

EPBWN TUNIS



*In Diversity We Stand Strong*

# Have a Voice

VOLUME 1, ISSUE 1

HAVE A VOICE

## MESSAGE FROM THE EDITOR

Dear Readers,  
Welcome to the first issue of our "HAVE A VOICE" Newsletter. This newsletter will disseminate information about our multifaceted activities and events, EPBWN initiatives, columns on environment, etiquette and management. Recipients of this information will be our clients, members, donors, well wishers and the community at large. Inside this issue

- **Welcome note from the founder and chairperson of the network**
- **A brief about who we are EPBWNT**
- **A word from the CEO of the network**
- **Profiles of the members and their responsibility in the network**
- **EPBWNT picture gallery**

**Ann Apio Chikono**  
Chief Editor and  
Graphic Designer

## WELCOME LETTER

### *DEAR EPBWN MEMBERS,*

It is my pleasure to welcome you on board to this fun loving professional network. I assure you there will be no regrets but advancement of personal life and professional career. I would like to share with you my vision for setting up this Network.

The purpose is to help you to rediscover yourself in ways you can never imagine. The opportunities are many and great in this country Tunisia we only need to look and define what we need to succeed here. If we all apply ourselves to hard work and diligence in all we do individually or collectively as a team the sky is our limit and we would have left a trace that a set of women came through Tunis. We all have the capacity to change lives if we give our all.

I am here to help you in any way I can to open doors of opportunities to each member of this network as long as you show yourself worthy of trust and integrity.

We must all remember that pride generates resentment and strife and we must constantly remind ourselves we are equals and no subordinates here in this network. However any organization that lacks structure cannot be functional, transparent, and accountable and result oriented. So we must all be focused as members of the network and respect the structure of the Network.

We must therefore behave towards one another with the highest professionalism, respect and love, in that way we build each other up.

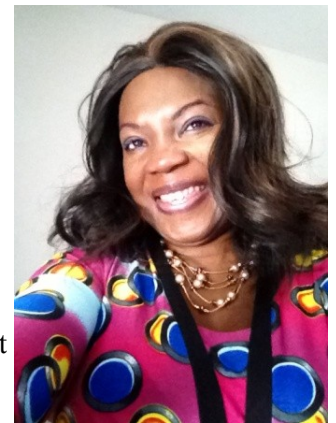
It is my utmost prayer that each and every one of you will achieve your dreams.

Good luck and God bless.

*Mrs Nwakego Ibrahim-Pam*  
*Founder and chairperson*

*Expat Professional and Business Women's Network Tunis*  
*EPBWN TUNIS*

*JUNE 2013*



**Mrs. Nkwakego Ibrahim-Pam**  
**Founder and chairperson, EPBWNT**

## Welcome Note from the CEO



**Mrs. Miriam Malinga,  
CEO, EPBWNT**

*DEAR Colleague,*

A Hearty welcome to the first edition of The Expat Professional and Business Women's Network Tunis (EPBWN) newsletter, *'Have a Voice'*!

This issue marks the beginning of our new communication channel that aims to keep our members, prospective members and well wishers well informed about the happenings at EPBWN.

The Expat Professional and Business Women's Network Tunis (EPBWN) was launched on 20<sup>th</sup> April 2013 with the purpose of bringing together expatriate professional and business women and promoting the development of their careers by sharing ideas, knowledge and experience.

It will also provide a platform for developing and promoting educational and training programs geared towards advancing the professional and personal lives of its members, providing its members with a forum for promotion of networking and collaboration with individuals and organisations that will help meet the objectives of the network and conducting programmes and activities that advance the interests and welfare of its members.

Since its launch, members have been working hard to kick start the different initiatives within the Network. A lot is going on and a lot more is planned.

This newsletter will feature updates about our initiatives and new partnerships, success stories from members, event information as well as industry related articles from our various members.

We welcome all contributions so that we can make this newsletter a place for our collective voices. If you have articles you wish to share, please let us know.

