



2004 BAHÁ'Í BUSINESS FORUM OF THE AMERICAS

BRINGING SPIRITUAL PRINCIPLES
AND VALUES TO BUSINESS

June 4-6, 2004, Wyndham NW Hotel • Chicago (Itasca) Illinois



VISION AND MISSION OF THE BAHÁ'Í BUSINESS FORUM OF THE AMERICAS

VISION

Our vision is a business and professional culture in which spiritual principles and values underlie the pursuit of success and the creation of wealth and prosperity.

MISSION

Our mission is to promote and apply universal spiritual principles as defined in the Bahá'í Faith and other religions to the leadership and management of all organizations in our society.

CORE VALUES

All business processes, decisions, and organizational culture must be founded upon a moral and ethical framework of honesty and trustworthiness.

Business has social as well as economic responsibility to the local and global community.

In its dealings with all of its stakeholders, business should recognize the oneness of humanity.

Organizations must seek to eliminate the extremes of wealth and poverty.

Justice must be the underlying motive in considering the legitimate interests of all stakeholders of an enterprise.

Group consultation and dialogue will become the primary decision process in organizations at all levels.

WEBSITE

www.bbfa.org

INSPIRATION

ETHICS AND VALUES IN LEADERSHIP

[Bahá'u'lláh] laid a charge on the leaders and members of society alike. “It is not for him to pride himself who loveth his own country, but rather for him who loveth the whole world. The earth is but one country and mankind its citizens.” Above all else, leaders for the next generation must be motivated by a sincere desire to serve the entire community and must understand that leadership is a responsibility; not a path to privilege. For too long, leadership has been understood, by both leaders and followers, as the assertion of control over others. Indeed, this age demands a new definition of leadership and a new type of leader. This is especially true in the international arena. In order to establish a sense of trust, win the confidence, and inculcate a fond affinity in the hearts of the world’s people for institutions of the international order, these leaders will have to reflect on their own actions.

Through an unblemished record of personal integrity, they must help restore confidence and trust in government. They must embody the characteristics of honesty, humility and sincerity of purpose in seeking the truth of a situation. They must be committed to and guided by principles, thereby acting in the best long-term interests of humanity as a whole.

Extract from *Turning Point For All Nations | A Statement of the Bahá'í International Community on the Occasion of the 50th Anniversary of the United Nations*, New York, USA, October 1995

ENTREPRENEURSHIP

Wealth is praiseworthy in the highest degree, if it is acquired by an individual’s own efforts and the grace of God, in commerce, agriculture, art and industry, and if it be expended for philanthropic purposes. Above all, if a judicious and resourceful individual should initiate measures which would universally enrich the masses of the people, there could be no undertaking greater than this, and it would rank in the sight of God as the supreme achievement, for such a benefactor would supply the needs and insure the comfort and well-being of a great multitude. Wealth is most commendable, provided the entire population is wealthy. If, however, a few have inordinate riches while the rest are impoverished, and no fruit or benefit accrues from that wealth, then it is only a liability to its possessor. If, on the other hand, it is expended for the promotion of knowledge, the founding of elementary and other schools,

the encouragement of art and industry, the training of orphans and the poor - in brief, if it is dedicated to the welfare of society - its possessor will stand out before God and man as the most excellent of all who live on earth and will be accounted as one of the people of paradise.

(‘Abdu’l-Bahá, *Secret of Divine Civilization*, pp. 24-25)

