



## About the Candidates





# WORLD ATHLETICS COUNCIL ELECTIONS //

## List of Candidates

### President - One seat

Sebastian COE	M	GBR
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### Vice-Presidents - Four seats

Nawaf Bin Mohammed AL SAUD	M	KSA
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Raúl CHAPADO	M	ESP
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Geoff GARDNER	M	NFI
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Abby HOFFMAN	F	CAN
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Antti PIHLAKOSKI	M	FIN
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Ximena RESTREPO	F	CHI
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Adille SUMARIWALLA	M	IND
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Jackson TUWEI	M	KEN
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Individual Council Members - 13 seats		
Talib AL-SAFFAR	M	IRQ
Khaled AMARA	M	TUN
Yuko ARIMORI	F	JPN
Beatrice AYIKORU	F	UGA
Willie BANKS	M	USA
Sylvia BARLAG	F	NED
Raúl CHAPADO	M	ESP
Fatih ÇİNTİMAR	M	TUR
Nataliia DOBRYNSKA	F	UKR
Nawal EL MOUTAWAKEL	F	MAR
Garth GAYLE	M	JAM
Jean GRACIA	M	FRA
Abby HOFFMAN	F	CAN
James MOLOI	M	RSA
Cydonie MOTHERSILL	F	CAY
Bader NASER	M	BRN
Antti PIHLAKOSKI	M	FIN
Annette PURVIS	F	NZL
Donna RAYNOR	F	BER
Ximena RESTREPO	F	CHI
Anna RICCARDI	F	ITA
Muhammad Akram SAHI	M	PAK
Adille SUMARIWALLA	M	IND
Tigor TANJUNG	M	INA
Erich TEIGAMÄGI	M	EST
Jackson TUWEI	M	KEN
Nan WANG	F	CHN

Note:

F for Female and M for Male mean the sex of each candidate.

At least one Vice-President must be female and one must be male, and each Vice-President must be from a different Area.

There must be at least 10 members of each sex on the Council out of the 26 Council Members.



**CANDIDATE  
FOR PRESIDENT**



# SEBASTIAN COE

**POSITION(S) SOUGHT**  
**PRESIDENT**

**MEMBER FEDERATION**  
**GBR**

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
**ENGLISH (FLUENT)**  
**FRENCH (BASIC)**

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Double Olympic Champion (1500m) and Silver medallist (800m) 1980 & 1984 Olympic Games
- 12 World Records (800m, 1000m, 1500m and mile)
- World Cup Gold and Silver 1981 & 1989
- European Champion (800m Indoor 1977 & 800m 1986), Silver (800m 1982 & 1500m 1986) and Bronze

### PROFESSIONAL CAREER

- Non-Executive Chairman, CSM Sport & Entertainment (2021 - current / previously Executive Chairman 2013- 2021)
- Chancellor, Loughborough University (2017-current)
- Non-Executive Board Member Vitality Health & Life Group (2015-current)

### SPORT ADMINISTRATION

- President, World Athletics (August 2015-)
- President, International Athletics Foundation (August 2015-)
- Chair, Diamond League AG Board (November 2015-)
- Member, International Olympic Committee (July 2020-)
- Member, ASOIF Council (2017-)
- Chair, London 2012 Organising Committee for the Olympic & Paralympic Games (2005-2013)
- Chair, British Olympic Association (2012-2016)



# COMPETENCY STATEMENT

## VISION & PASSION

I believe sport practised at an early age leads to habits of a lifetime. Creating ways to involve government, local communities, sporting organisations and our Member Federations to promote sport to the next generation and instil a sporting habit of a lifetime has been a mission.

## REASONS WHY I AM SEEKING ELECTION

To continue to deliver on and reinforce this vision we created in 2015.

## WHAT I WILL BRING TO THE ROLE

As World Athletics President, I am ultimately accountable to our Member Federations. I hope that in my previous two mandates I have shown that I am not afraid to make difficult decisions and always willing to defend them but always in a collaborate fashion. I am happy to be judged on my track record over the last 8 years and would be honoured to serve a third and final term.

### LEADERSHIP EXPERT

I've held positions of leadership in sport, business and political administration from my mid 20s. I am frequently asked to talk about my leadership style and the lessons I have learned. My leadership philosophy is to hire good people and empower them to be the best that they can be.

### STRATEGIC THINKING EXPERT

All the roles above have involved setting the strategic direction for those organisations including World Athletics since 2015. As a leader I believe it is important to develop a strong vision which can drive an organisation's short term and long term strategy.

### KNOWLEDGE OF ATHLETICS EXPERT

I'm a double Olympic champion and multiple world record holder and have competed at every level of the sport as well as being an athletics coach, broadcaster, administrator and team leader.

### DECISION-MAKING EXPERT

As with the leadership and strategic roles, decision making in all the organisations I have led has been integral to my responsibility. I am known for making bold and brave decisions for the good of those organisations and inspiring leadership teams to be brave and true to their beliefs.

### HONESTY AND INTEGRITY EXPERT

Central to my manifesto for the Presidency of World Athletics in 2015 was the creation of an integrity unit. The World Athletics Integrity Unit was fully functioning in April 2017 and is recognised as being a best in class in global sport.

### INTERPERSONAL COMMUNICATION EXPERT

Communication at leadership level is a critical skill. I have demonstrated communication leadership and interpersonal communication skills in all my roles. It is the heartbeat of creating an organisation that moves in the same direction and delivers effectively.



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### ORGANISATIONAL AWARENESS EXPERT

I have displayed this particular skill in the governance reforms introduced to the IAAF now World Athletics in 2016 which resulted in a complete restructuring of the organisation to ensure more transparent and effective operations and governance.

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### FINANCIAL UNDERSTANDING SKILLED

I studied for a degree in economics and finance and have chaired and served on the audit committee of private sector businesses including the London 2012 Olympic and Paralympic Games which had to raise all its funding to stage the Games.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

Refer to answer under organisational awareness.

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### GOVERNANCE KNOWLEDGE EXPERT

Governance reform was central to the changes that I instigated in World Athletics after assuming the role of President in 2015. World Athletics is now seen as a world leader in sport governance and transparency.

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### INTERNATIONAL RELATIONS EXPERT

All my roles in and out of sport contain a daily exposure to the international landscape - political, economic, sporting and cultural.

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### LEADERSHIP IN A DYNAMIC AND COMPLEX ENVIRONMENT EXPERT

World Athletics is a multi-stakeholder and complex structure, it has required excellent leadership skills in order to reform, protect and grow the sport.

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### ABILITY TO BUILD CONSENSUS AND COLLABORATIVE DECISION-MAKING EXPERT

Consensus and collaborative decision making now sit at the heart of a newly created EB and a fully functioning Council, created under my leadership, both vested with the ability to challenge all of which has resulted in World Athletics' reputation for being a sport that is transparent and collaborative.

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### ABILITY TO COMMUNICATE TO THE MEDIA EXPERT

Fostering and deepening international media relationships are a key element of my daily role as World Athletics President. The media coverage since I became President is greater and more positive than it has ever been as verified by the latest media analysis by Unicepta.

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### TRACK RECORD OF GOVERNING THROUGH OPENNESS AND TRANSPARENCY EXPERT

Every decision that we now make at Council is communicated openly on our website to all our stakeholders from our Member Federations through to the media. We also produce a public facing annual report and accounts. This approach has played a large part in World Athletics' enhanced reputation.

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### COMMERCIAL EXPERTISE EXPERT

I chair one of the world's largest sports and entertainment marketing agencies and although for good governance that role remains entirely separated from my World Athletics role, my understanding of the commercial landscape of sport is of course very detailed and I readily participate in and instigate commercial discussions.

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### WORKING KNOWLEDGE OF INTERNATIONAL SPORT POLITICS APPLIED KNOWLEDGE

I have held international roles in sport from my mid 20s both in and out of athletics including football, an Olympic Games Organising Committee and the International Olympic Committee.



## OTHER SIGNIFICANT INTERESTS

LEGAL ENTITY	ROLE
Sebastian Coe Charitable Foundation CIO	Founder & Trustee
Complete Leisure Group	Chairman
Fortescue Metals Group PLC	Non Executive Director
Allwyn Entertainment AG	Non Executive Director
Camelot UK Lotteries Ltd	Non Executive Director
Richard Mille	Ambassador
Providence Equity Partners LLC	Senior Advisor
JC Bamford Excavators Ltd	Advisor



The image features a light blue background with several thick, teal-colored lines that create a series of sharp, angular shapes. These lines originate from the top and bottom edges and intersect to form a complex, abstract pattern. The lines are solid and have a consistent thickness. At the bottom of the image, there is a solid teal horizontal bar that serves as a background for the text.

# **CANDIDATES FOR VICE-PRESIDENTS**



# NAWAF BIN MOHAMMED AL SAUD

**POSITION(S) SOUGHT**  
**VICE-PRESIDENT**

**MEMBER FEDERATION**  
**KSA**

**LANGUAGE(S) SPOKEN**  
**AND LEVEL OF FLUENCY**  
**ARABIC (FLUENT)**  
**ENGLISH (GOOD LEVEL)**

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- 1- Practiced athletics, all events during all school stages in Riyadh, Saudi Arabia
- 2- Champion of Preparatory/Intermediate schools during 1967-1970 in Javelin event
- 3- Champion of Secondary /High school intermediate schools during 1971-1974 in Javelin event
- Note: due to a chronic shoulder injury, I quit this sport at early phase of my sport car

### PROFESSIONAL CAREER

- Multi experience & entrepreneur man and Chairman & owner of “Shamel Group” (which is an Entity that includes many companies involved in various fields of business activities)

### SPORT ADMINISTRATION

- President of Saudi Arabian Athletics Federation 1992-2016
- Honorary President of Arab Athletic Federation (Track & Field)
- Member of Executive Bureau of Saudi Arabian Olympic Committee 1992-2016
- Vice President of Executive Bureau of Saudi Arabian Olympic Committee between 2007&2011
- Vice President of World Athletics 2019-2023



# COMPETENCY STATEMENT

## VISION & PASSION

I have a good vision of athletics (meetings, championships, and Olympic Games). I also have great passion for this sport in all above-mentioned Track & Field disciplines. This sport represents my personal views and vision and passion during my sports career as indicated earlier.

## REASONS WHY I AM SEEKING ELECTION

I would love to continue working with my colleagues, World Athletics family, to promote and disseminate global athletics. I am looking to see this sport taking its lofty position in the world as a mother of all sports.

## WHAT I WILL BRING TO THE ROLE

I maintain good relations with most leaders of National Athletics Federations on the Continents due to my keenness to attend all major activities therein.

### LEADERSHIP SKILLED

President of Saudi Arabian Athletics Federation as from 1992-2016 And Vice President of World Athletics since 2019 until present.

### STRATEGIC THINKING GENERAL AWARENESS

Helping the kids in Bosnia and my country in Athletics.

### KNOWLEDGE OF ATHLETICS EXPERT

Achieved knowledge of Athletics being a President of Saudi Arabian Athletics Federation from 1992-2016.

### DECISION-MAKING SKILLED

Attended Athletic events at the World Athletics in Asia, Africa, and Eastern Europe.

### HONESTY AND INTEGRITY GENERAL AWARENESS

Strictly opposed to Doping.

### INTERPERSONAL COMMUNICATION SKILLED

Good at making relations with leaders and important persons globally during the Olympic Games and World Athletics Championships.

### ORGANISATIONAL AWARENESS GENERAL AWARENESS

Help in Organizing Athletics Islamic Championship, in my country (Islamic Solidarity).

### FINANCIAL UNDERSTANDING GENERAL AWARENESS

Provided sponsors of Athletics as well as in other sports locally.

### ADMINISTRATIVE KNOWLEDGE SKILLED

Got a good experience from the World Athletics, as well as other colleagues being as a Vice President of World Athletics.



**GOVERNANCE KNOWLEDGE  
APPLIED KNOWLEDGE**

Follow up the different Rules and Regulations of Governance of members' Federations of World Athletics.

**INTERNATIONAL RELATIONS  
EXPERT**

Managed to get acquainted with other members of World Athletics during the different competitions.

**LEADERSHIP IN A DYNAMIC AND  
COMPLEX ENVIRONMENT  
SKILLED**

Good about organizing high-level International Competitions.

**ABILITY TO BUILD CONSENSUS AND  
COLLABORATIVE DECISION-MAKING  
GENERAL AWARENESS**

Complying with the World Athletics Rules in cooperating with other Federations.

**ABILITY TO COMMUNICATE TO THE MEDIA  
GENERAL AWARENESS**

Helped the Media and other Social Communication Media in Global Championships and Olympic Games.

**TRACK RECORD OF GOVERNING THROUGH  
OPENNESS AND TRANSPARENCY  
SKILLED**

Managed to deal with local and International Rules as a President of the Saudi Arabian Athletics Federation.

