

CEEMAN in 2014/2015

Report on CEEMAN activities
and calendar of upcoming events

September 2015

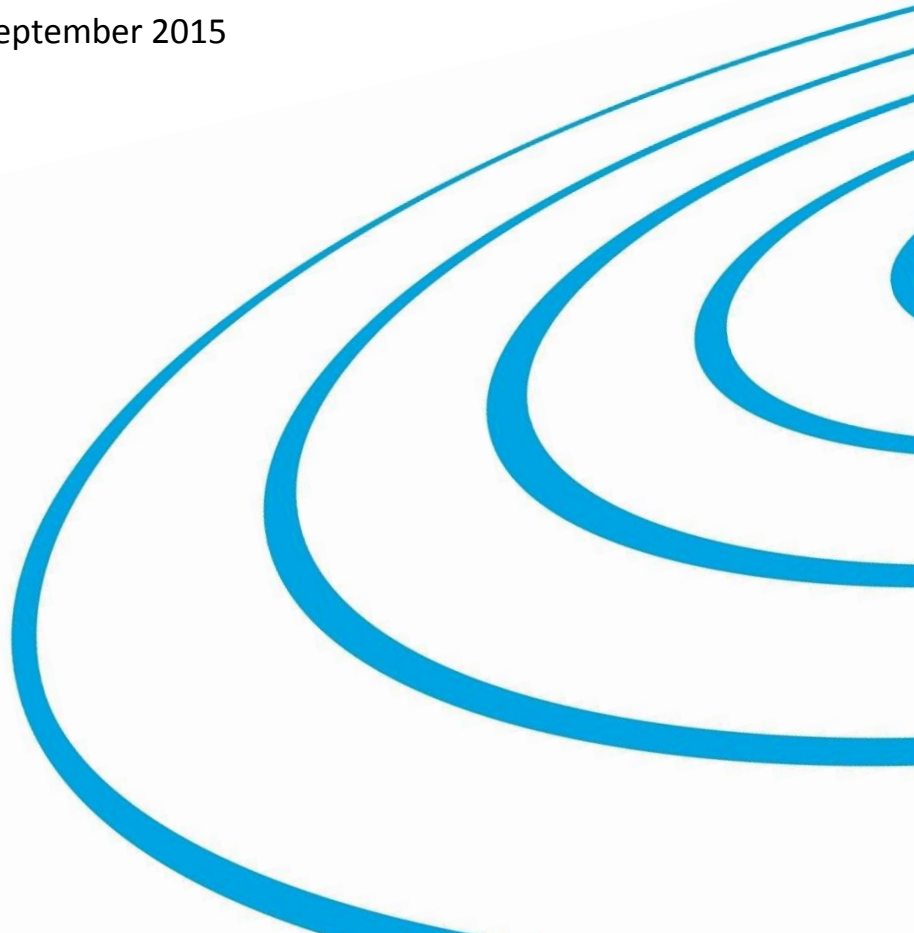


Table of Contents

Table of Contents	2
22nd CEEMAN Annual Conference	3
CEEMAN and PRME	5
Program Management Seminar	5
International Management Teachers Academy.....	6
CEEMAN International Quality Accreditation – IQA	7
2015 CEEMAN Champion Awards	8
21st CEEMAN Case Writing Competition	8
Research	9
Publications	9
International partnerships and projects	10
Membership	11
Miscellaneous.....	13
CEEMAN Activities for 2015	13
CEEMAN Board	14
CEEMAN Team.....	15
About CEEMAN.....	16

22nd CEEMAN Annual Conference

The **22nd CEEMAN Annual Conference** hosted by ESSCA School of Management (France/Hungary) took place in Budapest, Hungary on 24-27 September 2014 and focused on the topic of the Use of Technology in Management Education. It gathered over 130 participants from 33 countries around the world (Belarus, Brazil, Canada, Czech Republic, Estonia, France, Georgia, Germany, Greece, Hungary, Italy, Kazakhstan, Kenya, Latvia, Lithuania, Malaysia, Netherlands, Nigeria, Poland, Portugal, Romania, Russia, Serbia, Singapore, Slovenia, South Africa, Spain, Switzerland, Turkey, Ukraine, United Kingdom, United States, and Zimbabwe).