WOMEN IN BUSINESS

A commitment to the establishment of full equality between men and women, in all departments of life and at every level of society, will be central to the success of efforts to conceive and implement a strategy of global development. Indeed, in an important sense, progress in this area will itself be a measure of the success of any development program. Given the vital role of economic activity in the advancement of civilisation, visible evidence of the pace at which development is progressing will be the extent to which women gain access to all avenues of economic endeavour. The challenge goes beyond ensuring an equitable distribution of opportunity, important as that is. It calls for a fundamental rethinking of economic issues in a manner that will invite the full participation of a range of human experience and insight hitherto largely excluded from the discourse. The classical economic models of impersonal markets in which human beings act as autonomous makers of self-regarding choices will not serve the needs of a world motivated by ideals of unity and justice. Society will find itself increasingly challenged to develop new economic models shaped by insights that arise from a sympathetic understanding of shared experience, from viewing human beings in relation to others, and from a recognition of the centrality to social well-being of the role of the family and the community. Such an intellectual breakthrough - strongly altruistic rather than self-centred in focus - must draw heavily on both the spiritual and scientific sensibilities of the race, and millennia of experience have prepared women to make crucial contributions to the common effort.

(Extract from Bahá’í International Community statement *The Prosperity of Humankind*, which was first published for the U.N. Social Summit in Copenhagen in 1995)

PROGRAM AT A GLANCE

DAY ONE FRIDAY JUNE 4, 2004		
7:30 pm	Forum Opening	
8:00 pm	RESPECT: The Musical Journey of Women – Written by Dorothy Marcic, Starring: Betty Anderson, Paula Chavis, Emily Price	
9:45 pm	Social & Refreshments	
DAY TWO SATURDAY JUNE 5, 2004		
9:00 am	Devotions & Artistic Presentations	
9:45 am	Ethics and Values in Leadership – Richard Barrett	
11:00 am	Simultaneous Networking Sessions	
12:30 pm	Lunch	
1:30 pm	Optional Session: Consultation with the BBFA Leadership Team	
2:30 pm	Early Stage Entrepreneurship: From Inspiration to Perspiration – Afshin Modir	
	So You Want to Start a Business? – Dorothy Marcic	
	What? I don't have to Teach English? – Entrepreneur Guideline for Pioneers in Latin America – Kia Mostaghimi	
	Implementing A Moral Framework in Business – How To – Gordon Naylor	
	Developing a Resonant Business? – Karen Oleson and Timothy Strong	
	Women's Ways of Managing: Changing the Way We Think About Jobs – Christopher Gilbert	
4:00 pm	Break	
4:30 pm	News from the Business Ethics Front: The Battle of Regulatory Compliance – Hamid Samandari	
	What is Your SCORE? – Andra Grant	
	Bahá'í Consultation as a Business Tool – Valerie Davis and Gita Badiyan	
	Responsible Entrepreneurship – Tannaz Grant Morano	
	The Power of Utterance – Shervin Parvini	

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PROGRAM AT A GLANCE

6:30 pm	Dinner	
8:30 pm	A Joyful Celebration – Artistic Presentations	
DAY THREE SUNDAY JUNE 6, 2004		
10:00 am	Devotions	
10:15 am	Entrepreneurship – William Roberts	
11:15 am	Artistic Performances and Closing Remarks	
12:30 pm	<p>Optional: Visit to the Bahá'í House of Worship in Wilmette</p> <p>A Shuttle Bus Service from the Wyndham Northwest Hotel to the Baha'i House of Worship in Wilmette (and back) will be provided, starting from approximately 12:30 PM. Please check with Registration for additional details.</p> <p>Please note that this Shuttle Bus Service will take at least 3 hours and 15 minutes (return).</p>	

	Grand Ballroom
	Abricot
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	Abricot



VISION AND OBJECTIVES

WELCOME

Thank you for joining us at the third annual conference of the Bahá'í Business Forum of the Americas (BBFA), titled, "Bringing Spiritual Principles and Values to Business". We hope you actively participate and work with us to achieve the full vision and objectives of this very significant and special event.

CONFERENCE VISION

The overall vision of this year's conference is to explore and promote the role of business as an agent of service by:

- Developing knowledge, insight and skills gained through the Transformation of Business Practices,
- The inculcation of Spiritual Principles Inside Organizations, and
- The Personalization of Bahá'u'lláh's Message in Bringing Spiritual Values into the Workplace.