**COMMERCIAL EXPERTISE  
EXPERT**

Good experience in that field as a member of audit and finance committee of World Athletics, as well as of the local requirement.

**WORKING KNOWLEDGE OF  
INTERNATIONAL SPORT POLITICS  
EXPERT**

Thanked to World Athletics for giving me the good knowledge in International Sports Competitions such as Olympic Games and the World Championships.

**OTHER SIGNIFICANT INTERESTS**

LEGAL ENTITY	ROLE
Support Industry Printing Center	Chief Executive Officer
Shamel Food Est.	Chief Executive Officer



# RAÚL CHAPADO SERRANO

**POSITION(S) SOUGHT**  
VICE-PRESIDENT/  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
ESP

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
SPANISH (NATIVE)  
ENGLISH (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Professional Athlete. Track & Field: Triple Jump (1990 – 2004)
- 18 years as a professional athlete competing for Spanish National Athletics Team
- Olympic Athlete at Sydney 2000 Olympic Games
- 15 times Spanish Champion
- 3 times record holder of Spain
- Bronze medal 2001: Mediterranean Games
- 5th Place 1998 Indoor
- European Championship 1990, 1991 and 1992  
European Clubs Champion

### PROFESSIONAL CAREER

- President of Spanish Athletics Federation
- MoviSports Solutions: Business associate / Director of Project Development and Operations
- Madrid 2020 Olympic Bid: General Director: Sport & Operations
- Madrid 2016 Olympic Bid: Sport, Operations & Project Director
- Management and Promotion Sport

### SPORT ADMINISTRATION

- World Athletics Council Member
- Chair of the World Athletics Competition Commission
- European Athletics Council Member
- Member of the Government Commission for Health & Anti-Doping
- Executive Board Member of the Spanish Olympic Committee
- Member of the Spanish Athletics Federation Anti-Doping Commission
- President of the Olympic Athletes Association
- Founding Member of the National Athletes Association



# COMPETENCY STATEMENT

## VISION & PASSION

My vision is to raise the bar for athletics worldwide.

- Strive to set new standards of excellence.
- With a focus on continuous improvement and innovation.
- Representing the new generation of leaders.
- Listening actively to the Member Federations' needs and concerns.
- Sharing my skills, passion, and experiences to empower others.

## REASONS WHY I AM SEEKING ELECTION

I am truly passionate about being a part of the World Athletics family and dedicated to its future success. I pledge to represent the voices of all athletics stakeholders. I am committed to fostering greater connection and collaboration within the World Athletics Family to build a strong, global, and sustainable Association.

## WHAT I WILL BRING TO THE ROLE

I would bring a unique perspective, fresh ideas, and a collaborative spirit to the table. I am eager to work to develop innovative strategies to drive growth and enhance the overall experience of all. I want to contribute so that World Athletics is an inspiration, making innovative approaches, promoting new ideas.

## LEADERSHIP EXPERT

I possess strong leadership skills that enable me to motivate and guide individuals towards achieving common goals. I am adept at communicating effectively and making tough decisions. My ability to inspire trust and foster collaboration drives me to constantly seek out new opportunities to develop and refine my leadership capabilities.

## STRATEGIC THINKING EXPERT

I possess an exceptional ability to think strategically. Experienced design-thinker with creativity, empathy, and rationality. Successful in investigating, analysing, and executing programs and solutions in diverse environments. The innovative strategies that I have developed have resulted in significant improvements in revenue, results, and market share.

## KNOWLEDGE OF ATHLETICS EXPERT

Thirty-seven years linked to athletics, 25 years of professional experience in sports with all types of sports events. I have experience working with holders around the world. As President of the Royal Spanish Athletics Federation, I successfully managed the organisation's modernisation, refreshed its governance practices, and improved partner engagement.

## DECISION-MAKING EXPERT

I've a strong capacity for decision-making, which has been developed through years of experience in various leadership roles. I can analyse complex situations, weigh pros and cons, and make informed decisions. I am confident in making difficult decisions and have a proven track record of achieving positive outcomes.



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### HONESTY AND INTEGRITY EXPERT

I always strive to do the right thing. My honesty and integrity are traits that I hold in high regard. I pride myself on being truthful, with the aim of building trust and fostering positive relationships. I believe that maintaining high ethical standards is essential for personal & professional success.

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### INTERPERSONAL COMMUNICATION EXPERT

My interpersonal communication skills are a key strength. I am adept at establishing connections with individuals from diverse backgrounds and can tailor my approach to suit their communication styles. I listen attentively, respond thoughtfully, and seek to find common ground to build rapport and achieve positive outcomes.

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### ORGANISATIONAL AWARENESS EXPERT

My organisational awareness enables me to understand the broader context of my work and its impact on the organisation. As a result, I align with the organisation's goals and values and use this knowledge to guide my decision-making and problem-solving. I can prioritise tasks and contribute effectively to the success.

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### FINANCIAL UNDERSTANDING SKILLED

With my excellent financial understanding, I can analyse financial data, identify trends and make informed decisions. In addition, I can effectively communicate financial information to stakeholders at all levels. I constantly look for ways to optimise financial performance and ensure that resources are allocated effectively to achieve organisational objectives.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

My administrative knowledge allows me to efficiently manage various tasks, schedule and coordinate meetings, and oversee project timelines and budgets. I can anticipate needs and proactively address issues to keep operations running smoothly. I have a strong understanding of administrative processes and systems and constantly seek ways to improve efficiency.

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### GOVERNANCE KNOWLEDGE EXPERT

My governance knowledge allows me to understand the principles, policies, and procedures that guide decision-making at the highest levels. I have a keen understanding of corporate governance, regulatory compliance, and risk management and am adept at navigating complex legal and ethical frameworks, ensuring the organisation operates by best practices.

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### INTERNATIONAL RELATIONS EXPERT

I have extensive experience participating in international sports projects. My expertise in international sports relations is well-established, enabling me to manage complex issues adeptly. I can effectively navigate challenging situations. I can foster strong partnerships and mutual understanding among diverse stakeholders in the international sports community.

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### LEADERSHIP IN A DYNAMIC AND COMPLEX ENVIRONMENT EXPERT

My captivation with leadership stems from the challenge of navigating dynamic and complex environments. I thrive on anticipating potential obstacles, strategizing solutions, and inspiring my team to execute them. I embrace change and relish the opportunity to adapt and innovate. Leading in a constantly evolving landscape is my passion.

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### ABILITY TO BUILD CONSENSUS AND COLLABORATIVE DECISION-MAKING EXPERT

My ability to build consensus and facilitate collaborative decision-making stems from my belief that diverse perspectives lead to better outcomes. I listen intently, value every voice, and foster an environment of respect and open communication. As a result, we create solutions that reflect our shared goals by working collaboratively.



### ABILITY TO COMMUNICATE TO THE MEDIA SKILLED

My ability to communicate effectively to the media is rooted in my background and experience as a commentator. I possess the skills to deliver complex information concisely and engagingly to diverse audiences. In addition, my track record in multiple leadership roles attests to my reliability and competence as a Communicator.

### TRACK RECORD OF GOVERNING THROUGH OPENNESS AND TRANSPARENCY EXPERT

I've always upheld the values of honesty and responsibility. By prioritising these principles, I've developed a unique philosophy of inclusion and high personal integrity, which has allowed me to inspire others and lead change. Fostering an environment of trust and collaboration where everyone is committed to our shared goals.

### COMMERCIAL EXPERTISE SKILLED

Thanks to my professional experience and commercial expertise, I've developed a unique ability to comprehend and navigate complex commercial contracts, especially those related to sports events, broadcasting, and sponsorship. My ability to analyse complex agreements, identify key terms, and construct persuasive arguments has consistently resulted in successful outcomes mutually beneficial.

### WORKING KNOWLEDGE OF INTERNATIONAL SPORT POLITICS SKILLED

I've dedicated my career to working on various international sports projects, including Olympic bids, with international governing bodies and governments to implement sport development and strategic plans. This experience has taught me skills in navigating complex negotiations, resolving conflicts, anticipating potential challenges, and proposing practical and effective solutions.

### OTHER SIGNIFICANT INTERESTS

LEGAL ENTITY	ROLE
Mutualidad de deportistas profesionales	Board member
Fundacion Ecomar	Advisor
Deporte y Futuro	Advisor





# GEOFF GARDNER

**POSITION(S) SOUGHT**  
**VICE-PRESIDENT**

**MEMBER FEDERATION**  
**NFI**

**LANGUAGE(S) SPOKEN**  
**AND LEVEL OF FLUENCY**  
**ENGLISH (FLUENT)**

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Schools provincial Championships (South Western Districts) South Africa 1978
- Provincial representative (West Coast North Island) New Zealand National Championships 1979
- National Champion Norfolk Island 1981 - 1995
- Pacific Games finalist 1999
- Oceania Masters Champion 2000

### PROFESSIONAL CAREER

- Business experience in horticulture, construction, hospitality and tourism
- Member of Parliament 1997 - 2010, Chief Minister 2001-2006, Speaker 2007 and numerous Ministerial portfolios
- Executive Masters Degree - Sports Organisation Management

### SPORT ADMINISTRATION

- National Federation Board Member 1982 - present
- General Secretary 1992-1995, 2004-2021
- Oceania Athletics Association Council Member 2003 - present
- Oceania Athletics Association President 2007 - 2019
- World Athletics Council Member 2011 - present



# COMPETENCY STATEMENT

## VISION & PASSION

To strive to provide fair and equitable access to the resources our stakeholders require to participate in the sport of athletics as fans, athletes, coaches, officials and partners.

To empower Member Federations to achieve that same vision to ensure, from grass roots through to the most elite level, an enduring and prosperous future for athletics.

## REASONS WHY I AM SEEKING ELECTION

My service to World Athletics has contributed to the restoration of World Athletics as a respected and trusted sport governing body. I am passionate about completing the journey to ensure our mission, vision and values are solidly embedded for continued prosperity and success for our sport and as guidance to future generations of administrators.

## WHAT I WILL BRING TO THE ROLE

Having invested more than 20 years as an Area President, World Athletics Council Member and Vice President of World Athletics in addition to many varied roles in Working Groups, Commissions and Panels, I am confident that I have demonstrated the ideal characteristics to continue to play a key role in the leadership of World Athletics.

### LEADERSHIP EXPERT

Area President for 13 years, World Athletics Council member for 12 years, Executive Board member 4 years, Leader of Government 6 years.

### STRATEGIC THINKING EXPERT

All previous and current senior leadership positions have necessitated a very high level of strategic thinking to ensure success.

### KNOWLEDGE OF ATHLETICS EXPERT

Member Federation Board member for over 30 years. Athlete at various levels for more than 30 years, Area President for 13 years, World Athletics Council member for 12 years. Technical official lecturer, National Technical Official and former coach.

### DECISION-MAKING EXPERT

As required at all previous and current senior levels of Government and Sport Administration.

### HONESTY AND INTEGRITY EXPERT

Previous senior roles in Government and sports administration and current roles as a member of World Athletics Council and the Executive Board have required independent vetting and clearance. My integrity and honesty have never been questioned throughout my professional and sporting career.

### INTERPERSONAL COMMUNICATION EXPERT

As required for all previous Government and former and current sports leadership roles, recognized for my open and friendly communication style and personality.

### ORGANISATIONAL AWARENESS EXPERT

Over 30 years experience at Member Federation, Area and World level in various capacities have honed and fully embedded my organisational awareness levels.



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### FINANCIAL UNDERSTANDING SKILLED

Former leader of Government, Businessman, Member of IAAF Audit and Finance Commission and Deputy Chair for 4 years. Member of the Executive Board since 2019.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

Various senior Government and sports administration roles supplemented with an Executive Masters Degree in Sports Organisation Management.

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### GOVERNANCE KNOWLEDGE EXPERT

Experienced at the most senior levels of Government for 15 years, Area President, World Athletics Council and Executive Board Member and as a member of the World Athletics Governance Reform Working Group.

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### INTERNATIONAL RELATIONS EXPERT

A requirement to have developed specific skill sets in International Relations as a former leader of Government, Government Minister, Area President and World Athletics Council and Executive Board Member.

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### LEADERSHIP IN A DYNAMIC AND COMPLEX ENVIRONMENT EXPERT

Demonstrated by many years as leader of Government, Government Minister, Area President (13 years) and member of World Athletics Council (12 years) and Executive Board since 2019.

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### ABILITY TO BUILD CONSENSUS AND COLLABORATIVE DECISION-MAKING EXPERT

A requirement of a Government Leader, Area President and Chair and Deputy Chair of World Athletics Development Commission, Deputy Chair of the World Athletics Audit and Finance Commission amongst others.