We hope that not only shall information and experience be shared, but that we shall also have fun!

So, Welcome aboard everyone, enjoy the first issue and do let us have your feedback.

A handwritten signature in black ink, appearing to read 'M Malinga'.

**Miriam Malinga**  
**Chief Executive Officer**  
*Expat Professional and Business Women's Network Tunis (EPBWN)*  
**JUNE 2013**

## About EPBWN

The Expat Professional and Business Women's Network Tunis (EPBWN) was launched on 20<sup>th</sup> April 2013 with the purpose of:

- Bringing together expatriate professional and business women and promoting the development of their careers by sharing ideas, knowledge and experiences.
- Providing a platform for developing and promoting educational and training programs geared towards advancing the professional and personal lives of its members.
- Providing its members with a forum for promotion of networking and collaboration with individuals and organisations that will help meet the objectives of the network.
- Conducting programmes and activities that advance the interests and welfare of its members.

### Vision

To empower women achieve success, build confidence, enhance effectiveness by providing a supportive and nurturing environment, leadership opportunities and mentoring them in their professional development.

### Mission

Expat Professional and Business Women's Network, Tunis (EPBWNT) is a diverse group of professional and business women. We enhance the advancement of women through mentoring, training, networking and job placement. Our networking activities provide opportunities for women to share strengths, talents, and experiences

### Initiatives in the Network

- *The Networking Events Initiative* will be responsible for connecting the EPBWN with organisations locally, regionally and internationally which are relevant to the aims and purposes of EPBWN
- *Small and Medium Enterprise Initiative* will be responsible for assisting all network members with business aspirations
- *The EPBWN Think tank initiative* will work at the network becoming a recognised leader and expert on gender diversity and the expat women talent pool.
- *Global Affairs and Sustainable Developments Agenda* aims to ensure that network members are kept abreast of the latest topical issues in all relevant areas for example politics, economics, business, medicine, technology etc
- *Information and Publishing initiative* will be responsible for creating and developing the Publishing arm of EPBWN.

**Training initiative** will coordinate the development, implementation and delivery of in-house training programs by the different initiatives for members of the Network. It will also assess training needs and help Initiatives develop programs to match these needs.

It will also be responsible for setting standards for the development and maintenance of training materials and presentation skills of presenters and developing and evaluating procedures to monitor and analyze course effectiveness and update training

### In House Circuit

EPBWN has an in house circuit that is done by everyone on becoming a member. This includes:

#### Hearing Therapy

It is the way of conducting a conversation that makes you speak and feel what is deep inside of you and allowing it to come out as your own insight. Hearing Therapy is a tool to help you clarify your current needs and priorities.

Hearing Therapy will help you clarify first where your needs lie, and second where your priorities lie. You will be able to identify your inner needs and priorities by listening to your own responses on various questions asked by the hearing therapist

#### Personal Development Planning

Personal Development Planning allows you to reflect on your own learning, performance and achievements. It allows you to plan your all-round personal, educational and career development and ensures that you record your achievements for future reference.

#### Mentorship Programme

The Mentoring Program enables you to discover your hidden potential and achieve success in accomplishing your goals quickly. It aids in releasing and enhancing potential in you.

#### Work placement consultation

The aim of the Work Placement Programme is to keep your CV active, to acquire new and necessary skills and to develop your self esteem.

## EPBWN Founder and Chairperson

**N**wakego Ibrahim-Pam is an Educationist, an employer, a trainer and an Administrator. She specializes in Early Childhood Education and Parental Involvement and she is also known for her tremendous work with the special needs children and their families. She is a known Speech Therapist around the world especially in



**Nwakego Ibrahim-Pam,  
Founder and Chairperson**

Nigeria, The Netherlands and in Tunisia. She has 22 years experience in different aspects of education, she started her teaching career as a lecturer in the Police college Ikeja Nigeria, a teacher at a secondary school, an assistant teacher in primary school, a classroom teacher and becoming the head teacher of a school. She has sat on school boards, worked with government parastatals and has been a MASHAV coordinator for the Israeli Embassy in Nigeria for many years. She has a wide range of international, multinational and multicultural experiences and has worked at different levels in various international organizations, she worked with the British council Nigeria as an Assistant Project officer on a DFID capacity building for Universal Basic Education

