



13TH ANNUAL CONFERENCE & AWARDS

Connecting Women Businesses Globally:
Leading the Way to Innovation & Integration

November 9th to 10th, 2020
#iwecawards

SPEAKER BIOS



DIMA GHAWI

CEO, Dima Ghawi, LLC.

IWEC Foundation 2020 Conference Emcee

My story is one of escaping confinements, shattering barriers, crossing continents, and daring to discover and create a bold identity and transformational life purpose. I came from a part of the world where I was taught, at an early age, to be follower, quiet, and subservient. I was fiercely constrained by the Middle Eastern culture, community, and family expectations that molded me to be absent of identity. My path was predetermined, my worth was decided by the judgment of others, and all that truly mattered was preserving the honor of my family's reputation in my every action. It took me years before I was able to dare realize that I might have a choice - that I might have a greater value than I was taught. I knew to change my circumstances would be extremely dangerous and would require courage I had never known before. Nevertheless, I was determined to transform my world, embrace the unknown, and discover my true identity, even if I had to stand alone and face the painful life-threatening consequences of my decision. Finally the day of metamorphic transformation came. I began a new journey. I'm proud to share that, today, I draw from 18 years of global corporate experience and the harrowing trials of my own personal journey to establish this unique and empowering consulting company. I'm here to speak to the future leaders, the rebels and visionaries, those who are ready to shatter limitations, reach their full potential, and become a part of the global community for change.

With experience leading global teams, managing strategic client relationships, and developing future leaders for companies like IBM, Merrill Lynch, and Bank of America, I combine my corporate expertise with my own personal narratives to captivate and motivate my audiences, by reaching into the depths of people's minds, hearts, and unkindled aspirations and sharing a vision of hope, courage, and wild possibilities. Through keynote speeches, workshops, training programs, coaching and the development of an online global community, I continue to share my unique leadership journey with one goal in mind: motivate and activate those around me to dare to grow into leadership roles and reimagine what they are truly capable of achieving.



RUTH A. DAVIS

Career Ambassador (Ret.), U.S. Department of State

IWEC Foundation Chairperson

Ruth A. Davis is an internationalist who retired from the U.S. Department of State with the rank of Career Ambassador, the highest rank in the Foreign Service of the United States. Her assignments in the U.S. Department of State include Director General of the Foreign Service and Director of Human Resources (2001-2003), Director of the Foreign Service Institute (1997-2001), Ambassador to the Republic of Benin (1992-1995), and U.S. Consul General in Barcelona, Spain (1987-1991). She was also posted in Kinshasa, Nairobi, Tokyo and Naples as a Consular Officer. Ambassador Davis was detailed to Howard University in Washington, DC as Distinguished Advisor for International Affairs and she served as Chief of Staff and Senior Advisor in the Bureau of African Affairs from 2005-2008. She has received two Presidential Distinguished Service Awards, the Arnold L. Raphel Memorial Award for mentoring, the 2005 Department of State Equal Opportunity Award, the Secretary's Distinguished Award conferred by Colin L. Powell, and the International Career Advancement Program's Award for visionary leadership and fostering diversity within foreign affairs. In 2015 she was named by the Economist Magazine as one of the 'Top Diversity Figures in Public life' and in 2016 she received the American Foreign Service Association's Award for Lifetime Contributions to American Diplomacy and the Link's Co-Founder Award for International Service.



HRH PRINCESS NOOR ASEM OF JORDAN

Co-Founder, Kyan Foundation

IWEC Foundation 2020 Conference Chairwoman

HRH Princess Noor Asem of Jordan joined IDG in 2015 as a consultant for the Middle East. Her responsibilities are to help build a world-class regional brand synonymous with leadership development programs that achieve sustainable behavioural change. Specifically, HRH Princess Noor Asem engages in strategic business development, as well as program design and facilitation. She is an executive and certified coach with The Coaching Training Institute (CTI), and has ample experience facilitating and designing programs on self-development and youth empowerment. HRH Princess Noor Asem is well travelled; she was born in Jordan, raised in Spain, and completed her education in the United States, which helped her embody a multi-cultural perspective. She has a degree in Political Communication and a Master's degree in Positive Leadership and Strategy from the IE Business School in Madrid. HRH Princess Noor Asem speaks five languages: English, Spanish, French, Arabic and Farsi. An entrepreneur and a pioneer in positive leadership in the Middle East, she is an active member in several organizations such as the International Coaching Federation (ICF), the Middle East Leadership Academy (MELA) and the Institute of Coaching, an affiliate of McLean Hospital.