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### ABILITY TO COMMUNICATE TO THE MEDIA SKILLED

A requirement in my former positions as leader of Government, Area President and current roles as a World Athletics Council and Executive Board Member.

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### TRACK RECORD OF GOVERNING THROUGH OPENNESS AND TRANSPARENCY EXPERT

Successful leader of Government for 6 years, Area President for 13 years and World Athletics Council and Executive Board Member with a demonstrated record of openness and transparency where the Law and Rules and Regulations permit.

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### COMMERCIAL EXPERTISE SKILLED

Demonstrated through Government leadership roles and more recently through roles in private enterprise, memberships of the World Athletics Audit and Finance Commission, Area President and World Athletics Council and Executive Board.

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### WORKING KNOWLEDGE OF INTERNATIONAL SPORT POLITICS SKILLED

Experienced through engagement with IOC, various other international and regional sports organizations and participant in various international and regional sporting forums.



# ABBY HOFFMAN

**POSITION(S) SOUGHT**  
VICE-PRESIDENT/  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
CAN

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH (FLUENT)  
FRENCH (ORAL -  
INTERMEDIATE; READING/  
LISTENING - PROFICIENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Competed in 4 Olympic Games, reaching 800m finals twice. PB: 2:00.17
- Gold medallist at Commonwealth Games; medallist at 2 FISU and 4 consecutive Pan Am Games (2 golds)
- Canadian Team flag-bearer at 1976 Olympics; named Officer of the Order of Canada for contributions to sport and society

### PROFESSIONAL CAREER

- My working life includes jobs in academia, sport, government and media (print, radio, TV)
- Key positions: university professor in political science; Executive Secretary of the Ontario Human Rights Commission; Director General of Sport Canada (Canada's national sport agency); and currently, Assistant Deputy Minister in the Ministry of Health for Canada

### SPORT ADMINISTRATION

- Current: World Athletics Council and EB; AIU Board; Russia Task Force; World Athletics Safeguarding WG (Chair); EB Remuneration Committee (Chair); World Athletics Jury (Chair); NACAC Council; NACAC Governance (Chair)
- Past: Council (multiple terms); Competition Commission (Chair); Medical/Anti-doping Commission; Doping Review Board; WG on Governance & Integrity Reform; Women's Committee; NOC EB



# COMPETENCY STATEMENT

## VISION & PASSION

Athletics provides some of the most exciting and dramatic moments in sport and human achievement for participants, fans and the general public. I want to help World Athletics demonstrate that positive human values, global popularity and commercial success can be achieved without compromising any of these objectives.

## REASONS WHY I AM SEEKING ELECTION

The reforms adopted by MFs in 2016 and implemented since then have put World Athletics on the right path. I believe I have the experience, skills, vision and energy needed to continue contributing to the shared goal of ensuring that athletics fulfills its promise as the premier international sport.

## WHAT I WILL BRING TO THE ROLE

I have vast experience and knowledge of our sport from technical, governance and integrity standpoints. I will apply my considerable energies and creativity to the success and well-being of athletes and the World Athletics family, and to the innovations and partnerships needed to secure our future.

### LEADERSHIP EXPERT

I have successfully led large organisations: in sport, as the Director General of Canada's national sport agency for a decade; and, for 30 years as a senior executive in Canada's Ministry of Health. I am a well-respected leader on the World Athletics Council and EB, NACAC Council, and the AIU Board.

### STRATEGIC THINKING EXPERT

I have demonstrated strong strategic planning skills and pursued innovative solutions to policy challenges throughout my professional career in government and in my contributions to many complex files in sport, including IAAF/World Athletics governance reform; anti-doping policies and creation of the AIU; the Russia Task Force; and World Athletics's safeguarding initiative.

### KNOWLEDGE OF ATHLETICS EXPERT

My roles in athletics include: international athlete, athlete representative, elected official (national and international), organisational delegate and jury chair (WAS events). The result of my life-long immersion in athletics is a deep knowledge of athletics history, sport technical matters, and an array of governance, business, policy, and integrity issues.

### DECISION-MAKING EXPERT

Professionally, I have been responsible for decisions with materiality in the hundreds of millions of dollars, and where competing concerns of stakeholders and the general population must be reconciled. I am skilled at resolving issues under pressure and for making wise choices considering context, timing, evidence and viability of alternatives.



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## HONESTY AND INTEGRITY EXPERT

I have a well-earned reputation for honesty, integrity, transparency and accountability in my own behaviour and in my interactions with others. I believe these values must be exemplified by athletics institutions. I am committed to upholding and advancing these values within World Athletics and by supporting the Athletics Integrity Unit.

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## INTERPERSONAL COMMUNICATION EXPERT

I am highly skilled and very comfortable interacting with individuals and organisations which reflect diverse backgrounds and concerns. I am an engaging communicator with a genuine interest in exploring and understanding other viewpoints and finding solutions which respond to the different conditions and perspectives that comprise the World Athletics community.

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## ORGANISATIONAL AWARENESS EXPERT

In all my roles I devote time to understanding and responding empathetically to key relationships and dynamics among people in and across organisations. I am highly skilled at building teams, shaping organisational culture, and assessing when and how individuals and groups can be mobilized to share objectives and achieve results.

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## FINANCIAL UNDERSTANDING SKILLED

Through my jobs I have acquired considerable knowledge and practical skills related to planning, budgeting, risk management, financial controls and performance reporting systems as well as financial and value for money audits. I have significant experience in managing and overseeing large grants and contracts for goods and professional services.

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## ADMINISTRATIVE KNOWLEDGE EXPERT

As the executive head of large organisations I have had operational, program management and policy responsibilities. Overseeing managers of large work units and their teams necessitated in-depth knowledge of administrative policies and practices. I encourage innovation in administration for efficiency reasons and as a key to employee job satisfaction.

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## GOVERNANCE KNOWLEDGE EXPERT

My deep knowledge of governance has been acquired through directorships on many organisations in the fields of human rights, health and sport. I was a member of the group which designed the current World Athletics governance model. I know athletics governance intimately through my roles on Council, EB, AIU and NACAC.

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## INTERNATIONAL RELATIONS EXPERT

I have negotiated bilateral agreements, represented my country in multi-lateral forums and supported Ministers on international files. I follow global political, economic and cultural affairs closely and understand the geo-political context in which sport functions. I am at ease dealing with sport, government and civil society representatives from other countries.

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## LEADERSHIP IN A DYNAMIC AND COMPLEX ENVIRONMENT EXPERT

As a senior executive I have successfully led organisations in adapting to challenging fiscal/ economic conditions, diverse stakeholder interests, short and longer-term political objectives of the Government and opposition parties, rapidly changing technology, aspirations of successive generations of employees and citizens, and unanticipated crises such as the COVID pandemic.

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## ABILITY TO BUILD CONSENSUS AND COLLABORATIVE DECISION-MAKING EXPERT

In my professional life I devote considerable time to processes aimed at bringing diverse stakeholders and interests to the table and working toward shared solutions which will serve the broader public interest. I am a highly skilled leader and influencer on committees and task teams working on complex issues.



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### ABILITY TO COMMUNICATE TO THE MEDIA SKILLED

I frequently develop communication strategies and act as media spokesperson on complex public policy and sport issues. I have significant experience as a columnist/broadcaster. As a conference presenter and witness at Parliamentary Committees I understand media perspectives and tactics, and how to shape remarks to influence reportage.

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### TRACK RECORD OF GOVERNING THROUGH OPENNESS AND TRANSPARENCY EXPERT

I am very experienced in designing and delivering results-oriented processes based on principles of transparency and openness. In my professional and sport responsibilities I regularly address contentious issues with competing stakeholder interests. Sharing objectives, evidence and options, openness to new ideas and perspectives, and being accountable are key personal values.

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### COMMERCIAL EXPERTISE SKILLED

I have been directly involved in developing and overseeing large multi-party agreements involving public, LOC/OCOG, NGO and corporate sector partners related to major event staging, broadcast and legacy arrangements. I know how to analyse sponsor agreements and commercial contracts to assess risk, accountability for costs, performance and value for money.

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### WORKING KNOWLEDGE OF INTERNATIONAL SPORT POLITICS EXPERT

I am very familiar with the web of organisations comprising the international sport community, their interface with governments, corporate, NGO and media players, and the geo-political context of international sport. I have been directly involved in decisions on boycotts, suspensions, human/ athletes rights, anti-doping, commercialisation, and the autonomy of sport.



# ANTTI PIHLAKOSKI

**POSITION(S) SOUGHT**  
VICE-PRESIDENT/  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
FIN

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
FINNISH (NATIVE)  
ENGLISH (FLUENT)  
SWEDISH (FLUENT)  
PORTUGUESE (MODERATE)  
GERMAN, SPANISH,  
RUSSIAN (BASICS)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Three times National Champion
- Four times in National Team
- 34 years a Finnish Youth record holder in 800 m
- European Athletics Championships: President of the Organising Committee
- World Junior Championships: Honorary President of the Organising Committee

### PROFESSIONAL CAREER

- Master of Science, Industrial Economics, MBA Studies
- Plant Director of the biggest Window Factory in Finland
- General Secretary of Finnish Athletics
- CEO of World Athletics Championships
- Board Professional and Consultant – focus on young innovative High-Tech companies (Governance, Leadership, Business Strategy, Sales, Finance and Venture Capital)

### SPORT ADMINISTRATION

- World Athletics: Council Member, Chairman of the Bid Evaluation Panel
- European Athletics: Council Member
- Finnish Athletics: President, President of T&F Sports Marketing Company, Chairman of the Finnish Athletics Foundation
- World Masters Athletics: Executive Board Member
- Finnish Olympic Committee: Vice President





# COMPETENCY STATEMENT

## VISION & PASSION

Athletics is the Queen and the Mother of Sports. Let's use Athletics as a tool in every Country, Region and Continent to create healthier, fitter and better World.

Athletics has been, is and will be my passion. I want to dedicate all my time for my passion - to serve you as a full-time volunteer for Athletics.

Viva Atletismo!

## REASONS WHY I AM SEEKING ELECTION

I have exceptionally deep knowledge and experience of athletics at different levels.

I have familiarized myself with the challenges of athletics on different continents and feel that I am readier than ever for the right actions in developing Athletics and competitions in different countries and on all continents.

## WHAT I WILL BRING TO THE ROLE

- Heart and soul of the key athletics person in Finland; in the country that is number four in the Medal Table of the Athletics in Olympics.
- Know-how of the CEO of the World Championships and the organiser of the World Junior and European Championships.
- International innovative strategic thinking and a strong will to contribute.

## LEADERSHIP EXPERT

Mr Carl-Olaf Homen (retired CEO and President of one of the most significant Insurance companies in Finland and Honorary Council Member of World Athletics) has said: "Antti Pihlakoski would be an excellent leader of any International Company."

## STRATEGIC THINKING EXPERT

Has an education for strategic planning and has been a Chair and a consultant for many strategy processes in various companies and federations including Finnish Olympic Committee (Strategy of Change in Elite Sports) and Finnish Athletics and its major events.

Was a mastermind of New Strategy of Finnish Athletics in the 1990's. That is quite similar to the one of World Athletics now.

## KNOWLEDGE OF ATHLETICS EXPERT

Passionate fan of Athletics. Has been a National Team level Runner, Coach, General Secretary and President of the Finnish Athletics as well as General Secretary/President/Developer of the famous Match Sweden vs. Finland (60 000 spectators), CEO of World Championships, President of European Championships, Honorary President of World Junior Champs, Council Member of World Athletics, EA, World Masters Athletics etc.

## DECISION-MAKING SKILLED

Is analytic, makes decisions based on surveys, statistics, data and collected facts.

In order to make implementations of decisions quicker, tends to discuss before the decisions with the relevant stakeholders.



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## HONESTY AND INTEGRITY EXPERT

Has been among the front runners in showing the example in the field of honesty and integrity in sports:

“Sport is too important for the societies to be spoilt by unethical behaviour.”

“It is the sports leaders’ most important task to ensure that athletes can trust that the rules are the same for everyone and that they will be adhered to.”

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## INTERPERSONAL COMMUNICATION EXPERT

Is very good with people, easy to approach, speaks many languages, good listener, diplomatic, has a good sense of humour.

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## ORGANISATIONAL AWARENESS SKILLED

Has the acumen to appreciate and the ability to use the formal and informal roles, relationships and structures in both own and other organisations.

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## FINANCIAL UNDERSTANDING SKILLED

Has an academic education to understand Financial Statements and matters and has used this education in the leadership positions and as a consultant for different associations and companies.

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## ADMINISTRATIVE KNOWLEDGE SKILLED

As a regular columnist and lecturer has good written and verbal communication skills.

