



2020 ADVANCED LEADERSHIP INITIATIVE COHORT BIOGRAPHIES



Julie Allen

ALI Fellow

Prior to ALI, Julie Allen served as partner at Proskauer Rose, an international law firm where she co-chaired the global capital markets practice and held leadership roles as hiring partner and as a member of the new business and risk management committees. Earlier she was a partner at the New York firm of O'Sullivan Graev & Karabell after beginning her legal career at Cadwalader, Wickersham & Taft.

Julie currently serves as the board chair of Read Ahead, a reading-based mentoring organization focusing on New York City's underserved public grammar school children. She was also involved with Proskauer's pro bono and corporate social responsibility initiatives, including working with the Bowery Mission Women's Shelter in Harlem, the Fresh Air Fund's young women's leadership group, and the Legal Aid Society's immigration rights hotline.



Amin Awad

ALI Fellow

Prior to ALI, Amin Awad served in a dual capacity as the United Nation's regional refugee coordinator for the Syria and Iraq Situations and as director of the Middle East and North Africa (MENA) Bureau at the Office of the United Nations High Commissioner for Refugees (UNHCR), in which capacities he was responsible for delivering humanitarian aid to 20 million displaced people in the region. Over his 30 years with the U.N. he has been engaged in humanitarian action and emergency response supporting forcibly displaced persons in some of the most challenging field operations in the Middle East, Asia, Africa, the former Soviet Union, and the former Yugoslavia.



Joseph Azrack

ALI Fellow

Prior to ALI, Joe Azrack spent more than 30 years in senior leadership roles in real estate investment management, most recently serving as principal owner of Azrack & Company. Earlier he was chairman and/or CEO at real estate investment firms Apollo Global Real Estate, Apollo Commercial Real Estate Finance, Citi Property Investors, and AEW Capital Management.

Joe was appointed by the Governor of Rhode Island to chair a public-private partnership that revitalized and drove economic growth in Providence. He is a trustee of the Urban Land Institute, former director and chairman of the Pension Real Estate Association, and has served on the boards of I Have A Dream Foundation, New York Live Arts, WGBH, and De Cordova Museum.



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Sally Bagshaw

ALI Fellow

Prior to ALI, Sally Bagshaw served for ten years as a publicly elected member of the Seattle City Council. Earlier she was chief civil deputy prosecutor in the prosecuting attorney's office for King County (WA), the 13th largest county in the U.S., and was an assistant attorney general at both the University of Washington and Washington State University. Sally has served on King County's Boards of Health, Regional Water Quality, and Regional Transportation, as a director of the Association of Washington Cities, and is a founding member of the Washington Alliance for Gun Responsibility. She is the recipient of the King Country Bar Association's Pro Bono Lawyer of the Year award and the Washington State Bar Association's annual award for lawyers in public service.



Chanoch (Allan) Barkat

ALI Fellow

Prior to ALI, Allan Barkat founded and led Dualis, a nonprofit social investment fund supporting for-profit social businesses employing vulnerable populations. Earlier he was managing partner for Israel at the global private equity firm Apax Partners, and vice president of worldwide marketing and sales for DSP Communications, a chipset and software developer acquired by Intel.

Allan has served on the Israeli Prime Minister's Roundtable on Social and Business Coordination, chaired the Ness Fund for economic development of Israel's Negev region, and been a board member for the Technoda Givat Olga child development center and the Ra'anana City Economic Development Company. He is a past captain in the Israel Defense Forces.



Keith Benson

ALI Fellow

Prior to ALI, Keith Benson was an award-winning drummer, earning two Grammy Awards and 24 certified gold records for performing with Stevie Wonder, the Temptations, the Four Tops, the O-Jays, Lou Rawls, Grace Jones, Robert Palmer, Teddy Pendergrass, and Patti LaBelle. He is also the only musician to play in the studio bands of both Motown Records and Philadelphia International Records.

Keith is the founder of The PEACE Movement, a Camden, New Jersey-based empowerment and social change initiative dedicated to fighting inequality and poverty in his hometown. He is a community organizer, political activist, and developer of a mentoring program focused on educational advancement for the youth of Camden.



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Grant Bogle

ALI Fellow

Prior to ALI, Grant Bogle was senior vice president and chief commercial officer of TESARO, a publicly traded developer of cancer-focused drugs acquired by GlaxoSmithKline. Earlier he served as senior vice president of pharmaceutical and biotech solutions at McKesson Specialty Health/U.S. Oncology, and was a senior executive at Millennium Pharmaceuticals, Viacord, Roche, and Knoll Pharmaceutical Company.

Grant serves on the board of the American School for the Deaf, the oldest permanent school for the deaf in the United States, as well as Epizyme, Inc., a Boston-based biotechnology company developing targeted epigenetic therapies for people living with cancer.



Karen Bogle

ALI Partner

Prior to ALI, Karen Bogle worked in corporate relations at Boston University, in project management for diversity, inclusion, and leadership consultancy Global Novations (acquired by Korn/Ferry), and as a public school teacher, after beginning her career in advertising. An active volunteer, her interests include the promotion of equality, criminal justice reform, and voting rights.

