

TOASTMASTERS
INTERNATIONAL®

INTERNATIONAL OFFICER & DIRECTOR
CANDIDATE
BROCHURE 2024



INTERNATIONAL PRESIDENT-ELECT ALETTA ROCHAT, DTM

Education: Bachelor of Arts Degree - University of the Witwatersrand, Diploma in Marketing Management - University of South Africa, Certified World Class Speaking Coach, Interview Coach and Career Acceleration Coach.

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

Building Brands has been my passion for more than 30 years. My career in Marketing Management with multinational companies taught me international best practices. As a marketing professional, I was responsible for decision-making on all aspects of brand building. As an entrepreneur, I always examine the practical aspects of any strategy and policy to ensure that it works at the customer level. As a Coach, I work with global business teams, senior executives and academics to hone their communication strategy and skills.

What experience do you have in strategic planning?

My career in Marketing Management has taught me the value of a pragmatic approach towards strategic planning. That means setting strategies that can be implemented and managed at the operational level. Working on communication strategies with clients, I have learned the importance of clear messaging. Strategy needs to be repeatedly communicated on a variety of channels and messages to resonate with customers and stakeholders. As an International Director and as a member of the Executive Committee, I had the opportunity to contribute to and shape our Strategic Plan.

What experience do you have in developing policies?

My experience as the co-owner of a retail business has required me to consistently ensure that company policies are up-to-date, relevant and comply with legislative requirements. I have led several Board Committees including the Diversity Equality Inclusion Belonging and Accessibility Committee, the International Campaigns Committee as well as the Recognition Committee. Each of these committees required me to examine existing policies as well as potential changes to present to the board for approval.

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

I bring a global perspective. My life has been filled with both geographic and cultural diversity. My experience working with teams from different cultures and nationalities has taught me to listen to understand new perspectives. One of my key strengths is the ability to inspire others and build teams that achieve exceptional results. My collaborative leadership style makes for a positive working environment. My experience working for multinational companies has taught me best practices in leading an organization. My entrepreneurial experience has brought the customer experience very close to me. This has allowed me to see the continuum of strategy, policy and tactics as a cohesive whole.

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

We have experienced extraordinary challenges both during and after the pandemic. Strong leadership and vision helped us navigate those circumstances. As we enter our second century as an organization, our leadership must be wise, bold and innovative. Together with the rest of the board, my desire is to identify opportunities, promote dialogue with our members and seek sustainable solutions.

NOTES:



FIRST VICE PRESIDENT STEFANO MCGHEE, DTM

Education: Master of Military Operational Art and Science,
Bachelor of Science in Chemical Engineering

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

Leadership, coaching, team building, strategizing, innovation. For the last 25 years, I have developed these skills by establishing the strategies, roadmaps and teams needed to support the worldwide technology organizations I lead. Central to that experience has been managing diverse workforces, working across cultures, and fostering relationships at all levels built on mutual trust and respect.

Just a few of my most recent work experiences that relate to Toastmasters:

- ▶ Corporate/Nonprofit: Director of DevOps and Infrastructure, Harvard Business Publishing (HBP)
 - Managing multi-million dollar technology contracts, creating strategic technology plans
 - Designing Harvard's next generation learning management system as a product that is modern, engaging and uses technology to catalyze learning
 - Developed Diversity, Equity and Inclusion (DEI) policy for our business unit aligned with corporate initiatives and now a leader in the space
- ▶ Military: Lt. Colonel, Head of Communications Directorate, United States Air Force (RIANG)
 - Authored cyber security strategies, policymaking, identified volunteer retention opportunities
- ▶ Nonprofit: International Director, Toastmasters International
 - Developed multinational relationships, created strategic plans, set policy

As an International Officer for Toastmasters, I will use these experiences to help our organization strategically evolve in response to our changing market conditions, build support for our work amongst our members and ensure that we are an organization where diversity of thought is encouraged and not optional.

What experience do you have in strategic planning?

At HBP, I lead a team responsible for our department's three-year strategic plan. Frequent conversations and negotiation with our executives are required to prioritize goals, funding, and staffing levels. Developing support for the plan is critical to achieving success. In the Air Force, I developed strategic policies to secure state assets (water, power, government systems) against cyber-attack within five years.

What experience do you have in developing policies?

As an International Director, I served on the Policy Review Committee that involved deep immersion in the policies of the organization. As a military officer, I led the creation of education policies that guided members to achieve the long-term goals of the organization (cyber security, retention and training).

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

In addition to my work experience, I referee youth soccer games, which has helped me to develop strong skills in conflict resolution and difficult discussions. I am a private pilot, which has taught me to remain calm under pressure, prioritize competing streams of information and make strategic decisions that can be a matter of life and death. Finally, I have experience running for other roles in Toastmasters and use those experiences as learning opportunities, focusing on self-reflection and personal development.

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

Toastmasters stands at a place in history where leaders are needed who will evolve our next generation educational and leadership programs and market to our future members. These leaders need to have a solid track record of technology leadership and an ability to connect with members and stakeholders at all levels. My skills and passion to meet this challenge are what drive me to serve as an International Officer.

NOTES:



SECOND VICE PRESIDENT HAROLD OSMUNDSON, DTM

Education: MS in Computer Science and BSc in Information Systems, University of Minnesota

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

Several experiences have prepared me to be an effective leader on the Board. I developed discipline, high standards, and strong leadership skills in the military. I learned to lead by example and serve others. As a technical lead and software engineer, I became an inclusive leader by working with diverse teams worldwide. I also built trusting relationships with customers and stakeholders by communicating transparently, especially during challenging times. As a business owner for over 12 years, I take responsibility and accountability for everything. For the company to succeed, it is essential to put the customer first, focus on quality and satisfaction, communicate transparently, and position the company for the long term. I will bring these principles and overall philosophy to the Board.