Acts as a team player. Practices empathy and provides constructive feedback, has good customer service skills, is an expert in problem-solving, understands well the opportunities of technology and software, keeps the broader business goals and objectives in mind while working on tasks.

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## GOVERNANCE KNOWLEDGE SKILLED

Understands well the need of transparency, accountability and security which all are critical in successfully running a federation and forming solid professional relationships among its stakeholders.

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## INTERNATIONAL RELATIONS SKILLED

Has shown exceptional interest and curiosity towards other countries, cultures and languages. Has been an exchange student in New Zealand, Australia and Sweden, has lived more than a year as a runner in Portugal. Is an Ambassador of Africa-based Tegla Loroupe Peace Foundation. Has friends all over the world.

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## LEADERSHIP IN A DYNAMIC AND COMPLEX ENVIRONMENT SKILLED

Has shown exceptional leadership skills in various challenging situations like during the Athletics World Championships when the heaviest stormy rain ever measured in Helsinki hit the Olympic stadium during the competitions. As a CEO he calmly and successfully led the organisation to take care of the different stakeholders (athletes and athletics family, TV + media, spectators, sponsors, public institutions, own organisation).

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## ABILITY TO BUILD CONSENSUS AND COLLABORATIVE DECISION-MAKING SKILLED

Has a skill and will to build consensus. Wants to involve the parties into the development of common goal setting which fosters a greater sense of commitment and engagement, builds trust, and contributes towards greater coordination when decisions are made.

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## ABILITY TO COMMUNICATE TO THE MEDIA SKILLED

Has been the spokesman of Finnish Athletics and its events to the media since the 1990's.

Athletics is number one as an individual sport in Finland and has a lot of media interest.

Has managed with a merit the different kinds of communication from marketing to crisis communication.



### TRACK RECORD OF GOVERNING THROUGH OPENNESS AND TRANSPARENCY EXPERT

Antti's philosophy of openness has made him approachable as a leader, which gives all a feeling of teamwork. It has made people willing to bring him information that has allowed him to avert problems or prevent an issue becoming a crisis.

As a leader and a consultant he has emphasized the importance of making decisions completely clear to all relevant stakeholders.

### COMMERCIAL EXPERTISE SKILLED

Has a Track Record of growing the budget of Finnish Athletics to 10 million euros, of which 9 million is from TV-agreement, televised competitions, mass events, sponsors, sales and investments and 1 million from the Government.

CEO of the commercially successful World Athletics Championships.

Has collected millions of Venture Capital for young innovative Companies.

### WORKING KNOWLEDGE OF INTERNATIONAL SPORT POLITICS EXPERT

Has always been interested in international politics and especially in the field of sports.

Follows closely business of sports and what is going on also in the other International Sports Federations and organisations such as IOC, ANOC, ASOIF and AIOWF.

Knows many of the key figures in person. Is a regular sparring pair of the Finnish IOC Members.

### OTHER SIGNIFICANT INTERESTS

LEGAL ENTITY	ROLE
PNG Turku Oy	Chair



# XIMENA RESTREPO

**POSITION(S) SOUGHT**  
VICE-PRESIDENT/  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
CHI

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
SPANISH (NATIVE)  
ENGLISH (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Involved in athletics since the age of 13. I was NCAA Champion (1991), four times Olympian for Colombia, best performance being the bronze medal in the 400m in Barcelona 1992. I'm the only woman in South-America to have run under 50 seconds in the 400m and the first female Olympic medalist for Colombia. I also competed in 3 World Championships (Tokyo, Stuttgart, Gothenburg)

### PROFESSIONAL CAREER

- I coached for 10 years at the largest sporting club in Chile and for 3 years I served as head of the Sports Department at a private school. In 2010, I became the Sports Director for the South American Games. Since 2019, I have been working as the Sports Director of the Panam Games, which is the most important competition in the Americas with 41 countries participating and almost 7000 athletes competing

### SPORT ADMINISTRATION

- I began my sports administration career as a member of the board of the largest sports club in Chile. I also served as the General Secretary of the Chilean Federation for three years. Currently, I'm a member of the board of Docere, a foundation that owns 9 high-risk, low-income schools in Chile. Additionally, I serve as Vice President of World Athletics and as a member of the Executive Board



# COMPETENCY STATEMENT

## VISION & PASSION

My vision and passion as a woman involved in athletics is to keep working towards having a transparent, equitable and competitive sport. Building a sport where men and women work together to rise to the highest standards possible.

## REASONS WHY I AM SEEKING ELECTION

I'm seeking election because I want to be part of a Federation that isn't afraid of being brave and disruptive when having to make tough decisions, a Federation willing to lead the world of sports through its example of always putting athletes, coaches, officials and team leaders first with impeccable governance and transparency.

## WHAT I WILL BRING TO THE ROLE

I will devote myself to working for the growth of athletics in every corner of the world. Four amazing years serving as VP have given me enough experience to recognize World Athletics's strengths and weaknesses, leading me to the conclusion that there is no such thing as 'one size fits all' when it comes to athletics.

## LEADERSHIP SKILLED

I have led big teams (more than 50 people) multiple times when working as the Sports Director for both South-American and Pan- American Games. During my 10 years as a coach, I had the opportunity to lead many young athletes through their sports career. I have always worked to maximize the efforts of others towards the achievement of a goal.

## STRATEGIC THINKING APPLIED KNOWLEDGE

As the Sports Director of two multisport events and a 4-year term as the World Athletics VP and Council member, I have been exposed to numerous difficult situations that have given me the skills to recognize all the different players involved when tough decisions have to be made.

## KNOWLEDGE OF ATHLETICS EXPERT

I have been involved in Athletics all my life, as an athlete, coach, administrator, and event organizer. In addition, I have served as a member of the World Athletics Council, Executive Board, Risk Committee, Bid Evaluation Panel, Gender Leadership Task Force, Athlete's Commission and the Human Rights Working Group.

## DECISION-MAKING SKILLED

Having held positions on boards and worked in two different LOCs has given me the experience to understand how important it is to make decisions even when situations are not ideal and stakes are high.



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### HONESTY AND INTEGRITY SKILLED

During my athletics career I was nominated by the IAAF to be part of the Athlete's Commission (1993-2001). Worked for 3 years as Head of Sports of a private school. In Tokyo 2021 and Eugene 2022 I was member of the Jury of Appeal and jury for the Fair Play Award.

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### INTERPERSONAL COMMUNICATION SKILLED

Having led big teams in two different LOCs, which have included people from different nationalities and backgrounds, has given me the skills to communicate with others, understand their positions, keep my own opinions when needed, and give ground to the positions of others.

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### ORGANISATIONAL AWARENESS SKILLED

Four years involved in World Athletics and eight years working as Sports Director in multi-event organizing committees have given me the experience to understand how big institutions work and the importance of every person in the organization.

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### FINANCIAL UNDERSTANDING APPLIED KNOWLEDGE

Being part of World Athletics's Executive Board, and managing the budget of the Sports Department of the Pan American Games (USD 26M) has given me a good all-around understanding of financial matters and budget handling.

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### ADMINISTRATIVE KNOWLEDGE SKILLED

I have developed strong project management skills through my experience on two different organizing committees. My skills include keeping various simultaneous projects on track, organizing teams effectively, and leading projects with multiple variables. I am confident in my ability to prioritize tasks, allocate resources effectively, and adapt quickly to changing circumstances.

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### GOVERNANCE KNOWLEDGE SKILLED

During my four years as a Council and Executive Board member, I learned the importance of good governance. Nowadays, it is a must in every organization, and as a part of World Athletics, I have gained skills in planning, prioritizing, monitoring, and reacting to ever-changing scenarios.

I was part of the team that wrote the International Weightlifting Federation Constitution.

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### INTERNATIONAL RELATIONS APPLIED KNOWLEDGE

With eight years of experience working with individuals from diverse countries and four years as VP of World Athletics, I have developed strong skills in navigating international relations. I possess a deep understanding of how countries interact and influence one another, enabling me to effectively communicate and work towards shared goals. I work well in building relationships and working collaboratively with diverse teams worldwide.

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### LEADERSHIP IN A DYNAMIC AND COMPLEX ENVIRONMENT SKILLED

Leading state-funded multisport LOC's and serving as World Athletics VP for four years has given me valuable experience in managing teams in dynamic and complex environments. I have developed skills in communication, problem-solving, and adaptability, which are essential for effective leadership in such contexts.

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### ABILITY TO BUILD CONSENSUS AND COLLABORATIVE DECISION-MAKING SKILLED

Teamwork has been an essential part of my professional career, and my leadership positions have taught me how to motivate, engage, and convince others. As a leader, I believe in creating a positive work environment where everyone's ideas are heard and valued, and collective success is celebrated.



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### ABILITY TO COMMUNICATE TO THE MEDIA SKILLED

Having studied journalism at the University of Nebraska, I have gained an edge in dealing with the media and developed a comprehensive understanding of the industry's inner workings. Moreover, my experience as an athlete has given me first-hand exposure to media coverage, enabling me to feel confident and at ease when interacting with journalists. I am adept at handling the pressure of being in the public eye.

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### TRACK RECORD OF GOVERNING THROUGH OPENNESS AND TRANSPARENCY APPLIED KNOWLEDGE

Having worked for two state funded LOC's, I understand the importance of compliance when using public funds, hiring people and assigning material resources.

As an athlete, coach and member of World Athletics I have always conducted myself in the most transparent way possible. These are values I regard highly in every aspect of my life.

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### COMMERCIAL EXPERTISE APPLIED KNOWLEDGE

Although I was not directly involved in marketing, broadcasting, and commercial contract decisions made by the LOC's I worked for, as Sports Director, I always had a say in decisions about contracts with potential sponsors and television broadcasting. I understand the importance of these aspects of sports events and their impact on the success of the event.

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### WORKING KNOWLEDGE OF INTERNATIONAL SPORT POLITICS APPLIED KNOWLEDGE

During my four years as a Council Member and as a member of the Risk Committee and Bid Committee, I have gained a deeper understanding of how sports and politics intertwine, and the importance of considering political factors in decision-making.



# ADILLE SUMARIWALLA

**POSITION(S) SOUGHT**  
VICE-PRESIDENT/  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
IND

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH (FLUENT)  
HINDI (FLUENT)  
MARATHI (FLUENT)  
GUJARATI (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

#### INTERNATIONAL:

- #OLYMPIC GAMES - Represented India (100m) (Moscow 1980)
- #ASIAN T&F CHAMPIONSHIPS - Medalist (Tokyo 1979)
- #SOUTH ASIAN GAMES - 2 Gold Medals (Kathmandu 1984)
- #Won 17 International Career Medals (6 Gold, 5 Silver, 6 Bronze)

#### NATIONAL:

- #NATIONAL CHAMPION 11 Times (100m)
- #National Record Holder (18yrs) & Won 40 Medals (22G, 13S, 5B)

### PROFESSIONAL CAREER

- Founder & MD- Interspace Communications (Media House)
- Former Chairman & MD- Clear Channel (India), Asian Age Newspaper
- Founder Director- Indian Outdoor Advertising Association
- Director- Next Radio & Next MediaWorks
- Worked with TATA Group for 15 years
- Provost & Vice Chancellor- TransStadia University

### SPORT ADMINISTRATION

#### World Athletics

- #Council Member since 2015
- #Chair-Strategic Communications Advisory Group, Age Manipulation Comm., Kids Athletics
- #Member-Development Commission, Human Rights & Risk Committees, World Plan

#### ATHLETICS FEDERATION OF INDIA

- #President since 2012
- EVENT ORGANIZING COMMITTEE
- #Chair-AAA Championships(2013&2017)
- #Founder-Indian Olympians Assn-2023





# COMPETENCY STATEMENT

## VISION & PASSION

To endeavour to provide equal opportunity to all athletes, across every continent, and to facilitate their journey towards their goals. To fight for and protect the integrity of our sport, which is vital.

## REASONS WHY I AM SEEKING ELECTION

Having excelled at and gained experience across various aspects of sport-as an Olympian, Coach of Olympian athletes and intl. medalists, Sports Administrator on international and national bodies and of multisport events, along with my professional experience in finance & media, I believe that I can serve the sport in a holistic and effective manner.

## WHAT I WILL BRING TO THE ROLE

I believe that, with my experience in media and technology, I can play an effective role in taking our sport to every conceivable level and to every corner of the world. I will continue to contribute to the long-term financial stability, integrity, security and prosperity of World Athletics.

## LEADERSHIP EXPERT

At age 35, I headed a multi-national newspaper as its CEO and 5 years later, was appointed Executive Director of a large Media group with interests in print, internet, radio and outdoor advertising. Thereafter, I was appointed Chairman & MD of Clear Channel (I), a part of a \$9 billion International Group. In 2013, I founded my own media company.