CONFERENCE OBJECTIVES

- To explore and discuss spiritual principles and the transformative processes of spiritualization as they relate to business.
- ~➤ To define and share practical experiences and skills useful to current and future business leaders facing the dynamic processes of social evolution, moral development and increasing competition in globalization.
- ~➤ To provide opportunities for dialogue amongst peers interested in applying spiritual principles in their myriad professions.
- ~➤ The mission of the BBFA is to promote and apply universal spiritual principles as defined in the Bahá'í Faith and other religions to the leadership and management of all organizations in our society.
- ~➤ Information about the resources, programs and evolving networks of the BBFA can be found at www.bbfa.org

WITH GRATITUDE...

The Conference Planning Committee is greatly indebted to the numerous dedicated servants who have actively contributed to the Conference in the capacities of coordinating, volunteering, performing and presenting. They have all made significant contributions to the design, conduct and success of the Conference. This process would not have been possible without the continuous support and loving encouragement of the BBFA Leadership Team. We are also grateful to the Wyndham Northwest for its efforts and coordination. All have the deep gratitude of the Conference Planning Committee and the attendees alike.



GENERAL INFORMATION

REGISTRATION DESK

Outside Abricot Room (Lobby Level)

Friday 5:00 pm - 10:00 pm

Saturday 8:00 am - 6:00 pm

Sunday 9:00 am - 11:00 am

EXHIBITIONS & CONFERENCE BOOKSTORE

Marlborough (2nd Floor)

Visit the information tables, displays and the conference bookstore (provided by www.Special-Ideas.com) in the Marlborough Room (2nd Floor) throughout the Conference

SIMULTANEOUS SESSIONS (SATURDAY AFTERNOON)

All workshop rooms are located on the 2nd Floor.

SHUTTLE BUS TO THE BAHÁ'Í HOUSE OF WORSHIP

Please see the registration desk to obtain a ticket (\$10) for the shuttle bus to the Bahá'í House of Worship in Wilmette. Shuttle Buses will leave the Wyndham Northwest Hotel with staggered departure times between 12:30 – 2:30 pm on Sunday after the Conference closing. The earliest bus return to the Wyndham Northwest Hotel will arrive back at the hotel at approximately 3:45 pm

SAFETY, SECURITY & EMERGENCIES

Please wear your identification tag and make sure that it is clearly visible at all times. You must have your identification tag with you to enter all conference sessions. Should you lose your identification tag please refer to the Registration Desk. Always keep your personal belongings with you or safely secured elsewhere. For emergencies: dial '0' for the Hotel Operator

AREA RESTAURANTS

Please refer to the hotel concierge desk for maps and directions to area restaurants.



PROGRAM

DAY ONE FRIDAY	
RESPECT: A MUSICAL JOURNEY OF WOMEN	7:30 P.M. Abricot
Written by Dorothy Marcic; starring Betty Anderson, Paula Chavis and Emily Price, with directorial assistance from Mehr Mansuri of the New York Children's Theater Company	
From "Someone to Watch Over Me" to "I will Survive." It's the journey of women, told through Top-40 music in the new musical production RESPECT: A Musical Journey of Women. From codependence to independence, popular music shows the progress of women from property of their husbands to presidents of corporations and countries. Combining excerpts of 50 songs with women's own stories about barriers, lost love, spousal abuse, body image, entering the workforce, gaining independence, hopefulness, and more, the show is "exhilarating!"	

PROGRAM

DAY TWO SATURDAY

VALUES AND ETHICS IN LEADERSHIP

9:00 A.M.
Abricot

Richard Barrett

There is growing and impressive amount of data that shows the most successful companies in the world are those that are values-driven and operate from an ethical framework. Building such an organization requires leaders who themselves are values-driven. Organizational transformation begins with the personal transformation of the leaders. Organizations don't transform. People do. Richard Barrett will describe the work he is doing globally to support leaders in building values-driven organizations using the model of the seven levels of organizational consciousness and the seven levels of leadership consciousness. He will show how he measures the consciousness of organizations and leaders by mapping their values. He will show the impact of this work on organizations in the USA, Europe and Australia.

