INSEAD Global Executive MBA (GEMBA)

The INSEAD Global Executive MBA programme is designed for experienced managers, executives, and professionals who seek to enhance their knowledge, develop leadership skills, and expand their international networks to accelerate their career progress. The programme is delivered in a modular format on three fully integrated campuses in Europe (France), Asia (Singapore) and the Middle East (Abu Dhabi).

Each GEMBA class has an unparalleled diversity of nationalities and professional backgrounds, enabling participants to learn from each other and build a close-knit yet globally distributed network.

Class of 2021 - Key Facts

- **230** Participants
- **63** Nationalities
- **33 - 45** years 80% Age range
- **31%** Women
- **14** years Average years of work experience
- **55%** Working outside home country

Main Industries

- Financial Services 20%
- Technology, Media & Telecom 16%
- Healthcare 12%
- Energy 11%
- Retail, Consumer & Luxury Goods 10%
- Consulting 6%
- Manufacturing & Conglomerates 5%
- Others 20%

Geographical Diversity by Work Region

- Asia Pacific 33%
- Europe 31.5%
- Middle East & Africa 25.5%
- Americas 10%
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Anna ABRAMOVA
Europe
British, Russian
Senior Director, FTI Consulting LLP
United Kingdom

Anna has 15 years of professional advisory experience in strategy and deals across Europe, the Americas, and the Middle East, with a focus on growth, M&A diligence, and lean operations for leading TMT companies and private equity portfolio businesses. Her current role at FTI Consulting involves leading client engagements, staff recruitment and development, and support of new business origination and account management.

Anna’s objectives for joining the GEMBA are to strengthen her knowledge in operations and leadership, get exposure to entrepreneurship, learn more about her personal blind spots and motivation triggers, and to build a lasting network of business contacts and personal friendships.

Seyi AGBEDANA
Europe
Nigerian
Senior Manager, PricewaterhouseCoopers
Nigeria

Seyi currently leads the Deals Strategy practice across West Africa for PwC. In this role, she helps clients looking to enter the region or expand their business in the region with commercial and strategic insights on operating. Previously she had been working for two years as the CFO of a venture-capital backed video-on-demand platform - www.irokotv.com - also known as the “Netflix of Africa”.

Through the GEMBA, Seyi is looking to transition to a more data and analytics-focused role, and to start a fund to invest in mid-tier companies looking to scale.

Folasade AGBEJULE
Middle East
Nigerian
Programme Specialist, ePayments, EFInA
Nigeria

Folasade is a seasoned digital financial services, programmes and policy expert with over 14 years’ work experience in the pharmaceutical, banking and development sectors. She is experienced in developing/implementing electronic payments and digital innovations strategies for financial services across Nigeria and Africa, as well as driving digital innovation in the pharmaceutical and healthcare sectors. In her current role, she has led major policy and institutional changes in the Nigerian retail financial services space by championing high-level coordination between financial institutions, payment providers, regulators, development partners and customers to ensure a balanced approach to building a trusted, robust and inclusive electronic payment environment.

Folasade’s aim is to leverage the GEMBA to improve her analytical and critical thinking skills. She is also looking to improve her leadership skills in preparation for her immediate and future career aspirations.
Ola ØSTTVEIT AGLEDAHL
Europe
Norwegian
Co-founder / Business Development, Høyden AS
Norway

Ola is an entrepreneur and business executive with more than 10 years’ experience leading teams and organisations. He has had international exposure as an investor relations adviser for European and American companies listing on the Oslo stock exchange. He is a Co-founder of a rope access company with a CAGR of 45% for the past eight years, which currently employs people from 15 nationalities. In his current role, he has established civil engineering as a new, and currently the fastest growing business area.

Ola's aim at the GEMBA is to grow as a leader and learn from peers with vast international experience, as well as develop a better understanding of himself and those around him at a fundamental level.

Nitin AHUJA
Asia
Australian
Director - Dell Synergy Lead, VMware Singapore Pte Ltd
Singapore

Nitin is a passionate business leader with over 15 years’ experience in driving business growth in the IT industry through developing highly effective strategic alliances and customer partnerships. He has worked across the Asia Pacific and Middle Eastern markets in organisations that are market leaders (VMware, HPE, Microsoft and Xerox). In his current role, his responsibility is to create a vision for the regional business unit, lead the go-to-market strategy and ensure his team’s success. In addition, Nitin’s role is to work with APJ & SEAK leadership teams, and all business, functional and solution units to develop strategies and programmes, and orchestrate strategic planning and business discussions with selected ecosystem partners to achieve sales penetration and profitability.

Nitin’s aim at the GEMBA is to learn about mergers and acquisition and how to run a complete P&L. His career aim is to become a change agent in the IT industry and a rounded leader who can run a region or country.

Faruk AK
Middle East
Turkish, British
Commercial Manager, Upstream, Crescent Petroleum
UAE

Faruk has over 15 years of in-depth experience in the oil and gas industry with a focus on strategic, financial, economic as well as technical aspects. He is specialised on feasibility studies of upstream oil and gas projects including financial, contractual and economic assessment, new upstream ventures generation, strategy and planning, partnerships negotiations and contracts, portfolio, risk and uncertainty analysis and management. On the downstream, his core specialities are analysis and projection of oil and gas fundamentals and price. He has successfully led multi-disciplined, multicultural teams with an excellent performance which resulted in promotions every two years.

Faruk would like to expand his knowledge and grow in his current company to become Executive Director with a broader range of responsibilities. In the long term, he would like to contribute to the energy industry growth in developing countries.
Payam AKBARI

Europe
Romanian, Iranian
Chief Marketing Officer, Agricover
Romania
Payam is a forward-thinking marketing executive with a proven record of accomplishments in Romanian agribusiness. He is dedicated to continuous business improvement and focused on customer experience and value generation.

At the GEMBA, Payam would like to gain more knowledge to improve his management skills, build new businesses and network with people from different backgrounds and industries to exchange ideas. He is also looking to transition to top management and ultimately entrepreneurship.

Khalifa ALMHEIRI

Middle East
Emirati
Strategic Transformation and Excellence Department Manager,
TRANSICO
United Arab Emirates
Khalifa has over eight years’ experience across project, programme and physical assets management. He currently leads an ambitious transformation effort across the electricity and water sector in Abu Dhabi with a focus in government subsidy reduction. Previously he had secured an increase of AED 150 million for the year 2019 through a collaborative effort across the value chain within the organisation, improved capital investment programme performance from 35% to 93% in three years utilising analytics and robust forecasting models, and enhanced the cross-cutting capital stage-gate process that assures efficiency and optimal stakeholders engagement.

At the GEMBA, Khalifa wants to bridge gaps in his business knowledge and build upon the collective diverse experiences and connections that he will gain through the programme. Professionally, he wants to lead the transformation of the sector and across the value chain.

Bandar ALMOMEN

Middle East
Saudi
Management Consultant, MASHURAH Consulting
Saudi Arabia
Bandar is a well-rounded C-level leader with 23 years of diversified experience in ITC, retail, project management, HR, administrative affairs, consulting and coaching. He is experienced in digital business transformation and change management. In his recent role, he has a proven track record in leading and orchestrating the people-process-technology pillars, enabling successful and efficient change management and supporting the organisation in successfully achieving its business turnaround strategic objective.

Bandar wants to leverage the GEMBA to expand his knowledge and enhance his capabilities around strategic leadership of organisations, and successful management of businesses under various conditions. He also aims to understand and uncover his leadership capabilities and technical skills to be enabled to lead organisations successfully from the top of the pyramid.
Ahmed ALQUBAISI
Middle East
Emirati
Senior Vice President (SVP), Group Financial & Planning Function, Finance & Investment, ADNOC
United Arab Emirates

Ahmed is a strategic and dynamic financial leader with commercial acumen and international exposure. During his career spanning over 21 years he has acquired a holistic knowledge and understanding of the oil and gas integrated value chain, upstream and downstream across a variety of commercial, financial and planning roles. He is experienced in leading teams across various strategic functions, including corporate finance and governance, and a prolific negotiator with skills demonstrated in the closure of various multi-billion on-shore and off-shore concession deals dealing with international oil companies.

Ahmed’s objective at the GEMBA is to expand his horizon and perspectives by exploring various networking opportunities.

Lateefa ALI
Middle East
Emirati
Project Manager, Abu Dhabi Executive Office
United Arab Emirates

Lateefa is an experienced project manager in the government administration industry. She is skilled in management, valuation, business strategy, financial analysis, and financial modelling. Lateefa holds a Certified Professional Manager designation from Chartered Management Institute and Chartered Financial Analyst (CFA) designation from the CFA Institute.

Lateefa would like to progress to a higher management role by leveraging on her leadership and analysis skills, and provide advisory support to the Abu Dhabi Executive Council Committees by proposing and analysing public policies and strategies.

Khalid ALKAF
Middle East
Emirati
Executive Vice President Operations, Yahsat
United Arab of Emirates

Khalid is an accomplished senior operations executive with 15 years of experience in telecommunications. He is experienced in managing teams in the EMEA region with international exposure across Africa, the Gulf region, the Americas and Europe. In his roles, Khalid has been a specialist in delivering major growth and margin improvements through cost optimisation and innovative product delivery. In his current role, he leads all Yahsat Government Solutions Operations groups by setting and driving the implementation of high-level policies and strategies, and then driving the implementation through the Yahsat Operations Group VPs.

Khalid’s aim is to further develop in order to be able to operate and excel at the CXO level within his industry.
Noora AL MARZOOQI  
Middle East
Emirati  
Vice President (VP), Group Funds Management Division, Finance & Investment, ADNOC  
United Arab Emirates

Noora is a highly-skilled professional with 12 years’ experience in the oil and gas industry, currently leading 12 employees. She has actively participated in the development of the ADNOC 2030 Strategy, and is a key contributor in the development of the integrated strategy financial model. Noora has been selected as one of ADNOC Future Leaders (32 employees selected out of ~1,000 candidates), and has won the Institute of Leadership & Management (ILM)(UK) Learner of the Year (International) Award in 2015 becoming the first one from ADNOC Group to win such award.

Through the INSEAD GEMBA, Noora wishes to hone her leadership skills, and be enabled to play a more active role in the holistic development or growth of the company, eventually becoming a key player in the organisational development.

Fabrice ANCEY  
Asia
French  
Head of Business Development, NATS  
Singapore

Having graduated in Aeronautical Engineering in the UK in 2000, Fabrice started his career in 2002 as an avionics engineer on professional full flight simulators within the THALES group. In 2010 he relocated to Asia to first head the Asia Pacific Air Traffic Management Customer Services in Singapore, and later to represent the group’s wider Aerospace and Ground Transportation business units in Taiwan. In 2016 he joined NATS for which he is today heading its business development activities in both Asia Pacific and the Middle East.

Fabrice’s objective is to take on a more senior director role with larger P&L responsibilities within the high tech industry.

Rafaela ARANCIBIA ORELLANA  
Asia
Chilean  
CP Development Portfolio Manager, APAC, Syngenta  
Singapore

Rafaela is an ambitious and enthusiastic R&D professional with nine years’ experience in project and portfolio management in the agricultural industry, including both crop protection and seeds businesses. She has led development projects with international exposure across Europe and the Middle East, the Americas and Asia Pacific, and is skilled in planning, budget management, operations, change management and implementing business strategies. Rafaela currently leads the Asia Pacific Agrichemical Project Portfolio, managing a USD 55 million yearly budget for investment in new technologies.

Through the GEMBA, she aims to develop capabilities in marketing, management and develop further on her leadership skills, as well as to connect with like-minded professionals from diverse industries and cultural backgrounds.
Dhanush ARJUN
Middle East
Indian
Vice President, Waha Capital
United Arab Emirates

Dhanush is an investment professional with over 11 years of experience in private equity, M&A and transaction services, and a proven track record of executing transactions with an equity value in excess of USD 1 billion. Currently, he manages a portfolio of five companies spread across the Middle East and North Africa, driving value-creation initiatives around strategy formulation, growth, capital structure optimisation, governance and M&A. He leads new investment efforts in the financial services and fintech space in addition to conceptualising investment theses in the technology and food supply sectors.

Dhanush would like to leverage the GEMBA experience to be more effective in the value-creation initiatives for portfolio companies and curate robust new investment themes.

Pier Vincenzo ARRICA
Middle East
Italian
Area Manager - Contract Management, Saipem
United Arab Emirates

Pier is a regional manager with 13 years of international experience in the acquisition and execution of multi-billion dollar oil and gas projects in Europe, West Africa, Asia, North America and the Middle East. He is experienced in contracts negotiation, strategic partnership design, stakeholders management and legal, finance and tax aspects of international business development. He leads the Middle East teams of contract management professionals dedicated to commercial, tendering and projects execution. In his current role, he realised over USD 20 million in cost reduction through an efficient contract strategy.

Pier’s aim is to leverage the GEMBA degree to enhance his business knowledge, improve his management capabilities and benefit from an extended and consolidated business network.

Jesper L. ASFERG
Europe
Danish
Vice President, COWI A/S
Denmark

Jesper is a proven leader in an international engineering consultancy with 16 years of international experience. He has taken the journey from research and specialist roles via project management of major international infrastructure projects to line management. In this current role, he is leading a highly skilled team designing some of the world’s most challenging international infrastructure projects. He also has a solid track record within management of international and virtual teams. Jesper has travelled to more than 35 countries for work and studies, and has significant experience from North America, Europe, the Middle East, North Africa, India, and Korea.

At the GEMBA, Jesper aims to significantly strengthen his business knowledge toolbox based on state-of-the-art research results. He also looks forward to be inspired, to exchange and debate ideas and thoughts, to be challenged and to challenge leaders from other industries, backgrounds and cultures and thereby strengthen his capabilities to set the strategic direction, and to further develop his personal leadership profile.
Osmat AWAR  
Middle East  
Lebanese  
Director, Corporate Communication & Social Responsibility, McDonald’s  
Saudi Arabia  

Osmat is an experienced corporate communication and marketing professional with both agency and in-house experience. With more than 13 years of experience working with top multinational brands in various industries, Osmat has gained solid and diverse knowledge in many functions including crisis management and messaging, CRM, social media, social responsibility, digital media and event management. A pragmatic consultant, his goal is to learn something new every day, every hour - be it at work or at any social function - while elevating his experience to new highs.

Osmat’s professional objective is to be enabled to lead more than one function, and develop his entrepreneurial skills.

Alireza AYATOLLAHI  
Asia  
French, Iranian  
EIM Program Manager, Essilor  
Singapore  

Alireza studied engineering in France and Canada and started his career in Japan. Over the course of 10 years, he has accumulated multiple experiences such as business continuity plan manager for LVMH during a major earthquake in 2011, IT as Project Manager and Supply Chain as Demand planner for Louis Vuitton. Subsequently, he joined Nikon-Essilor to lead the IT infrastructure and project team, followed by a role in finance focussing on procurement optimisation efforts. In 2016 he moved to Singapore for Essilor as Enterprise Information Program Manager to implement business intelligence strategy and systems, and deployment to all regional entities including, Africa, the Middle East, Russia and Asian Countries.

Alireza’s professional objectives are to manage a P&L in the coming five years and build his own company to support a personal cause.

Fadi AZAR  
Middle East  
Lebanese  
Chief Financial Officer, Falcon Eye Technology  
United Arab Emirates  

Fadi is an experienced finance professional with a Master’s degree in Accounting and Auditing. He has a strong background in the retail and IT industries. Fadi is skilled in budgeting, business planning, finance, internal audit, analytical skills, consolidation and retail.

Fadi’s aim is to complement his current experience with an international degree and global exposure to further enlighten his professional thinking, and expand his knowledge on digital and artificial intelligence.
Tadeu BALDANI CARAVIERI
Middle East
Brazilian, Italian
Managing Director, GGS
United Arab Emirates

Tadeu manages an impact innovation programme, working with universities and graduates from over 50 countries creating solutions for a better world. He comes from a strategy and business development background, with international experience in industries ranging from infrastructure to education. He has run business units and project launches of varied scales, and is familiar with viability analysis and management of financials, operations, marketing and stakeholder engagement for new businesses. Tadeu is also a start-up investor and highly interested in businesses addressing social, economic and development issues.

Tadeu’s objective at the GEMBA is to grow his expertise for impact innovation and social development strategies, and network internationally.

Dan BALOTESCU
Europe
Romanian
Managing Partner, Media Investment
Romania

Dan is Managing Partner at one of the largest media agencies in Romania, and has been working in the media industry for more than 25 years. He coordinates a team of more than 50 professionals who have proven their excellence in elaborating and implementing efficient media strategies for major multinational and local brands. He is experienced in managing projects in Europe, with international exposure across Europe, Middle East and Africa, and is responsible for business strategy, negotiations with all media suppliers, development of partnerships with international digital players and coordination of regional development.

Dan’s aim is to leverage the GEMBA to further develop his organisation, and to evolve from a local to a regional player.

Ellen BELDNER
Europe
American
Principal, Innovation Strategy, Publicis Sapient
United Kingdom

Ellen is a product management executive of new and emerging technologies, with a background in design thinking, lean start-up, and agile methodologies. In her current role, she is developing a new offering within the management consulting group to bring highly innovative strategic consulting services to clients. Previously she was Director of Product Management at Stitch Fix Inc, with a focus on developing new AI and machine learning systems. Ellen holds an undergraduate degree in Human-Computer Interaction from Carnegie Mellon University.

Ellen’s goal is to use the GEMBA to expand her leadership skills and general business knowledge. Ultimately, she wants to be able to apply her experience at innovative and disruptive software companies (e.g. Google, LinkedIn) to a broader range of businesses, particularly those addressing sustainability.
Diana BENYA
Europe
Hungarian
Manager, Deloitte Central Europe
Hungary

Diana used to be an investment banker for eight years at Deutsche Bank, successfully leading relationship management and client advisory for all sovereign, large corporate and financial institution clients in Slovenia, Croatia, the Baltic region and partially in Hungary. She then changed her career into social impact entrepreneurship and funded a kindergarten and elementary school system with a social impact element. She worked out a differential pricing system which covered all costs and resulted in a financially feasible charity element to include low-income families. Currently, she works for Deloitte Financial Advisory on a data project to enhance corporates' sales efficiency and employee retention.