The **Deans and Directors Meeting** on Thursday 25 September discussed how business schools could leverage their education, marketing, and internal processes with technology, and included, besides presentations and panels, also insights from the CEEMAN survey on the use of technology in its member institutions. In the conference coffee breaks, the participants had opportunities to interact with international publishers and exhibitors, including Emerald Group Publishing, Pearson, Greenleaf Publishing, The Case Centre, Peregrine Academic Services, Turning Technologies, and VLN Media.



Zsuzsa Deli-Grey, Director of the Hungarian Site, ESSCA School of Management welcoming conference participants

Members of the panel on "Financial Implications vs Benefits of Investing in Technology" present their experience and views on technology-related questions in their institutions



Other conference side events included an **information session on CEEMAN International Quality Accreditation (IQA)**, the **CEEMAN Annual Meeting**, and - for the first time - **individual dean-to-dean advisory meetings**, as well as a press-conference with journalists from Hungary and France. On Saturday, ESSCA School of Management organized a sightseeing program around the main sights of Budapest and hosted lunch at its premises.

The Conference Gala Dinner, held on 26 September, included the **award ceremonies** for the CEEMAN Case Writing Competition, CEEMAN Champion Awards, CEEMAN International Quality Accreditation (IQA) and new CEEMAN members:

- The **20th CEEMAN Annual Case Writing Competition**, organized in cooperation with Emerald Group Publishing, attracted 26 cases written by 47 authors and co-authors from 27 institutions in 13 countries (Albania, Canada, Hungary, India, Indonesia, Kenya, Latvia, Malaysia, Romania, Singapore, Switzerland, United Arab Emirates and Kingdom of Saudi Arabia). The CWC Jury declared the case *“Painted Into a Corner: Managing the Virtual Sales Team at ColorPlus Industries”* written by Ms. Monika Nadj and Dr. Zoltan Buzady from CEU Business School, Hungary as the winner. The second place was awarded for the case *“Mastering the Art of Managing a Conglomerate Business Empire in Myanmar”* written by Dr. Jenson Chong-Leng Goh, Mr. Manohar Sabnani, Associate Professor Gee Kwang Randolph Tan, and Ms. Siew Peng Tan from SIM University, Singapore. The third place was given to the case *“The Love-Smitten Director: Workplace Romance or Sexual Harassment?”* by Professor June M. L. Poon, UKM-Graduate School of Business, Universiti Kebangsaan Malaysia. All winners have received IMTA scholarships in addition to the prize money sponsored by Emerald.
- The **2014 CEEMAN Champion Awards** have received 13 nominations from nine countries (Estonia, Kazakhstan, Poland, Russia, South Africa, Switzerland, Tanzania and USA). The winners included: *Dr. Adrian Saville*, Gordon Institute of Business Science, South Africa (in the category of teaching), *Dr. Albrecht Enders*, IMD, Switzerland (research category), *Dr. Assylbek Kozhakhmetov*, Almaty Management University, Kazakhstan (institutional management), and Prof. Wojciech W. Gasparski, Kozminski University, Poland (responsible management education category).
- Salford Business School, UK was awarded **CEEMAN IQA** for the period of six years.
- **Membership certificates** were delivered to new CEEMAN members who were present at the dinner.



Zoltan Buzady, CEU Business School, Hungary (center), winner of the 20th CEEMAN Case Writing Competition, accepts his award from jury member Vladimir Nanut (left) and Emerald representative Alec Egan

Assylbek Kozhakhmetov, Almaty Management University, Kazakhstan receiving the CEEMAN Champion Award 2014 for institutional management



CEEMAN and PRME



CEEMAN continued its efforts related to the implementation of PRME (Principles for Responsible Management Education). CEEMAN continues its active involvement in the **Steering Committee of PRME – Principles for Responsible Management Education**, with Danica Purg as official representative of CEEMAN and Irina Sennikova as alternative representative (since January 2015).

