

GLOBAL PARTNERS

ASIA

SINGAPORE AND ASIA—**Stephen Lin** is the Asian Regional Managing Partner and Leader of the Centre. He is an entrepreneur, strategist, and innovator. He has 18 years of experience in leading planning, change, leadership, and innovation projects in organizations ranging from government to private sector to business start-ups. Stephen is a Systems Thinking advocate, consultant and facilitator, and works with companies in Singapore, Malaysia, China, and Asia to achieve Business Excellence and Superior Results. He coaches business owners in management competencies to bring about practical strategies and enterprise-wide change initiatives. He also regularly conducts workshops on Strategic and Systems Thinking, Enterprise-Wide Change, and Organizational Innovation. Stephen is a former Naval officer and has led numerous major developmental and acquisition projects. He was also instrumental in the creation of a skills development and career advancement framework for a large strategic organization as an internal executive.

SINGAPORE—**Andrew Wee** is a Centre Global Partner in Singapore. With 27 years of experience in strategic and change management, his area of expertise covers quality and operations, supply-chain management, engineering and project management in a cross cultural environment connecting Asia, Europe, and the U.S. He has invaluable experience in establishing and setting up new entities within companies by successfully formulating strategies and their implementation. He has successfully worked with clients in Singapore, Malaysia, Indonesia, Japan, India, and Thailand. As a practitioner in Human Behavioral Designs, he provides organizations with proven strategies and methodologies for successful team development. As a System Thinker and Consultant, Andrew also plays a key role in the local community and social services to bring value to others.

INDONESIA—**Dr. Josef Tanzil, Ak, FBIM, FAIM**, is the Centre's Global Partner in Indonesia and the Founder and Chairman of Dr. J. Tanzil & Co. (Audit, Business, and Tax Consulting Firm, as well as their Management Centre for Training and Development LPPM KIM). He has more than 30 years experience in professional assignments in Indonesia, Singapore, Malaysia, Hong Kong, Viet Nam, China, and Canada in industries ranging from banking, manufacturing, trading, hospitals, social organizations, educational institutions, and government, in local and foreign companies. With an office in Jakarta and Surabaya, and more than 200 professionals and 21 partners, J. Tanzil & Co. is one of the leading professional firms in the region. Formerly Josef was a lecturer and speaker at various universities, conferences, and seminars, in addition to being a CEO and company trainer. He is recognized internationally by a number of international professional bodies.

MALAYSIA—**Niza Haniz Bin Mustaffa** is the Centre's Global Partner in Malaysia as the owner of HR Capital in Petaling Jaya, Selangor, Malaysia. He is a graduate of Eastern Michigan University in Ypsilanti, Michigan, USA with an M.Sc. in Education. Prior to that he obtained undergraduate degrees in (1) Health, Education, Recreation and Dance, and (2) English Literature from Augustana College in Sioux Falls, South Dakota. He is currently pursuing his M.B.A. in Strategic Management from Maastricht School of Management, The Netherlands. He was a graduate teacher prior to joining the private sector in manufacturing, telecommunications, and law. He Gained extensive experience in organizational development while working in Korea.

AMERICAS

CANADA—**Jim McKinlay** is in Canmore, Alberta, and is our Canadian Managing Partner as he leads our Canadian practice. He is one of the Centre's co-founders and leader of other senior-level Master Consultants who have offices in both eastern and western Canada. Jim is an overall Practice Leader, with Steve Haines, for much of the Centre's Systems Thinking Approach™ to Strategic Management. He is a published author and thought leader in strategic planning, strategic change, strategic HR management, and leadership development.