What experience do you have in strategic planning?

My experience in strategic planning includes my prior service on the Board and professional work. For example, I helped develop a strategic plan at a small software company. We were small compared to our competitors, but we made that our advantage. We developed and implemented a 3-year plan to enhance our technology, talent, and services. This plan positioned the company as an innovative, fast-moving technology leader that was more responsive to customer needs. As a result, we soon attracted the top 3 customers in our market and became an industry leader. The key was to understand and leverage our strengths. I perform the same strategic planning with my own business.

What experience do you have in developing policies?

My experience in policy development includes my prior Board service, serving on technical steering committees, and leading global software teams. While the details of these experiences may differ, the principles related to policy development did not. Each experience helped me refine my philosophy. Policies are about people. Policies impact people. Therefore, consider a policy's impact and carefully balance the needs of all stakeholders. Strive for clear, simple, and effective policies that reflect our values and principles. After developing a policy, it is just as important to effectively communicate it, address concerns, and periodically review it to ensure it achieves its purpose.

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

I bring considerable experience, tangible skills, and intangible strengths to the Board. My journey includes military service, academics, and professional work in technology and business. These experiences helped me learn quickly, develop rare skills, work effectively with diverse teams, and lead in various situations. My mix of analytical, business, technical, and leadership skills allows me to contribute in many ways. However, my care and empathy for our members, volunteer leaders, and staff will make me most effective on the Board. This role is an opportunity to make a positive difference for them and countless people worldwide. I commit my head and heart to this opportunity.

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

I care deeply for our members, leaders, staff, and organization. I believe strongly in our members, leaders, staff, and mission. This role allows me to serve the greatest good and make the most significant difference during this pivotal moment. It is an opportunity to support our volunteer leaders as we serve members and create an inspiring future.

Leadership is a choice to be responsible for the success of others. By stepping forward to serve, I choose to be responsible for our success as we create Toastmasters International's next 100 years. I ask for the opportunity to serve you.

NOTES:



SECOND VICE PRESIDENT 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:

With over two decades of experience as a strategy consultant across different geographic regions, I have gained invaluable insights into finding innovative solutions, data analytics and forecasting, and building client and vendor relationships. Embracing diverse work cultures has enabled me to think globally and act locally when it comes to the customization of products and services.

My current job scope involves analyzing customer needs, developing and delivering strategic learning solutions, and empowering stakeholders. My professional experience and expertise have provided me with the knowledge and skills required to work strategically and collaboratively on our board.

What experience do you have in strategic planning?

Being a strategy consultant, I help small to medium enterprises, across different business sectors, to identify needs and develop strategic plans. I have worked on projects ranging from handling environmental regulatory changes to building frameworks for workforce engagement. Presently, as Director for a game-based learning company, I evaluate and execute initiatives that support the company's short- and long-term strategies. This involves developing strategic plans for marketing, lead generation, and scalability.

As a Toastmasters Board Member, I contributed to the current 2022-2024 Strategic Plan by participating in strategic planning exercises. I also served on various Board Committees and Listening Groups.

What experience do you have in developing policies?

Working as an environmental consultant in the USA, I had to actively research, review, and adopt policies published by federal and state environmental agencies. During that time, I participated in public hearings and provided feedback on these policies. I also drafted company policies and procedures to ensure regulatory and environmental compliance. While on the Toastmasters Board, I was involved in reviewing and updating policies and procedures, including conducting a complete audit of Toastmasters International Policy.

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

I lead with purpose, simplify the complex, and develop strategies that set up the team for success. I bring a global perspective, strategic planning experience, compliance expertise, and a strong analytical mindset. The ability to foster a cohesive and collaborative culture has allowed me to effectively lead diverse teams to achieve excellence.

Serving as Region Advisor twice, for over 20 countries, has provided me with a global awareness of Toastmasters International's operations. As International Director, serving on the Toastmasters Board has increased my understanding of our membership and organization needs and given me the opportunity to hone my abilities in decision-making, consensus-building, and governance.

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

I believe that Toastmasters is not just about communication and leadership, but it is also a platform that enables members to maximize their potential, both professionally and personally. This drives me to continue to serve Toastmasters – to take it beyond simply sustaining to truly thriving as an organization.

Together, we must remain committed to delivering exceptional value to our members and providing them with progressive and meaningful experiences. Having served with excellence in every leadership role at Toastmasters, I would like to leverage my global perspective and expertise to help shape the strategic direction for a stronger Toastmasters experience in the next 100 years.

NOTES:



REGION 2 INTERNATIONAL DIRECTOR MARK LUCAS, DTM

Education: B.S. Biology, Texas A&M University, M.S. Information Security Management, SANS Institute

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

With over 40 years of working with customers, colleagues and teams from diverse backgrounds, beliefs, and cultures I have developed the sensitivity and patience to pay attention to each individual. I have brought together previously adversarial groups to accomplish a mutually beneficial mission and provide higher value to the overall community.

26 years of Information Technology employment has provided both a historical perspective of where we came from and a vision of possible futures. Working in such a fast-changing industry allows me to easily pivot and change priorities as circumstances demand without sacrificing long-term goals and strategies developed in close collaboration with senior leadership.

What experience do you have in strategic planning?

Actively working with upper management including C-Suite stakeholders to position the university's computing infrastructure for the next 20 years.

Spearheaded the strategic plan for electronic communication within the organization

Key planning role in another non-profit to produce an annual event both in-person and, during COVID Lockdown, fully online.

The event draws astronauts, scientists, engineers, and space exploration enthusiasts from all walks of life and countries spanning the globe.

What experience do you have in developing policies?

As an information technology professional, I have had the opportunity to develop policies and practices to protect confidential and proprietary information.