In consultation with PRME, CEEMAN has announced the **call for interest in establishing a regional PRME chapter in CEE** which, through its activities on local and regional level (including at least one event annually), would contribute to stronger commitment of management education institutions to the Principles, encourage production of relevant case studies and other materials, etc. RISEBA, Latvia, has offered to host the PRME CEE Chapter secretariat. There are twelve regional PRME Chapters at the moment including for Latin America & Caribbean (LAC), Middle East and North Africa (MENA), Nordic, DACH, Brazil, UK & Ireland, and others. They have proved to be a useful outlet for closer regional collaboration, sharing good practices and implementing PRME locally.

The **PRME Global Forum** was held on 23-24 June 2015 in New York. Irina Sennikova represented CEEMAN and was a speaker in the panel on Accelerating Implementation of Responsible Management Education.

CEEMAN continues its support to the **PRME Working Group on Poverty as a Challenge to Management Education** mostly through sharing information and promoting its activities. As of July 2015, the Group counts 145 members from 121 institutions in 46 countries. It has conducted a number of activities including special sessions and contributions at the PRME Global Forum in New York, preparation of a book “Beyond the Bottom Line: Integrating the UN Global Compact into Management Education” (as a joint project PRME Anti-Corruption and PRME Gender and Equality working groups), and participation in many international conferences and events.

CEEMAN was invited to support (by encouraging its members and youth to participate) **The Flourish Prizes** established by the Fowler Center for Business as an Agent of World Benefit at Case Western Reserve University and supported by PRME, which aims to showcase inspiring and empowering businesses identified through collaboration of students and faculty with the help of Appreciative Inquiry interviews. The first pilot cases were presented at the PRME Global Forum in New York and a wider call for participation will be launched, while the first Awards will be delivered at the PRME Global Forum 2017.

Program Management Seminar



The 11th edition of the Program Management Seminar took place on 15-17 April in Bled. This year, the representation of participants from South Africa was especially prominent - eight representatives of the following management development institutions from South Africa attended the program: Gordon Institute of Business Science (Johannesburg), University of Stellenbosch Business School (Bellville, Cape Town), – Management College of South Africa (MANCOSA) and Regent Business School (both in Durban), as well as the African Association of Business Schools (Johannesburg). The 2015 seminar was attended by 28 program managers and directors from 22 institutions in 12 countries (Austria, Belarus, Estonia, Germany, Hungary, Latvia, Russia, Slovenia, South Africa, Turkey, Ukraine, and the United Kingdom) and received high evaluations from the participants. Specifically designed for program managers, directors, and administrators, since 2005 the Program Management Seminar has been attended by 320 program managers, directors, and coordinators from more than 100 business schools and universities in 40 countries. The next edition of the seminar will take place in the spring of 2016.

Program Management Seminar 2015:
28 participants
22 institutions
12 countries

"It's a wonderful interactive program where you get to talk to people who experience the same challenges day by day as you – a great learning experience".
Anne Czambor, ESMT-European School of Management and Technology, Germany



International Management Teachers Academy

IMTA 2015 took place on 9-18 June 2015 in Bled. The program gathered 36 participants from 23 institutions from 19 countries (Albania, Bahrain, Canada, China, Croatia, Finland, France, Hungary, Kazakhstan, Lithuania, Moldova, Pakistan, Poland, Romania, Russia, Slovenia, Spain, Sweden, and the United Kingdom). For the first time, IMTA welcomed representatives of Bahrain, China and France. The 2015 cohort included also one IMTA alumnus (from Spain) and the winner of the 20th CEEMAN Case Writing Competition (from Hungary) as well as some participants from non-management disciplines.



The first part of IMTA program focused on teaching and learning methodologies in general and the case method in particular (teaching with cases, case research, and case writing), developing effective teaching strategies, and assessing learning outcomes. In addition, new sessions on managing critical classroom incidents and the use of technology in teaching were introduced, as well as more joint teaching by faculty, to provide complementary and reinforcing viewpoints and feedback.

The second part of IMTA was divided into three disciplinary tracks: Marketing, Leadership and Change Management and Strategic Management, going deeper into how to teach the respective disciplines. All three tracks have also benefitted from interdisciplinary teaching sessions: some sessions in Strategic Management track included also insights from Finance, while Marketing and Leadership&Change Management joined their forces.



IMTA 2015:
36 participants
23 institutions
19 countries

"A great experience, something that I have learned a lot from, highly applicable, and something that I would recommend to all of my colleagues. One of the best experiences in my career."

