for transformational development.



Sir John Whitmore

Sir John Whitmore abandoned academic education to become a successful professional racing driver before owning and directing a large agribusiness, a Ford main dealership and an industrial design house. He sold up to research, study and promote the emerging psychologies in California, before returning to the UK to set up a tennis and ski school based on upon a new learning method called The Inner Game which redefined coaching. He then teamed up with Olympians David Hemery and David Whitaker to found Performance Consultants, bringing coaching into business. John was voted No.1 Coach in the Independent on Sunday, November 2003. His book "Coaching for Performance" is a best-seller and has been translated into 14 languages.

Birgitt Williams



Cindy Wigglesworth

Cindy Wigglesworth has a BA and MA from Duke University. She has 20 years of experience in human resources management with ExxonMobil and 4 years as the Founder and President of Conscious Pursuits, Inc. Her current client is MD Anderson Cancer Center where she is conducting a Spiritual Intelligence at Work pilot program. She has recently worked with The Methodist Hospital in Houston, Texas to help them create a "spiritual environment of caring." The Methodist Hospital received a 2002 Willis Harman Spirit at Work Award (now International Spirit at Work Award) in recognition of their sustained effort to integrate Spirit and Work.

Cindy is the Chairperson for the 2004 International Spirit at Work Awards Selection Committee. Cindy has authored what may be the first competency-driven Spiritual Intelligence Assessment (SIA) instrument for business and personal use. This instrument allows business people to talk about Spiritual skills and how to develop them without using the language of religion. Cindy is a powerful professional speaker – speaking with unusual clarity about the role of Spirit in the workplace. She has spoken at numerous conferences including: Business and Consciousness, Spirit in Business and the World Business Academy. Cindy is a published author and has appeared on Oprah and various radio programs. She is committed to helping organizations and individuals integrate spirituality and work. Her website is www.consciouspursuits.com



Raisa Zemkova CMA, Business Strategist - Isherwood Associates Geostructural Eng.

Raisa Zemkova is a young management consultant with a Certified Management Accountant designation currently working in a unique environment of non-conventional geostructural engineers. She combines proven general management techniques with the latest thinking in leadership, providing an overview of the business administration with an emphasis in strategic management and organizational development.

To her team, Raisa contributes innovative and creative thinking complemented by her enthusiasm for learning, sharing knowledge and developing people.

Her profound interest in Latin culture developed through her extensive travel inspires her to bring "the Latin spirit" to the business.

Urs Zimmermann, Owner and Senior Consultant, Inside Out:

Urs started his career in sales where he realized the importance of human interaction, respect and communication. It was the seventies. He went on into the marketing and public relations field, carrying out all the marcom disciplines in creative and innovative ways. Even though he achieved successful results on both sides, corporate and agency, he felt the urge to go further.

It became obvious to him that it was necessary to concentrate more on the role and needs of human beings rather than on the marketing tools. It was in the nineties, that he founded his own company – Inside Out – specializing in customer/employee satisfaction and loyalty. Inside Out was born from his philosophy and belief that everything starts from within. Since then, his consciousness towards human beings has risen even more - none the least through his beloved children.

The outcome of the western economy over the past 15 years, as well as the world situation as a whole, led him to the conclusion that we must move away from quantitative growths towards qualitative economic growths by addressing social responsibility and esteem: Human beings need to be nurtured, instead of used, in order to create quality and genuine innovation. Urs is presently in the transition of becoming a facilitator for both, willingness and compassion. He is convinced that comprehensive, mental and spiritual consulting will lead to new values and transform into sustainable success for himself, as well as for his business partners.

Dr C.R. Bates

D. Phil (Oxon) M.A. (Dub/Oxon) B.Phil (Oxon)

LL.L (Buckingham)

Extensive experience in professional and academic work. Spiritual quest and search continuing. Early education at Trinity College Dublin reading Hebrew and Oriental Studies under the late and distinguished Professor Jacob Weingreen, followed by a period of academic research at Oxford reading Modern Jewish Studies under Dr David Patterson inspiration founder of the Oxford Centre at Yarnton Manor. Sometime lecturer at York University Toronto. Academic and professional career merged in the practice of law as a solicitor in Northern Ireland with extended and extensive professional training and experience in Austria and the Netherlands. Corporate and office practice and experience applied in occasional guest lecturer at the Institute for Professional Legal Studies Belfast. On Advisory Board of Progressio Foundation and interests include public private enterprise, medical legal matters, directional spiritual matters and training at a local corps of the Sea Cadet Corps, North East Area as well as general ministerial tasks.



John Smith
Hearthstone Homes
President

In 1986, when John J. Smith bought out Construction Sciences Incorporated (CSI), his family's construction business, it had already established itself as the largest home builder in Nebraska since 1971. But instead of resting on its past success, John has steadily grown the business into one of the premier home construction businesses in the nation.

Explosive growth occurred in 1998 when Smith not only changed the name of CSI to HearthStone Homes, Inc, but also changed the way he built homes. Under Smith's guidance his company has boldly practiced a new method of home building and now leads the country in the use of technology, software and value equation in its system approach to home construction.

Smith has embraced a new sales concept based on "Threshold Value." The concept is based on a series of core marketing disciplines that supply value to the marketplace and ultimately leads to increased sales. Essentially, Threshold Value is achieved when the builder initially reduces his cost, therefore passing more savings on to buyer, which results in more sales. As a result, the more the builder sells, the better its cost structure, which translates to a lower cost to build, and continues to create this cycle of passing value on to the buyer, which continually increases sales and growth. As a result of executing this method flawlessly, HearthStone Homes has attained one of the highest market shares in the country and can boast of building one of every four homes in Omaha. It currently ranks 90th in size based on unit sales, out of some 50,000 home builders nationwide. It is one of the top firms in the country in terms of reducing cost of construction; using computerization to reduce cost and increased efficiency.

Smith is very involved in the day to day operations at HearthStone Homes and is guiding the business by actively creating the strategic vision of the company, molding a company culture to reflect the product and maintaining the processes that support HearthStone Homes' growth and direction. Smith was very involved in CSI, HearthStone Homes' predecessor, overseeing its growth and expansion by establishing new home building divisions in Lincoln in 1971 and Wichita, Kansas in 1978, holding the title of President and CEO for both locations.

Smith attended the University of Nebraska in Lincoln and while there managed 3000 family-owned apartments. He received his Degree of Construction Management in 1973.

Smith has been involved with Boy Scouts, acting as Scout Master for 8 Years and has served on the Mid America Boy Scouts Executive Board and Board of Directors for 16 years. His demonstrated enthusiasm and expertise for building was transferred to the Boy Scouts when, acting as National Jamboree Chairman in 1993, Smith oversaw an increase in participation in his Council from 60 to 320 boys, and had the distinction of being the largest single council to attend the Jamboree that year.



Lene Andersen – founder, Cougar Consult

Lene Andersen acted for many years as a consultant, project manager and business manager in information technology and industry. She is the founder of "Cougar Consult" (www.cougarconsult.com) for Systemic Management Innovation. With her expertise of system dynamics and solution focused consulting she consults and gives effective impulses to organizational and personal leadership challenges. Danish, living in Switzerland.



Helene van der Vloed – Managing Director, "The Estate the Reehorst"

Helene van der Vloed, is founder and managing director of "The estate the Reehorst" including Antropia, cultur- and congresscentre. All activities on the estate including the congresscentre are based on csr with a special focus on personal growth of the co-workers. Was founder of a successful pr and communication company organising national and international conferences about csr and spiritual issues.