



Robert F. Wagner Graduate School of Public Service

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*Participant Biographies
(Alphabetical by first name)*

Ahmed Samy

Ahmed Samy is an Entrepreneur whose business interests span different sectors including real estate, as a co-founder of IWAN for Investment & Development, a fast growing real estate enterprise, and publishing, as a managing partner in Egypt's leading publishing firm Live-Colors Egypt that produces the monthly Community Times and the quarterly Turath magazines.

Until recent, Mr. Samy served as managing director of Hewlett-Packard (HP) Egypt, and has extensive managerial and business experience in the field of information technology. Prior to working with HP, Mr. Samy worked for a series of multinational companies, including Cullinet Software and Oracle Corporation. He also provided consultancy, system design and analysis to many Gulf Cooperation Council (GCC) and Egyptian companies. At HP, Mr. Samy moved in 2002 from Middle East government and industrial sectors sales director to managing director for HP Egypt. In 2005, he was appointed public sector regional director - HP Middle East.

Mr. Samy's assignment to HP Egypt took place just after the announcement of HP and Compaq's merger. One of his major tasks was to streamline this merger, internally for employees of both companies, as well as externally with customers, partners and industry consultants. HP Egypt has since been able to achieve double-digit year-on-year growth and to secure a leading position in the Egyptian market.

Under Mr. Samy's leadership, HP has contributed to and developed several corporate social responsibility (CSR) initiatives.

Mr. Samy is a board member of a number of NGOs, including the American Chamber of Commerce in Egypt, Friends of the Opera and the Rotary Club of Cairo Royal. Mr. Samy conducted his postgraduate studies at the University of Hull in the UK and is currently undertaking an MBA from Edinburgh Business School.

Asya Al-Lamki

Asya Al-Lamki is the Omani Cultural Attaché in Washington DC since June 2008. She was formerly the Assistant Dean for Research and Post Graduate Studies at Sultan Qaboos University's College of Commerce and Economics and lectured in areas of human resource management, Organizational Behavior and International Management. Her research interests are primarily focused on the psycho-social dynamics of organizations and their impact on effective national performance and productivity. She received several awards including the 2008 Emerald Literati Network for Excellence for her paper entitled Feminizing Leadership in Arab Societies, The perspectives of Omani Female Leaders and the Distinguished Research Award by the International Academy for Case Studies during the Fall 2004 for her joint paper titled Motivational Issues and Safety Regulations in Arabia: A Case Study of a Multinational Oil Company. Dr. Al-Lamki was recently a Visiting Researcher at Georgetown's Center for Contemporary Arab Studies researching gender issues in Arab organizations.

Dr. Al-Lamki participated in several national committees including the Executive Committee for producing Oman's Human Development Report; Oman's 6th Five Year Development Plans and the Gender Gap Committee. She has presented frequently in national and international conferences and symposia.

Barbara Harold

Barbara Harold until recently was Director, Zayed Institute for Professional Education in the College of Education, Dubai Campus and currently chairs the Zayed University Conversation on Leadership project. Her PhD is in Educational Leadership and Policy Development and she has held leadership and teaching positions in teacher education in New Zealand and the UAE. She has extensive experience in qualitative methodology including ethnography, grounded theory development and action research. Her current research interests include leadership, educational reform, teaching practice and undergraduate research. She has been involved in successful programs of professional development for the Ministry of Education, public and private schools in the UAE.

Barbara Lethem Ibrahim

Barbara is founding director of the John D. Gerhart Center for Philanthropy and Civic Engagement, established in 2006 at the American University in Cairo. Prior to that she served for 14 years as regional director for West Asia and North Africa of the Population Council. From 1982 to 1990 she was a program officer at the Ford Foundation regional office in Cairo, responsible for programs in urban poverty, micro-enterprise lending, and gender studies. She has had visiting scholar residencies at the Center for the Study of Philanthropy, City University of New York, the Center for Contemporary Arab Studies, Georgetown University, and the Center on Philanthropy, Indiana University.

She was born and lived in the United States until 1972, studied in Beirut and moved to Egypt with her husband where she has lived and worked since 1975. She has an M.A. in sociology from the American University of Beirut and a Ph.D. in sociology from Indiana University. Her book (with Dina Sherif) *Charity to Social Change: Trends in Arab Philanthropy* was published by American University in Cairo Press in 2008. She publishes on the topics of women's employment, youth transitions to adulthood, Arab philanthropy, and pathways to civic engagement for Egyptian youth.