I was a key member of the team that created the operating policies for the newly established District 100 of Toastmasters International.

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

Stability and focus on long-term solutions in the face of changing short-term priorities and requirements. Fast-to-fail mentality - fearlessness to change tactics when the evidence shows clear failure of the current plan allowing the organization to maintain steady progress toward the ultimate goal.

Clear awareness that I don't know everything tempered with a healthy dose of skepticism to filter incoming information, personalities, and events. A willingness to change my opinion in the face of wise counsel along with a strong dedication to my core values.

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

Toastmasters International has provided me with the skills and opportunities to move from individual contributor to strategic planner and influencer. My life has become happier and more fulfilling as a result. I want to see Toastmasters International continue to evolve and thrive for future generations. As an International Director, I will have the opportunity to use these very skills to help ensure this future.

As International Director, I get to learn a whole new set of skills that will help me in my career and my personal life. I've learned that in Toastmasters, no matter which leadership role I have taken on, I have always gained so much more than I gave. I know that the International Director role will provide that same experience.

NOTES:



REGION 4 INTERNATIONAL DIRECTOR TIFFANY HOWARD, DTM

Education: Masters Of Business Administration (Emphasis in Marketing) from Western Illinois University

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

Serving in several managerial roles over the last 20 years within Fortune 500 Companies mentoring, coaching and supporting up to 25 direct reports at a time. In charge of company spend, inventory management and marketing, with budgets in excess of 100 million with direct correlation to company profitability. Detailed project management skills in change of process development and strategic implementation across several corporate departments. I work directly with executive teams within my organization and in needing to provide reporting and analysis to them weekly to ensure we are meeting all intended goals.

What experience do you have in strategic planning?

Since 2020 strategic planning in my corporate organization has had to be on the forefront within all departments, however with being in Procurement and Supply Chain it has been particularly important. We have been challenged with limited inventory availability and flow, which has decreased our potential levels of profitability. I have been a part of several committees and implementation teams over the last 3 years, these teams are directly responsible for coming up with new and innovative ways to continue providing products to our customers on a regular basis. This has allowed us to make sure and continue to meet our annual budgets and profitability goals, while also decreasing our on hand inventory and carrying costs. This has in turn allowed us to become more profitable. We have had to be innovative and willing to regularly change our processes in order to service our customers. We have come up with promotions and ways of repurposing in times of supply chain challenges. Due to our ability to plan accordingly and make continued changes where necessary we are finally reaching profitability goals equal to and exceeding pre-pandemic.

What experience do you have in developing policies?

My current organization is extremely invested in having clear and concise policies and procedures within all our departments. I have been a part of several committees and implementations that have required creating new policies and maintaining all levels of our procedures, while then making sure that they are rolled out and carried through within our teams. I have also worked directly with developing a corporate employee handbook and reviewing all policies and procedures within to ensure compliance.

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

I am a strategic thinker and planner. I am able to help with the assessment of situations and in determining ideas and course of action. I have experience with project management and in effectively leading committees and teams to reach intended goals. I communicate effectively and professionally in all situations and have the ability to listen and work well in all team environments. I have a vast understanding of Marketing and trends as well as having been active as a Region Advisor for the last 2 years I understand the challenges and concerns within our Districts first hand. I am personable and able to mentor and coach others easily and effectively.

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

I want to continue to give back to Toastmasters and its members. I have learned so many fundamental skills from this organization and I want to have more opportunities to pass along those skills to others. I would like to help the Toastmasters organization to grow and flourish further and build back stronger as I know it can. I would also be grateful for the opportunity to continue growing and developing as a leader personally at the International Director level and be a part of the innovation that propels our organization into the next 100 years.

NOTES:



REGION 4 INTERNATIONAL DIRECTOR CHANDRA MUNAGAVALASA, DTM

Education: Masters in Industrial Management

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

Serving as a Board Member of Toastmasters requires a diverse skill set that can be developed through various work experiences. I led Engineering teams successfully, both start-ups as well as big corporations, for over two decades. Leading a team successfully requires a combination of strong leadership skills, effective communication, strategic thinking, and emotional intelligence. I have set a clear vision and defined the team's purpose and long-term goals.

What experience do you have in strategic planning?

In my several years of work experience, some of my key strategic planning elements are:

- ▶ Learned the ability to analyze data and extract meaningful insights relevant to the organization's goals.
- ▶ Envision the organization's future and set long-term strategic goals.
- ▶ Prepared contingency plans for unexpected events that could impact the strategic objectives.
- ▶ Open to adapting the strategic plan based on changing internal and external factors.
- ▶ Quickly respond to market changes and adjust strategies as needed.
- ▶ Inspired and motivated teams to work towards the strategic objectives.
- ▶ Upheld integrity and transparency throughout the strategic planning process.

What experience do you have in developing policies?

In my everyday work leading engineering teams, I have developed several software engineering policies, Software Development Life Cycle, Change Management, Release Management, etc., that demand a balance of technical knowledge, interpersonal skills, and attention to detail. I engaged with SMEs and stakeholders throughout the policy development process to ensure well-informed and inclusive policies.

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

I have over a decade of experience in senior management positions within the technology sector, with a focus on driving innovation and implementing strategic initiatives. I would bring:

- ▶ **Strategic Vision:** I am a strategic thinker with a vision for long-term growth. I demonstrated this by guiding my previous work through a major industry shift, resulting in a significant revenue increase.
- ▶ **Leadership and Team Building:** I have good leadership skills in building and motivating cross-functional teams. I led a team of diverse professionals, fostering a collaborative and innovative work environment.
- ▶ **Innovation:** I am adept at integrating cutting-edge technologies into business operations.
- ▶ **Problem-Solving and Decision-Making:** I have proven ability to analyze complex issues, devise effective solutions, and make sound decisions under pressure.
- ▶ **Commitment to Ethical Leadership:** I am committed to ethical business practices and transparency.

