

TOASTMASTERS
INTERNATIONAL®

INTERNATIONAL OFFICER & DIRECTOR

CANDIDATE
BROCHURE 2021



INTERNATIONAL PRESIDENT-ELECT **MATT KINSEY, DTM**

Education: MSCIS/BA Business Administration

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

I have worked in several global companies as a lead project engineer for projects spanning up to 51 countries, with risk management responsibility. This has given me practical experience in these areas which are essential for an International Officer.

For the last 14 years, I have been the CEO of MK Tech Group, Inc., placing me with direct responsibility for all aspects of the business. This requires great attention to detail as well as the ability to step back and look at the overall direction of the business.

What experience do you have in strategic planning?

I have helped to develop strategic plans to improve the member experience, generate growth, reduce expenses, manage the introduction of new technologies and generate new sources of revenue. As a member of the Boy Scouts of America South Florida Council I have participated in the development of strategic plans at the local level to start new units, serve existing units and extend the local impact. While serving as an International Director, I participated in several strategic planning exercises and monitored our performance against the current strategic plan. As a member of the Executive Committee, I participated in the creation of the current interim strategic plan.

What experience do you have in developing policies?

While working with Office Depot, I was responsible for drafting and maintaining compliance with the IT Vendor Management and Assessment Policy, which became a Sarbanes-Oxley compliance policy. Sarbanes-Oxley is a US law requiring more stringent financial policies and disclosures for publicly traded companies. While serving at my church, I was the lead drafter of a complete re-write of the church bylaws that was eventually approved. While serving on the board at Toastmasters International, I reviewed, evaluated and offered amendments to existing policies to create more effective policies that address the needs of the organization, our clubs and members more effectively.

What experience and key strengths would you bring to the Board of Directors?

My key strengths include more than 50 years of combined experience across multiple boards, a proven track record working with International teams to support global operations and my expertise in strategic planning, including SWOT analysis, assessments, and policy development. These have been demonstrated through more than 30 years of professional experience, resulting in improved organizational performance across many areas.

Why do you want to serve as an International Officer/Director?

I think I have more to contribute to the organization by serving in this role. I believe I have the temperament, professional skills and life experience working with small start-up companies to major global enterprises that will allow me to contribute to our organization and our membership as we continue to grow. My experience working with 3 other organizations undertaking similar efforts to our current strategic plan make this an ideal time for me to serve. I am an example of how effective our program can be and I want to see more people benefit from their experience with Toastmasters.

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FIRST VICE PRESIDENT MORAG MATHIESON, DTM

Education: MBA (Open University), B.Sc.(Hons) Pharmacy (Robert Gordon University)

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

As General Manager and Superintendent Pharmacist of a pharmacy chain with a budget of over £100m, I was responsible for strategy, and service development and delivery. I created new concepts and methods of operation, as an agent of change during periods of growth and evolution. On government boards and as the chair of a charity I worked collaboratively, developed vision and executed strategies to thrive during smooth and turbulent times. In Toastmasters and professionally I have led and inspired geographically dispersed and diverse teams. These combined experiences give me a deeper understanding of the diverse perspectives required to work strategically on our board.

What experience do you have in strategic planning?

I developed and implemented strategies to lead a successful chain of pharmacies. I also introduced Continuing Professional Development (CPD) for pharmacists in Scotland and worked with others to develop new roles in the pharmacy profession. As a corporate CPD Manager I established the CPD strategy for staff in the company's 910 stores. My contribution on the Toastmasters Board has included participation in strategic committees and active participation in the Strategic Planning Committee. I chaired the Joint Reformation Committee of Districts 59 & 95 and prepared a strategic proposal of unprecedented complexity to create six districts from two.

What experience do you have in developing policies?

As CPD Manager I worked with cross-departmental teams to write policies for patient services, postgraduate programs and for CPD in the company. While serving on government Pharmacy Services Boards I helped write and review policies for public health services. On the Toastmasters Board I was actively engaged in reviewing, amending and creating policy, including a complete review of the Governing Documents and related changes.

What experience and key strengths would you bring to the Board of Directors?

I bring experience in strategic planning and service delivery from multiple and varied environments. My Toastmasters Board experience and service in a multi-country district and region, and leadership of diverse teams have built my cultural awareness and global view. My ability to communicate with clarity and simplify the complex helps others understand topics and facilitates the sharing of vision. I am seen as a forward thinker who is able to see the bigger picture. My calm and centered leadership approach in challenging situations fosters constructive outcomes.

Why do you want to serve as an International Officer/Director?

Toastmasters International has the power and potential to improve the lives of individuals, organizations and communities everywhere. We are on the threshold of our 100th anniversary and, as we build on our legacy, I believe the next century of Toastmasters can be just as impactful as the one we're closing out. Together with all our dedicated and proven leaders we can create the future success of our organization.

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SECOND VICE PRESIDENT RADHI SPEAR, DTM

Education: MS Electrical Engineering, New Jersey Institute of Technology, BE Electronics Engineering Bangalore University

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

My career in the telecommunications industry has spanned over 30 years. I currently work on interactive voice response systems and am a Genesys Certified SIP Server Consultant. I troubleshoot problems, develop policies, and write software for projects that impact millions of customers. Serving on a Change Control Board, I am involved in making decisions to mitigate risk and enhance the performance of our systems. My experience working in multicultural teams for global projects that require close attention to detail aligns with the roles and responsibilities of an executive committee board member.

What experience do you have in strategic planning?

Over the years, working in multinational technology companies, I have been involved in strategic planning for our services to achieve efficiency improvements, service reliability, and security. I have planned future updates and features while considering the need to scale and grow as the business requires. As an International Director, I was involved in strategic planning exercises to evaluate our current programs to increase effectiveness and accountability.

