

## Message from the President and Chairman

**Waseem Naqvi**

It's been a few months since we instantiated new IERG leadership. What a time to test the new board, through the COVID-19 pandemic, economic shut-down, national and international response to racism and aggressive policing, and now the gradual opening up of the economy.

With this backdrop, the leadership is strategically focused on providing value and opportunity to its members. This includes provision of Leadership development, recognition through IERG Certification, and training for Board Director positions.

From a tactical perspective, in a shut-down environment, we are focused on virtual meetings to discuss and engage on important topics, and network on identification of business and transition opportunities.

We are also addressing our communication and messaging to be more current and relevant through the latest channels.

We have revised our vision statement to be more inclusive of greater diversity of talent:

*“The International Executive Resources Group (IERG) is a unique global organization of internationalists with diverse experiences that enable its membership to connect, network, collaborate to identify opportunities, and learn from each other to accelerate commerce and to make the world a better place.”*

We have many activities and initiatives in process. Please volunteer to help and drive them. They include Best Practices, IERG Leadership Certification, Communications, Members in Transition, Membership, and Chapter Leadership.

Volunteering within your Chapter or to step up as to leadership in a great opportunity to engage, motivate and demonstrate your brand.

In summary, I am very excited about the future. The IERG has an incredibly important role to play to help our members succeed and that our world is truly global.

## IERG Membership

**5 New Members**  
**May 15<sup>th</sup> to July 16<sup>th</sup>**  
**If you have not done so, please reach out and welcome them!**

Name/Email-Link	Graduate of	Company	Chapter	Phone	Sponsor
<a href="#">Dan Austin</a>	Thunderbird	Realtor @ Keyes Company	Florida	(786) 602-3102	Fred Suarez
<a href="#">Leonardo Esquea</a>	Naval Academy Dominican Republic	Royal Caribbean Ltd.	Florida	(786) 440-1642	Fred Suarez
<a href="#">Gustavo Garcia</a>	Universidad Tecnológica de Honduras	A O Smith	Dallas	(770) 361-1050	Steve Havesi
<a href="#">Kim Hartzell</a>	Purdue University	AgileT Consulting	Denver	(720) 891-0038	Betty Flasch
<a href="#">Babs Ryan</a>	Thunderbird	Publicis Groupe	Boston	(312) 505-5567	Sean Patrick

**13 Returned Members**  
**Please give them a call welcome them back!**

Name	Company	Chapter	Phone
Danny Akaoui	RFRain LLC	Florida	(757) 338-6873
Carlos Barroso	CJB and Associates	Dallas	(214) 739-4781
Leslie DaCruz	Stradeation	Florida	(305) 778-7899
Marc Depater	Arthur D. Little	Virtual	(31)(30) 636-5063
William Edwards	Edwards Global Services, Inc.	CA	(949) 224-3896
Jeff Flansbaum	J&F	Dallas	(214) 498-7923
Richard Jarrett	Evoqua	CT	(203) 952-9109
Andrea Kastner	Marketing International	Dallas	(817) 726-7512
LJ Mahon	Florida State University	Florida	(239) 241-1075
Santiago Rendon	Santiago J Rendon P.C.	Florida	(305) 525-8160
Matthew Smith	AOTCO	Boston	(617) 538-2972
Richard Sun	Rich Sun & Co.	Virtual	(202) 285-7272
Fernando Vela	PL TRADE FINANCE	Florida	(593) 292-3151

## Meet and Greet

[Andrea Kastner](#) – Chair, Dallas Chapter



Andrea is a Senior Operations Executive with strong B2B and B2C experience in a broad array of industries with such Businesses as Barclays, GEA Group, Mitsui, Thyssen, Sunnen, Krupp, Ebway, Lehig Hanson, Quaser and VDW to name a few.

She's multi-lingual (English/German, and basic French) and expert in turnaround scenarios.

Andrea has successfully helped numerous American and European companies to establish or enhance their overseas operations. Since beginning her consultancy career 20+ years ago, Andrea has served as interim CEO for various companies in Europe and the U.S.