(CUBE), she worked with the International Criminal Court (ICC) in The Hague as an Administrative Assistant to a director. She also worked with the International Criminal Tribunal for former Yugoslavia (ICTY) as a Judge's Assistant. She has been active and involved in various charity organizations. She was the president of an international women's organization known as Aglow International, The Hague chapter for many years. She is the founder and chairperson of the Expat Professional and Business Women's Network Tunis. She currently owns and runs her educational centre known as Petra Speech and Early Childhood Centre (PECC) Tunis. PECC has been in existence for 16 years.

Her qualifications include a bachelor's degree in English Language and Linguistics, from the University of Jos, Nigeria, a post graduate certification on Early childhood Education and Parental involvement from The Golda Meir -Mount Carmel International Training Centre, Haifa, Israel, courses on Masters program on Early childhood Education from University of Phoenix, Arizona, USA and certificates on the following courses. Syndrome Disorders by Linguistics, Auditory processing Disorder by NES-SALP, a Customer Care Training by British Council Nigeria, Fundamentals of Procurement by Crown Agents and Performance Management and Professional Development by British Council Nigeria

As the chairperson of the Expat Professional and Business Women's network, she manages the in house

services of the Placement and Mentoring programs of the EPBWN which will include identifying and contacting suitable mentors in other international organizations locally and internationally, training mentors and mentees on the ethos of successful mentoring relationships and finally matching mentors to mentees and ensuring that the overall aims and objectives of progressing members professional and business development are achieved.

She will work in collaboration with the network's corporate sponsors and international organisations locally to support and utilize the talent pool in the EPBWN Tunis. This program will be responsible for developing a data base of network member professionals and identifying opportunities to place network members in a work environment.

She is happily married to Mr. James Ibrahim-Pam

*As the chairperson of the Expat Professional and Business Women's network, she manages the in house services of the Placement and Mentoring programs of the EPBWN*

## Chief Executive Officer

**M**iriam is a results-oriented professional Civil Engineer with a passion for poverty alleviation, with over 14 years experience mainly in the Water and Sanitation sector. She has worked with the public sector, the NGO sector and with development partners.

She holds an Executive MBA from the Eastern and Southern African Management Institute (ESAMI)/Maastricht School of Management (MsM) and a Master of Science in Water and Environmental Management from the University of Durban Westville (now part of University of KwaZulu-Natal), South Africa. She also has a Bachelor of Science degree in, Civil Engineering from Makerere University, Uganda.

Her key strengths include exceptional analytical, communication, documentation, computer and interpersonal skills. She is also a dedicated team player who is able to work independently and effectively man-



**Miriam Kuteesa Malinga,  
CEO, EPBWNT**

age projects. Her determination to find something that would keep her professionally, mentally and physically active led her to EPBWNT. The Network presents a group of people who can inspire, mentor and support her progress. It provides a stimulating and challenging environment, with opportunities for professional development and a place where she can keep 'her brain active'... so to speak.

In the Network she serves as the Chief Executive Officer and also leads the Research and Thought Leader: Think Tank Initiative. As a Chief Executive Officer, she is in charge of the day to day activities of the Network and oversees the work done by the Executives and performs any other duties incidental to the office of the Chief Executive Officer as may be directed by the Executive Board from time to time.

The Think Tank initiative provides a platform and information resource on expatriate women, their careers, and how they can impact on policies. The mission of the EPBWNT think tank is to become a recognized leader and expert on gender diversity and the expatriate women talent pool. This initia-

tive will be responsible for connecting EPBWNT with relevant forums locally and internationally to allow for influencing opinion formers and creating a new path that others follow. It will collaborate with all other initiatives that want to carry out any research work and develop case studies.