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

When I initially joined Toastmasters in January 2015, my intentions were quite straightforward: to deliver a few speeches, refine my speaking abilities, and eventually move on from the organization. However, it didn't take long for me to realize that Toastmasters offers so much more than just a platform for improving speaking skills. Toastmasters, I discovered, is not merely about honing communication skills; it is a transformative journey that extends beyond the realm of public speaking. This invaluable experience not only made me a more adept communicator and leader but also a better individual.

As a prospective Board member, I am dedicated to actively exploring innovative ideas aimed at adding significant value for our members. I am committed to collaborating with fellow Board members, leveraging our collective expertise, and encouraging open dialogue to identify new opportunities and initiatives. By embracing innovation, we can enhance member experiences, introduce valuable resources, and ensure the continued relevance and success of our organization in an ever-changing landscape.



REGION 4 INTERNATIONAL DIRECTOR SRINIVAS SAINENI, DTM

Education: Masters in Computer Science, University of Illinois, Chicago, USA

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

I currently hold the position of Principal Member of the Technical Staff at AT&T. Over the course of my 22-year journey with AT&T, I have spearheaded strategic initiatives and led cross-functional teams, resulting in the successful delivery of high-impact solutions for businesses and customers worldwide. The implementation of these projects and programs has ignited innovation and heightened productivity for millions of individuals, while also making a substantial impact on the profitability of our business partners. These multi-million-dollar projects and platforms that I've been instrumental in delivering span across multiple years and have a long-lasting influence on enterprise-wide revenue streams.

I have attained multiple professional certifications through the Project Management Institute, including the Project Management Professional (PMP), Disciplined Agile (DASM), and the Organizational Transformation micro-credential series. The strategic planning, business acumen, and problem-solving abilities that I've cultivated in my professional endeavors will be invaluable in my role as a board member. Moreover, my extensive experience in leading and cultivating relationships with cross-functional, multicultural teams in the workplace equips me to effectively collaborate with fellow board members to propel our organization forward.

What experience do you have in strategic planning?

I possess extensive expertise in both spearheading strategic planning and overseeing the execution of those plans. In my professional role, I play a pivotal role in strategic planning sessions as the individual responsible for implementing strategic initiatives.

During my tenure at the Project Management Institute Chicagoland, I took the lead in crafting the strategic plan for our Chapter, focusing on enhancing member value, extending our reach, and establishing sustainable partnerships.

Furthermore, in my capacity as a board member of an educational trust in Hyderabad, India, I chaired the strategic planning committee dedicated to technology education. Our efforts were centered on ensuring quality access to underserved communities and fostering organizational health.

What experience do you have in developing policies?

I possess considerable experience in both assessing and formulating policies. In my professional capacity, I've assessed and formulated a wide array of software policies. Moreover, during my tenure as President and in other board roles at the PMI Chicagoland Chapter, I've taken the lead in crafting policies related to finance, sponsorship, member data confidentiality, and partnerships.

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

I offer a global perspective and a practical grasp of outreach and strategic partnerships. My extensive expertise in technology equips me to play a pivotal role in transforming our vision into tangible results. My capacity for strategic thinking and collaborative problem-solving, particularly in intricate scenarios, will be a valuable asset to the Board of Directors in turning our vision into a reality that truly benefits our members.

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

Serving as a board member is a privilege I hold in high regard, especially as we embark on the organization's second century. I am deeply committed to challenging the conventional, tackling tough questions head-on, and offering innovative solutions that will fully realize our organization's potential. I carry an inspiring vision of the substantial collective impact we can achieve as we unite and collaborate.

NOTES:



REGION 6 INTERNATIONAL DIRECTOR **JENILEE TAYLOR, DTM**

Education: M.S., Management and Leadership / B.S., Communications

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

With 20+ years in business development and hospitality management, I have gained skills in data analysis, forecasting, negotiation, and policy creation. My global experience enables me to integrate diverse perspectives for better outcomes. In my current role, I focus on organizational development, training, and fostering growth and engagement. I aim to leverage my expertise to support the board in fulfilling our mission to enhance the member experience.

What experience do you have in strategic planning?

My success in hospitality was measured by effective analysis, planning, strategic development, optimizing employee performance, and financial acumen. Now, working for a global not-for-profit, I navigate international markets, restructuring initiatives to align with our vision. For instance, I am implementing an international leadership training program, fostering employee engagement and empowerment.

What experience do you have in developing policies?

With expertise in fostering positive cultures, policy review, and procedural reorganization, I integrate strategic planning with daily operations to achieve organizational goals, boost morale, and elevate end user satisfaction.

As a hospitality General Manager, I cultivated an efficient hotel while prioritizing staff performance through clear policies and supportive culture. Additionally, I collaborated with Broadview Heights Spotlights Theater to enhance operational effectiveness. Currently, I train individuals in property restructuring for improved HR policies, workplace engagement, and retention.

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

I will bring strengths in developing and implementing policies and procedures, data analysis, and negotiation skills. I have the ability to consider the needs of multiple stakeholders while building and maintaining strong relationships, while fully processing new information to evaluate potential opportunities and threats. I have also gained a global perspective about Toastmasters International's operations while serving as a two-term Region Advisor.

Given my blend of skills and experiences, I am well-suited to make valuable contributions to the Board of Directors. I am confident that I can assist in shaping the strategic framework necessary for our organization's continued success.