In 1999 she was inducted into the International Educators' Hall of Fame. She received the Lifetime Achievement Award of the Association of Middle East Women's Studies in 2003.

Bushra Jabre

Bushra is Coordinator of Arab Women Speak Out, a project representing role models for Arab women through case studies and video profiles in the Middle East and North Africa. She is currently Senior Communications Advisor at Johns Hopkins University School of Public Health and Hygiene, Center for Communication Programs (JHUCCP), where she develops regional and country specific communication strategies, projects, and activities, and conducts needs assessments in reproductive health and family planning. She has spent twenty years in the Near East and Central Asia assisting local agencies and non-governmental organizations implement communications activities.

Carol Underwood

Dr. Underwood is a Senior Research Advisor for Research and Evaluation at the Johns Hopkins Center for Communication Programs, where she has been on staff for 15 years. A sociologist with a Ph.D. from the Johns Hopkins University, Dr. Underwood has conducted research and worked in the area of international development and health communication for 20 years. A key aspect of her work is to translate theory and research findings into workable programmatic recommendations, with particularly attention to achieving gender equity. Dr. Underwood has published peer-reviewed articles, based on qualitative and quantitative methods, on a range of communication and health topics, including HIV prevention among adolescents, Muslim religious leaders' views on family planning, emerging leadership in the Arab world, Islam and health policy, enabling women's agency in the Arab world, and bringing gender into health communication programs. She directs the Gender Initiative to Reduce Girls' Vulnerability. Recent and forthcoming publications include, "Enabling Women's Agency: Arab Women Speak Out," and "Ritual Communication and Changing Gender Norms in Uganda: A Study of African Transformation." Dr. Underwood teaches health communication seminars for graduate students at the Johns Hopkins Bloomberg School of Public Health, in the Department of Health, Behavior and Society, where she is an assistant professor. She has worked in Azerbaijan, Botswana, Egypt, Ethiopia, India, Iran, Jordan, Malawi, Mozambique, Oman, Tajikistan, Tunisia, Uganda, United Arab Emirates, United States, Yemen, and Zambia.

Christine Assaad

Christine Assaad is a Research Associate at the Dubai School of Government since May 2007. Her primary research interests include women and empowerment, public policy, international and community development, political economy and youth, with a focus on the Middle East.

In 2001, Ms. Assaad earned her master's degree with merit in Development Studies with a concentration on Gender, Women and Development from The Institute of Social Studies, The Hague, The Netherlands. In her thesis, entitled "Empowerment as Kaleidoscope: A Comprehensive Empowerment Approach for Young Women in a Cairo Squatter Settlement," she examined the impact of women's economic participation on their overall empowerment as active agents within their community. Ms. Assaad earned her B.A from the American University in Cairo, in Political Science, International relations and Economics with summa cum laude distinction.

Prior to joining DSG, Ms. Assaad worked as Project Manager at the Sawiris Foundation for Social Development (Egypt), where she managed projects in the fields of health, human resource development, solid waste management, vocational

training, small industry startups and micro-credit. She also worked as a consultant / evaluator to UNICEF and CIDA on a community development educational initiative, and as a Micro-Credit Officer with Environmental Quality International (EQI), one of the leading development consultancy firms in the Middle East.

Darwish Almoharby

Dr. Darwish Almoharby is an Omani national and former Dean of College of Commerce & Economics, Sultan Qaboos University, The Sultanate of Oman. He is an assistant professor in the Department of Management and also served as an Assistant Dean for undergraduate studies, Director of Administration in College of Medicine, and Director of Administration at the Language Centre, all at Sultan Qaboos University. Darwish received his BA in Business Administration from New England College, US (UK, 1990), MA in Organization, Planning & Management from the University of Reading (UK, 1996), and Ph.D. in Managerial Decision Making from the University of Reading (UK, 2001).

His research interest focuses primarily on organizational behavior and management decision making which he currently confines to areas of small & medium enterprises, entrepreneurship, and leadership. He is also interested in the role of power and culture in managerial decision making and quality assurance of academic programs. His professional membership extends to a number of local and international organizations which include Academy of International Business (AIB, USA), Academy of Management (AOM, USA), and Global Trust Center (GTC, Sweden). He is also a fellow and a module leader of the International Academy of Entrepreneurship (INTENTAC, Sweden), and fellow of Global Strategic Management Inc (GSMI, USA). Darwish has been providing academic reviews for AOM, AIB, and Thunderbird, and has been serving as an academic program reviewer and Quality Assurance expert for the UNDP. He is also a member of the editorial board of International Journal of Management Development (IJMD).