ADELA SUBIRANA

Barcelona Chamber of Commerce

IWEC Foundation Vice President

Ms. Subirana was a member of the Board of the Chamber of Commerce of Barcelona for more than 15 years and since 2007 the Commissioner of the Presidency for Institutional Activities. Prior to joining the Chamber, she was a Member of the Board of OSHSA - GUINOVART, a company in the construction sector and SUFISA which went on to merge with Sacyr. Partaking an active role in local and global fundraising efforts, she served as President of the private foundation Group Set from 1989 to 2014, was a Member of the Board of the "Friends of Liceo Opera House," and a Member of the Board of the Palau de la Música Catalana.

Since 2015, Ms. Subirana is the Vice President of the IWEC Foundation. She received the "Medalla President Macià" of the Generalitat of Catalunya for her outstanding work. And, in 2006, the Italian government awarded her the "Cavaliere dell'Ordine della Stella della Solidarieta' Italiana."

Ms. Subirana holds a degree in Philosophy and Humanities from the University of Barcelona as well as the "Maîtrise et Licenses et Arts" from Sorbonne IV Université.



IBUKUN AWOSIKA

Chairperson, First Bank of Nigeria

IWEC Foundation President

Ibukun Awosika is the Chairman, Board of Directors, First Bank of Nigeria Limited, Nigeria's premier and most valuable banking brand. She is also the founder and CEO of The Chair Centre Group. The companies in the group include: The Chair Centre Limited, Sokoa Chair Centre Limited, Furniture Manufacturers Mart, TCC Security Systems and Cubes and Boxes Limited. These companies are involved in manufacturing, retail and bank-way security systems services. Ibukun chairs a number of corporate and not-for-profit boards amongst which are: GEMS Africa, House of Tara International and Afterschool Graduate Development Centre (AGDC), a facility which she promoted to help address youth employability and enterprise issues in Nigeria. She sits on the boards of Cadbury Nigeria Plc., Digital Jewel Limited and Convention on Business Integrity (CBI). She was Chairman, FBN Life Assurance Limited, FBN Capital Limited and Kakawa Discount House Limited. She also served on the board of Nigerian Sovereign Investment Authority (NSIA). Ibukun is a graduate of Chemistry from University of Ife (now Obafemi Awolowo University), Nigeria; an alumna of the Chief Executive Program of Lagos Business School; the Global Executive MBA of IESE Business School, Barcelona-Spain; and Global CEO Program of Wharton, IESE and China European International Business School (CEIBS).



REGINA O. HEYWARD

Senior Vice President & Head of Diversity, Wells Fargo

Regina O. Heyward is senior vice president and head of Supplier Diversity for Wells Fargo. With more than two decades of multi-industry global supply chain and supplier diversity strategy experience, she is responsible for developing and engaging certified diverse suppliers to integrate them into Wells Fargo's sourcing and procurement processes. Regina joined Wells Fargo in 2014.

Throughout her career, Regina has been known for developing high impact supplier diversity programs and leading strategic supply chain initiatives in North America, Asia, Latin America and Europe. Prior to her current role, she served as the director of enterprise supplier management for Capital One, a role in which she led the supplier diversity team and was responsible for corporate real estate category sourcing. Prior to that role, Regina served as the director of global supply chain compliance at MeadWestvaco, where she implemented a supplier diversity program and was responsible for global supplier risk management.

Currently, she serves as a board member for Disability: IN (Vice Chair) and the U.S. Hispanic Chamber of Commerce. She provides leadership insights as a member of the Institute for Supply Management's (ISM) Ethical Standards Committee and Nominating Committee. She also serves on the Charlotte Chamber of Commerce Board of Advisors. Regina has been featured three times by DiversityPlus as one of the "Top 25 Women in Power Impacting Diversity," and has received numerous other recognitions for her leadership in diversity, including honors from Minority Business News and Diversity Inc. Regina, a native of Thomasville, Georgia, is a Summa Cum Laude graduate of North Carolina A&T State University and earned her J.D. from North Carolina Central School of Law.



