

January | 2023 | ISSUE VI

Wings of Change



Editor's Note



Year 2022 was indeed a rollercoaster in which we managed to thrive despite tough challenges and many first-time adventures. Amongst that, Wings of Change expanded and touched many readers as we could navigate and find, through the winds that were blown upon us.

2023 brings us a lot of hope and passion to continue this growth and adding to that is the excitement as we prepare to celebrate the 10th Anniversary of WiLAT Global. We at Wings of Change are determined to contribute at our best under the leadership of our Global Chairperson Gayani De Alwis and our new Global Media Coordinator Amra Zareer.

Need to say, I am honoured to have had the opportunity to e-interview our outgoing WiLAT Global Advisors, Dabney Shall-Homa FCILT and Romesh David FCILT recognizing their applaudable commitment and contribution as well as, have done the same with incoming Global Advisors Naa Densua Aryeetey FCILT and Edward Lau CMILT, welcoming them to the WiLAT Global fraternity. We hope this article will be a guiding light for many of us as we enter 2023!

Moreover, I am truly thankful to all who wrote to us, be it news, best wishes or constructive feedback. We at the editorial committee are expecting to see your continuous support and involvement in this year as well.

Wishing you all the very best and may you have a healthy and prosperous 2023 filled with love and success! Let us fly high with Wings of Change!

Best Regards,

Indeewari Chandrasekara MILT

Editorial Committee



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Message from the WiLAT Global Chairperson



I am delighted to share this message as we enter our tenth anniversary year of WiLAT globally with the dawn of 2023.

The much-awaited CILT international convention in October in Perth gave us an opportunity to meet and interact with the global family after a lapse of three years. The WiLAT 10th anniversary publication and video were launched at the convention amidst a distinguished gathering. For the first time Perth witnessed the emergence of Stars of WILAT!

As we enter 2023, WiLAT has spread the wings to 38 territories, conducted many value adding capacity building programs through our virtual capacity building center, initiated regional meetings and webinars to engage with our membership, developed and cemented partnerships. Stars of WiLAT awards will be an annual feature and I hope this program would

enable WiLAT to develop a pipeline of future leaders for succession. WiLAT also would like to appreciate our outgoing Global Advisors Dabney Shall-Homa FCILT and Romesh David FCILT for their commitment and contribution during their tenure and would like to welcome the incoming Global Advisors Naa Densua Aryeetey FCILT and Edward Lau CILT to the WiLAT global family.

We are witnessing a global economic slowdown as we enter into 2023. Our robust strategic plan hopefully would enable us to face the recessionary international trade environment with confidence. WiLATs have demonstrated our pro-activeness, resilience and agility to face the future. As we grow in numbers we have also grown in influence and that is our secret sauce!

I am thankful to each and every one of you for your immense contribution in the past one-year to grow WiLAT and wish you and your families a happy and a healthy new year.

*Lets keep our partnerships with a **purpose** and **passion** to drive greater **progress** in the coming year and beyond.*

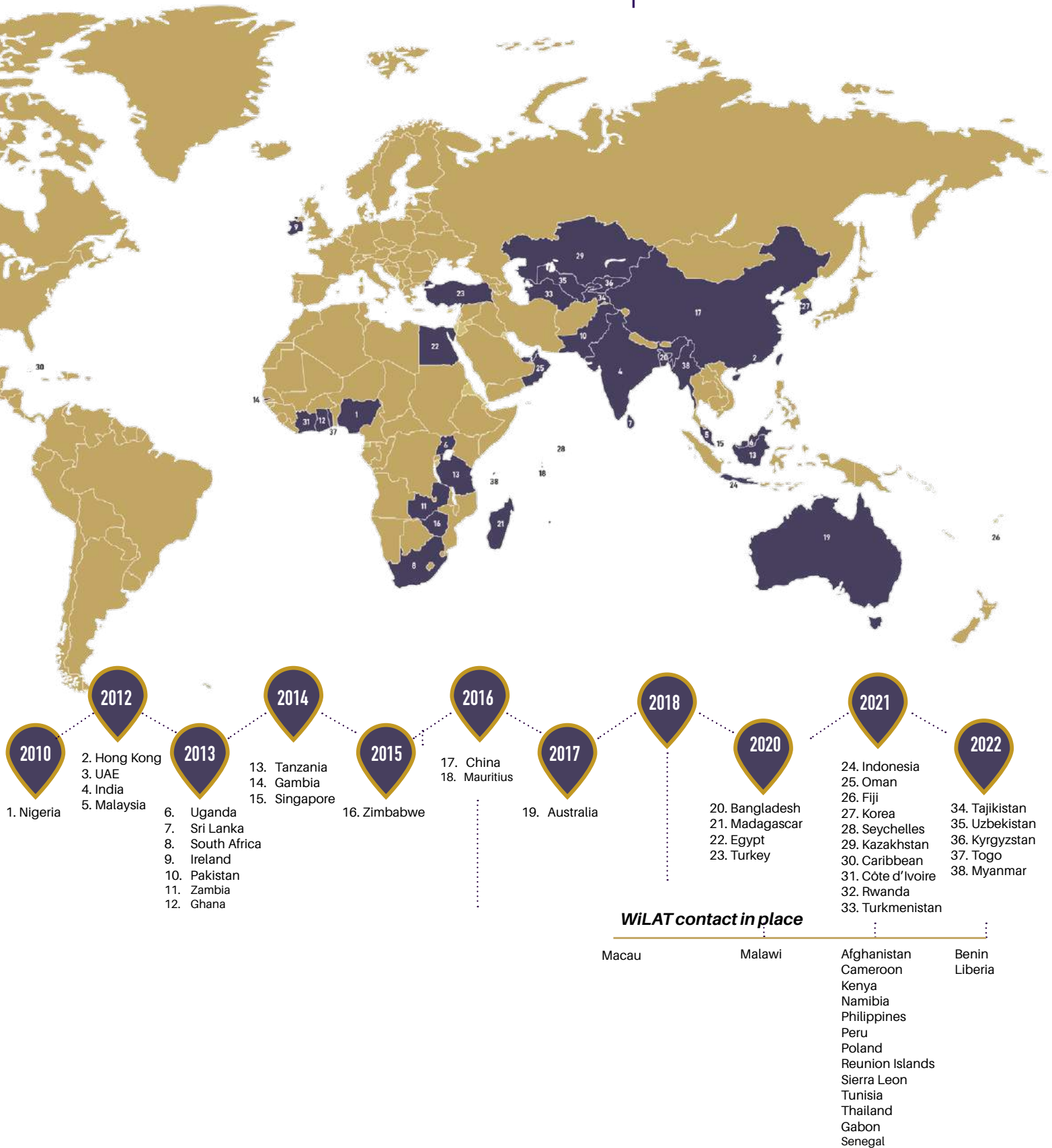
A handwritten signature in blue ink, reading "Gayani de Alwis".

Gayani de Alwis, FCILT
WiLAT Global Chairperson

Chairperson's Priorities 2020 - 2023

- Grow members - within countries & regions
- Grow reach - across sectors & white spaces
- Develop partnerships - globally & locally
- Drive capacity building
- Promote sustainable living as a way of life

WiLAT Global Footprint





WiLAT Global News

New WiLAT Appointments

Naa Densua Aryeetey FCILT and Edward Lau FCILT were appointed as the new Global Advisors in place of Dabney ShallHoma FCILT and Romesh David FCILT who completed their three year tenure on 30th September and 31st December 2022 respectively.

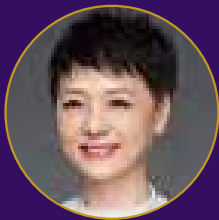


Naa Densua Aryeetey FCILT
WiLAT Global Advisor



Edward Lau FCILT
WiLAT Global Advisor

The following were inducted as new Chairpersons in their respective WiLAT territories



Carmen Li FCILT
WiLAT Hong Kong Chairperson



Rina Mubi Hamakal CMILT
WiLAT
Zambia Chairperson



Natalia Shirshova
WiLAT Kyrgyzstan Chairperson

Amra Zareer CMILT took over the WiLAT Media Coordinator role on 1st October 2022 from Dhashma Karunaratne CMILT who stepped down from the role after completing one year.



Amra Zareer CMILT
WiLAT Global Media Coordinator



WCBC was established in June 2021 with an aim to develop female leadership; and to encourage knowledge acquisition of the latest industry trends for advancement in our ever-changing world of supply chain, logistics and transport.

WiLAT Skill Survey

CILT IESC Lead survey with
287 respondents

Focused on

- obstacles to entry into the transport and logistics sectors
- promotion opportunities/challenges
- additional training support
- gender imbalance
- pay gaps concern

Progress on women inclusion in the industry

- Difference by regions

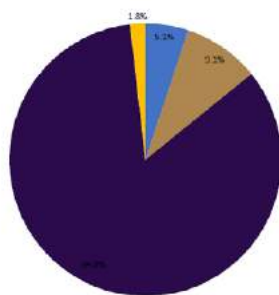
Other region:

- Fiji and Zambia: no progress
- Hong Kong: certain levels of progress have been made





Soft Skill Program

- 84% respondent recognized that both soft and technical skills are important.
- 9 soft skills topics is arranged
- Duration: 5 weeks starting November 16 to December 13
- Taught by experts from our industry
- Only USD65 per topic, USD15 incentive to local WiLAT Territory



Course Name.	Date and Time	Speaker
Leadership Development	16.11.2022 9am-11am (GMT)	Nancy Qian, FCILT GVC East Asia
Team Building	18.11.2022 9am-11am (GMT)	Nazeemah Seelarbokus, CMILT GVC Indian Ocean Islands
Managing Human Resources	22.11.2022 9am-11am (GMT)	Zaharah Binti Ibrahim, CMILT CILTM Selangor Section Secretary General Diretor Gapima Sdn Bhd
Training Needs Analysis	24.11.2022 9am-11am (GMT)	Karyn Welch, FCILT CEO CILT Australia
Project Management	29.11.2022 9am-11am (GMT)	Vicky Koo, FCILT WCBC Chairperson
Change Management	01.12.2022 9am-11am (GMT)	Ozlem Dalga, Head of Corp Comm WiLAT Turkey Founder- Denge Sende
Negotiation Skills	06.12.2022 9am-11am (GMT)	Ogochukwu Ugbonna Ph.D., FCILT, fACSC, CSCA Head of Department School of Transport and Logistics, Lagos State University Ojo,
Quality Management	08.12.2022 9am-11am (GMT)	Dr. Ts. Hjh. Zawiah Abdul Majid, FCILT GVC South East Asia
Risk Assessment and Management	13.12.2022 9am-11am (GMT)	Gayani De Alwis, FCILT WiLAT Global Chairperson


**The Chartered
Institute of Logistics
and Transport**

**Women in Logistics
and Transport
Capacity Building Centre**

Soft Skills Training

Overview
WCBC is delighted to be able to offer CILT International Soft Skills Training Courses through 9 sessions offering a variety of soft skills topics to choose from. Each course contains 2 CPD hours and learners will be awarded with a CPD certificate by CILT International


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This is a CILT International CPD Programme.
Upon completion you will be awarded **CILT International CPD Certificate**

Click here to Register
<https://forms.gle/dPiEWDxeV5Ycr6w8>

USD 65.00 per pax
CILT/WiLAT members
USD 80.00 per pax
Non Members

Operations and Administrative Partner
CILT International
Approved Training Provider



Sustainability Strategic Game

Happening in April 2023



Enhancements to Learning Experience

- Learners' Portal www.wcbc.online
 - Class recording review
 - Learning materials distribution
 - Speakers and participants database
- Multi language – simultaneous translated caption in 11 languages
 - French / Russian / Chinese / Korean
 - German / Spanish / Portuguese / Italian / Japanese / Dutch / Ukrainian

Key ingredients for future success

- EVERYONE and thus EVERY WOMAN needs to be educated and made aware of their capabilities and potential – and ACT to make it happen!
- EVERYONE and thus EVERY WOMAN must have belief in their own capability and potential – and ACT to make it happen!