Mislav Radić, Faculty of Economics and Business, Zagreb, Croatia

Since 2000, over 500 management teachers in more than 150 universities and business schools in 43 countries around the world have completed IMTA. Many of them report it had a major and long-lasting impact on their teaching careers. The activities of IMTA Alumni Association and collaboration initiatives among individual alumni and their institutions offer a further value-added of IMTA resulting in international cooperation projects, joint teaching and research, study and teaching visits and exchanges.

A series of meetings devoted to IMTA took place in Slovenia, Poland, Romania, Kazakhstan, and Russia in the spring of 2015, bringing together IMTA alumni and teachers from other schools in respective countries. They were organized by CEEMAN in cooperation with IMTA faculty (who provided free lectures), IMTA alumni, and CEEMAN member institutions. More events like this will be planned for 2015/2016 academic year.

On the initiative of IMTA alumni from Kazakhstan and with support from CEEMAN and Almaty Management University, the establishment of the IMTA Alumni Club in Kazakhstan is on the way. Its activities will build on a local network of IMTA alumni and wider management faculty in Kazakhstan with the aim to enhance the quality of teaching and learning in universities and business schools, and help further professional development of management teachers, including in the areas of research and case writing.

CEEMAN International Quality Accreditation – IQA



During 2015, IQA Director Jim Ellert and Maja Medja Vidic, CEEMAN Head of Projects, have been working with 15 schools in different stages of accreditation process. Four peer review visits took place in the first nine months of 2015. As a result, International Business School at Vilnius University, Lithuania was awarded CEEMAN Accreditation, and for the other three institutions the decision is expected in autumn 2015 (two for initial accreditation, and one for re-accreditation). Four institutions (from France, Slovenia, Switzerland, and Turkey) are working on their self-assessment reports for initial accreditation, and one (from Poland) for re-accreditation. Applications from five new schools (from Austria, France, Kazakhstan, Russia, UK and Ukraine) are expected in late 2015 and early 2016.



Gordon Fletcher, Salford Business School, UK (right) receiving IQA accreditation certificate from CEEMAN IQA Committee members Irina Sennikova and Sergey Mordovin at the 22nd CEEMAN Annual Conference in Budapest, September 2014

CEEMAN IQA accredited institutions as of 1 September 2015:

- IPM Business School, Belarus
- J.J. Strossmayer University, Faculty of Economics, Croatia
- Estonian Business School, Estonia
- Almaty Management University, Kazakhstan
- Riga Business School, Latvia
- RISEBA - Riga International School of Economics and Business Administration, Latvia
- ISM University of Economics and Business, Lithuania
- GFMD - Gdansk Foundation for Management Development, Poland
- Kozminski University, Poland

- Poznan University of Economics, Poland
- SGH Warsaw School of Economics, Poland
- Department of Finance and Banking, The Russian Presidential Academy of National Economy and Public Administration, Russia
- IMISP International Management Institute St. Petersburg, Russia
- IEDC-Bled School of Management, Slovenia
- European University, Spain/Switzerland/Germany
- Salford Business School, UK
- Kyiv Mohyla Business School, Ukraine
- International Management Institute MIM-Kyiv, Ukraine

2015 CEEMAN Champion Awards

In January 2015, CEEMAN invited nominations for the 2015 CEEMAN Champion Awards and received eight submissions for outstanding achievements of individuals associated with CEEMAN in the following four areas:

- teaching (two submissions, from Turkey and Spain),
- research (four submissions, from Kazakhstan, Poland (two), and Germany)
- responsible management education (one submission from Sweden)
- institutional management (one submission from Poland).

The jury, consisting of Jim Ellert, Emeritus Dean of Faculty, IMD, Switzerland, Arshad Ahmad, Associate Vice President and Director of the Institute for Innovation and Excellence in Teaching and Learning at McMaster University, Canada, and Olga Veligurska, CEEMAN Director, based on the Awards criteria and quality of submissions, has decided to award the prizes to the following nominees:

- *Can Akkan*, Sabanci Management University, Turkey in teaching category,
- *Dorota Dobija*, Kozminski University, Poland in research category,
- *Marcela Ramirez-Pasillas*, Jönköping International Business School (JIBS), Sweden, in responsible management education category.

