

The Case for Female Leadership

The 2nd Global Conversation marking International Women's Day 2020





Launched by:



Accountable Leadership. Women's Empowerment. Youth Development.



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Conversation Overview 2020

London – Athens – Joburg – Amman – Beirut – Istanbul – Karachi – California

A n audience of 600 influencers across eight countries participated in a synchronised global conversation on March 2nd that had 68 speakers from around the world debating live just ahead of International Women's Day, March 8th 2020.

Among the speakers were award-winning author, film director and LGBTQ rights activist Shamim Sharif, leading economist and author of 'Women vs. Capitalism', Vicky Pryce, Rwanda's High Commissioner, Yamina Karitanyi, Athena40 Founder Elizabeth Filippouli, MPs, Ambassadors and civil society leaders. They all connected live from London to other panels in Amman, Beirut, Istanbul, Karachi, Athens, Joburg and Irvine, California to get a sense of what challenges women need to overcome across different societies and cultures, and to record calls to action. BBC World's Tim Willcox moderated the discussions from London. "MORE WOMEN WILL BE ABLE TO GO BACK INTO WORK IF WE CREATE SAFER, Better Equipped places For their children to go. Montessori Raised This 100 years Ago."

> - **Leonor Stjepic** CEO, Montessori Group

The Case for Female Leadership

The point of education for women was to discover the life of the mind, to pursue truth and to take a place in the world', highlighted Betty Friedan in 'The Feminine Mystique' the book that sparked the beginning of second-wave feminism in the US in the 60s.

Indeed, education leads to free thinking. Free thinking nurtures decision making. Developing your decisionmaking ability means you develop your ability to lead. Athena40 has evolved into a platform that connects high-impact women from around the world and brings to the spotlight female leaders who are making change both at the top and at grassroots level. We have created a new public sphere for debating women's issues and connecting established leaders with influential grassroots voices.

We would love to welcome you on board!

"CULTURAL SUBJECTS SUCH AS BEING A 'GOOD MOTHER' FORCE WOMEN TO CHOOSE BETWEEN FINANCIAL INDEPENDENCY AND FAMILY. WE NEED MORE WOMEN ROLE MODELS TO INSPIRE CHANGE."



Elizabeth Filippouli

Founder, Athena40

- **Melike Aydin** Chairwoman, Young Guru Academy Turkey

What is Athena40?

Athena40 was officially launched at UNESCO on International Women's Day in March 2018. Every two years it discovers and acknowledges the work of some of the most innovative female thought leaders. The inaugural list was announced in 2020.

The Athena40 initiatives focus on strengthening the role of women worldwide and nurturing female leadership. Together with our partners we create opportunities for women to be recognised, access new networks, connect to knowledge and build new partnerships. Athena40 recognises women who embrace entrepreneurial thinking regardless of their professional realm, expertise or aspirations.



Global Approach Local Insights



Recommendations from 8 Countries

e launched the 'Athena40 Global Conversation' as a unique platform for ambitious and dynamic women from different countries, walks of life, ages, talents, goals. Athena40 puts a much needed and thought-provoking spotlight on the united goal of gender equality.

∕<mark>∞</mark> London UK

'Access to networks is key for women'

We need to create access to networks and between each other to learn and develop. We must change the conversation on social media from being appearance orientated to be about meaning and value generation.

Women have an exhuasting multiplicity in their lives: home working, caring after children and the elderly, juggling a career. We need to create more realistic options to women to enable them to juggle this multiplicity. Jobs and financing must be open to all.

Young People will be leaders of this change. We must nurture gender equality in the education system. Empowering young people to know the necessity of gender equality will make all the difference.

🍐 Istanbul Turkey

'Legislation shuns women from workforce'

Legislation proposed by the government in Turkey has affected women negatively, resulting to companies being hesitant to hire female staff. Social stereotypes such as being a "good mother" force women to choose between financial independence and family. We believe that education must be for everybody and stay outside of any influence from politics or religion. We need platforms where NGOs and other constitutions can interact with people and promote peer-learning that creates deep positive impact on people.