Diana’s goal is to connect her capital markets and financial advisory knowledge with data analytics, strategic management and leadership, and work in or fund a company which has a significant social impact in relation to the environment, health or education.

Azadeh BERENJIAN
Europe
Iranian, American
Software Validation Department Lead, Genalyte Inc.
United States

Azadeh is a result-oriented quality assurance leader with extensive experience in product verification, validation, process development and go-to-market activities for the healthcare industry. She has expertise in delivering market-leading products in FDA-regulated environments, and a proven track record in customer satisfaction and retention.

With the GEMBA, Azadeh aims to develop a set of managerial skills to be able to pursue her own ideas as well as enable the ideas of others. She also hopes to meet like-minded individuals aspiring to be the leaders of the future, people with whom she may create a great team and ultimately a great company.

Kelvin BHARDWAJ
Asia
Australian
Head of Regulatory Risk and Responses - Retail Banking, ANZ
Australia

A multi-disciplinary financial services executive with over 15 years’ experience, Kelvin has worked across legal, risk and origination roles covering Asia, the Middle East and Australian markets. In his current role, Kelvin leads a team responsible for identifying and managing regulatory risk impacting a large retail banking business. He is also part of a leadership team setting strategy, budgets and driving engagement for a global risk department. Kelvin has previously practiced in international banking and finance law structuring corporate finance solutions for wholesale banking clients, and has lived and worked in several countries including seven years in Singapore.

Through the GEMBA programme, Kelvin aims to strengthen his corporate governance skills, explore entrepreneurship, diversify his leadership style and build a broad network of peers. Kelvin's career objectives are to complement his existing professional skills by taking on global roles in risk, operations, finance and technology within the financial services industry.
Jeff BLACKMER
Europe
Canadian
Vice President, International Health, Canadian Medical Association
Canada

Dr. Jeff Blackmer completed his medical training at Western University and his residency programme in Physical Medicine and Rehabilitation at the University of Saskatchewan. He also holds a Master’s degree in medical ethics from the University of Toronto. At the CMA, Dr. Blackmer has led the work of the association on issues such as end of life care and assisted dying, opioid prescribing, legalisation of marijuana and global health. He regularly serves as a spokesperson on these and other issues and appears frequently in national and international media.

Jeff’s objective is to make the connection between international business and global health care impact investing, and develop the skills and knowledge required at the CEO level.

Emmanuel BLOMME
Europe
Belgian
Investment Manager, GT&CO
Belgium

Emmanuel is an experienced CEO with 12 years of experience managing teams in Asia and Europe. In his current role, he is actively working on new acquisition targets for a Belgian family office.

Emmanuel would like to use the GEMBA as a time for reflection. He is looking to gain insights into his personal professional mechanisms and blind spots when it comes to learning, unlearning and relearning, and take the time to prepare for the next chapter in his professional journey.

Andreas M. BODENMANN
Europe
Swiss
Chief Digital Officer, Financial Auditor, Ernst & Young AG
Switzerland

Andreas has a proven track record in managing a team of about 70 specialists driving innovation to market in an organisation of more than 3,500 people. He has over 20 years of experience in advising and auditing multinational corporations, ranging from start-ups in the tech industry to large, listed corporations in the logistics and life sciences sectors. He also has hands-on experience advising corporations in emerging markets in Asia Pacific while having been based in Beijing, China, for several years.

Andreas’ aim is to leverage the GEMBA to enhance his knowledge of concepts in general management in a digital age as well as meet experienced professionals with similar interests. His career objective is to accelerate his development into a general management function in an international corporation.
Adam BURGOYNE
Europe
Uruguayan, French
General Manager, Algérie Desert Agro, a subsidiary of Dynánima Investing SA
Algeria

Adam is an impact agriculture investment entrepreneur with 12 years’ experience focused on the Middle Eastern desert agriculture. He gets excited by establishing thriving businesses with local partners in frontier markets, such as Algeria, Yemen and Palestine, though he is also experienced in more developed markets. Adam oversees product development of resulting crops, and revels in composing marketing narratives which link the consumer to the product origin by introducing them to the people, culture and story of those who grew it. He is dedicated to using private investment as a motor for sustainable economic development, while placing a priority on environmental and social impact.

With the GEMBA, Adam hopes to decide whether to continue growing his current business, or perhaps move in a different direction completely. He is looking forward to learn from his classmates, expanding his network and improving his knowledge of corporate governance and strategy.

Luwen CAO
Asia
Chinese
Research Fellow/Chief Translator, NNHST Media Group Asia
Singapore

Luwen has been working in the language sector within different industries for more than a decade. She is currently managing translation projects which involves a lot of cross-cultural communications, as well as analysing linguistic features of people who show symptoms of dementia.

With the GEMBA, Luwen expects to learn more about business and rediscover herself, as well as meeting like-minded people and broaden her network. Her long-term career objective is to set up her own business, providing language services on a global platform and to start a foundation to assist people in need.

Shirley CARREL
Europe
French
Global Launch Excellence Director, Ipsen Pharma
France

Shirley has 17 years of experience in the pharmaceutical industry at the global, European and affiliate level through four different companies (MSD, Allergan, Roche, Ipsen). She has held a variety of marketing roles in multiple therapeutic areas at different product stages, and is skilled in marketing strategy, product launch and people management in very competitive hospital and retail markets. Shirley is a passionate leader and committed to having an impact on people and making a meaningful difference for patients and physicians.

Shirley’s aim is to leverage the GEMBA to diversify her expertise, further develop her interpersonal, leadership and strategic thinking skills as well as forming lasting friendships. Her career objectives are to further grow in the pharmaceutical industry, and move from specialised to general management or a global leadership role.
Frederico CASTRO SANTOS
Asia
Portuguese
Founder
Portugal, United Arab Emirates

Frederico has more than 10 years of experience in investment banking ranging from hedging solutions to M&A. He started capital raising in 2013 with a Singapore-based boutique focused on the Chinese real estate market which led to him co-founding DIF Capital, an M&A and corporate solutions firm that worked with institutional investors and corporates on capital raising, distressed assets and debt restructuring. Currently, Frederico is developing a new venture focused on cognitive banking solutions.

With the GEMBA, Frederico aims to increase his knowledge of the Asian market on fintech and M&A.

Guillaume CHAMROUX
Europe
French
Project Manager, ZGC Consulting
Qatar

Guillaume is a civil engineer with 13 years’ experience in international multi-million dollar project management in various industries including mining, oil and gas, and infrastructure. He manages international teams and mobilises equipment across continents, is in charge of creating new subsidiaries, and has worked effectively in stakeholder management on five different continents across 10 countries. Guillaume has strong experience in implementing safety measures on multiple international projects, and also has an interest in developing technologies and industries, in particular the renewable energies and water distribution.

With the GEMBA, Guillaume aims to upgrade his knowledge in order to progress to the next step of his career into upper management. He would also like to broaden his network and bring his experience to new and upcoming industries (renewables, water).

Madhura CHAVAN
Asia
Indian
Senior UX Design and Research Lead, Autodesk
Singapore

Madhura has over 14 years of experience working in tech, retail, FMCG, and healthcare industries in India, the US, Hong Kong, China and Singapore. She has led design teams to deliver digital and physical products, services and programmes across diverse contexts - like building signature retail stores and educational spaces, designing innovative apps for insurance, luxury brands and hospitals etc. Madhura has worked in corporates, agencies as well as consultancies with teams of all nationalities.

Madhura’s goal is to educate herself on business strategy concepts that would complement her design skills so that she can be a more effective and visionary leader in the creative field and have her own brand of products in the long term.
Emily CHEAH
Singaporean
Managing Director & Asia Operations Strategic Services Development Lead, Charles River Laboratories International, Inc Singapore

Emily is a senior executive with a proven track record of year-on-year sales, profit and business growth achievements for a pharma / biopharma contract testing organisation. A pharmacist by profession and scientist by training, Emily actively volunteers with improvement committees within the organisation as well as non-profit industry organisations like the Parenteral Drug Association, which actively promotes good science and regulatory knowledge in the industry.

Emily would like to learn and implement strategic frameworks in order to drive change more effectively within her organisation, so that it can remain competitive and nimble (especially with growth). She is also looking to network with others across industries to learn how things are done elsewhere, and see how new concepts can be implemented in her organisation.

Anjali CHHABRA
Middle East
Indian
Associate Director, Partnerships, YouGov United Arab Emirates

Anjali is a specialist in consumer insights and opinion research with 13 years of experience at international market research firms. Currently, she is focused on accelerating her firm’s expansion into new markets, and is directly responsible for P&L planning and management of affiliate partners in Russia, Japan, Pakistan, Poland, and Egypt. She has extensive prior experience of working with public sector organisations in evaluating the feasibility and impact of their policies in education, healthcare, and the environment in the United Arab Emirates, India, and the United States.

Anjali’s aim is to find her voice as a leader and gain more well-rounded knowledge in managing organisations. Professionally, she wants to excel at adopting firms with a heart and empowering them to succeed, commercially and operationally.

Toochukwu CHIDO
Europe
Nigerian
Business Controller and Executive Director, Skretting Nigeria Limited Nigeria

Toochukwu is an experienced professional in the FMCG and agricultural sectors at senior management level, with a proven record of accomplishing high-quality service delivery within multidisciplinary and multinational team environments. In his current role, he doubles as the Country Treasury Officer and Country Tax Officer. His recent achievements include the successful transformation of the finance function from a cost to a profit center, and he also been instrumental in raising adequate funding required for an expansion project saving over 50% in interest costs.

Toochukwu plans to leverage the GEMBA to improve his knowledge on strategy and enhance his leadership skills in a multicultural environment, whilst expanding his global network. His career objective is to transition from finance into general management, with the aim of leading a multinational company in the near future.
Alessandro CLEMENTE
Europe
Italian
Process Improvement Manager, Michelin
France

Alessandro is an accomplished manager with 10 years of experience in manufacturing and production systems working in the automotive and tire industry. He is experienced in managing international and multicultural teams, designing new processes inside the organisation and implementing change management approaches. In his current role, he supports the company's industrial process strategy and coordinates the deployment of prototypes in 20 European factories.

Alessandro's aim is to develop himself as a leader, strengthen his knowledge in business and improve his network with top business professionals. Eventually, he would like to become a top executive manager of a multinational corporation.

Diogo COLAÇO
Asia
Portuguese
Business Development Manager, Delta Food Shanghai
China

Diogo is a skilled executive with more than nine years of experience working in France, Brazil, Argentina, Mexico and China. His professional expertise lies in the fields of business development, sales management, annual budgeting and strategic planning in a wide range of industries, such as banking, freight forwarding, logistics and food and beverage.

Diogo is eager to become part of a global and highly regarded network of professionals. Through strengthening and consolidating his skills and knowledge on business concepts, he looks forward to be able to transition to a wider range of industries and functions.

Xavier COURBOULEIX
Europe
French
Founder & Chief Financial Director, CBL advisory
France

Xavier is an accomplished entrepreneur with 14 years of experience in the computer software, telecom, and luxury goods industries. He is experienced leading large cross-cultural teams in the EMEA region and currently leads the financial, legal and administrative departments of a software company, securing steady growth of 60% per year for four years while maintaining an EBITDA of 20%. In addition, Xavier has lead several complex M&A transactions including the recent sale of a start-up to a large American group for several hundred million dollars. He has founded his own consultancy company where he runs four lines of business: financial advice, office construction and design advice, wealth management, and business angel investment.

Xavier's aim is to use the GEMBA to leverage his skills in sales, marketing, and business strategy as well as to develop his network. He is also hoping to find like-minded people and a smart idea which can be turned it into a successful start-up, sweating together and having fun in the process.
Jesus CRESPO
Europe
Spanish
Sales Director, Bamesa France
France

Jesus is an accomplished regional manager with over 14 years of sales and logistics experience focused primarily in the steel service centres industry. In his recent role, he led a team of 11 sales managers achieving more than EUR 8 million growth in sales within five years, managing a diversified portfolio of over 600 global customers representing €70 million of revenue. Jesus has a proven track record in training and mentoring operations directors and their teams in France, Romania and Morocco.

Beyond subjects like finance, marketing and organisational behaviour, Jesus’ aim is to gain an in-depth understanding of corporate finance and decision sciences. His career objective is to gain more managerial and strategical responsibilities and achieving a country general manager position.

Tareq DARWAZEH
Europe

Jordanian
Hospital Business Vice President (MENA Region), Hikma Pharmaceuticals
Jordan

Tareq is an accomplished pharmaceuticals executive with over 11 years of leadership experience across the Middle East, Africa and the United States. Currently, he is accountable for managing the Middle East and Africa hospital and specialty business as well as setting and formulating the growth strategy and long-term development plan. In his last role, he directly managed the P&L and incubated a regional hospital business segment that currently constitutes of the injectables, oncology, biotechnology and specialised businesses for Hikma Pharmaceuticals.

Tareq’s aim is to leverage the GEMBA to build on his skill sets and business acumen in corporate finance, supply chain and change management, as well as expanding his global network with like-minded professionals.

Sonal DAS
Europe

American
Senior Manager, Business Development & External Innovation, Biogen
United States

Sonal is an impact-driven neuroscientist with more than 15 years of global experience across academia, industry and the non-profit sectors. She is adept at critically examining scientific programmes, assets and technologies to determine their value-add to translationally-focused portfolios and pipelines. In her current role, Sonal led scientific diligence efforts with an interdisciplinary team, presented recommendations to governance bodies and facilitated the development of scientific work plans.

Sonal’s aim is to get to know, learn from and contribute to the international cohort at INSEAD, including her fellow classmates and professors. She would like to leverage the newly acquired business foundations along with her scientific background and transition into a more commercial role in the biopharmaceutical sector.
Annalisa DASS  
Asia  
Singaporean  
Director, Solutions Development, JLL (Jones Lang Lasalle)  
Singapore  

Annalisa is a strategy consultant with over 13 years of client advisory experience and a demonstrated track record of successfully leading complex consulting engagements for some of the world's largest multinational corporations, banks and technology firms. She is accomplished at leading high-profile corporate real estate transactions, mergers and acquisitions as well as implementing large-scale organisational change management and workplace strategy programmes.

With the GEMBA, Annalisa would like to invest in her intellectual growth, explore contemporary management topics and advance her leadership skills. Professionally, she is looking to focus on strategy and innovation and understand the nuances of implementing digital transformation programmes in Asia and Europe.

Guillaume DE BRAQUILANGES  
Asia  
French  
CFO, CARREFOUR  
Taiwan  

Guillaume is an accomplished CFO and has successfully managed multi-cultural teams with a strong international exposition in Europe, South America and Asia, coping with a large range of corporate finance and operational challenges at an executive level. He has a proven track record in turning around non-performing organisations into competitive structures.

Guillaume's aim is to refresh and improve his leadership skills and thinking, especially through sharing experiences with others. His objective in the middle term is to manage a subsidiary in his current company or in another one.

Laurine DE MONTMARIN  
Asia  
French, Belgian  
Director, BNP Paribas  
Singapore  

Laurine is an enthusiastic team manager with 14 years of experience in capital markets within major corporate and investment banks. She has experience in managing commercial strategy in Europe and Asia with international exposure across Europe, the Middle East, Africa and North America. Laurine has a proven track record in designing out-of-the-box commercial approaches towards various typology of clients in a context of growing digitalisation.

Laurine wishes to enhance her profile with the GEMBA's infinite academic resources, and gain some perspective on her career and professional experience. She would also like to accelerate her evolution within the global markets industry, ideally shifting towards sustainable finance.
Abhijeet DEV
Europe
Indian
Managing Director, Envision, Joulon
France, India and United Arab Emirates

Abhijeet is a digital innovation expert, focusing on building, mentoring and managing specialised technology teams. He currently serves as head of digital division “Envision” at Joulon with a focus on new software products and digital strategy.

Abhijeet’s professional objectives are to focus on digital strategy for industries and process automations.

Madhav DHASMANA
Europe
Indian, Dutch
Director – Business Transformation, Philips
The Netherlands

Madhav is a versatile business transformer with 11 years of experience spanning India, the Netherlands, the United States and Australia. Currently, he works with the global board and is responsible for managing enterprise-wide commercial programmes to transform Philips from a product to a solutions company. Madhav is a passionate people manager who believes in simplicity, trust and win-win thinking.

Madhav’s aim is to get deeper insights about himself and to acquire knowledge and skills that will help him develop as a leader in a constantly evolving world. He also aims to learn about venturing, mergers and acquisitions and to explore meaningful collaboration opportunities with diverse peers.

Vi DINH
Asia
Dutch
Marketing Integration Manager
Singapore

Vi is a consumer insights and integrated marketing planning professional with 11 years of experience in driving demand-generating marketing programmes for premium consumer goods and FMCG industries in Europe, Asia Pacific and Latin America. She has a diversified end-to-end marketing skillset developed by leading consumer research projects, and implementing consumer and market data into marketing strategy and executing marketing plans.

Vi’s aim is to leverage the GEMBA to enhance her knowledge on concepts around business building and strategy, as well as promoting awareness of gender diversity issues in the business world. Her career objectives are to accelerate her development in marketing. She is open to working in a new industry and/or location.
Alix DOHERTY
Australian
Managing Director, Territory Trade Services Pty Ltd and GD Business Consultancy
Australia

Alix is an accomplished Managing Director of her family group of companies, predominately focused in the construction market. Between 2012 and 2017, Alix successfully grew Doherty Trade Services by 400% into one of the largest privately held trade maintenance companies in South Australia, working collaboratively to improve maintenance and asset management of 20,000 properties for the SA Government. Since the sale of Doherty Trade Services in 2017, Alix now focusses her attention on her other businesses, Territory Trade Services and GD Business Consultancy. Alix has a proven track record in managing businesses that are in crisis, providing sound turnaround management and sustainable growth strategies.