SADHGURU

Founder, Isha Foundation

Indian Author & Yogi

Sadhguru, a yogi and profound mystic of our times, is a visionary humanitarian and a prominent spiritual leader. A contemporary Guru, rooted as strongly in mundane and pragmatic matters as he is in inner experience and wisdom, Sadhguru works tirelessly towards the physical, mental, and spiritual well-being of all. His mastery of the mechanisms of life, an outcome of his profound experience of the Self, guides in exploring the subtler dimensions of life. At home in loincloth as much as he is in blue jeans, barefoot through the mighty Himalayas, or straddling a BMW motorcycle on the expressway, Sadhguru is the most unusual mystic that one can encounter. Marking a clear departure from mere customs and rituals, Sadhguru's scientific methods for self-transformation are both direct and powerful. Belonging to no particular tradition, Sadhguru incorporates and presents what is most valid for the contemporary life from the yogic sciences. Sadhguru speaks at some of the world's most prominent international leadership forums. In January 2007, he participated in four panels at the World Economic Forum and spoke on issues ranging from diplomacy and economic development, to education and the environment. In 2006, he addressed the World Economic Forum, the Tallberg Forum in Sweden, and the Australian Leadership Retreat. He has also served as a delegate to the United Nations Millennium Peace Summit and the World Peace Congress. Sadhguru's vision and understanding of modern social and economic issues have led to interviews with BBC, Bloomberg, CNBC, CNNf, and Newsweek International. His insights are regularly featured in India's leading national newspapers. A well-known public figure, he regularly draws crowds of more than 300,000 people for his public talks and "sathsangs" (group meditation).



HARJINDER KAUR

CEO, Comvision India

IWEC Foundation Board Member

A self-made entrepreneur herself, Ms Talwar is the MD & CEO of Comvision India Pvt Ltd. She founded her company in 1995. Currently with 150+ employees and 4 offices across India, she stands tall as the only businesswoman, into the specific arena of intelligent traffic and transport solutions. Today Comvision is CMM level3, ISO 9001:2015, ISO 27001:2013 & ISO/IEC 20000-1:2011 certified medium sized business organization. Currently with 150+ employees and 4 offices across India, she stands tall as the only businesswoman, into the specific arena of intelligent traffic / transport solutions. Having a computer science degree & during her initial years in business, she took upon the challenge to change the way Govt. services were given to a citizen and gave a concept of multiple services of different Govt. depts. under one roof to India. Her first such project "TWINS" implemented in Hyderabad in 1999 redefined the way Govt to citizen (G2C) services were delivered. The model was thus replicated PAN India by many other Govt. departments and these govt. departments soon adopted the concept of integrated multiple services under one roof. TWINS was also showcased to the then US President "H.E. Bill Clinton" during his maiden visit to India. As she grew in business her company additionally went on to specialize in the road sector and today has strategic partnerships with world leaders in technologically advanced solutions in specific areas of intelligent traffic & Transport. With her domain knowledge of Indian business and best of technology adoption, her company has become a name to reckon with in the technology implementation in road sector as well. She has leveraged her sound business policies and good relationship with Governments across ideologies including the current dispensation. Some of the notable contributions are as under: Implementation of RFID based electronic toll collection technology for India, integrating with the central clearing house of NPCI and payment settlement system across banks for toll lanes in India. A few major Highways in the country are running with her solutions. Some of them are Delhi Agra Highway, Gurgaon- Faridabad Toll Road and Hosur Krishnagiri Toll Road.