"STORYTELLING HAS THAT IMMENSE POWER TO CHANGE LIVES. AS STORYTELLERS WE HAVE A HUGE RESPONSIBILITY NOT TO SHY AWAY FROM CONFLICT AND STORIES THAT ARE DIFFICULT TO HEAR."

> - Shamim Sarif Author and Filmmaker



Athens Greece

'Stereotyping and unconscious bias are holding women back'

The dominant issues as reported from the conversation in Athens are women's empowerment and entrepreneurship. One of the key questions that emerged is how the Greek society will manage to set new foundations to address the issue of stereotyping and identify unconscious bias and tacit gender inequalities. Education on gender consciousness and acceptance of diversity in a world which is faced with multicultural challenges is a fundamental requirement. Women need to embrace their female nature and liberate their creative potential.

"CURRENTLY, EDUCATION DISEMPOWERS WOMEN DESPITE HIGHER NUMBER OF WOMEN IN UPPER EDUCATION."

-**Mary Nazzal-Batayneh** Chairperson, 17 Ventures Jordan

∕ Amman Jordan

'We need more women decision-makers'

Jordan has emphasised the need for women to be a bigger part of decision and policymaking. The country needs more female firsts in leading positions such as PMs, Speaker of House, Head of Anti-Corruption Association, etc. Power structures need to be visited in order to observe the positioning of women within them and increase their participation accordingly. Jordan needs to recognize the fact that tough economic, political and geographical conditions affect women across different sectors.

'Nowhere in the world women hold equal power to men'

Though more women are rising through the ranks to positions in the executive suite, the fight for female leadership isn't over. As we know, women's leadership is a global priority. Recent years have seen dramatic gains in women's social, political and economic leadership. Yet, simultaneously, nowhere in the world do women hold equal power to men in influencing and exercising authority worldwide.

FACT #1

THE 2019 SDG GENDER INDEX FINDS THAT, WITH JUST 11 YEARS TO GO UNTIL 2030, NEARLY 40% OF The World's Girls and Women — 1.4 Billion — Live In Countries Failing on Gender Equality.

Johannesburg South Africa

'Women must collaborate and access platforms'

In South Africa, 51% of the population is women. South African women need to be part of the conversation about parity change. Platforms available to women must be expanded and women themselves need to tend a hand to each other and lift each other up. Currently there is still a great amount of running down of women by women which gives men the chance to take the power and leaves women out because we still haven't learned that we must collaborate in order to win.

FACT #2

KENYA HAS VERY HIGH RATES OF WOMEN WHO USE DIGITAL Banking — Higher Rates Than Three Quarters of The World's Countries.

∕ Beirut Lebanon

'Let's teach girls of their own capabilities'

Education and Media awareness are crucial. Participating in awareness raising and teaching girls of their own capabilities is crucial. In Lebanon, we need change in laws affirmative action, quotas and gender sensitivity at all levels. Spend the money on accelerating women's advancement and work with the people that support it. Pace of change is too slow worldwide, and we must not lose time convincing people but focus on actions together with those people who are already converts and activists.

ᄻ Karachi Pakistan

'A cultural mindset shift is necessary in Pakistan'

Pakistan has passed several legislations, but not enough affirmative action that pushes for a more significant percentage of women representation across all sectors and structures. More legislation is necessary for women and their economic rights. Introducing such law is the need of the hour. The polarisation of women is a problem in Pakistani society, and we must push towards a cultural mindset shift.

Historical Facts on International Women's Day

International Women's Day is annually held on March 8 to celebrate women's achievements throughout history and across nations. It is also known as the United Nations (UN) Day for Women's Rights and International Peace.

Much progress has been made to protect and promote women's rights in recent times. However, nowhere in the world can women claim to have all the same rights and opportunities as men, according to the UN.

- The majority of the world's 1.3 billion absolute poor are women.
- On average, women receive between 30 and 40 percent less pay than men earn for the same work.
- Women also continue to be victims of violence, with rape and domestic violence listed as significant causes of disability and death among women worldwide.

The first International Women's Day was on March 19 in 1911. The inaugural event included rallies and organized meetings was a big success in countries such as Austria, Denmark, Germany and Switzerland. The March 19 date was chosen because it commemorated the day that the Prussian king promised to introduce votes for women in 1848. The International Women's Day date was moved to March 8 in 1913. The UN drew global attention to women's concerns in 1975 by calling for an International Women's Year.