What experience do you have in developing policies?

An integral part of my work is to develop policies and procedures to ensure the smooth operation and security of our services and to satisfy customer requirements. This also involves evaluating and modifying existing policies and procedures to meet emerging needs and contractual obligations. My role as a Toastmasters International Director required careful consideration of the merits of any proposed policy revisions for possible adoption within our organization.

What experience and key strengths would you bring to the Board of Directors?

I bring a unique combination of skills and experience to the Board in three key areas. (1) Toastmasters Experience: I have been a Toastmaster for over 20 years and have served in District Leadership positions, as a Region Advisor, and as an International Director. I learned to lead diverse teams, understand the various challenges districts face, and make policy changes to help the individual member and Toastmasters as an organization. (2) Global exposure: I have been exposed to different cultures throughout my life. I grew up in Africa, attended college in India, and moved to America for graduate school, where I currently reside. I have traveled to over 30 countries, and this exposure has influenced my way of thinking. (3) Professional Skills: A master's degree in electrical engineering, with more than three decades of experience in the telecommunications industry, has honed my analytical abilities, critical thinking, and decision-making skills that are essential as an executive committee member.

Why do you want to serve as an International Officer/Director?

Over the past 20 years, I have held various leadership positions in Toastmasters. I know that being an Officer on the Board is where I can significantly impact the members and the organization. Toastmasters has helped me tremendously, and I see the difference it makes in people's lives. I want to develop innovative approaches and creative solutions as we adapt to these changing times. By serving as an officer, I can add value by bringing my skills and experience to help shape the future of Toastmasters.

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SECOND VICE PRESIDENT DAVID TEMPLEMAN, DTM

Education: Diplomas in: Business Studies, Marketing, Sales, International Marketing, Sales Management

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

As the founder and CEO of D & C Templeman Ltd (founded in 1987) I bring over 30 years of business experience. I understand every aspect of business from vision and strategy to governance and operations. My key transferable skills are: • Strong communication • Interpersonal communication • Motivational communications • Visionary thinking • Strategic Thinking • Strategic Planning • Budgetary Planning • Responsible/Ethical Leadership

What experience do you have in strategic planning?

I bring a great deal of successful business management experience and professional analytical skills to the Toastmasters International Board. I am known as an industry leader in NZ, one who frequently initiates innovative methods and product trends. I have a proven record of bringing a vision from an idea to a strategy, to successfully realizing and implementing that vision.

What experience do you have in developing policies?

I have held senior Board roles within the New Zealand Institute of Management. During this time, we doubled the size of the organisation and developed policies to ensure our ongoing sustainability. As a member of the Toastmasters International Board, I had the opportunity to review, evaluate and make recommendations to current policy to make them more relevant for the future needs of our members.

What experience and key strengths would you bring to the Board of Directors?

I will utilize the abilities and experiences I have gained through my 30 plus years of business including: • How and when to make tough decisions • The essential need to plan everything. Essentially this involves my staff both in the planning and implementation. As the owner, I set the goals and monitor our achievements to make necessary changes to meet market and economic forecasts. • Staff management – ensuring that the tools to great communication are always kept in excellent working order. I find that having an open - door policy works best as it results in matters being brought up well before an issue can fester. • Skill development in conflict management.

Why do you want to serve as an International Officer/Director?

Our organisation has been through and continues to face unprecedented challenges due to Covid 19. Now is the time, for a strong and agile leader. All that I have learnt as an entrepreneur over the last 30 years, has crafted me into the person we need to be our leader - a person that thinks outside of the box, a person that knows how to lead during challenging times, and a person that questions the status quo.

As we emerge from our current crisis, we need to ask ourselves, is this the time to keep pushing for growth, or in the short-term, should we be focusing on retention, quality, and the sustainability of our current clubs? Should we be putting the focus back onto the health of our people – our members? Our members and our clubs are the lifeblood of our organisation and having spent several years as a customer service trainer, specializing in customer loyalty; I will bring a different perspective to the Board of Directors. My philosophy is “when the members come first, the members will last”.

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REGION 1 INTERNATIONAL DIRECTOR LOUISA DAVIS, DTM

Education: Bachelor of Commerce, MBA, Chartered Professional in Human Resources (CPHR), Certified Meeting Professional (CMP), and Certified Meeting Manager (CMM)

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

For over 25 years, I have served on boards with international, national, and local non-profit associations to solve issues similar to those of Toastmasters: membership retention/growth, financial sustainability, member experience, technology, leadership succession, and education programs. I work best at the strategic level, co-creating effective processes and innovative programs, and then implementing them.

What experience do you have in strategic planning?

- For 16 years, I served on International Boards, Committees and Chapters for Meeting Professionals International (MPI). We launched a toolkit for strategic meeting management, set policy to globalizing designations, started the economic impact survey for business tourism, built the first 5-year strategic plan for MPI Canada, and co-created a national advocacy program.
- I was the Secretary for 2 years on GI Society of Canada's Board, and set strategic plans for the charity, approved budget, kept minutes, raised funds, conducted CEO review and mitigated risk.
- As Director of Administration & Marketing of Metallurgical Society of Canadian Institute of Mining (MetSoc), I managed strategic planning, board meetings, membership growth, policy reviews, conferences & publications, budget/sponsorships, distance education, and leadership programs.

What experience do you have in developing policies?

- Revised international policy for MPI and was on 2 advisory boards to globalize industry designations.
- Documented procedures manual for a global pharmaceuticals congress team. Wrote convention volunteer guidelines/policies for MetSoc. Created the employee manual for a fast-growing start-up.
- Reviewed and upheld hiring and employment policies for Hilton Reservations Worldwide Contact Centre in Europe. Managed the employee disciplinary process. Developed customer service policies.