USA—The Centre's international headquarters is in San Diego, California, where **Steve Haines**, our founder and Managing Partner, is located. However, with master-level consultants and offices across the U.S. and globally, it has the reach of a large consulting and training firm without all the attendant overhead. Steve is a prolific author and internationally recognized leader in strategic management. He has an Ed.D. (A.B.D.) in Management and an M.S.A. in Organization Behavior with a minor in financial management. He has over 25 years of executive experience leading planning, leadership, and change efforts in the U.S., Canada, and globally. He is also the founder, owner, and editor of our sister publishing company, **Systems Thinking Press** (Website: www.SystemsThinkingPress.com). Our U.S. offices are located in the following cities:

NORTH AMERICAN PARTNERS

- Atlanta, Georgia
- Minneapolis, Minnesota
- San Diego, California
- Tampa, Florida
- Washington D.C.
- Chicago, Illinois
- Mays Landing, New Jersey
- Seattle, Washington
- Carlsbad, California
- Baltimore, Maryland
- Albuquerque, New Mexico

ARGENTINA (AND MERCUSOR)—**Oscar Castello**, the Centre's Regional Managing Partner for South America, together with his daughter Susana Castello, is co-owner and founder of Castello & Associates, a prestigious strategic and human resources consulting firm that provides strategic management consulting services as well as executive search. Oscar also designs and implements management training and development to the competencies required by each business, plus 360° feedback and executive coaching. Additionally, they focus on strategic planning, organizational structures, HR reengineering, compensation, change management, and organizational behavior. Castello & Associates has 12 permanent and five part-time professionals. It also has affiliates within Argentina, as well as in Brazil, Bolivia, Paraguay, Peru, and Uruguay (all of Mercusor, the South American Free Trade Zone).

HONG KONG—**David Mui** is the Centre's Global Partner in Hong Kong as the Managing Partner for Ascot Consulting Group Ltd., (ACG) They serve China, Hong Kong, and Taiwan as a strategic management and change consulting firm. David trains/coaches executives extensively in the Greater China region. In addition, he is an Adjunct Professor at Syracuse University Hong Kong Center. Prior to that, he was a corporate executive for a global 100 company for the Asia Region. David has an M.B.A. and M.Sc. in Organizational Behaviors in addition to being a Ph.D. candidate.

NEW GLOBAL PARTNERS COMING SOON!

CHINA

THAILAND

NETHERLANDS

GLOBAL PARTNERS

AUSTRALIA

AUSTRALIA (AND NEW ZEALAND)—**Allan Bandt** is the Centre's Regional Managing Partner and owner of Bandt Gatter and Associates, a strategic management and HR consulting firm based in Perth, Australia, since 1990. His four-person firm specializes in strategic planning, organizational development, and strategic HR management. Allan was an executive in the public and private sectors and continues to serve both sectors throughout Australia as the Centre's Partner there. He has been a National Director of the Australian HR Institute and Chair of their Strategic Planning Committee. Bandt Gatter consultants have led major long-term and strategic consulting assignments from Sydney to Adelaide to Perth. The Centre's public workshops are run throughout Australia each year.

AFRICA

SOUTH AFRICA (AND ALL OF AFRICA)—**Coetsee Badenhorst, Ph.D.** is the Centre's Regional Managing Partner for Africa and the founder (in 1987) of Behavioral Health and Human Services based in Johannesburg, South Africa. He is engaged with individual, group, and systems interventions in a variety of mining, industrial, and public sector business organizations in southern Africa and internationally. He has over 20 years of experience in the areas of strategic planning, leadership development, 360° behavior competency assessments, evaluation of executives, team development, and organization change interventions. He has an M.B.A. and a Doctorate in Clinical Psychology, and has presented and published nationally and internationally.

MEDITERRANEAN—EUROPE

TURKEY—**Bilge Erengul, Ph.D.** is the Managing Partner and part owner of Yes Consulting, in Istanbul, Turkey. Yes is a Turkish leader in delivering training and consulting in strategic management, HR, and finance, as well as sales and marketing. She has a full-time staff of four consultants and 10 additional associates. Bilge is well known as one of Turkey's leading consultants and trainers over the past ten 10 years. She is an internationalist, having completed her M.A. in Economics in the U.K., her doctorate in Turkey, and she has lived and studied in France.