## STRATEGIC THINKING EXPERT

My strategy for Indian Athletics is two pronged. The elite athletes are provided with the best possible international training, infrastructure and exposure. At the grassroots level, we run one of the largest programs in the world, whereby we identify potential talent from a pool of close to 1 million children who participate from 600 districts.

## KNOWLEDGE OF ATHLETICS SKILLED

My involvement in and contribution to sports in general, and athletics in particular, has spanned 4 decades. As an Olympian, a coach, a sports administrator and a jury member at the Olympics and World Championships, I have gained an in-depth knowledge of all aspects of the athletics ecosystem.

## DECISION-MAKING EXPERT

I graduated from the Asian Institute of Management with an Executive MBA, having already completed my degree in Financial Accounting and Auditing. This education, along with my vast experience heading national and international organizations has equipped me to handle complex situations and take informed decisions.



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### HONESTY AND INTEGRITY EXPERT

I started my professional career with the TATA Group, globally recognized for outstanding ethics, unmatched value systems and excellence. I have carried these high standards with me throughout my career. I have been the Chair of World Athletics's Age Manipulation Committee and a member of the NADO. We are the first NSF to adopt a no-needle policy.

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### INTERPERSONAL COMMUNICATION SKILLED

India is a vast and diverse country, with a tapestry of cultures, traditions, religions and languages. As President of the Athletics Federation, I have interacted with people across the country and have developed the ability to relate to and build relationships with them. The same applies to my interpersonal relationships across countries at World Athletics.

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### ORGANISATIONAL AWARENESS SKILLED

My career has traversed a wide range of industries—from the largest Indian conglomerate to a \$9B international group, from the auto industry to the newspaper business, from outdoor advertising to digital, from heading the National Athletics Federation to serving on govt. committees. This has given me extensive knowledge of organizational structures.

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### FINANCIAL UNDERSTANDING EXPERT

With a degree in Financial Accounting and Auditing, I have been able to contribute to the Risk Committee of World Athletics. I have also served as Chair of the Audit and Remuneration Committees of NextMedia Works (Publicly Listed Company).

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### ADMINISTRATIVE KNOWLEDGE EXPERT

As President of my Federation, I have been focusing on the creation of an entire sports ecosystem. Our aim is to produce 10,000 coaches and technical officials, 5,000 physios, masseurs, and doctors. We have already trained over 1,500 level 1 coaches, 4,000 technical officials and numerous physios, masseurs and doctors.

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### GOVERNANCE KNOWLEDGE SKILLED

I have a sound knowledge of Sports Governance, at both the International and National Level. At the International level, I was involved in the 2016 World Athletics constitutional amendment process. At the National level, we have constituted systems and procedures, trickling down to the state/provincial level, as well as to the district level (600 districts).

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### INTERNATIONAL RELATIONS SKILLED

Recently, the Vatican held a conference, "Sport For All", which was attended by 200 delegates from across the globe, including the President of the International Olympic Committee. I was invited to chair a session during this conference, along with the President of the International ParaOlympic Committee.

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### LEADERSHIP IN A DYNAMIC AND COMPLEX ENVIRONMENT EXPERT

Since I was elected to the World Athletics Council in 2015, we have been faced with numerous difficult decisions which needed to be made in complex and trying circumstances - Governance issues and amendments to the constitution, the ban on Russia due to doping, decisions related to the Ukraine war, and the restrictions on DSD and transgender athletes.

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### ABILITY TO BUILD CONSENSUS AND COLLABORATIVE DECISION-MAKING SKILLED

While discussing a diverse range of issues concerning athletics, one is often interacting with decision makers who come from different cultures, backgrounds and mindsets. On many an occasion, I have been instrumental in building consensus amongst various stakeholders, deliberating issues at length and eventually making decisions collaboratively.

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### ABILITY TO COMMUNICATE TO THE MEDIA EXPERT

After working for many years in the space of newspapers, radio, outdoor advertising, and digital media, I have founded my own media company. Given this vast experience, I was appointed by World Athletics to Chair their Strategic Communications Committee.



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### TRACK RECORD OF GOVERNING THROUGH OPENNESS AND TRANSPARENCY EXPERT

On becoming President of the Athletics Federation of India in 2012, I was the first NSF President to embrace the “Right to Information Act” as well as a “Government Audit” of the Federation’s accounts. Our annual accounts and our selection policy for our national team are published on our website with complete transparency.

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### COMMERCIAL EXPERTISE EXPERT

Having run businesses for over 3 decades, and particularly media houses, I have reviewed countless commercial contracts and legal agreements, including bids, sponsorships and event management tenders.

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### WORKING KNOWLEDGE OF INTERNATIONAL SPORT POLITICS APPLIED KNOWLEDGE

I have been a key member of the National Olympic Committee, in its interactions with the International Olympic Committee. During my 2 terms on the World Athletics Council, I have been approached by many NSFs to help resolve issues and disputes. This has furthered my understanding of international sport politics.

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### OTHER SIGNIFICANT INTERESTS

LEGAL ENTITY	ROLE
Professional Sports Services India Private Limited	Director
Bombay Marathon Private Limited	Director



# JACKSON TUWEI

**POSITION(S) SOUGHT**  
VICE-PRESIDENT/  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
KEN

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH (FLUENT)  
KISWAHILI (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Senior Vice-President of CAA for 4 years, President of Eastern Africa Athletics Region for 4 years and President Athletics Kenya for 8 years
- Organized African Championships, trained CAA members on Sports for Climate and Air Quality Actions, installed 12 Air Quality monitors in 5 countries, AADC trainings and organized Regional and National events

### PROFESSIONAL CAREER

- Military officer for 39 years and retired 2010
- Attended professional and civilian courses both locally and internationally
- Progressed through the military ranks and held different appointments in Operations, Training and logistics

### SPORT ADMINISTRATION

- Senior Vice-President, CAA
- President, Eastern Africa Athletics Region
- President, Athletics Kenya
- Vice-President Athletics Kenya
- Chairman, Military Athletics in Kenya
- Chairman, East and Central African Liaison Office (CISM)
- Athlete & Sports captain, Secondary school



# COMPETENCY STATEMENT

## VISION & PASSION

To see Athletics, play a greater role in society, for health and most important, due to the state of the planet, be a key player for Climate action.

Take athletics to marginalized areas and communities through partnerships.

Continue supporting athletes' refugee team.

Organize more events for elite, youth and mass participants.

## REASONS WHY I AM SEEKING ELECTION

I have witnessed our successes but also the challenges that come with a sport that has over 5000 registered athletes in Kenya.

With our athletes, strong government support, ambitious development strategy and recently, engagement for climate action, I strongly believe that Kenya deserves a seat at the table of the top decision makers of our sport.

## WHAT I WILL BRING TO THE ROLE

I will bring along my passion, unique experience and commitment for success. I have much to share having learned valuable lessons from our successes and challenges.

I would support an increase in number of women and minorities in leadership and technical positions in athletics and promotion of integrity by combating doping in Kenya.

## LEADERSHIP EXPERT

I am the CAA Senior Vice-President dealing with Continental athletics matters including competition hosting, training and technical.

A committee member of World Athletics Global Calendar Unit that lead, manage and coordinate all parts of the global athletics calendar from World to National Championships.

President of Eastern Africa Athletics Region.

## STRATEGIC THINKING EXPERT

I have undertaken extensive military projects as a general and armed with this experience, brought it into athletics. I have overseen growth in a number of WAS events hosted (U18, U20, Continental Tours, Gold) in Kenya. At the same time able to implement the World Athletics Clean Air campaign, UNFCCC and World Athletics Global conversation with tangible results.



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### KNOWLEDGE OF ATHLETICS EXPERT

I have extensive working knowledge of athletics from Global, Continental and National levels. We have hosted a number of events that include: - World Cross country - World U18 - World U20 - World Athletics Continental tour, Gold (4 times) - World Athletics Cross country tour, Gold (2 times).

The Kenyan athletics team has never missed World Athletics championships.

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### DECISION-MAKING EXPERT

I am open minded and have been able to engage both athletes and federation officers in the delivery of our athletics agenda. I have managed to address a number of emerging challenges like in safeguarding by commissioning of a countrywide athletes' consultative forum to obtain athletes views on the issues to get best possible solutions.

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### HONESTY AND INTEGRITY EXPERT

I have maintained an open desk policy and encouraged workings that are in line with the rules and regulations. I engaged the Government of Kenya successfully in addressing our challenges in doping. I have maintained open and transparent working relationship with World Athletics AIU to tackle the challenges. We have also embarked on safeguarding work to ensure the challenges that are emerging are addressed within the law.

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### INTERPERSONAL COMMUNICATION EXPERT

I have successfully delivered a number of events and projects. These require detailed and extensive engagements with different stakeholders that include World Athletics, International Organizations like UN, Governments and athletes.

I am able to connect with athletes successfully and our fans as evidenced in the Global conversation initiative by World Athletics.

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### ORGANISATIONAL AWARENESS EXPERT

I have over the years worked with different departments and units at World Athletics. The structures, procedures, rules and regulations requirements of World Athletics are clear to me. I understand the workings and workflow of World Athletics, CAA and Eastern Africa Athletics Region and Athletics Kenya.

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### FINANCIAL UNDERSTANDING SKILLED

I chair the Government of Kenya Sports, Arts and Social Development Fund Oversight board. This requires in-depth knowledge of funding requirements both at National and Global level. At the military, I managed budgets at higher level of accountability as per allocated budgets, Finances and procurement.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

I have deep and extensive working understanding of athletics.

Apart from the role in World Athletics Global Calendar Unit, CAA, Eastern Africa Athletics Region and Athletics Kenya, I have also worked as the Chef de mission for team Kenya to 2000 Sydney Olympics and 2002 Commonwealth games in Manchester.

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### GOVERNANCE KNOWLEDGE EXPERT

I have been able to deliver work satisfactorily with Governments in several countries while in Military and appointed by two successive Kenyan Heads of State as the Chairman of the Sports, Arts and Social Development fund Oversight Board and held senior continental and East Africa Region Athletics positions. These roles required performing the assignments based on sound understanding of established regulations.



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### INTERNATIONAL RELATIONS EXPERT

I have been able to develop relations with International institutions like UN, UNEP and Stockholm Environment Institute in cooperation agreements on Climate Change and Air Quality. This has included extending the work to other 6 MF in Africa and Europe.

I have also done diplomacy work as the African Union special Envoy for 3 years and made presentations at UN HQ in New York.

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### LEADERSHIP IN A DYNAMIC AND COMPLEX ENVIRONMENT EXPERT

CAA Senior Vice-President dealing with Continental athletics matters including competition hosting, training and technical.

A committee member of World Athletics Global Calendar Unit that lead, manage and coordinate all parts of the global athletics calendar from World to National Championships.

President of Eastern Africa Athletics Region.

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### ABILITY TO BUILD CONSENSUS AND COLLABORATIVE DECISION-MAKING EXPERT

Special dispute resolution nominee for World Athletics and CAA in dealing with leadership challenges in some Member Federations. Invited and convinced the Swedish Athletics federation who accepted to join and sign for Sports for Climate Action. Partnerships developed with Stockholm Environment Institute and UNEP on Sports for Climate Action.

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### ABILITY TO COMMUNICATE TO THE MEDIA EXPERT

I have held media engagements at National, Continental and Global levels.

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### TRACK RECORD OF GOVERNING THROUGH OPENNESS AND TRANSPARENCY EXPERT

Federation decisions are collectively undertaken through established governance structure that include the Executive Committee, Annual General Meetings and Sub-committees. As Chair of the Government of Kenya, Sports, Arts and Social development fund I guide the oversight board in making funding decisions for the last four (4) years.

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### COMMERCIAL EXPERTISE SKILLED

I have successfully executed Event Organisation Agreements with World Athletics including its partners on Categories Release Agreements (CRA), Broadcast rights for WAS and sanctioned events in Kenya.

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### WORKING KNOWLEDGE OF INTERNATIONAL SPORT POLITICS EXPERT

Signing of the United Nations Framework Convention on Climate Change /Sports for Climate Action Framework.

Participation in the International Day of Clean Air for Blue skies with our athletes and led a sports delegation to the African Ministerial Conference on Environment (AMCEN-18) and UN International Day of Sports for Peace & Development.



**CANDIDATES FOR  
COUNCIL MEMBERS**





# TALIB AL-SAFFAR

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
IRQ

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ARABIC (FLUENT)  
ENGLISH (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Champion of the Asian Games in Athletics  
400m hurdles
- The first Iraqi, Arab and Asian athlete to run under  
50 seconds

### PROFESSIONAL CAREER

- Professor Doctor of Sports Training/Athletics

### SPORT ADMINISTRATION

- President of the Iraqi Athletics Federation
- Vice President of the Asian Athletics Federation for  
the period 2015-2019
- Chairman of the Interim Authority to manage the work  
of the Olympic Committee in Iraq
- Deputy Minister of Youth and Sports.