Diane Yu

Diane C. Yu serves as Chief of Staff and Deputy to the President at New York University.

She is the founder of NYU's Women's Leadership Forum and recently was named the University's Senior Executive for the Office of Equal Opportunity. For the past seven years, she has taught a freshman honors seminar in the College of Arts and Science. In 2008 she was appointed the Executive Director of the Sheikh Mohamed bin Zayed Scholars Program, a special university student educational and enrichment program

which operates in the UAE, formed as a partnership between NYU and the government of Abu Dhabi.

Yu was previously Associate General Counsel and Managing Counsel at Monsanto Company. Prior to that position, she was General Counsel for the State Bar of California, a California Superior Court Commissioner, appointed by the President of the United States as a White House Fellow, and in private practice in Oakland, CA.

A national bar leader and frequent speaker, she was the first woman of color to chair the American Bar Association (ABA) Section of Legal Education and Admissions to the Bar, and the first Asian American to chair any ABA section or division of the ABA in its history. Yu also sits on the boards of Oberlin College, the American Management Association, the American Bar Foundation, and is Immediate Past President of the White House Fellows Foundation and Association. She was elected to the American Law Institute in 2000 and the ABA House of Delegates.

Her awards include the 2001 Missouri Women Justice Award, 25 Most Influential Women in Business in St. Louis, Diversity Awards from the Minority Bar Association and the Judicial Council of California, and 2003 Trailblazer Award from the National Asian Pacific American Bar Association.

Yu received her B.A. from Oberlin and J.D. from the University of California (Boalt Hall School of Law in Berkeley), and was awarded a Doctor of Laws (honoris causa) from the City University of New York.

Fadi Ghandour

(Participating in public lecture only)

Fadi Ghandour is Founder & CEO of Aramex International, a position he has held for the past 28 years. Aramex, one of the leading logistics & transportation companies in the Middle East and South Asia, was the first company from the Arab world to go public on the Nasdaq stock exchange. After five years of successful trading on it, Aramex returned to private ownership and, in June 2005, went public again on the Dubai Financial Market (DFM).

Ghandour is a Founding Partner in Maktoob.com, the world's largest Arab On-Line community, is a member of the Board of Abraaj Capital, and serves on the Advisory Board of the Suliman S. Olayan School of Business at the American University of Beirut. Between 2003 and 2005, he was the Middle East and North Africa Area Chairman of the Young Presidents Organization (YPO).

Ghandour is actively involved with community work. He is the founder of Ruwwad Development (www.ruwwad.net), a region-wide corporate social responsibility

initiative, is a Member of the Board of the "National Microfinance Bank" in Jordan (www.nmb.com.jo), and served as Vice Chairman of the Board of Trustees of the Jordan River Foundation (www.jordanriver.jo) for over 10 years.

Jennifer Bremer

Jennifer Bremer is an associate professor of public policy and chair of the public policy and administration department, the first public policy department in the Middle East and one of three academic departments making up the new School of Public Affairs at the American University in Cairo.

Her work focuses on corporate social responsibility, international trade, investment and development and strategies to bring private sector resources to bear on development challenges. Prior to joining AUC, she served for 16 years as director of the Washington Center of the Kenan Institute of Private Enterprise, a unit of the University of North Carolina business school. She holds a PhD (1982) and MPP (1975) from Harvard's Kennedy School, an MA (1977) from Stanford in Development Economics and an ABcl (1972) from Columbia University.

Bremer serves as executive director of the U.S.-Egypt Friendship Society; a non-profit organization dedicated to building stronger ties between the U.S. and Egypt and was appointed to the U.S.-Egypt Business Council in December 2005 by U.S. Secretary of Commerce Carlos Gutierrez. She also holds an appointment as adjunct professor of public policy from the University of North Carolina in Chapel Hill.

Prior to joining UNC, she directed the agricultural and rural development practice at Nathan Associates (1984-1990) and held positions as an agricultural economist with Development Alternatives (1981-1984) and USAID/Cairo (1977-1980). Bremer has directed a wide range of academic and applied studies, both in the United States and overseas, focusing on private sector development, trade and investment, corporate social responsibility and development programming. Bremer's extensive international experience includes long-term assignments in Egypt and Mexico and more than 80 short-term assignments in the United States and 30 other countries, emphasizing policy reform, trade and investment, corporate responsibility, infrastructure development and private enterprise promotion.