Her career objective is to utilise the GEMBA to pivot her career into a full-time consultancy role with family enterprises. Her aim is to refresh, learn and take herself out of her comfort zone.

Konstantin EGOROV
Europe
Russian
Sales Director Modern Trade, Philip Morris
Russia

Konstantin is a seasoned executive with nearly 20 years of B2B and B2C leadership experience in different functions and various industries with a proven record of accomplishment. He is experienced in managing big teams with international exposure, and has a proven track record in setting up new markets within established categories, new business in consulting firms and completely new categories in established markets. In his recent role, he was responsible for USD 2 billion with double-digit profit growth within recent years.

Konstantin would like to enrich his leadership skill set, discover global trends in business and digital transformation, and build a global network of professionals. His career objective is to move to a C-Suite role in a global company.

Mathias EISERT
Europe
German
Managing Director (CEO), Polish Agro Sp. z o.o.
Poland

Mathias is an experienced CEO of Polish and German downstream traders of agricultural bulk commodities in two of the biggest cooperatives in Europe. He is experienced in restructuring companies, M&A as well as in accelerating growth. Mathias has a strong financial background and is also an expert in marketing, corporate and digital strategy as well as bulk commodities and their derivatives.

Mathias aims to revolutionise (Polish) agribusiness through a cutting-edge digital approach, and bring his company Polish Agro up to be among the top three players in Poland.
Abdul Ghani EL-AJOU
Middle East
Saudi Arabian
Managing Director, Al-Jeel Medical
Saudi Arabia

Abdul is an accomplished Managing Director with 11 years of experience in different industries. Currently, he is leading and governing the family-owned business by driving organisational excellence, setting the strategic direction, and forging loyalty with clients, suppliers and external business partners. He manages core functions including finance, sales and marketing, human resources, IT, business development, maintenance, legal, regulatory affairs, supply chain and operations.

Abdul Ghani would like to transform and expand the family business from a local entity to a regionally competitive public company by incorporating the array of global perspectives gained from the GEMBA programme, his colleagues and the INSEAD alumni network.

Shane ELDSTROM
Europe
Canadian
CEO, Al Farwaniya Property Developments, LLC
United Arab Emirates

Shane has carried out a multitude of roles in commercial real estate for over 25 years, having held senior positions with major names such as Bentall Capital, Ivanhoe Cambridge, Dubai Properties and Al Ghurair Group specialising in large-scale enclosed shopping centres. He has also worked on the retailer’s side as the Head of Real Estate for a Dubai-based international franchise group representing key tenants and including major names such as the House of Fraser, Hamleys Toy Store, Oscar de la Renta, California Pizza Kitchen and several others of note.

Shane would like to leverage the GEMBA to enhance his knowledge on concepts around strategy, marketing, and organisational development as well as to improve his network with like-minded professionals. He would like to develop into a generalist capable of leading a range of organisations.

Mark FADEL
Middle East
British
Procurement and Contracts Director, DXB Entertainment
United Arab Emirates

Mark is a chartered procurement professional with approximately 20 years’ experience in various industries across Europe, the Middle East and Africa. He has a proven track record of procurement leadership and change management, delivering strong business results including year-on-year savings and building organisational capability. Subsequent to leading three successful procurement transformations in the Middle East and Africa, he established two management consultancy practices that successfully delivered consultancy and training services to over 50 clients in the GCC.

Mark’s intent is to leverage the GEMBA to accelerate the development of his leadership capabilities and style. He would like to gain the skills toolbox for an executive career and positioning himself for international mobility.
Guillaume FAUCHILLE
Asia
French
Performance improvement Leader - Asia Pacific, Baker Hughes, a GE company
Malaysia

Guillaume has 14 years of international diversified experience in oilfield services with various technical, sales, operations and leadership positions held in Asia, North America and North Africa. He has a proven track record in operations management, delivering financial performance and executing the organisation’s strategies, with safety and flawless execution for customers set as clear priorities. In his current role, he serves as a catalyst for the company's performance improvement strategy in the Asia Pacific region, with a focus on people productivity improvement.

Guillaume would like to use his GEMBA learnings to broaden his skill sets around finance, strategy and markets, and make an immediate positive impact in his current role. He is also looking to develop a network of talented professionals outside of his regular industry circle.

Meredith FENSOM
Europe
United States
Senior Director & Head, Global Policy & Government Affairs, Intrexon Corporation
United States

Meredith is a global policy, government affairs and stakeholder engagement executive at a publicly traded biotechnology company, leading policy development and execution worldwide for innovative health and agriculture products. She has 15 years of experience including international trade, judicial reform and the rule of law, and was part of teams bringing first-in-class products to market, including approval of and policy recommendations for self-limiting mosquitoes. As a Fulbright Scholar in Chile, she helped design the country’s small claims court system.

As a leader in biotechnology industry policy and regulatory frameworks, Meredith’s goal is to develop commensurate business expertise. Also, having lived and worked throughout the Americas, she would like to increase her networks, knowledge and experience in Europe, Asia and the Middle East.

Rui FIGUEIREDO
Asia
Swiss, Portuguese
Director Strategic and Operational Risk Advisory, Deloitte
Malaysia

Rui has more than 10 years of work experience in corporate strategy and governance, sustainability, and project management. After more than six years of work experience in Switzerland, he moved to Asia in 2016 to open Deloitte Risk Advisory in Myanmar. He has led reviews and implementations of management functions, deployed governance concepts, and developed Sustainability Risk Management (SRM) methodologies by taking into account SDG and ESG dimensions, and partnerships with the United Nations and the private sector.

Rui would like to develop new centres of excellence to serve global clients with activities in the Asia Pacific region, and help to transform our world by supporting the achievement of the 2030 Agenda for Sustainable Development.
Kaustubh GADGIL
Europe
Indian
Strategic Marketing and New Product Definition, Texas Instruments
United States

Kaustubh is an accomplished professional with 18 years of experience in the semiconductor industry across R&D, sales, product definition, and business development roles. He is an international business manager with a proven track record of building high-performance teams, merging product lines, and developing strategic relationships with sales teams and customers in Asia, Japan, Europe, and the United States.

Through the GEMBA, Kaustubh aspires to build a solid foundation in the fundamental aspects of business, to improve his leadership skills, and to network with like-minded professionals. He would like to explore career opportunities in the broader technology industry or consulting industry in domains like strategy, planning, mergers and acquisitions, and business development.

Joel GARD
Europe
Canadian, German
SVP & Head of Europe, Coyote Logistics
The Netherlands, United States

Joel has a proven track record of successfully leading teams through high-growth phases, primarily in the logistics and supply chain space. He is a people-first leader, adept at devising and conveying a strategic vision and implementing an execution plan across a highly diverse workforce.

In his most recent roles, Joel was responsible for crafting the go-to-market strategy for a North American company seeking to launch in Europe and subsequently led both M&A and organic scale-up efforts on the ground, culminating in revenue growth of 650% in three years.

By leveraging all facets of the GEMBA programme Joel endeavours to become the best possible C-level executive he can be. He would also like to improve his overall business acumen and broaden his professional and personal network.

Gemma GARRIGA
Europe
Spanish
Global head of AI and Advanced Business Analytics, Allianz
Germany

Gemma has more than 15 years of experience within innovation, technology and financial business, and currently manages a central team of more than 45 people. She is passionate about changing business models with technology, and aims to contribute to an open and sustainable data-driven society. Gemma has also published more than 40 scientific papers in peer-reviewed conferences and journals and taught at several international universities.

Gemma would like to leverage the GEMBA to accelerate her development and next career step, moving from being a tech leader to a global business leader with a strong technology understanding. She is also looking to enhance her knowledge on strategy and push herself into entrepreneurship, improving her network and identifying new opportunities with like-minded individuals.
Borja GOMEZ  
Asia  
Spanish  
Regional Sales Director, Ericsson  
Singapore  

Borja has more than 14 years of international experience in telecom and ICT in roles including business and contract management, customer management and sales management. He is experienced in driving B2B customer engagements through iterative collaboration, targeting business transformation projects based on technological solutions in the early stages of development. Borja is experienced in implementing agile methodology and working with multi-country virtual teams in Europe, the Middle East and Africa, driving sales campaigns externally and adjusting market strategies and value propositions internally.

With the GEMBA, Borja would like to be able to better navigate uncertain and ambiguous scenarios and enable transformation in the company's culture and individuals' mindset.

Dmitry GOVOROV  
Asia  
Russian  
M&A Advisor, Saudi Aramco  
Saudi Arabia  

Dmitry is a senior investment professional in the international oil and gas sector. He has 15 years of experience in finance and commercial roles with Shell, TNK-BP/Rosneft, and Saudi Aramco. Dmitry has a proven track record of executing complex and strategic investment transactions in the Middle East, China, Brazil, Ukraine, the Netherlands, Russia, and the Caspian region.

Dmitry's aim is to enhance his leadership and entrepreneurial skills and grow his global network. His career objective is to realise his strategy development and transaction execution potential in the energy sector, including corporate oil and gas, and private equity.

Martin J. GRABARCZYK  
Europe  
German  
Head Business Development, NOLTE  
Germany  

Martin has worked in international markets for more than 10 years, and his focus is on Asia, Middle East, Europe and North America. As a business consultant / advisor to top management, he ensures that companies are successful in defining and implementing strategies for growth and profitability in domestic and international markets. With his profound expertise in sales, marketing and business development, he has supported transformation processes and commercial excellence projects in various industries: consumer goods, furniture, oil and gas, electrical equipment etc.

At the GEMBA, Martin’s target is to strengthen his knowledge and expand his professional network worldwide. He is also looking to leverage and challenge his professional know-how and seek new digital business opportunities. His career objective is to focus on global sales and marketing within the consumer goods industries in Europe and Asia.
Fatou GUEYE  
Europe  
Senegalese, French  
Head of Economy & Premium Economy Long Haul Customer Experience, Air France  
France  

Fatou is an accomplished senior manager with 14 years’ experience at a world-leading European airline. She is experienced in both marketing and information systems, and managing teams in Europe with international exposure. Currently, as head of Customer Experience, she is impacting 15 million passengers worldwide, and has a proven track record in leading the most profitable long-haul product for the past two years and improving its ranking by more than five places on international surveys in three years.

Fatou is convinced that Africa will be the ‘next big thing’. Therefore, her goal is to have an impact on that part of the world through private equity and venture capital. Through the GEMBA, she would like to enhance her knowledge and skills on concepts around finance, business building and strategy, as well as to expand her network with like-minded professionals all over the world.

Ankur GUPTA  
Europe  
Indian  
Client Delivery Manager, OnMobile Global Ltd.  
Spain  

Ankur is a seasoned manager with over 14 years of experience in project management, professional services and pre-sales. He is managing client portfolios across telco service providers globally, and leading teams across Europe, Asia and Africa delivering transformational projects with revenue and profit growth. During the last five years, Ankur has lead pre-sales for deal closures over Euro 250 million and successfully delivered over 20 key projects annually.

Ankur’s goal at the GEMBA programme is to hone his knowledge for building, growing and managing business in increasingly complex and global environments, as well as to network and learn with a like-minded and ambitious group of professionals from diverse backgrounds.

Vibhor GUPTA  
Asia  
Indian  
Principal Consultant, Fidelity Information Services (FIS)  
Singapore  

Vibhor has over 17 years of experience in risk management, regulatory reporting and trading across the United States, Europe, Middle East, Africa and Asia Pacific customers. He is well-versed in managing cross-cultural and multi-geographical teams and possesses strong relationship management, interpersonal, communication and presentation skills which are required frequently during interactions with the various CXOs, business heads and industry groups.

With the GEMBA, Ankur would like to leapfrog his perspectives and learnings of some broader areas within the business management, and prepare himself for upcoming changes which he expects will remodel how businesses operate in the future.
Jonathan HACKETT

European American
Co-founder & CEO, h2strategic marketing consultancy
France

Jon is an accomplished strategic marketing consultant with 10 years’ experience and extensive international exposure across Europe, North America, Africa and Asia Pacific. His firm provides market research solutions and marketing consultancy services, and Jon is currently responsible for creating, planning and implementing the strategic direction as well as managing the day-to-day operations. Since launching the business in 2016, he has significantly expanded the services provided, grown the number of employees and achieved a consistent year-on-year revenue growth.

Jon’s aim is to leverage the GEMBA to expand his expertise to a broader range of business functions. He is also looking to learn from his colleagues and refine his leadership skills and thinking.

Natalie HADDRICK

Australian
Regional Marketing Manager, Boston Scientific
Singapore

Natalie has worked in the healthcare industry across Asia Pacific, Middle East and Africa for over 20 years and has an extensive skill set in both sales and marketing. In her current role she manages minimally invasive cardiac medical devices and is responsible for implementing business and marketing strategic plans, exercising influence with both internal and external stakeholders and identifying new market opportunities.

With the GEMBA, Natalie would like to enhance her financial analysis knowledge and improve her skills to make more impactful business decisions. Her objective is to learn from a diverse group of people with experience in a variety of industries to round out her business knowledge outside the healthcare sector.

John HIGGS

British
Head of Asia, The Gap Partnership
Singapore

John is an experienced and commercially focused manager specialising in negotiation, developing and implementing strategy, business development and account management, managing teams across multiple jurisdictions, and hands-on project management and consulting. He currently manages a business delivering negotiation consulting and capability development to clients across Asia. John has prior experience in consulting and advisory services within the private equity market, following six years as a British Army officer.

John wishes to underpin his broad practical experience with a sound theoretical understanding, with a particular focus on business finance and strategy. Through the GEMBA syllabus and interaction with his cohort, he would like to get a better understanding of how to best leverage his experience and expand his professional horizons.
Weng Si HO
Asia
Singaporean
Director, Healthcare, Singapore Economic Development Board (EDB)
Singapore

Weng Si is a public sector professional with a strong interest in business strategy and government policy across industries and markets. She has had international exposure in the United States, running EDB’s New York office. Weng Si works with top pharmaceutical and medical technology companies on opportunities in Singapore and Asia, and is an experienced manager in leading teams.

Weng Si’s aim is to strengthen her fundamental business skills, develop a range of effective leadership styles and build a professional network outside of her existing touchpoints. Her career objectives are to accelerate her development in the government / public sector and broaden the roles that she undertakes.

Jakob HOLBAK
Europe
Danish
Trade Director, Maersk
Denmark

Jakob is an accomplished trade manager with 15 years of experience in international trade and marketing with the leading shipping company in the world, currently covering Maersk’s business between the Far East and West Africa. He is experienced in managing teams in Asia, Africa and Europe, with international exposure across Vietnam, Cameroon and Denmark. Jakob has a proven track record in turning around declining businesses including implementing profitable business growth models in untapped markets and managing businesses in crisis.

Jakob's objectives for attending the GEMBA are to maximise his learning by challenging his assumptions and broadening his perspectives. As part of the programme he expects to expand his cross-cultural understanding and international outlook.

Mark HOLT
Europe
British
Director of Sales Finance, Telefónica UK Limited
United Kingdom

Mark is a finance leader who has held a broad range of roles in accounting, treasury, investor relations and commercial finance. He has 15 years’ experience in the telecommunications sector working with operating businesses across Europe and in South America. Currently he manages the financial and sales performance of the 3,500-person O2 UK sales team and the partner channels who combined deliver GBP 5 billion of revenue.

Mark’s main objective is to broaden his perspective beyond finance and telecom, and challenge his thinking by learning from world-class faculty as well as the accomplished and diverse group of students he will be sharing this journey with. His career objective is to develop his leadership and general management skills to equip him to take on more senior roles either within telecom in Europe or further afield if the opportunity is right.
Abrar HUSSAIN
Asia
Indian
Lead Accounts Director - Middle East, Oracle Systems
Qatar
Abrar is an accomplished business leader with more than 12 years of experience of scaling business and establishing new markets in IT, with international exposure across Middle East, India and Latin America. He also has entrepreneurial experience, including conceptualising and launching a product, hiring and mentoring a high-performance team, implementing processes to effectively manage budgets and track campaigns, and leading the team to acquire new customers and drive growth.

Abrar’s aim is to leverage the GEMBA to build a solid foundation in the fundamental areas of business needed to succeed in leadership roles, as well as to improve his network with like-minded professionals.

Gio HWANG
Europe
American
Director, Head of Global Sales & Business Development, Doosan GridTech
United States
Gio is a seasoned executive with more than 15 years of experience in the technology, automation, and renewable energy industry who is motivated to solve grand challenges in the industrial evolution. Previously he held a general manager role for an industrial automation multinational company in East Asia. Gio has proven leadership capabilities in country operations of USD 50 million annual revenues and 160 employees for a multinational tech company, P&L management and development of high-performing teams.

Through the GEMBA, Gio hopes to eventually fulfil his life-long objective of launching and building a profitable company that has a special purpose and a positive impact on society, developing renewable projects in the sub-Saharan region.

Apekhade IDOGHO
Europe
Nigerian, Irish
Deputy Chief Executive Officer, Renmoney Microfinance Bank
Nigeria
Apekhade is a strategic general manager with nine years of experience in international sales and marketing at technology businesses in Europe and Africa. He has a proven track record of driving sustainable growth via data-driven strategies. Currently he leads over 150 people across engineering, marketing, IT, products and sales to deliver lending solutions that drive financial inclusion in Nigeria.