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

Toastmasters has transformed both my professional and personal life, boosting my confidence and sharpening my critical thinking skills. I believe in our organization's power to effect global change, offering tailored skill development and self-improvement opportunities. I am eager to contribute to shaping Toastmasters' strategic direction, ensuring our mission reaches individuals worldwide. With my background, experience, and passion, I am ready to collaborate with fellow board members to enhance our members' experiences and success.

NOTES:



REGION 6 INTERNATIONAL DIRECTOR CYNDI WILSON, DTM

Education: MBA - Technology Management, MS Management, BS Chemical Engineering - all from New Jersey Institute of Technology (Newark NJ); Master's Certificate in Commercial Project Management, George Washington University (Washington DC), Certificate in Diversity, Equity and Inclusion, Cornell University, Ithaca, NY

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

I have worked in the chemical process industries, telecommunications and education (middle school and college-level). Therefore, I have learned, employed and taught methods for data gathering and analysis; information presentation; development of methods, procedures and implementation plans and state and federal compliance requirements. I am also a certified Project Management Professional (PMP) with the ability to provide implementation support through traditional waterfall or agile methods.

What experience do you have in strategic planning?

In telecommunications, I was responsible for a product line (with various central office-based features) for small, middle and large businesses for 11 years. A 5-year strategic plan for these functions and services was developed and reviewed on a yearly basis. I then used it as the source for our one year implementation plan. A monthly review of the implementation plan showed if our tactical plans were still on point and if the individual product/service was still supporting our overall strategy.

I was also a member of the NJIT Alumni Board of Trustees when we decided to change the direction of the Board. We wanted to be known as more than just a social club for our Alumni, so we re-wrote our charter and produced our first strategic plan. It was difficult and somewhat painful, because we had Board members who really enjoyed just being social and didn't want to change. It was a long process, but we were able to develop a plan that changed the direction of the organization.

What experience do you have in developing policies?

I worked in regulatory filings and compliance which required development and production of policies, methods and procedures and implementation on both federal and state levels. I provided research/interpretation of the policy, method and/or procedure for staff and field personnel.

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

My experience and strengths include project management, strategic thinking, negotiation, consensus building, data analysis and interpretation, development and implementation of methods and procedures and policy development. As a college lecturer, I have taught and recognize the importance of diversity, equity and inclusion in the workplace and beyond, including breaking the bonds of the impostor phenomenon and stereotype threat. I also bring a sense of wonder and discovery because nothing should be set in concrete!

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

Toastmasters changed me dramatically. Toastmasters moved me from the wallpaper to the middle of the room and gave me back the voice I used to have when someone else told me what to say, what to do, where to stand, etc. Toastmasters allowed me to become my authentic self and find my path; I want to help others to do the same, one person at a time.

NOTES:



REGION 6 INTERNATIONAL DIRECTOR **DWIGHT YAMADA, DTM**

Education: BS Electrical Engineering and Computer Science, Executive MBA

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

I worked 35 years at a multinational company, the last 15 years in Executive Leadership (reporting to the Sector President). As a leader, I was appointed to the Diversity, Equity, and Inclusion committee. I gained experience in strategic planning, financial oversight, social responsibility, and organizational governance which relates directly to the role of a Board Member of Toastmasters International.

What experience do you have in strategic planning?

Member of the corporate strategic planning team defining growth and market strategies for the success of my company. I also worked on the strategic plan for the Foundation for Fairfax County Public Schools with emphasis on the corporate sponsorship and fund-raising strategy.

What experience do you have in developing policies?

Worked on the governing documents committee to establish the initial bylaws and policies as a founding member of the board for the Foundation for Fairfax County Public Schools.

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

My corporate experience enhanced by my Toastmasters journey has underscored my commitment to work effectively in teams by embracing collaboration, being flexible, being open to others' work styles, practicing active listening, and encouraging feedback. I am retired and can devote my time to the duties of a Board Member to effectively serve our organization.

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

I love Toastmasters. I want to help our organization grow and increase value to our members.

NOTES:



REGION 8 INTERNATIONAL DIRECTOR KHALID ABDULLA, DTM

Education: MBA, IT, Marketing, Change Management

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

With an experience of 22 years in Oil and Gas sector delivering complex IT solutions, Business Process Re-engineering, Customers Portfolio Management, Project Management, Change Management, and Transformation Management. Finding creative solutions and working with cross-functional teams to complete challenging projects with an emphasis on client and customer care falls under my core responsibilities. My above experience should be leveraged to make me the perfect fit for our board.

What experience do you have in strategic planning?

As a senior business professional and as part of several steering committees, my experience includes development and execution of several strategic plans to deliver on the business opportunity to be pursued. As part of the company's rebranding committee, alongside other team members, we worked to create a new vision, mission, and company goals best suited for the company's directives. Additionally, I proactively participate as my company committee's chairman of the Junior Achievement (JA), a renowned nonprofit organization here in the Kingdom of Bahrain. As a company representative on the board, I actively participate in the organization's strategic planning and way forward, ideating innovative approaches and consistent continual growth for the youth of today.

What experience do you have in developing policies?

My professional experience includes developing policies to deliver optimal services to internal and external customers. Policies include IT governance, cybersecurity, disaster recovery, data retention etc. As a "certified Lean practitioner", my projects included leading the business process re-engineering project with change management and procedural updates, process re-designing and revisions to company customer policies and product delivery policies.

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

- ▶ My global perspective and understanding of cross-cultural dynamics will be valuable in our increasingly interconnected world.
- ▶ I bring financial expertise in budgeting and responsible management, safeguarding the organization's financial health.
- ▶ My experience with nonprofit organizations, such as JA Worldwide, provides insights into volunteer-driven structures.
- ▶ I possess strong strategic thinking skills to aid in developing and executing the board's long-term vision.
- ▶ Ethical integrity is paramount to me, and I will always prioritize the organization's best interests.