WILAT is core to achieving progress and the WILAT Capacity Building Centre is a tremendous initiative to move this agenda forward.

Where to
find WCBC?

www.wilat.org

www.wilat.online

Or contact:

VickyKoo at vk@vizilog.com

Reshma Yousuf at reshma@cllb.com.my

Carmen Li at cli@mtr.com.hk

New WiLAT Territories

The following WiLAT territories were launched in December


Paul Sainthouse
FCILT
CILT International President


Gayani de Alwis
FCILT
WiLAT Global Chairperson


Patrick Casey
FCILT
CILT IVP MEM Europe, CA


Mark Armitage
FCILT
Secretary General CILT International


Nurlan Igembayev
FCILT
CILT Central Asia President


Marina Kuznechkayeva
FCILT
WiLAT Central Asia Chairperson


Aizhan Beiseyeva
CMILT
WiLAT Central Asia Deputy Chairperson


Finbarr Cleary
FCILT
IBF Chairperson


Natalia Shirshova
WiLAT Kyrgyzstan Chairperson

WiLAT Kyrgyzstan LAUNCH
December 7, 2022
08:00 a.m. GMT (UTC)
02:00 p.m. Bishkek, Astana time
01:00 p.m. Tashkent, Dushanbe, Ashgabat time

 [wilat.centralasia](#)
 [wilat_central_asia](#)

 **WiLAT TOGO LAUNCH**
DECEMBER 10, 2022 **10:00 am UTC**


PAUL SAINTHOUSE FCILT
CILT INTERNATIONAL PRESIDENT


CHIEF TEETE OWUSU-NORTEY FCILT
CILT INTERNATIONAL PRESIDENT ELECT


GAYANI DE ALWIS FCILT
WiLAT GLOBAL CHAIRPERSON


DR. NEWTON DEMBA FCILT
CILT INTERNATIONAL VICE PRESIDENT OF AFRICA


AJISHA ALI IBRAHIM FCILT
FIRST WiLAT GLOBAL CONVENER


DR. DOREEN OWUSU-FIANKO FCILT
WiLAT DEPUTY GLOBAL CHAIRPERSON


HAJA DENSU ARYEETAY FCILT
WiLAT GLOBAL ADVISOR


FOLAKE GEORGE FCILT
WiLAT GVC NORTH/WEST AFRICA
(MODERATOR)


SHARONE ARIANE AGBO CMILT
WiLAT TOGO CHAIRPERSON


CARINE YEMITIA TOURE CMILT
WiLAT COTE D'IVOIRE CHAIRPERSON



 **WiLAT Myanmar Official Launch**

ZOOM LINK
<https://us02web.zoom.us/j/86435187732?pwd=TjYwWxUczZhQ1JCmItNRmNSSlpOU0T09>
ID: 864 3518 7732
Passcode: 333022

22nd December 2022
2.30pm Myanmar (8am GMT)


CILT International President
Paul Sainthouse, FCILT


WiLAT Global Chairperson
Gayani De Alwis, FCILT


CILT International Vice President
South East Asia
Ts. H. Ramli Amir, FCILT


WiLAT Capacity Building Centre Head
Vicky Koo, FCILT


WiLAT Global Vice Chairperson
South East Asia
Ts. Dr. Hajjah Zawiah Abdul Majid FCILT


WiLAT Myanmar Chairperson
Honey Hla Hla Yee



W - WORLDWIDE | I - INSPIRATIONAL | L - LEADERSHIP | A - ADAPTABLE | T - TALENTED

Council of Trustees (COT) and International Management Committee (IMC) Meeting

IMC and COT members met face to face after nearly three years. Dr Dorothy Chan and WiLAT Global Chairperson Gayani de Alwis attended the COT meeting. And Vicky Koo joined the IMC meeting.



WiLAT Global Chairperson upon her return from the Perth Convention handed over the WiLAT 10th anniversary publication to Romesh David WiLAT Global Advisor and CEO of South Asia Gateway Terminal (SAGT) of Port of Colombo. Ted Muttiah COO of SAGT was also present on the occasion. SAGT is one of the sponsors of the 10th anniversary publication.



WiLAT had the opportunity to meet in person for the WSC on 23rd October in Perth.

Dorothy Chan, Vicky Koo, Zawiah Abdul Majid, Catherine Lou and Berna Akyildiz attended the WSC meeting.

The organizers welcomed the participants attending the convention with cocktails on 23rd October evening.



WiLAT delegation also attended the Next Generation session.



WiLAT Global 10th anniversary publication launch

The publication was launched at the CILT international convention in Perth on 23rd October. Members of Council of Trustees (COT) and Intentional Management Committee (IMC) and WiLAT members were present at the occasion,

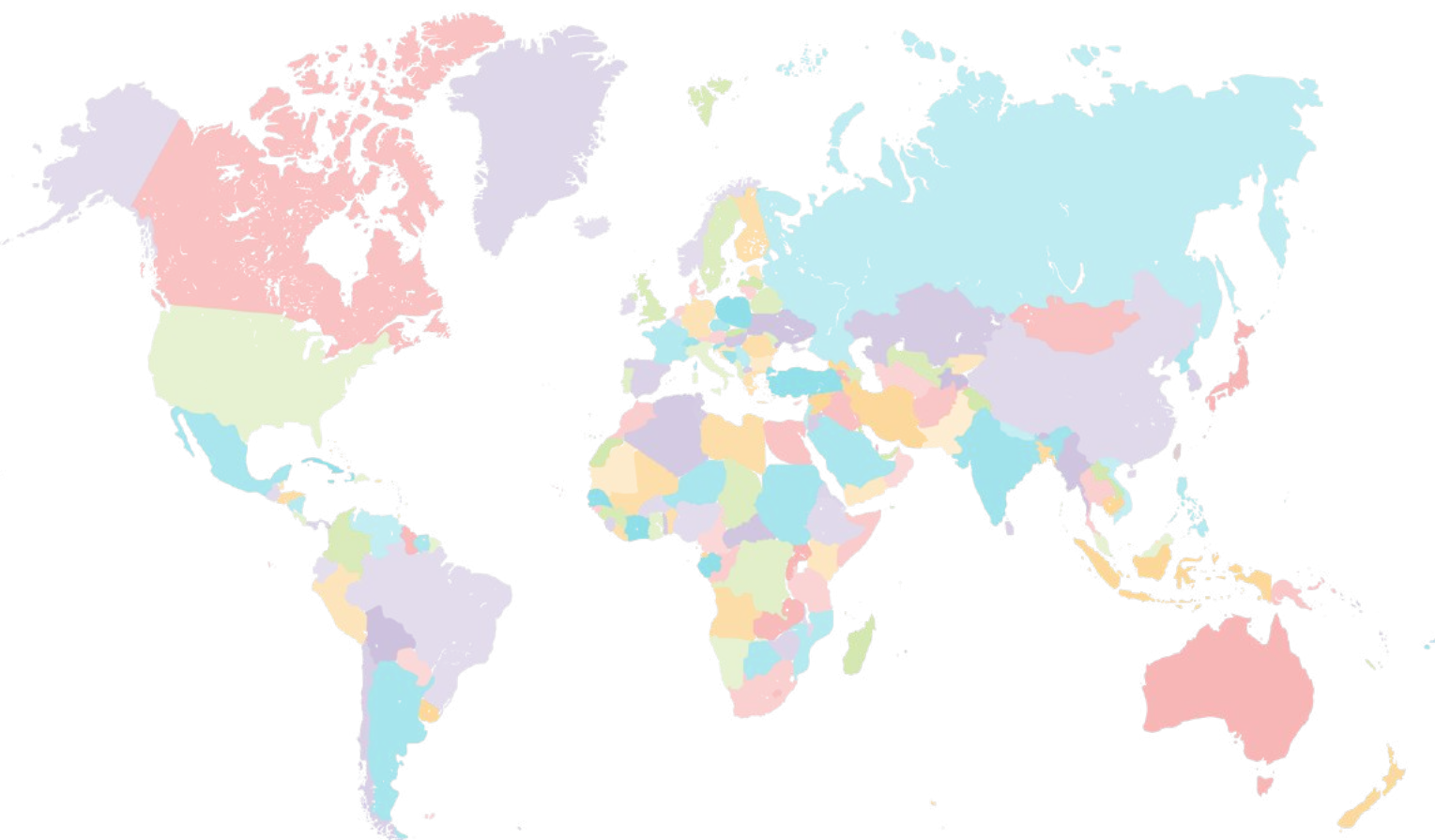


WiLAT Global Council Meeting (WGC)

WiLAT Global Council meeting was held on 24th October. Many country Chairpersons could not attend the convention. WiLAT Global Chair welcomed the gathering and thanked Dr Dorothy Chan for her exemplary leadership and the efforts of her editorial team in the 10th anniversary publication. Immediate Past CILT international President Dato Radzak Malek was handed over with the publication. WiLAT Global Chair felicitated Dr Dorothy Chan for her contribution as the Immediate Past WiLAT Global Chairperson. Stars of WiLAT (SoW) Awardees were also recognized at the event. Global Chair presented the draft WiLAT Strategic Plan for comments at the meeting.