Karen joins her husband, ALI Fellow Grant Bogle, as an Advanced Leadership Initiative Partner.



Janice Brooks

ALI Fellow

Prior to ALI, Janice Brooks spent over 20 years in public service leadership. At the federal level, she has been a human resources and labor-management expert at the U.S. Office of Personnel Management, the National Labor Relations Board, and the Department of Treasury; she is also the past state executive director for the Mississippi Department of Human Services. Most recently Janice has been devoted to the revitalization of small rural towns in her native Mississippi through engagement with municipality leadership and nonprofits that promote economic revitalization, social equity advocacy, and sustainability. She serves on the board of the National Congress of Black Women, is the past honorary national chair of women in the NAACP, and has received multiple awards recognizing her commitment to service.



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Tom Conforti

ALI Fellow

Prior to ALI, Tom Conforti was executive vice president and CFO of Wyndham Worldwide, a publicly traded lodging and leisure conglomerate. Previously he served as CFO of publicly held companies DineEquity and KB Home, as president and COO of e-learning start-up eMind.com, and CFO of The Walt Disney Company's consumer products business. Tom earlier worked at Citicorp, CBS, and PepsiCo.

Tom's community service includes election to Stamford, Connecticut's Board of Finance, which has financial oversight for the city and its board of education, and board membership on Stamford's Neighborhood Housing Services, a nonprofit organization focused on affordable housing creation. He is a past trustee of the Chandler School of Pasadena and board president of Flintridge Preparatory School.



Linda Dakin-Grimm

ALI Fellow

Prior to ALI, Linda Dakin-Grimm was partner at the global law firm of Milbank LLP, where she was a member of the litigation and arbitration group, the compensation committee, and co-chair of the business development and diversity committees.

Since 2016, Linda's work at Milbank has focused on pro bono representation of unaccompanied migrant children and families separated at the U.S. border who seek asylum or other relief; she has taken on more than 75 such cases. She is a member of the Southern California Catholic Task Force on Immigration, a legal advisor to Loyola Marymount University on undocumented students, and a member of the advisory board of St. Pius X - St. Matthias Academy in Los Angeles.



Julie Daum

ALI Fellow

Prior to ALI, Julie Daum spent the majority of her career as a partner and head of the North American board practice at Spencer Stuart, a leading global executive search consultancy. She is a past member of Spencer Stuart's Board of Directors and Governance Task Force and chaired the firm's nomination committee. Previously, she worked at McKinsey and Catalyst and held vice president positions at Citibank and Chase Manhattan.

A recognized authority on board governance and diversity, Julie led efforts resulting in 2,300 women joining corporate boards. She is a board member at Seacoast Bank, chairs the governance committee at Jackson Laboratory, a genomic and biomedical research institution, is a commissioner of the International Refugee Committee on Women and Children, and is a director of Citymeals-on-Wheels.



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Jeffrey Davis

ALI Fellow

Prior to ALI, Jeff Davis was chief investment officer, portfolio manager, and partner at LMCG Investments, an investment management firm serving institutional and private clients. Previously he was chief investment officer at Rockefeller & Company, divisional chief investment officer at State Street Global Advisors, and portfolio manager at The Boston Company/PanAgora and Wilmington Trust.

Jeff is trustee emeritus at Berklee College of Music, where he is past chair and a current member of the school's investment committee; trustee of Nurtury, a provider of early childhood language, literacy, and social/emotional development programs; and head of the board of resources and investment committee for Second Church in Newton, Massachusetts.



Mike Dillon

ALI Fellow

Prior to ALI, Mike Dillon was chief diversity and inclusion officer and a member of the U.S. leadership team at PricewaterhouseCoopers, a leading global professional services firm. Over more than 30 years at PwC, he held multiple senior leadership roles, including 19 years as mergers and acquisitions and audit partner, and worked in the firm's offices in New York, Chicago, and San Francisco.

A long-standing member of PwC's LGBT Partner Advisory Board, Mike also served on the board of the firm's charitable foundation. His additional board service includes The Trevor Project, which works to prevent suicide among LGBTQ youth, the San Francisco AIDS Foundation, the United Way of the Bay Area, GLAAD, and Project Open Hand, a provider of meal services to seniors and the critically ill.



Robert Doris

ALI Partner

Prior to ALI, Bob Doris co-founded and served as chairman and CEO of Sonic Solutions, which grew to become a leading developer of digital audio and video authoring software, becoming a public company in 1994. He previously served as general manager of the computer division of Lucasfilm, later spun out as two companies: Pixar and The Droid Works, Bob leading the latter as CEO. Bob currently is an active early stage investor; two of his Boston based investments—Catalant and Bev Spot—are ex-HBS and ex-Harvard iLab.

Bob joins his wife, ALI Fellow Mary Sauer, as an Advanced Leadership Initiative Partner.



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Edwin Escobar

ALI Fellow

Prior to ALI, Edwin Escobar served for eight years as mayor of Villa Nueva, Guatemala's second largest city with a population of more than 1.2 million, and was a presidential candidate in 2019. An entrepreneur, he founded both Grupo Nabla, a residential, commercial, and industrial construction company, and Maslow Group, an operator of fast food franchises in Central America.