DENISE EVANS

**Vice President, Diverse Partner Ecosystem Development,
IBM Corporation**

Denise leads an organization responsible for ensuring that businesses owned by Asians, Blacks, Hispanics, Native Americans in North America and women owned, led and influenced businesses, globally - understand how to leverage technology to accelerate the growth and success of their businesses. She has served globally in numerous leadership and executive positions in IBM for 40+ years. She currently serves on the Board of Directors of the Women Presidents' Organization, Enterprising Women Magazine, The Galt Foundation, The National Alliance for Mental Illness - MD, International Planning Committee - Global Summit of Women, advisory board of The S.O.L.V.E. Group, and is an expert community member of Catalyst. Denise has been featured in several magazines as a "top IBM executive" advocating for diverse businesses, numerous magazines and books on leadership and received recognition - most recently the "Woman of Impact Leadership" Award from Impact Leadership 21 at the United Nations and the "World of Difference" Award from The International Alliance of Women. Denise is a global citizen who has traveled across 5 continents, a mentor to many in marketing and sales and a lifetime member of the Girl Scouts of the Nations' Capital. Denise earned her Bachelor of Science degree in Mathematics and Economics from Brown University and MBA from the Stanford Graduate School of Business.



FERNANDO HERNANDEZ

**Vice President Global Supplier Diversity & Sustainability, Microsoft
IWEC Foundation Board Member**

Mr. Hernandez serves as Supplier Diversity & Sustainability Director for Microsoft Corporation. In this capacity, he drives Microsoft's strategies to achieve supplier diversity sustainability & objectives. He is responsible for Microsoft's \$2.8 Billion annual Supplier Diversity initiative. Prior to joining Microsoft, Mr. Hernandez served as Senior Vice President of Multicultural Marketing Strategy for Washington Mutual Bank where he established, developed, and implemented comprehensive multicultural marketing initiatives. He formerly served as Executive Director of Multicultural Marketing with AT&T. Mr. Hernandez was the first to establish and implement multicultural business to business and consumer marketing (Hispanic, African-American, and Asian) at AT&T in 1991. This resulted in the creation of a \$3 billion market segment. Fernando has received many awards including NMSDC Leadership Award, Island Medal of Honor recipient and Hispanic Magazine 100 most influential Hispanics in America. The American Marketing Association recognized him for his leadership in multicultural marketing.



PEDRO NUENO
Professor, IESE Barcelona

Pedro Nueno is a Technical Architect, Industrial Engineer and Doctor of Business Administration from Harvard University. He has also been Professor of Entrepreneurship at IESE and was formerly Chengwei Ventures Chair on Entrepreneurship (CEIBS). He was a member of the Visiting Committee of the Harvard Business School, a supervisory board in practice, for six years (2005-2011).

Professor Nueno is also founder of FINAVES, a venture capital corporation associated with the entrepreneurship activity of IESE Alumni which has supported the launch of more than 40 companies, creating over 3,000 new jobs. His areas of interest include entrepreneurship, starting new ventures, global management, management of technology and innovation. Professor Nueno has authored 17 books which were translated into several languages, covering topics such as corporate turnaround, innovation and entrepreneurship. He has received many honors including The Cross of Saint Jordi (2003), the Outstanding Contribution Award from the Chinese Government (2014), and “Commander by Number or the Order of Queen Elisabeth the Catholic” (2015).



YANG LAN
Chairperson, Sun Media Group

Yang Lan is often called “the Oprah of China.” The chair of a multi-platform business empire, Yang is pioneering more-open means of communication in the communist nation.

Yang Lan’s rise to stardom in China has drawn comparisons to Oprah Winfrey’s success in the US. It’s easy to see why: Yang is a self-made entrepreneur and the most powerful woman in the Chinese media. As chair of Sun Media Investment Holdings, a business empire she built with her husband, Yang is a pioneer of open communication.

Yang started her journalism career by establishing the first current-events TV program in China. She created and hosted many other groundbreaking shows, starting with the chatfest Yang Lan One on One. The popular Her Village, which now includes an online magazine and website, brings together China’s largest community of professional women (more than 200 million people a month).

Yang, who served as an ambassador for the 2008 Olympic Games in Beijing, wields her influence for philanthropic endeavors, too. She founded the Sun Culture Foundation in 2005 to raise awareness about poverty and to promote cross-cultural communication.

“Yang stands out as a role model for women who want to achieve across the industry spectrum in an increasingly global society.” – The Paley Center for Media, “She Made It” Initiative, 2007.