Richard Barrett is an internationally known culture consultant and keynote speaker on values. He works with leaders and senior executives in North America, Europe and Australia to develop values-driven organizational cultures that build human capital, strengthen financial performance, and support sustainable development. Richard is a Fellow of the World Business Academy, and former Values Coordinator at the World Bank. He is the creator of the Corporate Transformation Tools values assessment instruments, and author of the book *Liberating the Corporate Soul*.

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY	
EARLY STAGE ENTREPRENEURSHIP: FROM INSPIRATION TO PERSPIRATION	2:30 P.M. Leighton
Afshin Modir	
<p>So many of us think we have the next big business idea but don't know where to go with it. The objective of this presentation is to assist early stage entrepreneurs to quantify their ideas and guide them in the development of the business plans. We will discuss topics such as market demand, marketing, legal issues, financing sources, accounting, business development and strategy. This presentation is not intended to be a comprehensive review of business fundamentals, but rather a primer on issues to consider when starting a business.</p> <p>Afshin Modir is a Chartered Accountant and a Certified Information Systems Auditor; with a specialization in risk management and control audit. He holds an undergraduate degree in mathematics and a Master in Business Administration. He is currently the Chief Operating Officer of Fonlan Media Inc. Prior to his current position, he had served as an investment banking associate and has over 7 years of accounting, audit and consulting experience with Deloitte & Touche.</p>	

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

SO YOU WANT TO START A BUSINESS?

2:30 P.M.
Barrington

Dorothy Marcic

A practical workshop looking at issues involved in becoming an entrepreneur. Should you go into business for yourself? If so, what are the first steps? And then, as the business grows, how to stop thinking like an entrepreneur and start thinking like a manager. Come prepared with business ideas you are thinking about, or with stories about being an entrepreneur.

Dorothy Marcic is adjunct professor at Vanderbilt University's Owen Graduate School of Management. She is a former Fulbright Scholar at the University of Economics-Prague and the Czech Management Center. Dr. Marcic has conducted numerous seminars and has done consulting for managers at various organizations. Dr. Marcic's published books include *Managing With the Wisdom of Love: Uncovering Virtue in People and Organizations*, *Organizational Behavior and Management International and Women and Men in Organizations*. She has been an active member of the Chamber of Commerce, Rotary International, and the Board of Directors of the European Bahá'í Business Forum.

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

WHAT? I DON'T HAVE TO TEACH ENGLISH?
 – ENTREPRENEUR GUIDELINE FOR PIONEERS IN
 LATIN AMERICA

2:30 P.M.
 Hampton

Kia Mostaghimi

Many pioneers to Latin America, with intense spiritual desire, yet little business know how, are quickly disillusioned with the lack of economic opportunities required to sustain themselves and return to their native countries. On the other hand, there are many business savvy Baha'is who are unaware of the business and pioneering opportunities in Latin America. These Baha'is tend to either stay home, or drop everything they have to take mediocre jobs as pioneering posts. The purpose of this presentation is to convey the idea that one can truly have the best of both worlds. That is, there are both plenty of business as well as pioneering opportunities for Entrepreneurs or Aspiring Entrepreneurs. It gives practical advice and guidelines to be better prepared for such an endeavor.

Kia Mostaghimi is a native Iranian who immigrated to the US in 1978. After receiving his degree in Electro-Mechanical Engineering in California Polytechnic University, he relocated to Guadalajara Mexico for a pioneering post, and where he found Zephyr Technologies, a sales and marketing company with offices throughout Mexico and Brazil.



PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY	
IMPLEMENTING A MORAL FRAMEWORK IN BUSINESS – HOW TO	2:30 P.M. Stanford
Gordon Naylor	
<p>The heightened importance of an organization functioning in an ethical manner has been highlighted for some time now by various corporate scandals throughout the world. Companies can no longer afford to assume that their staff share similar values by which business is conducted. It is essential that there is a moral and ethical foundation known throughout the organization and to which everyone is accountable. The process of implementing such a framework should be consultative at all levels of the organization. This ensures that everyone feels understood and allows for opportunities for management to discuss important issues outside of immediate situations where problems arise. This process will be discussed and the ways and means of carrying it out it will be explored giving concrete examples of successful implementation. Once a framework is provided it creates a coherent pattern for staff training based on the development of moral capabilities. Decision making becomes easier and new opportunities are created for the release of human potential. It is through the constellation of intersecting moral capabilities that the capacity to achieve excellent results emerges. This sustainable process inspires and entuses the organization with spirit.</p> <p>Gordon Naylor has completed graduate studies in International Education, Clinical Psychology and Educational Administration. He is Executive Director of a residential treatment agency for youth and children and the founder and Executive Director of Nancy Campbell Collegiate Institute, a private, international, elementary and secondary school committed to the development of moral leadership and academic excellence.</p>	

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

DEVELOPING A RESONANT BUSINESS?

2:30 P.M.

Abricot

Karen Oleson and Timothy Strong

As in music, developing a resonant business can be an art form. It is an ongoing process of blending elements, continually unfolding in time...where new relationships are being explored. This endeavor, when offered in the spirit of joy and radiance, leads to success and satisfaction to business owner and the consumer. As in musical performance, its facilitation must be founded upon fundamental habits, at once both practical and spiritual, to ensure success. The participants will be given musically based exercises designed to cultivate fresh approaches in business.

Karen Oleson founded VoiceTech in 1988, a school for teaching the speaking and singing voice. She is also a published author of voice training methods. She is a previous board member of Women Business Owners. She holds a M.A. in Music from the U.W. and a B.Mus from the Univ. of Idaho. She has been on the faculties of Pacific Lutheran University, Cornish College of the Arts. She is a professional singer and has appeared as guest soloist with several symphonies, opera and musical theatre companies.

Timothy Strong is a pianist, composer, teacher of piano, composition and music theory. His students regularly win honors at high level festivals and competitions. He received a CPhil. from UCLA, MMus and BMus from U. of Texas at Austin. He had been a university faculty professor for many years and is presently an Affiliate faculty at the University of Puget Sound in Tacoma, Washington. His primary studio is in Federal Way, WA.

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

WOMEN'S WAYS OF MANAGING: CHANGING THE WAY WE THINK ABOUT JOBS

2:30 P.M.
Prescott

Christopher Gilbert

There are measurable differences in the ways women and men approach problems and solutions. In levelling the playing field of opportunities for women in corporate and other leadership positions, little energy has been devoted to examining these differences, and the highly effective methods women utilize in problem-solving, innovation and human relations. This interactive workshop will highlight differences in managerial style, focussing on women's ways of managing, and providing evidence that corporate success may well rely on men's understanding of women's ways of knowing.

Christopher Gilbert (ABD, MBA) is Director of the TCC Center for Ethical Development and Chair of the Business Management and Organizational Leadership Program. He also serves as graduate faculty in the MBA Program at Beijing University of Technology, Beijing, China, and the University of Washington, Tacoma. Mr. Gilbert has 15 years consulting experience, now as the principal of the Applied Business and Leadership Ethics (ABLE) Center, a private consulting practice specializing in ethics and values development, business conduct and social responsibility training, management team-building, and consultation and negotiation processes.

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

NEWS FROM THE BUSINESS ETHICS FRONT: THE BATTLE OF REGULATORY COMPLIANCE

4:30 P.M.
Leighton

Hamid Samandari

Regulatory compliance, that is, complying with the letter and spirit of the laws and regulations that govern corporate activity, has become a major concern for most U.S. companies. The reasons for this increased emphasis are multiple: increased complexity of businesses and products, lesser ability of companies to rely on their traditional values and culture as they grow, sharply increased regulatory and law enforcement activity in the wake of the Enron collapse and other corporate scandals. This presentation discusses examples of efforts that companies are taking to strengthen their compliance function and culture, and examines the ability of these efforts to create a true and intrinsic sense of values and ethics.