WilAT Territorial News





Madagascar, Seychelles

WiLAT Indian Ocean Islands

Global Vice Chairperson

Nazeema Seelarbokus, CMILT

- WiLAT Seychelles paid a courtesy call on the President of Seychelles with WOMESA.
- Presentation of WiLAT made to the APIOI Board.
- Donation to an orphanage. (CSR)
- Knowledge transfer workshop on Green Logistics was also held.



Malaysia, Singapore, Indonesia, Myanmar

WiLAT South East Asia

Global Vice Chairperson

Ts Dr. Zawiah Abdul Majid, FCILT

- GVC SE Asia invited to WiLAT Malaysia meeting on 10th year Anniversary in conjunction with CILTM Awards Night.



- Joint Lecture: "The Importance of Humanitarian Logistics" by Assoc. Prof. Ts. Dr. Jessica Ong, Vice Chairperson of WiLAT Malaysia
- Webinar Joint Lecture on: "Women Entrepreneurs and SME Financial Control" by Dr. Hazariah Treasurer WiLAT Malaysia
- Outreach Program with WiLAT Malaysia and Next Generation Jelajah Ilmu Keluarga Malaysia with Kolej Professional Mara in Johor

- WiLAT Malaysia and Next generation participated in the World Clean-up Day Campaign.
- WiLAT Malaysia Sabah Section organized Talk on "Logistics Career Opportunities and CILT Role in Career Advancement" by Assoc. Prof. Ts. Dr. Jessica Ong, Vice Chairperson of WiLAT Malaysia with Saito University In Sabah.
- Networking WiLAT Malaysia linked Saito University and the National Professor Council for a Webinar. Topic: Peranan IPTS dalam Pemerkasaan Pendidikan



- WiLAT INDONESIA joined BIMP-EAGA Conference held in Sabah in an Entrepreneurship effort also present WiLAT GVC SE Asia, IVP SE Asia, Malaysia President, Secretary General, Next Gen & WiLAT Malaysia Sabah Section.
- There was also STIMARYO Yogyakarta Campus visit Tour and Talk Show.



- Partnerships were made with POST INDONESIA, Universitas Logistik & Bisnis Internasional (ULBI) and 1Export and MoU and respective MOUs were signed.



- Logistics Industry introduced to a Youth Organization in Sunter Agung area in Jakarta, Indonesia
- Visited WiLAT Friends in Central Java and attended for a nursery & day care launch at POST Indonesia office



- Meeting held with Indonesia Diaspora Global Network for potential partnership with WiLAT. Empowering SMEs - Workshop





China, Hong Kong,
South Korea

WiLAT East Asia

Global Vice Chairperson

Nancy Qian, FCILT

- WiLAT Hong Kong undertook a survey on collaboration to attract young women to join and to re-skill women for re-engaging in the logistics and transport industry is in progress
- Jon Harris conducted a wrap-up session of the Mentoring and Coaching program on 2nd September to ensure that local branches will have plans to roll out the program sustainably for the recruitment of new members.
- The “WiLAT Talk” column posted on the WeChat official account is constantly updated. WiLAT China released two articles on that column, the topics covered the Metaverse of Logistics and Automatic Identification Systems.
- WiLAT China participated in the preparation work of the China (Linyi) International Trade and Logistics Development Conference. CILT China is one of the organizers of the conference, which is scheduled to be held in Linyi, Shandong Province, on November 25, 2022. The conference is co-sponsored by China Communications and Transportation Association and Linyi Municipal Government
- WiLAT Macao collaborated with HK Polytechnic University for the research project titled “E-commerce and logistic arrangement of online consumption during the pandemic period”.
- Collaboration with Price Water house Coopers for the survey and report on “Talent Development and Integration between Macao and Guangdong-Macao In-Depth Cooperation Zoon in Hengqin” (including talents from the logistics industry).
- WiLAT Macao collaborated with Macau Industrial Blockchain Association and Fudan Innovation institute for the research project titled, “Stimulating local Consumption: Check-in to earn System”. (Subject area: Supply Chain, Blockchain, Consumer Behavior).



Mauritius, Rwanda, South Africa,
Zambia, Zimbabwe, Tanzania, Uganda

WiLAT South/East Africa

Global Vice Chairperson

Margaret Bango, CMILT

- WiLAT South Africa held SMME training in collaboration with NAFCOC business chamber to include 15 WILAT SA members to attend the New Venture Business Training in November 2022.
- WiLAT ZAMBIA held an AGM and nominated their Executive Committee. The new Chairperson is Rina Mubi Hamaleka CMILT. She is also a member of CILT Zambia Council. A successful virtual meeting with WiLAT Zambia members was also held by the GVC.



Ghana, Egypt, Nigeria,
Gambia, Cote d'Ivoire, Togo

WiLAT North/West Africa

Global Vice Chairperson

Folake George, FCILT

- WiLAT Nigeria participated in the celebration of 2022 edition of the World Maritime Day on 29th September, 2022 at Eko Hotel and Suits, Lagos with the Theme "NEW TECHNOLOGIES FOR GREENER SHIPPING"



- WiLAT Nigeria also was ably represented at the 2022 Class of MMS Woman of Fortune Hall of Fame held on October at the Golden Gate Restaurant, Ikoyi Lagos



- WiLAT NG was also present at the Voyage of Sea Ports in Nigeria Official Book launch. WiLAT Founder Aisha, Ali Ibrahim was presented with Award of Excellence



- Again, WiLAT DAY was in focus where it was occasioned to award Miss Logistics & Transport Awards, Woman Pioneers Awards in Logistics and Transport. BEST SME AWARD in Logistics and Transport.

- WiLAT Cote D'Ivoire held a Masterclass: Keys of success for women entrepreneurs. The speaker was Mr Anderson, N'DA from the National Agency in charge of SMEs in Cote D'Ivoire.

MASTERCLASS WIPRENEUR
LES CLÉS DU SUCCÈS DE
L'ENTREPRENEURIAT FÉMININ

Jeu
3
Novembre
2022

17h00-18h30
via ZOOM

**Anderson
N'DA**
CI PME - Global
Executive MBA

Women in Logistics
and Transport CI

The Chartered
Institute of Logistics
and Transport

MINISTÈRE
DU COMMERCE, DE
L'INDUSTRIE ET DE LA
PROMOTION DES PME

- WiLAT Ghana together with the Deputy Global Chairperson, Dr. Doreen Owusu-Fianko, FCILT and the Global Administrator Mr. Patrick Andoh, FCILT had a meeting with Dr. Loretta Sarpong, Head of Women Desk, Ecobank Ghana to introduce WiLAT to her and to find possible areas of collaboration in the attainment of our goals.

- During the meeting it was realized that Ecobank has a package called Elevate which is meant to benefit businesses managed or owned by women globally.

- As part of WiLAT Ghana Corporate Social Responsibility, a donation of some bicycles will be made to nurses and midwives working in the rural areas to facilitate movement in their line of work.



Bangladesh, India, Pakistan, Sri Lanka

WiLAT South Asia

Global Vice Chairperson

Gayathri Karunanayake, CMILT

- The flagship initiative of WiLAT Sri Lanka Ignite, the Mentoring Programme was held on the 24th of Aug 2022 at the Cinnamon Grand Hotel Sri Lanka. 13 students completed their mentoring program successfully and first 3 winners were awarded.



- WiLAT Sri Lanka organized the CILT membership Drive at the University of Moratuwa for the students at the Department of Transport and Logistics Management. Senior Prof. Asoka J Perera of the Department encouraged WiLAT Sri Lanka to actively engage with the university and students from time to time.



- WiLAT Sri Lanka organized the CILT membership Drive at the University of Moratuwa for the students at the Department of Transport and Logistics Management. Senior Prof. Asoka J Perera of the Department encouraged WiLAT Sri Lanka to actively engage with the university and students from time to time.



- WiLAT India continued the three on-line Professional Certificate Program in Terminal Management. This training program was meant for aspiring and in-service professionals to equip them with the necessary skills to leverage the current and emerging patterns.
- WiLAT India organized an event with LOGOX India along with direct Ministers invitation and coordination. Was a guest speaker and covered areas of women empowerment opportunities at the conference.



- WiLAT Pakistan joined with the CILT Pakistan to participate in the IMO seminar held on World Maritime day Topic Greener Shipping.



UAE, Oman, Turkey

WiLAT Middle East & Europe

Global Vice Chairperson

Berna Akyildiz, FCILT

- WiLAT Turkey Skills and Gender Gaps Survey was presented to the press by a press Conference.



- WiLAT Global Vice Chairperson Middle East Berna AKYILDIZ attended to the webinar as a panelist.



- Break the BIAS Webinar was held where panelists talked about the success stories of 4 different very valuable women in their fields in the logistics sector. The panelists were from Middle East Region, Turkey, UAE and Oman



- WiLAT ME Meeting was held in Dubai with Berna AKYILDIZ, Nadia Abdulaziz and Elif Sağır. The main topic of the meeting was about the development and the regional growth of WiLAT Middle East.



- The General Manager of one of our corporate members SGS TransitNet, Mine Kaya and Chairmain Berna Akyildiz were panelists at the Logistics Forum'22 of Yeditepe University. The other speakers of the panel and also the students attending the forum excitedly stated that they would like to become WiLAT Members.



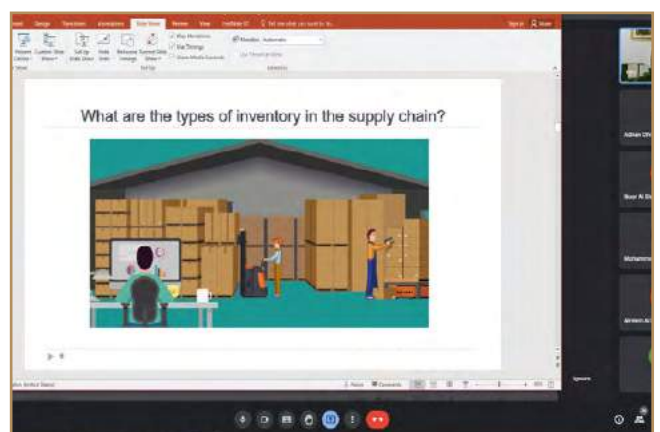
- Summer party for all the members was organized and hosted by Chairperson Berna AKYILDIZ and at the same time the Board Meeting was held.