Edwin served two terms as president of Guatemala's National Association of Municipalities, was vice president of its national electricity system provider, and a board member for the Guatemalan regional electric market operator. The former dean of engineering at Universidad Rafael Landivar, he founded an NGO which has constructed more than 250 school classrooms in underserved communities.



Ginna Escobar

ALI Partner

Prior to ALI, Ginna Escobar coached 150 wives of Guatemala's mayors to drive social impact in their respective cities, and founded an NGO that builds schools and conducts medical and dental missions in underserved areas. In her home city of Villa Nueva she serves in the social work and women's municipal offices, training women to improve their job skills, political participation, and societal engagement.

Ginna joins her husband, ALI Fellow Edwin Escobar, as an Advanced Leadership Initiative Partner.



Carolina Eterovic

ALI Fellow

Prior to ALI, Carolina Eterovic founded and served as partner, executive director, and president of Mujeres Empresarias, a pioneering organization that works to promote and strengthen diversity and inclusion for women in the Chilean workforce. Since its inception, Mujeres Empresarias has trained more than 20,000 women for senior management roles, has supported the formation of women-founded companies through incubation, capital raising, and acceleration, and has partnered with development agencies including the World Bank, the Inter-American Development Bank, and the Kaufman Foundation. Carolina is a board member of CorreosChile, the Chilean national postal service, and a past director of MCapital, a syndicate of angel investors supporting women-founded ventures.



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Flávia Faugeres

ALI Fellow

Prior to ALI, Flávia Faugeres was the CEO for Brazil and the executive vice president of BRF Global, one of the world's largest producers of poultry and pork products. Previously she served as global chief marketing officer of Burger King Corporation, senior partner of N-Ideias, a marketing consultancy, global vice president of insights and research at AB-Inbev, and in market research at Unilever.

Flávia is the founder of Learntofly, a start-up web-based platform providing global reach for youth to access mentors, facilitate meaningful connections, and utilize development tools for professional growth and personal mental and emotional support. In her business career, she has been an advocate for food safety, quality, and access, and for increased leadership opportunities for women.



Fereydoun Firouz

ALI Fellow

Prior to ALI, Fereydoun Firouz was chairman and CEO of Stallergenes Greer, a UK-based biopharma company. Earlier he cofounded and was managing partner of Gurnet Point Capital, an investor in life sciences companies, and was managing director of Waypoint Capital, a Geneva-based family office, after a 20+ year career at biopharma company EMD Serono, which he ultimately led as president and CEO.

Fereydoun serves on the presidential advisory council at the Berklee College of Music, and at the John F. Kennedy Library Foundation. He is also the producer of short films and documentaries focused on Persian art and culture. Fereydoun was a Red Cross delegate in Afghanistan during the Soviet-Afghan War, and a first lieutenant in the Swiss Army.



Keith Forman

ALI Fellow

Prior to ALI, Keith Forman spent 35 years leading companies in the energy industry, and most recently was CEO of publicly traded Rentech Nitrogen Partners. He was CFO and director of hydrocarbon infrastructure companies Crestwood Midstream Partners, El Paso Corp., and GulfTerra Energy Partners. His career began at Manufacturers Hanover Trust working with the firm's natural gas pipeline clients.

Keith's career includes work at renewable energy businesses and senior roles in two green investment vehicles, a bio-diesel business and an industrial wood-pellet manufacturer. As an energy executive, he has been an active steward of the communities in which his businesses have operated, from the community level to environmental health and safety.



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Donald Fornes

ALI Fellow

Prior to ALI, Don Fornes was founder and CEO of Software Advice, an online destination for reviews of business software applications. He started the company in his spare bedroom in Big Sky, Montana, bootstrapped it to 135 employees in Austin, Texas, and sold it to Gartner, the world's leading IT research firm. Earlier in his career, Don was an investment banker with Hambrecht & Quist, and a corporate development executive at CRM software company Epiphany.

Don and his wife, Lauren, have four young children. As an instrument-rated pilot, Don has logged thousands of miles as a volunteer for Angel Flight, a nonprofit that arranges free air transport for those in rural communities in need of medical care.



Joseph Frumkin

ALI Fellow

Prior to ALI, Joe Frumkin was managing partner of the mergers and acquisitions practice at Sullivan & Cromwell, an international law firm based in New York City. Over his more than 30 years with the firm, he has maintained a leading M&A, corporate advisory, and board advisory practice while at the same time leading transformation and innovations within many of the firm's operating processes.

Joe is the co-chair of the University of Pennsylvania Institute for Law and Economics, an overseer of the University of Pennsylvania Law School, and a trustee and executive committee member of The Lawrenceville School. He served as an assistant and press secretary for U.S. Senator John Heinz, and currently supports social impact at the grassroots level in East Africa.



Jacobo Gelman

ALI Fellow

Prior to ALI, Jack Gelman was founder, chairman, and CEO of Grupo Forestal Soledad/PROPULSO, a Venezuelan forest products company, and financial advisor of Elmo International Finance, an asset management firm based in Zurich. As an entrepreneur, he founded and led as CEO a furniture manufacturing and housing construction business after beginning his career as an engineer in Israel.