# COMPETENCY STATEMENT

## VISION & PASSION

Athletics is constantly evolving through the records achieved in each event.

## REASONS WHY I AM SEEKING ELECTION

For the purpose of contributing to the development of athletics in general and Iraq in particular and spreading the base of the game.

## WHAT I WILL BRING TO THE ROLE

My sports, administrative, technical and academic achievements and experience during the previous years.

### LEADERSHIP

#### GENERAL AWARENESS

Deputy Minister of Youth and Sports, President of the Federation for more than 20 years.

University professor for more than 30 years.

### STRATEGIC THINKING

#### EXPERT

Chairman of the Olympic Champion Preparation Committee at the Olympic Champion Academy / Ministry of Youth and Sports.

### KNOWLEDGE OF ATHLETICS

#### SKILLED

He has been practicing athletics for over 18 years  
He worked as a coach for the national team for more than 4 years.

Worked in the administrative side for more than 20 years.

### DECISION-MAKING

#### APPLIED KNOWLEDGE

Chairman of the Technical Committee in the Iraqi Federation.

Advisor to the Committee for the Preparation of the Olympic Champion.

Member of the Governmental Committee for the Iraqi Sports Development Project.

### HONESTY AND INTEGRITY

#### APPLIED KNOWLEDGE

All athletes and coaches turn to me when they face any injustice in tournaments.

### INTERPERSONAL COMMUNICATION

#### GENERAL AWARENESS

The federation's doors are open to all athletes, coaches and administrators, as well as a mobile number available to all, For anyone who needs assistance, contact the higher authorities when required to facilitate the implementation of sports work requirements.

### ORGANISATIONAL AWARENESS

#### EXPERT

Develop programs and plans that contribute to the development of the technical level to achieve sports achievement.

### FINANCIAL UNDERSTANDING

#### GENERAL AWARENESS

Searching for partners or sponsors to support athletics in the country in addition to government financial support.

### ADMINISTRATIVE KNOWLEDGE

#### EXPERT

Deputy Minister of Youth and Sports, Chairman of the Interim Authority for Iraqi Sports Administration, and President of the Federation for more than 20 years.



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### GOVERNANCE KNOWLEDGE APPLIED KNOWLEDGE

Setting rules and principles to manage the federation's work and supervise it directly with a work team for the purpose of achieving justice and transparency and ensuring the right of accountability for athletes and workers in the federation and protecting their rights, in addition to distributing roles and responsibilities for all members of the federation and administrators.

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### INTERNATIONAL RELATIONS SKILLED

He has good relations with many national federations on five continents, as he was a former international athlete, president of a national federation, vice president of the Asian Confederation, and a member of the Development Committee of the International Association of Athletics Federations.



# KHALED AMARA

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
TUN

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ARABIC (FLUENT)  
FRENCH (FLUENT)  
ENGLISH (INTERMEDIATE)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- 1975: Maghreb 400m + Long Jump Champion
- 1976: Tunisian 400m, 200m + Long Jump Champion
- 1978: Tunisian 400m and 4 x 400m Champion
- 1980: Tunisian 400m and 4 x 400m Champion
- 1981: Tunisian 400m Hurdles and 4 x 400m Champion

### PROFESSIONAL CAREER

- Manager of an Agriculture and Agri-Food Company

### SPORT ADMINISTRATION

- 1993 – 1995: President of the Athletics Department (Avenir Sportif de La Marsa)
- 1995 – 1999: General Secretary of the FTA and General Secretary of Zone I of the CAA
- 1999 - 2019: Member of the IAAF Race Walking Committee
- 2003 - 2007: CAA Council Member
- 2002 - 2008: FTA Vice President
- 2020 - 2024: FTA President
- 2023 - 2027: Northern Region President and Vice-President of the CAA



# COMPETENCY STATEMENT

## VISION & PASSION

Athletics is a sport where movement and performance are in continual evolution, it is a sport which everyone can access and practise from a very early age and well into more senior years, it can see huge uptake all over the world.

I would like to apply the skills and knowledge I have acquired over the years to the benefit of this wonderful community.

## REASONS WHY I AM SEEKING ELECTION

I wish to be elected to continue working on the worldwide development of the sport I love, and which has been a lifelong passion of mine, as well as making my own mark during this tenure if my peers allow it. My presence and my voice will be theirs.

## WHAT I WILL BRING TO THE ROLE

World Athletics is composed of 214 federations. 80% of them lack the infrastructure and equipment required to develop their athletics, especially in Africa and across several other continents.

I would like to help identify effective support solutions on behalf of World Athletics and its partners which would impact all federations in a fair and equitable manner.

## LEADERSHIP APPLIED KNOWLEDGE

My time as President of the FTA, Northern Region President of the CAA and Vice-President, Federal Member and Member of the IAAF Race Walking Committee from 1999 to 2019 have enabled me to develop my self-assurance and leadership skills with regards to my colleagues and figures in the sporting world.

## STRATEGIC THINKING APPLIED KNOWLEDGE

Our work relies on a foundation of programmes developed collaboratively with all partners and in perfect harmony with the international development plan mapped out by World Athletics. The successive crises faced over recent years (economic, Covid19...) have highlighted the fact that most national federations need strategic support to develop their variety of programmes.

## KNOWLEDGE OF ATHLETICS APPLIED KNOWLEDGE

The challenges of managing a sports organisation, especially the voluntary element which eats into our personal time, with all the associated financial issues as well as the challenges we face as managers mean we are required to make suitable and immediate decisions for progress to be made.

## DECISION-MAKING APPLIED KNOWLEDGE

My career as an athlete, club director, federal member, Federation President, and CAA member has given me the opportunity to develop suitable and effective decision-making skills. For me, athletics can only ever be a conduit of human positivity and wellbeing, as well as a means of competition.



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## HONESTY AND INTEGRITY APPLIED KNOWLEDGE

Both honesty and integrity are crucial means of maintaining the confidence of all our stakeholders, everyone from the foundations (athletes, clubs) through to our financial backers (ministries, Olympic and national committees, World Athletics, economic figures, and sponsors) needs this confidence to be at the heart of all transactions.

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## INTERPERSONAL COMMUNICATION APPLIED KNOWLEDGE

For a message to reach all the individuals involved in our sport, public speaking and communication skills are essential and this is something I associate myself with through the promotion of positive messages. This is because everyone in a position of responsibility is required to offer an explanation and support.

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## ORGANISATIONAL AWARENESS APPLIED KNOWLEDGE

First and foremost, organisational awareness begins with effective planning and time management with a view to meeting the needs of all figures in a world where demand outstrips supply. What I have learnt from athletics is that everything can be quantified; time, distance and that has enabled me to overcome difficulties.

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## FINANCIAL UNDERSTANDING APPLIED KNOWLEDGE

Money is an essential driver of progress, and with all the crises currently unfolding, my understanding of financial issues is a crucial part of the management of my Federation. I am called upon to face the unexpected and engage in discussions with our government partners, sponsors, and creditors among others.

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## ADMINISTRATIVE KNOWLEDGE APPLIED KNOWLEDGE

The administrative knowledge I have gained in a professional, sporting or political setting throughout my career, now allows me to rapidly and effectively progress my projects.

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## GOVERNANCE KNOWLEDGE APPLIED KNOWLEDGE

Be it within the Tunisian Athletics Federation as a member, the Vice-President or President from 1995 to the present day or even at a regional level as Vice-President from 1995 to 2010, I have been confronted with a variety of issues which have consolidated my experience where national governance is concerned.

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## INTERNATIONAL RELATIONS APPLIED KNOWLEDGE

My time at the CAA from 2003 to 2007 but also the long period I spent on the Race Walking Committee as a Member from 1999 to 2019 have enabled me to develop my knowledge of the workings of international organisations.



# YUKO ARIMORI

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
JPN

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH  
(CONVERSATIONAL)  
JAPANESE (NATIVE)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Olympic Games Silver, Marathon, Barcelona 92
- Olympic Games Bronze, Marathon, Atlanta 96
- 4th Place, Marathon, Tokyo 91 World Championships
- 3rd Place, Boston Marathon (1999)

### PROFESSIONAL CAREER

- 1998 - Present, Founder and President, Non-Profit Organization, "Hearts of Gold"
- 2002 - 2016, Founder and Director, athlete management company "RIGHTS"
- 1988 - 1996, Marketing Communications, Recruit Holdings Co., Ltd.

### SPORT ADMINISTRATION

- Vice President, Japan Association of Athletics Federations
- Vice President, Japan Association of University Athletics and Sport
- Unified Sports Ambassador, Special Olympics Nippon
- Member, Olympism 365



# COMPETENCY STATEMENT

## VISION AND PASSION

Sport gives people the strength to live. Athletics, the Mother of All Sports can lead the way to Global Equity. No matter where you are from, where you are, and where you are going, sport inspires everyone. My firm vision and strong passion can help Athletics make people's lives better.

## REASONS WHY I AM SEEKING ELECTION

My experience can be an asset for World Athletics and my belief can help drive World Athletics World Plan forward. Our sport has a strong potential to draw in everybody across the Globe to participate. I would like to be part of the effort to help enhance people's lives.

## WHAT I WILL BRING TO THE ROLE

I can share my experience as an Olympic Medallist and a leader of a charitable sport organisation in realising how sport can bring positivity into people's lives. To make our sport athlete friendly and innovative, I promise to deliver the most memorable World Championships Tokyo 25 with support of MFs.

### LEADERSHIP EXPERT

I spearheaded an international non-profit project focused on developing a sense of hope and courage among children through providing sport participation opportunities for over 25 years.

I have advocated for inclusive society through my active role in the Special Olympics Nippon and successfully promoted our sport.

### STRATEGIC THINKING EXPERT

My strategy in achieving success is to hop, step, jump into your target. Achieving small successes on the way, step by step opens the doorway to bigger opportunities. This mind set led to achievements in my athletics career and my involvement in social contribution organisations.

### KNOWLEDGE OF ATHLETICS EXPERT

With the knowledge of the sport through experience as an international level athlete for 18 years, an Olympic medallist and, long time executive and administrator in Athletics and Running organisations, I am confident to lead World Athletics to create solidarity through sport and Athletics.

### DECISION-MAKING EXPERT

To arrive at the best decisions, I listen to what others have to say, but also express my own views, and consider for the good of our cause. As the founder and current president, my decisions led to the progress of "Hearts of Gold", creating positive impact among people's lives.





### HONESTY AND INTEGRITY SKILLED

Strong advocate of Athlete’s rights and honesty and integrity, crucial characteristics for sport to be embraced by the public. Experience of voicing out concerns to protect the rights of athletes including my own rights. A Board Member of Sports Compliance Education and Promotion Organization.

### INTERPERSONAL COMMUNICATION EXPERT

Strong communication skills developed through holding various executive and administrative positions in sport organisations inside and outside Athletics, and my experience as an International Level Athlete, creating frequent opportunities to meet different people regularly. I am keen to express and exchange ideas for Athletics.

### ORGANISATIONAL AWARENESS SKILLED

For Athletics to make a positive impact, we need to be connected to society. We cannot do it alone. Thanks to my experience in various sport and non-sport areas, I have the organisational awareness in athletics, non-athletics sport, and social advocacy organisations which can contribute to the agenda of World Athletics.

### FINANCIAL UNDERSTANDING APPLIED KNOWLEDGE

Experience of managing non-profit organisation and athlete management firms developed my understanding of finance. I have come to realise, for a sport organisation to maintain financial stability, the sport must be cherished by people. That is only possible through honesty, integrity, and transparency.

### ADMINISTRATIVE KNOWLEDGE SKILLED

Holding key executive positions in several sport and non-profit organisations, I am asked for my advice and knowledge of administrations in sport organisations. Administrative effectiveness is based on setting firm objectives and targets, reaching short and long-term milestones to progress towards success.

### GOVERNANCE KNOWLEDGE SKILLED

Expert on Governance, thanks to holding various positions in sport organisations and running a non-profit organisation, and taking rigorous training courses on Governance and Compliance. Our sport must continue to conduct good governance and support the Member Federations in implementing this concept.

### INTERNATIONAL RELATIONS SKILLED

As an Olympic Medallist, holding positions in IOC Olympism 365, Special Olympics Nippon, Laureus Sport For Good, and involvement in NPO Hearts of Gold an organisation dedicated to international social work through sport, my knowledge of building international relations will be a strong asset for Athletics.