ANDREA BOZA

Joint MPP/MBA, Harvard University

Andrea, a native of Barcelona, Spain, is a joint MBA and MPP candidate at the Harvard Business School and the Harvard Kennedy School and passionate about strengthening public-private partnerships to foster entrepreneurship, improve education-to-employment pathways and better apply technological innovation for the public good.

With experience across the public, private and social sectors, Andrea has most recently worked at Generation You Employed, the fastest growing global social venture in the youth unemployment space, where she focused on implementing public-private partnerships to reduce unemployment and where she launched an up-skilling COVID-19 course for doctors and nurses in Spain, which has received over 25,000 participants. Prior to this, Andrea was a consultant at McKinsey & Company in Toronto, Canada where she advised leading financial institutions and a Consultant and Intern to the Under-Secretary General of the Department of Global Communications at the United Nations in New York.

Andrea holds a Bachelor of Arts and Science in Economics and Psychology with Distinction from McGill University, where she co-founded a social enterprise to rethink student-led international development projects in Latin America. She has been recognized as a McKinsey and Company's Next Generation Women Leader in North America and as a Venture for Canada Fellow. At Harvard, Andrea is a recipient of the David M. Rubenstein Fellowship and the Real Colegio Complutense Fellowship.



MERITXELL BAUTISTA

CEO, Fibracat

IWEC Foundation 2020 Awardee

Meritxell Bautista is the Co-Founder of Fibracat, the leading global telecommunications operator in Catalonia, and president of Fibracat TV.

Meritxell Bautista is a businesswoman, wife, mother, feminist and supportive of female empowerment. She is a tireless fighter for making ICT Women visible in the telecommunications sector and for women's empowerment in positions of responsibility. She has just received the 2020 DonaTIC award of the government of Catalonia for her business career and she is an ambassador for the SheLeader Foundation, promoting Women's Leadership. In her role, she has been nominated for the "Top Spanish Women Entrepreneurs 2019."



INES JUSTE

CEO, Group Juste

IWEC Foundation Past Awardee

Ines is the president of Grupo Juste, a leading player in the chemical-pharmaceutical industry. The company is family owned and has more than 95 years of experience in research, development and distribution of diagnostic imaging pharmaceutical specialties and active pharmaceutical ingredients, exporting 98% of its output across the five continents for over 40 years. Ines belongs to the fourth generation of Grupo Juste and prepared herself through schooling and education to become its leader, which she did in 2011. She also holds many board seats, is a business school lecturer, guest speaker and is a member of several business associations.



JANINE MYBURGH

Managing Director, Myburgh Attorneys

IWEC Foundation Board Member

Janine is the Managing Director of Myburgh Attorneys Incorporated that has been in existence since 01 August 1999. Janine is and has been in practice for 24 years with a wide client base nationally and internationally. She is a Mediator, Facilitator and an Attorney with the right of appearance in the High Court. She has completed advanced Judicial training to serve as a Judge with a pass rate of 75%. She serves on the Legal Practice Council, the Regulatory body of the Legal Profession. Janine currently serves on the Risk & Compliance Committee, the Disciplinary Oversight Committee and the Fee Assessments Committee of the Legal Practice Council

She has assisted the Nelson Mandela Fund in the child witness training program. Janine is the President of the Cape Chamber of Commerce and Industry. The only woman and youngest person to be elected to this esteemed position in its 216 year history, who was re-elected on 8 occasions. She is the former National President of the South African Council of Business Women and served for two terms, the youngest woman to ever be elected in this position. Janine is the former Chairperson of the Common Purpose Leadership organization. She has been awarded honouree member status to the UNITED NATIONS for the service to society in support of the Millennium Development goals. She is the former Independent Black Staff Trustee of Prudential Black Staff Trust as elected by the black staff of Prudential. She was the founding Chairperson of the National body of the accredited Chambers of Commerce.