FACT #3

A GIRL WHO IS BORN INTO A POOR HOUSEHOLD AND FORCED INTO EARLY MARRIAGE IS MORE LIKELY TO DROP OUT OF SCHOOL, GIVE BIRTH AT AN EARLY AGE, SUFFER COMPLICATIONS DURING CHILDBIRTH, AND EXPERIENCE VIOLENCE THAN A GIRL FROM A HIGHER-INCOME HOUSEHOLD WHO MARRIES AT A LATER AGE.



Global Snapshot 2019-2020

ZERO

HUNGER



Globally, there are 122 women aged 25-34 for every 100 men of the sameage group living in extreme poverty. In nearly two thirds of countries, women are more likely than men to report food insecurity.

GENDER

EOUALITY

Globally, about 303,000 women died from pregnancy-related causes in 2015, resulting in a maternal mortality ratio (MMR) of 216 maternal deathsper 100,000 live births.

GOOD HEALTH

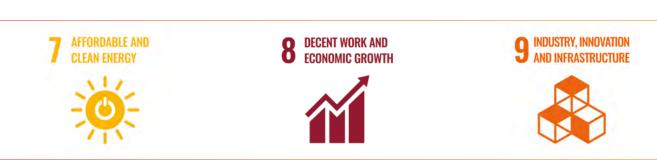
AND WELL-BEING



Despite recent progress, girls continue to face significant disadvantages in education: As many as 48.1% remain out of school in some regions. While progress has been significant, discriminatory constitutional and legislative provisions remain in place in many countries, leaving women without protection or legal basis to claim their rights.



The lack of adequate sanitation facilities may expose women and girls to illness, safety risks and violence at school, at work and in their communities.



Similar to the situation regarding water, women and girls are often forced to travel long distances in search of firewood where other energy sources are unavailable. Globally, the labour force participation rate among prime working-age women (aged 25–54) stands at 63% compared to 94% among their male counterparts. Globally, women represent 28.8% of researchers, but with wide variations across regions. In developing countries, there are three times more men than women researchers.





Inequality within the household is a strong contributing factor to the overall income inequality in society, accounting for up to 30%.

Women's equal 'right to the city' is still far from being realized, especially among lower-income women.

Unsustainable production and consumption patterns are the key drivers behind the progressive depletion of natural resources taking a disproportionate toll on the livelihoods of women and girls.

RESPONSIBLE

CONSUMPTION AND PRODUCTION





15 LIFE ON LAND

Those who are heavily dependent on local natural resources for their livelihood, such as poor women living in rural areas and indigenous populations, are disproportionately affected by climate change.

While men are mostly involved in fish and aquaculture harvesting, women are overwhelmingly involved in low paid or unpaid secondary fields, such as fish processing, marketing and fishing machinery maintenance (90%).

PARTNERSHIPS

FOR THE GOALS



Where governance institutions

corruption, organised crime,

inequalities and social unrest

tend to increase—often with

detrimental consequences for

fail to play their role,

women and girls.

Achieving the SDGs for women and girls requires an enabling environment and a stronger commitment to partnership and cooperation.¹

Due to their lack of access to private land, poor rural women depend more than men on common pool resources such as forests and commons. They are particularly affected by the depletion of forests.

> THE BOTTOM TEN COUNTRIES IN THE 2019 SDG GENDER

INDEX ARE SIERRA LEONE. LIBERIA, NIGERIA, MALI, MAURITANIA, NIGER, YEMEN, CONGO, DR CONGO, CHAD AND THEY ALL ALSO APPEAR ON THE OECD'S 2018 LIST OF FRAGILE STATES.



Gender Gap

Unemployment Rates 2019



Greece 20.2% women 13.2% Men

Jordan

24.1% Women
13.3% Men

Lebanon

14.3% Women 10% Men Turkey

South Africa

26.8% Men

30.5% Women

13.8% Women

9.5% Men



USA

UK

3.7% Women 3.6% Men

Pakistan





FACT #5

EVEN THE HIGHEST SCORING COUNTRIES HAVE MORE TO DO, PARTICULARLY ON COMPLEX ISSUES SUCH AS CLIMATE CHANGE, GENDER BUDGETING AND PUBLIC SERVICES, EQUAL REPRESENTATION IN POWERFUL POSITIONS, GENDER PAY GAPS AND GENDER-BASED VIOLENCE.