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

Passion for the Mission: I am drawn to leadership positions in organizations like Toastmasters International because they are passionate about the organization's mission.

Giving Back: I have benefited from Toastmasters programs and want to contribute to the organization's continued success by volunteering their time and expertise.

Impact and Influence: As an International Director, I will have the ability to make a meaningful impact on the organization and its members. I can influence strategic decisions, shape the direction of the organization, and contribute to its growth and sustainability.

NOTES:



REGION 8 INTERNATIONAL DIRECTOR BRILLIAN S. K., DTM

Education: Doctorate in Management Studies, Masters in Human Resources Management, Post Graduate Diploma in Computers, Bachelors in Engineering.

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

Helped define core purpose, vision, mission, and values for my company, contributing to our journey towards becoming a world-class organization. Background in overseeing global, multi-generational teams with proficiencies in policymaking, financial risk mitigation, budget management, and people management. My role involves working closely with the CEO, strategic planning, leadership development, and brand alignment with the company's purpose. These experiences, skills, and competencies would complement and enhance the capabilities of the Board.

What experience do you have in strategic planning?

Responsible for defining the organizational structure and ensuring the strategic alignment of policies and practices with the long-term vision. Spearheaded initiatives to promote diversity in our hiring practices, fostering an inclusive work environment. Managed country specific contracts and ensured compliance, contributing to streamlined operations.

What experience do you have in developing policies?

Proven background in globally monitoring, reviewing, and implementing policies, government directives, local regulations, global mandates, and competitive pressures, driven by the need for agility and responsiveness. Collaborated with finance, legal, and compliance teams to establish globally applicable, financially risk-free, gender-neutral, inclusive policies aligned with the company's strategic objectives.

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

Global strategic partnering and policymaking across various domains. Research, critical thinking, and creative problem-solving equips me to identify and assess innovative solutions, always with the best interests of our members in mind. Deep understanding of organizational dynamics, diversity and effective leadership enabling to contribute innovative solutions, prioritizing the interests of our members.

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

Together, we can build an inclusive organization keeping member needs at the core of all decisions. I aim to offer innovative solutions to rebuild member confidence amid changing needs. My diverse experience as a teacher, technologist, and people strategist brings complementary skills to the Board.

NOTES:



REGION 8 INTERNATIONAL DIRECTOR SUJIT SUKUMARAN, DTM

Education: MSc HRM, PhD in Strategic Management
(Pursuing)

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

I have worked with several organizations in the domains of policy development, strategy, marketing, product and content development, and training. During these years, I worked extensively, in drafting policy, laws, and regulations, driving performance, and achieving all deliverable goals. The industries I have served include insurance, telecom, and education. For the past 8 years, I have been an entrepreneur and CEO of my management consulting firm in the UAE specializing in HR Consulting. I was instrumental in balancing the budget leading to no losses within the first three months from incorporation.

What experience do you have in strategic planning?

As a management consultant, I am actively involved in charting strategies for clients to achieve breakthroughs, taking their business/purpose mandate to the next level. As a university professor I set policy at the university level for student performance, curriculum design, and best practices. This has ensured that our university has become a Top 5 University in the UAE in just over 4 years. I was instrumental in pioneering the "COVED" - Covid Education Strategy, which enabled seamless online learning for 400+ students without affecting their student experience or engagement.

I am currently a Ph.D. Scholar in the domain of Strategic Management and am focusing on Entrepreneurship and Organizational Sustainability as my topic.

What experience do you have in developing policies?

I consult regularly for over 20+ clients in the telecom, insurance, and education domains and draft policies for them on finance, operations, HR, and service excellence. Some of these assignments have been related to national and state policy development as well.

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

Extensive policymaking, legal expertise, strategic planning, and deep digital marketing and content development experience. As a disability rights advocate for 18+ years, I am also committed to making Toastmasters an accessible organization for all people irrespective of their disability, orientation, race, or gender. I am strong in finance, investments, and identifying areas for pivoting into growth in our centennial year and beyond.

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

As a Toastmaster for 18 years, I have seen firsthand the transformative effects that Toastmasters has had on my life as a communicator and leader, and now as an entrepreneur and teacher. I firmly believe that the message our organization espouses, and the benefits of its program, need to reach further. I am also cognizant that what got us here may not carry us for the next 100 years. To that extent, I wish to serve on the Board with the intent of fostering policy and strategy to take us forward for the next 100 years.

NOTES:



REGION 10 INTERNATIONAL DIRECTOR FRANCESCO FEDELE, DTM

Education: ISCED 5A / Subject group 52, Faculty of Engineering, the University of Rome

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

Over the years I have managed three IT startups, a research association, and supported the management of universities and both big and small companies, heading their Research & Innovation Divisions.

I have over 30 years of experience in managing EU funded innovation and research projects involving multiple universities and companies in Europe, Latin America, Asia, and Africa.

What experience do you have in strategic planning?

In Toastmasters, when Italy was still undistricted, I developed a plan for growth and incorporation, achieved in two years.

As the first District Director of District 109 with my team I made a multi-year plan to grow and develop the District, which brought us to Smedley Distinguished.

In 2020 I headed a strategic initiative called Moonlit to develop a marketing approach, marketing plans and marketing materials that clubs and districts across the world could use in developing online activities.

In my business activities, I have been involved in the last 30 years in supporting companies and universities in aligning their research and development activities with the current European Strategies and Priorities.

What experience do you have in developing policies?

I worked in the European standardization body for the Information Society in defining the European policies for message exchanges in Electronic Commerce, resulting in eBXML.

I participated in think tanks tasked with evolving European Research policies and strategies. In TM I developed the District Procedures for a brand-new district.