Apekhade’s aim is to deepen his self-awareness and knowledge of core business areas to be better able to leverage his strengths. He is also looking forward to learning from a network of experienced professionals.
Yas INUKAI
Europe
Japanese
Director, Digital Business, The Walt Disney Company
United States, Japan
Yas has more than 20 years of digital product and service design experience. He has worked around the globe in a managerial capacity for a vast range of projects and clients from children's educational products, to multi-billion-dollar travel e-commerce, and global mobile app platforms with proven records of accomplishment. In his current role he leads the digital transformation of theme parks. He is also a board member of the ECV design schools and community in France teaching digital design to future design leaders.

Yas’ goal is to become a better leader and mentor, who clearly sees the needs of the world and solves them creatively through inserting a digital layer.

Efemena IYEDE
Europe
Nigerian
Senior Engineer, Pipelines, TOTAL
France
Efemena has over 14 years of international work experience spanning across the British, French and Nigerian oil and gas industry. She is experienced in planning and developing new oil and gas fields, asset management and leading cross-functional teams. In her current role, she has been heavily involved in the digital transformation and methods simplification drive within the technical division at Total Headquarters in Paris. She also serves as a Board Member in the local chapter of the Society of Petroleum Engineers.

At the GEMBA, Efemena looks forward to growing her network and forming potential business relationships with other bright minds towards developing more intrapreneurship skills in order to support the sustainable and clean energy production drive in the energy sector.

Mohammed JAMAIL
Middle East
British
Principal Integration Manager, Qatar Shell GTL LTD.
Qatar
Mohammed is a senior operations manager in a multinational energy company with 17 years of proven experience, covering operations from offshore to refinery sales. He has had strong international exposure with assignments in the UK, Malaysia, Australia and Qatar. In his current role, he is responsible for integrating operations at the world’s largest GTL plant.

At the GEMBA Mohammed wants to meet like-minded, driven people, who believe in making a change across organisations. He would like to develop effective business strategies and grow his organisational effectiveness capabilities.
Latif JAMANI
Europe
Canadian President, Calgary Lighting Products Canada

Latif is a successful entrepreneur with corporate executive experience totalling 13 years in the Canadian Lighting industry. He runs a lighting distribution company which is expanding into new revenue channels and geographic regions. He has a proven track record in achieving positive market share growth in a declining economy, and is experienced with leading and building multi-generational teams, creating positive workplace culture along with increasing profitability. Latif has achieved a 67% increase in revenue over the last three years and implemented an enterprise resource planning system to improve service levels and processes.

Latif’s goals for the GEMBA are to have a transformational experience and achieve a deeper understanding of himself, improve his leadership abilities and develop an international network of professionals with similar goals.

Tom JANSEN
Asia
Dutch Category Finance Manager, Alaska Milk Corporation Philippines

Tom is an accomplished finance business partner with more than 17 years of global experience in multinational organisations, mostly in the FMCG sector. His current main responsibility is optimising advertising and promotion investments for the company's brands and product portfolio. Previously he held a managerial position in supply chain, where he established a proven track record in improving supply chain processes and realising cost reductions.

Tom’s aim is to broaden his strategic thinking to complement his financial expertise and grow towards a leading financial management role within a multinational organisation.

Mohemed JASIM
Middle East
Indian Team Leader - SAP Infrastructure, ADNOC United Arab Emirates

Mohemed has over 14 years of experience in the SAP domain. His current role involves project management, reporting, resourcing management and talent development. He is part of the region’s most complex and largest SAP implementation, and is responsible for managing a team focusing on enterprise data migration. In addition, Mohemed has set up a very successful rustic furniture manufacturing business based out of Abu Dhabi. His role in the business involves sales and marketing strategy design and implementation, client relationship management, resource management and streamlining of the order and manufacturing process.

Mohemed aims to leverage the GEMBA to gain the tools to analyse, understand, challenge and make well-informed decisions in business, and benefit from the INSEAD alumni network’s wealth of knowledge.
Darius JOHNSON
Asia
American, British
Principal Consultant, PA Consulting
United Kingdom

Darius is an organisational change consultant with 19 years of professional experience spanning 14 countries across four continents. With an aptitude for learning and adapting to new business models, Darius has worked across energy, manufacturing, engineering, life science, telecommunications, non-profit and government sectors. His core expertise lies in transformation and programme delivery where people dynamics are critical. In addition to leading client delivery engagements, Darius also delivers bids and client pitches, manages third party partnerships and develops new commercial propositions.

Darius’ aim is to disrupt his current career trajectory with fresh thinking and new skills. He hopes to enhance his professional network whilst learning from and sharing with other participants in the programme, and explore entrepreneurial opportunities.

Maher KADRI
Europe
Brazilian
Head of Sales and New Business, Consigaz
Brazil

Maher has more than 10 years of experience in the sales area, developing the company’s sales, forecast and pricing strategy. Having graduated from law school and then certified in business administration, he also has expertise in law and management, and leads the M&A department of the group. Maher’s experience furthermore includes leading the process to redesign the structure of the organisation.

Maher’s career aspirations are closely connected to his family business. Through the GEMBA he hopes to improve the firm’s corporate governance and transform it into an international company.

Kyosuke KAGAWA
Asia
Japanese
Finance Director, Medtronic
Korea

Kyosuke has 12 years of experience predominantly within the medical device industry, having progressed through taking on multiple finance positions across Japan, Australia, Singapore and Korea. Most recently he took on CFO responsibility for Korea, overlooking all finance as well as other operational functions. Kyosuke realised 16 quarters of revenue and profit target achievement over the last four years in his finance leadership position.

Through the GEMBA, Kyosuke aims to enhance his professional skills and leadership capabilities, and gain new insights from his classmates. His career objective is to continue to develop in finance in Asia Pacific, and potentially other parts of the globe as well.
Kaiqing KAM
Asia
Singaporean
Ex-Squadron Commander, Republic of Singapore Air Force
Singapore

Kaiqing is a career public servant and military officer with 12 years of leadership experiences across operations, staff and public policy domains. In his previous appointment as Squadron Commander in the Republic of Singapore Air Force, he oversaw the administration, operations and logistics of a helicopter squadron, which consistently accomplished all of its assigned missions and operational performance indicators. Kaiqing is experienced in public policy and long-term planning, and previously worked on the Ministry of Defence's Land Use Master Plan as well as the Singapore Armed Forces’ next-generation force structure design.

Kaiqing’s aim at the GEMBA is to develop leadership skills that are effective at higher levels of management in the Air Force. He is also looking to broaden his perspectives and worldview beyond the public sector, and learn through interactions with fellow participants who hail from different professional backgrounds and nationalities.

Jennifer KAN
Asia
French / Hong Kong SAR China
Senior Legal Counsel, Deutsche Bank
Singapore

Jennifer is an experienced in-house legal counsel with 12 years’ experience in international banking and finance law with expertise in private wealth, corporate finance and regulatory. She began her career at Allen & Overy, London and Hong Kong. In her current role, she is responsible for helping the Asia Pacific wealth management division interpret new regulations and preparing related legal documentation for the implementation of such regulations. She is also the lead legal advisor to the division's capital markets and discretionary management business.

At the GEMBA, Jennifer's aim is to broaden and diversify her network and find an authentic leadership style, gain business and financial in-depth knowledge and expand her understanding of a broader range of industries.

Brigitte KANKO ATANGANA
Cameroonian
Advanced Service manager, Juniper Networks
France

Brigitte has 10 years’ experience in the technology domain with diverse roles from network engineer to technical sales manager in telecoms companies in Cameroon and Gabon. In her current role, she manages big accounts in multiple countries in Europe and Africa as the primary contact for all post-sales matters. She overlooks all aspects of business/network continuity (SLAs, contracts, critical situation management) and new business as part of the account team. In addition, Brigitte also owns an e-commerce business.

Brigitte would like to enhance her business knowledge and strategic thinking, and improve her self-awareness and network. Her career objectives are to accelerate her development in the technology field to be in a senior/top management position in the coming future, and to develop her existing e-commerce business.
Rachit KAW
Middle East
Indian
Productivity Leader - Middle East / Africa / South Asia, General Electric
United Arab Emirates

Rachit has 13 years of international experience across the power generation industry value chain from field execution to fleet management. Having worked in multiple locations from client sites to corporate, his expertise ranges from field execution to maximising contractual profitability and fleet-level risk management. He manages diverse teams across geographies in a matrix organisation, and works with global functions such as finance, operations, and engineering, designing initiatives to improve company profitability and creating policies to enhance sustainability.

Through the GEMBA, Rachit would like to enhance his strategy and leadership skill set, learn ideation and utilise innovative concepts from a broader range of industries and functions.

Timothy KENNEDY
Asia
American
Representative Director, Edmund Optics Japan Co., Ltd.
Japan

Timothy is an accomplished Managing Director with 19 years of experience in the photonics industry. Although he initiated his career in the US, he has since spent the last 17 years throughout Asia establishing the company’s brand. He is currently responsible for all operations in Japan, and also has extended responsibility for sales and marketing across Asia. Timothy is skilled in managing across cultures, leadership foundations, sales, marketing, business intelligence, SAP, and business development.

Through the GEMBA, Timothy aims to establish a stronger foundation of global management principles and strategy while expanding his network of like-minded professionals. He is also looking to expand his career to a global leadership role within the photonics industry or adjacent sectors.

Alexander KEYA
Middle East
British, Iranian
Managing Partner / Owner, MonSar Capital
Switzerland

Alexander is a highly motivated, growth-driven consulting industry leader, with 15 years of global experience in management consulting, driving bespoke risk management strategies for FS clients, leading analysis of government performance and directing national debt management. Currently, Alexander runs a Middle East-focused private equity and advisory firm based in Switzerland.

Alexander would like to leverage the GEMBA to help grow his business both in terms of personnel and geography. He is also considering transitioning his company into a larger Middle East-focused group.
Ivan KCHARITONOV  
Europe  
Kazakhstani  
Director of Internal Audit, Eurasian Resources Group (ERG)  
Kazakhstan

Ivan has 15 years of international experience, conducting a broad range of auditing, consulting and fraud investigation engagements in almost all business areas, with exposure across Central Asia, Russia, sub-Saharan Africa, and Europe, as well as China and Brazil. In his current role, he provides assurance to executive and senior stakeholders on various strategic, operational, compliance and financial aspects, and assists the group to identify and realise significant efficiencies.

Besides academic learning, Ivan looks forward to being exposed to an exceptional cohort of outstanding professionals with multiple backgrounds. He would also like to establish long-term networking channels with like-minded peers.

Sohee KIM  
Asia  
South Korean  
Senior Migration Success Manager, Amazon Web Services  
Singapore

Sohee has 13 years of international consulting experience in the manufacturing, media, telco, retail, e-commerce, and oil and gas sectors. She is experienced in advising C-level executives of large corporations how to successfully use cutting-edge digital technologies on the cloud to innovate for new products and execute enterprise-wide IT and organisation changes without any stalls. In her current role, she contributed to a USD 112 million influenced revenue increase of AWS Cloud products in South Korea, Singapore, Malaysia, and the Philippines.

Sohee’s career mission is to become a digital business transformation expert with broad and deep business expertise to fully leverage the changes and opportunities of a mix of digital technologies with present and future shifts in mind.

Farouk KIMOUR  
Europe  
French  
Technical Director, Excellence Logging  
France

Farouk is an upstream petroleum industry professional with 15 years of experience and a strong focus on technology, innovation and new businesses. In 2015 he co-founded his current company which is the biggest independent surface data logging company worldwide. His responsibilities include new product development and operational deployment but also reviewing market and competition evolution, identifying key changes and long-term trends, proposing corrective actions, formulating company strategy, validating and approving marketing and technical plans, and analysing and proposing additional mergers.

At the GEMBA, Farouk aims to develop a unique set of general management and international business skills through an integrated approach, and develop his financial and communication skills.
Steve KOUADIO
Europe
Ivorian, French
Chief Operation Officer, ETF (VINCI)
France

Steve is a business unit manager with almost 20 years of experience in public works in Europe and Africa. As a global synthesiser, he is used to working with teams of different backgrounds and expertise. He has a strong track record in turning around declining or distressed businesses. In his current role, he managed to increase revenues by 100% within two years through the development of new partnerships. Previously, Steve worked as a projects manager in different countries.

Steve’s aim at the GEMBA is to improve his global management, strategy and financial knowledge, and broaden his network with high-calibre professionals. His career objective is to transition into a global leadership role.

Pauline KOUWENHOVEN
Europe
Dutch
Medical Doctor, Founder and CEO, Genki Medical Group
The Netherlands

Pauline is a medical doctor and entrepreneur with a PhD in bioethics. She is an accomplished family doctor and scientific researcher with more than 10 years of experience who is responsible for providing 24/7 medical and pharmaceutical care on a remote island off the coast of the Netherlands which is visited by 300,000 tourists per year. She is also experienced with legal matters and media relations. Pauline has had international exposure in healthcare and science including Europe, Africa and Asia.

Pauline’s aim is to complement her professional background in healthcare and ethics with INSEAD's GEMBA education and international network, in order to look beyond industries and countries, realise her full potential and apply this to an executive role as a force for good. She would like to become an international leader who makes a difference.

Elena KROPOCHKINA
Europe
Russian, French
Chief Information Security Officer, L’Oréal
France

Elena is an accomplished cyber security manager with eight years of experience in the banking and cosmetic industries. She is experienced in functional team management across countries and different cultures, and has proven capabilities in governance and organisation of new functions in large companies. Elena has implemented large projects and projects with intensive change management and communication needs. She graduated from Ecole Polytechnique in France and holds a master’s degree in Mathematics.

Elena’s aim is to leverage the GEMBA to broaden her knowledge in business, enhance her leadership skills and develop her network. Her career objective is to extend her field of responsibility outside of her current technical expertise.
Arun KUMAR
Europe
American 
CEO, Factex Labs 
United States

Arun is an entrepreneurial financial technologist with global exposure, focused on products and services that span finance, AI and custom hardware. Currently he is exploring micro-investing, wealth management and algorithmic trading. In the past he provided business and quantitative analysis to some of the world’s top hedge funds and private equity firms in New York City, Los Angeles and London. He collaborated with portfolio managers having more than USD 10 billion assets under management and led multiple USD multi-million programmes that consisted of more than 30-person teams, delivering alpha generation and operational efficiency initiatives for the front and middle office across various asset classes and investment strategies.

Through the GEMBA Arun would like to fill knowledge gaps and strengthen specific areas such as marketing, social entrepreneurship and behavioural finance. He is also looking forward to meet, collaborate, contribute and exchange perspectives with like-minded people as part of a global network.

Laurene KWEK
Asia
Singaporean 
Vice President, Macquarie 
Singapore

Laurene is an accounting and finance risk professional with 12 years of industry experience in renowned investment banks, certified as CFA, FRM and Chartered Accountant (Singapore). She leads regional business risk control for front office trading and structured financing businesses and has deep knowledge of asset classes from fixed income and currencies, futures, equities to commodities. Laurene has demonstrated strong engagement with compliance, market risk, credit risk, finance, tax, legal, operations and technology departments to fully embed the risk monitoring function effectively while developing the business franchise.

With the GEMBA, Laurene is looking to upskill her soft skills for executive senior management, and to enhance her business acumen in order to manage complex situations with greater confidence.

Benjamin LALANNE
Europe
French 
Founder & CEO 
France

Benjamin is a seasoned headhunter and entrepreneur, and considers himself as a builder of teams, projects, companies, and connections. He loves to create, reshape, improve, and feel like a pioneer. In the last 12 years, he has successfully managed his own executive search agency with locations in Paris, Dubai, Singapore and Kuala Lumpur which he recently sold and is now creating his second company.

With the GEMBA Benjamin aims to acquire a broader vision on business and keep on developing his leadership skills.
Nicholas LANOUE
Europe
American
Manager, JV Integration, Delta Air Lines Inc.
The Netherlands
Nicholas is a business development and sales strategy manager in the airline industry, specialising in global joint ventures and change management initiatives across multinational organisations. He is experienced in managing teams across the United States and Europe, as well as working with clients and partners in twelve countries across three continents. Prior to joining the airline industry, he managed the consumer products’ risk analytics team for a US-based super regional bank, and led US operations for a boutique foreign market entry consulting firm.

Nicholas intends to use the GEMBA to solidify his reputation as a globally-focused leader, advance his competencies in strategic planning, and expand his network with high-achieving and motivated professionals in a variety of industries.

Jan Peter LARSEN
Europe
Danish
Executive Vice President - Head of Customers, Products & Portfolio,
BEC
Denmark
Jan Peter has more than 20 years of experience with IT in the financial industry. He has a proven track record leading large teams, major programmes and organisational transformation, and is recognised for his ability to build bridges between IT and business. His functional responsibilities have included IT and business development, business relationship management, IT service management; enterprise architecture, consulting and organisational change management. He is skilled at managing teams of more than 500 employees across multiple countries.

Jan Peter wishes to strengthen his team and his own role as a trusted, strategic partner for the company’s customers and stakeholders, and to complete his journey from senior functional leader to strategic leader.

Lawrence LAW
Asia
Singaporean
Managing Partner, The Hillcrest Consultants LLP
Singapore
Lawrence has over 19 years of solid marketing and general management experience during which he built brands and managed strategic business units, delivered consistent performance and incremental results. He has significant expertise in developing and implementing local/regional/global marketing and innovative sales strategies and delivering highly successful business development projects. He has also worked across diverse markets, business cultures and regional/global functions. Lawrence recently started his own boutique consulting practice focusing on corporate advisory.

Lawrence would like to learn from his GEMBA colleagues’ experiences and diverse perspectives, so that he can share them with his business partners and team. His career objective is to be able to be in a significant business role and contribute to the growth of an organisation. He sees himself achieving a C-level role within the next few years.
Pattarin LEKSRISOMPONG
Asia
Thai
Assistant Vice President - Technology & Innovation, Charoen Pokphand Foods PLC
Thailand

Pattarin is a leader in the areas of innovation and technology, with a food technology background. She is a founding member and director of the consumer product insights and innovation group within one of the leading ASEAN agri-food companies. Pattarin has multi-cultural and multidisciplinary experience in corporate start-up investment in South East Asia, alcoholic beverage branding in Beijing, and consumer-centric brand and product development in the US. Her passion is to create accessible health and wellness solutions for society.