Inspirational Stories



Her Excellency Yamina Karitanyi

High Commissioner for the Republic of Rwanda to the UK

It was 26 years ago, in April 1994, that the paradise of Rwanda—a country blessed with staggering natural beauty—turned into a living hell. Over the course of just 100 days, it is estimated that over a million Rwandese people, mainly from the Tutsi ethnic group, but also including many moderate Hutus, were butchered by the forces unleashed by a genocidal Hutu regime, while the United Nations hurriedly withdrew its peacekeeping force and the world stood impotently by. The horrific events of 1994 are only part of Rwanda's story. In barely a quarter of a century—despite the depth of the trauma, despite the survivors' inheritance of a stagnated economy, crippling inflation and prisons full of genocide suspects—this small east African nation

"WHEN YOU 'DOUBLE-CLICK' ON THE PROBLEM OF GENDER INEQUALITY THEN YOU REALISE IT IS A LONG-TERM EXERCISE. THIS NOT A CHALLENGE FOR WOMEN, IT IS A CHALLENGE FOR HUMANITY."

HE Yamina Karitanyi

has somehow found ways of gradually healing itself. Survivors and perpetrators have come together through a journey of reconciliation, and communities have been rebuilt and strengthened. "It was a point in history that questioned humanity. We are still healing—that is not over, the healing process continues—but we are a reconciled nation, a unified nation and a nation that is trying to ensure that we never go back to what we experienced."

The weight of this recent history has shaped the role of the Rwandan High Commission to London.³



Haifa Hajjar Najjar

Senator, Upper House of the Jordanian Parliament

"I have a problem with the idea of leadership and empowerment. We want our people to be good citizens of Jordan and good citizens of the Arab world and the whole world. I truly believe nowadays that women are more empowered. However, the educational system, the ecosystem is disempowering them. And we kind of work on the idea of leadership, bringing up leaders. Leadership, however, is about bringing, celebrating the inner part of the self. It is about the journey towards the inner part of the self.

Unfortunately, the educational system in the whole world disconnects the individual from his/her inner part. We have isolated diversity, we have jailed our human nature, our souls, the female souls and the male



souls in the classrooms. Due to that, we have jailed our share to humanity. To me leadership is the journey towards the rational self, towards the emotional self, towards the political self and towards the other. We will always be faced with a huge challenge if we continue with this disconnect between the cognitive and the behaviour. On a cognitive level we all agree on women's participation. But we don't talk about corruption. We don't talk about discrimination. We don't talk about harassment. We have to truly face our reality and bring out critical, humane, ethical behaviours. Our educational systems have to adapt a holistic view."

FACT #6

IN 2015, 193 COUNTRIES SIGNED ON TO THE MOST Ambitious development Agenda in History, their Promises included a Pledge to Achieve gender Equality and leave no one Behind.





Song Richardson

Dean and Chancellor's Professor of Law at the University of California

"I will share my own research in unconscious racial and gender bias when we think about intersectionality, and because women of different genders races, ethnicities, we all bring something different to the table. I have become the Dean of a Law School and yet there are perceptions of me that I just can't control, and there are ways in which I will act that are influenced by what society puts on me. When I think about what women's leadership means, I would love to get to a time when we don't need to have this discussion because leaders are leaders, and I feel that way. And yet we cannot escape the fact that given the culture which so many of us have experienced it is hard to talk about women's leadership without being stereotypical about it. That is difficult for me, because it's true, women are collaborative women, listen, women talk, a lot more than men. Frankly, people will see me, regardless of whether they know what my gender identity is and

make judgments about me. Being a woman and being a woman leader means that we constantly have to think about that. Am I being too aggressive or am I being too weak? Am I saying what I need to say, will people be angry with me, or will they understand? How do they compare me to the prior Dean at the Law school who fit the stereotypical view of what we think of right as a law professor? And so when we think about women's leadership and what it means to be a woman and what it means to be a leader I think it's complicated."