She has also held the position of Vice President of Marketing in Europe with international business obligation. She was responsible for exporting and importing of machines, spare parts, heavy equipment in a down time environment where every minute becomes charged with high penalties. Utilizing foreign trade zones, trade shows and all kinds of unpredictable situations formed her business acumen early in her career as well as dealing with all cultural differences possible.

Andrea's hands-on strategy in startup situations and experience in marketing and sales business operations together with Fortune 1000 and Fortune 500 businesses makes her a valuable adviser to senior level executives working to grow their revenue in diverse surroundings and help them to evaluate their products' export potential. She speaks and teaches and offers workshops for businesses.

[John Hamerlinck](#), Virtual Chapter Chair



John joined IERG in February of 2017 with the expectation he would participate in the Florida Chapter of IERG. It didn't take long to realize it was impossible to drive 11 hours round trip to each meeting. He suggested to the board that we create a virtual chapter.

The original concept was simple. Any IERG member that was not close enough to a physical chapter to attend could join the virtual chapter. This provided opportunities for members to join and participate in a meeting from anywhere in the world.

John's history with international business began in 2009 when he joined the US DOD Task Force for Business Stability Operations, TFBSO, as a senior analyst supporting Investment, Industry, Mining, Oil & Gas teams on the ground in Iraq and Afghanistan. During the following six years, John led both the investment and industry teams working to stabilize the economies of each nation and reducing terrorism.

In 2015 John formed an MEA Trading LLC providing industrial equipment and materials to industries and service companies operating in the Middle East. As that environment changed dramatically with the drawdown of American forces, John transitioned his company to an International Digital Marketing Agency. Currently, John is president of Wescat, Inc., focused on providing search engine optimization services for both domestic and international firms.

John holds a BSEE & MBA from Lewis University. All his business and networking is done virtually from his home near Tampa, Florida.

## Chapter News

### **Peter Wrampe**

On June 29<sup>th</sup>, the CT Chapter held its first Zoom Evening Networking event. It was well attended by a total of 21 members and guests. We went through a learning curve and the format for the next z-meeting will be adapted to discuss specific topics in breakout rooms.

## Thought Leadership

### [Andrea Kastner](#)

#### **When Global Money Transactions Began to Become Enjoyable**

Ever since being involved in international business, I have crunched in the prices of worldwide bank transfers. The time demanded, the hassle and handling the frustration on both sides.

For a consultant, it almost feels like to upsell your services to pay for the bank fees.

Now, I'd love to chat about a service that a customer of mine thankfully discovered and introduced to me a few years back.

<https://bit.ly/3ft7kzU>

### [Hedley Lawson](#)

#### **Key Attributes of a Perfect Candidate**

Are you being considered for an interim leadership role while pursuing a permanent executive position for the long term?

The role of interim or transitional leadership is often specific and, therefore, the right parameters should be put in place. Based on my extensive of senior executive leadership experience as well as serving for decades as an advisor to boards of directors and executive teams, here are the six critical steps that I have found to assist a successful interim executive: <https://bit.ly/32r2PCj>

## Member News

[Ximena Banos](#) - an active member of IERG



Florida Chapter, has been elected President of Healthcare Businesswomen's Association of the Miami Chapter that includes Dade & Broward.

HBA is a global nonprofit organization of individuals from the healthcare industry with 9,000 members and 120 Corporate Partners worldwide. Their objective is achieving gender parity in leadership positions, stimulating business connections and support female talent to realize their full potential.

Ximena has built a successful track record as a Senior Marketing Executive in the pharmaceutical & medical device industry with management responsibilities at Cardinal Health, Frost and Sullivan Healthcare Consultants, GE Healthcare, Novartis, Pfizer and BMS. She holds a Master of International Management from Thunderbird, School of Global Management.

### [Hedley Lawson](#)



OPERATION EYESIGHT USA, SEATTLE, WASHINGTON, announces the appointment of Hedley Lawson, Global Managing Partner for Aligned Growth Partners, LLC, to its board of directors, effective, March 19, 2020.

[See press release for more details](#)

### [Per Ohstrom](#)



I had the good fortune to be interviewed in Authority Magazine about lessons learned from the military when *leading in a crisis*. Not claiming I have all the answers, I really do think effective leadership is key to moving our society forward.

[Read](#) the interview for a super-short summary, check out my [post](#) on LinkedIn.