Miriam's key aspiration is to become a certified Knowledge Management practitioner. This comes from her passion of what Knowledge Management is commonly referred to: *KM is most commonly referred to as being the right combination of People, Process, and Technology; a learning environment for new knowledge gained and lessons learned, sparking innovation and increased efficiency.*

*"The Network presents a group of people who can inspire, mentor and support my progress."*

## Deputy Chief Executive Officer

**M**argaret is the founding director of Pearl Noble Consultants Limited (Kenya). Her academic specialization is strategic management (MBA) and she is also a full member of the Kenya Institute of Management.

As a management consultant and trainer, she has experience in training small and medium enterprises (SMEs) in various areas including business development, financial management, group dynamics, and marketing among others. She has also worked as a business manager for many years and handled various organizational functions.

She is also a good organiser and

facilitator and has organised many seminars, workshops and conferences.



**Margaret Makanga,  
Deputy CEO, EPBWNT**

She works well with people and has served as a teacher, manager, trainer, and entrepreneur. She possesses excellent oral and written communication skills having lived and worked in different countries in Africa and North America, and also greatly appreciates multicultural and multidisciplinary working environments.

In her spare time, she volunteers in charitable activities to assist disadvantaged community members in various ways. She has, for example, volunteered in activities to help jobless single mothers, widows and orphans. She is

a good decision maker whether dealing with critical personal or corporate issues. She is a firm believer in team work, and enjoys working with others. She is self-driven and always strives to keep a positive attitude while also quickly learning from her experiences. Her computer skills are excellent and she is proficient in MS Office Applications (Word, Excel, PowerPoint, and Publisher). In addition, she has good data analysis skills using SPSS. Her core life values include honesty, respect for others, integrity, and faithfully discharging her responsibilities.

Margaret will serve as the Deputy Chief Executive Officer of EPBWNT.

## Human Resource



**Lucy Atieno Ochieng**  
**Head Human Resource**  
**EPBWNT**

**L**ucy Atieno Ochieng Is a go getter and always seeking challenging opportunities to contribute her skills, to learn and grow. She holds an MBA (Strategic Management) from Kenyatta University, in addition to a postgraduate certificate in Human Resource Management from Leicester University. She is fluent in two African Languages, English and has a basic knowledge of French.

As a manager she was involved in the development and implementation of strategies and procedures needed to execute the mandate of Precise Management Consulting (a management and development-consulting firm providing specialist services in business development and entrepreneurship management). At Hwan Sung (K) Ltd, she sharpened her project management skills when she was in charge of planning & marketing with responsibility to identify potential clients, negotiate contracts and manage new construction projects. In addition, she organized exhibitions in conjunction with the different players in the business, including government bodies, banks, construction firms, Insurance companies and real estate agents. To achieve ex-

cellence in the projects, she worked with a team of consultants including architects, contractors and engineers from inception to completion of the project. Hence this exposure gave her an opportunity to engage in high level business discussions with leaders of the industry.

Coming to Tunis into 2011 gave her a challenging and exciting experience. She took the situation in stride as she believed that every challenge brought about equal opportunities if taken with a positive attitude. Within the two years she learnt basic French and took up a post graduate course in Human Resources Management. To sharpen her interpersonal and social skills, she also attended several workshops and seminars which have enhanced her professional and social life. Being a member of EPBWNT team is a great opportunity for her to contribute some of her professional, social and interpersonal skills. She believes that the team has the ideal culture in which to pursue her goal of becoming a strategic business leader and thinker.

As head of Human Resource in the network she intends to leverage her skills and knowledge to:

- Maintain the network initiatives structure by updating job requirements and job descriptions for all positions.
- Liaise with the Head of work placement and Mento-

ring Program & Head of professional Career Development and Remodeling to establish the work placement and training needs & find ways to fulfill those needs.

- Maintain network guidelines by preparing, updating, and recommending administration & human resource policies and procedures.
- Maintain the networks historical human resource records by designing a filing and retrieval system; keeping past and current records.
- Contribute to team effort by accomplishing related results as needed.