No awards were given in the area of institutional management this year.

The winners will receive their prize cups designed by Gigodesign, an award-winning agency from Slovenia, at the 23rd CEEMAN Annual Conference in Almaty, Kazakhstan.



21st CEEMAN Case Writing Competition

The 21st CEEMAN Case Writing Competition was organized for the ninth consecutive year in cooperation with Emerald Group Publishing Ltd, closely connected to the Emerald Emerging Markets Case Studies collection.



The 2015 competition received a record number of submissions of 76 cases from 42 countries (Albania, Australia, Canada, China, Colombia, Costa Rica, Denmark, Egypt, Finland, France, Germany, Hungary, India, Indonesia, Iran, Japan, Latvia, Lebanon, Macedonia, Malaysia, Mexico, Morocco, Netherlands, New Zealand, Nigeria, Pakistan, Philippines, Poland, Portugal, Russia, Serbia, Singapore, Slovenia, South Africa, South Korea, Switzerland, Turkey, United Arab Emirates, United Kingdom, United States, Uruguay and Zimbabwe). Among the authors were also four alumni of IMTA-International Management Teachers Academy and related Case Writing Module, while six CEEMAN member schools participated in the competition (University of Tirana,

Albania; Corvinus University of Budapest, Hungary; Stockholm School of Economics in Riga, Latvia; Institution of Business Administration, Karachi, Pakistan; Gordon Institute of Business Science, University of Pretoria, South Africa; and University of the Free State, Business School, South Africa).

Based on the competition criteria, 30 cases from 26 institutions and 19 countries were shortlisted for evaluation by the jury consisting of Vladimir Nanut, MIB School of Management, Italy; Al Rosenbloom, Dominican University, USA; and Leif Sjoblom, IMD, Switzerland. The authors of the three winning cases, to be awarded at the 23rd CEEMAN Annual Conference in Almaty, Kazakhstan with the prize money from Emerald and scholarships for CEEMAN faculty development programs, are as follows:

- Peter Moricz and Gyorgy Drotos, Corvinus University of Budapest, Hungary for the case *“Returpack: The integrator of the beverage can recycling process”*
- Kim Poldner, Institute for Organizational Psychology, University of St. Gallen, Switzerland, Olga Ivanova, ICN Business School, France, and Oana Branzei, Ivey Business School, Canada for the case *“Osklen: The Aesthetics of Social Change”*
- Jenson Chong-Leng Goh, SIM University, Singapore, Adrian Saville and Caren Scheepers, Gordon Institute of Business Science, University of Pretoria, South Africa for the case *“Preserving the Delicate Balance to Manage a Thriving Business in South Africa – the Adventure of OneLogix”*

Research

The Scientific Committee of the research project on **“Assessing Management Development Needs in Dynamically Changing Environments”** met in August in Bled, Slovenia to discuss the project scope and methodology in more detail. Some schools from CEEMAN network have already expressed their interest to contribute to the study, while more will be invited in September and October 2015 with the aim to cover more than 20 countries from Central and Eastern Europe, Central Asia, Caucasus and Turkey and conduct a qualitative study of at least 500 companies (mostly CEOs and HR/training managers). It is envisioned that the pilot study with a few selected companies will be done in November by the Scientific Committee members in order to finalize the research methodology and steps. This will be followed by a workshop for country coordinators in early 2016 in order to ensure a consistent approach in gathering and analyzing insights from companies while the first results would be presented at the next CEEMAN Annual Conference in September 2016. The coordination of the project is partially funded by EQUAL.



From left: Arnold Walravens, Olga Veligurska, Ian Sutherland, Sergei Filonovich, Iryna Tykhomyrova and Irina Sennikova during the CEEMAN Scientific Committee meeting in Bled

Publications

Proceedings of the 22nd CEEMAN Annual Conference were published and distributed to CEEMAN members and conference participants and are available online on the CEEMAN website, along with videos and speaker presentations.

Survey report *The Use of Technology in Management Education – Insights from the CEEMAN Network* was published online in December 2014. Part of the publication is also a section on best practices on the use of technology in management education from CEEMAN members which welcomes new stories.