Pattarin's professional goal is to better equip herself to build new sustainable businesses for her organisation and for herself, as well as to develop new perspectives and gain insights in order to capture investment opportunities.

Frederico LEMOS
Middle East
Portuguese
Vice President Sales, Asia, Middle East, Eastern & Southern Africa, EMBRAER
United Arab Emirates

Frederico has an aerospace engineering background with 15 years of experience in fleet technical and financial management, maintenance, repair and operations services business development, and defense solutions sales to governments and armed forces. Currently, he manages an international sales team located in different offices in the Middle East, Asia and Oceania. Frederico has established new company representation offices in Europe and the Middle East, and successfully developed new business globally with over USD 1 billion in sales.

With the GEMBA Frederico is looking to gain exposure to different industries and develop new competencies in strategy definition and business diversification and growth. His career objective is to reach a higher responsibility position with global outreach, based in the Middle East, Europe or Asia.

Lilian LIAO
Asia
Chinese
HR Director, Lenovo Group
China

Lilian currently works as HR Director supporting the CIO organisation, and previously the finance department at Lenovo. She has three years' experience in sales and 13 years in the HR field. Her career goal is to pursue in-depth knowledge, insights and practices in organisational development and business transformation, and to leverage her experiences to help more people.

Lilian would like to leverage the GEMBA to enhance her strategic thinking and global view, and improve her networking all over the world. In the long term, she would also like to get into the consultancy area to help more companies and people.
Pierre-Alain LIEGEOIS  
Europe  
French  
Principal consultant, Abingdon Advisory  
France  

Pierre-Alain has 15 years of international experience across Europe, North America and Oceania at international consulting firms. He has a proven track record in delivering successful international, cross-cultural projects, with a strong focus on redesigning finance organisations, processes and IT systems. In his current position, he manages projects for a wide range of clients and industries, including coaching of senior staff and a firm-wide Chief Learning Officer role to assist staff in realising their professional potential.

Pierre-Alain’s aim is to expand his thinking and skill sets to new business areas, as well as improving his network by sharing views and opinions with like-minded professionals. He is looking to successfully transition into general management positions, preferably in North America.

Matthew LIM  
Asia  
South Korean  
Director of Operations, Surya Internusa Hotels  
Indonesia  

Matthew has over 15 years’ experience in the hospitality industry with international hotel brands and hotel management companies, including senior management experience at the hotel level, multi-location level and regional headquarters. He has solid operational, financial, sales and marketing expertise, and has worked in different regions managing multiple business units in remote locations.

At the GEMBA Matthew would like to meet people who can share a vision and act on it. He would also like to develop his own company.

Xiaoping LUI  
Europe  
Peruvian  
Senior Pricing Manager, Rimac Seguros  
Peru  

Xiaoping is a pricing expert with 11 years of experience creating high-performance teams and leading successful pricing strategy implementations. He has achieved outstanding improvements in P&L at leading Peruvian and multinational companies in a wide range of industries such as technology, banking, cosmetics, pharma, and currently in the insurance industry. This experience ranges from executing tactical price adjustments to redesigning pricing, promotions and incentives schemes, to implementing entire price optimisation systems.

With the GEMBA, Xiaoping aims to boost his leadership skills and expand his business knowledge. In addition, he wants to learn more about international markets and business dynamics through a truly diverse class. His career objectives are to challenge himself assuming new roles in his current job in the short term, and to work in an international market such as the US, Canada, Europe or Australia in the mid term.
Maggie MA
Asia
Chinese
ASEAN CFO, ESSILOR AMERA PTE LTD
Singapore

Maggie is a seasoned CFO with 15 years’ experience in medical device, shipping and manufacturing MNCs across China and ASEAN countries. She is experienced in operations and post-acquisition integration and management. Maggie has been a key member of turnaround management teams and has implemented successful turnaround strategies.

Maggie’s aim is to broaden her horizon, to explore career possibilities by improving strategic thinking and leadership skills, as well as to have an amazing experience of interacting with fellow students and professors. Her career objective is to assume a group CFO role and step up to be a business leader.

Rupert MACKENZIE
Europe
British
Deputy CEO Energy and Power, Marsh JLT Specialty UK
United Kingdom

Rupert is an established business leader with 26 years' experience in the risk, insurance and reinsurance sectors. He is experienced in managing UK businesses and leading international teams providing consulting and transactional services to companies across the energy sector. Rupert has broad international experience working with regional oil companies in Latin America, North America, the Middle East and Europe, and a proven track record in leading businesses through mergers and acquisitions and organisational change programmes.

At the GEMBA, Rupert is looking to broaden his understanding of fundamental finance disciplines and private equity to allow him to realise his leadership and entrepreneurial aspirations. He would also like to gain exposure to industries and professionals in other sectors.

Felipe MADDALONI
Europe
Brazilian, Italian
Director, Business Controlling & Innovation Management, Stora Enso Sweden

Felipe is an international executive with 17 years of experience in business controlling, strategic investments, finance, and innovation management of global businesses in different industries such as biomaterials, pulp and IT. He has a solid track record in supporting new business development. He is skilled in leading multi-cultural and cross-functional teams in Europe, the US and Brazil. In his current role, he obtained investments of over EUR 200 million for capital projects and acquisitions, and implemented two new functions to effectively manage the innovation process and projects portfolio, significantly improving the governance and decision-making process.

Felipe’s goals for the GEMBA are to enhance his general management skills and strategy knowledge, catalyse his personal development embedded in a truly diverse environment, refine his leadership style, learn from other colleagues' experiences, and tap into the global network for future partnerships around the world.
Mohanad MAHGOUB
Europe
Egyptian
CEO, Analysis
Egypt

Mohanad is an accomplished CEO in the biotechnology sector, with nine years of experience in the fields of scientific research, genetic analysis and applied sciences, running the leading life sciences company in Egypt with operations in Africa and the Middle East. He is experienced in leading and managing teams, developing business strategies and landing national government deals. In his current role, he managed to expand the business portfolio and triple sales revenue during Egypt's economic crisis.

Mohanad would like to use the GEMBA to expand his company beyond the current territory, and start investing in alternative business ventures. He is also looking to create a solid network to broaden his business horizons and pursue his ambition for establishing start-ups.

Asis MALDA
Europe
Spanish
Credit Risk Manager, Santander Corporate & Investment Banking
France

Asis has 11 years of international experience in the UK, Spain, Chile, and France. His mission is to team up with the business units of Milan, Frankfurt, London, Madrid and Paris to provide worldwide coverage for Santander’s corporate clients, anticipate their needs and steer the front lines in executing business opportunities. He covers a broad range of products, from export finance and working capital solutions to corporate finance and global debt financing, and leads a team of three analysts which covers the retail, consumer goods, and packaging sectors.

Asis’ aim is to leverage the GEMBA to switch career, put into practice his managerial skills have a frontline role at a top-of-the-class clean energy producer. The capital markets department could be a good starting point, but he would certainly consider any other appealing option.

Tapan MAPPAT
Middle East
Indian
Head of Innovation, Vedanta Limited
India

Tapan is an engineering professional with more than 19 years of experience in managing plant erection and commissioning, operations and maintenance of metals refineries, mining and chemical plants, with exposure in heading quality assurance, innovation, operation and maintenance divisions. He is highly skilled in leading cross-functional teams in implementing quality management systems and operations at metals and mining plants with proficiency in ensuring equipment efficiency, TPM and ISO quality systems. He is also well-versed in working with statutory bodies in bringing a sustainable solution towards the handling and storage of the major wastes produced in the alumina industry.

Tapan would like to make a transition into a strategy role within his company. With the GEMBA, he hopes to improve his leadership, finance and strategy skills to prepare for leading a strategy team.
Natalya MARKHIYEVA
Middle East
Kazakhstan
Commercial Director, Metro Kazakhstan

Natalya has 10 years of proven high performance in the wholesale industry in Kazakhstan, managing procurement, sales and operations, marketing and quality assurance departments of more than 700 people. She is experienced in turning around the business and developing successful strategies, which led to double-digit sales growth in strategic customer groups during the last couple of years.

Natalya’s career goals are general management positions, preferably in Europe, Russia or the United Arab Emirates. She would like to be more familiar with other people’s point of view and as a result to take more angles into consideration for decision-making. She is also looking forward to become part of an international network.

Jose Carlos MARQUES DOS REIS
Asia
Portuguese, Brazilian
Executive Director, Head of Institutional Sales, BB Securities Asia, Pte Ltd
Singapore

Jose Carlos is currently working as Head of Institutional Sales for Asia Pacific at BB Securities Asia, part of Banco do Brasil group. The company is distributing Brazilian fixed income, equities and funds to institutional investors in Asia. Based on the company’s expertise in the Brazilian market, his main goal is to bridge investment opportunities between Brazil and Asia Pacific. Previously he worked in structured products and derivatives trading in Portugal.

With the GEMBA, Jose Carlos’ goal is to be wiser tomorrow than he is today, learning from everyone, and expand his expertise to a broader range of industries and functions.

Géraud MARSET
Europe
French
VP Sourcing and Supply Chain, CGG
France

Géraud is a sourcing and supply chain professional with over 15 years of experience in an international context. Born and raised in West Africa (Senegal, Mauritania, Cameroon Mauritius and Ivory Coast) he has worked in North America for over five years before relocating in Europe. His role within CGG is to lead a credible, collaborative and business-oriented group of highly skilled professionals spread across the globe. His responsibility is to provide support to CGG operations: obtaining the best total cost of ownership for goods and services, delivered on time and on target, without incidents and/or injuries at the most competitive cost.

Géraud would like to develop himself to become an executive with a first-hand strategic role, explore what leadership abilities he can enhance to enable him to step up, and what strategic competences he should work on to make a significant difference.
Mark MESSENGER
Asia
Liechtensteiner, American
Head of Credit Services, LGT Bank (Singapore) Ltd.
Singapore

Mark is an accomplished local and regional team leader with 19 years of experience in private banking with a focus on credit and regulatory investment compliance, and in-depth knowledge of the mechanics, embedded risks and life cycles of products offered by private banks. He has successfully established new functions across multiple locations within the same bank, and led a group-wide IT system enhancement project to streamline the relationship managers’ investment suitability duties. He has also co-lead a workstream for the bank’s largest and the industry’s fastest M&A in history, which doubled both the bank’s Asia Pacific assets under management and workforce.

At the GEMBA, Mark would like to improve his leadership, decision-making and negotiation skills, and expand his global network of professionals in various sectors.

Engin METE
Europe
Turkish, French
Chief Operating Officer Risk Factoring, BNP Paribas
France

Engin is an accomplished executive with 11 years of experience in financial services. He has a proven track record in international project management with audit assignments performed in four continents across 14 countries on different business lines and support functions. In his current role, Engin is responsible for the vertical integration of the risk function of BNP Paribas’ factoring activity across 15 countries dealing with a total risk of around EUR 28 billion. He deploys the target-operating model and restructures local organisations according to the global risk strategy on top of his supervisory responsibilities over risk teams in Poland and in Turkey.

At the GEMBA programme, Engin plans to develop his business skills to manage diverse professional challenges while broadening his cross-industry perspective.

Michael MILES
Europe
American
General Manager (retired), Mentor-In-Residence, Microsoft (retired), University of Arizona/McGuire Center for Entrepreneurship
United States

Michael is an accomplished software industry senior executive with extensive non-profit and community development experience, including managing, building, and leading international teams and start-ups inside and outside Microsoft. He is passionate about making a societal impact, serving on a global health non-profit board, lecturing university students on corporate social responsibility, as well as mentoring and helping finance new business and non-profit ventures.

Michael would like to develop a consultancy focused on non-profit strategy and business sustainability, and energise and equip university graduates to pursue their own social mission, whether it be as part of an existing company, or forming their own for-profit or non-profit venture.
Jonathan MILLS  
Asia  
British  
Director of Corporate Development, WPP  
Singapore  

Jonathan is a Cambridge University educated, corporate development professional with 14 years of global M&A and investment experience. Originally based in London, he relocated to Singapore in 2011 and currently leads corporate development for WPP, the world's largest marketing services group. His transaction experience includes over 75 acquisitions, investments, joint ventures and disposals throughout the Asia Pacific region, and he has a proven track record of achieving successfully negotiated outcomes for multiple stakeholders in high-pressure situations.

Jonathan would like to broaden his managerial, operational and leadership experience with the aim to transition to a global, general management role. He is also interested to explore and develop entrepreneurial opportunities.

Yusaku MIYAHARA  
Asia  
Japanese  
Senior Manager, Sony Corporation  
Japan  

Yusaku holds over 16 years’ work experience at Sony, a creative entertainment company with a solid foundation of technology. He started his career in the finance department at the headquarters, where he gained diverse experiences in business planning mainly for consumer electronics, such as DVD and Blu-ray hardware, and digital imaging products. Currently, Yusaku is in charge of the smart card business, called FeliCa, which has dominated contactless transaction for both public transportation and payment services in Japan. From 2009 to 2013, he was based in Hong Kong and led the supply chain management with factories in China.

Yusaku’s goal is to lead a business to drive social change.

Imad MOHAMMAD  
Middle East  
Palestinian, American  
Managing Director, Devar Holding  
United Arab Emirates  

Imad is a Managing Director of a holding company with a diversified investment portfolio. He has extensive experience working with inter-cultural teams, business development, end-to-end project leadership and forging partnerships. He is an expert in strategic planning, project development and delivery.

At the GEMBA, Imad aims to improve his leadership skills to manage teams through risk and uncertainty. He also looks forward to develop a managerial framework for thinking and decision-making.
Andreea MONNAT
Europe

German, Luxembourgish
Head of Innovation Programmes, National Research Fund
Luxembourg

Andreea holds a doctoral degree in computer science and is an accomplished research programmes manager. She has championed the development and successful implementation of the first national funding programme to stimulate and support the translation of high-impact research into commercially viable innovations, and to promote strong collaborations between the public and private sectors. Andreea is an advocate for research, innovation, and a relentless promoter of entrepreneurship and technological innovation. She is passionate about research-based technology transfer, early-stage seed funds and entrepreneurial ecosystems.

At the GEMBA, Andreea would like to focus on her personal and leadership development.

Luis Miguel MONTEIRO
Middle East

Portuguese
Project Director, Besix Group
United Arab Emirates

Luis Miguel is a Project Director/Operations Manager experienced in the high-rise construction and oil industry. His particular focus is safety, health and environment. He also has financial skills acquired through entrepreneurial experience enhanced with international executive education. He has managed a broad scope of projects and is an experienced negotiator having participated in several major claims and contract negotiations with complex risk management.

At the GEMBA, Luis Miguel would like to grow and transform as a leader, with the ultimate goal to bring innovation to the construction industry and lead the world’s biggest projects.

Andrew MORAES
Asia

New Zealander
Country Manager, Beca
Myanmar

Andrew is a trusted leader of teams delivering high quality, large scale and complex capital projects. He has over 15 years’ experience in winning and delivering projects across various sectors, life cycles, geographies and procurement models, with international exposure in Australia, New Zealand, Singapore, Thailand, and Myanmar. He has demonstrated results in all areas of growth in frontier markets including market strategy, people development, market profile, delivery standards, risk management and partnership building. He also led the team which delivered the building services and ICT engineering for Changi Airport’s Terminal 4, the newest terminal at the world’s most celebrated airport.

Andrew would like to expand his experience to include advisory on capital project decision at the strategic level of global private enterprises and national governments. He is looking to develop a globally recognised expertise in preventing and turning around distressed projects through appropriate risk distribution.
Kimberly MORAN PUERTA  
Europe  
American  
Head, Neurology Healthcare Strategy, UCB Inc.  
United States  

Kimberly holds a PhD in neuroscience with extensive commercial, medical and strategic experience across healthcare. Currently, she is heading a 120+ person market-facing team with P&L responsibilities for an annual budget of USD 33 million and revenues in excess of USD 1.1 billion. She has led the redesign of the company’s US go-to-market model, and implemented an agile new stakeholder engagement system and value source. Furthermore, she has extensive experience working with the US FDA, regulatory bodies in Europe, the Middle East, Africa and other countries, as well as government and private payers, medical and scientific investigators and patient advocacy organisations across the US, EU and Asia.

At the GEMBA, Kimberly is looking to become a more fully-rounded leader and deepen her competencies in finance and accounting.

Luis MOUTINHO  
Europe  
Portuguese  
Director, Global Quality, National Oilwell Varco  
Norway  

Luis has 14 years’ experience in the oil and gas industry, in a variety of roles within engineering, manufacturing, product development and quality assurance. He has accomplished multiple international assignments through long-term relocations within Europe, the Middle East and Asia. Currently, he is focused on change management with the development of globally standardised processes that drive operational efficiency through managing a team of regional managers located across four continents. Has also successfully led a three-year initiative in reducing the global cost of quality, achieving over 50 million USD of cost savings, and reflecting a 1.76% increase of operating profit of the segment in 2018.

At the GEMBA Luis aims to close his knowledge gaps in the areas of finance, marketing and sales to progress in his career and be better prepared for an operational and executive role. He is also looking to develop his leadership skills and learn from like-minded and international people.

Kranthi MUDULA  
Asia  
Indian  
Head of Market Reach - North Asia, Hilti Asia Ltd.  
Hong Kong  

Kranthi has nearly 20 years of diverse experience in a multinational organisation in the functions of sales, marketing and finance management in the Middle East, Africa, Turkey and North Asian markets. He has successfully developed and implemented customer loyalty, market sensing, pricing, professional services and sales force target setting and resource planning strategies which generated strong positive business impact.

