

KEYNOTE



Victoria M. Grady, PhD
President & Principal Consultant
Pivot Point Business Solutions
Assistant Professorial Lecturer
George Washington University
Washington, DC, USA.

Victoria Grady completed her Doctoral Studies at the George Washington University in May 2005.

Her dissertation focused on the inherent loss of stability suffered by organizations introducing and implementing organizational change initiatives. The research resulted in a validated model explaining the tendency of individuals, often subconsciously, to struggle, resist, and potentially disrupt the organizational change initiative.

Dr. Grady continues to build upon her research in the field of change management and extended her original model to include a validated index (Change Diagnostic Index©) that quantitatively measures the tendency of individuals within the organization to embrace (or not) organizational change initiatives. The Change Diagnostic Index© focuses on the employee, and how factors inherent in change affect their performance. Through her consulting practice, the applied nature of the research continues to evolve.

Dr. Grady's consulting practice includes federal government institutions, non-profit organizations, and private sector companies.

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GUEST SPEAKERS



Ravi Chinta, PhD
University Research Chair
University of Phoenix
Cincinnati, OH, USA.

Ravi Chinta as 35 years of experience with 13 in academia and 22 in industry. Ravi brings a unique blend of skills that span across academia and industry; across 14 diverse nations; across private start-ups and global firms; and across strategic planning & business development and operations management.

Ravi has over 40 publications in journals such as *Academy of Management Executive*, *Journal of Small Business Management*, *Long Range Planning*, *Management Research News*, *Journal of Technology Management in China*, *International Journal of Strategic Business Alliances*, and *International Journal of Business and Globalization*, etc.



Maja Darabos, PhD,
Senior Researcher and Teaching Assistant
Department of Organization and
Management
Faculty of Economics and Business
Zagreb, Croatia.

Maja holds a MBA degree from the Faculty of Economics and Business, Zagreb. Her doctorate thesis is entitled "Strategy Patterns and Corporate Competitive Advantage in Hypercompetition."



Glenn Freezman
Public Speaker
Philadelphia, PA, USA.

Glenn Freezman began his career in sales at the ripe old age of 12, selling pretzels at Philly sporting events and parade routes from New York to Maryland, netting enough money to buy an Oldsmobile Firenza, right off the showroom floor for cash. He accomplished that after paying to get the family home out of foreclosure and the family cars off the repossession lot.

After 28 years in business, sales and entrepreneurship are in Glenn's blood. Today Glenn shares his wit, wisdom, and Street Smart lessons about success in business and life so that his clients and audiences can avoid earning a PhD in the school of hard knocks, blow through the seemingly impossible, and lead richer and fuller lives.

PRESENTERS

Akhiwu S Ehimare, Coventry University, Coventry, United Kingdom. *The Effects of Strategic Planning on Organizational Performance in Nigeria's Hospitality Sector*
FerdinandC. Nwafor, Baze University, Nigeria. *On Financial Inclusion, Investment Demand, and Inclusive Growth in Nigeria.*

Dr. Palmarudi Mappigau, Profesional Lecturer, Hasanuddin University, Indonesia. *MallScale Industries (SSIS): Case of Makassar City, Indonesia.*

GUEST SPEAKERS



Dr. Mansur Hasib
Global Public Speaker
Cybersecurity Faculty
UMBC, Baltimore, MD, and
Carnegie Mellon
University, Pittsburgh, PA, USA.

Dr. Mansur Hasib, is the only cybersecurity professional in the world with 12 years experience as Chief Information Officer (CIO), a Doctor of Science (DSc) in Cybersecurity (Information Assurance), and the internationally recognized CISSP (cybersecurity), PMP (project management), and CPHIMS (healthcare) certifications.

Dr. Hasib has authored two books and is a Contributing Writer for *Information Week*. He currently teaches cybersecurity leadership to graduate students and practicing executives at several US National Centers of Excellence in Cybersecurity Education. He is also a Stars Mentor for executives of startup cybersecurity companies at Mach37 a cybersecurity accelerator.



Soumya Sivakumar, PhD
Assistant Professor of Marketing and
Director
Bachelor of Business Administration
program
Marymount University
Arlington, Virginia, USA.

Dr. Sivakumar's research interests include consumer post-purchase responses to satisfaction and dissatisfaction, service recovery, green marketing, customer relationship management, and services marketing.