Jack is a board member of investment firms funding renewable and clean energy technologies, including solar farms. He is the founder of nutrition, education, leadership, and reproductive-health initiatives focused on the youth population in economically disadvantaged regions in and around the southern Venezuelan city of Soledad.



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Jennifer Gersbeck

ALI Fellow

Prior to ALI, Jennifer Gersbeck was recognized as a global leader in the eye health and international development sectors. She led global partnerships and advocacy at The Fred Hollows Foundation, an Australia-based international aid organization focused on ending avoidable blindness in developing Pacific, Asian, and African countries. Earlier as CEO of Vision 2020 Australia, she helped establish Australia as the global leader in the prevention of blindness, brought vision care programs to the country's underserved indigenous population, and established an international consortium to fund, establish, and deliver eye health programs across the Asia Pacific region. She is a trustee and executive committee member of the International Agency for the Prevention of Blindness.



Jeffrey Gittleman

ALI Fellow

Prior to ALI, Jeff Gittleman was the founding co-partner and president of Seven Bridges Advisors, a New York City-based multibillion-dollar, multi-family office. Earlier he served as president of EDP Partners, a single-family investment office, and was a real estate attorney at the New York law firm of Tenzer, Greenblatt, Fallon & Kaplan (now Blank Rome LLP).

Jeff is a long-time math educator in both Chappaqua and Yonkers, New York. He has taught and tutored thousands of students, has built peer mentoring programs for college admissions tests, has taught at the National Museum of Mathematics, and has consulted with Khan Academy on the development of the SAT-preparation section of its website.



Pam Gittleman

ALI Partner

Prior to ALI, Pam Gittleman taught for more than 20 years as an early childhood music educator and curriculum developer. She also served as a volunteer mentor for high school students in the Yonkers, New York school system through her association with Yonkers Partners in Education. Previously, she spent 12 years in account management at Ogilvy and Mather advising some of the most recognizable consumer and business brands on advertising, media, and marketing strategies.

Pam joins her husband, ALI Fellow Jeff Gittleman, as an Advanced Leadership Initiative Partner.



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Martin Goldstein

ALI Fellow

Prior to ALI, Martin Goldstein served as CEO of MHG Consulting providing corporate, business development and intellectual property consulting to developing biotechnology companies. He has spent over thirty-five years in senior operational and board roles at early stage biotechnology companies. Martin was a founder and CEO of ViroLogic, a clinical laboratory guiding the treatment of HIV-infected patients.

Martin's community activities included tutoring under-served youth in KIPP public charter schools; funding college students through the SQB Scholarship Fund of SquashBusters, an after-school program for young people in urban public schools; mentoring women at Women's Technology Cluster (aka Astia), a San Francisco-based nonprofit promoting women's success in high-growth startups; and serving as a trustee of the Crystal Springs Uplands School and Peninsula Temple Beth-El.



Alessandra Greceanu

ALI Fellow

Prior to ALI, Alessandra Greceanu was a judge at the United Nations Dispute Tribunal, the first instance of the organization's internal justice system, having been elected by and appointed to this position by the U.N. General Assembly. An expert in international humanitarian law, employment law, comparative law, intellectual property law, mediation/arbitration, and refugee law, she previously was a judge in the Romanian justice system, most notably at the Court of Appeal of Bucharest for 16 years. She has served as a judge trainer in labor, refugee, and European Union law at Romania's National Institute of Magistracy, was a national judge trainer in refugee law, an independent expert of the European Commission in civil and refugee law, and worked in the field of international legal procedure, standards, and instruments both in Romania and in the EU.



Jeff Hembrock

ALI Fellow

Prior to ALI, Jeff Hembrock was president of Miller Brewing Company and president of SABMiller Market Development Americas, responsible for the marketing, sales, and distribution of the company's portfolio of beverage products throughout 36 countries. Over a 38-year career at Miller, he held a variety of functional leadership roles after joining the company in brewery operations upon college graduation.

Jeff is an investor and board member of socially responsible business ventures which have created 3,000 jobs in sectors including sustainable food production and all-natural water remediation. An advisor to nonprofits bringing clean water to Flint, Michigan and Africa, and affordable housing to Milwaukee's inner city, he also serves on Cardinal Stritch University's finance and strategy committees.



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Jane Hoffman

ALI Fellow

Prior to ALI, Jane Hoffman was a long-serving public official in New York. She was commissioner of both public authority reform for New York State and the New York City Department of Consumer Affairs, commission member of the NYC Fund for Public Advocacy, on the advisory commission of the NYC Department of Cultural Affairs, and a Democratic candidate for lieutenant governor. Earlier she was a CNN producer and Salomon Brothers financial analyst.

Jane founded and chaired the Presidential Forum on Renewable Energy and co-authored *Green: Your Place in the New Energy Revolution*, which outlines a renewable energy policy and plan for the U.S. She is a trustee of Northwestern University, and has been a director of the Museum of the City of New York, Childless Mothers Adopt, Lenox Hill Neighborhood House, and The Leadership Forum.