What experience and key strengths would you bring to the Board of Directors?

- **Strategic thinking / scaling ideas:** My approach with teams is to scale up the idea, to collaborate beyond borders, and to re-imagine how to best move the organization forward.
- **25+ years of experience in non-profits:** My experience includes strategic planning, membership growth, project management, globalization, event management, budgeting/finance, contracting & procurement, risk management, policy creation, and technology.
- **Global perspective:** Having travelled to 50 countries, I am a strong ambassador for Toastmasters.

Why do you want to serve as an International Officer/Director?

People find their confidence in Toastmasters clubs – and that goes far beyond our organization. When you express yourself without fear or doubt, it changes lives! As a District Director on the frontlines during COVID, we all pivoted to respond to the massive changes for our members. It is critical to have a grass-roots perspective represented in the discussions of how we move forward at Toastmasters. With a global perspective and decades of experience in non-profits, I have the time, the energy and the passion to make a meaningful contribution to the Board.

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REGION 1 INTERNATIONAL DIRECTOR E. TYREE JOHNSON, DTM

Education: B.S. Johnson C. Smith University, MBA Indiana University

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

- Developed training modules and best practice healthcare models for physician groups
- Organized and delivered budgets for maritime labor relations agency
- Prepared, scheduled, and facilitated training modules for maritime labor relations agency
- Contributor to youth employment training curriculum including job readiness and interview skills
- Onboard coaching of new employees joining youth employment training team
- Keynote speaker to all staff and management on racial equity and social justice issues.
- Team contributor and panelist on discussion series of financial fraud schemes perpetrated on youth

What experience do you have in strategic planning?

- Currently serving as Bay District Lay Leader of CA/NEV Conference of the United Methodist Church
- Currently serving on Bay District Union which oversees the land, property, and fiscal trust of assets under the control of CA/NEV Conference of the United Methodist Church
- Served on Structural Change Task Force to create the Vision, Strategy, Execution, and Metrics for the CA/NEV Conference of the United Methodist Church
- Member-at-large of Economic Opportunities Subcommittee of The Human Rights Commission Community Roundtable of San Francisco

What experience do you have in developing policies?

As members of The Bay District Union, we are charged with developing, implementing, and reviewing the governance policies of land and property and other associated assets of United Methodist churches in the Bay Area. The assessment of policies is discerned to be critical whenever a congregation can no longer maintain the property to habitable standards.

What experience and key strengths would you bring to the Board of Directors?

I am an attentive listener who assesses problem-solving from different angles. Adaptive leadership with a sense of humor has been a trademark of the achievements I've accomplished. My growing awareness of social capital with emotional intelligence means we can support each other as unique individuals, groups, and cultures.

Why do you want to serve as an International Officer/Director?

- Toastmasters is a dynamic force in the lives of so many leaders that I know and respect. I've watched them embody servant leadership that I've benefited from while working with them. I have a resolute vision for the future of Toastmasters that I believe can further its relevance during these ever-changing times.
- The Toastmasters' Board of Directors has a tremendous responsibility and opportunity to create an aura of achievement for all of its members. Now is the time for me to combine the observations I've heard from members across all walks of life with my own curious yet passionate insights to the policy-making level.
- I look forward to collaborating with the Board of Directors as we develop strategies that help the Toastmasters organization expand our brand as our members reach their goals.

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REGION 3 INTERNATIONAL DIRECTOR MICHAEL J. HOLIAN, DTM

Education: Chubb Institute for Computer Technology, 1983

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

Having spent my entire career in Information Technology, I have made it my life's work to listen to people's challenges and try to deliver strategies that help meet their needs. There have been two significant branches of my career, one into Organizational Change Management and another into Customer Service, both of which have strengthened my ability to assess a challenge while considering the full ramifications of providing a solution, from design to realization, while at the same time considering how the solution impacts people. I believe these experiences will help me when deliberating as a member of the board.

What experience do you have in strategic planning?

Strategic planning is an integral component of my daily role in my professional career. In my role at work, I lead a governance organization which meets regularly to review the current utilization of Agile tools and practices, and to outline strategies to deliver improved solutions with greater efficiency. This has resulted in the organization developing a more consistent approach to their Information Technology, and has helped the company become more Agile.

In my role as General Manager of a Customer Service organization, I participated in planning and implementing a strategy to diversify our product offering from a niche product offering into a full range of food service offerings, increasing company revenues over ten-fold.

What experience do you have in developing policies?

I have extensive experience in developing policies, from employee policies to those that specify how a tool or application will be used. My policy development experience has improved over time by listening to global feedback to better understand how policies may be impacted by various cultural norms and local regulations, and by incorporating all of these considerations, delivering a final product that is more complete and effective.

What experience and key strengths would you bring to the Board of Directors?

My experience with adversity is what has created the most personal growth in my life. I have worked to improve my Emotional Intelligence over time and consider every situation before acting. When confronted with a crisis situation, I try to eliminate the emotional reaction and focus on identifying the true source of the crisis and determine the best remediation. After the crisis has passed, I try to reconstruct the root cause and develop remedies to prevent the situation from occurring again. I feel I can bring this to the Board of Directors by looking at current challenges and finding new opportunities to improve the Toastmasters brand and help achieve its purpose of making effective oral communication a worldwide reality.

Why do you want to serve as an International Officer/Director?

Toastmasters has had a significant impact on my life. I am a true believer that it offers the capability to help people better understand each other. I would like to serve as an International Director to try to expand the successes that Toastmasters delivers to people who need that understanding.

I also expect to continue to grow and learn as part of this experience, and I feel I can incorporate that experience in helping Toastmasters thrive and deliver on its mission to empower individuals to become more effective communicators and leaders.