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

My work in designing and managing EU funded research has given me a lot of experience on how technological development can be incorporated into existing operations by enhancing, speeding and optimizing them. It has also taught me the difficulties that incorporating such developments can bring. I have learnt how to influence the design of new policies and strategies for the development of the European economy and learned to design projects and activities that support existing policies and foster the adoption of new ones. Finally I have learned a lot in managing research projects implemented by a group of people over which I had no hierarchical power, who often came from very different background and cultures.

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

I wish to use my visionary skills and my experience in managing innovation in R&D to bring that approach to Toastmasters helping our organization evolve, modernize, and offer the best service to our members in their quest for personal development. I want to Fuel the Future of our next century!

NOTES:



REGION 10 INTERNATIONAL DIRECTOR PATRICIA O'REILLY, DTM

Education: BA (Hons) in Theology (completed), Diplomas in the fields of accounting technician and legal executive, certification in computer programming and as a trainer in computer systems

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

I have accumulated 25 years of experience in the legal profession, serving as an Accounts Executive and a Legal Executive with a specialization in conveyancing and probate. Throughout my career, I have refined my skills in assessing a firm's financial health, and devising budgets that sustain a firm's profitability. I have also ensured strict compliance with financial and regulatory mandates set forth by the Law Society. My proficiency in dissecting complex data and effectively conveying insights to the firm's partners has been instrumental in achieving financial stability, bolstering profitability, and fostering robust client satisfaction. These competencies align seamlessly with the role and responsibilities associated with a board member.

What experience do you have in strategic planning?

The impact of the 2008 recession on Irish law firms was substantial. Strategic planning became imperative for the survival of small to medium-sized legal practices. During this period, I collaborated closely with the managing partner at my workplace to develop and execute a strategic plan aimed at securing the firm's resilience throughout the recession. This strategic blueprint remained flexible, allowing for necessary adjustments to align with the shifting economic landscape.

What experience do you have in developing policies?

My responsibilities include the management of revenue collection under the Free Legal Aid scheme, encompassing the tasks of claiming, collating, and validating payments. Achieving optimal revenue requires a deep understanding of criminal justice policies. To streamline the role, I conducted a thorough examination of how other firms managed this aspect of their operations. Subsequently, I developed and implemented a set of policies and procedures around ethics and office practice aimed at enhancing the accuracy and efficiency of revenue claiming and verification resulting in a substantial improvement.

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

My legal executive background has enhanced my already strong active listening skills. Actively listening to clients and asking relevant questions is critical in the legal profession. Working in a legal environment requires meticulous attention to detail and strong analytical and research competencies. Two years as a Region Advisor further honed my communication and facilitation skills. My studies in theology have strengthened my critical thinking, writing, problem-solving, and text interpretation abilities.

These collective experiences and strengths will be invaluable as a board member in an organization striving to rebuild post-pandemic.

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

As a Region Advisor, I had the privilege of collaborating with District Leaders who inspired me. Their warm welcome allowed me to delve into the successes and challenges within their respective Districts. My journey through Toastmasters has not only fostered my self-assuredness but has also strengthened my effectiveness as a communicator. As a District Leader and as a Region Advisor, I cultivated invaluable leadership skills that have significantly contributed to my professional success.

I've witnessed the transformative effect of Toastmasters International on numerous members, many of whom have assumed leadership roles within their Districts. It would be an honor to take on the role of International Director, enabling me to continue my personal growth while using my skills and knowledge to actively collaborate with other Board members to serve our current and future members.

NOTES:



REGION 12 INTERNATIONAL DIRECTOR CHRISTINE LENNON, DTM

Education: Diploma of Vocational Education and Training, Certificate four in Languages, Literacy Diploma, Diploma of Training design and Development.

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

State Manager of a Large National Corporation where I had 33 direct reports and 150 indirect reports. Collaborated with several management teams across the organization working alongside a diverse range of colleagues which required excellent communication and leadership skills. In my role I analyzed information and made informed decisions to benefit the business and my staff. In this role I created an environment where my staff's achievements were recognized and encouraged them to leverage their strengths. This resulted in greater staff retention and opportunity for staff promotions in the organization.

While employed by a Registered Training Organization I became aware of the need to be inclusive and to be mindful to meet the needs of the diverse group of students that I trained. Being aware of diversity and embracing inclusivity I am confident that I will add value to the International Director role to the benefit of the collective strength of the Board of Directors.

What experience do you have in strategic planning?

At the present time I serve on a Board that is developing a five-year Strategic Plan. Our vision is to move the business forward to the next stages of its life and to make it a viable business into the future. By understanding the big picture we can identify the organization's strengths, weaknesses, opportunities, and threats involved with making decisions.

In the corporate environment I worked with a team of leaders who developed a strategic plan to drive a change of direction for the business to build and grow into the years to come.

As part of the District Team and as the District Director I led the development of the District Strategic Plan and empowered district leaders to develop tactics to successfully execute and achieve goals.

What experience do you have in developing policies?

When employed by a Registered Training Organization I worked in the compliance area. The national training and standards are strict. I participated in the development of policy and procedures that adhered to the standards. We evaluated the policy and procedures before they were released for use to ensure compliance to the national standards.

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

As a member of Toastmasters for 29+ years, I bring knowledge and experience of protocols and procedures. Through my experiences I recognize and respect geographical and cultural differences and their impact on the organization. I have a history of acting with integrity and am dedicated to excellence in all situations. My business acumen and grasp of program management will be of benefit to the Board of Directors and any committee on which I might serve. I will leverage technology to conduct business in the best manner.

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

I feel that by using the skills and experiences I have gained within the Toastmasters International organization and outside of it enables me to add value to the Board of Directors. I have personally experienced the value that Toastmasters has added to my life and would like to pay it forward to bring transformation to others. Now is a crucial and exciting time for Toastmasters International. I would like to serve to grow the organization, bringing us into the future, and serve the needs of our diverse global community by delivering value, providing the best-in-class education programming, and technology.