Lauren Stephenson

Lauren Stephenson until recently was Director of Graduate Programs and the Director of the Center for Professional Development of UAE Educators at Zayed University. She currently Co-chairs the Zayed University Conversation on Leadership project. Dr Stephenson holds a PhD. in Educational Leadership and a Masters in Applied Linguistics (TESOL). She has held teaching and leadership positions in ELT and teacher education for the past 18 years in a variety of countries. Her research interests include professional learning, educational leadership, action research and ELT methodology and materials design. She has experience in qualitative methodologies including ethnography, case study, action inquiry, narrative inquiry and auto-ethnographic techniques.

Mark Neal

Mark Neal is Research Professor in the Faculty of Business & Computing at Eastern Institute of Technology, New Zealand. He has a BA from the University of Reading, UK and gained his Ph.D. in Management from Bournemouth University, UK. He has taught business and sociology courses at the University of Reading (UK), Aston University, (UK), Zayed University (UAE), the University of Mauritius, Asian Institute of Technology (Thailand), and Sultan Qaboos University (Oman), where he served as Head of the Department of Management. His main areas of teaching are in International and Cross-Cultural Management, where he uses his experience of living and working in different cultures around the world.

Mark Neal has wide research interests, and has published books, chapters and scholarly journal articles in the areas of Arab leadership, gender and corporate governance in the Arab world, risk and regulation, and the tourism, leisure and semi-conductors industries. In 2008 he won the Sultan Qaboos University “Distinguished Researcher Award” for his work on Arab leadership and management in the region. He is currently researching into social entrepreneurship and poverty alleviation initiatives in South East Asia.

Mark Neal has written for newspapers and magazines and has published articles with the Wall Street Journal and the National Post (Canada). He serves on the Editorial Board of scholarly journals such as Chinese Management Studies, and Gender & Organization, and has chaired the review committees of international business and tourism conferences. He has appeared on international television networks such as CNN and CNBC, and has been an invited key note speaker at international events. Mark Neal enjoys horseracing, travelling around the Middle East and South East Asia, and playing the piano

May Al Dabbagh

Dr. May Al-Dabbagh is the Director of the Gender and Public Policy Program at the Dubai School of Government. Dr. Al-Dabbagh is a lecturer and research fellow at DSG where she has taught and published on variety of topics including cross-cultural and social/organizational psychology; theory and method in assessing the relationship between the self and context; cultural and gender differences in leadership, decision-making, and job-related outcomes.

Since 2007, Dr. Al-Dabbagh has been a research associate with Harvard University's Dubai Initiative and is currently heading a multiyear research project on "Intersections between culture and gender in negotiation" which focuses on gender differences in job negotiations in the Gulf Cooperative Council Countries.

Dr. Al-Dabbagh is a member of the World Economic Forum's Global Agenda Council on the Gender Gap, the International Association for Conflict Management, the Middle East Studies Association of North America, and the Academy of Management.

In 2006, Dr. Al-Dabbagh earned a Ph.D. in Experimental Psychology from the University of Oxford. She earned her B.A. degree in psychology from Harvard University, where she graduated in 1999 with high honors.

Dr. Al-Dabbagh has been an active board member with the Harvard Arab Alumni Association and has organized and chaired a variety of public forums in Saudi Arabia and the GCC. She has publications in Arabic and English in both local and regional media outlets.

Maytha Al Habsi

Maytha Al Habsi is Director of Communications & Public Awareness at the Emirates Foundation, one of the leading philanthropic institutions in the United Arab Emirates. She is also Director of the Takatof Project, a key strategic initiative of the Foundation which focuses on volunteering projects with young people. She has worked with the Emirates Foundation since its inception in April 2005.

In Maytha's Communications role, she manages the Foundation's media communications, events, print, audio-visual and collateral materials. She oversees the Foundation's communications with all of its audiences: donors, potential donors, industry & commerce, banking & finance, government and the national and expatriate communities. She additionally supervises the Foundation's Public Awareness initiatives – most recently an extensive diabetes awareness drive throughout the Emirate of Abu Dhabi.