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REGION 5 INTERNATIONAL DIRECTOR FARZANA CHOCHAN, DTM

Education: Doctor of Management, Masters of Architecture & Urban Design, Bachelor of Architecture

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

A Toastmasters International (TI) Board Member must have a strategic focus on the larger picture of developing and implementing strategies that will work for every member of TI. As an Architectural project leader of multi-million-dollar projects in the Healthcare industry for over 15 years, I have focused on the critical component of providing a healing environment while focusing on the larger picture of a master plan and ensuring the smallest detail is taken into account to save the life of each patient.

What experience do you have in strategic planning?

An integral part of my professional experience has been in strategic planning, involving the masterplan, design and execution of user-friendly projects while enhancing my higher degree of acumen in managing human and financial resources. My significant strategic planning strength comes from my experience working on projects and initiatives of high complexity, like cardio-thoracic unit, kidney center, neo-natal unit, cancer center and micro-photonics labs. As a project leader, I led and managed the diverse and virtual high-performance teams, building collaborative relationships with all stakeholders.

What experience do you have in developing policies?

As a member of several boards and being on numerous committees, I have worked on educational, financial, mentoring and community development policies and processes. I am currently working on developing the policy for a mentoring program for an organization at an international level.

What experience and key strengths would you bring to the Board of Directors?

Over 20 years of global integrative professional, academic, advocacy and entrepreneurial experience in the field of Architecture and Business Management is what I will bring to Board of Directors.

My key strengths and experience are:

- Worked on projects of high complexity, like healthcare, hospitals, research labs, leading global teams while being mindful of global sensitivities and cross-cultural contexts.
- Results-oriented, collaborative and relationship cultivating team leader. This strength will contribute to the Board's identification, design, development and execution of the strategic plan.
- Fostered communication and relationship management with stakeholders.
- Strong background in research, focusing on the human experiences and how decisions are made. Hence, my capability in developing research will be beneficial to the Board.

Why do you want to serve as an International Officer/Director?

My aspiration to serve as an international director emanates from my objective in life, which is "Make this world a thriving place for all humans." After joining Toastmasters, I realized the life-changing impact of Toastmasters not only on my life, but on thousands of others. Therefore, I want this transformative opportunity to be extended to people all around the world. As a Board member, I will participate in exploring innovative ideas to add value for our members and in strategic strengthening of TI's envisioned future of providing high-value, communication and leadership skills development.

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REGION 5 INTERNATIONAL DIRECTOR MONNICA B. ROSE, DTM

Education: B.S. Mechanical Engineering Technology – Cum Laude, Advanced Certified Paralegal

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

With more than 35 years' experience in the engineering field I lead, mentor and project-manage a team at L3Harris. I input to budgets of more than \$24 million and perform monthly work force forecasts. Our goals are to understand our customer needs; effectively present ideas and designs, problem-solve, and deliver a quality product. As Board President for Women of Visionary Influence, I lead the Board meetings and participate in setting the direction of the organization based on bylaws, business issues, and the needs of our members. I have the skill set and experience in professional and nonprofit organizations that are necessary for an International Director.

What experience do you have in strategic planning?

At L3, I lead ongoing strategic planning to meet customer goals on time and under budget. I learned that effective forecasting of the work force and resources required were vital to meeting engineering release dates on a compressed schedule. In Women of Visionary Influence, I develop strategic plans for monthly programs, special training and leader development to achieve the mission of the organization. Although we experienced a loss in membership during the pandemic, our programs met members and interested guests' satisfaction. Consequently, we were able to attract new members. The key indicators were attractive programs and the growth of the organization through the launch of the exclusive online chapter.

What experience do you have in developing policies?

To remain agile in these changing times and support the growth of our Women of Visionary Influence organization, I oversaw policy updates and set guidelines for allowing existing chapters to meet online and to form an exclusive online chapter. In September 2020, the initial online chapter for Women of Visionary Influence was launched.

What experience and key strengths would you bring to the Board of Directors?

I bring my diverse engineering background as an analyzer, critical thinker, and problem solver. Experience with engineering contracts with international customers enhanced my global perspective. As committee chair, member on several international committees and a two-term region advisor, I bring a unique experience in understanding member needs. I am a team player and team builder. My StrengthsFinder assessment show my top five most dominant themes are Learner, Harmony, Context, Analytical, and Responsibility.

Why do you want to serve as an International Officer/Director?

I want to be a part of the innovation that propels our organization into the next 100 years of providing programs that change lives! Serving on the board would provide an opportunity to review and revise existing policies as necessary to keep up to date with technology and best practices or improve the direction of the organization. We need to continue technologic advances in real-time connection with members having a singular message delivered over multiple platforms. This ensures our members see, hear and feel the transformations that inspire us all to keep our Toastmasters promise. My skill, ability and strong teamwork ethic will allow me to immediately contribute to the work of the board.

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REGION 7 INTERNATIONAL DIRECTOR ELMER HILL, DTM

Education: Information Systems - Rochester Institute of Technology; Business Administration - St. Edwards University; Project Management - George Washington University

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

Building and leading high performance, diverse and multicultural teams started with my corporate experience at IBM. As a product planner and later, a middle manager, I have traveled to and worked with teams in Canada, Italy, Sweden, Denmark, England and the United States. I created a culture of inclusion and teamwork which was a key to product success in the market.

Today, as an entrepreneur, I currently own and manage a technology company that relies on building trust and providing leading edge consulting and technology solutions to small and medium businesses. These experiences helped me see and capitalize on market trends in order to stay competitive and will be an asset to me as a board member.

What experience do you have in strategic planning?