### OTHER SIGNIFICANT INTERESTS

LEGAL ENTITY	ROLE
K.K. Animo Museum	President



# BEATRICE PATIENCE AYIKORU

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
UGA

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH (FLUENT)  
LUGBARA (FLUENT)  
ITALIAN (BASIC)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Beatrice is a former national athlete in 3,000m, 10,000m, cross country and road running. She represented Uganda in international competitions including Africa Games and two World University Games. She held two national records (10,000m/ marathon) and medalist in East Africa Athletics Championships. She is a recipient of national awards

### PROFESSIONAL CAREER

- Beatrice is a senior social worker in Government of Uganda with key responsibilities of policy development, programming and capacity building for youth. She has been involved in the development of strategic plans for government, Athletics Federation and Olympic Committee. She conducts sports management sessions for Sports National Organisations

### SPORT ADMINISTRATION

- Beatrice has been World Athletics Council Member, General Secretary Uganda Athletic Federation, Secretary General Olympic Committee, and Deputy Development Director Africa since 2019, 2008, 2021, 2017 to date respectively. She was Vice President NOC, Member, World Cross Country Committee, Treasurer Athletics Federation. She received awards for serving Athletics



# COMPETENCY STATEMENT

## VISION AND PASSION

My vision is to see that there is space for each one of us to contribute in Athletics development without discrimination and that athletes are at the centre of all actions in the growth of the sport. I am passionate and ready to instill unwavering commitment to serve within Athletics family.

## REASONS WHY I AM SEEKING ELECTION

Good leadership and support at global levels influence the dreams of every athlete to achieve his/her full potential in Athletics. I believe that I possess the requisite sports administrative experience, commitment and skill to contribute to the leadership of the Athletics family and achievement of the dreams of the athletes.

## WHAT I WILL BRING TO THE ROLE

I bring passion, knowledge and experience of many years in Athletics and Olympic Movement. My personal/collective contributions to Athletics as current member of World Athletics Council, Development Commission, Safeguarding, World Plan and Gender Leadership working groups/taskforce is added value. Service at World Athletics Council requires passion, knowledge and expertise.

## LEADERSHIP EXPERT

I competently understand the concept of leadership with the knowledge and long service in Athletics training and management. I demonstrate credible leadership, encourage personal accountability and champion initiatives that reinforce vision for growth of athletics evidenced in my positions as Secretary General at Federation and Olympic Committee.

## STRATEGIC THINKING SKILLED

Strategic thinking is a skill I clearly understand that enables one to actively explore new possibilities, identifying how to create more value, take actions on innovative ideas and champion them for development of Athletics. I have been exposed to strategic thinking at workplace, Athletics and sports management.

## KNOWLEDGE OF ATHLETICS EXPERT

I demonstrate professional knowledge of Athletics, drawn from my experience as a former athlete, training as Level I Athletics coach and official, my long service as an administrator and Deputy Director of development in Africa. The knowledge, own experience and expertise provide good judgement to serve at World Athletics Council.

## DECISION-MAKING SKILLED

I understand and make logical analysis of relevant information and factors adaptable to dynamic environment in which Athletics operates while remaining focused at decision making. I have the competency to generate ideas, develop appropriate solutions and take actions that provide new insights into the development of Athletics. I am objective.



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### HONESTY AND INTEGRITY APPLIED KNOWLEDGE

I have high understanding of the values of athletics and need to monitor own actions for consistency, being trustworthy, open and honest. I value the importance of providing quality services without inducements. My competency in this area is enhanced by the World Athletics online Ethical Compliance course I undertook.

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### INTERPERSONAL COMMUNICATION SKILLED

I fully understand the impact of messages/information on others. Especially and therefore actively listen and speak with respect. Through exposure in current and previous positions in athletics administration and management, I have learnt to actively listen, provide clear messages, and respect the rights/roles and opinions of others in Athletics.

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### ORGANISATIONAL AWARENESS EXPERT

I fully understand the goals of athletics at world, area and national levels and the need to focus on knowledge, skills and attitudes and general work environment. I have capacity to train/mentor, inspire and motivate people to build strong working team that can enhance efficiency and effectiveness in Athletics development.

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### FINANCIAL UNDERSTANDING APPLIED KNOWLEDGE

I have some knowledge on basic financial policies and procedures. As a planner and budget officer at my professional workplace under the Government and a former Treasurer of the Athletics Federation, I am familiar with overall financial management processes. I am able to contribute in financial discussions.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

I have a long experience and footprint in administration generally and in sports with focus on Athletics. This is supported by professional training with a Post Graduate Diploma in Public Administration and International Executive Masters in Sports Organisation Management. I have high level administrative knowledge of Athletics.

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### GOVERNANCE KNOWLEDGE EXPERT

I have the knowledge, skill and professional grounding in governance through senior roles in sports and public administration with over 20 years' experience managing sports organizations at national and international levels. I have an academic record anchored in governance through Masters in Executive Management of Sports Organisations (MEMOS).

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### INTERNATIONAL RELATIONS APPLIED KNOWLEDGE

Global athletics requires the need to understand the diversity of the people who serve the sport. My experiences at the National Federation, Olympic Committee, Africa, World Athletics Council and Working Groups with global membership has equipped me with international relations skills. I am capable of handling relations with colleagues in Athletics.

# BIOGRAPHY

## SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Former World Record, Triple Jump
- USATF Hall of Fame Inductee
- 1983 World Champions Silver Medalist
- 1985 World Cup Champion
- Two-time Olympian
- Olympic Team Captain, Athletics
- 1985 USOC Sportsman of the Year
- UNESCO Fair Play Award Nominee
- NCAA Scholar Athlete of the Year
- NCAA Post Graduate Scholarship
- Four-time NCAA All-American

## PROFESSIONAL CAREER

- President/CEO, HSJ, Incorporated
- Director of Athlete Services, Atlanta Olympic Games Village
- Deputy Venue Director, World Cup USA 1994
- Managing Director, BanKo Consulting
- Goodwill Ambassador, Goodwill Games TURNER BROADCASTING COMPANY,
- Lecturer, CHUKYO UNIVERSITY, JAPAN
- Coordinator, FUJI TELEVISION NETWORKS, INC. JAPAN

## SPORT ADMINISTRATION

- Council Member, World Athletics
- Chairman, World Plan for Athletics Working Group
- Member, USATF Board of Directors
- Member, World Olympians Executive Committee
- President, United States Olympians
- Chairman, USATF Athletes Advisory Committee
- President, USATF Alumni Association
- Member, World Sports Forum Advisory Board



# WILLIE BANKS

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
USA

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH (NATIVE)  
JAPANESE  
(CONVERSATIONAL)



# COMPETENCY STATEMENT

## VISION AND PASSION

When I originally ran for Council, I wanted to make Athletics the number one sport in the world. Over the last three and a half years my passion for Athletics has grown along with my ability to actually do something in furtherance of my desire to make the sport number one, thanks to the World Plan.

## REASONS WHY I AM SEEKING ELECTION

I want to be reelected to finish the job that was offered to me by President Coe, to grow the sport of Athletics into one of the top three sports in the world. As Chairperson of the working group to develop the World Plan, and as the continuing Chairperson of the Working Group to Implement the World Plan, I want to continue on the Council.

## WHAT I WILL BRING TO THE ROLE

As a current Council Member, I believe I have brought knowledge, energy, integrity, and a passion for success. I have been instrumental in the creation and implementation of the World Plan of Athletics, the plan for the future of our sport and the pathway to growth amongst all stakeholders.

### LEADERSHIP EXPERT

I have been elected by my peers and served on many organizations as an officer in sports (USATF, World Olympians and World Athletics) and business.

### STRATEGIC THINKING EXPERT

I serve as Chairperson of World Athletics' World Plan for Athletics. This is an eight-year plan on how to grow the sport. I believe World Athletics' leadership recognized my strategic thinking and placed me in this position.

### KNOWLEDGE OF ATHLETICS EXPERT

I have been in athletics for 55 years as an elite athlete, promoter, administrator and official. I am well qualified with the knowledge I possess.

### DECISION-MAKING EXPERT

Currently, I sit on the World Athletics Council and I help formulate policies and I vote on decisions that effect the entire sport.

### HONESTY AND INTEGRITY EXPERT

My reputation for honesty and integrity is well known. I believe that they are core values that I hold very dear to my character.

### INTERPERSONAL COMMUNICATION EXPERT

I enjoy being with people and working with anyone who wants to empower others. I have been a speaker and mentor for decades.

### ORGANISATIONAL AWARENESS EXPERT

As I mentioned earlier, I have spent the last 3.5 years as a Council member. I also am chair of the World Plan for Athletics which gives me special insights into World Athletics.



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### FINANCIAL UNDERSTANDING EXPERT

I am familiar with financial policies and procedures. I run a business and have served on Boards of Directors for the United States Track and Field Federation.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

I have been an administrator in several sports as well as Athletics.

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### GOVERNANCE KNOWLEDGE EXPERT

I have helped develop governance policies in many organizations including Olympic and Athletics.

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### INTERNATIONAL RELATIONS EXPERT

I have been on Executive Committees of international organizations like the World Olympians and World Athletics.

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### OTHER SIGNIFICANT INTERESTS

LEGAL ENTITY	ROLE
World Record Camps, LLC	Owner
Riaz, LLC	Partner



# SYLVIA BARLAG

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
NED

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
DUTCH (NATIVE)  
ENGLISH (FLUENT)  
FRENCH (FLUENT)  
GERMAN (FLUENT)  
ITALIAN (BASIC)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- I am a Combined Events Olympian (Moscow, 1980) who has won 24 national championships titles in athletics. I competed in various sports at national level before, during and after my athletics career. I am a general sports addict, and a recreational runner and golf player today

### PROFESSIONAL CAREER

- Having a PhD in physics (Amsterdam, 1984), I have been a researcher and research manager in public institutions for much of my career. My last professional years I spent in a large international high-tech company directing quality and security. Today, I am a board member of the Netherlands' Physical Society

### SPORT ADMINISTRATION

- My contribution to sport administration spans many years and levels. I applied my knowledge and experience and my professional background in Councils, commissions and working groups at Netherlands', European, and World Athletics levels. I am an Honorary Council Member of European Athletics





# COMPETENCY STATEMENT

## VISION AND PASSION

The future of athletics depends on keeping appeal to young people. Like most of today's athletes, I am passionate about the sustainable development and innovation of athletics, with care for the environment and respect for the wellbeing of all involved persons. World Athletics must continue to lead in this respect.

## REASONS WHY I AM SEEKING ELECTION

My athletics passion is the primary reason for seeking election. My (re-)election would give me the opportunity to make people around the world enjoy athletics as much as I do.

## WHAT I WILL BRING TO THE ROLE

To be successful, World Athletics's Council needs dedicated representatives of varying backgrounds. I believe I bring an interesting combination of competences, knowledge, and experience to World Athletics's Council through my athletics, scientific, and company career.

### LEADERSHIP SKILLED

I have provided leadership and guidance in various working/advisory groups, among which the Doping Review Board and shoes WG for World Athletics, the evaluation of governance practices in European MFs, etc. I have successfully led the renewal of the security approach in my last professional job.

### STRATEGIC THINKING SKILLED

As good example of strategic thinking I mention the vision/mission statement and accompanying strategic plan that I developed for the Netherlands' Physical Society to improve Diversity and Inclusion in the field of physics in The Netherlands. I received compliments from the board and from a well-known external expert.

### KNOWLEDGE OF ATHLETICS EXPERT

My contribution to discussions concerning competition and technical rules and my performance as technical delegate at various high-level international competitions prove my athletics knowledge.

### DECISION-MAKING SKILLED

I am a thoughtful person, who's capable of taking decisions when, where and as required. When importance or urgency require speed, I don't hesitate.

### HONESTY AND INTEGRITY EXPERT

Various persons who play or have played a role in international athletics acknowledge my honesty and integrity in word and deed. It is difficult to judge yourself in this respect.

### INTERPERSONAL COMMUNICATION SKILLED

My modest upbringing, in combination with my academic education, gave me the ability to talk with people of all backgrounds. I listen and always show respect towards others in discussions and when acting. These skills have also made me a mentor for various sports persons.



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### ORGANISATIONAL AWARENESS SKILLED

I understand the importance of seeing through workplaces dynamics, in which formal structures and networks, whether formal or informal, are instrumental to get things done and in which frictions and tensions are adverse agencies.

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### FINANCIAL UNDERSTANDING APPLIED KNOWLEDGE

As a long-time board member in various organisations, I have developed enough understanding of financial matters to apply this in practical situations. I am treasurer of a small (ideological) foundation in the Netherlands.

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### ADMINISTRATIVE KNOWLEDGE SKILLED

Like with organisational awareness, I understand administrative processes, their roles and implications, and their importance for the operations of an organisation.

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### GOVERNANCE KNOWLEDGE SKILLED

Although I don't have a juridical education, my logical approach to governance matters is akin to that of a juridical expert. Generally, my experience in design and management of processes turns out to be practical and valuable in the improvement of governance.