Her professional experience and education prepare her to oversee the smooth operation of the offices' support work and related systems by assuming responsibility for the organization and coordination of work flow as well as reviewing, processing and executing a variety of human resource management transactions within the network.

She is married and has two lovely girls.

## Legal Counsel

**R**osette is a legal and management consultant with over twelve years' experience. She began her career in a law firm in Uganda, M/s Sebalu &



**Rosette Wamambe, Legal Counsel EPBWN**

Lule Advocates where she served different clients at both national and international level. She then moved to Total Uganda Limited a multinational company as Legal Manager overseeing the legal affairs of the company. She has also worked as a Consultant at the African Development Bank

where she conducted an in depth review of the Bank's Staff Rules and Regulations.

Currently, she is the Managing Director of Eagle Consulting Services Limited, a Company incorporated in Uganda and offering consulting services in Legal, management and tax matters.

Rosette cherishes opportunities to use her knowledge, skills and experience to understand legal and management issues faced by individuals and organizations and help in providing the right solutions to the challenges faced. Her career goal is to ensure that her clients are empowered to achieve their desired results

She holds a Bachelor's degree in Law from Makerere University in Kampala, an Executive MBA from the Eastern and

Southern Africa Management Institute in Arusha, and an MSC in Human Resource Management and Development from the University of Leicester in the United Kingdom. She is also an Advocate admitted to the Ugandan Bar.

She is hardworking, dependable, open minded, resourceful, organized, self-driven and result oriented, with excellent analytical and decision making skills and proficiency in both oral and written communication. She is a good team member and possesses excellent interpersonal and leadership skills as well as attention to detail. She is a disciplined person of high integrity and potential.

Rosette is bringing all these competencies to EPBWN where she will serve as a Legal Counsel to both the Executive Board and Committee.

## Global affairs agenda and sustainable development initiative

**K**ettie Mkandawire is a Malawi Government Certified Solar Installer and Associate Registered Electrical Engineer. She has more than ten years of work experience as an electrical and power engineer particularly, in project designs and management, high voltage transmission and distribution lines, electrical systems designs and reinforcement, solar energy/ photovoltaic systems designs, and plant electrical installations. Accredited to her are the expertise she has in variable renewable energy systems particularly solar systems designs and implementations, both industrial and domestic installations, solar refrigeration and water pumping systems.

She is a member of Institute of Electrical Engineers in Malawi, member of Renewable Energy Industry Association of Malawi, Government Certified Solar Installer. She has a Master's Degree

in Business Administration (MBA) from Eastern and Southern Africa Management Institute (ESAMI)/ Maastricht School of Management – Netherlands (MsM), Bachelor of Science Degree and Diploma in Electrical Engineering from the University of Malawi – The Polytechnic. She also has undergone several training courses in Strategic and Change Management and holds various certificates including variable renewable energy, particularly in industrial and domestic designs and installations. Kettie has held different positions during her career at middle management level in renowned statutory corporations. She has worked as Transmission Engineer with Malawi Broadcasting Corporation (MBC) and held different positions with Electricity Supply Corporation of Malawi Limited (ESCOM) as Assistant Control Engineer, Planning Engineer (Reinforcement



**Kettie Mkandawire, Global Affairs Agenda and Sustainable Development EPBWN.**

and Distribution) and Customer Services Engineer. She has also worked as a Projects Manager / Consultant in Botswana with an independent private contracting firm for Botswana Power Corporation.

She is currently the Managing Director of Ndagha Electrical Contractors / Consultants and Solar Installer and Suppliers, the position

she has held since 2006.

Kettie joined a women's Expat Professional and Business Women's Network in Tunis (EPBWN), a network that offers great opportunities to enhance ones knowledge and skills as a profession and kept abreast on regional and global issues relevant to engineering profession. The network also serves as a platform to leverage with relevant professional groups for learning, knowledge sharing and contributions to global topical issues. **Cont.. Pg. 8**

## Global affairs agenda and sustainable development initiative Continued...

Kettie heads the Global Affairs Agenda and Sustainable Development Initiative of EPBWN. The objective of this Initiative is to keep women professionally relevant with current global affairs, collaborate with relevant professional groups/ networks that advocate and advance learning and knowledge sharing particularly the role of women in management of natural resources and energy for social economic

development.