Kranthi aspires to be responsible for the P&L function as a general manager for a mature market or region.
Abid MUNSHI
Middle East
Pakistani
Vice President – Origination, Tilad Investment Company Limited
United Arab Emirates

Abid has almost 12 years of experience in the financial sector, having worked across audit, private markets and direct real estate investments. He currently leads the private market origination efforts, including direct commercial real estate investments in Europe. Within direct real estate, his company has realised investments in excess of EUR 500 million over the past four years, delivering an IRR in excess of 25% and generating a 3x equity multiple on average. The company’s private markets programme is in its second full vintage and targets USD 200 million of capital deployment per annum across real estate, private equity and private credit funds.

Through the GEMBA, Abid aims to become an effective business leader by leveraging peer learning. He is also looking to further enhance his management skills to become a better mentor and team player.

Priyanka NATARAJAN
Asia
Australian
Marketing Director, Century Wines & Spirits Pte Ltd.
Singapore

Priyanka is a forward-thinking Marketing Director with 11 years of experience in leading both traditional and digital marketing campaigns across the hospitality and retail industries. Currently, she is responsible for developing highly effective pricing structures, channel partnerships and promotional strategies. She is a true blend of East and West, having grown up and lived in Australia, Hong Kong, London and now Singapore.

Priyanka aims to leverage her GEMBA degree to build her network with like-minded professionals, refresh her knowledge of digital technologies from a theoretical perspective and assess what to take on board and how to manage the ongoing plethora of options.

Abdel Aziz NDIAYE
Europe
Senegalese, French
Feature team leader, Société Générale
France

Abdel Aziz is an innovative and solution-focused technical team leader and project manager with more than 10 years’ experience. He is skilled at creatively employing technology to optimise IT for company-wide value enhancement, and experienced in managing multiple high-paced projects and priorities and leading high-impact teams. Abdel Aziz regularly collaborates with internal and external project stakeholders, cross-functional teams and top management, and is specialised in bridging gaps between departments whilst creating agile environment/transformation infrastructure.

At the GEMBA, Abdel Aziz would like to develop in-depth knowledge in marketing, corporate finance and strategy, and broaden his expertise through courses in Behavioural Finance, Negotiations and Customer Insights. He is also looking to leverage from a global and diverse alumni network.
Vinh NGUYEN
Asia
Vietnamese
Director of Investment Banking, Ho Chi Minh City Securities Corporation
Vietnam

Vinh is a technology enthusiast and investment executive with 10 years of career focus in the technology sector. He is experienced in growth investing as a fund manager and has a proven track record of helping investors find the right opportunities. In his current role, he led the first ever internet-related IPO in Vietnam and helped companies raise more than USD 600 million from global investors in the past two years. His geographic exposure includes the United States, Singapore and Vietnam.

At the GEMBA, Vinh’s aim is to gain management and leadership skills relevant to an innovative organisation, to learn from and network with other business leaders in the programme. His career objective is to contribute to the growth of a technology-driven company as a management member or an investor.

Jason NIKOLAOU
Asia
Greek, British
Solution Sales Manager, NCR Corporation
Singapore

Jason has an engineering background and 16 years of experience in the technology sector covering banking and telecommunications. He has had international exposure across Europe, the Middle East and Asia Pacific, leading the expansion to new markets and the introduction of strategic portfolios. Jason is experienced in establishing and managing teams across geographies, ranging from technical to business functions. In his current role, he manages the migration from legacy hardware to enterprise software solutions, SaaS and recurring revenue.

The GEMBA will be an opportunity for Jason to reinvent himself and unlock further potential. His career objectives are to transition from transactional to strategic roles within the technology sector, preferably in Europe and Asia.

Yuichi NISHIHARA
Asia
Japanese
APAC Manager, Technical Services, Google
Singapore

Yuichi is a passionate researcher, engineer, regional manager, and entrepreneur with 23 years of experience in the IT industry, working for companies ranging from established Japanese businesses to start-up companies to global giants. Currently, he is managing a team across the Asia Pacific region supporting ad revenue of USD 1.3 billion. He has a track record of building and managing technical support organisations aligned with business needs, including support launching unique product feature for Japan in a global company which led to 50% Y/Y revenue growth.

Yuichi’s aim is to further develop his entrepreneurial and leadership skills, and to expand his network with entrepreneurs around the world. His career objective is to move into a role within an established company, to support start-up companies that develop innovative technologies to sustain humanity.
Roxana NITU  
Asia  
Romanian  
Regional Key Account Manager and Marketing Lead, Amcor Flexibles Singapore

Roxana has nine years of experience in management consulting and sales and marketing across Europe, the Middle East and Asia Pacific. She has a proven track record of strategic planning and B2B business development through delivering cross-country projects that led to doubled share of wallet, increased profitability and entry into untapped markets. In her current role, Roxana manages a portfolio of high-complexity accounts with a turnover of USD 120 million across Asia Pacific.

Roxana's aim is to leverage her GEMBA degree to gain a holistic understanding of operating a business and gain practical knowledge in areas where she is less experienced, as well as to improve her network with like-minded professionals. She is also looking to accelerate the development of her managerial and leadership skills.

Kelly NOBLES  
Middle East  
American  
Executive Finance Leader, General Electric United Arab Emirates

Kelly is an accomplished global executive with 15 years of experience in finance, shared services and project management at a world-renowned industrial conglomerate. She is experienced in managing global teams with particular depth across the US, Middle East and Africa. Kelly has led teams through strategic transformations including process quality projects, digitisation, master data implementations, organisation restructures and workforce placement initiatives resulting in cost savings of 28%, increased operational effectiveness and talent development.

Kelly's aim is to develop expertise on the latest business technology and data trends, and refresh business fundamentals leveraging the experiences of a diverse network of global professionals. Her career objectives are to move into a COO, general manager or strategic leadership role within a MNC and to serve as a board member for scaling SMEs and non-profits.

Dmitri NOVIKOV  
Europe  
French, Russian  
Internal Audit Manager, Solvay France

Dmitri is an accomplished regional manager with 10 years of professional experience in chemical and nuclear industries. He is experienced in leading teams in Europe and North America, and has functional in internal auditing, industrial operations, and international affairs. In his current role, he has contributed to the integration of a USD 5.5 billion acquisition in regards to processes, compliance and culture.

Dmitri would like to learn new hard and soft skills, so that he will be better prepared to take over a business line within the Solvay Group in the coming five years.
Gabriela JANZEN-NOWAK  
Middle East  
Polish  
Director – ePMO, malomatia  
Qatar

Gabriela has nearly 13 years of intensive IT consulting and IT engagements experience in delivering a diverse portfolio of advisory and services projects. She has worked with diverse, international IBM clients, post-mergers and acquisitions and integrations and led cross-country IT operation and technology migrations. Gabriela has applied her technology consulting and IT services expertise in a multinational environment having worked across Poland, the United Kingdom, Qatar and the United Arab Emirates. She is experienced in building and leading multi-cultural teams and change management.

By pursuing the GEMBA, Gabriela aims to enhance her strategic management skills, expand her professional network, learn from like-minded people, and prepare for her next career move.

Tobi OLUSOGA  
Europe  
British, Nigerian  
Chief Product Officer, Parthian Partners Limited  
Nigeria

Tobi has 12 years’ experience in finance from various positions across the FMCG and technology sectors in Europe and West Africa. She is experienced in delivering technology-driven financial solutions to aid strategic decision-making. In her current role, she leads cross-functional teams to deliver and manage a high-quality investment application which is disrupting the traditional system of investment in the Nigerian market as well as making a positive contribution towards improving financial inclusion.

Through the GEMBA, Tobi aims to enhance her ability to drive the strategic direction of a fintech company. In addition, she seeks to strengthen her leadership skills through broadening her perspective via interactions with people from various markets and industries.

Radia OUAKEDI  
Middle East  
Algerian, French  
Service Manager, Injazat Data Systems  
United Arab Emirates

Radia has more than 16 years of experience delivering IT projects in different industries such as oil and gas, food and beverages, health insurance and military, focusing on service management implementation to achieve ISO/IEC 20000 standard and continuous improvement. In her current role, she manages different functions and activities in the service transition area to ensure new and modified services are successfully transitioned and released into production with minimum impact, disruption, and cost.

With the GEMBA programme, Radia is looking to broaden her cultural and intellectual horizons through access to a global network, while acquiring new practices to reinforce her leadership skills and bring out the entrepreneur in her.
Mike OUTTEN
Asia
American
Chief Commercial Advisor, Supply Chain and M&A, Energy Development Corporation (EDC)
Philippines

Mike is driving a turnaround of the operating and development organisations within the renewable energy businesses. Prior to EDC, Mike served in a similar role as the Head of Commercial Strategies for Chicago Bridge & Iron (CB&I), one of the world’s largest engineering, procurement, and construction firms. Mike built his career at what eventually became Energias de Portugal Renováveis (EDPR), through M&A, procurement, and operational roles in the United States and Europe.

After the GEMBA, Mike will be transitioning to a general management role and in preparation would like to fill in his gaps around finance, marketing, and general management. He would also like to learn from and grow with the help of his classmates so he can better understand how to lead this future enterprise.

Massimo PASSAMONTI
Europe
Swiss, Italian
Chief Operating Officer, Privatam
Monaco

Trained as a nuclear engineer, Massimo spent 10 years in the financial service industry before co-founding Privatam in 2014, a fintech company active in three continents. He is passionate about using innovation to create value, with a specific focus on how technology can revolutionise existing business models. Massimo learned German in Switzerland where he was born, Italian in Italy where he went to high school, French in Lyon where he went to university, English in the UK where he lived for one-third of his life and has a good knowledge of Spanish.

Massimo wants to embark on a journey of self-discovery and personal enrichment, and improve his interpersonal skills. He wants to break mental frameworks, challenge his acquired knowledge, discover new forms of creative thinking and explore alternative problem-solving approaches.

Sandip PAUL
Europe
French
Global Engineering Portfolio Manager, Chr. Hansen
France

Sandip has nearly 14 years of professional experience in managing cross-functional and multi-cultural teams spread across Europe, Asia and Africa. He has a proven track record in leading complex and strategic projects in multiple sectors focusing on customer relationship, business management and organisational growth. In his current role, he successfully streamlined project execution processes contributing to EUR multi-million savings and optimised delivery time leading to faster industrial growth.

At INSEAD, Sandip wants to contribute to a class comprising of intellectually stimulating peers and world-renowned professors bringing diverse outlooks that would be the perfect catalyst in assimilating nuances of business leadership. Over the next five years, he aims to attain a senior leadership position in industrial operations of a multinational firm, where he can combine his technical knowledge with the business skills gained from the GEMBA.
Petronela PELL
Europe
British, Romanian
Lead Institutional Client Operations Manager, T. Rowe Price International Ltd
United Kingdom

Petronela has 10 years’ experience in financial services at London-based large asset managers, and deep technical investment operations knowledge. Currently, she is leading a client services team and running strategic projects aimed at improving the operational economics and creating a sustainable target-operating model of her function. Petronela is highly skilled at building relationships with individuals of varying investment backgrounds which has translated into retaining key business and mapping a process for mitigating operational risks. She is also a regular contributor at industry forums discussing best practices.

At the GEMBA, Petronela would like to expand her knowledge of business management and turnaround business strategy, and broaden her entrepreneurship skills.

Stéphane PISTONO
Europe
French
Head of Service Excellence, SANOFI
France

Stephane is a seasoned global leader with over 20 years of proven track record in strategic planning, M&A, organisational transformation, IT rationalisation and transition to cloud / SaaS. He has worked in Germany for many years and further developed in global roles with teams of more than 100 associates in more than 15 countries in the Americas, Europe and Asia Pacific. Stephane is experienced in introducing and promoting innovative ways to improve business model performance. In his current role he is in charge of transforming IT operations with financial accountability of EUR 100 million, and has achieved a cost reduction of almost 20% in two years.

At the GEMBA Stephane would like to acquire more transdisciplinary skills, elevate his leadership and business management practices, learn innovative ways to shape value opportunities and grow an international and lasting network of inspiring peers and friends.

Oleksandr POLISHCHUK
Middle East
Ukraine
Financial Control Manager, National Marine Dredging Company
United Arab Emirates

Oleksandr has over nine years of international experience specialising in establishing sound finance functions, streamlining business processes and exercising change management, with a focus on value creation and performance optimisation. He gets deep insight into operations and acts as a business partner, closely coordinating and interacting with all business units. Oleksandr has a wide range of industry experience, including oil and gas, construction, maritime, mining, metallurgy and consulting. His international experience includes Ukraine, UK, Nigeria, and the UAE.

Through the GEMBA, Oleksandr aims to build upon his diverse finance experience in non-financial business areas, sharpen his strategic focus, improve his leadership skills and build a strong network.
Teofilus PONNIAH

As a Senior HR Director at DHL in Singapore and Malaysia, Teofilus is passionate about bringing people and technology together to enhance human potential whilst inspiring fun at the workplace. He started his career specialising in employment law, and then moved across various Asian countries in HR leadership roles in F&N Coca-Cola, British American Tobacco, AXA and DHL. In his current role, he and his team have been pushing multiple boundaries by bringing gamification and predictive analytics into various streams that impact people and productivity. This has led to multiple wins and increased revenue for the business but most importantly impacted the people in an amazing way.

Teofilus is looking to find a balance between people and technology so as to create sustainable innovation that provides the opportunity for every person to succeed.

Axel Y. POSCHMANN

As Director Hardware Lab and Crypto Lab at xen1thLabs in the United Arab Emirates, Axel is an accomplished thought leader in cybersecurity with deep technical expertise and an award-winning academic track record. He is experienced in building and leading highly diverse teams located around the globe with international experience in the Middle East, US, Europe, and Asia. Axel is a curious self-starter with a passion for efficiency and a focus on innovative, outside-the-box solutions. He is also an analytical thinker with strong inter-cultural communication skills and a proven track record of international consensus finding.

At the GEMBA, Axel's primary goal is to gain new insights into cutting-edge leadership and management skills through a structured curriculum and personal interactions with like-minded peers.

William RAMSAY

As Senior Manager – Subsurface at Hess Corporation in Malaysia, William is an international oil and gas leader with experience in high-profile roles at a global independent upstream company. He is experienced in leading technical teams in the US, Europe and South East Asia towards value-adding business decisions. William has a wide knowledge of the upstream industry with a particular focus on the development and operation of large offshore fields and onshore tight oil/shale gas. Currently, he is seconded to a joint venture with a large Asian national oil company with responsibility for overall development to ensure the security of the energy supply to Thailand and Malaysia. He has served as portfolio and strategy advisor for senior executives for many years, and has had significant exposure to investor relations, corporate benchmarking and macro environment.

William is looking to better serve his teams by learning and applying leading management practices while further developing his own personal leadership style through learning from others.
Syed Ali RAZA
Europe
Pakistani, Canadian PR
Principal - Drilling Domain, Halliburton
Qatar

Syed is an accomplished subject matter expert in drilling technologies with over 11 years of rich upstream oil and gas experience with top services companies of the world. He has a proven track record in leading technical teams in delivering and optimising complex drilling engineering projects across the United Arab Emirates and Qatar. Currently, he is leading the digital transformation of Total in Qatar, which has resulted in more than 10% reduction in well duration with an impact of approximately USD 50 million over five years. He has successfully integrated performance tools with business intelligence that reduced well cost up to 15%.

Syed’s aim is to strengthen his leadership, business acumen and strategy skills and to grow and diversify his professional network.

Sergey RAZUMKOV
Europe
Russian
Deputy CEO, ORTO Group (Trassa-S LLC)
Russia

Sergey has 12 years of experience blending accounting, audit, and credit analysis at world-leading financial services corporations with restructuring and international expansion of a family enterprise. He is experienced in international trade and generating new products, and his international exposure includes Eastern Europe, the Middle East, Asia and Latin America. Sergey has a record of accomplishment in generating double-digit growth within new lines of business for five consecutive years, onboarding major clients, developing the product range, and targeting untapped markets. He has also implemented a process to efficiently manage multi-stage production and sales forecasts.

At the GEMBA, Sergey aims to refresh and structure his skills and knowledge in accordance with the world’s best practices. He is also looking for like-minded individuals to help leverage his business and entrepreneurial initiatives.

Lena REN
Asia
China
Senior LNG Originator, Shell
Singapore

Lena has 15 years of strategic sales and marketing, new business development and implementation experience in the energy industry in Europe and Asia. She has a proven track record in translating internal business objectives into local imperatives and maximising long-term strategic relationships with Chinese government agencies, state-owned enterprises and global business partners. In her recent role, she has led long-term LNG supply negotiations and LNG portfolio optimisation.

Lena’s aim is to improve her network with like-minded professionals in an era of energy transition from a world where the value of the energy is embedded in the resource to where technology is the resource and coordinate efforts to tackle global warming.
Nancy REPETTO
Europe
Argentinian
IT, Processes and Systems VP, Pluspetrol
Argentina, Uruguay

Nancy has 20 years’ experience in the energy sector in Latin America, leading cross-cultural and virtual teams at corporate and business unit leadership roles. As a people-centric leader, she has a proven track record of leading strategic multiple and complex projects and motivating staff to peak performance, as well as creating innovative solutions to facilitate business growth strategy and process optimisation. In her current role, she is responsible for developing the overall vision and strategy for IT and business process management. She also has broad experience in corporate financing, turning around distressed assets as well as designing and implementing complex reorganisations.

At the GEMBA programme, Nancy hopes to develop new perspectives, enhance her leadership skills, grow her global network, and get broader exposure so that she can become a well-rounded leader.

Bastien ROUX
Middle East
French
Regional CFO, Bureau Veritas
United Arab Emirates

Bastien has been at Bureau Veritas in the testing, inspection and certification industry for 11 years, having worked his way up to senior leadership roles in the Asia Pacific and the Middle East region. He is experienced in driving global and group strategy (regionalisation of commodities division) in multicultural environments.

Through the GEMBA he would like to consolidate his business knowledge, learn from peers, develop his professional network and most of all improve his leadership skills. Bastien’s career objectives are to diversify his technical and leadership skills in order to continue progressing in his current company or to be able to find an attractive new challenge, still in an international environment.

Stephanie SALAME
Europe
Lebanese
Assistant Project Manager, Algorithm SAL
Lebanon

Stephanie has 12 years of experience in the engineering, construction, procurement and pharmaceutical operations fields. In her current role, she successfully managed the design and construction of a USD 30 million pharmaceutical plant end-to-end, working with 11 cross-functional consulting and contracting companies from the Middle East and Europe. She has implemented procedures and processes to effectively track progress and cost, manage communications and verify quality and performance.

Stephanie’s aim is to enhance her leadership skills, strategic thinking and knowledge in business management, as well as to learn from the interactions with highly qualified professionals and faculty in order to grow intellectually, personally and professionally. Her career objective is to grow into more senior executive positions in operations management in the healthcare or technology sectors.
Rebecca SANKAR
Europe
British, Guyanese
Associate Director, East Africa, AgDevCo
Uganda

Rebecca has 13 years of experience in financing and managing early-stage and growth businesses in emerging markets. Out of these she has spent more than seven years as an SME venture capital and private equity investor in agriculture in sub-Saharan Africa, with a demonstrable track record of originating and executing transactions in East Africa. In her current role, she is responsible for co-managing her company’s East Africa portfolio of more than 16 companies. Before that, she was responsible for setting up her company’s office in Uganda which included recruiting and training a local team and then originating and executing deals of USD 20 million.

Rebecca’s aim is to further develop her skills in entrepreneurial leadership, strategy and corporate governance while broadening her network of like-minded professionals across the Middle East and Asia.

Chihiro SASAKI
Middle East
Japanese
Division Manager (Medical Business), Fujifilm Corporation
United Arab Emirates

Chihiro has 11 years’ experience in sales and marketing in the healthcare sector. He is experienced in managing teams across the United States, Latin America, the Middle East and Africa. In his current role he leads all medical business of the Middle East and African market (40 employees with more than 20 nationalities), and has successfully achieved double-digit growth for three consecutive years.

At the GEMBA, Chihiro’s aim is to learn more about leadership, and to accelerate and expand his knowledge and expertise key business subjects so that he can become a strategic planner in the healthcare sector.

Madhu SASIDHAR
Middle East
American
Chief Medical Officer, Cleveland Clinic Abu Dhabi
United Arab Emirates

Madhu is a physician executive with 15 years’ experience in medical operations and healthcare. In his current role, he has increased operational efficiencies in in-patient, ambulatory and perioperative care settings while optimising patient access and improving patient experience. In prior roles, he was responsible for implementing value-based care initiatives and clinical systems integration across one of the largest horizontally integrated health systems in the US. A self-taught computer programmer and innovator, Madhu holds a software patent for technology that has been successfully commercialised.

Madhu hopes to leverage his GEMBA experience to take on more responsibility, be a discerning listener and further develop his leadership skills, while inspiring others. His career objective is to transition to a strategic role in a global healthcare delivery setting.
Shafic A. SAYEGH
Middle East
Canadian
Investment Control Process Manager, Bloom Holding
United Arab Emirates

Shafic has over 15 years’ experience in the urban development sector, applying a holistic approach in analysing the economic impact of real estate growth. Most recently, he was tasked with realigning areas of the business disrupted by the fast-paced fluctuations in the sector which have transformed the firm's operating model. In addition, Shafic has started up several companies, and is currently advising an internet start-up in creating a wider online footprint and raising capital to further develop and geo-market the product.

Shafic embarked on the GEMBA as part of his continuous personal and professional development, and to further refine key career skills such as identifying purpose, the art of persuasion, and proficiency in analysing the financial health of corporations.

Natalia SEMENNOVA
Europe
Russian
CFO, Belaya Dacha
Russia

Natalia is a highly accomplished and entrepreneurial chief financial officer with 10 years of progressive experience in raising funds for projects, budget planning, accounting operations, negotiating and executing financial deals. Her diverse professional experience stems from years of working in a family business, where she has accumulated a proven track record of streamlining business operations that drive growth and increase efficiency and bottom-line profit. She is also experienced in managing teams.

At the GEMBA, Natalia is looking to polish her expertise in finance and investment management, and to get a deeper understanding of international business and multi-cultural environments. She would also like to further develop her management skills and hone true leadership skills.

Mahmoud SHABAREK
Middle East
Lebanese, Syrian, Egyptian
Group Strategy and Corporate Development, Shabarek Group - Managing Director, Baraka Mills
Lebanon

Mahmoud has 18 years’ experience in the food and feed industry. In his current role, he is designing the infrastructure of his group to set it on a smooth path towards growth. He is also involved in the commodities trading arm for planning and procurement of raw materials into Lebanon, Turkey, Syria and Egypt. Alongside this role, he also heads the complete operational cycle at one of the sister companies, Baraka Mills, including management, sales, brand development, risk management, financial analysis and strategy.

At the GEMBA, Mahmoud aims to enhance his managerial, strategy and development skills in order to formulate and execute a more efficient corporate strategy for Shabarek Group, with an ultimate goal of growing the business regionally.
Neel SHAH
Europe
Kenyan
Co-Founder and CEO, Zingira Ltd
United Kingdom

Neel has vast experience in incubating, growing and managing FMCG and retail businesses in Africa. He has a proven track record in delivering sustainable growth, building effective teams, and consistently pioneering innovation to improve business performance and create positive development impact. In his current role, he co-founded a start-up aiming to become the leading marketplace for reselling authenticated ethnic fashion.

Neel’s aim at the GEMBA is to discover more about himself and learn from the vast experience of others. He is looking to develop a leading global business with sustainable development impact objectives at its core, and to transform mental healthcare in Africa.

Manjerhussain SHAIKH
Europe
Indian
Senior Governance, Risk and Compliance Consultant, BlackBerry UK Limited
United Kingdom

Manjer is an information security leader with over 17 years of experience across different sectors and countries, which includes 12 years of senior leadership in managing geographically diverse functions with a budget exceeding USD 30 million and a multi-cultural team of 200 employees. He has proven track records of building large businesses from the ground up, multi-million-dollar strategic transformations, multi-disciplinary operations management, multi-million-dollar financial restructuring and driving market entry and growth among others.

Through the GEMBA, Manjer is looking to improve his leadership skills and gain the competence to lead a consulting practice at one of the top management consulting firms.

Kiana SHEK
Europe
Hong Kong Chinese
Co-Founder, DigiFinex PTE.Ltd
Singapore

Kiana is an accomplished entrepreneur in the blockchain industry with years of experience in banking, telecommunications, big data and AI technology. She is experienced in managing teams in Asia and the US, with international exposure across Europe and the Middle East. Kiana has a proven track record in government relations and business negotiations implementing financial skills. In her current role she is managing a digital asset management company with three million global users and USD 1 billion valuation.

Kiana’s aim is to unlearn and relearn, absorb new ideas and perspectives from the diverse class as well as improve her leadership skills. Her career objective is to take her company to the next level, which is listing for public market.
Anuja SIGDEL
Asia
Australian
Category Manager, Zoetis Singapore Pte Ltd.
Singapore

Anuja has more than 10 years of management experience in an international arena of diverse industry sectors such as machinery, travel, food and pharmaceuticals. She has accomplished triple margin growth by strategic alignment with vendors and customers through end-to-end business management. Now, as a Category manager, the focus and achievements are on continuous improvement programmes through proactive operational management. Anuja also had international exposure in Nepal, Japan, Australia and Singapore.

At the GEMBA, Anuja would like to enhance her leadership skills and strategic thinking. Her career objectives are to transition into the advisory of strategic direction of corporates and ultimately entrepreneurship in the emerging markets.

Kendall SIMMONS
Asia
American
Director of Business Development, IoT/Edge/Embedded,
SUPERMICRO
United States

Kendall has more than 20 years’ experience in developing, marketing and selling telecommunication products and cloud-based services to, through and with top tier mobile network operators, service providers and system integrators / VARs to large enterprise and government agencies. He has the ability to align corporate competencies and resources with market opportunities, and building product portfolios with annual revenues of more than USD 150 million. In addition, he has had international exposure in Argentina, Germany and Canada.

Kendall is eager to balance his technical and sales experience with business principles of accounting, finance and corporate strategy so that he will be capable of running an entire organisation within the wireless telecommunications industry.

Sanjay SINGH
Middle East
Indian
Head - Commercial and Strategic Initiatives, Larsen & Toubro Limited
United Arab Emirates

Sanjay is an accomplished commercial and strategy professional with 15 years of experience in Asian, Middle Eastern, African and CIS markets. He has a proven track record of setting up business in new geographies, forming global joint ventures/partnerships, securing multi-billion projects and turning around struggling businesses. During a fast-track career with India’s leading conglomerate, he has led large multi-cultural teams, spearheaded the planning of complex projects, strategised business growth and championed corporate-wide initiatives.

At the GEMBA, Sanjay plans to explore innovative business models and co-develop strategies to build sustainable businesses in a technologically disruptive and competitive environment. He is also looking forward to gain leadership insights and develop frameworks to address challenges of global institutions.
Suhina SINGH
Asia
South African, Italian
Asia Digital Innovation and Multi-Channel Engagement Lead, Sanofi Singapore

Suhina is an accomplished General Practitioner with over 14 years’ experience in the healthcare sector, in roles ranging from medical advisory and operations to data-driven digital marketing in developed and emerging markets. She has a proven track record in building teams and implementing processes, including efficiency and compliance initiatives across 12 countries. In her previous roles, she had built a decentralised team whose innovations in processes and procedures were considered best-in-class and implemented globally, and led the implementation of several global SaaS solutions.

At the GEMBA, Suhina would like to improve her knowledge of business development, strategy and investments. She is looking to further advance her passion for healthcare and digital innovation within the pharmaceutical industry or the technology and investment sectors.

David SOUBEYRAND
Europe
French
Subsurface Director, BlackSea Oil & Gas Romania

David has over 20 years of experience in the oil and gas industry including 17 years with major and mid-sized operators. He is a versatile geoscientist with solid reservoir and petroleum engineering skills, and a committed manager with an excellent track record across five continents with a strong focus on operations and production optimisation. David is financially astute, with experience of managing budgets and running economics for onshore and offshore projects. He is experienced in working with government bodies, banks, partners, auditors, and has a proven ability to lead and motivate, especially under sustained periods of stress and difficult working conditions.

David’s aim at the GEMBA is to enhance his financial accounting knowledge, improve his leadership skills and gain new perspectives on private equity outside of the oil and gas industry.

David STEWART
Europe
American
Founder and CEO, Tembo, Inc. United States

David is a mission-driven business leader and entrepreneur with 10 years of experience growing and managing his own educational technology company. He also has five years of experience running a commercial organic farm with his wife, and more than 20 years of experience analysing educational data. He has held leadership roles in product development, consulting, sales, marketing, and operations in the private sector, and has led the evaluation and performance reporting team within the largest school system in the United States.

David’s primary career objective is to continue to grow as a business leader so that he can operate his business more efficiently, better manage his employees, and deliver more value to his customers.
Rajesh SUBRAMANIAN  
Asia  
Indian  
Director, Business Development, Executive Ship Management  
Singapore  

Rajesh is a seasoned maritime professional with over two decades of experience in the shipping industry, in various roles such as vessel operations, quality assurance, risk management, marketing and business development. Currently, he is heading business development for a premier ship management company with a wide portfolio of vessels from leading international ship owners under its care. Having risen to the rank of captain in the merchant marine after having served for 12 years on various oil tankers plying across the world, Rajesh has attained a unique global perspective.

Through the GEMBA, Rajesh aspires to gain deeper understanding of business concepts and equip himself with contemporary skills to deliver a positive impact on a business performance.

Mirtha SUKANTO  
Asia  
Indonesian  
Country CFO, PT Volvo Indonesia  
Indonesia  

Mirtha is a result-oriented and self-driven finance business partner with 18 years’ experience in various industries such as transportation and FMCG. She has a proven track record in strategic planning, financial turnaround in emerging and declining businesses, setting up high performance teams and building business partner relationships with senior management. In her current role, she leads the process to secure financial demerger processes and transition to a new joint venture company.

Mirtha’s objective is to leverage the GEMBA for international exposure, and to gain leadership development and insights on leading multi-cultural teams. She is also looking to enhance her business acumen, general management and entrepreneurship skills to become a well-rounded professional.

Michael SUMMERS  
Asia  
Australian  
Security Consultant  
Singapore  

Currently a self-employed consultant, Michael is an accomplished regional security professional with more than 20 years’ experience leading teams throughout the Middle East, Asia, and Africa. His most recent appointment was Managing Director of a leading government-funded training organisation specialising in Unmanned Aerial Vehicle (UAV) technologies. Michael has more than 10 years’ of leadership experience in the conflicts zones of Iraq and Afghanistan and other hostile environments. His specialities are project management, conflict resolution and strategic decision-making in uncertain environments. Prior to security and risk consulting, Michael was in the Australian military and spent time with the United Nations.

By attending the GEMBA programme, Michael aims to connect with passionate professionals from a diverse range of industries, learn from his colleagues, refine and challenge his leadership and management thinking and to prepare for his next career progression.
Jianfeng SUN
Europe
Chinese
Senior Proposal Manager, Competitiveness Manager, Air Liquide Global E&C Solutions
Germany

Jianfeng has 11 years of experience in contract negotiations and business development in the oil and gas sector. He is experienced in managing teams in Asia and Europe, with international exposure across Europe, the Middle East, Africa, Asia and North America. He has a proven track record in product competitiveness improvement including optimising project execution schemes and implementing creative supply chain solutions. In his recent role, he established processes to actively and transparently share best practices and lessons learned across all business entities.

Jianfeng’s aim at the GEMBA is to discover himself, and more importantly to learn and improve his leadership skills and strategic thinking abilities, as well as to expand his network with professionals from all over the world. He would like to transition into a general management role in the oil and gas sector.

Jingyuan SUN
Europe
Chinese
Vice President, Supply Chain & Procurement, SR Technics Switzerland
Switzerland

Jingyuan has more than 13 years’ management and deal-making experience in the aviation industry. She is experienced in negotiating up to USD 1 billion deals on both sales and procurement side with customers and suppliers from Asia, Europe, America and the Middle East. Jingyuan has a proven track record in business transformation and international organisational development covering Malaysia, Serbia, Switzerland, the UK and US. She is passionate about capturing and sustaining value in the supply chain and digitalisation.

Jingyuan’s aim is to further develop her leadership style, improve her finance and marketing knowledge, and expand her network with other like-minded professionals. Her career objectives are to transition into a senior leadership role in the aviation industry in Europe or Asia.

Marsika SYLLA
Europe
French, Malian
International Actuary Consultant, AXA
France

Marsika has more than 10 years of work experience in finance and insurance with international exposure across Europe, the Middle East, Africa and Asia, and a proven track record in leading and executing international projects with cross-cultural teams. Through these years, he has demonstrated managerial skills as well as technical capabilities in quantitative finance, risk management and actuarial science. As an international consultant, his current role consists of providing support to AXA’s subsidiaries in terms of business development and profitability improvement.

At the GEMBA, Marsika would like to acquire an in-depth understanding of all aspects of business management and get insights into a broader range of industries. He is also looking to enhance his leadership, strategy and organisational skills, and in particular to develop an entrepreneurship expertise.
Shan Dean TAM
Asia
Malaysian
Head of Global Subsidiaries, Standard Chartered Bank
Malaysia

Shan Dean has 15 years of experience in client coverage, corporate finance, capital markets, transaction banking and financial markets in a global international bank. He has a proven track record in generating double-digit growth in revenues consistently over years by upgrading client engagement at C-suite level, building strong relationships and leveraging the network countries of the bank to support clients’ expansion. Shan Dean currently handles a team of 19 relationship managers, client managers and credit analysts covering local subsidiaries of almost 300 MNCs in Malaysia for a business size of USD 65 million.

Shan Dean’s aim is to leverage on the GEMBA to broaden his knowledge and perspectives on business management beyond a typical banker’s view, as well as to improve his network with professionals from diverse industries.

Selin TAMER
Middle East
American, Turkish
Director of Marketing Ops, AT&T
United States

Selin has eight years’ experience in marketing analytics, software development and personalisation implementations using big data at global media and financial services corporations. She has designed, implemented and managed real-time personalised marketing decision tools for three American Fortune companies resulting in multi-million dollar savings. She has built teams of engineers, analysts, marketers and product managers, customer-facing products and optimised processes from scratch and across multiple regions such as the United States, India, Turkey, Spain and Germany.

Selin’s aim is to improve her ability to make decisions where there is no access to data, as well as her interpersonal skills. Her career objectives are to accelerate her development in marketing, preferably in the technology field.

Patrick TERKPETEY
Europe
Ghanaian
Market Development Leader, EMEA, Dow Inc.
Switzerland

Patrick has more than 12 years’ experience in sales, business development, project management and strategic management across the beverage and chemical industries in Africa, North America and Europe. He is a proven multilingual and results-oriented team leader with excellent analytical and strategic thinking skills and extensive multi-cultural team coordination experience. In his current role, he leads a portfolio of high-growth market segments worth around USD 85 million in revenue per annum, with a healthy product pipeline and is responsible for delivering the growth plan.