"WOMEN OF ALL DIFFERENT GENDERS, CULTURES, ETHNICITIES, WE ALL BRING SOMETHING TO THE TABLE. BUT IT IS HARD TO TALK ABOUT WOMEN'S LEADERSHIP WITHOUT BEING STEREOTYPICAL ABOUT IT."

- Song Richardson

Cities and Panellists

Chaired by BBC World's Tim Willcox, the Global Conversation featured the following panellists:

london, Evening Standard

Elizabeth Filippouli Founder, Global Thinkers Forum & Athena40 HE Yamina Karitanyi High Commissioner of Rwanda

Shamim Sarif Writer & Film Director

Vicky Booth CEO, Inspiring Girls International Vicky Pryce Chief Economic Adviser, Centre for Economics and Business Research (CEBR) Doug Wills (Co-Host) Managing Editor, Evening Standard

Paola Diana Author, Activist & Entrepreneur

london, Montessori Group 🏠

<mark>Leonor Stjepic</mark> CEO, Montessori Group Barbara Isaacs Montessori Global Ambassador Karina Robinson, CEO, Robinson Hambro Ltd

Hannah Baynham Academic Lecturer, Montessori Lesley King-Lewis CEO, Windsor Leadership

🍐 Irvine, California, UCI School of Social Sciences

Catherine Bolzendahl Associate Professor of Sociology, University of California, Irvine

Dr Stephanie McClellan Chief Medical Officer, TIA Women's Health Physician, Hoag Hospital Susan B. Parks President & CEO, Orange County United Way

Kerry Phelan President, Global Franchise Management, Lionsgate Entertainment Song Richardson

Dean & Chancellor's Professor of Law, University of California

Loretta Sanchez Former Member, U.S. House of Representatives



Athens, University of West Attica

Michael E. Economakis

Executive Vice Chairman & CEO, A. G. Leventis Group (Nig) Plc, Advisory Board Member, Global Thinkers Forum, Founding Partner, Athena40

Dr Dimitra Antonopoulou

Scientific Collaborator, CRWI DIOTIMA

Danae Bezantakou

CEO, Navigator Shipping Consultants

Areti Georgili

Regional Leader, Lean in Hellas

Eleni Glinou

Visual Artist, Researcher, Educator - Former Full-time Professor, The Graphic Design Department

Maria Kaltsogianni

Msc Mechanical Engineer - Head at Career, Liaison & Innovation Office, University of West Attica

Stella Kasdagli

Co-Founder, Women On Top (WoT)

Elpida Kokkota Founder & CEO, MEXOXO

Marica Labrou

BoD Member - Entersoft, Vice President - ACEO (Association of CEOs), Member of WiB (Women in Business) Committee of Hellenic American Chamber

Photini Papatheodorou

Educator, Coach & Intercultural Communication Advisor, Founder, Wisdom in Action International Consultants

Anastasia Sideri

Communications Director, Central and Eastern Europe, The Coca Cola Company & Chair Women in Business Committee, Hellenic American Chamber

Barbara Terzaki-Pallikari

Founding Member, University of the Mountains (UoM), Inspirator & Coordinator, "Mission Penelope Gandhi"

Dr Fiori Zafeiropoulou

Country Coordinator Fashion Revolution & Founder, SOFFA-Social Fashion Factory

Dr Anastasia Psomiadi

Founder & President, APSON CSR

lacktriangleright Amman, INJAZ and MyStartUp

Deema Bibi CEO, INJAZ

Mary Nazzal-Batayneh

Chairperson, 17 Ventures and Board Member, INJAZ

Lina Abojaradeh Founder, Archismile

HE Hala Bsaisu Lattouf

Former Minister, Ministry of Social Development Jordan

Wafa Bani Mustafa

Member of Parliament, The Jordanian House of Representatives

Haifa Hajjar Najjar

Senator, Upper House of the Jordanian Parliament (Jordanian Senate) & Superintendent, Ahliyyah School for Girls & Bishop's School for Boys Amman