Her career aspiration is to use the expansive and varied years of experience accrued from different positions and industries to contribute to sustainable development, enhance the role of women in natural resources management for economic development, social progression and good governance. As an entrepreneur, she would like to unleash my creative poten-

tial and excel in her work area and add value to the entrepreneurship world.

She is happily married to Timothy and blessed with three wonderful children.

*The objective of this Initiative is to keep women professionally relevant with current global affairs, collaborate with relevant professional groups/ networks*

## Networking events initiative

**F**lavour is a Zambian by nationality, married and her husband works with the Afdb. She is also a mother. Professionally she is an environmentalist who has specialized in Environmental and Social Impact Assessments particularly relating to renewable energy.



Flavour Chanda  
Head Networking Events

She has 10 years experience working in environmental issues and previously she worked as an environmental education and communications officer with the Environmental Management Authority in Zambia (ZEMA), and later with the Electricity utility company in Zambia as an Environmental specialist.

As an environmentalist Flavour is conversant with International environmental laws and regulations, particularly relating to renewable energy, well able to develop environmental guideli-

nes and operational plans for use on various energy projects. Can conduct Environmental and Social Impact Assessments and recommend mitigation measures, prepare Environmental Management Plans and conduct various environmental audits. She is a member of the Zambia Network for Environmental Educators and Practitioners and also the International Association for Impact Assessment.

She has a keen interest in issues of the environment, travelling and learning more about different cultures of the world.

Flavour holds a Bachelor's degree specializing in Geography and a Master's degree specializing in Environment, both from the University of Zambia. She also possesses several certifications in various environmental aspects, such as bio-

diversity management.

Her desire to advance professionally and contribute to managing environmental challenges, led her to join EPBWN in Tunis. She heads the Networking Events Initiative of the EPB-WNT. The general objective of this initiative is to help women develop their careers and to enhance their businesses through educational programs, resource sharing and networking opportunities.

The Initiative aims at creating a very functional platform for women to develop valuable connections necessary for growth in their professional and personal lives.

*The Initiative aims at creating a very functional platform for women to develop valuable connections necessary for growth in their professional and personal lives.*



## Small and medium enterprises Initiative

**I**dorenyin Nyong is a pharmacist, who has been involved in rural Health Care provision and Pharmacy Administration; with over 20 years' managerial and leadership experience in the pharmaceutical industry. In the early stages of her career, she worked briefly with a government hospital, before switching into the private sector of the pharmaceutical industry. In between she had the opportunity of serving as a Programme officer with an NGO that worked at transferring government policies on health to inaccessible rural health centres. Her qualifications include a Bachelor's degree in Pharmacy, a Post-graduate Diploma in Management and a Masters degree in Public Health from the University of Liverpool. Her cumulative work experience in the Pharmaceutical industry and with an NGO spurred her desire to obtain a formal training as a Certified International Health Consultant with the University of Liverpool.

Idorenyin has always had a passion for business; she currently manages and co-owns a Phar-

macy business in Nigeria, Rabboni Pharmaceutical Ltd, with her husband. Her time in Tunis is spent in pursuing her passion for sewing, and so she operates a sewing outfit, Graceville. These are backed by a solid education, which have greatly expanded her horizons in the field of business developments and helped in the operational planning and administration of their businesses. For her, this Network offers the opportunity to enhance and improve the professional knowledge and skills she has acquired; and



**Idorenyin Nyong, Head Small and Medium Enterprises Initiative**

also keep her CV active and up to date. As the Head of the Small and Medium Enterprises Initiative, of the EPBWNT, her skills and experience will be used to encourage women to awaken their skills in developing and running their businesses or being part of other businesses that will give them financial dividends, keep them active and make them feel worthy and useful in the face of the situations they are faced with here in Tunis.