- WiLAT Turkey, a member of EU-Turkey International Green Corridors NGO Network, attended a webinar titled "EU as a Trade Actor, Global Value Chains and Turkey" in cooperation with the Ministry of Foreign Affairs, EU Presidency, as part of the Future of Europe and Turkey

- WiLAT Oman held discussions of Frameworks relating to Logistics Body of Knowledge
- A Workshop on preparing National Occupational Standards was also held.
- Became lead task force for preparing National Occupational Standards for Food delivery.
- Three female graduates are being mentored to conduct research in the field of logistics and supply chain management
- Oman Logistics Association (OLA) - Vice Chair Board of Directors: First time of Female participation in OLA Board
- Logistics Skill Sector Unit (LSSU) Vice Chair Board of Directors: First time of Female participation in LSSU Board

- WiLAT Oman continued with their various seminars and webinars on:
 - Inventory Management and Risk Pooling in Supply chains.
 - Supply chain resilience in times of crisis.
 - Risk Management in Supply Global Chains.
 - Effective Supply chain management 5 workshops



- Had the pleasure of hosting esteemed professionals from logistics and transport companies that give great importance to gender equality. Also joined by WiLAT Global, the event began with an introduction to WiLAT and continued with a networking session.



- First round of WiLAT Mentor-Mentee Program with DFDS, endorsed by CILT, was successfully completed.



- Berna Akyıldız Wilat Türkiye Vice President, Prof. Dr. Zeynep Özsoy Altınbaş University Dean of Faculty of Business and Denge Sende have hosted Logistics in New World Order, Opportunities and Trends summit.



- 15th International Logitrans Transportation and Logistics fair hosted by EKO MMI Fuarcilik took place on October with WiLAT Turkey full participation.



Tajikistan, Turkmenistan,
Kazakhstan, Uzbekistan, kyrgyzstan

WiLAT Central Asia

Global Vice Chairperson

Marina Kuznechevskaya, FCILT

- WiLAT Kazakhshtan and GVC Marina Kuznechevskaya opening of pilot GTRD with Minister of Transport Azim Ibraghim and Shoista Seidmurzhoda



- Kazakhstan Investment Forum (Round Table), organized by Government of Kazakhstan and Ministry of International Affairs. GVC Marina K was invited to speak about opportunities in investments in logistics sector, she was the only one female speaker at the forum.
- Dinner in US Embassy in Astana with Under Secretary Lago's during her visit to Central Asia. #WomenInSTEM meeting Marina K. to represents logistics and aviation opportunities.



- USAID Central Asia Regional Economic Development Office Director Laura Cizmo opened the 12th Annual Central Asia Trade Forum, which gathered over 200 customs officials from across the region to discuss paperless trade to develop workable trade linkages. Aizhan Beiseeva was a moderator for one of the panels.
- Natalya Kulagina- Head of Council in Kz, Aizhan Beiseeva and Marina K. were invited to join the German Economy Forum in KZsessions



- Natalya Kulagina- Head of Council in Kz, Aizhan Beiseeva and Marina K. were invited to join the German Economy Forum in KZsessions
- With Presence of Gayani De Alwis and Berna Akyldyz WILAT UZBEKISTAN was successfully launched in September 2022.





Australia,



Fiji

WiLAT Australasia

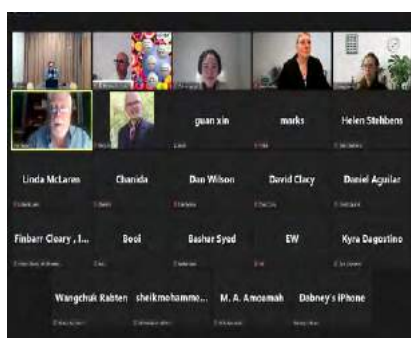
Global Vice Chairperson

Dr. Catherine Lou, CMILT

- WiLAT Australia Chair Dr. Catherine Lou is leading a project of 'Australia-ASEAN: New Normal for the Visitor Economy Supply Chain' project since May 2022, funded by Australia-ASEAN Council, Australian Department of Foreign Affairs and Trade, together with CILT Australia and collaborating with ASEAN countries partners locating in Malaysia, Thailand, Vietnam and Indonesia. The project is to support industry recovery and resilience and foster international collaboration in the visitor economy supply chain industries.
- First webinar of above project was held on 18th August 2022, with over 420 participants on the day. CILT Australia CEO Ms Karyn Welsh joined the panel to speak on the empowering leadership. WiLAT members were welcomed to join this webinar and network.



- WiLAT Australasia hosted a webinar. The speakers are Ryan Underwood, CEO Denba Australia and Dr Leon Teo, Director of Operations ANZ, Reebeo.
- WiLAT Fiji was hosted on "I AM WOMEN" Magazine as a platform to reach out for other women in the transport industry especially women entrepreneurs to become members.
- WiLAT Fiji advanced virtual awareness outreach within the Maritime Sector, specifically for seafarer ladies.
- WiLAT Australia monthly committee meetings continued and Chair/ Australasia GVC Catherine attended the WiLAT 10 years book publication together with CILTA CEO Karyn Welsh and president Kim Hassall.
- GVC Dr Catherine Lou was one of the main speakers at the Perth conference presented on the topic of "What is social procurement and how can we do it better".



CILT International Convention October 23 - 26, 2022 - Highlights

CILT International convention was held after a lapse of three years in Perth Australia from 24th to 26th October 2022. The International convention was kick-started on day 1 of the industry program with Western Australia's Parliamentary Secretary for Transport, Planning and Ports, Jessica Stojkovski, followed by a welcome from CILT International President Paul Sainthouse and the Secretary General Mark Armitage and Australia's National Chair Kim Hassall.

This was followed by several industry sessions throughout the day, with key presenters; Lyle Banks, Pilbara Ports, Dr Emmanuel Onwond, Alex Clifton, Student Member, from Edith Cowan University and Dr Catherine Lou, Chairperson of WiLAT Australia, also from Victoria University.

Following the morning break we had panel sessions commence with Karyn Welsh, CEO of CILT Australia. The sessions started with Luke James, COO from NP Fulfillment, followed by Leigh Williams, Founder and MD of eStore. Sessions in the Freshwater Bay Room focused on Education and what businesses are wanting from Logistics education. Prof Marcin Paweska from Poland presented the topic 'What Business wants from Supply Chain Education', followed by Commander Fiona McNaught, from the Royal Australian Navy, joined by Kim Hassall, National Chair of CILT Australia, who presented the Professional Standing of the Certified Professional Logistician (CPL), a certification awarded to individuals. In the Plaza Ballroom, Paul Sainthouse, CILT International President, Chaired the session on Buses where presenter Jonathan Anderson, Sustainable Mobility Manager from Keolis Downer presented on the Keolis Downer Sustainable Directions with Hydrogen. Les Bruzsa, from National Heavy Vehicle Regulator, then followed with his presentation on Double Articulated Buses.

The second half of the day saw sessions on Innovation in Supply Chain and Road Freight Safety and Productivity, Training for your business Future and in the Plaza Ballroom WiLAT discussed the developments, successes, and international industry challenges for women globally working in the profession. In the Grand Ballroom, Cam Dumesny, CEO of Western Roads Federation, Heather Jones, CEO of Pilbara Heavy Haulage Group and Marcus Kelly, Compliance /Training Manager, Dyer Transport, all addressed the theme of Developing Heavy Vehicle Drivers - a Universal Problem. Bill Manton, National Trainer at Simons Transport concluded the session. The Freshwater Room covered Aviation and the theme of Recovering from the Pandemic. Presenters included Karmjit, President CILT Singapore and Korum Ellis, CEO FlyOnE who discussed Australia's first Electric Aircraft (EV Aviation) and its use in Queensland and Western Australia. In the Plaza Ballroom, Jan Steenberg, Honorary Secretary of CILT International presented the Vision for Our Professional Development area moving forward. WiLAT's head of the Capacity Building Centre (WCBC), Vicky Koo followed with a presentation on the WiLAT Capacity Building Centre, which was established with an aim to develop female leadership; and to encourage knowledge acquisition of the latest industry trends for advancement in our ever-changing world of supply chain, logistics and transport. This was followed by the Global Mentoring Workshop.

The sessions ended and delegates enjoyed a dinner that included the exchanging of the Chain between the immediate past International President, Dato Radzak Malek to the current International President Paul Sainthouse. This was the first opportunity to come together and officiate the "Exchange of the Chain" post COVID, as an International Delegation.

After a very exciting day one, day two began in the Grand Ballroom with a focus on Humanitarian Logistics Post Pandemic with a focus on the developments in operations and technology. Commander Fiona McNaught from Royal Australian Navy presented some case studies on military involvement and learnings from Australia's recent natural disasters. Jennifer Bottrell, Humanitarian Logistician, MAF presented on Aviation Logistics in a Humanitarian and Development context, this was followed by Ryan Underwood, CEO Denba who presented on Transport Innovation that may prevent food disasters.

The Freshwater room saw presenters from Malaysia, Nigeria and Australia present on various Supply Chain Strategies that involved Rail. The Plaza Ballroom also had presenters discuss Network restructures, City Logistics and Port Hinterland Logistics Costs. These were followed by Panel discussions before the morning break.

The late morning session began the Grand Ballroom with a focus on Safety. Sarah Jones, Transport Consultant and Director of Healthy Heads Trucks Chaired the session. Adam Gibson, Risk Engineer of National Truck Insurer, followed by Jerome Carslake, Director, National Truck Accident Research Centre, Monash University, who presented to the global audience on the National Road Safety Partnerships Program. In the Freshwater Room Berna Akyildiz, Vice President of TGL Transtas Global Logistics, spoke on Turkey as a Logistics Hub. This followed with presentations from Malaysia, Indonesia, North America, Australia, Central Asia and Southeast Asia on the International Business Forum and the progress that has been made to date.

Following the lunch break the focus in the Grand Ballroom moved to Shipping. George Vrakas, Patrick Stevedore presented on the Global Pandemic Impacts on the Waterfront, followed by Phillip Norman, Chairperson, CF Technologies. The Freshwater Bay room focused on a very interesting topic on Brexit Impacts on the Supply Chain. Jan Steenberg, CILT's Honorary Secretary chaired the session where he was joined by Kevin Byrne, past International President and Sharon Kindleyside, CEO CILT UK. This was a very entertaining session and many found the information very enlightening.

The last speakers in the Grand Ballroom focused on Sustainability and New Fuel Adoption. Dr Michael DePercy Senior Lecturer, University of Canberra, discussed the possibilities for Hydrogen. Sam Oswald from Arup spoke on the Hydrogen Corridors and was followed by Diane Edwards, President CILT New Zealand.