NOTES:



REGION 12 INTERNATIONAL DIRECTOR MONIQUE TONNA, DTM

Education: Bachelor of Commerce (Accounting & Marketing), CPA (Certified Practicing Accountant), MBA (Masters of Business Administration)

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

My 15+ years in Corporate Finance means I have a thorough working knowledge of how to put together and understand a budget as well as be able to read and interpret financial laws and regulations which may be required as part of any review of the governing documents and by-laws.

I am now a small business owner of a Pilates business in which I have hands on experience of working and making decisions in relation to a service and member based business, which is line with what Toastmasters is. I see serving on the board as truly amalgamating my work experience so far, and particularly with knowing how to keep the member experience at the forefront of any decision needing to be made.

What experience do you have in strategic planning?

Being a small business owner of a Pilates business for the last 4 years through the COVID-19 Pandemic means I have needed to review and update my Business Strategic Plan regularly. Learning to pivot a face to face member experience based business to an online format is not dissimilar to what Toastmasters International also had to do in 2020 whilst keeping membership experience at the forefront. Conversely, from a business perspective I have also had to look at what my businesses strategic priorities will be as well as the goals and key initiatives over the coming few years keeping in mind the current global economic crisis and industry trends.

What experience do you have in developing policies?

In 2016 I was Finance lead put on a project where we were changing payroll systems for a staff of 35,000+ employees. This project involved multiple reviews of award contracts, processes used by different teams and financial policies. During this 3 year project, policies and processes needed to be updated, changed or re-written in their entirety to take into account the new system being rolled out, as well as needing to work within the Risk Management framework to ensure compliance with laws and regulations.

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

I am a collaborative thinker who loves working in an environment where “group think” allows all members to have their say and gives the ability for ideas to be developed and changed to give the best outcome. I’m aware that as leaders we sometimes have to make a decision that may not be popular or may not be in our best interests but may be required for the betterment of the organisation, and am able to look at facts and scenarios and remove emotions when making decisions.

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

The last hundred years of Toastmasters has seen a lot of significant change in the way the world operates as well as the shifts in technology and Artificial Intelligence (AI). Today, communication and the technique of giving effective feedback is the most important soft skill an individual can have. I truly believe everyone in the world, regardless of country, background or current circumstances, deserves the opportunity to learn and develop the skills of communication and leadership that Toastmasters provides. I’m passionate about what Toastmasters offers as our core products, and have seen the change in myself over the last 12 years of membership in being able to confidently articulate a message and provide feedback to someone. It would be a huge privilege to serve all members of this amazing organization, and be given the opportunity to contribute the work and life skills I have learnt with the Toastmasters International Board of Directors.

NOTES:



REGION 14 INTERNATIONAL DIRECTOR VIOLA LEE, DTM

Education: Bachelor of Management, Hebei University of Economics and Business. Major of Marketing Management

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

As an investor and partner of a management consulting company in Shenzhen China started from 2018, I attend management conference regularly to evaluate company's development strategy and vital decisions. On the other hand, my family used to live and worked in different cities across continents more than 9 years, like Moscow of Russia, Harare of Zimbabwe, Cairo of Egypt and Islamabad of Pakistan etc. It makes me manage multicultural identities well and feel more comfortable to collaborate with people from various countries and cultures, which is an essential factor of being board members.

201802-Now Supervisor & co-Founder of Promes Management Consulting Co LTD, Shenzhen,China.

2016.11-2018.03 Business Director, China Theatrics Culture& Media Co.ltd

2014-2016 Member of International Woman's Club of MOSCOW, Volunteer. (<https://iwcmoscow.ru/>)

200906-2010.01 HSBC Middle-East Region, Assistant to Account Manager.

200607-2007.12 Lenovo China (Shenzhen) Co.LTD; Regional Sales Specialist

What experience do you have in strategic planning?

Outside Toastmasters, in the company I often research on the national macroeconomy policy impact industrial developments which helps company to identify opportunities and risks.

Within Toastmasters, when I served as CGD, my strategy was engaged all the DVDs more focused on corporate clubs, which is a more efficient way to show Toastmasters values. On the other hand, I creatively encouraged members charter community clubs in various vertical fields, such as purchasing alliance, HR, free lancers, trainers and so on.

When I lead 82 members conference team as Chair, I set a higher goal on 800 attendees as well as required 75% clubs of district had at least one member to attend 2020 conference. All this based on district mission and conference impact, we serve all district members and extend the Toastmaster influence to wider boarder. Whole team got motivated and work together determinedly, and our registration reached 800 only by the end of December which was 2 and half months ahead the plan.

What experience do you have in developing policies?

In our consulting company, I participated to draw up and voted through the financial management system and articles of association. The process also include revising and evaluating for several times which was a valuable experience to learn.

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

As a caring leader and risk taker, I am passionate to be a board member who helps to shape this centennial worldwide educational organization. Through membership demographics of 2022 and 2021 on our website, I am as age 40 some female who has management bachelor degree employed alumni who is the most representative user. So I can understand the most of our precious members of worldwide. Secondly, with successful experience of my district 118 as keeping 5 years rapid growth, I can share more extensive and help more district to achieve bigger goal. Last not the least, travel to over 25 countries and lived and worked aboard for 8 years make me can easily emerge more with multiple cultures and more interpersonal with people, which is helpful to be a board member.

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

Every one of us has leadership within. As a lifelong learner, I would like to expand self-frontier in different ways. Serve as an International Director is one of best moves.

At the same time what I can bring to Toastmasters is diversity. As an well-educated 40 Asian female member, I am most representative member and I can have an insight into new market and new opportunities.

NOTES:

