



GA GLOBAL ACADEMY OF
FM FINANCE & MANAGEMENT®

INTERNATIONAL BOARD OF STANDARDS AND CERTIFICATION COUNCIL
ASSOCIATION OF FINANCE AND MANAGEMENT - STANDARDS OF
PRACTICE HANDBOOK

Welcome – GAFM® Handbook of the
International Board of Standards, Ltd.

IBS - GAFM® Global Release:

12th Edition

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United States of America – New York – Colorado – LA

Middle East - Asia – India – Latin America – Africa - EU

GAFM ® International Board of Standards

Next-Generation Standards

A welcome note from the Chair of the Certifying Board

Standards in education and career development is undergoing a revolution the globally. The applications of business certification are widespread in government, military, construction, technology and more. While some educational companies seek to engage professionals in training programs that take 4 years (or even longer), the International Board and was established largely by leaders from Industry looking for methods of raising the bar in accreditation mandates in graduate management education to utilize existing accredited programs, exams and courses.



Rather than create broad designation for anybody who has completed the fundamental terminology or with a entry level diploma, the board has taken a graduate approach to our program design and created a business post-nominal designation for the accredited education sector of business management professionals. As such, The IBS GAFM ® requirements ensures that each IBS and GAFM professional maintains the highest level of demonstrated education and capability for a leadership or executive position in Management.

In the last few years, the International Board of Standards has had a meteoric rise in membership. We have expanded our operations globally with new alliances and authorized operations in the USA, Middle-East, India, USA, Caribbean, South Africa, India, Eastern Europe, and throughout Asia. Further, our standards are unmatched as we have directly sanctioned accredited education, courses, and assessment from the top business schools in the world. Because we are non-profit in nature, offer certification in business, and have volunteers in over 100 countries, our certification model is unique and taps into existing education, top schools and professors around the world.

Membership growth is accelerating with members in 140+ countries. Our quickest growing regions internationally are in EU, Asia, India, the Middle-East and Africa. Our relationships with leading fortune 500 company executives & employees continues to be a key strategy in defining the practical direction of our programs as our corporate members or clients have identified key development needs for their staff and for time management.

Together we are truly “Building the world’s future leaders in Business Management™”

Cordially and Kindest Regards,

Dr. George Mentz, JD, MBA, CBA
Doctor of Jurisprudence and Notary Public - Licensed Counselor of Law
Founder, Chairman and General Counsel of the IBS and GAFM ® Board of Standards -The Association of Finance and Management



“Making good decisions is a crucial skill at every level.”

– Professor Peter Drucker



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Getting Started

When you've completed an IBS GAFM® Qualified training program and been accepted for status as a Certification Holder in the Academy you will receive the following items:

1. Professional Designation and Board Certification
2. Fellowship Declaration Document
3. IBS GAFM Handbook (this document)
4. Login credentials for the Members website
5. Access to IBS - GAFM Member and Jobs network
6. Publication of your Name in the Global Verification Database

This handbook provides an introduction to the Board of Standards and Academy and answers some questions you might have. In addition, the full code of ethics and standards of practice are contained, along with information about how to contact the IBS GAFM .



- *Secure online USA Verification System available for those who want a public listing with the GAFM® Database. GAFM Member ID card is available in digital format for printing and use. Sample Above or you can purchase an ID from a Chapter and Member-Toolkit Provider.*

Questions new IBS GAFM ® candidates ask.

It is likely that this document will be the first of the components of the membership documents that you receive, so below are some of the standard questions that our new members normally ask about the American Academy and membership.

Q. How long before I receive my official designation or board certification document ?

A. Certification Document processing normally takes a minimum of 3-4 weeks after you have met the accredited education and assessment requirements where you have been approved.. You receive handsome membership document along with the certification document that you have been qualified and approved to receive. You may have also requested a Fellow of the Academy Document.

Q. When can I start to use my designation?

A. Immediately after approval, GAFM ® applicants receive confirmation of the acceptance of your membership or you have successfully registered for certification after completing a qualified and recognized executive program.

Q. What are the requirements for membership and Certification?

A. If an individual working as a business professional has one of the following qualifications, you may immediately apply for board certification and qualification if you have completed accredited exams, courses and degrees from an: ACBSP, AACSB, EQUIS or CHEA Approved Double Accredited Business Related Degree

Q. What are the requirements for an GAFM ® professional certification or designation?

A. The primary method of certification in the USA is the completion of a recognized IBS GAFM ® Educational program or accredited diploma program or one of our other numerous degree providers. * AACSB ACBSP EQUIS IACBE or ABA related programs automatically qualify persons only for CBA Core Certification. Further executive training, experience, education, and approval qualifies the applicant to register for other Graduate Certifications. In exceptional circumstances primarily in the USA, the GAFM Board of Standards may offer exemption from further courses and assessment criteria for Graduate Certification. Board review is required for advanced standing qualifications, but the following are some of the criteria for exemption status:

- (a) An AACSB or ACBSP Related Graduate Degree, or EQUIS or ABA Degree Diploma with a concentration of 18 hours or 6 or more courses in the relevant field of study in relation to the certification that the candidate seeks.
- (b) Vast Professional experience or Recognized Industry Expert (*As per Board Policy)
- (c) MBA/MASTERS or Law Degree, PhD, or CPA, Recognized Graduate Program education with 18 hours or 6 or more courses in the relevant field of study in relation to the certification that the candidate seeks.
- (d) Professors and Academic Researchers (Professor/Doctorate Level)

Q. How is the International Board of Standards - GAFM ® Structured?

A. The IBS - GAFM is a graduate professional Certifying Body and Society governed by the IBS International Board of Standards and Presidential Advisors and a membership code of ethics and standards of practice. The GAFM is a legally chartered entity founded and operated in the USA while promoting over 1000 non-profit accredited educational bodies. Some international chapters act as a 'society' or non-profit association at the accredited business or law school. At all times the GAFM and the good standing of members is subject to the laws of the land and to policies of the Board of Standards. The Academy's authority and certifications are structurally based the dictates or dictum of the US Supreme Court case (Ibanez vs. Florida and the Peel Case) & these cases illustrate general regulations, criteria, and policy of the GAFM marks in respect to quality standards and assurance for board certification such as education, experience, assessment, ethics, & continuing education.

Q. How and when was the GAFM ® Management Board founded?

A. The GAFM was founded in 1996, via a merger between the Condor Falcon Graduate Institute of Management and independent Board of Standards. The GAFM was originally established as a professional organization for investment managers, business consultants, engineers, military, and

analysts. The merger of these two entities memberships provided a cross-discipline association, a laser focus on industry specialization, a high-level product line of training and graduate-level-certification opportunities, and a strong reach to a mature membership platform.

Q. How many members are in the Academy of Finance and Management?

A. The GAFM ® has grown quickly and recently has held over **25,000** PhDs, Lawyers, MBA's, CPAs, ACBSP and AACSB Graduates, Masters Degree Holders, candidates, and executive members in over 151 nations. GAFM takes pride in holding a membership with superior qualifications, experience, and designations. The GAFM has stated that it wishes to grow that membership to 50,000 within 3 years and current growth is tracking against that objective.

Q. What are the benefits of being a member of the GAFM ® ?

A. The key benefit for Certification Holders is obviously the ability to add a professional designation & post-nominal to your list of resume qualifications and display this on your business card, letter head, email signature, C.V. etc. For most individuals certification is one of the key drivers of membership and the pursuit of higher education through the GAFM accepted programs. However, other key benefits exist such as:

- i) Access to one the Top Graduate Management networks around the globe,
- ii) Access to the GAFM body of knowledge including articles, scorecards, calculators, simulators and other tools available exclusively to GAFM members online,
- iii) An online system that may confirm your membership and certification to employers or other interested parties.
- iv) Access to the GAFM Global Jobs Systems Online
- v) Opportunities to network with charter holders and members throughout the world
- vi) Global Conferences and Networking Events www.GAFM.org
- vii) Identical qualification received as those received by a graduate of a top-US business school program (in the case of the MPM offered to graduates of top schools in the USA, India, Arabia, UK, China and Asia for members), and
- viii) Recognition by alliance partners, corporate sponsors or multiple government bodies

Q. How can the Global Academy of Finance and Management ® offer professional awards from an executive program, that others claim should take years of study to achieve?

A. GAFM only offers Board Certification, Charter or Designation qualifications to individuals with a minimum accredited degree education requirement of professional working experience or industry expertise. GAFM IBS International Board of Standards is the First to promote double-accredited education and exams from ACBSP and AACSB accredited business schools. While some organizations offer non-college educated applicants immediate entry into 'certified' training programs, the GAFM requires all professionals seeking to attain a specialist designation to have actual college education and working experience. Many of our contemporaries have a single qualification that focuses on the a quiz or exam; however, The Global Academy of Finance and Management ® has specifically designed business certification requirements utilizing government recognized accreditation policies and standards. In this way, we have reduced program timeframes to essential business education, rather than try to circumvent accredited educational partners. Further, the majority of our graduate members already have an earned or accredited MBA, PE, Masters Degree Degree, PhD or other licenses where they have passed a multitude of graduate exams that cover the fundamentals and theory from accredited colleges already.

Finally, GAFM ® does not typically run programs over many years or months, instead choosing to accredit and sanction highly focused and rigorous programs conducted by world-class experts in an accredited education format that allows specialization.

GAFM ® Board of Standards official list of Primary Certifications - Charters and Designations

The Global Academy of Finance and Management ® offers a range of certifications for the Industry and the primary credential is the CBA Certified Business Accreditation. Awards are issued by the GAFM ® IBS **™** through the Global Academy of Finance and Management ® Worldwide.

Applicants must satisfy the following requirements

1. Accredited Degree
2. Accredited Assessment
3. Experience
4. Abide by the Ethics
5. Abide by Good Standing Guidelines
6. Continuing Education
7. Business and Legal Education

Proper and Ethical Use of GAFM ® designations

To add an GAFM ® CBA Certified Business Accreditation certification to your business card or your resume requires you receive a recognized ‘award’, each candidate must meet the good standing requirements. This means that the marks or designations are owned by the IBS and Global Academy of Finance and Management ™ and members must comply with proper use regulations as contained below.

GAFM ® designations must be used appropriately if the Academy is to maintain control of their use and ensure that our high standards are adhered to. For the purpose of this discussion, we will use the Core GAFM qualification of **CBA Certified Business Accreditation**” as an example.

The CBA ™ or Any GAFM ™ mark must always be used as a Board Certification or Designation. Wherever possible, the full designation title should be used such as follows:

Ali Smith, CBA
Certified Business Accreditation , or

John Smith CBA Certified Business Accreditation

GAFM ™ marks should not be used in the plural or in the possessive. If used in the abbreviated form, wherever possible use the trademark symbol next to the designation, such as:

CBA Certified Business Accreditation

In communication regarding your designation you may state that you are a “Fellow (Graduate Certification Holder) (Fellows are not given the designation but are awarded the right to use the designation by the Board. Fellows can use their designation along with the fellowship mark as follows:

John Lee MBA, CBA (F-GAFM)

John Lee Suliman, CBA
Certified Business Accreditation ™,
Fellow of the Global Academy of Finance and Management ®

The GAFM ® Standards of Professional Conduct limits the use of the GAFM designations only to those who have received their Board Certification or charter documents and requires that such marks be used only in a dignified and judicious manner. The board of standards has previously stated that it is “...the responsibility of members, fellows, and candidates of GAFM Programs to use Certification marks or designations or refer to their membership in the Academy properly, professionally and in a manner that does not mislead third parties as to their affiliation with the Academy or the legal standing...” If you have applied for exemption status or advanced standing and you have not received your designation, you cannot make use of the GAFM mark or the designation. Additional information regarding the proper and ethical use of GAFM designations can be found on the GAFM website or by contacting the GAFM ® USA Legal offices.

GAFM® Certifications, Designations, Charters and proper use of credentials

You will be provided with two Official Documents upon completion of an GAFM® designation carrying qualification. They are:

1. Membership Charter
2. Designation Board Certification (including fellow status)

Examples are shown below:



Figure 2 – Sample Certification and Fellowship declaration

The GAFM® Quality Certification Documents can be displayed in plain view either mounted separately or together. The Certification, Membership & fellowship certification can only be displayed if you are in Good Standing with the Academy and you are recorded on the GAFM® member register as a current member.

GAFM ® Continuing Education Requirements

Annually, each GAFM charter holder and board certification holder should complete 15 hours or more of continuing education CE credits. Contained below is a list of education that counts toward CE credits with the GAFM . 15 hours would be equivalent to a 2 day seminar or conference event. Members receive 1 point or credit for 1 equivalent hour of recognized training.

Members may complete one of the below or a combination to fulfill their annual requirements.

1. The IBS GAFM Approved Conference counts for full CE Credit. This is an approved 1-2 day conference or seminar event that counts for 15 hours.
2. Attendance of 15 or more hours of approved education for lawyers or CPAs. (2 days of training)
3. 15 Hours of executive education from an Approved Provider or AACSB , ABA, EQUIS, or ACBSP accredited business school approved program (i.e. or one full graduate course would count)
4. Publish an article in the GAFM Articles Journal or Qualified Peer Reviewed Journal
5. Attend one of our Global Plan Management Conferences or Summits, or
6. Attend an IBS GAFM recognized training program.
7. Led a training course or taught a course or program in your field. 1 hour = 3 Credits

Either email or post a record of your attendance to the CE section of the Members website. Note: First year Exemption is available to new members. Fellows in their first year of membership are exempt from the CE requirements. CE must be done from the second year of fellowship only.

GAFM ® Certification Fees and Good Standing:

GAFM Certification and Professional Designation applicants pay initial certification and graduate fees. Good Standing fees are set by the board. In the United States, each applicant pays the initial certification and membership fee as set by the Board. After the initial membership and certification time period as stated on the actual certification or charter document, the member is expected to renew their designation and complete the required continuing education and ethics requirements. Sometimes, the approved educational institution collects the fees and processes membership and certification for the Board of Standards. In other cases, eligible applicants apply directly to the board on a “one-by-one” basis and make registration payment online. IBS and GAFM offer various certifications that utilize the CBA accredited education requirements. All certifications are issued in compliance with these double accredited business school guidelines.

GAFM® Exams and Accreditation

GAFM® Approved Institutions

The GAFM® accredits or approves all double accredited AACSB ACBSP or ABA accredited law and business school exams and assessment for (Core Qualification). Each accredited provider must demonstrate to the GAFM® Board that they have the capability to offer the highest standard of training and exams consistent with GAFM® curriculum and requirements, and the status of these providers is reviewed on an annual basis to ensure that quality standards are maintained.

The GAFM® recognizes localization of courses and assessment for each respective region and country. Alternatively, the GAFM® approves all double accredited business programs. Experienced lecturers come from: The USA, EU, Asia and other mature plan management industry professional markets. The GAFM® is also the first to offer ABA Accredited Law School education in conjunction with GAFM® Certification.

Examinations

Examinations and assessment are currently provided as part of the course framework of an IBS or GAFM® registered or accredited training program, such as: partner universities or business schools. However, the GAFM® does recommend to approved providers with the standard exam criteria or TCO “Terminal Course Objectives”, which are then localized to allow for regional regulatory conditions, taxation requirements and other market specific situations.

Examinations are provided in the lingua-franca of the country where GAFM® candidates are participating in the program. English Exams are not mandatory, as we wish to make the GAFM® sponsored and recognized membership and education accessible to as many qualified individuals as possible.

GAFM ® Board of Standards Accreditation Council

The Global Board of Standards and Honorary Advisors for GAFM Board has been traditionally composed of 50 member professionals including faculty from several universities, executives and managers, lawyers, judges, and world renowned PM practitioners. 10 Doctorate level professionals sit on our academic committee overseeing standards and ethics. GAFM was begun by executives, MBAs, professionals, lawyers, and faculty to provide specialized management education and certification worldwide through the use of executive training. GAFM's Board of Standards is a professional oversight committee that creates the standards for membership, requirements for board certifications, policies for ethics and methods to increase professionalism. GAFM owns the intellectual property, copyrights, designations, and marks used herein.

IBS & GAFM ® Super Board of Standards

- Prof. George Mentz, JD, MBA, CWM™, CTEP™, CPM, CAM - Chairman and General Counsel - GAFM Board of Standards
- Dr. Cornel Collins, MBA, MSc, PhD, MPM™, CIPM™, IWWP, CPM, CAC: - Lignum Technologies (Bahamas) Ltd.
- Prof. Dr. Roberto Santillan – Latin America - Mexico, Peru, Chile, Argentina
- Dir. Carl Thong, MBA, MPM, CWM – Asia China Training - Singapore
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Presidential Advisors to the Super Board & GAFM Ambassadors

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- Dr. C. Campbell - PhD - CEO OPMM
- Henry Ong, MPM - Philippines - CEO SGC Education
- Deepak Jain, MPM -GAFM Training CEO India - Mumbai and Delhi
- Mick Campbell, MBA, MPM, CIPM - OPMM and Head of Training Standards

*The GAFM Super Board of Standards is responsible for the administrative decisions for the Global Certification and Training Operations. Based on the advice of our legal committee, GAFM strives to maintain educational flexibility & strategic advantage for expansion; thus, the GAFM as a Board of Standards has always been registered and remained a Limited Liability Company registered in the United States.

GAFM ® Accreditation Council

The GAFM International Board of Standards and Honorary Advisors also serve as provincial counselors and commissioners to the International Board of Standards – Accreditation Council. The accreditation council helps decide which educational institutions are accredited, sanction or recognized as “REGISTERED” by the GAFM and International Board of Standards IBS.

The Council also decides which credentials, designations, charters and certifications will be nominated for approval and global use. The Global Board and Council also have the power to nominate new members for recognition and nominate organizations for alliances.

Global Board - Honorary Academic Advisory Council & Professors

These distinguished advisory board members are not faculty of GAFM . The majority of professors listed here are recipients of The GAFM honorary distinguished global advisors award, who retain teaching posts or have taught at a tertiary level for respected colleges and institutions around the world. Others have demonstrated exemplary industry knowledge or technical specialty in their field of endeavor and have been recognized by industry as amongst the pre-eminent professionals in their domain arena.

List of Global Honorary Advisory Council

- **Chairman** - Counselor & Dr. George Mentz, JD, MBA, MPM™, CIPM™ - Atty at Law - - General Counsel USA - Doctor of Jurisprudence Master of Business Administration, Certification in International Legal Studies -
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- *Prof. (Dr.) Niranja C. Bhat, Hon. Global Advisor for AAFM and AAPM, International & Grand PhD, FAAPM / FAAFAM, MPM / MQM / MMC™, CIPM, GPM, CPD and MFP - India.*

- *Dr. Samir Ramzy Attia , Global Advisor , Sales & Marketing , Egypt - Global Advisory Council*
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- *Professor Dr. Ohwor Sunday Nicholas, MCP™, AFA™,*
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- (CIPS); CNP (NPA); ITCP MIITP (IITP); MCP CEA CPC (GBM); CMALT (ALT); GStat(SSAI); AIMM CPMgr (AIM SA); MBCS (BCS); MACM (ACM); FAAPM (AAPM); FGMB (GBM); FIMIS (IMIS); F.I.M.S. (I.M.S); FFPBTM (FPBTM) - Lecturer (CUHK)
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Those who have achieved Certification from our Board of Standards & International Board are From Esteemed Organizations

Below is a selection of a few of the global organizations whose employees have earned Board Certification and Charter Membership.

North American & Global Organizations

Finance Institutions

HSBC Banking Group
Citibank International
Bank of America
BNP Paribas
Wells Fargo
United Trust Bank
AIG/AIA
CIGNA Group
MetLife Financial
New York Life
Zurich International
ING Insurance
Prudential Financial
Manulife Financial
ABN AMRO
JP Morgan/Chase
American Express (Financial Advisors)
California Bank & Trust
Wachovia Bank
Bank of New York
Consolidated Financial Group
UBS/Painewebber
Salomon Smith Barney
Merrill Lynch
Morgan Stanley
Fidelity Securities
Barclays Bank
US IRS – Fed Gov't.

Service Companies

Adecco
Thomson Financial
Reuters
Bloomberg
Cap Gemini Ernst & Young
Deloitte & Touche
Forrester Research
KPMG Professional Services
PriceWaterhouse Coopers
Equant
Western Union

Governmental

Internal Revenue Service
Department of Justice
Department of Interior
Department of Treasury
UAE Government
China Government
Singapore Government
African Governments
India Government

Public Companies

Procter & Gamble
AT&T
Bell (Canada)
IBM
Nokia
Chevron Texaco
GE Capital
GE Aircraft Systems
GE Medical Systems
Honeywell
Lockheed Martin
Rolls Royce Industrial
Volvo
BMC Software
Cisco Systems
Fujitsu
Microsoft
Sharp Electronics
McDonalds
Paramount
New York Stock Exchange
NASD (National Association of Securities Dealers)

Non-Profit Institutions

Department of Justice
Ministry of Finance
Asian Development Bank
World Bank
UN - UNESCO
UNITAR

Middle-East Organizations

Finance Institutions

National Bank of Kuwait
Al Ahli Bank
Abu Dhabi Commercial Bank
Bergan Bank
Commercial Bank of Kuwait
Central Bank of Oman
Union National Bank
Kuwait Investment Authority
Dubai Islamic Bank
Central Bank of UAE
Gulf International Bank
Mashreq Bank
The Investment Dar
Bank Muscat
Abu Dhabi Investment Authority
Arab National Bank
Emirates Bank
Saudi Hollandi Bank
Riyad Bank

Asian Organizations

Temasek Holdings
Pacific Insurance
ICICI Bank
HCL Technologies
Bharat Petroleum
MAA Mutual Berhad
Royal Mint Wealth Management
Srinakharinwirot University
Syarikat Takaful Holding
American Bourses Corp
Apac Development
Bernard Lim & Associates
SingTel
PCCW
China Mobile
Bank of Communications
Bank of China
Development Bank of Singapore

GAFM ® Alliances and Official Recognition

Global Recognition of GAFM ®

The GAFM ® is recognized globally. We are the 1st graduate organization in the world for Plan Managers where we offer Board Certification in key fields. Led by our Global Board of Standards that are professors, government leaders, ranking military from various countries, experts, scientists, and PhDs from around the world, the GAFM is a truly international organization that requires accredited education and experience.

The GAFM ® accredits approved graduate training in over 20 countries working in conjunction with accredited and leading education and training providers around the world.

- US Government Recognizes The [GAFM ® Trademark](#) Registration USPTO
- USPTO - US Copyright of Curriculum and Program Creation
- US Dept of Education - Disclosure and Listing of Standards.
- Recognized in the USA **New York Times** - "About" Plan Management Certification Reference Authority Section
- [AABFS Arab Academy of Banking and Financial Services](#)
- Arab League of States via the AABFS
- NOCA National Organization for Competency Assurance - Certifying Organ. Professional Member. - International Board of Standards
- Member of the ANSI American National Standards Institute
- Recognized University of California - Legal Alliance with Univ. of California Silicon Valley with Chapter Authority to University of California
- Recognized by the CUNY City University of New York & Queens College USA - Articulation
- The Chinese University of Hong Kong - Articulation
- Alliance George Washington University - Washington DC - GWU Masters in Plan Management Program Articulation
- Academic Articulation with Southern California Chapter Accredited Program - Diamond Graduate Law Program - GAFM Approved e-Business and PM Diploma Courses
- UK and EU University Chapter Recognition - Spain, Scotland, UK, and others.
- [United Nations Civil Society](#) Registered and Disclosed as a Board of Standards
- US Department of Education Disclosed and Transparent International Board of Standards Government Websites on Professional Organizations
- US Department of Labor - Certification Listings - Career Voyages.gov
- **EUROPEAN** - [ABEI - British Engineering Society](#) - EUROPEAN - GAFM Italy Chapter- Casella Postale 1 2 28197 - Ronco Scrivia (Ge) - Italy Examination Center ABEI - British Engineering Society - address: via Padova, 127 20127 Milano - Italy
- US Dept of Interior Guidelines - AAFM Plan Management Standard and Protocols Recognized
- GAFM Guides and Handbooks used a major colleges such as some of the New York Stock Exchange DeVry University Plan Management Courses
- IBA Indian Business Academy
- Graduate Management Board and International Management Consultants Advisory Council
- The List of **Top 3 Global Plan Management Certifications**: [Article](#)
- AEDE Business School EU Chapters

- India - India Institute for Plan Managers
- ACCE The African Economists Association
- EFI The Egyptian Finance Institute
- LAC The Latin American Capitulo
- The Royal Society of Fellows RSOF
- Singapore IAPM chapter
- Certification Council International
- Government of India - Presidential Advisors Recognition
- NBEA National Business Education Association NBEA
- NASA Recommended Resources
- [The History of Plan Management](#) - How GAFM was the first graduate plan management body.
- PMQ PM Qualifications Authority
- ISBE International Society of Business Education
- American Academy of Financial Management™
- Institute of Certified E-Commerce Consultants™
- [IBC Global 2010 - Informa - See Press](#) - GAFM ® Copyrights IP Agreement Recognized in Contractual Alliance Agreement
- University of International Cooperation Americas
- International Federation for Financial Standards
- Forbes News Morningstar News
- Digital 50 - Ad Hoc News - CentreDaily News
- Yahoo Finance
- *Profesionales de América Latina Grupo Bancario*
- *Internationale Instituut vir Belasting & Finansies IITF*
- *China Plan Management Task Force Council*

Benefits of Membership and Certification by GAFM ®

- Gain Post Nominal recognition from our Global International Board of Standards
- CBA Certified Business Accreditation Standards
- Use of GAFM ® Professional Designations after your name on your Business Card and on your Promotional Materials.
- Online Career Tools
- Professionally promote and illuminate your graduate education, hard work, accredited education, and specializations.
- Protect your job with an independent, recognized and global society and authority
- Digital Competitiveness - You can add GAFM ® to your Online Resume & Improve your image and salary potential
- Handsome membership and Certification Documents suitable for framing shipped to you.
- Use of our GAFM ® Member CEC Job Tools and Job Board
- Use of the GAFM ® Research, Publications and Web Tools
- Global Verification of Members for Employment
- Ability to be listed on our employment certification verification web registry and possibly become a committee member.
- Possibility to earn further GAFM ® graduate certification or charter in areas of: Quality, Service/Process, HR, Marketing, and Planning.
- Fellows of the Academy and Advisory Council Members can: Nominate new members for certification, Author & Publish Articles in our Network, Add the Fellow distinction to their resume, open a local chapter, provide executive insights for innovation to the Board.
- Become a Fellow of the Academy
- Obtain Dual membership in the Global Academy.
- Free Digital Books and Tools for Members

The Board of Standards and Academy Strategic Mission:

The GAFM ® IBS ™ International Plan Management Commission provides standards for Board Certification in the areas of Graduate Plan Management Knowledge and Methodology.

Rational:

As there had not been a graduate professional business qualification specifically for graduates of the world's top business and law programs, the GAFM ® has met this need and become the organization of choice for highly educated individuals or industry experts because GAFM requires an accredited college degree or equivalent for membership and certification. The GAFM ® receives its license, sanction and authority from the IBS International Board of Standards ™.

Management - Certification

www.GAFM.org

UnMatched Graduate Standards in Plan Management

The GAFM ® Executive Designation Programs provide the assurance that the holder has met the suggested criteria for graduate credentials set out in the Ibanez US Supreme Court Dictum and Decision. Further, the IBS ™ and GAFM ® board certification requires meeting 6 different levels of global criteria including ethics and our global body of standards which are the 1st Standards specifically based on the documented methodology used by government agencies and departments. Acceptance into the GAFM ® is a high distinction and requires the holder to possess a graduate level portfolio of skills and knowledge. Acceptance statistics are not high, and the designation when achieved is a high honor strictly for accredited degree holders or individuals with equivalent backgrounds.

6 Graduate Standards & Requirements of GAFM ® and IBS :

1. GAFM ® IBS ™ Commission Sanctioned Education
2. College Education or Equivalent
3. Successful Assessment or Testing
4. Abiding by the GAFM ® IBS ™ Ethics Agreement
5. Management Experience
6. Sanctioned IBS GAFM ® Continuing Education

After completing the training with an approved provider and successfully completing all membership criteria for GAFM ® certification, the training provider can then forward the nomination to the IBS ™ Board of Standards for Processing and Registration for global board certification and designations. You then become listed on our global database which allows you to be credential checked and confirmed online from around the world while also giving you private login access to world class plan management articles, publications, power points, job tools, and information.

Foundational Ethical Policy and Code of Conduct for the GAFM ® Global Members

- Members agree to abide by all of the laws of your jurisdiction and country of employment regardless of where you are living.
- To keep all customer and plan relationships and information confidential unless Members can legally disclose it.
- Members are to engage all plans with effectiveness and efficiency.
- To work with zeal and diligence with all plans
- To communicate in good faith with your team members
- You are to use the IBS Trademarks in the spirit of high ethical standards

IBS TM Commission - Purposes of Business Management

The purpose of Executive Management is to ensure the plan achieves its goals & objectives, by planning, directing, tracking, and controlling, and improving the activities necessary for development and delivery of required products and services. The IBS TM Plan Management Methodology involves developing plans and maintaining them throughout the plan life cycle. Estimates are established and maintained regarding cost, schedule, size of work products, and critical technical parameters. Commitments to plan objectives and plans are established and maintained throughout the plan. Plan participants and stakeholders are identified and organized to meet plan objectives. As the plan is executed, the plan and performance are monitored and tracked in accordance with the plan. Corrective actions are taken as needed to ensure the plan will meet its objectives. Continuous improvement is enhanced at all levels.

Goals of Executive Management

1. Plans are established, maintained, and executed to provide required products and services that reflect customer and stakeholder needs.
2. Estimates of the plan's planning parameters are established and maintained to support resource estimates.
3. Commitments related to the plan are established and maintained.
4. Progress of the plan is evaluated against its plans.
5. Corrective actions are taken when appropriate and managed to closure.

The Essence of the GAFM ® IBS Methodology

Business Management methods are used to establish and evolve plan plans, to assess actual achievement and progress against the plans, and to control execution of the plan to successful conclusion. The resources applied to plan management should be scaled according to the size and complexity of the plan. Stakeholders should be involved in plan planning to ensure every participant understands what resources are required and commits to providing them when needed. Examples of small plans are typically found in research or infrastructure efforts. The determination and continuous adjustment of the appropriate effort and scope for management of a plan is an appropriate activity of Management. Coordination and commitment among affected groups and individuals (stakeholders) is critical to successful development and execution of plans. The detail and formality with which Plan Management steps are applied should be adjusted according to the size, criticality, complexity, and risk of plans. Some level of disciplined plan management is appropriate for the smallest of plans. Plan Management methods and steps are applicable to all manner of plans, including planning, new product or service design and development, production, operations, maintenance, product or services evaluation, and support. Management applies to managing a business unit or a service organization. The manager is ultimately responsible to the customer.

Business Management Gains Control Over the following

- **TIME** - The amount of time required to complete the plan. Typically broken down for analytical purposes into the time required to complete the components of the plan.
- **COST** - Calculated from the time variable. Cost to develop an internal plan is time multiplied by the cost of the team members involved.
- **QUALITY** - The amount of time put into individual tasks determines the overall quality of the plan.
- **SCOPE** - Requirements specified for the end result. The overall definition of what the plan is supposed to accomplish, and a specific description of what the end result should be or accomplish.
- **RISK** - Potential points of failure. Most risks or potential failures can be overcome or resolved, given enough time and resources.

GAFM ® Methods are composed of several key activities such as:

- ◆ Planning the work
- ◆ Investigation and Diagnosis
- ◆ Assessing risk
- ◆ Estimating resources
- ◆ Organizing the work
- ◆ Acquiring human and material resources
- ◆ Assigning tasks
- ◆ Directing activities
- ◆ Controlling plan execution
- ◆ Reporting progress
- ◆ Analyzing the results based on the facts achieved
- ◆ Continuous Improvement

***GAFM® IBS™ 12 Steps to Management © and Plan Management
Best Practices***

1. **Define objectives, scope, and outputs:** Define objectives, scope, and the work products and services that are to be provided by the plan.
2. **Define the activities and life-cycle approach:** Define the activities needed to achieve optimum outputs and the life-cycle approach that will be used.
3. **Estimate planning parameters:** Estimate and document the work product and task planning parameters that provide a basis for resource estimates.
4. **Estimate resource requirements:** Estimate the effort, cost, and other resource requirements.
5. **Establish schedules:** Develop management and technical schedules for the plan
6. **Establish and maintain plans:** Establish and maintain a complete set of plans for providing the products and services throughout the plan's life cycle.
7. **Establish commitment:** Establish and maintain commitment of affected groups and individuals to the management objectives and plans, and commitment of resources as identified in the plan.
8. **Organize to meet management objectives:** Identify individuals or teams that will be assigned the resources and responsibilities for meeting plan objectives.
9. **Manage the Business Plan:** Communicate plan plans, direction, corrective actions, and status, and coordinate plan activities.
10. **Monitor Performance:** Monitor and track plan activities and results against plans.
11. **Review and Analyze Performance:** Conduct formal and informal reviews of plan performance and analyze variances from plans.
12. **Take Corrective Action:** Take corrective actions to address problems.

Ethics & Code of Conduct for GAFM ® IBS ™ ©

1. You agree to abide by all of the laws of your jurisdiction and country of employment regardless of where you are living.
2. To keep all customer and relationships and information confidential unless you can legally disclose it.
3. To work with zeal and diligence with all plans
4. To communicate in good faith with your team members and supervisors.
5. Promote Productivity, Efficiency and Effectiveness.
6. You are to use the IBS Trademarks in the spirit of high ethical standards
7. Assist other plan managers in their professional development
8. Engage fair and just treatment of other managers.
9. Ethically provide information about business cost, time and quality.
10. Use utmost care in the receipt of gifts or any other perks.
11. Maintain personal accountability and responsibility for plans.
12. Maintain high professional conduct in my affairs.
13. Encourage others to act fairly and ethically.
14. Strive to protect the safety and health of the public at-large in our work and plans.
15. Avoid legal conflicts of interest.

Breach of Conduct:

At any time, a member can be put on probation or have their use of credentials stripped for any of the following reasons:

- Lapse of good standing with the organization. Good standing includes lack of payment for membership, certification, course, or designation use.
- A breach of any of the above ethics guidelines.
- Mis-use of any of the GAFM IBS trademarks, content, literature, training materials or brand.

If a member has breached the Board of Standards rules, the Board may review and vote to either put the member on probation or revoke the certification and membership. A revocation would include banning the member name from any GAFM or IBS materials and the legal injunction upon the member to not use any of the GAFM or IBS brand or marks ever again.

Online Law School – The LLM Graduate Law School

ONLINE Courses <http://llmprogram.org/GAFM.html> are sanctioned by the *American Academy of Plan Management*TM (GAFM). Successful course graduates are eligible to petition Prof. Byrnes or Prof. Mentz for charter and certification without further examination.. The International Board of Standards already has articulation agreements with the The AACSB International and the ACBSP Accreditation Agencies. After your petition and nomination by the Deans offices, you can process your application directly to the GAFM Board of Standards.

Thomas Jefferson School of Law is fully accredited by the [American Bar Association](#) and is a member of the American Association of Law Schools. The Diamond LLM Program is hosted and delivered from the TJSL law School.

- TJSL is Accredited and Recognized by the American Bar Association
- TJSL is a recognized member of the AALS American Association of Law Schools
- This Graduate Law Program is approved to offer: 1) LLM Master of Laws for attorneys and CPAs, 2) JSD Doctor of Juridical Science (PhD Level Research Degree), and JSM Masters for non-graduate degree holders.,
- TJSL is a [recognized provider](#) of Post Doctorate Law Programs and Graduate Legal Education by the American Bar Association - [See ABA Link](#)
- This Diamond TJSL Graduate program is recognized and listed on the Section of Legal Education and Admission to the Bar on the [ABA Website](#)
- This TJSL [Diamond Program is officially listed and recognized](#) on the ABA Section of International Law in the International Law Programmes sanctioned list. [See Link](#)
- Our EDU Official Address is here: www.llmprogram.tjsl.edu

*Legal Note: Each jurisdiction globally and in the USA in particular may have various promotional rules and advertising regulations for persons who provide legal advise and and hold out legal credentials to the public..

*Select Global Training Providers included: AAFM® , USA, Queens College, University California Silicon Valley, Plan Management Resource Group, IIR, , IBC Asia, INFORMA, Lignum Technologies, and many more. All members and certification holders subject to laws and jurisdiction of their own country. Please read terms and disclaimer of the IBS Board Website as they apply to this handbook.

Partner with GAFM to Provide Approved Certification Programs



GAFM is experiencing phenomenal worldwide growth. To capitalize on our global certifications and brand, we seek to expand alliances and approved new providers of our education in relevant territories.

Partnership / Provider Requirements

The best alliances are typically: established colleges, conferencing organizations, training companies, consulting firms, or universities. You should already have marketing in place with an extensive database of clients and prospects. Our successful alliances also contacts and existing relationships with the major corporations, banks, industries, airlines, government departments and so forth in your location.

If you are in Asia, India, Africa, Europe, China, Canada, USA or Latin America, we can discuss options where you can be an approved provider of qualifying certification programs.

Appendix A – GAFM ® Facts and Trademark Regulation

USA - Hong Kong – New Orleans –US – India – Africa – Singapore – Dubai – Beijing and More



GAFM ® Structure and Authority

The GAFM™ has seen a meteoric rise to affluence and membership in recent years, as executives, managers, and degree holders strive to maintain and augment their education, credentials, integrity, and skill sets.

The GAFM® Board of Standards™ is the certifying body and regulatory body for the much sought after GAFM® Designations and Credentials. GAFM Executive Designation Programs provides the assurance that the holder has met the suggested criteria for graduate credentials set out in the Ibanez US Supreme Court Decision. Further, the GAFM board certification requires passing 6 different levels of standards including: College Education, Testing, Ethics & Professionalism, Degree, Experience, & Continuing Education. Acceptance into the GAFM™ is a high distinction and requires the holder to possess a graduate level portfolio of skills and knowledge. Acceptance statistics are not high, and the designation when achieved is a high honor strictly for those who have earned a college education.

The GAFM® was the first in the USA to offer a Graduate Business Management Charter Certification based on accredited education, exams and courses.. The GAFM® Flagship programs have had a huge impact worldwide in the pedagogy and quality of education standards.

The Global Academy of Finance and Management® is governed by a vendor-neutral independent professional Super Board of Standards and Accreditation Council. The GAFM Board of Standards is made of appointments from amongst the professional, academic and industry pool of membership and currently includes Professors, Doctorate Holders, and Professionals from the Finance & Business sectors worldwide. Board Members nominated are typically recognized because of their outstanding contribution to the Industry or to best practice principles in the field of professional education. Board Members retain their board position for a period of two years. The Super Board is responsible for the following high level actions:

1. Regulation of GAFM® Intellectual Property and the issuance and use of any Certification, Charter, Member Document, Content, Exams or other IP.
2. Approval of new GAFM® accredited college providers
3. Approval and oversight of recommended curriculum and examination requirements globally
4. Policy and standards development for the GAFM Code of Ethics and Charter documents.
5. Regulation of member behavior and action for breach of the GAFM code of ethics.
6. Approval of new chapters in developing member markets

Appendix B – GAFM ® - Mission and Regulation

GAFM ® Mission Statement

GAFM 's mission is to serve its global membership and stakeholders as a world leader in educating and reinforcing the international knowledge of executives and potential leadership of institutions. GAFM mandates consent to high standards of professional conduct & ethics, and GAFM activities are International in nature and scope.

GAFM ® Certification Board Mission Statement

- To Continue to Be a World Class Certifying Body and Board of Standards
- To promote high standards as a Global Accreditation Council
- Assist in the professional, executive training, and social development of management professionals interested in investments, PM planning, corporate finance, estate planning, asset management, risk management, taxation, international business, and market analysis. This includes the perspectives of economics, political-legal environmental issues; NGOs; and private enterprises.
- Promote and protect the integrity of the GAFM Membership, Training, and Designations both nationally and internationally.
- Provide a structure for interaction between members and the professional community, business executives, government officials, and related academic professionals.
- Enhance employment opportunities for GAFM Members at all levels via networking, training, and outreach.
- To continue to grow internationally with specialized on-site executive training available at select accredited colleges and training centers.

Appendix C – GAFM® Terminal Course Objectives

GAFM® approves and sponsors a multitude courses in many countries around the world. Each course has a recommended curriculum or topic coverage. Although our topic coverage or TCO Terminal Course Objectives contain major areas of focus, the individual course provider has the flexibility to localize and tailor a certification course to meet the local laws, regulations, or even the local industry needs.

As an example, GAFM® recognizes several educational providers and their existing training programs. Thus, an organization that already has a high-quality set of courses in areas such as: Plan Management, Plan Risk, Quality Control, Agile Communications, Human Resources, E-Business and more.

Our committee of professors and industry experts review each course for quality. GAFM® also reserves the right to review and approve copies of course promotions, course notes, course exams and hand-outs.

Appendix D – GAFM® Courses & Ethics and Professionalism

All GAFM® courses are expected to contain a segment on ethics and professionalism. Ethics and Professionalism varies due to government laws of each country. However, GAFM® Certified Trainers and experts should be able to teach on the varying laws and regulations on the issues of: Integrity, Conflicts of Interest, Self Dealing, Confidentiality, Privacy, Securities Regulations and related statutes and codes.

Appendix E – GAFM® Level 2 Accreditation Standards – Quality Assurance

Standards for Professional Designations and Board Certifications in the United States

IBS Recognizes over 1000 of the top accredited business schools programs in the world such as the [ACBSP](#), [AACSB ABA](#) and [EFMD](#)

A Guide to IBS's Certification Quality Standards

Professional Designations in the United States and Internationally have a long history of standards. Legal cases such as the IBANEZ decision of the Supreme Court imply that bone fide "board certifications" or "professional designation" criteria includes: 1) Accredited Education, 2) Assessment, 3) Degree 4) Continuing Education and 5) Ethics/Professionalism 6) Experience.

IBS recognizes and demands level 2 accredited program exams and courses administered by US Business Schools. Further, IBS recognizes and demands ABA doctorate level education.

Types of Certifications and Accreditation Standards - Level II is the Highest

1.) Certification requiring Level 2 Accredited education and exams. This is the highest form of educational requirements. This education is generally preferred for CPA licensure and for certifications from organizations such as the International Board of Standards Level 2 means that both the college or university is accredited AND the business school is also separately accredited by a government recognized body. The ACBSP, AACSB or EQUIS are examples of level 2 accreditation while education from an ABA American Bar Association education would also be level 2.

2.) Charters or Certification requiring a college diploma and exams. This is a high standard but does not require Level 2 Accreditation Degree. Thus, the degree may be from a good school offshore but it may not be accredited by a recognized organization. Certifications in this category focus on giving only exams as a path to achieving a "non government recognized professional designation" or becoming chartered with a credential as a financial analyst.

3.) Credential requiring only exam. This standard is strong but does not require a degree historically but rather a test only. Examples are a plan management designation or a typical financial planner designation or credential.

* ABA American Bar Association Statement on Juris Doctor Education and Degrees. - Law School Education - The J.D. Degree - Ph.D. Degree Equivalency Statement by ABA.

WHEREAS, the acquisition of a Doctor of Jurisprudence degree requires from 84 to 90 semester hours of post baccalaureate study and the Doctor of Philosophy degree usually requires 60 semester hours of post baccalaureate study along with the writing of a dissertation, the two degrees shall be considered as equivalent degrees for educational employment purposes; THEREFORE, BE IT RESOLVED, that all appropriate persons be requested to eliminate any policy, or practice, existing within their jurisdiction which disparages legal education or promotes discriminatory employment practices against J.D. degree-holders who hold academic appointment in education institutions. Ref:
<http://apps.americanbar.org/legaled/accreditation/Council%20Statements.pdf>

* Note: A degree, MBA, MSc, or credential based on a Level 2 education is more widely accepted globally than qualifications or degrees that do not maintain "Level 2" Status. Further, course credits are more easily transferable with reciprocity from Level 2 business schools and institutions that are double accredited.

*Most State and Sovereign Governments worldwide prefer Level II Accreditation for the purposes of business school standards, top MBA programs, or becoming a CPA or Chartered Accountant. Further, Government recognized Bar Accredited Education is required for a legal education and licenses. Level 2 accreditation – the business school. In a Level 2 accreditation, the college or university and the business school are separately accredited, but the accounting program is not separately accredited. This level applies to a business school that is accredited by an organization recognized by the Council of Higher Education Accreditation (CHEA) as a specialized or professional accrediting organization, such as the AACSB or the Association of Collegiate Business Schools and Programs (ACBSP).

Appendix F – GAFM ® Board of Standards & Legal Contact Information

GAFM ® USA North America

Attn: George Mentz, JD, MBA, CWM®

GAFM ® General Counsel - Attorney at Law (LA-EDLA)

Suite 293, 1670-F East Cheyenne Mtn. Blvd, Colorado Springs, CO 80906

Tel: 504-495-1748 Fax: 419-828-4923 Email: info@internationalboardofstandards.com

GAFM ® WEB RESOURCES


(Board of Standards USA) www.GAFM.us

www.GAFM.eu (International Board of Standards headquarters website)

Appendix G – GAFM ® Alliances and Cooperation



Global Accreditation Programs and Worldwide Recognition in Diplomatic Agreements and International Outreach and Volunteerism.

- The IBS GAFM ® works again this year with the Department of Labor USA.

- GAFM Board also has consulted to assist United Nations and World Bank
- IBS GAFM Included in the websites of: Department of Labor, Plan Authority Reference Guides, About PM Guides
- GAFM ® Offering Programs Internationally and 1st in the world to have Certification Programs with a USA **Accredited Law School** and Post Graduate Program
- IBS GAFM ® Recognized in Diplomatic Agreement with the **Arab Academy** which is owned by the League of Arab States
- IBS GAFM ® The first to be recognized by the **India** Institute of Finance and the President of India's offices.
- GAFM ® Recognized by the ACCE **African Economists Association**.
- Board of Standards Professional Development Recognized by **Chinese Government** Ministry of Human Resources.
- Accreditation Council for Business Schools and their 1000 + Accredited business schools recognize the GAFM ® Certifications.

All Rights Reserved 1996-2014 All applicants or members make a good faith legal presentation and declaration of credentials, licenses, degrees and experience which is covered by the Digital Signature Act and International Treaties. All designation holders are subject to their own laws of their respective jurisdictions and can only use our designations positively in conjunction with local, state, provincial, and federal laws. If anyone reports false or fraudulent information, we can simply report this fraud or misrepresentation to the relevant legal authorities and place a BAN on our website for the individual who has falsified any application. You comprehend that we do not offer any degree or diploma from the USA, but we do offer professional designations to those who have met the accredited education and training and experience requirements. You understand that the GAFM effectively recognizes and accredits over 560 double accredited business schools globally. You agree that you have read the terms and disclaimers and other requirements publicly listed on the GAFM USA websites.

Appendix H – IBS GAFM ® Standards and Certification Requirements

The International Board of Standards - CBA Certified Business Accreditation Commission is listed disclosed and registered civil society member with United Nations Department of Economic and Social Affairs and The Department of Education USA Registry while being disclosed and transparent as the worlds first Graduate Professional Certification-Accreditation Body that focuses on Accredited Program Exams and Education which is backed by the government. *We are the first to require accredited business school exams and courses for CBA Certified Business Accreditation.

Global Graduate Educational Standards - Professional Quality Standards "The IBS Board's Graduate Board of Management only recognizes the best in education and Business Credentials which meet the IBS 5700 Global Standards Below

Professional Designations - Accreditation Standards	Various Management Designations Recognized - Competency Assurance Required
Prerequisites/Experience Required	Candidate must have a specific number of years experience in business, management, relevant industry roles, professor or researcher.
Educational Requirements - 6 Graduate Requirements	Eligible candidates must successfully complete at least <u>one</u> of the following:
Accredited Government Recognized Degree - - Experience Exams from Accredited Program Experience Ethics Agreement Continuing Education College students should apply and enroll in accredited institutions with "Professional Certification in their Plans"	<ul style="list-style-type: none"> • Accredited College degree with concentration (18 hours) relevant to the designation the candidate is seeking. AACSB, ACBSP, ABA or Board/Academy approved accredited degree. Or EQUIS EFMD • Completion of an approved & sanctioned Graduate Course such as the TJSL online Law School www.llmprogram.org which is delivered from an ABA Accredited Law School.
Examination Type	Varies according to graduate course/courses above
Continuing Education/Experience Requirements	15 hours per year
Complaint Process	Online with the IBS Board
Disciplinary Process	Online as per the IBS Board
Check Professional's Status Online	Click Verification of Member Online
Accreditation	Credential Accreditation and Registration is offered from the IBS to graduates of over 1000 government recognized and accredited institutions worldwide such as ACBSP.

Regional Chapters

1. University of California - Silicon Valley
2. New York - Queens College Chapter
3. Arab Academy of Banking and Financial Services
4. Macau Polytechnic University
5. Institute for Professional Excellence
6. The International Islamic University
7. Marketing Institute of Singapore
8. Universidad Internacional de México
9. China - China University of Hong Kong
10. PMRG – Management Consulting Chapter
11. Italy EU Engineering Society
12. Singapore Plan Management Inst.
13. African Plan Management Chapter
14. India Chapter - Mumbai
15. Athens Greece Chapter - George J. Anastasopoulos, PhD
16. Latin America Chapter - Dr. Santillan
17. National Business School
18. University for International Cooperation
19. Lignum Institute in the Bahamas
20. Philippines Chapter – Henry Ong
21. Kuwait Chapter - Kuwaiti Engineering Society
22. National Research University of The Russian Federation
23. George Washington University – Wash DC USA
24. University of Technology Jamaica UK
25. Informa-IBC London

Online Networking and Jobs - LinkedIn Group

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