POLAND—**Kazimierz Murzyn** is a business consultant, strategist, change agent, trainer, and speaker in his business, IMCO, since 1991. Innovative Management Consulting is a Systems Thinking and HRD learning collaborator, focusing on positive and enduring change in businesses that creates competitive advantage. Kaz received his Master's from the Technical University in Cracow and his diploma from the Polish-American Business School. He received additional business training in Poland, the EU, and the U.S. He has been a professional software developer and marketing manager. He also was a co-owner of the Polish-German consulting company, European Management Partners (EMP) working in Poland, Germany, England, and the U.S. He consults with private, state-owned and non-profit organizations.

ISRAEL AFFILIATE—**Yoram Gordon**

MIDDLE EAST—INDIA

UNITED ARAB EMIRATES (AND GULF STATES)—**Chander Mohan** is the Centre's Regional Managing Partner and the founder and Executive Director of Creative Management Consultants, a training and management consultant firm established in Dubai in 1996. Chander has an M.B.A. with specialization in finance and human resources management. After holding various senior management positions in the banking sector in India and the United Arab Emirates for 17 years, he spent the next six years in Dubai as the training manager at Mashreq Bank, one of the largest and most dynamic banks in the UAE/Gulf. During this period, he was actively involved in facilitating the process of strategic transformation and change, especially in the areas of strategic planning, HRD, TQM, and customer services.

INDIA—**K. Jayshankar (Jay)**, of Empowered Learning Systems, is a Centre Global Partner in Pune, India. He has over 21 years experience in industry in various executive capacities. Jay specializes in strategic planning, change management, and empowering learning throughout organizations. He is a graduate of the Madras Christian College (Economics with Mathematics and Statistics), a post-graduate from the reputed Tata Institute of Social Sciences, Mumbai (Personnel Management and Industrial Relations), and has a law degree. After a rewarding time in the corporate world with Tatas, in Rallis & Merck Sharp & Dohme (later known as Merind), he set up Empowered Learning Systems in 1992. His assignments have been for a wide range of companies, and levels of management both nationally and internationally, in Saudi Arabia, UAE, Oman, and Qatar. Jay is a faculty member at various management schools, and has spoken at a number of international conferences.

INDIA—**Vinaya Shetty** is a Global Partner of the Centre, based in Mumbai, India. She was a corporate senior HR executive and entrepreneur who pursued her dreams of forming her own consulting firm in 1996. Her firm, Vin Management Consultants, is a boutique HR service house. It commenced operations with the zeal to assist start-up companies in managing their people and search practices. Hence, it was an HRO—an HR Outsourcing firm—much before the rest of India realized this tremendous potential of Business Process Outsourcing (BPO). Vinaya has a bachelor's degree in Psychology (with honors) and a master's in Personnel Management and Industrial Relations (Tata Institute of Social Sciences). She has worked for a number of years as a corporate HR executive; beginning with Grindwell Norton Ltd, a manufacturing company. Her last full time corporate assignment was as Head of Human Resources for an information technology firm, Hinditron Infomatics Ltd.

SRI LANKA—**Dr. Sunil Jayantha Nawaratne**, is a Sri Lanka Global Partner of the Centre for Strategic Management. He has more than 30 years of Strategic Planning and Marketing experience, in various professional assignments in Sri Lanka, India, Maldives, Korea and Japan. Sunil has worked with a variety of industries ranging from banking, manufacturing, social organizations, educational institutions, and governmental divisions as well as the World Bank, UNDP, JBIC, and JICA. Formerly he was a lecturer at Ruhuna University, a Marketing Consultant, and Chairman for numerous companies. Sunil has a Doctorate, as well as a Masters in Marketing from prestigious universities in Japan. He is a professional member of the American Marketing Association (AMA).