The Freshwater room had CILT Australia's CEO Karyn Welsh and Jenny Riano, Manager of CILT Australia's Marketing presenting and demonstrating the HigherLogic Community Platform that CILT Australia has implemented and its progress over the first 12 months. The Plaza Ballroom conducted a Strategic Planning session and followed with all CILT Members joining together for CILT International's Annual General Meeting. The delegates had a short break before moving to the Gala Dinner that was held at Beaumonde on the Point. At the awards ceremony CILT International's Young Professional Award went to Andrew Leung from Hong Kong, followed by Australia's Young professional Award which went to Saul Bosh. The Professional Woman's award went to Heather Jones from Pilbara Heavy Haulage Girls. The gala dinner guest speaker Rosco Mc Glashan from Perth spoke about the 'Aussie Invader', the vehicle being primed to launch an assault on the world land speed record, with 1000 mph being the target. Rosco is already the "Fastest Aussie on Earth".

Day 3 began with the industry site tours to Freemantle Port, Driver Risk Management Truck Education Centre, the Perth Underground Bus Port, and the Linfox intermodal terminal.



Contributor: Karyn Welsh, CEO CILT Australia

Feature Article



*Interviewed by
Indeewari Chandrasekara MILT*

Outgoing WiLAT Global Advisors,
**Dabney Shall-Holma FCILT
& Romesh David FCILT**



&

Incoming Global Advisors,
**Naa Densua Aryeetey
FCILT & Edward Lau FCILT**



Dabney Shall-Holma FCILT served in the capacity of WiLAT Global Advisor from 2019 to 2022. She is currently the Chairperson of Sealink Promotion/ Shipping company/ Consortium focused on bridging transport infrastructure gaps and strengthening subcontinental trade. She is known among the fraternity as a fearless leader and an impactful mentor with lots of valuable insights to offer to anyone who is willing to ask/ learn.

Q. You are known to be an all-rounder with excellent academic and professional achievements. When it comes to your career, you have four decades of rich work experiences and leadership achievements. Would you brief us on your remarkable career journey thus far?

First and foremost, I would like to attribute everything I have achieved thus far in my career to God Almighty, for His faithfulness towards me. My

journey of building a career in the transportation sector started in the year 1981. Early in my life, I always wanted to create positive value through the leadership of zestful men and women in the pursuit of economic growth and development, through facilitation of logistics and trade in Nigeria. Achieving this requires a motivated, vibrant, proactive and passionate character, which is self-trained in order to step out of one's comfort zone. The quest to achieve all these and more, led me to obtaining postgraduate degrees, diplomas and professional certifications at the University of Cardiff; Tilbury Training Institute, London; Harvard University, Boston and International Chambers of Commerce, Paris. These platforms have been part of my propellers through these four decades of my career and towards achieving the various milestones known by all. Notwithstanding the intensive training, I took risks in changing jobs and challenging the status quo. In some cases, I started projects that most people in my organisation were not familiar with by thinking outside the box. Marcel

Proust said, "the real voyage of discovery consists not in seeking new land but seeking with new eyes". So, developing a growth mindset, as well as recognizing, accepting my mistakes and learning from the mistakes of others have played a key role in my becoming. I decided never to strive for recognition but rather strive for accomplishment and while doing so, being open to criticisms as something positive and as an opportunity for growth. While also setting aside time to focus on things that matter the most, rearranging and prioritising my schedules as well as creating better understanding and clarity on important issues.



First year of Dabney's career (1981) in Transportation

Affirmation from superiors, risk appetite, dedication, ability to learn with available tools and relearn with integrity, trainability, focus, commitment and resilience became my guiding principles. I asked questions, applied myself and always asked for opportunities to serve. It is also important to say that my professional journey would not be complete without CILT and WiLAT, as they have served as a take off point for some of the achievements attributed to me.

Q. You were recognized as a “Maritime Amazon” by the Maritime industry in Nigeria, especially for your service in the public sector through various positions held in the presidential and ministerial committees shaping industry related policies. Please brief us on some of your involvements there and how did it support your career in return?

The title “Maritime Amazon” was ascribed to me after I was selected to be the Face of Maritime International (FOMI) in 2017, because of my role in promoting and encouraging gender diversity for girls in colleges and amongst sea-going maritime professionals. FOMI is a pet project tagged “Girls go to sea” that uses role modelling to champion gender advocacy, mentorship and women empowerment in the maritime industry. In addition, my involvement in numerous Inter-Ministerial and Presidential committees, spanning a period of over forty years, have been some of my proudest moments through my professional journey until now. To mention a few;

- ▶ Coordinator of the Committee on Cross Border Trade – aimed at encouraging Intra- African trade through Transport and Trade Facilitation as well as setting up Border Information Centers (BIC) and Shipper’s Information Centers (SIC) at some Nigerian Borders.



President Ahmadu T. Traore of Mali and Dabney Shall-Holma at the flag-off of CTN in Bamako

- ▶ Chaired and participated in meetings/negotiations of the UASC (Union of African Shippers’ Councils) expert Committee Meetings (LOME and Cotonou roundtable of negotiations). The meetings were maritime economic meetings (involving the World Bank, IMF, IFC and multinational shipping interests) to consider and address economic problems encountered by all key players in the West and Central African Sub-region.
- ▶ Member, Inter-Ministerial Committee set up to prepare the initial draft for a work plan for the implementation of International Safety and Security Code (ISPS) for which a Presidential commendation was given in 2004.
- ▶ Anchored WTO Trade Facilitation Committee and ‘National Self-Assessment Needs Committee’, aimed at addressing institutional and structural bottlenecks in trade and expedite the movement, clearance and release of goods, including goods on transit as well as technical assistance / capacity building in this area.
- ▶ Coordinated the Presidential / Petroleum Trust Fund (PTF) Committee on the Terms of Reference (TOR) for the Dredging of the lower Niger from 1998 – 1999.

- ▶ Crafted a roadmap for the UASC’s introduction of Cargo Tracking Note (CTN) in 1998 and chaired the lobbying group to advocate to Heads of Governments for its implementation in 20 countries of Africa.



President Ahmadu T. Traore of Mali and Dabney Shall-Holma at the flag-off of CTN in Bamako

- ▶ Chaired a committee that evaluated, managed and analysed the performance of the Customs Services, the transit operators and the ECOWAS trade facilitators, in line with the World Trade Organization (WTO)’s Self – Needs Assessment, in collaboration with USAID.
- ▶ Was part of the African Think-Tank of the negotiations in committee No. 3 of the United Nations Commission on Trade Law (UNCITRAL) for ROTTERDAM RULES (A negotiation that lasted years-held often in Vienna and New York)
- ▶ Coordinator of the First Meeting of African Ministers Transport Conference, Abuja, 19 -23 Feb 2007 with 54 Countries in attendance.
- ▶ Chairperson Ministerial Committee on Revamping Activities at the Nigerian Eastern Port in 2015.
- ▶ Secretary/Member to the Presidential Committee on the Sale/Acquisition of Five Nigerian National Shipping Line (NNSL) vessels (1995 -1996). (This translated to my appointment as the first female General Manager of the Nigerian Unity Shipping Line.)



Onboard MV Abuja performing the most dangerous crew change of Dabney's career at the Port of Singapore (July 1996). The vessel steamed in from Colombo, Sri Lanka

- ▶ I retired from public service as Director Commercial Shipping Services where I had responsibility for regulating freight rates, benchmarking shipping services, assessing the conditions and analysing the supply and performances of shipping service providers.
- ▶ Currently serving as the Chairperson of the Sealink Implementation Committee/ Consortium. A project born from my years of experiences and exposure in the transport industry. It is viewed continentally as a game changer for African trade, as it seeks to provide trade connectivity and access to markets for Africa

The friends, colleagues and professional relationships I built through these involvements have also become support systems towards greater success and accomplishments. I didn't just participate and contribute positively to the success of these committees, I met with countless splendid personalities and extraordinary achievers and interactions with them drove me towards becoming better and in turn promoting growth in the transport sector in Nigeria and Africa.

Q. You joined the WiLAT Global Advisory panel in 2019. Since then and even before that you have played an important role in WiLAT international growth and in the establishment of WCBC. Would you like to share more of your contributions at WiLAT?

From inception, I saw the potential of WiLAT becoming a strong international platform of advocacy for women in transport and logistics. In my capacity as an Advisor, through forward thinking with WiLAT Global leadership Dr. Dorothy Chan, Past Global Chairperson; who was instrumental to my appointment, Mrs. Gayani De Alwis, current Global Chairperson; Dr. Doreen Owusu-Fianko, Deputy Global Chairperson and Vicky Koo, Head of WCBC, I advised and supported the establishment of the WCBC (WiLAT Capacity Building Center) in a bid to promote sustainability in capacity building, as one of the five pillars focused on by the current WiLAT Global Chairperson and her predecessor. The WCBC is more robust, educative and validates the knowledge of female professionals in the institute, in place of the regional CALF Programme.

Also, I volunteered to be a trainer in one of the series in a bid to foster mentorship and inculcate capacity building prowess and diversity in members. Notwithstanding, I was trained in the WCBC program, where I learnt more about circularity, sustainability, digitalization and changing the mind-set to encourage inclusiveness.

Q. Would you share with us a memorable experience of yours at WiLAT Global?

Everything about WiLAT Global has been memorable but what stands out for me, is the love, togetherness, support and purpose demonstrated by the leadership and regional groups, with the willingness and openness to learn new skills and impact others.



Dabney with Madam Aisha Ali Ibrahim at WiLAT Day in Nigeria

Like I mentioned earlier, every moment since I joined WiLAT Global has been memorable and teachable. I would like to appreciate WiLAT for providing an environment that fosters mentorship, as I have discovered through my journey that it is in fact one of the best ways to preserve and promote sustainability. In all that I have accomplished in my career thus far, nothing gives me greater joy than impacting a generation of young professionals growing through the ranks to hold key positions in the industry.

One of the most profound quotes I have come across is one by Robert G. Ingersoll, "We rise by lifting others", a very short but deep-thinking statement that has consciously shaped my thought process through every decision in the course of my life. WiLAT Global leadership demonstrates this virtue visibly.

Q. Any message that you would like to share with CILT and WiLAT membership as they aspire to follow your footsteps?

I was a member of the CILT Nigeria Board of Trustees for years before I became WiLAT Global Advisor. Both roles require advice and trusteeship. From this standpoint, I can confidently say that hard work, consistency and dedication have all been cogs in the wheel of my success.

As a Senior training officer, I was exposed to leadership development programs and regular training and networking events which prepared me for the selection of vestibule training programs for 1,700 staff of the National Freight Agency in 1982. I also took advantage of mentorship in the organisation where great mentors mentored me.



**Mentorship at its best (from left to right):
With Dr. Grace Obiozor (Mentor), Dr. Shehu
Gidado (Mentee, IVP) and Adaora Nwanu
(Mentee)**

Later, when I was transferred to the Nigerian Airways, I attended Basic I, II and Aviation Executive Training. In the Maritime industry, I was exposed to intensive, quality training in Universities and Colleges. This helped me understand my strengths and weaknesses, while creatively expressing and challenging myself by choosing a virtue that always supports my personal vision: self-development. This has always helped me to act more confidently even when I don't feel too confident.