Doris Honold

ALI Fellow

Prior to ALI, Doris Honold was group chief operating officer and a member of the executive committee of Standard Chartered Bank, a British multinational banking and financial services company. Previously she was global head of market risk at Dresdner Bank, one of Germany's largest banking corporations. Over her 25-year career she has worked in Frankfurt, Tokyo, Singapore, and London.

Doris is an advisor and board member to start-up ventures in peer-to-peer lending and data analytics. At Standard Chartered she was a mentor to junior colleagues, participated in and drove the bank's community and civic engagement, and headed its program to support new, emerging artists across Asia, Africa, and the Middle East.



Robert Huston

ALI Fellow

Prior to ALI, Randy Huston was a brigadier general in the United States Air Force, serving as deputy director of operations and cyber, U.S. Africa Command, based in Stuttgart, Germany. Previously he was commander, NATO Headquarters, Sarajevo, and senior military representative to the country of Bosnia and Herzegovina, in which capacity he advised the country's leadership on military aspects of security sector reform and commanded all NATO Forces operating in the country. General Huston has a wide variety of combat and contingency experiences which include deployments in support of operations Desert Shield, Desert Storm, Just Cause, Allied Force, Enduring Freedom, Iraqi Freedom, and Juniper Micron.



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David Jaffe

ALI Fellow

Prior to ALI, David Jaffe was chairman and CEO of Ascena Retail Group, a publicly held women's apparel retailer operating in the United States and Canada through principal brands Ann Taylor, LOFT, dressbarn, Lane Bryant, Catherines, and Justice. Prior to his 27 years of executive leadership at Ascena, he was a general partner for Chemical Bank's private equity arm and a portfolio manager at Merrill Lynch.

Under David's leadership, Ascena was recognized for its corporate social responsibility, corporate giving program, diversity and inclusion efforts, and promotion of gender parity. David is a director of Jazz at Lincoln Center, The Nature Conservancy's Connecticut Chapter, Wharton's Jay H. Baker Retailing Center at the University of Pennsylvania, and the Jaffe Food Allergy Institute at Mount Sinai Medical Center.



Helen Jaffe

ALI Partner

Prior to ALI, Helen Jaffe was a community leader focused on health and education. She is an advocate for those suffering from severe food allergies and serves on the advisory board of the Jaffe Food Allergy Institute at Mount Sinai Medical Center and is a trustee of Food Allergy Research and Education (FARE). Helen is also a trustee of both Stamford (CT) Hospital and Teachers College at Columbia University.

Helen joins her husband, ALI Fellow David Jaffe, as an Advanced Leadership Initiative Partner.



Belinda Juran

ALI Fellow

Prior to ALI, Belinda Juran served as partner at WilmerHale, a global law firm where she co-chaired both the technology transactions and licensing practice group and the life sciences practice group. Earlier she was an engineer at Cadence Design Systems, an electronic design automation software company, PictureTel, a videoconferencing solutions developer, and computing giant Bull HN Information Systems.

Belinda is a board member of UTEC, a nonprofit supporting proven-risk youth aged 17 to 25 in gateway cities of the Merrimack Valley of Massachusetts with wrap-around social services to help them achieve social and economic success. She is also board chair of the Pollard Memorial Library Foundation, which raises funds to support major projects at the City of Lowell (MA) public library.



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Mwaba Kasese-Bota

ALI Fellow

Prior to ALI, Mwaba Kasese-Bota served as Zambia's Ambassador to the United Nations, chaired the Global Bureau of Land-Locked Developing Countries, and served as vice president of the UNICEF Executive Board. Also at the U.N., she co-chaired the resolution on ending child, early, and forced marriages, co-facilitated the high-level meeting on HIV/AIDS, and chaired the 49th Commission on Population and Development. A medical doctor and epidemiologist, Mwaba is a recognized expert on subjects related to sustainable development, HIV and AIDS, as well as orphans and vulnerable children, including those suffering from abuse and neglect. She previously worked as the HIV orphans and vulnerable children and youth advisor for the U.S. Agency for International Development in Zambia, and as HIV Advisor for the United Nations Children's fund and for the Zambian Health Ministry in a variety of positions.



Mary Knobler

ALI Fellow

Prior to ALI, Mary Knobler was managing director and co-head of trading at Oaktree Capital Management, a leading global alternative investment management firm with expertise in credit strategies. Previously she was in high yield bond sales at Lehman Brothers and Kidder Peabody, and in the syndicate and private placement groups at Drexel Burnham Lambert.

Mary initiated and co-chairs Oaktree's women's leadership council, and mentors women and minorities in the financial services industry. She served on the board of and has been recognized for her contributions to Worldwide Orphans, a global nonprofit providing education, medical care, and social support to orphans and at-risk children. Mary is also an active supporter of women recovering from addiction.



Patricia Lewis

ALI Fellow

Prior to ALI, Patricia Lewis was managing director and head of European loans and special situations sales at Bank of America Merrill Lynch in London. Previously, she worked at Bank of America in investment banking leadership roles in New York City and Charlotte, North Carolina, after beginning her career in pharmaceutical sales at Parke-Davis.

Patricia has mentored women entrepreneurs in low- and middle-income countries through the Cherie Blair Foundation for Women in London, volunteered helping local families in need with the Junior League of London, and regularly mentored college students and recent graduates. She was also named as one of the top 100 most influential people of Africa, African Caribbean, and African American heritage in the U.K.