Maytha Al Habsi was appointed Director of Takatof in October 2007. Takatof – which means ‘shoulder to shoulder’ in Arabic – is a first-of-its kind national initiative to create a culture of volunteering in support of the community throughout the UAE. Takatof directly encourages young Emiratis to use their own talents and dedication to “make a difference” in the lives of others: recent projects have included disaster relief after the 2007 Typhoon Gonu, beach clearance, school rehabilitation, hospital visits and work with children who have special needs.

Maytha previously worked with the Communications Department of Dolphin Energy Limited, the company now supplying natural gas from Qatar to the power and water plants of the UAE. She is a graduate of the American University of Washington DC in Graphic Design and Communications. She earlier attended high school in the UAE, Egypt and Germany.

Pamela T. Abdalla

Pamela Abdalla is an American born and educated family law attorney who has lived in Abu Dhabi since September, 2008. Pamela has been a Master and Hearing Officer in Family Court in Pennsylvania, presiding over custody, child support, alimony and equitable distribution trials, since 1999. She has worked with homeless children and families in Pittsburgh for the past 14 years and has, since moving to Abu Dhabi, organized several initiatives benefitting migrant workers. Pamela, a member of the Western Pennsylvania Salvation Army Advisory Board, is the founder and honorary chair of the Garbage Bag Gala, a Pittsburgh fundraiser she initiated in 2001 to benefit the Salvation Army’s Pittsburgh homeless shelter. She is a recipient of the Salvation Army’s 2005 Katherine Booth Award and the 2006 National Association of Women Business Owner’s “Make the Connection” Community Service Award, as well as a 2009 United Way Tocqueville Society Award nominee.

Pamela is inspired by the possibilities for merging individual, governmental, corporate and community service interests. She has engaged both the Abu Dhabi corporate community and the foreign service community in providing critical aid to UAE migrant workers and she initiated plans for the first volunteer visitor program in the UAE prisons.

Pamela lives in Abu Dhabi with her husband, Tarek, a partner at the law firm of ReedSmith, and their three children, Alexandria, Omar, and Gabriella.

Raji Hattar

Raji Hattar is the Chief Sustainability and Compliance Officer at Aramex, one of the world's leading total transportation solutions providers. He started his 20-year career with Aramex as an IT Manager, and then moved to a new position building the Customer Relationship Management team in Aramex's Global Services office, which oversees the performance and the quality of the entire global network. After becoming the Chief Projects Officer in 2006, he managed Corporate Social Responsibility and the Sustainability teams within the organization and developed Aramex's first Sustainability Report, the first of its kind in the entire region. In line with the company's commitment to sustainability leadership and joining the UN Global Compact initiative, in 2008 he became Chief Sustainability and Compliance Officer at Aramex.

Raji is an active member of the company's Global Management Team and offers a deep knowledge of corporate practices and in depth understanding of current and future markets trends. Mr. Hattar is a board member of Ruwwad - Entrepreneurs for Development, a region-wide Corporate Social Responsibility Initiative (www.ruwwad.net). He holds a degree in computer science and various certificates in executive development and management.

Soukeina Bouraoui

Dr. Bouraoui has taught in her capacity as a professor of Law at the Legal, Political and Social Studies department, University of Tunis; She obtained her doctoral degree, in 1982 on law. From 1987 to 1991, Dr. Bouraoui was the head of the department of Civil law & Criminal Sciences. During that time, she introduced the "Environment Diploma", an area where she had long worked before obtaining her Doctoral degree with particular focus on development and urban planning. Dr. Bouraoui's areas of expertise are: Criminal Law, Civil law, Environment Law, Human Rights, Gender Justice and Globalization. She had several international scholarly publications on : environment, economics law, citizenship and women rights.

Dr Bouraoui has been a visiting professor at different international universities. She is a member of the Board of Directors of the Tunisian Association of the Criminal Law, the International Association of Economic Law and the International comparative Environment Law Association. In 1997, she was elected as a Regional Governor of the International Environment Council. Since 2000, she has been a member of the International Court of Environment Arbitration. Dr. Bouraoui founded and directed for six years the National Research, Documentation and Information Women Center (CREDIF) which was established in 1991. She also took the lead as Chairman of the Women Development Plan Committee for the 8th plan of the Tunisian National Economic and social Development plan. Dr. Soukeina Bouraoui is

also a founding member of the International forum of Mediterranean Women (1992) which is actively fostering dialogue between Arab Women and Euro Mediterranean Women and promoting networking among different social groups as key to sustainable development.

