

15 New Members

Please reach out and welcome them!

Date	Name/Email-Link	Chapter	Phone	Sponsor
9/5/19	JEFFREY WATERS	Florida	305-988-7131	Fred Suarez
9/6/19	Jim Hartenstein	Florida	305-206-8181	Fred Suarez
9/9/19	Barry Rosenfeld	New York	908-247-2692	Serge Scotto
9/11/19	Sumayya Atiya	Virtual	+965 90060685	James Means
9/15/19	Keith Winovich	Virtual	412-694-4665	
9/19/19	Alberto T. Brovelli	Florida	954-801-2609	Ximena Baos
9/19/19	Ciro Andres Leal Barrera	Florida	305-632-8093	Albin Trein
10/1/19	Lizbeth Flores	Florida	786-292-1599	Shay Coker

Date	Name/Email-Link	Chapter	Phone	Sponsor
10/1/19	Alfredo Fuchs	Florida	786-294-1029	Fred Suarez
10/2/19	Gabriela Miles	Florida	954-830-7818	Ximena Banos
10/2/19	Roberto Teofilo	Florida	305-450-9335	Shay Coker
10/14/19	Benito Hernandez	Florida	954-529-3595	Javier Romeo
10/30/19	Guillaume Corpart	Florida	305-938-0234	Ximena Baos
11/13/19	Juergen Thurner	Virtual	+49 172 7830512	Hedley Lawson
11/19/19	Hadley Williams	Florida	305-588-7121	Fred Suarez

Nominations for Board of Directors

In this season of Thanksgiving, we thank you for your continued membership and active support of IERG. We are grateful for our members who are the pillars of the organization.

This is also the time of year for IERG Board elections, which is your opportunity to determine the future leadership of our member organization.

*The Nominating Committee has extended the date for you to nominate yourself or a current member. Please submit your nomination together with a paragraph or two detailing how you or your nominee is qualified for a board position by **Friday, November 29th** to rbardos@iergonline.org.*

The IERG Nomination Committee: Debbie Cates, Betty Flasch, Waseem Naqvi, Simon Turner

Join Our IERG Group on LinkedIn

Have you joined our IERG group on LinkedIn? If you have not joined please send an email to rbardos@iergonline.org and Ruth will send you your personal invitation. **Additionally - we would like all IERG members to follow our company page, simply click [here](#) and select to follow.**

Reminder

!! Member Recruit Members !!

When have you last referred friends and colleagues to join IERG? Need a link to the application? <http://bit.ly/2GQlOtI>

Virtual Chapter

John Hamerlinck

All IERG Members are entitled and encouraged to attend the monthly VIRTUAL CHAPTER MEETINGS that are held on the 3rd Thursday of each month at NOON ET. We have speakers and conversations using the ZOOM platform which helps to create an easier networking atmosphere and experience.

NOTE: Due to the holiday the December Virtual meeting is scheduled for December 12th - click [here](#) to register.

Meet our Newest Board Member

Thomas Dale

Previously, Tom was Chief Human Resources Officer with two United Nations Peacekeeping Missions in Africa, senior human resources executive with Pulse Engineering, Inc., EMC, Gillette, and Denso International America, and General Manager of Gillette in Singapore and the Republic of Korea.

He has Founded an executive search consultancy in Singapore. He has a B.A., International Relations, Pomona College, and a MBA, Pepperdine University. Member, USA Board of Directors, Operation Eyesight Universal

Managing Partner – Americas
Aligned Growth Partners, LLC

www.linkedin.com/in/thomasdale

New Member – Self Intro

Sumayya Atiya

Dear IERG Colleagues,

It is an honor to be part of IERG Virtual Group; I would like to thank every member who was part of my membership process.

During the last month of my joining, I participated in activities done by the Virtual Chapter (John Hamerlinck & John Lowe), the Career Development Group (John Crystal), and the Future Member / Next Generation (Betty Flasch), it's worth to mention that such activities were so valuable with rich information, thanks to the hard work done by the Chairs; also I would like to thank all active members and administrators in this wonderful group, without their tremendous and continuous efforts, this group won't exist.

I am a HR specialist, currently located in Kuwait (Middle East), so if anyone requires any guidance or help either in general or particularly in HR, it's my pleasure to be there for you.

I am looking forward to have a chance to meet you.

Sincerely,
Sumayya

Thought Leadership

Debbie Cates

"If you don't know where you are going, any road will take you there" but ever wonder **Why strategy is important?** Get the answer [here](#).

Per Ohstrom

In my 20+ years in the US, I have observed some systemic, business culture traps that European exporters have a hard time navigating. [Here is a link](#) to my short list, and some thoughts on how to navigate them!

Member News

Marie Meliksetian

In September, Marie was elected as a member of the board of "The Business Council for Fairfield Council".

In October, Marie was elected on the Advisory Board of the Cannibas Company "WeCann

Marie was featured in the [2019 Harvey Nash Women in Technology Report](#) along with couple of her mentees.

Waseem Naqvi

Waseem hosted the [AUVSI New England's UAS Summit](#) on November 20th in Burlington, MA

"The AUVSI New England chapter held their annual UAS Summit to address how we move from vision and planning, to execution and operations. This year's UAS Summit had major industry leaders providing their vision is compelling keynote presentations, and four engaging sessions. The sessions were organized as Public Operations; Enablers; Counter-UAS; and Urban Air Mobility. The UAS Summit has been organized to provide adequate networking breaks, networking

facilitation such as our Pitch Fest, and thank you reception adjacent to a very, very large drone net."

Another [quick link](#) for your amusement.

Simon Turner

Simon has a new role as CFO/COO of [Savran Technologies](#), a new venture spun out from research at Purdue University with a platform technology for the capture and separation of ultra rare cells in either blood or non-blood samples that will enable the next generation of non-invasive diagnostic tests.

Janet Walsh

Janet authored the chapter on Cuba market entry and is a contributing author to the text of "***The Cuba-US Bilateral Relationship: New pathways and policy choices***" by Kelly, M., Moreno, E., & Witmer, R. (2019) (Oxford University Press)

Janet is also pleased to announce their multiple award-winning publication on **Managing High Performance Bullies, is now available as a custom training program**. This program teaches executives what to do to protect the organization from individuals who are high performers but leave a trail of tears and fears behind. For more information on this program see:

<https://www.birchtreeglobal.com/managing-high-performance-bullies/>