Highlights of my Toastmasters District leadership experience include being one of the district leaders on the District Reformation Committee. The committee produced a comprehensive three-year plan for splitting District 37 into two districts. It was my honor to guide the district, following this reformation plan, as Club Growth Director, Program Quality Director and as District Director of one of the largest districts in Toastmasters immediately prior to reformation.

As owner of a technology company, I now work with other business executives to create strategic information technology plans. This includes areas such as information security, asset security, business continuity, and employee information policy.

What experience do you have in developing policies?

As a technology business owner, I work with other companies to help their management teams develop and align information security policies to their business and compliance needs. Areas of focus include physical security, information security, business continuity and employee practices.

What experience and key strengths would you bring to the Board of Directors?

My key strength is to approach each opportunity in a way to maximum the talents of each person on the team. I keep focus on the goals of the organization and minimize distractions. I bring skills on how to use technology to solve business problems. I bring project management skills on utilizing resources efficiently to accomplish goals of the organization.

Why do you want to serve as an International Officer/Director?

Simply put, there is no organization like Toastmasters. Toastmasters has helped me grow and mature even more as a leader. I have been able to look back over each leadership role I have had in Toastmasters and have been able to make a contribution due to my skills and experience. I am confident I can contribute at the International level and be part of the success Toastmasters will have on our future members and leaders.

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REGION 7 INTERNATIONAL DIRECTOR **DANA G. RICHARD, DTM**

Education: MS Strategic Intelligence – National Intelligence University; BS International Affairs – USAF Academy; graduate study in Political Science/Sociology – Utah State University; Graduate – USAF Air Command and Staff College; Graduate – USAF Air War College

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

It has been my privilege to serve on several boards and governance bodies including my current service on the Board of Regents for the Association of Certified Knowledge Management Professionals. I served in the US Air Force as a (full) colonel and the US federal civil service for over 30 years, leading teams through collaborative problem solving and decision-making. I have extensive strategic planning, policy development and financial management experience, including managing a (US) \$51 million budget. I was the Acting Assistant Director for Counterintelligence Plans, Policies and Programs for the Defense Security Service for two years and my last military assignment was as the Military Advisor and Chief of Staff for the Human Capital Management Office of the Under Secretary of Defense for Intelligence.

What experience do you have in strategic planning?

Strategic planning was in my job jar, and frequently in my job title, from the beginning of my career back in the 1980s! I drafted the Military Annex of the National Intelligence Community Human Capital Strategy, did continuity of operations planning for the Defense Counterintelligence and Security Agency, long-term ministry planning for a large church, and business development for my private sector employer. I also taught business intelligence, and strategic planning and implementation at the graduate level as a guest lecturer.

What experience do you have in developing policies?

My policy development experience includes serving as a senior policy advisor for the Defense Security Service for eight years and as a senior military advisor developing workforce structure and professional development policy for the entire US military intelligence workforce immediately prior to that. I developed and implemented policies for a variety of military, civilian service, ministry, and community organizations ranging from small to large and covering all aspects of operations and administration.

What experience and key strengths would you bring to the Board of Directors?

My military career, perhaps counterintuitively, gave me a global, multi-cultural and multi-generational mindset which served me well leading District 29—a culturally diverse and multi-generational district—to being distinguished. Working for large organizations with global missions, my collaborative leadership experience, policy development background, extensive strategic planning experience, and management of multi-million-dollar budgets enable me to support and substantively contribute to the board to the benefit of the entire organization.

Why do you want to serve as an International Officer/Director?

I believe my entire life has prepared me for and led me to this moment. Being an International Director is the next chapter in a lifetime of service. I have a heart for the organization and its mission. I want to see our organization to thrive and prosper. I believe my global perspective, board and budget experience, and collaborative team experience will add value to the board.

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REGION 9 INTERNATIONAL DIRECTOR RONALD SERVANT, DTM

Education: BMath in Computer Science, University of Waterloo

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

As a professional software developer for 25 years and a manager for the last 9 years, I led multi-national teams, been responsible for planning and strategy to deliver and market our products both internally (300,000+ employees) and externally via social media (open-source projects). I traveled internationally on short- and long-term projects, collaborating with people from all over the globe, learning to collaborate across cultures to achieve positive outcomes for my team and all participants.

This experience gives me an appreciation for the scope and diversity of Toastmasters International that will be vital in my role on the board.

What experience do you have in strategic planning?

As a senior software development manager, I ensured that we worked on the right projects at the right time to meet customer expectations, while achieving business objectives. I planned for the skills development of my team and organization, ensuring that they developed for their role and personal career goals, to ensure we were ready to meet the challenges of new technologies.

As a board member and later president of my children's daycare, I participated in, and led, annual and long-term planning to ensure the daycare could meet the challenges of the day and be ready to meet the challenges of the future. This included leading the daycare to expand to a second site and growing staffing to handle this expansion.

What experience do you have in developing policies?

As a member of the management team at work, I review and develop policies and procedures to improve working conditions, methods, and efficiency. As a politically active citizen, I developed policies for political platforms, both provincially and nationally. As a district leader, I revised and developed policy for budgeting and standing committees that provide clarity and guidance for future district leaders.

What experience and key strengths would you bring to the Board of Directors?

I have 25 years of professional experience collaborating on building solutions with teams from around the globe. I've been a part of many successful and failed projects. The failed projects taught me as much as, or more than, the successful ones. Working with multi-location teams taught me how open and regular communication can turn the negative effects of "Us vs. Them" thinking into the positive effects of "Us." Toastmasters International is primarily made up of dedicated volunteers. My experience in club and district leadership, and the many volunteer positions I have held have equipped me with the skills to thrive in a volunteer setting. I listen before I speak and seek to understand before I contribute.

Why do you want to serve as an International Officer/Director?

My involvement in Toastmasters International has changed my life and that of those around me. It has helped me become a better person, and help others do the same. I used skills honed in club meetings and district service to land my current employment. I hired fellow Toastmasters and referred others to their current employment. In essence, I feel like I owe Toastmasters International, and want to serve this organization to help it continue to provide to others what I received.

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REGION 9 INTERNATIONAL DIRECTOR JEFF SOBEL, DTM

Education: BA Mathematics, SUNY-Binghamton

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

Board service draws upon many skills, including strategic thinking, teamwork and collaboration, a working understanding of policy evaluation and implementation, and a high level of integrity. Throughout my career as a software developer, IT internal auditor, and now a cybersecurity specialist in the power industry, I have been involved in the creation of many strategic plans, including the development and implementation of strategic initiatives. My work as an internal auditor and cybersecurity specialist regularly calls for evaluating and determining the impact of both internal policy and regulations imposed by state and federal agencies, as well as governance and oversight of policy implementation. Similarly, integrity and ethical conduct is critical; anything less could be disastrous for both my company and me. I have also worked on numerous teams, many of which were multi-cultural and international, where communication and collaboration under stressful conditions were very important.

What experience do you have in strategic planning?

In addition to my work experience mentioned above, my leadership in multiple volunteer organizations has provided many opportunities for strategic planning. As a Director on multiple volunteer ambulance boards, I was involved in creation, implementation, and revision of strategic plans. Currently, I am the president of my townhouse community's Homeowners Association (HOA) and am leading the effort to develop our organizations first-ever strategic plan.

What experience do you have in developing policies?

As a board member on two volunteer ambulance agencies, one of our major duties was to understand the regulatory environment in which we functioned, and then craft policies that met all regulations while supporting our mission. This included annual review and revision of policies. Additionally, I chaired a committee to revise and update the constitution for one of my ambulance agencies.

As president of my community's Homeowners Association, I am leading the shift of our board from entirely operational to more strategic. This effort includes the creation of a strategic plan, policies and procedures. At work, as a Cybersecurity Specialist in the power industry, I understand the rules and regulations that govern our industry, and ensure compliance. We create policies and procedures that support these regulations, communicate them to staff throughout the organization, and address issues as they arise. Previously, as an Internal IT Auditor, I worked closely with company policies, and developed a deep understanding of how policy implementation and change affects company operations.

What experience and key strengths would you bring to the Board of Directors?

Through my 15 years of experience as a Toastmasters leader, including my recent 2 years of service as a Region Advisor, I have gained a deep understanding of our organization's operations at all levels and around the globe. Through my continuing study of our Governing Documents, I have developed a deep appreciation for how our strategic plan, policies, and procedures affect our districts, clubs, and members. I am also acutely aware of the impact that changes to these documents bring. Combined with my strengths in strategic planning, conflict management and problem solving, I feel I can be an asset to our Board of Directors and our members.

Why do you want to serve as an International Officer/Director?

My two years of service as a Region Advisor was life-changing. While I had a good working knowledge of our organization and solid leadership skills beforehand, serving as an RA helped me learn how to lead, coach, and mentor with love and empathy. It is this empathy, this deep understanding of our members' challenges and desires that drives me forward to continue to serve in any way possible. I feel that pairing this deep knowledge of our members and our organization with my strategic skills and sensitivity to needs would be an asset to our Board, help our organization continue to move forward, and improve the experience of all of our members.



REGION 11 INTERNATIONAL DIRECTOR NAZEER GAZAQ ALQASEM, DTM

Education: MSc Petroleum Engineering, NLP certification

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

I have 33 years' experience in the oil industry, working for a leading global oil and gas corporation, as a leading professional in engineering. I mentored peers and technical workers who had varying skills, background, ages and nationalities. Working on major multi-million dollar projects, my role was to ensure maximum sustained capacity while maintaining the potential of the company's Crude Program. As Division Head of Oil Facilities and Production I carry full responsibility for establishing and updating the 5 Year Business Plan, approving the Annual Operating Plans and ensuring they were presented effectively to the company Board. Being a Toastmaster and as a professional, I have led and inspired diverse teams to focus on achieving the mission of Toastmasters while mentoring individuals to achieve their personal goals. I believe my experience gives me greater leverage and competence in serving as a TMI Board member.

What experience do you have in strategic planning?

One of the most significant roles I played in the company was to develop strategic plans and forecast global oil and gas demands to ensure our oil and gas facilities were prepared to meet projected demand. With strategic planning being an ongoing process, my experience in developing long term strategic plans and overall professional expertise will help me serve effectively as an International Director.

What experience do you have in developing policies?

I have vast experience in composing, reviewing and updating policies. During my tenure in Operations, I was responsible for drafting and updating department General Instructions (GI manuals), reviewing annual operating plan/company policies, established KPI's (Key Performance Indicators), general policies and procedures, safety procedures and environmental protection policies. Between 2019-2020, I was appointed as chairman of the District Operating Procedures Committee for District 79, consisting of four past district directors. The team developed and implemented 'Best Practices' policies, approved by the District Council, and which are being implemented by district leaders

What experience and key strengths would you bring to the Board of Directors?

I am committed to serve and represent members in all regions. With 33 years professional experience, coupled with 22 years as a Toastmaster, I have the determination, proficient communication skills and enhanced critical thinking aptitude. I believe my strategic planning experience, expertise in team collaboration and my motivation will facilitate the growth of Toastmasters International.

Why do you want to serve as an International Officer/Director?

Leadership has been, and continues to be a life long journey and a personal choice. I have the passion to serve as a servant leader. Being in the midst of the most challenging times in the history of our organization, I want to be part of what is needed to ensure its continued success. This requires dedicated, strong and experienced leaders who can ensure Toastmasters continues to be the first choice provider for those looking to improve their communication and leadership skills. I am ready, I have the time and I have the commitment to serve as an international director.

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REGION 11 INTERNATIONAL DIRECTOR ROZY RANA, DTM

Education: Doctorate in Business Administration (PhD),
MBA, B.Ed(Hons)

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

I am the Managing Director of Dormans Coffee Limited, East Africa's most reputable coffee roaster. I am also a Director of C. Dorman Limited, a coffee trading company. We have sustainability projects with investment partners Starbucks, Nestlé, Paulig, Tchibo, DEG, Hivos, Solidaridad and Bill & Melinda Gates Foundation, with the objective of securing the livelihood of farmers and the future of coffee production in Africa. I have worked with the group for 28 years and have held senior management positions in administration, operations, finance and human resource management. These roles have made me attentive to detail and equipped me with a multitude of skill sets and competencies to launch innovative projects that can drive business success. As the founding Chair of the Toastmasters Territorial Council of East Africa encompassing 5 countries, I applied these skills and competencies to treble our number of clubs and our TC ranked among the top in the world. We transitioned to a Provisional District in just 2 years and a full District in 3 years.

What experience do you have in strategic planning?

My key responsibilities include the development and implementation of strategic plans and policies. I work with diverse and multicultural teams to drive the company's growth, oversee business operations, anticipate and mitigate risk, and deliver positive and sustained performance. I engage with the top team, with fellow board members, and with third party consultants to develop strategy for the different lines of the business. I was a founding member of my Business School Alumni Association and an executive committee member of the Alumni Council, where we developed its first 5-year plan.

What experience do you have in developing policies?

I am responsible for the development of policies and procedures to ensure smooth operations and security of our business. We were the first coffee roaster in East Africa to get ISO 22000 certification and I continually evaluate and modify existing policies to meet the changing needs of our business. During my chairmanship of the Territorial Council, we formulated local policies that we deemed necessary to support the District team, borrowing from the policies of Toastmasters International.

What experience and key strengths would you bring to the Board of Directors?

I joined Toastmasters 15 years ago when my club was one of only two clubs in the country. In 2017, I played a crucial role in the formation of the East Africa Territorial Council encompassing 5 countries. During my 2 year tenure as the founding Chair, we established structures and built capacity. Our TC attained Smedley Distinguished status and ranked fourth globally. This experience has honed my knowledge and understanding of Toastmasters' direction and purpose. With 28 years of senior corporate and board level experience, I have learnt to be strategic, agile and innovative in all my undertakings.

Why do you want to serve as an International Officer/Director?

Toastmasters has had a huge impact on my personal and professional lives. International directorship will give me a greater opportunity to give back on a larger scale to the organization that I feel so indebted to. As an African of Asian descent married to a Canadian, I can view the needs, expectations and aspirations of our members from different perspectives. I have considerable exposure to the continents that are expected to account for a substantial part of our organization's growth, and my vision and outlook from my senior corporate experience position me favorably to offer meaningful and valuable contributions at Board level. Finally, establishing structures, systems and best practices for long term sustainability at District level gave me insight into the envisioned future of Toastmasters International. I am passionate about Toastmasters and willing to dedicate my time and resources to furthering the Toastmasters' mission. It is my wish to serve as an International Director, and to see more people reap the benefits of our program.



REGION 11 INTERNATIONAL DIRECTOR ALI SHAHBAZ ALI SHAH, DTM

Education: Masters in Business Administration

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

My seventeen years of professional experience in the education management and information systems industry has helped me assist individuals in their transformation. Examples are: 1) serving on Quality Assurance Committees for accreditation; 2) guiding the Students Communications Committee for effectiveness; and 3) serving as an IT consultant, lecturer, and researcher in emerging technologies such as Artificial Intelligence, Robotics, and Computer Science. My skillset will contribute to managing changes and supporting the Board of Directors (BoD) in future-proofing Toastmasters International (TI).

What experience do you have in strategic planning?

As Director of Professional Development at a major university and a Senior Consultant, I monitor the performance and progress of key activities and ensure they are aligned with the yearly strategic planning. I use the Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis to manage the projects from the start and the Specific, Measurable, Achievable, Relevant, and Timely (SMART) strategy to define and achieve goals. Using the same approach in Toastmasters has helped me be successful as a District Director working with two PQDs and two CGDs and other District Officers.

What experience do you have in developing policies?

At work, I have been developing, implementing, and evaluating policies (1. Human Resources (HR) policies to support the mission and vision of the university and guide the staff and 2. academic policies to validate the feasibility study of the market before launching an academic certification process.) In Toastmasters, I spearheaded a District Committee to create "The Code" of conduct and the know-how processes that complement the District Operating Procedures. This document is reviewed, updated, and approved yearly.

What experience and key strengths would you bring to the Board of Directors?

My experiences in finances, strategic planning, HR, policies, and protocol will help support the BoD in upholding TI mission and ensure our organization keeps growing and thriving. Furthermore, serving as District 20 Parliamentarian twice helped me gain a strong understanding of the parliamentary procedures which is an asset for all boardroom meetings. I am also an energetic motivator, mentor and coach who strives to enhance the members' experience and serve their needs.

Why do you want to serve as an International Officer/Director?

Our education program is the most transformative, impactful, and personalized tool for building and honing communication and leadership skills. I want to be an integral part of the successful strategy of our organization to continue increasing awareness of our program and global reach and attract growing and diverse demographics. Toastmasters has helped me focus on meeting the needs of members, in many unique circumstances. Serving as Region Advisor, I inspired District leaders to collaborate and stay the course. I want to continue motivating our leaders to work toward a brighter future for all of us. Taking the same service attitude forward, I aspire to continue serving our organization as a member of the board and contribute strategically toward enhancing all our members' Toastmasters learning experience and our organization growth.

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REGION 13 INTERNATIONAL DIRECTOR THANNIMALAI LETCHUMANAN, DTM

Education: Bachelor of Business in Banking & Finance,
Monash University, Australia

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

My experience commenced at an early age of 19 joining into employment at HSBC where I remain today serving as the Vice President Business Banking, managing a portfolio of clients as Relationship Manager. I was also a leader at State and National Level in a Trade Union for 6 years while diligently completing my Banking & Finance Degree with Monash University, Australia on a distance learning mode. A SIMPLE & HUMBLE personality who champions causes for the betterment of others where I have reached out to many through my involvement in Toastmasters and Rotary besides community activities.

What experience do you have in strategic planning?

Ability to multi-task besides the strong desire to self-develop can help coin the collection of experience in strategic planning. Helming a Trade Union as the State Secretary for 6 years as well as sitting at the National Executive Council allowed me a good share of experience in leveraging the resources for the defined tasks, such as the International Relations Committee and Training Committee. More recently, I was leading a Religious organization where the full management right from policy decisions, activity planning, resources allocation as well as budget assessment were all within my scope/decision. On a more personal level, the strategic planning process entails managing my family of a spouse and 3 year old twins, my pursuit to complete a Law degree as well as strong involvement in Rotary International. As the President of Rotary Club of Tanjung Bungah in 2016/17, I have had my equal share of strategic planning experience.

What experience do you have in developing policies?

I was actively involved in the set-up of a Heritage Society where as a new formation. As then the Incumbent Secretary, I was primarily involved in the regulatory process ensuring statutory compliance as well as needful structure are put-in place. My role in a Religious organisation, a freshly formulated incentive scheme had been developed by me and rolled-out for practice. Hiccups were addressed effectively while stepping-up in patching shortcomings in the process.

What experience and key strengths would you bring to the Board of Directors?

My 26 years of banking experience within which I had a solid 8 years Trade Union leadership together with my Toastmasters involvement at District as well as Region (2 term-RA 2015-2017) would certainly provide the basis for consideration. People-skills of reaching out to the ground can be deemed as a good strength echoed by my passion to articulate and write. I have posted self-written posts onto my FaceBook daily for the last 6 years as a way of expressing my thoughts while feeding my love for writing. My continued pursuit in the Law program would certainly complement my banking/finance knowledge to provide the needful support for the role;

Why do you want to serve as an International Officer/Director?

I wish to extend my service at the next available leadership opportunity by bringing my commitment, experience and humility for the betterment of mankind after being in Toastmasters since 1996. Post my roles at the District and Region, I now humbly avail myself to the Board in leveraging my principles to bring greater service to a wider community across the Globe. Present involvement in 4 different type of clubs i.e. Home Club (English), Tamil Club, Advance Club as well as Malay Club shows my dire love, sincere belief and strong desire on the program. I prioritise people strategy among others in reaching out for stakeholders' goals which would feed the right energy in bringing amazing transformation to people-organisations like Toastmasters;

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REGION 13 INTERNATIONAL DIRECTOR GAURI SESHADRI, DTM

Education: M.S., Chemical Engineering – University of Utah;
B.E., Chemical Engineering – BMS College of Engineering,
Bangalore University

Relevant work experience and how it relates to Toastmasters and your role as a Board Member:

I have over 18 years of work experience as a strategy consultant across various industries and different geographies. I have developed insights into data analytics and forecasting, identifying innovative solutions, and building client and vendor relationships. Embracing work cultures of different geographical locations has enabled me to think globally and act locally when it comes to customization of products and services.

My current role involves digital marketing and focuses on understanding evolving customer needs and lead generation. These combined experiences will enable me to work collaboratively with the board to achieve the goals of the interim and long-term strategic plans in building a stronger Toastmasters experience.

What experience do you have in strategic planning?

I have helped companies, across different business sectors, to identify needs and develop strategic plans. I currently work with a digital marketing company as the Head of Social Media & Digital Content Strategy. My responsibilities include working with the leadership team to evaluate, manage, and execute initiatives that best support the company's short and long term strategies. I also assist the company's clients in developing strategic plans for digital marketing, lead generation, and scalability.

What experience do you have in developing policies?

As an environmental consultant, I had to actively research, review, and adopt policies published by federal and state environmental agencies. I have been part of public hearings and feedback on these policies. I was instrumental in drafting company policies and procedures to ensure regulatory and environmental compliance. Also, I have worked with a nonprofit board committee in reviewing and updating their policies and procedures to better serve their membership.

What experience and key strengths would you bring to the Board of Directors?

Some of the key strengths I bring are – developing and implementing strategies, data insights and analytics, planning and forecasting, and identifying solutions for potential problems while maintaining high-quality standards. I also have a successful track record of building and maintaining client relationships as I collaborate with relevant stakeholders, build consensus, and formalize roadmaps that lead to value creation with a focused strategic objective. Serving as Region Advisor for two different regions has given me actionable insights and a global perspective about Toastmasters International's operations.

Why do you want to serve as an International Officer/Director?

Toastmasters has been instrumental in transforming my professional and personal life in a positive way, by building not just my confidence but also my thinking and decision-making capabilities. As we come out of this global pandemic, I firmly believe our organization has tremendous potential to grow even further and continue to empower people worldwide.

I would like to actively contribute to the strategic direction set by the board and help navigate our organization in a more agile manner through this highly disruptive period. Given the opportunity, I am confident that I have the necessary skills to bring significant value to the board's deliberations for the organization's growth and members' experience.

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