Four issues of **CEEMAN News** were published electronically and distributed to the network and five issues of **CEEMAN e-newsletter** were prepared and sent out. Besides news and announcements from CEEMAN, the newsletter also features information on network and partner news and events, publications, and calls for collaboration that are posted on CEEMAN website.



CEEMAN has partnered with Almaty Management University to announce an international call for contributions for a **PhD paper collection** on the topic of the 23rd CEEMAN Annual Conference “Localization vs Globalization of Management Development in Dynamic Societies”, which is expected to be published in early 2016.

Another partnership with Almaty Management University has been confirmed for its new academic journal **Eurasian Journal of Leadership** (e-JoL), which aims to build a global bridge between Russian-speaking social scientists and their English-speaking counterparts while contributing to the body of knowledge about various leadership-related issues in the Eurasian Economic Union and Central Asia. The first issue of e-JoL is planned for spring 2016.

International partnerships and projects

Several international partnerships have been established and/or developed further, including with:

- **Education Quality Accreditation Agency (EQUAA)**, a newly established accreditation body for Latin America), for double CEEMAN-EQUAA accreditation, membership, and peer reviewers exchange. EQUAA are currently finalizing the accreditation standards and first schools with potential for double accreditation are expected in 2015 and 2016.
- **AACSB International** for (renewed) reciprocal membership to enable closer cooperation and information exchange between the two organizations, including through its newly established EMEA Headquarters in Amsterdam.
- **EAIE - European Association for International Education** and its Economics and Business Education expert group for reciprocal membership and exploring potential for joint projects and events.

- **Graduate Management Admissions Council** (corporate member of CEEMAN) through more active information exchange and identifying opportunities for closer collaboration in areas of mutual interest.
- **EIASM - European Institute for Advanced Studies in Management** for potential cooperation in the area of faculty development (and CEEMAN's IMTA-International Management Teachers Academy in particular).

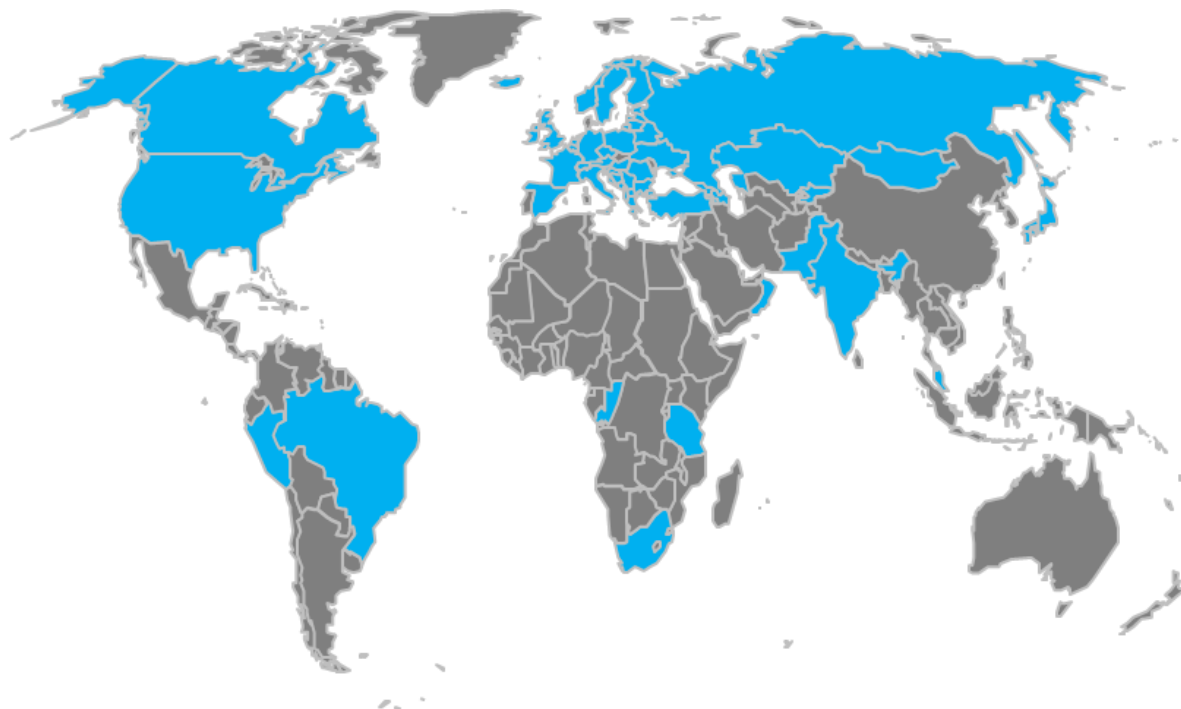
CEEMAN was represented at the following international events:

- Danica Purg was a speaker at the **1st EQUAA Accreditation Forum** in Peru, and signed agreement of collaboration between EQUAA and CEEMAN (November 2014)
- Olga Veligurska attended the **AACSB Europe Conference** in Grenoble, France (November 2014)
- Danica Purg was a speaker at the **Gaidar Forum** in Moscow, Russia, participating in a roundtable discussion on social responsibility of business and what benefits it should bring for business and society (January 2015)
- Irina Sennikova represented CEEMAN at the **EFMD Deans and Directors Conference** and **PRME Steering Committee meeting** in Barcelona, Spain (January 2015)
- Olga Veligurska was a speaker at the **Annual Conference of BMDA-Baltic Management Development Association** in Vilnius, Lithuania (May 2015) presenting CEEMAN's IMTA as an important learning resource for faculty and management development institutions.
- Danica Purg was a speaker at the **AMBA Global Conference for Deans and Directors** in Prague, Czech Republic (May 2015) sharing her experience on faculty recruitment and development.
- Olga Veligurska participated in a meeting **"Historical culturological communication and new ways of cooperation"** hosted by RISEBA, Latvia (May 2015), which brought together representatives of seven universities from Kazakhstan, Latvia, and Russia. During the meeting, the participants discussed the main problems and future development of higher education as well as outlined prospects of joint cooperation.
- Danica Purg participated at the concluding panel of the **EURAM 2015 conference** hosted by Kozminski University in Warsaw, Poland (June 2015), talking about the relevance of management education for the realities of business in the times of uncertainty.
- Irina Sennikova represented CEEMAN at the **PRME Global Forum** in New York (June 2015) where she spoke in the session on Accelerating Implementation of Responsible Management Education and participated in the **PRME Steering Committee meeting**.



Membership

Currently, CEEMAN has 216 members from 54 countries around the world (143 institutional, 8 corporate, 30 exchange, and 35 individual members). About half of them come from Central and Eastern Europe, Caucasus and Central Asia, one-third from Western Europe and North America, and the rest from other emerging markets.



Since September 2014, CEEMAN has welcomed 15 new members (10 institutional and 5 individual) from 13 countries:

- Polis University, Albania
- MCI Management Center Innsbruck – The Entrepreneurial School, Austria
- Mohamed Buheji, Bahrain
- McMaster University, Canada
- Irina D’Amore Sokolova, China (NIMI)
- European Global School, France
- Senan Ensko, Ireland (University of Cork)
- Gongera George, Kenya (The Cooperative University College of Kenya)
- University of Dabrowa Górnicza, Poland
- Wroclaw University of Economics, Poland
- Institute of Economics and Management, Immanuel Kant Baltic Federal University, Russia
- MBA Higher School of Kazan Federal University, Russia
- Istanbul University School of Business, Turkey
- International Horizons College, United Arab Emirates
- Vladimir Kuryakov, USA (Los Angeles International University)

Miscellaneous

In academic year 2014/15 two new members have joined the CEEMAN Board: Seán Meehan, Martin Hilti Professor of Marketing and Change Management, IMD, Switzerland and Frank Molthan, HR Director of Coca-Cola Erfrischungsgetraenke AG, Germany (replacing Ulrik Nehammer, CEO of Coca-Cola Erfrischungsgetraenke AG, who served on the CEEMAN Board since 2009).

As of 1 September 2015, Dr. Alenka Braček Lalić has joined CEEMAN as IQA Director on full-time basis. Besides managing the accreditation processes of institutions currently in the pipeline, her priorities will also focus on international promotion of IQA, obtaining new leads, expanding the pool of peer reviewers, working with accreditation guidelines, processes and information materials, as well as launching additional revenue streams (including through reviewers training). Jim Ellert, who has been serving as IQA Director since 2013, will continue offering his advice and expertise in CEEMAN accreditation as member of IQA committee and peer reviewer.