The Small and Medium Enterprises Initiative is the bedrock where members with business inclinations and aspirations will be empowered. The vision of this initiative is to become a forum for providing support from the stage of a business concept to actual implementation, as well as mentoring women who want to achieve success in their businesses, and offer them an excellent

breeding ground for their entrepreneurial talents. The initiative will be responsible for organizing seminars, workshops and training in areas relevant for business development and success. This initiative will work in collaboration with other initiatives to connect EPBWN with other organizations and networks; as well document case studies of our success stories. The main objective of this Initiative is to stimulate, monitor and coordinate the business development activities of the Network and its members, by providing support from conception to implementation of the business.

*The vision of this initiative is to become a forum for providing support from the stage of a business concept to actual implementation, ...*

Her other interests include music and travelling. She is happily married with four children.

## Treasurer

**M**atilda Chimhanda Magume is an accountant, she obtained her honours bachelors degree in business management and accounting from Brunel university in west London in the UK. She has been out of work for the past 5 years and because of that felt rusty and out of touch with what was happening in the professional world. However, since April 2013 when she joined the Network (EPBWNT) she has been able to awaken some of her skills that had laid dormant and

brought to the forefront the knowledge and skills she had obtained in the past.



**Matilda Chimhanda Magume, Treasurer, EPBWNT**

Matilda is currently studying for her professional exams in accounting with the Association of Chartered Certified Accountants (ACCA), having already passed the knowledge papers. With this qualification she intends to progress to be a Certified Accountant. In the meantime as the Network's Treasurer, she has

opportunity to work and put to practice the basic accounting and bookkeeping skills she has by preparing and doing the record keeping and other accounting duties needed. She has great plans for the future and knows that it starts with small steps to forge ahead and EPBWN is just the way to get her started.

She is happily married and has a handsome son.

## Information and Publishing



**Ann Apio Chikono**  
Head Information and Publishing

**A**nn Apio Chikono, is an information scientist with over 10 years experience working with academic and specialized libraries. She is a disciplined, self motivated lady with computing skills, and a strong aptitude for skills development. She is a hard worker, good team player and always strives for excellence in everything she sets out to do. Ann also works with integrity and has good inter-

personal skills. She has a MSc. in Information Science and a bachelors degree in Library and Information Science both from Makerere University, Kampala, Uganda. She also has a specialist Certificate in Technological Information Management from Vrije Universit- Brussels. This training gave her a technological perspective of the management of information and also gave her the opportunity to work and interact with people from different cultures and nationalities. Whilst at Makerere University (her last employment), she worked as a Faculty Librarian in the Tech-

nology library, before that she held a few portfolios in different strategic sections of the libraries such as the Technical services; acquisitions and Periodicals and Electronic Information Resources. This experience gave her an advanced knowledge of managing Information services. She is a member of the Library and Information Science Association of South Africa (LIASA) and Uganda Library and Information Association (ULIA). She is a co-founder of the Information Science Foundation for Eastern Africa (ISFEA), a Regional Organisation formed in response to the challenges of perception of the Information Science fields, resulting from limited awareness of the human resource skills possessed by Information Science professionals. In September 2012, she joined her husband in Tunis where he moved to take up a job with the African Development Bank. In Tunis, she faced the frustration of the limited jobs for most English speakers in a seemingly closed job market. Fortunately, for her, amidst this frustration, she heard about the network being started and was more than excited, she got on board because it was exactly what she wanted for herself.

She is happy to be heading the Information and Publishing Initiative (IPI) because she will utilize the skills and knowledge she acquired in her training and also gain more skills since some aspects of this initiative require her to read and acquaint herself with information that she will use to achieve the output of the initiative. This initiative is responsible for the information and communication within the Expat Professional and Business Womens' Network (EPBWN), between the different initiatives and is also the publishing arm of the network through which the public is informed of what the network is about, its objectives and what products and services the other initiatives of the network are working on and producing. The initiative will also collaborate with all the other EPBWN initiatives in their publishing work.