Nadia Al Saeed

Chief Executive Officer, Bank al Etihad

A Beirut, Lebanese American University and the Arab Institute for Women

Roula A. Douglas Journalist & Author

Joelle Abou Farhat Co-Founder & President, Fiftyfifty NGO, Lebanon

Rana Ghandour Salhab, Talent & Communications Partner, Deloitte

Rola Hoteit

Airline Captain, Middle East Airlines

Co-Founder & Co-Director,

Dr Elise Salem

Vice President for Student Development & Enrollment Management, Lebanese American University (LAU)

Myriam Sfeir

Director, The Arab Institute for Women (AiW)

lohannesburg, Divaine Growth Solutions

FE-MALE

Hayat Mirshad

Criselda Kananda Businesswoman, Inspirational Speaker & Broadcaster

Yolanda Mabuto Founder & CEO, Divaine Growth Solutions

Elizabeth Marabwa Chief Director, Department of Energy Rooksana Modan Director, Apex Development

Slauzy Zodwa Mogami Chairperson, Leading Ladies of Africa

Johnny Muteba Founder, Pan African Chamber of Commerce

Evan Schiff

Event Director, Africa for the Clarion Events Africa Company

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Founder, CrossRoads Company & Head, Women Presidents Organisation South Africa

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Tim Bright

Partner, One World Consulting and Advisory Board Member, British Chamber of Commerce in Turkey

Melike Aydin

Chairwoman, YGA

Chris Gaunt

Chairman, British Chamber of Commerce Turkey and Advisory Board Member, Global Thinkers Forum

Zeynep Dereli

Founder & CEO, Technology and Human Colleges

Melek Pulatkonak

Founder, Turkish Women's International Network

Judith Slater

HMTC, Eastern Europe & Central Asia

🍐 Karachi, Szabist University

HE Ambassador Attiya Mahmood Former diplomat &

Ambassador of Pakistan

Dr Huma Baqai

Associate Professor & Former Chairperson, Social Sciences Department, IBA

Anis Haroon

Chairman, National Commission on the Status of Women

Maheen Rahman

CEO, Alfalah GHP Investment Management Ltd

Dr Nafisa Shah National Assembly Speaker

Shahnaz Wazir Ali President, SZABIST University

Maliha Zia Lari

Associate Director, Legal Aid Society & Manager Law & Gender, Aurat Foundation



Audience Engagement



The 2nd Athena40 Global Conversation reached an international audience of over 15000 people who watched online through livestreaming and social media channels.



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Add This to Your Story >











GLOBAL WOMEN CHANGING THE WORLD







2 hrs.-G A very interesting conversation on female leadership organized across 8 countries by Athena40. (More details to follow) A big thank to The Krab Institute for Momen - AW for the organization of Beiru panel and for its determination to maintain the panel degite the detains of the university. a hype thank to the

















We wish to thank our Sponsors and Partners



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About Global Thinkers Forum

Global Thinkers Forum (GTF) is a non-profit organisation with a core mission to promote valuesbased thinking and accountability in Leadership. Over the years we have been expanding our diverse network of thought leaders to share their vision for the future, create meaningful conversations and to achieve positive change through our mentoring programmes that support youth and women from around the world.

The Forum is London-based and was incubated at Oxford University's Said Business School in 2011 and launched in 2012 under the patronage of Her Majesty Queen Rania al Abdullah in Amman, Jordan.

Global Thinkers Forum has a network of influencers and partners that reach more than 70 countries around the world and engages leaders across business, philanthropy, academia, science, civil society, NGOs and government. GTF has partnered with some of the world's top brands, organisations and foundations and features an advisory board with high-profile thinkers and decision makers from over 20 countries.



Production Team

Athens – **Eleni Glinou** Amman – **Haya Bustami, Farah Safadi** Beirut – **Mufeeda Haidar** California – **Melissa Churlonis** Istanbul – **Galia Morhayim** Joburg – **Yolanda Mabuto** Karachi – **Bilal Zubedi** Montessori – **Leonor Stjepic, Jeremy Clark** London – Pari Papastergiadi, Eve Conway, Alana Zivanovic, Martine Ainsworth-Wells, Katerina Chatzi Publication Production: Ellie Papoutsani

Sources:

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