My cardinal principles are commitment, self-motivation, mental resilience and teamwork. Sometimes it takes grass instinct to get policies, programs and projects to be accomplished in a timely manner through a strong team. As Andrew Carnegie puts it "The fuel that allows common people to attain uncommon results is teamwork". In the same vein, I urge all members of CILT and WiLAT not to stop working hard nor investing in themselves, because "Self-investment is the best investment".

Romesh David FCILT was appointed as an Advisor to WiLAT Global in January 2020 and served his tenure till December 2022. He is the CEO South Asia Gateway Terminals; one of the three container terminals in the Port of Colombo. SAGT is a public / private partnership between John Keells Group of Sri Lanka, the AP Moller / Maersk Group of Denmark, Evergreen Marine of Taiwan and the Sri Lanka Ports Authority. He has been a well-known promoter of women's leadership and involvement in the development of countries' trade and economy both inside and outside of WiLAT Global.

Q. When it comes to your profile, we cannot go on without shedding some light to your career growth inside John Keells Holdings where you've spent over 40 years holding extensive operational and strategic roles. Could you navigate us on your career journey at JKH?

I started off with the John Keells Group (JKH), as a trainee at Walkers Tours, the inbound tourism division of the Group, where I spent the first 8 years. Thereafter, I moved into the airline division, handling the general sales agencies for several international airlines, after which I moved to overlooking a number of businesses in the Whittalls Group, following the acquisition of that Group of Companies by JKH in the early 1990s. Concurrently, I was also handling the overseas recruitment business at Mackinnon Mackenzie and consequent to the resignation of my good friend and former colleague, Niral Kadawatharatchie in 1992, began handling the international freight forwarding business as well. In the late 1990s, I was seconded to the JKH Joint Venture with P&O Nedlloyd (P&ONL) and served as the Country Head for Sri Lanka and the Maldives at P&ONL until the line was acquired by Maersk in 2004.

In 2005, I was appointed Sector Head and later President of all the JKH Transportation businesses, which included businesses in Sri Lanka, India and the Maldives in aviation, shipping, travel, logistics, air express courier, supply chain, freight forwarding, bunkering and ports, in which position I served until joining SAGT full time in 2018. During this period, I also served for a couple of years as the President of the JKH Information Technology Group, which included businesses in systems integration, software development and BPO operations in Sri Lanka and India. After the end of terrorist conflict prevailed in Sri Lanka, I was privileged to lead the team that set up Sri Lanka's first private scheduled domestic airline, Cinnamon Air, which today remains the primary and most versatile domestic airline in the country.



**Romesh David as the President
Transportation Sector at JKH alongside
then Deputy Chairman Ajit Gunewardene,
sharing their experiences with the Group's
Management Trainees at a Forum (2016)**

Over my long and varied career with JKH, I have been fortunate to have worked in almost every mode of transportation, in addition to several other completely unrelated sectors such as international trading, printing, IT and even lightning protection and architectural aluminium fabrication!



**Romesh currently serves as the CEO of
South Asia Gateway Terminals (SAGT)**

Q. You've held several honorary leadership roles in multiple industries and government institutions/committees including the National Agenda Committee on Transport and Logistics of the Ceylon Chamber and National Maritime Policy Formulation Committee. Can you share with us some key highlights in those roles you've served?

My first experience in an industry leadership role was as the Chairman of Sri Lanka Logistics and Freight Forwarders Association from 1998 – 2000. My exposure to the industry was bolstered hugely by my learnings under industry giants like Hanif Yusoof and Diren Hallock, under whose guidance, not only individuals like myself and a host of others, but also several national initiatives streamlining exports, imports and international trade facilitation, were launched.

This exposure gave me an appreciation that leadership roles in professional bodies, trade chambers and industry fora, require a mindset of working for the common good of the nation, industry and all stakeholders, which must always go beyond and clearly differentiate from, despite on occasion running counter to, the narrower interests of individual and/or company/business needs.

This insight served well in helping to navigate productive outcomes in several other industry and professional roles I have served in over the past two decades.



Romesh continuing his ties with Sri Lanka Logistics and Freight Forwarders Association which he values the exposure he received there

Q. You were the Past Chairman of CILT Sri Lanka from 2012 to 2014. During your tenure, Sri Lanka became a territory of CILT and WiLAT Sri Lanka forum was formed. In 2013, CILT Sri Lanka obtained the hosting rights to hold the CILT International convention in Sri Lanka and WiLAT Global forum was launched at the convention. You served on the Council of the CILT Sri Lanka until your appointment as an International Vice President for CILT South Asia. What do you have to say about the journey that CILT and WiLAT has come so far as a person who witnessed a great deal of its journey?

I owe my membership and involvement in CILT to Diren Hallock, who in addition to being an early mentor in the freight forwarding industry, also convinced me to obtain membership in CILT at the time he was Chairman of CILT Sri Lanka in the early 2000s.

The journey of CILT Sri Lanka over the past 20+ years has been truly sensational; growing from a one employee organisation, hosted free of charge at a desk in the late Rohan Abeywickrema's office, to a full-time Secretariat with several permanent employees and a membership that has grown more than five-fold. I was privileged to have worked and interacted with consummate professionals and industry leaders within CILT locally and globally, of the likes of the late Rohan Abeywickrema, Saliya Senanayake, Dr. Parakrama Dissanayake, Prof. Amal Kumarage, Cyril Bleasdale, Keith Newton, Prof. Allan Waller, Dr. Dorothy Chan, Steve Rinsler, Kevin Byrne, Aisha Ali Ibrahim, Dato Radzak Malek and Gayani De Alwis, to name a few.



CILT UK awarded the status of territory to CILT Sri Lanka at the IC and AGM held in Birmingham, UK and was presented by HRH Princess Anne to Romesh David, CILT SL Chairman on behalf of CILT SL (2012)

Given that global WILAT was launched in Sri Lanka in 2013, WiLAT in particular is very close to my heart and was the beginning of and remains one of the main reasons for much of my engagement and support to drive greater female participation in the workforce across the transportation industry in general and of late, in the Port sector in particular. The passion and commitment of the women in WiLAT are an exemplary example of what women in leadership in the logistics and transport industry can do and the phenomenal spread in the WiLAT footprint and membership globally, is an ample testament to that. It sets an example that CILT International would do well to emulate.

Q. In which areas did you involve mainly as an Advisor to WiLAT Global, a well-deserved role you took up in January 2020?

The kudos for what WiLAT is today belongs to the many women and men leading the effort around the world, which I have been privileged to be associated with and support several of the initial WILAT global training programmes. Through those, I believe we have been able to set an impressive benchmark in the domain of online professional learning and development within CILT and the transportation industry in general.



Romesh supporting WiLAT Global 10th Anniversary Publication with Gayani De Alwis (Global Chairperson) and Ted Muttiah (CCO of SAGT)

Q. What do you think the future holds for WiLAT Global?

I believe that WiLAT Global will continue to grow from strength to strength at an exceptional pace, given the amount of energy and enthusiasm that the Council and the individual Chapters have showcased over the recent years. There is clearly a strong pipeline of leadership within the Council and at the Chapter level, all of whom are guided by a well-articulated, principle centred vision with clear goals and strategies. It will be a pleasure to watch these developments as they unfold. I look forward to continually being associated with and supporting WiLAT, in the years ahead.

Naa Densua Aryeetey FCILT has taken over the role of WiLAT Global Advisor effective since October 2022 for a three year period. She is an Executive Member of the Governing Council of the CILT Ghana and has held several Senior Manager positions including that of the Ghana Shippers Authority and the Shipper Services and Trade Facilitation. Her experience and know-how in the field of Maritime and Logistics along with international regulations and policies will be a great strength to WiLAT Global growth ahead.

Q. You are a true epitome of a Maritime industry product. Your higher education was focused in the field of Maritime and since then you've served in several positions promoting and developing Maritime industry nationally as well as globally. Could you brief us on your career journey thus far?

I entered the Maritime Industry in 1991 when I had no clue of what pertains in the industry and how women fared in it. There was nothing like mentorship, or did I find many women in management positions at the time. I started at the Ghana Shippers Authority as an officer, in 1991. After three years of working, I had gained an appreciable understanding of the shipping industry under the mentorship of my boss who was then the CEO. I realised I had learnt on the job without realising it and had gained knowledge in the shipping terms and terminology, and operations at the port.

In 1994, I had the opportunity to undergo formal education in Port and Shipping Management at the International Maritime Transport Academy in Den Helder, the Netherlands where I had practical and theoretical training. I returned home and gained much practice as I was subsequently promoted to a higher level and posted to a more operational department. In this department, Shipper Services, I was responsible for shippers, (importers and exporters) their education and training, and to assist them in their day-to-day shipping and trade transactions and resolve problems associated with these transactions. I dealt with the large, medium and small-scale enterprises, logistic service providers, transport services and government agencies whose work had an impact on shippers.

Later, as I continued my work with the Shippers' Authority, I gained admission to the World Maritime University in Malmo, Sweden, to

undertake my Masters in Maritime Affairs (Shipping Management). During my sojourn at the University, I was elected at a highly contested election to become the 2nd Woman President of the Student Council, for the class of 2003. I had the opportunity to be responsible for over 200 students from different parts of the world. As a female leader in a very male dominated environment, I had my fair share of challenges as I had to understand the diverse group in terms of gender, culture, religion, socio-economic backgrounds of the community. The percentage of women at the time was rather small.



Naa at the World Maritime University as the President of the Student Council of the Class of 2003 along with fellow members and the President, Vice President and Management staff of the WMU

The role of the President got me to serve on several boards, including the Governing Council of the University headed by the Secretary General of the International Maritime Organization, The Academic Board which was Chaired by the President of the University and the Student Monitoring Committee which was Chaired by the Administrative Head of the University. I Chaired the Student Council and led the students in several fora and academic adventures.

On my return, I was promoted to the

next level and posted to Head, one of the biggest Branches of the Authority in terms of staffing and finances. I headed the Branch for eight (8) years where I had the opportunity to extend the work of the branch to other regions of the country to assist shippers, logistic service providers and bring solutions to their doorstep. During my work at the Branch, I set up two very important Shipper Committees in two regions of Ghana. These Committees are made of shippers, logistic providers, transport operators, the Customs, government agencies who are involved in the day-to-day transport and trade transactions. Another important Unit set up was the Shipper Complaints and Support Unit at one of Ghana's borders between Ghana and Togo, for Cross-Border Traders. This Unit assists cross border traders, and transistors in their businesses.