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Susan Lynch

ALI Fellow

Prior to ALI, Susan Lynch spent 20 years at the United States Department of Justice (DOJ) where she led healthcare fraud prosecutions and elder justice policy work. She is the DOJ prosecution lead for all federal civil long-term care quality prosecutions and, as senior trial counsel for elder justice, she founded and was the national lead for the department's ten regional elder justice task forces, comprised of cross-sector, multi-disciplinary teams which combat financial exploitation and elder abuse, and conduct elderly outreach. Susan also served as senior lead on all rural and tribal issues related to elder abuse and exploitation, and has devoted years of service to the Native American population in South Dakota through the nonprofit ReMember Organization at Pine Ridge.



James Lytle

ALI Fellow

Prior to ALI, Jim Lytle was managing partner of the Albany office of Manatt, Phelps & Phillips, a national law firm where he led the New York State government and regulatory practice and was a member of the firm's health care practice. Earlier he was assistant counsel to New York Governor Mario Cuomo, the executive director of the Volunteer Legal Service Project, and assistant district attorney in Manhattan.

Recognized for his support of those with disabilities and health issues, Jim is a board member of both the Schuyler Center for Analysis & Advocacy, which lobbies to shape policies improving health and human services in New York, and Spectrum Theatre Ensemble, a Rhode Island theater company promoting participation for those with autism. He is chair of SUNY Empire State's college council.



Pedro Mariani

ALI Fellow

Prior to ALI, Pedro Mariani was a senior legal, compliance, corporate affairs, and government relations executive, most recently serving as vice president of legal and corporate affairs at beverage company AmBev S.A., one of Brazil's largest corporations. Previously, he was an associate of Clifford Chance in New York and general counsel of Vale S.A., the world's largest iron ore producer.

A leader in corporate social responsibility efforts, Pedro led the creation of a platform through which AmBev shared its water sustainability expertise with other companies, launched a social business that directed profits to improve water access in Brazil's semi-arid region, and partnered with São Paulo government on responsible drinking and road safety initiatives that reduced traffic fatalities by 13%.



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Debra Mayer

ALI Partner

Prior to ALI, Debra Mayer co-founded of the law firm Shatzkin & Mayer and focused on entertainment litigation representing creator-clients in the fields of art, film, photography, and publishing. A long-time volunteer, she has served as a trustee of Classic Stage Company and Calhoun School, and has participated in mentoring and tutoring programs for middle school students in East Harlem.

Debra joins her husband, ALI Fellow Joe Frumkin, as an Advanced Leadership Initiative Partner.



Deborah McCarthy

ALI Fellow

Prior to ALI, Deborah McCarthy served as the United States Ambassador to Lithuania. A long-time foreign service officer for the U.S. Department of State, she was previously principle deputy assistant secretary for economic and business affairs, deputy ambassador at the U.S. Embassy in Greece and in Nicaragua, special coordinator for Venezuela, senior advisor for counter-terrorism, and deputy assistant secretary for narcotics. Deborah's diplomatic experience also includes postings in the Dominican Republic, Haiti, Canada, France, and Italy. She was executive director of the diversity in international affairs program at the Center for Strategic and International Studies and was a visiting fellow at the Finnish Institute for International Affairs. Deborah began her career as assistant treasurer in the corporate lending department of Chase Manhattan Bank.



Kelley McKinnon

ALI Fellow

Prior to ALI, Kelley McKinnon was deputy general counsel, chief regulatory officer, and the past capital markets chief compliance officer for BMO Financial Group, one of Canada's big five banking groups. Earlier, she was a partner at two of Canada's leading law firms: at Gowlings, she headed the firm's securities litigation and regulatory practice, and at Fasken, she was vice chair of litigation and co-lead of the health law group.

Kelley's public service includes roles as senior deputy commissioner of Canada's Competition Bureau, a federal law enforcement agency ensuring competitive markets, and chief counsel for the Ontario Securities Commission, the provincial securities legislation regulatory agency. She is vice chair of the board of trustees of Queen's University and serves on multiple board oversight committees at the University.



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Robin Mendelson

ALI Fellow

Prior to ALI, Robin Mendelson led Amazon.com's U.S. Books and Entertainment Media Businesses with direct P&L ownership and strategic responsibility for the multi-billion-dollar enterprise. During her 20-year tenure at Amazon, she drove innovations in U.S. and global markets while holding leadership positions in general management and finance in the US and internationally.

Robin has held leadership roles while serving on various non-profit boards including the Seattle Public Library Foundation, Seattle Arts & Lectures, a nonprofit literary organization offering lecture series and educational programs, and the Yale School of Management Advisory Board. At Amazon and throughout her career, Robin has been an active mentor and has worked to develop leadership talent among her teams.



Matthew Nathan

ALI Fellow

Prior to ALI, Matt Nathan was vice admiral (retired) and the 37th surgeon general of the United States Navy, responsible for 64,000 personnel, including those deployed with Navy and Marine Forces and those in tertiary care medical centers, teaching hospitals, and more than 50 stand-alone hospitals and clinics over five continents. He brokered healthcare policy supporting care for recovering warriors, combat trauma, and over one million beneficiaries receiving care ranging from neonates to geriatrics, while also coordinating humanitarian assistance and disaster relief globally. Matt was co-chair of the Recovering Warrior Task Force and commander/CEO of the National Naval Medical Center Bethesda and Walter Reed Army Medical Center. A medical doctor, he most recently was senior vice president of WakeMed, a regional healthcare system in Raleigh, North Carolina.



Tammy Nathan

ALI Partner

Prior to ALI, Tammy Nathan was a captain in the United States Navy. Over 22 years of service her primary area of focus was leadership development and mentoring, and she was a senior instructor at the Navy's Intermediate Training School in Norfolk, Virginia. Tammy is a dedicated supporter of wounded warriors and their families, and is a member of numerous committees that sustain their care.

Tammy joins her husband, ALI Fellow Matt Nathan, as an Advanced Leadership Initiative Partner.



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Patricia Nissen

ALI Partner

Prior to ALI, Pat Nissen was a volunteer and elected board officer for several Chicago-area institutions, including Lake Forest's CenterStage Theatre, the Lake Forest Symphony, The Poetry Foundation, the Lake Bluff Public Library, Puppet Tree Playhouse, and the Union League Boys and Girls Clubs, for which she launched three children's libraries in underserved, high crime areas.

Pat joins her husband, ALI Fellow Bill Nissen, as an Advanced Leadership Initiative Partner.



William Nissen

ALI Fellow

Prior to ALI, Bill Nissen was a partner for more than 35 years with the international law firm of Sidley Austin, where he worked primarily in the area of commodity and financial futures and derivatives regulation and litigation, advising and representing brokerage firms, institutions, money managers, and other market participants through times of significant industry growth and disruption.

Bill is the past president of the Union League Club of Chicago, a prominent civic and social club which he led through a period of successful modernization. His public service includes appointments by the federal court to represent convicted criminals on appeal and prisoners in civil rights cases against prison staff, and deployment during the Vietnam War as a lieutenant in the United States Navy.



Frances Reid

ALI Fellow

Prior to ALI, Frances Reid was an investor in developing and emerging markets across Asia, Africa, and Eastern Europe. She is the chief operating officer of Root Capital, a provider of financial capital and training to agricultural businesses in the world's most vulnerable communities, and previously was chief investment officer at CDC Group, the United Kingdom's government-owned development finance institution, and senior investment and risk officer at the Millennium Challenge Corporation, a U.S. foreign assistance agency fighting global poverty. She was a U.S. Treasury senior policy advisor, program director at the European Bank for Reconstruction and Development, and managing director at Lehman Brothers. Frances is also an advisor to Native American communities on economic development.



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Bruce Rich

ALI Fellow

Prior to ALI, Bruce Rich served as partner for over 35 years at Weil, Gotshal & Manges, a global law firm where he headed the intellectual property/media practice, which spans litigation and counseling in areas of copyright, trademark, First Amendment, and antitrust law. He has served on Weil's management and nominating committees, and headed its recruiting committee.

Bruce is the chairman of EL Education, a nonprofit working to improve the quality of K-12 public school education in under-served communities. He serves on the board of visitors of Dartmouth's Rockefeller Center for Public Policy, the advisory council of the Committee to Protect Journalists, and his pro bono legal work includes securing a reversal of an Alabama state prisoner's death sentence.



Jorge Rodriguez

ALI Fellow

Prior to ALI, Jorge Rodriguez spent over 30 years in industrial automation and regulatory compliance in the biotech, pharmaceutical, and medical device industries. A successful entrepreneur, he founded, bootstrapped, and was CEO and president of PACIV, a leading engineering services firm headquartered in Puerto Rico with operations across two continents and a client list of the world's largest life sciences companies.

Jorge has been active in several high impact social causes benefitting Puerto Rican society, launching PACIV's corporate social responsibility program and corporate foundation, serving on boards of several nonprofits, and mentoring young entrepreneurs. He was instrumental in leading and organizing recovery efforts that saved the lives of 154 Puerto Ricans in the aftermath of Hurricane Maria.



Erlan Sagadiev

ALI Fellow

Prior to ALI, Erlan Sagadiev was minister of education and science of the Republic of Kazakhstan, the state authority responsible for education, science, and the protection of children's rights and youth policy. His government experience also includes service as vice minister of investment and development, vice minister of industry and new technologies, and advisor to the prime minister.

Earlier, Erlan was the CEO of Frontier Mining, a publicly listed, UK-based copper mining entity operating in the Commonwealth of Independent States, and the co-founder and president of FoodMaster Company, which he grew into the largest dairy producer in Kazakhstan. He co-founded and ran as president the International IT University and the University of International Business, both in Almaty.



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Adriana Sarmiento

ALI Fellow

Prior to ALL, Adriana Sarmiento had a distinguished career in the banking industry in both her native Colombia and the United States. She served as president of the board of directors of Banco De Occidente, one of Colombia's largest banks, and was vice president at both Banco de Bogota and Barclays Bank, and was heavily involved with bringing global IFRS financial standards to Colombia.

Adriana founded and is CEO of CCXC, a social impact vehicle increasing total financial inclusion and sustainable economic growth of small enterprises in emerging economies. She is managing director of OLCSAL, and chief strategic advisor of CTIC, the foundation that owns the Luis Carlos Sarmiento Angulo Cancer Treatment & Research Center, a leading cancer treatment and research institution in Colombia.



Mary Sauer

ALI Fellow

Prior to ALL, Mary was co-founder, senior vice president, and a board member of Sonic Solutions, a company she and her partners bootstrapped, took public, and grew into a leading developer of digital audio and video software. She previously worked at Lucasfilm, serving as the director of marketing for the Pixar group and the vice president of marketing for The Droid Works; she also worked as a management consultant.

A seed-stage investor and supporter of entrepreneurial activity at universities, Mary has judged business plans and advised start-ups at the University of Pennsylvania's Wharton School and Harvard Business School; she also serves on the Harvard SEAS Dean's Advisory Cabinet and the Stanford MLA Advisory Council. She has served on multiple school boards, was a trustee of the Buck Institute of Aging, and she and her husband have sponsored art restoration and conservation projects in Florence, Italy.



Renata Soto

ALI Fellow

Prior to ALL, Renata Soto spent 25 years as a social entrepreneur and nonprofit leader. She co-founded and was executive director of Conexión Américas, a nonprofit that annually supports more than 10,000 Latino and other immigrant families in Tennessee by providing opportunities for them to belong, contribute, and succeed. Renata also launched Casa Azafrán, a Nashville nonprofit collaborative that is nationally recognized as a model for nonprofit innovation, collaboration and placemaking, and founded the Mosaic Fellowship, a leadership development program for leaders of color. She is the past board chair of UnidosUS, the nation's largest Latino civil rights and advocacy organization, and currently serves as board chair of its sister organization, UnidosUS Action Fund, which works to expand the influence and political power of the Latino community.



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Tom Sperry

ALI Fellow

Prior to ALI, Tom Sperry was co-founder and managing director of Rogue Venture Partners, a Portland, Oregon-based venture capital firm investing in historically under-capitalized regions. Previously, he was CEO of video game developers Blade Games and Exit Games, and earlier held leadership roles at HNC Software and Looking Glass Studios. Tom was also a founding member of Microsoft's Games Division.

A driver of economic opportunities for under-served communities, Tom has started a fund investing in companies launched by female founders and female CEOs; he has also partnered with Mercy Corps, a global humanitarian aid organization, to build the first start-up accelerator in the Gaza Strip. Additionally, Tom mentors start-ups in Kurdistan, and earlier relocated to India to work in an orphanage.



Charles Target

ALI Fellow

Prior to ALI, Charles Target served, and continues to serve, as the executive chairman of Hasfarm Holdings, the leading cut flower producer in Asia, with production farms in Vietnam, China, and Indonesia. Earlier he founded Bowen Asia, a Hong Kong-based investment firm, was general partner at the global private equity firm Apax Ventures, and was managing director of Business International/The Economist Intelligence Unit.

Charles is a business and job creator, and has incorporated at Hasfarm Holdings broader business equity stakes to more workers through collective ownership models which disrupt current prevailing equity business models and practices, and stand to protect more jobs. He has leveraged his experience in media, finance, asset management, and agribusiness to be a mentor to others in these fields.



Jianming Xu

ALI Fellow

Prior to ALI, Jianming Xu was CEO of Century Securities, a Shenzhen, China-based securities firm. Earlier, he was vice general manager of Tang Investment Group (China), an equity investment management company, chief operating officer of Insigma Group, a leading information technology company in China with two publicly listed subsidiaries, general manager of the investment bank division at China Eagle, and general manager of several branches at Zhejiang Securities, one of China's first securities firms.

As CEO of Century Securities, Jianming led a poverty reduction initiative in Yudu County, Jiangxi Province to provide financial knowledge for officials and entrepreneurs, improve elementary schools, and support those in need. He spent the first eight years of his career as a high school physics teacher. He was also a member of China's rusticated youth.



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Anne Zahner

ALI Partner

Prior to ALI, Anne Zahner was a commercial real estate executive, principal, and investor for 35 years, primarily owning and operating shopping malls, office buildings, and parking garages. She founded Radiant Partners, a commercial real estate investment firm, and was executive vice president of both First Union REIT and Enterprise Asset Management.

Anne joins her husband, ALI Fellow Charles Target, as an Advanced Leadership Initiative Partner.



B. Andrew Zelermyer

ALI Fellow

Prior to ALI, Andrew Zelermyer served as a director (shareholder) in the Boston office of the law firm Goulston & Storrs, where he built a real estate practice encompassing land use and development, construction and permanent financing, construction planning and design, leasing, and retail development. He served on several firm committees, including diversity, hiring, compensation, and associate development.

He currently serves as an executive committee and board member of Greater Boston Legal Services and a board member of the Jewish Community Relations Council. Andrew is a 2019-2020 Access to Justice Fellow, a project of the Massachusetts Access to Justice Commission for senior lawyers. He has served as board chair of Keshet, an advocate of LGBTQ equality in Jewish life, and on the boards of Mass Equality and the Boston Preservation Alliance.