Thuqan Qishawi

Thuqan K. Qishawi is a development expert with over fifteen years of experience. He is currently the Middle East Regional Coordinator for the American Friends Service Committee. Qishawi holds a Bachelor of Mathematics & Economics from the American University in Cairo and a Master's degree in Economics from Birzeit University, Palestine.

In his current capacity, Qishawi spearheads the Public Achievement (PA) programme in Palestine, one of the most successful PA initiatives in the world. Qishawi also acts as a consultant for various governmental and non-governmental entities in Palestine on issues as diverse as gender budgeting and sensitivity; feasibility studies, youth employment policies, youth civic engagement, business management and entrepreneurship. Qishawi has also guided various strategic planning processes. A monitoring and evaluation expert, he has conducted various evaluation studies over the previous years.

Qishawi a talented trainer, moderator and facilitator attained trainer certification from Inwent, Germany. He has conducted trainings and facilitated regional and local workshops on water and environmental issues, gender issues, socio-economic issues, leadership and youth civic engagement. A dedicated father and husband, Qishawi and his family are based in Ramallah, Palestine. The couple is expecting their fourth child very soon.

Workshop Conveners:

Bethany Godsoe

Bethany Godsoe is the executive director for NYU Wagner's Research Center for Leadership in Action. She oversees the management of the Center and all strategic program development, execution and outreach.

Bethany brings expertise in the design and delivery of leadership development programs, fellowships and alumni networks that foster transformation at the individual, organization and systems levels; organizational talent development programs and strategies; and leadership practices of high-performing nonprofit organizations and government agencies.

Her main areas of interest are in programmatic and organizational development, leadership, and change management within public service organizations. She currently manages RCLA's executive talent development initiative, government and nonprofit leadership development and capacity-building programs, and partnerships with a spectrum of public service and private organizations. She is a highly skilled facilitator and experienced in utilizing action learning and research methodologies. Bethany is passionate about helping groups learn from and improve their practice.

Bethany previously served as NYU Wagner's assistant dean for enrollment and student services and director of admissions from 2003 to 2007, in which she oversaw the restructuring of student services and directed recruitment efforts that garnered a record number of master's degree applications. Prior to joining the NYU Wagner administration, she served as associate project director for the research and documentation component of Leadership for a Changing World, a national effort to build new knowledge about social change leadership in communities. She began her career in HIV services developing and managing youth programs and serving as a director of development.

Bethany is also a lecturer in public administration at NYU Wagner and teaches courses in strategic leadership and foundations of public service work. She has published on collaborative research processes to build knowledge about leadership.

Bethany received her BA in Anthropology and Women's Studies from Cornell University and her MPA from NYU Wagner.

Erica Foldy

Prof. Foldy is an Associate Professor of Public and Nonprofit Management at the Wagner Graduate School of Public Service at New York University. She is affiliated faculty with the Research Center for Leadership in Action, based at Wagner, and with the Center for Gender in Organizations at the Simmons School of Management in Boston.

Prof. Foldy's research addresses the question: What enables and inhibits working and learning together across potential divisions like race and gender? She is interested in how cognitive processes, like framing and sensemaking, affect our ability to connect with others, and how leaders act as "sensegivers" to affect their constituents' capacity for joint work.

Prof. Foldy has published articles in a variety of journals and edited volumes, including *Leadership Quarterly*, *Academy of Management Learning and Education*, and *Journal of Public Administration Research and Theory*. She also co-

edited, with Robin Ely and Maureen Scully, the *Reader in Gender, Work and Organization*.

Prior to her Ph.D. program, Prof. Foldy worked for 15 years with non-profit organizations addressing foreign policy, women's rights, and occupational health and safety. She has consulted on strategic planning and organization development to a wide range of non-profit groups. She holds a BA from Harvard College and a PhD from Boston College. She was a Post Doctoral Fellow at Harvard Business School in 2002-03. During the 2007-08 academic year, she was a Visiting Scholar at the Russell Sage Foundation.