Hamid Samandari is an Associate Principal in the Washington DC office of McKinsey & Company and a leader of its North American Risk Management Practice. He holds a Ph.D. in computational mathematics from Stanford University.

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY	
WHAT IS YOUR SCORE?	4:30 P.M. Barrington
Andra Grant	
<p>This interactive workshop proposes to take a facilitated training approach to defining what are core ethical principles that govern our professional interactions.</p> <p>The workshop aims to:</p> <ul style="list-style-type: none"> Clarify what are material-based and corporate ethics which exist today. Clarify what the participants may understand are values-based ethical ideologies Identify what are the values to be adopted by a new generation of leaders using external case studies and reflections from the Writings of the Bahá'í Faith. Identify set target skills achieved through a SCORE analysis. <p>Andra Grant is a Senior Consultant working with SAIC at the Department of the Navy. For more than 10 years, Ms. Grant has provided management supervision over a broad range of projects including: reengineering small to medium-size organizations; facilitated strategic planning and cost-comparison studies for public and private businesses; managed the technological application of satellite information delivery systems to grass root hand-held radio communications; provided governmental and international agency liaison support to enhance the use of technology for developing nations interested in increasing their technology infrastructure; provided team oversight for the on-going development of new government proposals and projects.</p>	

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

BAHÁ'Í CONSULTATION AS A BUSINESS TOOL

4:30 P.M.
Hampton

Valerie Davis and Gita Badiyan

In today's hyper-turbulent world Bahá'í consultation is an indispensable business tool to address constant challenges and dilemmas of organizational life. This session will explore the Bahá'í writings to identify the requisite qualities and skills that a business leader will need to effectively plan, strategize, make decisions and resolve issues with others in a team environment. The seminar will be highly experiential in nature.

Gita Badiyan is a management consultant and trainer with a strong background in combined business and organizational development. In the past 10 years, she has worked with numerous public and private sector organizations designing and delivering general management and leadership programs.

Valerie Davis is an Executive Coach who has worked with a broad range of leaders from CEOs to owners of entrepreneurial ventures for over 10 years. She has over 20 years experience as an executive in multi-national organizations and is a recent Bahá'í.

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

RESPONSIBLE ENTREPRENEURSHIP

4:30 P.M.
Stanford

Tannaz Grant Morano and Piero Morano

This presentation addresses the issue of engaging small and medium sized enterprises (SMEs) in socially and environmentally responsible practices. It summarizes the conclusions of some research carried out by the European Baha'i Business Forum (EBBF) on this theme, offering successful case studies, the different avenues for promoting responsible behavior, and the business case for responsible entrepreneurship. The first section defines "Entrepreneurship" and "Responsibility", two terms which are subject to varying interpretations and whose meaning tends to be elusive. At the same time it emphasizes the values which underlie these two concepts. The second section discusses SMEs and some significant segments which tend to be more responsible and thus probably more responsive to actions intended to engage them further. Then a number of cases of responsible practices are presented and some of the ways in which SMEs are being engaged in social and environmental business practices are discussed. The fourth section presents a compelling business case for responsible entrepreneurship. Section five discusses some of the ways that SMEs are being engaged in responsible practices. Finally, some conclusions are drawn. George Starcher is co-founder and Secretary General of EBBF. Graduate of Yale University and Harvard Business School, he was Senior Partner of McKinsey & Co., international management consultants, in Paris and Milan. He is author or co-author of a number of publications on CSR, business ethics and entrepreneurship. Please note that George Starcher will not be attending the conference.

Tannaz Grant Morano works in the Global Product Strategy group of United Technologies-Carrier.

Piero Morano is a consultant at Accenture's Milan, Italy office and is currently living in New York City. He is a co-founder of the New York City Bahá'í business forum.

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

THE POWER OF UTTERANCE (PUBLIC SPEAKING SKILLS FROM A BAHÁ'Í PERSPECTIVE)

4:30 P.M.

Prescott

Shervin Parvini

Bahá'u'lláh calls us to “open... the city of the human heart with the key of your utterance” and explains that utterance can be “the prime factor in transforming the souls of men”. Have we reached this high standard of communication as a community? Might this be a primary tool, a key element in our task of contributing to the work of the Cause, proliferating our business and our personal lives? In order to become effective and inspiring communicators, systematic training and practice is required. Welcome to Power of Utterance.

Shervin Parvini is president of Workplace Health Solutions and a Chiropractor practicing in San Francisco, California. Shervin serves as trainer for youth travel teachers, Bahá'í college clubs and of Bahá'í Youth Workshop coordinators in the Western region. Years of witnessing firesides, devotional gatherings, Ruhi and childrens classes prompted Shervin to see the clear link between public speaking skills and positive results in local Bahá'í activities and business practices. Most recently appointed by Chile's National Assembly to teach and coordinate the [Power of Utterance](#) seminar in N. America, he has traveled from Montreal to San Diego showing Bahá'ís how to develop an Utterance that is both eloquent and powerful.

PROGRAM

DAY TWO SATURDAY

A JOYFUL CELEBRATION –
SEMI FORMAL GALA EVENING

8:30 P.M.
Abricot

SACRED CABARET

Karen Oleson, Tim Strong

A concert celebrating world religions and the quest for knowledge and worship of God through the diversity and essential harmony of world religions - the truth in many paths. This concert is called a sacred cabaret, because we include music from the worlds of jazz, musical theatre and gospel. Our vision includes ethnic diversity as well as religious diversity.

5th Street Choir

The 5th Street Choir, founded in the spring of 2002 by director Kathryn Tahiri, is comprised of talented musicians from the greater Chicago area dedicated to serving the community through the joy and power of music. Drawing on repertoire from around the world, from the 12th century to the present, the ensemble continually breaks new ground with creative and inspiring programs of vocal and instrumental music, often interwoven with the spoken word. Striving for flexibility, diversity, and ever higher levels of excellence, The 5th Street Choir specializes in collaborating with other artists to invent unique offerings for special occasions.

DAY TWO SATURDAY

A JOYFUL CELEBRATION –
SEMI FORMAL GALA EVENING

8:30 P.M.

Abricot

CLASSICAL SANTOUR PERFORMANCE

Kiu Haghighi

This renowned world musician began his lifetime study of the santour at the age of ten. His career in Iran included years of performance experience on National Iranian Radio and Television as well as work as an instructor at the Ministry of Education and Art until 1965 when he left Iran for study in the United States. Kiu's musical career in the U.S. has included numerous performances throughout North America, Canada, Mexico, Japan, Europe, Israel and Japan. He has remained faithful to a desire to share classical Persian music with western audiences. Kiu's performance this evening will be an improvisation in *dastgah Homayoon*.



PROGRAM

DAY THREE SUNDAY	
ENTREPRENEURSHIP	10:00 A.M. Abricot
William Roberts	
<p>William Roberts is President of Dr. William Roberts and Associates, Inc. a New England based Human Resources consulting firm. Holding degrees in both Clinical/Counseling Psychology and Administration, he has held a variety of operational, consulting and clinical roles in his career. He most recently served as Senior Vice President of Drake Inglesi Milardo, Inc., a management consulting firm, and as Vice President, Human Resources and Organizational Design for the hi-tech company SpringBoard Technology. In addition to designing and implementing strategic planning initiatives with key executives, Dr. Roberts is well known for his ability to develop processes which lead to the re-creation of organizations welcoming a diverse workforce. Dr. Roberts sits on the Boards of Directors of many local, regional and national non-profit organizations. He is a former member of the Continental Board of Counselors in the Americas and currently serves as Treasurer of the National Spiritual Assembly of the Bahá'ís of the United States.</p>	