Ann is happily married to Albert and they have been blessed with two adorable children.

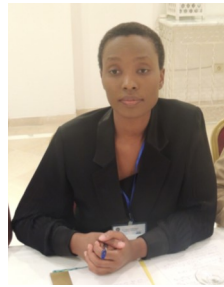
*The values of the Network are Competency, Integrity, Transparency, Accountability and Respect (CITAR).*

## Internal Recourse Mechanism

**L**iliane Kabondo est médecin gestionnaire, elle a obtenu son diplôme de médecin Généraliste à la faculté de Médecine à l'université du Burundi et son Exécutive MBA études d'aide à la prise de décision de l'Université du Québec A Montréal.

Elle est orientée dans le domaine de la prise de décision de vers le changement : elle implique et motive les patients à changer et prendre des décisions pertinentes en matière de leur propre santé (avec des outils d'écoute thérapeutique et un bagage de la communication non violente et de Programmation Neuro Linguistique (formée à l'institut Français de Neuro Linguistique IFPNL en tant que

praticienne).



**Dr. Liliane Kabondo**  
**Head Hearing Therapy**

Elle est orientée sur le milieu du travail dans la prise décision en tant que conseil dans les comités de conseil médical pour les assurances et les gestionnaires des plans médicaux de santé des organisations et offre une expertise de gestionnaire au sein des institutions de santé

(hôpitaux ) et pour les particuliers (soins médicaux à l'extérieur du pays de résidence types éva-

cuations sanitaires)

Dans ses moments libres elle se donne volontiers à l'accompagnement des personnes à travers l'écoute empathique pour surmonter les blocages émotionnels. Dans ce cadre elle se destine plus particulièrement vers les mères de famille et les enfants qui sont exposés aux aléas des émotions non exprimées. Elle est également

compétente dans les résolutions de conflit à travers l'écoute des protagonistes au moyen des outils de prise de conscience que tout conflit est un conflit intérieur au départ avant d'être extériorisé. Elle est compétente pour l'accompagnement des personnes sur leur chemin vers soi. C'est son apport personnel et charitable dans ce réseau des femmes en expatriation.

## REGISTRATION



**Solange Wottor,**  
**Head of registration**

**S**olange is a secretary and a trained Nursing assistant, she currently works as the personal secretary to the director of petras-peech and early childhood centre (PECC)Tunis. In the network she will be responsible for the registration at all functions of the network

## EPBWN TRAININGS



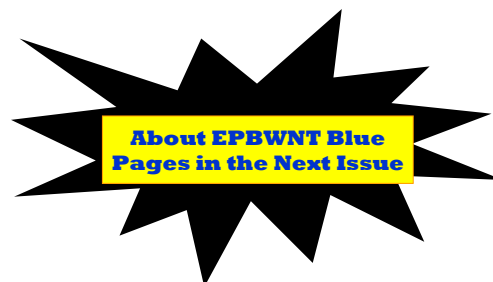
**Charlotte de Kock**  
**Training Coordinator**

**C**harlotte de Kock is a Training Manager, Management Consultant and Organisational Development Specialist with broad experience in a variety of industries and business. She has good understanding of process and business analysis, management information systems, project management and organisational development.

At the Network she is the Training Coordinator whose roles include coordinating the development, implementation and delivering of in-house training programs by the different initiatives for members of the Network, assessing training needs and helping Initia-


tives develop programs to match these needs.

She is also responsible for setting standards for the development and maintenance of materials and presentation skills of presenters and developing and evaluating procedures to monitor and analyze course effectiveness and update training. She will also document procedures and coach presenters and train the trainers.



EPBWN TUNIS

**EXPATS PROFESSIONALS' AND BUSINESS WOMEN'S NETWORK, TUNIS (EPBWN)**



PROMISING OPPORTUNITY  
TRANSPARENCY, ACCOUNTABILITY & RESPECT

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