Patrick would like to leverage the GEMBA and the network to become a well-rounded business leader with a keen focus on enhancing his finance, strategy and entrepreneurial skills.
Alexander TESSMAR-PFOHL  
Europe  
Austrian  
Chairman, majority owner of family business, Sattler AG  
Austria

Alexander leads a fifth-generation mid-sized family business which is a global niche player in technical textiles mainly for outdoor applications. He has nearly 20 years of experience in operations, innovation, strategic planning and business development. In his current role, he has reorganised the group’s organisational and financing structure and created a family office to professionalise the cooperation of the family members in all mutual businesses involved, as well as setting the course to reorganise and turn around a troubled business unit.

Alexander is looking forward to exchanging experiences with like-minded peers, and gaining the leadership tools to modernise and transition his business towards future megatrends such as sustainability and digitalisation.

Beatricia Pahlevi THAMARICA  
Asia  
Indonesian  
Strategic Sourcing Manager, Johnson & Johnson  
Singapore

Beatricia has 13 years of experience in procurement and contract manufacturing operations management across world-leading FMCG companies. She is experienced in managing spend and supplier relationships for packaging materials, marketing/media services, as well as contract manufacturing sites in the Asia Pacific region. Beatricia has a proven track record in delivering consistent cost savings through innovations leveraging supplier relationships. In her current role, she has built very strong cost savings pipelines for the packaging materials category both through negotiations and specifications optimisation.

Beatricia’s aim is to gain well-rounded business management knowledge beyond procurement and supply chain, as well as to build a network and learn from professionals across industries, markets, and cultures.

Etienne THOMASSIN  
Europe  
French  
Head of Development, EDP Renewables  
France

Etienne has more than 10 years of experience in the renewable energy sector. He leads a team of project managers who coordinate administrative, technical, legal, economic and social aspects with the support of many departments within the business unit and overhead platform. His scope covers the full development process, from the identification of opportunities throughout the construction, until delivery of the plant (wind/solar) in working condition. He also represents the company across the industry, government stakeholders and to the media.

Etienne would like to improve his leadership skills and personal efficiency, and reinforce his technical skills in finance, accounting, and marketing while gaining a broader knowledge of other industries. He is also looking forward to leverage INSEAD’s strong faculty and alumni network.
Alice TOMDIO
Middle East
American, Cameroonian
Director, PricewaterhouseCoopers
Nigeria

Alice has more than 10 years of accounting and financial reporting experience in M&A, IPO, and bond transactions in the United States, the United Kingdom, and eight countries in Africa. She leads initiatives aimed at supporting the growth of private African businesses, and authors insightful pieces on the African capital markets in leading journals and publications. In her current role, she works with companies’ CFOs to prepare for and complete an IPO, bond, or other major M&A transaction. She also collaborates with the public sector in driving regulatory change aimed at enhancing capital markets, such as Nigeria’s SEC Capital Markets Master Plan review committee.

Alice would like to leverage the GEMBA to further develop her leadership, finance and strategy skills, and to expand her network.

Sabrina TRONQUIT-STANSFIELD
Middle East
French, British
CFO, Member of the Executive Committee, Infomineo
United Arab Emirates

Sabrina started her career as a strategy consultant at A.T. Kearney, then moved to private equity with a focus on corporate real estate. Subsequently, she joined Infomineo, a company that offers outsourced data research capabilities with a focus on Africa and the Middle East. Her role has three main objectives: turning revenues into profits by optimising the delivery model and controlling the costs, steering the business through accurate and robust analyses, and making the business scalable and sustainable by putting in place best-in-class processes. She is involved in every strategic decision from pricing to sales to HR, as well as general operations and setting the business vision.

At the GEMBA, Sabrina would like to develop her managerial skills, improve her leadership style and enhance her exposure to people and ideas to create her own business in the near future.

Valeria TYNDALL
Europe
Peruvian, American
Senior Manager, Exponent
United States

Valeria has over 15 years of experience in the construction and infrastructure industries. She is experienced in leading large multicultural and multi-disciplinary teams that execute complex and highly political programmes. Her diverse construction project experience includes high-voltage electrical projects, industrial projects for gas, oil and mining operations, general building and retrofit projects for commercial and educational institutions, and heavy civil projects for public agencies. Her geographic expertise includes Latin and North American markets.

Valeria’s aim is to hone her leadership skills, expand her horizons and push herself further. She is looking to gain knowledge in corporate strategy, entrepreneurship and social ventures, and also looks forward to expanding her network and being challenged by her interactions with bright-minded professionals from around the globe.
Norman UHDE
Europe
German
Deputy Head of Regional Business (Director), Rosgosstrakh
Russia

Norman has more than 10 years of experience in financial services, with a particular focus on insurance, corporate sales, restructuring and transformation. He is an expert in the Russian local market and has a strong track record in sales strategy implementation. In his current role, he led the execution of a nationwide restructuring programme, overseeing the closure of over 400 regional sales offices with a 20% headcount reduction and annual cost saving of over EUR 15 million. He was also responsible for relaunching and developing sales of life products in agent and office networks, resulting in EUR 7 million sales.

At the GEMBA, Norman’s aim is to enhance his managerial and leadership skills, as well as developing entrepreneurial know-how to prepare himself for his next career step.

Martijn VAN DE GIESSEN
Asia
Dutch
Senior Clinical Scientist, Philips
Singapore

Martijn was a successful academic researcher before switching to a commercial environment to help accelerate the availability of new treatments to the wider patient population. In his current role he is responsible for key opinion leader management, and initiating and managing research programmes on minimally invasive therapies in Asia and Oceania. His focus is on opportunities and clinical customer needs that will drive future growth, spur new innovations and new customer relationship models.

Through the GEMBA, Martijn aims to broaden his skills from mostly applied scientific to being capable of successfully bringing new concepts to the market, with a view towards a leadership role.

Janno VAN DER LAAN
Europe
Dutch
Chief of Party, TechnoServe
Ethiopia

Janno is an economic development professional with more than 10 years’ experience linking African smallholders to remunerative international markets. His passion lies in the nexus of agricultural market development and supply chain sourcing strategies. He desires to work for a leading international coffee company offering him the opportunity to improve their sourcing model to effectively transfer wealth from consumer to producer, and sustainably secure the future of everyone’s beloved morning cup of Joe.

Janno looks to set up a best-in-class development project and provide a blueprint for future project implementation by current non-profit organisations.
Jeroen VAN DOORN
Europe
Dutch
Founder / Freelance IT management, Webappart
Netherlands

Jeroen is an experienced technologist and leader, with 15 years of proven track record ranging from start-up to SMB, and from hands-on engineer to CTO. He is experienced in setting the technological strategy, building web solutions with up to 30 million unique visitors per month and reducing capex by 20% through efficiency improvements. Located in the Netherlands and multilingual, he has been working in an international setting for the past 12 years.

At the GEMBA, Jeroen wants to broaden his technical and entrepreneurial background, to help him achieve his long-term career aspiration to lead a truly international team, and building a product that adds value to both its users and to society as a whole.

Riyas VENGASSERI
Middle East
Indian
Procurement Manager, Baniyas Investment and Development Company
United Arab Emirates

Riyas has over 12 years of experience across five industries, in the domains of category sourcing, spend and vendor management, supply chain transformation, and policy creation. He is experienced in managing big bases of over 300 vendors in large process compliance and cost reduction projects, and leading large multi-cultural teams. Riyas has strong international exposure across the Middle East, North Africa, West Africa and China. In his current role, he manages over USD 30 million as well as the redesign of a real estate portfolio worth USD 100 million.

At the GEMBA degree, Riyas would like to enhance his understanding of cross-functional decision-making, leadership, and strategy, and build a network with accomplished global professionals.

Neeraj VERLIANI
Asia
Indian
Deputy General Manager, DiethelmKellerSiberHegner (DKSH)
Myanmar

Neeraj has 14 years of leadership experience in P&L management, sales and distribution, strategic planning and marketing. He has successfully led businesses across South East Asia, India and Middle Eastern markets by turning around declining verticals and making them top performers across the region. In his current role, he led a declining business of Beiersdorf to over 25% growth and made it the fastest growing business across South East Asia by developing new predictive tools and a new go-to-market model.

Neeraj aims to use his GEMBA experience to enhance his leadership style and gain insights into the best practices prevalent across sectors and countries, while developing his network with like-minded, diverse and high-performing individuals from across the world.
Christiana WALL
Europe
American
Director, Training & Enablement, Ping Identity
United States of America

Christiana has 10 years of experience centred on managing global initiatives across North America, Europe and Australia, with a focus on equipping enterprise software sales teams to effectively move opportunities to close. She has a proven ability to scale programmes from PE-backed growth stage to public-grade operations, and to adapt quickly to changes in the technology sector. Currently, Christiana is responsible for enabling over 200 field sales employees, helping to improve sales velocity and grow revenue to over USD 200 million. In addition, she is also an advocate for social enterprise and the founder of NeedleMover.org.

Christiana’s aim is to grow in her personal awareness and global experiences so that she might be a more compassionate leader and well-rounded individual. She also hopes to build her entrepreneurial skills and close gaps in her knowledge so that she can effectively architect her next career move.

Cynthia WEHBE
Middle East
Lebanese
Operations Director, Saint-Gobain Gyproc Middle East
United Arab Emirates

Cynthia is responsible for the environment, health and safety and supply chain departments of an industrial plant, specialised in manufacturing and supply of plasterboards and metal in the Middle Eastern market. She is a finance executive with 13 years of experience in corporate and strategic finance in the construction industry. Cynthia holds a Master’s degree in Finance and CFA level 1 and 2.

Cynthia’s aim is to leverage the GEMBA to develop a strong professional network and boost her key knowledge and skills around business practices and leadership styles. Her career objective is to accelerate towards general management in the construction industry, preferably in the Middle East and Europe.

Heong Leong (James) WONG
Asia
American
Founder & CEO, Kapital Connection, Pte. Ltd.
Singapore

James is an accomplished business leader with more than 20 years of leadership, management and transformation experience in the banking and fintech industry in the US and Asia Pacific. He is visionary and creative with a proven ability to formulate and execute growth strategies with exceptional outcomes, passionate and results-driven with a commitment to excellence, and has the ability to mobilise the organisation toward a common vision. James has an inclusive leadership style and is highly skilled at managing diverse teams based on mutual trust and respect.

James’ aim at the GEMBA is to reflect and recharge, to learn from the faculty and classmates, and to prepare himself for the next journey in his career, leading a successful venture in the fintech industry.
Gareth WU  
Asia  
British, Hong Kong Chinese  
Director, FuelCore Pte  
Singapore  
Gareth is a Chartered Management Accountant with 14 years’ experience in strategic planning, financial control, budget management, cost analysis and corporate governance across start-ups, SMEs, and multinational corporations. His industry experience includes education, energy, healthcare and regulatory sectors, and he has managed regional and nationwide portfolios across the UK. In his current role, Gareth analyses financial feasibilities and all financial aspects for new services and projects, and reviews and signs off management's preparation and completion of financial reports, statistical information, budgets, projections, special projects and financial statements.  
Gareth aims to enhance his knowledge of concepts around business building and strategy, develop his leadership style and improve his network with like-minded professionals.

Zornitsa YANAKIEVA  
Europe  
Bulgarian  
Chief Executive Officer, Cash Credit Bulgaria  
Bulgaria  
Zornitsa has 15 years of experience in the financial, consulting, IT, and retail industry across diverse cultures and economies. Zornitsa is recognised for her ability to incorporate innovative management techniques that result in enhanced business practices, increased productivity, and profits. In her current role, she grew company revenues by 80% within three years, achieving improved profitability from 3% to 19%. Her company was also the first in the world to launch credit products on Viber and implementing chatbots in customer care.  
At the GEMBA, Zornitsa would like to enhance her leadership skills and thinking. She is looking to accelerate her development in an operations or general management role in the financial services field, preferably in Western Europe or the US.

KeanHye YANG  
Asia  
Korean  
General Manager for APAC BRAND and Singapore, The Body Shop  
Singapore  
KeanHye manages a team of 25 with five direct reports and has full P&L responsibilities (SGD 10 million). She helps to strategise the brand expansion plan and formalises Asia Pacific business strategies and guidelines, working closely with the franchises team. She also works closely with the global brand team in the UK to set up the business plans, and strategy and marketing tool kit development for Asia-specific product launches and activations. In addition to her Asia Pacific role, she is also the general manager for the Singapore market, where she manages a team of 30, including six direct reports. She also has direct oversight on 38 stores nationwide.  
Through the GEMBA, KeanHye wants to refine her business knowledge and leadership style, and further develop her critical thinking to efficiently address teams with more senior managers.
Arthur YAO
Europe
Ivorian
Regional Chief Underwriting & Reinsurance Officer, Allianz Africa
Ivory Coast

Arthur is a seasoned insurance professional with 16 years of experience in international reinsurance, as well as in the African insurance industry. He has held management positions in Europe and Africa, and conducted the implementation of a globally leading reinsurer’s strategy in West Africa. Arthur achieved a steady 30% profitable growth in West Africa three years consecutively. In his current role, he is tasked with implementing robust underwriting governance, as well as ensuring adequate reinsurance protection for all African entities of the group, while supporting the sales function in achieving growth targets.

Arthur is looking to maximise his career potential by acquiring fundamental business knowledge, discovering himself as a leader, and tapping into a broad network of business professionals.

Shawn YEONG
Asia
Singaporean
APAC Supply Chain Strategy & Excellence Manager, British Petroleum (BP)
Singapore

Shawn has 11 years of experience in supply chain strategy and transformation at world-leading energy companies in Europe, North America, Asia and the Middle East. He has a proven track record in enabling business growth and operating margin improvement. In his current role, he has designed the supply chain for a multi-million manufacturing infrastructure in China and Saudi Arabia. He is also heavily involved in the organisation’s change management to enable a new way of working that focuses on agility and market responsiveness.

At the GEMBA, Shawn would like to enhance his knowledge on concepts around financial strategy, industry 4.0 and AI, and improve his professional network. His career objective is to accelerate the clean energy transition with better clean energy availability at a competitive cost, anytime, anywhere.

Jimmy YEUNG
Asia
French
Industrial Operations Director, Denis Asia Pacific Pte Ltd
Singapore

Jimmy has 16 years of experience in building factories in Malaysia, Thailand and Vietnam. He is responsible for managing teams from all group factories, and managing joint ventures by providing technical assistance for productivity and factory management. In his current role, he is upgrading the overall manufacturing arm of the group by bringing automation to energy savings projects with a view to reducing manpower. He also recently became country director for Vietnam.

Through the GEMBA, Jimmy wants to acquire new capabilities, improve his network and help with the group’s expansion and growth projects. He is also looking to gain entrepreneurial skills.
Lucia YING
Europe
American, Chinese
Senior Manager, New Business Development, PepsiCo
United States
Lucia is an accomplished global leader with over 12 years of experience in business development, brand marketing, analytics and entrepreneurship. She is experienced in building and managing teams in the US and China, with international exposure across North America, Europe, and Asia. She has a proven track record in leading cross-functional teams to achieve and exceed business targets, expanding the business into new verticals via innovation, and turning around classic brands with new communication strategies and curated consumer engagement platforms.

Lucia is looking to enhance her leadership skills and thinking, develop a global perspective and network, and improve her overall knowledge of business strategy and operations. She would like to accelerate her development as a global general manager within the FMCG and apparel sectors.

David ZHANG
Asia
Australian
Director, M&A, CITIC Envirotech Ltd
Singapore
David has 15 years of experience with key involvement in numerous M&A deals across the world, with deal values of up to USD 5 billion. Previously he was a Director in Deloitte Australia’s M&A Integration and Separation division, with 13 years of professional services experience, primarily in pre-deal strategy, target selection, due diligence, synergy assessment, and integration/separation, spanning multiple industries including environmental services, energy and resources, infrastructure, investment management, and property.

David’s aim is to develop a more comprehensive understanding of business, enhance his knowledge on strategy, marketing, and global markets, as well as networking with the diverse cohort. He is looking to transition into general management.

Mengdong ZHENG
Asia
Singapore
Information Service - Senior Manager, Amgen
Singapore
Mengdong is a seasoned IT strategy and programme management professional with 18 years of experience in identifying and delivering significant organisational value through information technology. He is experienced in managing international project teams and has worked in 12 different countries across Asia Pacific, US and Europe, achieving project success in different working cultures. Mengdong has acted as project methodology coach to provide guidance to different project teams to utilise project management tools, mitigate risks, and achieve agility. In his current role, he manages a project portfolio with an annual budget ranging from USD 8-10 million, producing an average first-year-return of business value of 150%.

Through the GEMBA, Mengdong hopes to further develop his business strategy and leadership capabilities in order to become a more comprehensive business leader. He would like to expand his social circle with like-minded INSEAD alumni, and develop friendships lasting a lifetime.
Sergey ZHIDKIKH  
**Europe**  
Russian  
Director, Sales, Sibur  
Russia  

Sergey has 20 years of professional experience with global major players in the FMCG, auditing, consultancy and petrochemical industry. He is experienced in corporate strategy, business development, operational management, marketing and sales. In his current role, he leads a multi-cultural team of highly motivated individuals responsible for sales of polymers across Russia, China, Turkey and the EU. In October 2019 his company started the biggest polymer project in Russia and Eastern Europe, and Sergey is responsible for a successful commercial go-to-market strategy.

Sergey would like to leverage the GEMBA to grow into C-level roles, and become a successful businessman with a global reach.

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Alexander Zhuravlev  
**Middle East**  
Russian  
Senior Vice-president, Russian Direct Investment Fund  
Russia  

Alexander has 10 years of experience in the private equity sector in Russia. He has managed investments in healthcare, forestry, telecom, infrastructure, entertainment, building materials, real estate and venture/tech with a total invested amount of over USD 1.5 billion. His work experience includes Commerzbank AG, EY, Klever asset management (USD 500 million AUM private equity), and Russian Direct Investment Fund (USD 10 billion AUM private equity).

At the GEMBA, Alexander would like to improve his leadership and negotiation skills, and build a network of contacts to leverage international investment opportunities.