Upcoming CEEMAN Activities

CEEMAN ExEd Forum

5-6 November 2015

Izmir, Turkey

Hosted by Izmir University of Economics

www.ceeman.org/exed

Program Management Seminar

April 2016

Bled, Slovenia

www.ceeman.org/pms

IMTA – International Management Teachers Academy

12-23 June 2016

Bled, Slovenia

www.ceeman.org/imta

24th CEEMAN Annual Conference

28-30 September 2016

Tallinn, Estonia

Hosted by Tallinn School of Economics and Business Administration, Tallinn University of Technology

22st CEEMAN Case Writing Competition in cooperation with Emerald

Deadline for submissions: 31 May 2016

www.ceeman.org/cwc

CEEMAN Champion Awards

Deadline for submissions: 1 July 2016

www.ceeman.org/champions

CEEMAN Board



Danica Purg
CEEMAN President
President of IEDC-Bled School of
Management, Slovenia



Virginijus Kundrotas
CEEMAN Vice-President
Dean of Adizes Graduate School, US,
President of BMDA - Baltic
Management Development
Association, Lithuania



Irina Sennikova
CEEMAN Vice-President
Rector of RISEBA - Riga International
School of Economics and Business
Administration, Latvia



Derek Abell
Professor Emeritus, ESMT - European
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Witold Bielecki
Rector, Kozminski University,
Poland



Jim Ellert
Emeritus Professor and former
Associate Dean of Faculty, IMD
Lausanne, Switzerland



Madis Habakuk
Chairman of the Board, Estonian
Business School,
Estonia



Gazmend Haxhia
President, ACMS and A.S.G. Group,
Albania



Seán Meehan
Martin Hilti Professor of Marketing
and Change Management, IMD,
Switzerland



Sergey Mordovin
Rector, IMISP - International
Management Institute St Petersburg,
Russia



Sergey Myasoedov
Vice-Rector of the Academy of the
Russian President, Dean, IBS-
Moscow, President of the Russian
Association of Business Education
(RABE), Russia



Vladimir Nanut
Dean, MIB-School of Management,
President of ASFOR - Italian
Association for Management
Development, Italy



Frank Molthan
HR Director, Coca-Cola
Erfrischungsgetraenke AG,
Germany



Matej Potokar
General Manager
Customer Service and Support
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Klara Pegan
Program Manager (on maternity
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About CEEMAN

CEEMAN – International Association for Management Development in Dynamic Societies

Your Window to Management Development in a World in Transition

CEEMAN is an international association for management development in dynamic societies, which was established in 1993 with the aim of accelerating the growth and quality of management development in Central and Eastern Europe. Gradually CEEMAN has become a global network of management development institutions working mainly in emerging markets and transition economies. The organization's interests cover the quality of education, research and innovation in these economies, as well as the broad range of subjects related to change and development.

With professional excellence as its aim, CEEMAN fosters the quality of management development and change processes by developing education, research, consulting, information, networking support, and other related services for management development institutions and corporations operating in transitional and dynamically changing environments. Its holistic approach to the phenomena of change and leadership development celebrates innovation, creativity and respect for cultural values.

CEEMAN's objectives are:

- To improve the quality of management and leadership development in general and in countries undergoing transition and dynamic change in particular
- To provide a network and meeting place for management schools and other management development institutions in order to promote and facilitate cooperation and the exchange of experience
- To provide a platform for dialogue, mutual cooperation and learning between management development institutions and businesses that are operating in the context of transition and dynamic change
- To promote leadership for change, global competitiveness and social responsibility, innovation and creativity, and respect for cultural values
- To represent the interests of its members in other constituencies

The main activities of the association include:

- International conferences
- Educational programs to strengthen teaching, research, management, and leadership capabilities in management schools
- Case writing support
- International research
- Publishing
- International quality accreditation of business schools

To date, CEEMAN has 216 institutional and individual members from 54 countries in Europe, North America, Latin America, Africa and Asia.

www.ceeman.org