Nadereh Chamlou

Nadereh Chamlou is Senior Advisor to the Chief Economist at the World Bank's Middle East and North Africa Region. In this capacity she also leads the Region's gender agenda and advises on the Bank's policy and advisory work. In her 27 years with the World Bank, she has worked in technical and managerial positions across the World Bank Group in such areas as economic management, private sector development, financial sector development, oil & gas, telecom, power, infrastructure, environment, corporate governance, and the knowledge economy. In addition to the Middle East and North Africa, her country experience extends to Mexico, former Yugoslavia, Turkey, Pakistan, Indonesia, Thailand, Vietnam, Laos, and Papua New Guinea. She co-authored a World Bank flagship report on "Corporate Governance: A Framework for Implementation"; was the principal author of "Gender and Development in the Middle East and North Africa Region - Women in the Public Sphere"; and "The Environment for Women's Entrepreneurship in the Middle East and North Africa Region." She is a graduate of Georgetown's School of Foreign Service and holds a Masters Degree in Economics.

Since 2002, Mrs. Chamlou has been a member of the Board of Trustees of the Tunis based Center for Arab Women's Training and Research (CAWTAR); since 2006, a member of the Steering Committee and the Advisory Committee of the Gender Economic Research and Policy Analysis (GERPA) and recently appointed Chair of the Friends of the Margaret McNamara Memorial Fund.

Natasha Iskander

Natasha Iskander, Assistant Professor of Public Policy, conducts research on labor migration and its relationship to economic development, labor mobilization and its relationship to workforce development, and processes of institutional innovation and organizational learning. She has just completed a book, entitled *Creative State: Forty Years of Migration and Development Policy in Morocco and Mexico* (Cornell University Press: forthcoming). The book examines how the governments of Mexico and Morocco elaborated policies to build a link between labor emigration and local economic development. She is also working on a project on Mexican immigrants in the construction industry, investigating how tacit skill moves across national borders. Additionally, Dr. Iskander is launching an initiative on water, climate change, and service delivery in cities around the world. Natasha Iskander received her PhD in Management at the Massachusetts Institute of Technology (MIT). She also holds a Masters in City Planning from MIT, and a BA in Cultural Studies from Stanford University. Prior to her doctoral studies, she worked for several years in non-profits in Egypt and the United States on issues of urban development, micro credit and community health planning. She has also worked as a community activist and migrant labor organizer.

Sonia Ospina

Sonia M. Ospina, PhD, is Research Center for Leadership in Action faculty director and an associate professor of Public Management and Policy at NYU's Robert F. Wagner Graduate School of Public Service. A sociologist by training, her academic interests include leadership, engaged scholarship, and democratic governance. She is the author of *Illusions of Opportunity: Employee Expectations and Workplace Inequality* (1996), and numerous referred journals and book chapters.

Over the past seven years, Professor Ospina has directed RCLA's Ford Foundation-sponsored multi-year, national research project on social change leadership in the United States. RCLA partnered with 90 social change organizations to produce new knowledge about how their practice of leadership contributes to deepening democracy. This research has been transformed into 18 practitioner booklets, 33 leadership stories, at least ten peer-reviewed articles-and will culminate in a book to be published in 2010.

Sonia also explores governance and accountability issues associated with public management reform in Latin America, co-editing *Outcome Evaluation for a Modern and Democratic Public Management: Latin American Experiences* (2003) and *Managing Intergovernmental Relationships: Latin American Experiences* (2002), both in Spanish. A new project on the impact of leadership development programs for

local public servants in Colombia will open the door to substantial research on this important yet relatively undocumented facet of leadership.

Professor Ospina earned her PhD in Sociology and a Masters in Public Policy and Management from the State University of New York at Stony Brook.

Waad El Hadidy

As a research associate for the Research Center for Leadership in Action, Waad El Hadidy's research helps expand possibilities for understanding leadership. She is a core member of RCLA's Ford Foundation-sponsored national project on social change leadership in the U.S.

Prior to joining NYU she managed research projects and worked, as a practitioner in international development, on issues of sustainable agriculture in new desert communities and community building in urban contexts. She has held posts at the Near East Foundation, the European Delegation, and Booz-Allen & Hamilton in Cairo, Egypt, and has consulted for the Ford Foundation, the Coady International Institute, The International Development Research Center and the United Nations Development Program. She has co-authored various book chapters and peer-reviewed articles.

Waad holds an M.Phil. in Social Anthropology from the University of Cambridge in England and an MBA from Georgia State University. One of her emerging interests is how design can improve our lives and particularly how physical spaces can engender social relations. Waad is also both intrigued and vexed by the growing confluence between the nonprofit and business sectors in addressing social and public concerns.