I later in 2013 returned to the Head office, to Head the Department for Shipper Services and Trade Facilitation. This brought me sharply into Trade and Trade Facilitation for shippers, SMEs, and Cross Border Traders. I started a series on the Export forum where discussion was held on improving exports from Ghana, procedures at ports for exports, transportation and customs processes. This was done across the 16 regions of Ghana. My job focused on the education and training of shippers on the changes and trends in the National, Regional, and international shipping and trading industries. Shippers were alerted to new policies that could impact their trade transactions and affected their transport and logistic costs. Some of the highlights of the training were on Trade Facilitation, IMO laws and regulations on Verified Gross Mass (VGM), The African Continental Free Trade Agreement and its impact on businesses, Custom Procedures, and many more. My work at the Ghana Shippers Authority spanned a total of almost three decades working in the maritime, trade and logistic sectors.



Naa received recognition for her work at the Ghana Shippers Authority where she spent 30 years in the Maritime and Trade sectors of Ghana

Currently, I Chair Ghana's subcommittee on Trade and Gender, under the National Trade Facilitation Committee. This Technical Working Group has the responsibility of empowering Women in Trade, Women led small and medium scale business, providing the platform to address non-tariff barrier measure (NTM).

Q. You've rendered a great service to women in the Shipping and Logistics industry especially in the region of Africa with valuable initiatives and executive leadership roles you've taken up in several women focused organisations including that of CILT and WiLAT Ghana. Would you recall some of that with us?

My work with women started somewhere around 2005 when I had just been posted to head one of the busiest branches of the Ghana Shippers Authority. The Authority itself was very male dominated and did not have many women in Management positions. In fact, we were just about three women at the management level with the rest all male.

When I took up the position, I had this idea of creating a niche, in the industry for women, where their contribution would be recognized. I realised that women's role in either the maritime, Trade or Logistics sectors were hardly recognized, even though there were well qualified women at the time.

In 2010, I founded the Women's International Shipping and Trading Association (WISTA) Ghana Chapter, together with a few ladies and was its first President for seven years until 2017.

In 2015, I was elected to the Board of WISTA International as a Director/ Executive Committee Member, where I served for another seven years, until October 27, 2022. During my time with WISTA International, I served the Africa Region, was responsible for the Trade Committee and the Human Resource Committee. During this time WISTA International gained Consultative Status with the IMO, and also signed a Memorandum of Understanding for Technical cooperation.



Naa is the Founder of WISTA Chapter in Ghana (2010) and she was elected on to the International Board of WISTA as a Director and Executive Committee member (2015-2022)

After these, a Focus Group Africa, was established on my initiative, which comprised National WISTA Associations in Africa, and all IMO established Women in Maritime Associations (WIMAs) in Africa. This group was established to "Strengthen cooperation and best

practices shared between the IMO-established regional women in Maritime Associations (WIMAs) and WISTA International and its National Associations (NWAs)'.

I became a member of the Chartered Institute of Logistic and Transport, Ghana branch in 2005. I was elected as the Vice Chairperson of the Tema Section of CILT Ghana. In 2011, I was elected to the Governing Council of CILT Ghana, as the Vice President, Logistics where I served for a term, and stepped down. I have served as an Executive Member to CILT Governing Council since 2021 and also an Advisor to WiLAT Ghana.

On the Global side, in 2010, at the CILT international Conference in Valletta, Malta, the idea of establishing a Women in Logistics and Transport was pushed forward. Five women, with one idea, gathered to consider the idea of a Women in Logistics and Transport. I happened to be one of these women who decided it was about time to have professional women in the industry and to provide the necessary guidance, mentorship and training to build capacity. This was to increase the attendance of women at the CILT conferences as well as its membership.

I must say that I am very happy to see how that decision has come this far. I thank all who have contributed to this success. I played my role in the setting up of and inauguration of WiLAT Ghana in 2013.



Naa Densua Aryeetey is a founding member of WiLAT Global and WiLAT Ghana

Q. What do you think has been the best highlight of your journey so far and how has it helped you to shape your life and career for the better?

I have had a few highlights on my journey, very impactful but I will just mention one that put me on a global stage. This was my election to the World Maritime University (WMU) as President of the Student Council. It gave me the opportunity to work with various stakeholders and to understand a global community, diverse in culture, religion, socio-economic backgrounds and gender. It was important to understand and ensure that all was included.

As a woman leading a global student community, I learnt to be very understanding and appreciative of the different cultures I was working in. This really impacted my future work and relationship in the international Maritime and Trade communities that I currently work in. It also taught me good leadership skills which I am always improving upon.

Q. How do you plan to support WiLAT Global and its membership in the capacity of your new role as an Advisor to its Steering Committee?

I believe I could bring WiLAT Global a wealth of knowledge and experience over the many years in the transport, trade and logistics sectors. I also believe I bring in a breath of fresh air, to revitalise all. Trends in the industry, partnership and collaboration for sustainability is key and I hope to be able to contribute to the overall success of WiLAT Global.



Naa was inducted into Fellowship of CILT Ghana by CILT International President Elect Chief Teete OWUSU-NORTEY FCILT

Q. Any message that you would like to share with the readers of Wings of Change on what to possibly expect in the industry and perhaps how to navigate across rough seas?

I will say that collaboration is key. The world is finally accepting the role and importance of women in every facet of life. Be it women in maritime, women in trade, women in logistics and transport or STEM, women are pushing ahead, for recognition, visibility, and leadership.

WiLAT finds itself in a unique way, as the only Women's Association dealing with all the modes of Transport. Transport is a key sector for every economy and WiLAT will do well in harnessing this advantage and ensuring that its five main thrusts are achieved.

Edward C. W. Lau FCILT has taken office as an Advisor to the WiLAT Global effective since December 2022. Mr. Lau is the CEO and Director of Pointline Enterprise Private Limited; a strategic consulting firm specialising in aviation, transportation, supply chain, ecommerce fulfilment, JV establishment and M&A integrations. He carries over three decades of diverse industry experience with him which would be a great asset to WiLAT Global and its course of action.

Q. Referring to your profile, I've gathered that you possess multidisciplinary expertise with much of senior leadership and cross-cultural management background. How did your journey to the top and amongst-the-best begin?

I started with a general accounting role, after graduation, with the Japanese shipping line, Nippon Yusen Kabushiki Kaisha (NYK Line) in Hong Kong. That was beneficial to practising what I learnt, from the

Accounting Institute, and applying theories into the commercial / international business environments. Through that year, I have established my interests in the transportations sector. Knowing my personal inclination of being fast-paced and would enjoy life in the fast-lane; I moved across the following year to join Malaysia Airline System (MAS), Hong Kong taking up the role of air-cargo sales for the next 5 years. During which I gained tremendous exposure in client engagements, air freight forwarder management, cargo terminal and ramp-side operations. Therein, I benefited from an important piece of advice from one of my industry mentors. He recommended me to dive deeper into the airfreight vertical, by investing a period of my career in the freight forwarder (3PL) segment to gain additional insights of the complex air cargo spectrum. I took his advice seriously, and subsequently accepted an offer to join the Airborne Freight Corporation (which operated as an independent company for 57 years, before being acquired by DHL, in August 2003) as their Marketing Executive. One of my key focuses was to manage the company's top US based customers, and their peak season chartered freighter-services between Hong Kong and the US midWest routing. I learned a lot from this tenure at Airborne, which contributed to my insightful exposure and hands-on experiences in managing the trans-Pacific air-charter freighters (B747F, DC8F), both the operational and commercial disciplines, and frontline employee teams engagement. That paved the way for my further growth and developments in the transport and logistics sector, throughout my career.



Edward C. W. Lau, CEO and Director of Pointline Enterprise Private Limited, once jetted though the career ladder to reach the very top he is at today

Q. At one point, you were sprinting up in the career ladder at TNT Express Worldwide, Hay Group and Rosenbluth International and precedingly, you played a key role in setting up Federal Express in Hong Kong. What made you to be this consistent and resilient all throughout?

Most thankfully, I was invited to join Federal Express Hong Kong in the mid-80's when their management observed what I'd done in Airborne Freight. They believed there were transferable experiences and my noticeable personal attributes could match well with the Federal Express corporate culture and the challenges a "start-up" business could face in the Asia markets; because FedEx believes in: PEOPLE - SERVICE - PROFIT, their people FIRST philosophy!

These observations of my personal attributes, and the inclinations of wanting to venture into uncharted courses, to build new organisations/ frameworks/ businesses, and most importantly enjoy interacting and working with people from different backgrounds/ nationalities/ cultures, have provided me with the various career paths and opportunities through my career life, leading to the APAC Vice President of Rosenbluth International, the regional Director of the Hay Group, Regional Director and the Managing Director of TNT Express Worldwide, and then the CEO of Jetstar Hong Kong Airways.



Edward C. W. Lau as the CEO of Jetstar Hong Kong Airways

I find it energising and very rewarding to engage people and learn from everyone's experiences and knowledge, and help each other to solve problems!

Q. It is right to say that you have given back to the community in many ways. Your contribution as a visiting lecturer and sometimes as a certified global trainer was selfless. When and how did you discover this side of you? What was your biggest achievement as an educator/ trainer?

"To Give is Better Than to Receive"
I'd devout my thanks and gratitude to my two respected mentors at Federal Express and subsequently at TNT Express Worldwide.

During my FedEx tenure, I was offered the opportunity to become an International Sales Facilitator at their Corporate HQ in Memphis Tennessee, for a period of 2 years. There's been a culture at FedEx whereby they'd recruit top sales professionals from the field, and rotate these professionals into the sales training institute to train and develop the global sales teams, and the new recruits; the notion of the "Top Gun" academy. There, I've discovered the joy and sense of appreciation of grooming and developing new talents and helping others to unleash their potential and subsequently hearing their feedback of achievements after they returned to their own districts afterwards.

When I was managing TNT Express' businesses in the APAC region and their various county units, I led my teams to engage various local universities, technical institutes, and even high schools on the notion of creating awareness by engaging the next generations into the transport and logistics profession and also sponsoring their researches to explore the global trade and supply chain developments. We were able to attract a lot of high quality young adults into our management trainee programs, especially female graduates joining our company

from across Asia; that's effectively "demystified" the misperception that – logistics and transport sector is a male dominant profession. I'd been advised, they have continued these engagements through the years, and are able to attract and retain these highly capable individuals.