She is the Board Member of the International Womens Entrepreneurship Challenges representing South Africa. Janine serves on numerous NPO Boards and is intrinsically involved in the upliftment of young women. Janine is the Chairperson of the Safety and Security Advisory Board of PRASA (Passenger Rail Agency of South Africa). She is a Board member of the Professional Provident Society Insurance (PPS). She is a sought after speaker locally, nationally, as well as internationally. She is the Honorary Consul to Canada. Janine is an independent thinker, is well respected among her peers and counts numerous awards among many of her allocates. As recently as 2019 Janine was honoured for her leadership and mentorship role she plays in the legal fraternity in the National Women in Law awards. She also received the WOW (Woman of Wonder) award in 2019. In March 2020 she was "awarded" the International Visionary Women of Wonder award in Dubai



LORI EPSTEIN

President, Lori Epstein Consulting Group

Lori Epstein, president of Lori Epstein Consulting Group, is a well-respected attorney and expert in sophisticated estate, business and retirement case design. Ms. Epstein has a very impressive resume, including her current position providing invaluable case design, training and marketing support to Fortis Lux Financial. Lori focuses much of her energy on planning for non-traditional couples, families with a child or dependent with special needs and planning for women and small businesses. Before Lori's most recent corporate position as Vice President of MassMutual's Advanced Markets and Financial Planning organizations, she held significant positions related to estate, business and financial planning for more than 20 years at MetLife. She was instrumental in attracting more advisors to the practice of Financial Planning, providing the critical training and support necessary for them to be more productive. Ms. Epstein serves on the Board of Directors of the Women's Venture Fund and in 2014, was a recipient of the Fund's Highest Leaf Award which honors women whose business or professional contributions have significantly impacted their industry. She has also received the Women on the Move award from The Arthritis Foundation which honors women of achievement who are role models in their professional, philanthropic or individual endeavors. Lori is a sought after speaker on such topics as estate planning, planning for same sex couples and individuals with special needs, as well as helping women plan for a secure financial future. She has been a featured speaker at numerous national events including Women Business Enterprise National Council (WBENC), National Association of Women Business Owners (NAWBO), Women in Insurance & Financial Services (WIFS), Wine, Women and Wall Street and MetLife's Women's Sales Forum. Lori is a proud member of Toastmasters International, SEC Roughriders Club of NYC.



CARMEN CASTILLO

CEO, SDI International

IWEC Foundation Vice Chair

Carmen Castillo is the President and CEO of SDI International Corp. (SDI), one of the largest Hispanic- and woman-owned companies in the world, with a portfolio of managed spend of over \$3B. The company—which she founded in Florida in 1992—provides its clients with fully scalable global indirect procurement solutions centered around the tail end of the supply chain. These programs are designed to manage large numbers of small suppliers handling non-critical/non-catalogue transactions that are often untracked, resulting in inefficiencies in process times, compliance, and costs. “We make ourselves indispensable to our clients by building globally and acting locally,” Carmen states. Her mantra is evident in SDI's global footprint, which includes operations hubs in the U.S., Argentina, Australia, Belgium, Canada, China, France, India, Mexico, Poland, Slovakia, South Africa, UAE, and the United Kingdom. SDI has distinguished itself as a provider of repeatable hard cost savings delivered through cutting-edge technology, risk assessment, quality policies, and a dedicated team. Carmen is a staunch proponent of paying it forward and corporate social responsibility. As a business leader, Carmen takes on ten mentees per year—among them women entrepreneurs (many of them Hispanic)—to share her insights and experience, with special focus on hiring, retention, business development, and international expansion. More importantly, Carmen facilitates networking opportunities and introductions between her mentees and her extensive network of corporate contacts and peers. From an advocacy perspective, Carmen acts as Chairwoman of the United States Hispanic Chamber of Commerce (USHCC), Vice Chair of the International Women's Entrepreneurial Challenge (IWEC), and she also collaborates with the boards of many other minority- and woman-owned business organizations. Under her leadership, SDI holds an international Memo of Undertaking to cross-collaborate with the International Trade Centre, and the UN Global Compact featured Carmen in their 2017 global Study of CEOs committed to sustainable development goals. Carmen has also accumulated several industry awards throughout the years, including an induction to the 2016 WBE Hall of Fame. In 2017, Carmen received the Abe Venable Lifetime Achievement Award from the U.S. Department of Commerce's Minority Business Development Agency (MBDA). Carmen is a native Spanish speaker and is fluent in English and Italian.

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