Edward has been a passionate mentor to many young talents and budding professionals throughout his career

Concurrently on a personal front between 2008 to 2018, The Hong Kong University of Science and Technology (HKUST) and The Chinese University of Hong Kong (CUHK) kindly invited me to collaborate in their corporate mentorship program; together with a team of like minded business leaders. That's to focus on supporting their students in the business and management studies streams to better prepare themselves for any further education and/ or transitioning into the business world, besides career attachments and internship opportunities. Moreover, The Rosaryhill School of Hong Kong also invited me to join their mentorship program, to assist and to advise their upper-form students on teenager formations, interpersonal and family relationship inquiries, and better planning for their further educations and/or careers. I've since been serving as a Board Director at the IESE Business School - IESE Southeast Asia and as an Executive Committee Member, Singapore —

International Federation for Family Development (IFFFD - a consultative body to the United Nation ECOSOC).



Edward assisting in mentorship programs to advise/ teach students on social, educational and professional skills

Q. How did your journey with CILT and WiLAT begin? What is your motivation behind joining as an Advisor to WiLAT Global?

We've been a corporate member of CILT-Singapore during my tenure as the Managing Director - TNT Express Worldwide Singapore, and have sponsored some of my Senior managers to the Certified Professional Logistician (CPL) program.

Subsequently, I'm privileged to be introduced to Dr. Dorothy Chan when I was appointed as the CEO of Jetstar Hong Kong Airways, and was made aware of the WiLAT organisation and its focus in engaging and widening the reach to those female professionals and practitioners in the industry including that of our female pilots/aviation engineers and process engineers, etc. Over the years, I have continued these engagements to support the WiLAT initiatives and in recent years became the Advisor to

WiLAT Singapore. I'd hope to be able to continue my contributions going forward.



Edward supporting WiLAT initiatives and its mission to encourage and promote female practitioners in the industry

Q. Do you carry any message to the WiLAT Global family at the very commencement of your role?

We all have been exposed to our dynamic, fast evolving and transforming world, every organisation and individuals have to learn and to adjust continuously to survive and thrive. Technologies or computer algorithms cannot replace human capital or talent, instead to support and to optimise the outputs. In the WiLAT Global family, our primary focus is to attract, create opportunities, and to support the continuous development of our female practitioners; that'd optimise each person's potential to deliver maximised outputs, for the betterment of the industry and our sustainable global growth.

I am humbled and grateful for the opportunity to become the Advisor to WiLAT Global to contribute and collaborate with everyone along this meaningful journey forward!

The global shipping industry is facing a new problem — too many containers



While there was a shortage of containers at the height of the Covid pandemic, the global economy is now facing the opposite problem: too many containers. On top of falling freight rates, data shows container depots — used to house containers after they are unloaded — are now filling up or full. It points to more signs of falling global demand and an impending economic slowdown. Traders and shippers say the decline in global consumer demand is not a sign the global economy is normalizing after a frantic post-lockdown consumption rush but a downward shift in consumption appetites.

<https://www.cnn.com/2022/11/11/global-shipping-industry-faces-a-new-problem-too-many-containers.html>

Air Canada Cargo expands freighter fleet and network, and horses are back



Air Canada (AC) keeps expanding its network as more freighters join its fleet, and it has added horse traffic to its service line-up. This week AC Cargo is taking delivery of its third 767 freighter, which is expected to enter service after two to three weeks, and before the end of the year, the fourth should arrive. The first of the two new planes will be used to boost AC's Americas coverage, with flights serving Atlanta, Dallas and Bogota. The second will initially fill in for the carrier's first two cargo planes while they undergo service checks.

<https://theloadstar.com/air-canada-cargo-expands-freighter-fleet-and-network-and-horses-are-back/>

As the US trucking sector hits a slow curve, M&A activity goes up a gear



In a market facing headwinds, some players are consolidating their position through acquisitions, and in November Werner Enterprises, the seventh-largest US truckload carrier, took over Reed Transport Services and Ascend bought Fuchs Trucking. US truckers have rolled into the 2022 peak season at reduced speed. The Q4 market update and outlook by Uber Freight, released in November, shows a market that has lost much of the momentum of the past couple of years. Demand looks subdued while inventory levels remain high, whereas the number of trucks and drivers continues to rise.

<https://theloadstar.com/as-the-us-trucking-sector-hits-a-slow-curve-ma-activity-goes-up-a-gear/>

Logistics as a service offering 'will make us unstoppable', says UPS chief



Software as a service (SaaS) has been steadily gaining ground over the past couple of years, and now UPS is aiming to tap into new revenue streams by combining its standalone digital offerings into a 'logistics as a service' (Laas) package. The move brings together the integrator's 3PL arm, Coyote Logistics, same-day delivery provider Roadie, the Delivery Solutions platform and financial services provider UPS Capital. In addition, UPS will bring in its partnership with CommerceHub, aimed at building delivery density.

<https://theloadstar.com/logistics-as-a-service-offering-will-make-us-unstoppable-says-ups-chief/>

COP27: Collective bargaining may be a route to greener shipping



BCOs and forwarders can now negotiate collectively to buy biofuels, following the launch of a scheme at Cop, within the 'Roadmap to 2040' for Zero Emission Vessels (coZEV). The plans include a maritime 'buyers' collective bargaining initiative' to give shippers sufficient critical mass to push ship decarbonization. Announced at COP27, the Zero Emission Maritime Buyers' Alliance (Zemba) "will enable cargo owners to come together for greater impact and support accelerated deployment of scalable zero emission solutions in a robust marketplace," said Ingrid Irigoyen, director of the Aspen Institute Shipping Decarbonization Initiative and facilitator of coZEV.

<https://theloadstar.com/cop27-collective-bargaining-may-be-a-route-to-greener-shipping/>

Sustainable aviation fuel lands on award-winner CargoAi's booking platform



Freight forwarders can now check emissions data and purchase sustainable aviation fuel (SAF) when booking capacity on the CargoAi platform. SAF can be bought for one air waybill (AWB), or multiple AWBs, using the tech company's Cargo2Zero product, which aims to help customers decarbonize with a CO2 efficiency score. CargoAi won TIACA's sustainability award at the Air Cargo Forum in Miami in November 2022, voted for by delegates. While sustainability has been a focus of the event, smaller airlines remain unable to buy SAF, the most important route to reaching net zero by 2050.

<https://theloadstar.com/sustainable-aviation-fuel-lands-on-award-winner-cargoais-booking-platform/>

If the glove fits: wearable devices set to improve warehouse operations

Battling low margins and supply chain disruptions, the warehouse industry has long suffered with a "transient" workforce, which are either too bored, too "seasonal", or too low-paid to make training worthwhile. In response, companies are seeking to plug the gap with technology such as including wearable devices. Chief product officer of ProGlove, Ilhan Kolko, described his company's wearable device, a scanner the size of a matchbox, as an enabler of "micro-efficiencies".

<https://theloadstar.com/if-the-glove-fits-wearable-devices-set-to-improve-warehouse-operations/>

WiLAT First Global Convener Aisha Ali

Ibrahim FCILT,
has been felicitated as
the Best Next Generation
Mentor.

Her CILT Nigeria Mentee
Abba Kyari Aliyu received
the Award of the Best Next
Generation Mentee.

She in turn received the
Best Mentor Award for her
leadership excellence in
the CILT Nigeria AGM.



WiLAT Global Chairperson Ms. Gayani De Alwis was appointed as the Senior advisory Board member of U Connect

SENIOR ADVISORY ANNOUNCEMENT

We are excited to announce **Gayani De Alwis** as our new Senior Advisory member of our Advisory Board.

Gayani is a leading Supply Chain Professional and she was the former Director, Customer Service and Management Committee member of Unilever Sri Lanka LTD responsible for Supply Chain. During her 19.5-year tenure with Unilever locally and overseas, she has worked in Supply Chain, R&D and Quality Assurance prior to her early retirement to start her own consulting and lecturing career.

Gayani holds a MBA from Postgraduate Institute of Management (PIM) of University of Sri Jayewardenepura Sri Lanka and MSc in Food Process Engineering from University of Reading, UK. She did her undergraduate studies in Chemical Engineering from University of Moratuwa before moving to UK to complete her Masters.

Gayani is the WiLAT Global Chairperson. She is a Past President of Chartered Institute of Logistics and Transport (CILT) and Founding Chairperson and Advisor of Women in Logistics and Transport (WiLAT) Sri Lanka. She is the only Fellow of both CILT and Institute of Supply and Materials Management (ISMM) in the country. She is a Board member of Women's Chamber of Industry and Commerce (WCIC) and a Council member of Open University of Sri Lanka. She is also a founding committee member of Women Directors Forum (WDF) of Sri Lanka Institute of Directors (SLID) and a founding member of Women Corporate Directors (WCD) Sri Lanka Chapter.



WELCOME
GAYANI DE ALWIS
WiLAT Global Chairperson | Non-Executive Independent Director of Singer Sri Lanka PLC |
Non-Executive Director of Logicare Pvt Ltd | Management Consultant & Lecturer

Gayani de Alwis FCILT, was elected as the first Vice chairperson of Women's Chamber of Industry and Commerce Sri Lanka for the period 2022/2023.

Dr Shireen Nassar **CMILT**

article was published recently,
on "The Workforce
of Tomorrow in Logistics".



Dhashma Karunaratne **CMILT**

, who was the former
WiLAT Wing of Change editor, recently
moderated the panel discussion on World
maritime day 2022 organized by CASA, Sri
Lanka.



Sahana Vithanagama MILT who is a WiLAT Sri Lanka Executive Committee Member was nominated as the President of the renowned Expolanka Toastmasters Club.



Ts Hjh Dr. Zawiah FCILT, WGVC SE Asia, Senior Lecturer of UniKL MIAT is a JakIM Halal Professional Board (HPB) Certified Trainer, her specialization is on Halal Logistics & Supply Chain Management. Her recent article which was on the topic Halal Supply Chain Integrity (HSCI) was published in Research & Information, CILT Indonesia Newsletter October 2022 edition.



Dr. Blossom O'Mealy Wilson-Nelson CMILT who a WiLAT Caribbean received a Living Legacy Award for her commitment & dedication Towards prosperity living.



Dr Doreen Owusu-Fianko FCILT, WiLAT Deputy Global Chairperson was appointed as the Chairperson of the CILT Ghana AGM. She is the Founder and Patron of GTA Ladies Club. Recently, she has been appointed as the Chairperson for the CILT Ghana AGM and she shared about green transport and supply chain processes.

Nazeema Jaulim-Seelarbokus, CMILT, WiLAT Global Vice Chairperson of the Indian Ocean Islands was awarded the Winner of the International Ports Association of Harbours (IAPH) Women's Forum Scholarship 2019-2021. This is a recognition for her contribution in the field of Logistics and Transport.



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shakkyamaduni.perera@gmail.com (Deputy Editor)