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### INTERNATIONAL RELATIONS EXPERT

I feel confident and at home in the different cultures represented in World Athletics. My professional life has mainly evolved in international environments, in which maintaining international and cross-cultural relationships is important.



# FATİH ÇİNTİMAR

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
TUR

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
TURKISH (FLUENT)  
ENGLISH (BASIC)  
ARABIC (BASIC)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- He was a professional athlete in the national team between 1984-2002. He wore the national team jersey 103 times in his sports life, which started in Erzurum PTT. He had achieved successful results in cross country and road races, Çintimar won first place in 10 kilometres in the Eurasia Marathon, the Trabzon Half Marathon, and the Turkey Cross Country Championship

### PROFESSIONAL CAREER

- I started my career as a lecturer in Management and Organization at Erzurum Atatürk University. Then I worked as the Provincial Director of Sports for 11 years in Erzurum. During my 11 years of business life, I worked as the Coordinator of the Winter Universiade, president of the Turkish Ice Hockey Federation, and Deputy Coordinator of the Mediterranean Games. I have constructed many national and international projects in this period

### SPORT ADMINISTRATION

- President of Turkish Ice Hockey Federation
- Coordinator of Winter University Games in 2011, Erzurum
- Deputy Coordinator of Mediterranean Games in 2013, Mersin
- Provincial Director of Sports and Youth in Erzurum between 2003-2013
- President of Turkish Athletic Federation since 2013



# COMPETENCY STATEMENT

## VISION & PASSION

To contribute to making athletics the most popular sport in the world, by spreading athletics to every age. I believe that I will contribute to the non-political sports environment, gender equality as well as more healthy society in the world.

## REASONS WHY I AM SEEKING ELECTION

I would like to contribute to developing athletics worldwide and represent my country in the global environment to carry athletics forward.

## WHAT I WILL BRING TO THE ROLE

I spent all my life in sports and athletics as an athlete and administrator. I am ready to work for World Athletics 7/24, taking responsibility and sharing all my national and international experiences to contribute to developing athletics on every scale.

### LEADERSHIP EXPERT

My professional career shows that I am an expert in Leadership with demonstrated skills and knowledge to train others and set new standards for this competency as most people will agree.

### STRATEGIC THINKING EXPERT

I am an expert in Strategic Thinking with all my experiences and my professional career in leadership for many years as most people will agree who worked with me.

### KNOWLEDGE OF ATHLETICS EXPERT

I believe that I have high-level knowledge in athletics with my long-term sports and professional career as well as administration experiences in athletics.

### DECISION-MAKING EXPERT

My long-term professional career shows that I am an expert as a decision-maker in every situation and environment.

### HONESTY AND INTEGRITY EXPERT

Most people will agree that I am an expert in honesty and integrity in my long-term sports and professional career. I fight against every non-integrity issue in my professional career to develop and secure an athletics environment in my country.

### INTERPERSONAL COMMUNICATION EXPERT

I carried my Interpersonal Communication skill to the expert level during my professional career of 20 years as most people will agree.



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### ORGANISATIONAL AWARENESS EXPERT

I carried my organisational awareness skill to the expert level during my professional career of 20 years as most people will agree. I have the knowledge to train and develop others in this competency.

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### FINANCIAL UNDERSTANDING EXPERT

I have many experiences in every level of administration to be an expert in financial understanding for 20 years.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

I have many national and international experiences in every level of administration to be an expert in Administrative Knowledge for 20 years as most people will agree.

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### GOVERNANCE KNOWLEDGE EXPERT

I have many national and international experiences in every level of administration to be an expert in Governance Knowledge for 20 years as most people will agree.

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### INTERNATIONAL RELATIONS EXPERT

I have many international sports and project experiences in every level of administration to be an expert in International Relations for 20 years.



# NATALIIA DOBRYNSKA

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
UKR

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH (FLUENT)  
UKRAINIAN (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Olympic gold medalist in Heptathlon at the 2008 Beijing Olympics; World indoor champion in Pentathlon at the 2012 Istanbul World championships. World record holder till 2023 with 5013 points. First athlete to reach 5000 points in Pentathlon; World indoor silver medalist in Pentathlon in Doha 2010

### PROFESSIONAL CAREER

- Vice President EOC Athlete Commission 2013-2017; Vice President of the Athletics Federation of Ukraine since 2012; Head of the Athletics commission in Athletics Federation of Ukraine since 2013; Member of the Executive committee of National Olympic Committee of Ukraine - 2018-2022; Member of National Olympic Committee of Ukraine - 2006-2022

### SPORT ADMINISTRATION

- Over the last decade, I have actively engaged in over 25 international sports events, conferences, meet-ups, championships, and workshops, while also attending numerous conferences organized by EOC, IOC, NOC. These events provided an excellent opportunity for in-depth discussions and collaborative efforts on pressing topics, such as gender equality, anti-doping measures, and post-sport career



# COMPETENCY STATEMENT

## VISION & PASSION

My vision is to build an international sports community that prioritizes support, integrity, and fairness. As an Olympic champion, I strive to inspire fellow athletes to achieve their best performance. My mission is to advance in international sport politics and create a supportive environment that fosters support for athletes and organizations within World Athletics.

## REASONS WHY I AM SEEKING ELECTION

In my pursuit to enhance my skills and experience, I have honed my abilities in the local sports authority. I am now eager to broaden my horizons and contribute to the global sports community, with the goal of making a positive impact worldwide.

## WHAT I WILL BRING TO THE ROLE

As a committed and dependable team player, I promote and contribute my knowledge to the board. I bring with me a wealth of experience and a strong work ethic that I am confident will benefit the team.

## LEADERSHIP EXPERT

Having been the captain of the National Team of Ukraine since childhood, I have honed my leadership skills over the years. As a current leader in the Ukrainian Athletics Federation, I am committed to promoting the best interests of our athletes through transparency and accountability, while working collaboratively with other members to make informed decisions that advance the sport of athletics both locally and globally.

## STRATEGIC THINKING EXPERT

Throughout my athletic and professional career, I have prioritized a strategic approach in both sports and post-sport endeavors. I possess a deep understanding of the tools and practices required for success, and have developed effective strategies at the local level. With this experience, I am confident in my ability to apply these strategies globally for maximum impact.

## KNOWLEDGE OF ATHLETICS EXPERT

With 33 years of experience as high-end athlete and a PhD expert in sports, I possess a deep understanding of psychology, physiology, coaching, injury recovery, and anti-doping practices. My expertise allows me to make informed decisions and provide valuable insight to enhance the sport of athletics. As a multi-event sports athlete, I possess a profound understanding of various athletic events.

## DECISION-MAKING EXPERT

As the leader of Ukraine's athlete commission for a decade, decision-making has become second nature to me. I value collaboration and believe in finding compromises between sports authorities and the athletic community to achieve shared objectives.



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### HONESTY AND INTEGRITY EXPERT

As a human, I have always held honesty and integrity in high regard. I understand the critical role of fair play and ethical conduct in sports. As a Council member, I pledge to uphold the values of honesty and integrity to ensure that athletes' best interests and the integrity of the sport of athletics are paramount.

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### INTERPERSONAL COMMUNICATION EXPERT

I have developed Interpersonal communication skills that allow me to connect with athletes, coaches, officials, and stakeholders. I recognise the importance of active listening, clear articulation, and empathy in building positive relationships and resolving conflicts. I will utilise these skills to promote open communication and collaboration, ensuring the advancement of athletics worldwide.

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### ORGANISATIONAL AWARENESS EXPERT

Throughout my post-sport career, I have held membership and leadership positions in numerous organizations, including the National Olympic Committee of Ukraine, Ukrainian Athletic Federation, and European Athletics. While this has provided me with knowledge and awareness, I remain committed to continuous learning and believe there is always more for me to discover in this area.

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### FINANCIAL UNDERSTANDING GENERAL AWARENESS

I recognize that a strong understanding of finance can be gained through private business experience, which I have not had in my career working for state and sponsored authorities. However, I am eager to expand my knowledge in this area.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

A demonstration of my administrative skills is found in the education project "Sport Camp and More." I led the team in its development and implementation, from assembling the NOC, sponsors, and logistics, to managing over 5000 participants from various countries. This project showcases my ability to organize, manage and execute complex initiatives successfully.

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### GOVERNANCE KNOWLEDGE SKILLED

Despite not having a formal educational degree in Governance, my 15 years of experience in sports administration has instilled in me the value of effective governance practices and culture within organizations.

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### INTERNATIONAL RELATIONS SKILLED

As the head of the Ukrainian athletics federation, I have prioritized building strong relationships with colleagues worldwide through effective international communication and collaboration. I have actively participated in international conferences and meetups to broaden my knowledge and expertise, which will enable me to contribute positively to the global athletics community.





## **NAWAL EL MOUTAWAKEL**

**POSITION(S) SOUGHT**  
**INDIVIDUAL**  
**COUNCIL MEMBER**

**MEMBER FEDERATION**  
**MAR**

**LANGUAGE(S) SPOKEN**  
**AND LEVEL OF FLUENCY**  
**ARABIC (NATIVE SPEAKER)**  
**FRENCH (FLUENT)**  
**ENGLISH (FLUENT)**

## **BIOGRAPHY**

### **SPORT CAREER & ATHLETICS ACHIEVEMENTS**

- Moroccan 100m, 200m & 400m Hurdles Champion 1977-1978, African 400m Hurdles Champion 1983,
- USA - NCAA 400m Hurdles Champion 1984; 1984 Los Angeles Olympic Games 400m Hurdles Champion; 400m Hurdles Gold Medal Winner at the Mediterranean Games - Morocco 1983 and Syria 1987; 400m Hurdles Bronze Medal Winner World University Games, Japan 1985 and Gold Medal Winner in Zagreb 1987

### **PROFESSIONAL CAREER**

- Secretary of State for the Minister of Social Affairs with responsibility for Youth and Sports (1997-1998); Executive Director of the Banque Marocaine de Commerce Extérieur Foundation (1998-2003); Minister of Youth and Sports (2007-2009); Member of Parliament (2016-2021)

### **SPORT ADMINISTRATION**

- IAAF Athletes' Commission 1989; national sprint and hurdles trainer 1990; CNOM member, elite commission 1992; national deputy technical director FRMA 1993; FRMA 1997; CAA Council Member 1995; IAAF Council Member 1995; CIJF 1997-2005 Member; CIJM 1998 Member; Laureus 2000 Member; AMSD 2002 President; Member of the Jury of Appeal and technical delegate



# COMPETENCY STATEMENT

## VISION & PASSION

By submitting this application, as supported by the Royal Moroccan Athletics Federation as an individual member of the World Athletics Council, I undertake with all honesty and integrity, to provide a dedicated contribution to our sport.

## REASONS WHY I AM SEEKING ELECTION

In order to focus on the promotion and development of international athletics.

## WHAT I WILL BRING TO THE ROLE

Having gained rich experience as both an athlete, manager, and former Minister of Sports in Morocco, I wish to serve athletics wholeheartedly and efficiently and will continue to pour my energy into and apply myself fully by using my varied skillset in order to face the significant challenges which await us.

### LEADERSHIP EXPERT

I can create unity, provide leadership and work collaboratively to find solutions, I possess strong interpersonal and listening skills, am extremely considerate, supportive and have an openminded outlook. These are the skills which I would bring and apply to the benefit of the athletics family.

### STRATEGIC THINKING EXPERT

All tools will be put to effective use to achieve the goals of World Athletics.

It will be a case of presenting an overview that is to be supported and shared by all stakeholders, thereby prioritising opportunities to confront any potential risks.

### KNOWLEDGE OF ATHLETICS EXPERT

A highly formative four decades in the world of athletics as both an athlete and a manager have taken me along a path that has enriched my knowledge and strengthened my skills.

### DECISION-MAKING EXPERT

By drawing on my experience, my life, and my contextual knowledge, I have acquired a mindset that allows me to evaluate risks and execute well-informed decision-making in complex situations.

### HONESTY AND INTEGRITY EXPERT

As always, I will act with absolute integrity and honesty while faithfully adhering to the values of World Athletics to make fair decisions.

### INTERPERSONAL COMMUNICATION EXPERT

Given my experience where interpersonal communication is concerned, I will use all the assets at my disposal to convey, share and explain everything which affects our values, affairs, and ideas in all situations.



### ORGANISATIONAL AWARENESS EXPERT

The human (the athlete) who I will serve will be central to everything I do for one clear reason, namely our organisational needs and expectations.

### FINANCIAL UNDERSTANDING SKILLED

I will work with absolute integrity and in close collaboration with the supervisory department as well as within the Council to evaluate draft budgets drawn up to achieve set goals.

### ADMINISTRATIVE KNOWLEDGE EXPERT

Having participated in, led and organised multiple congresses, seminars, training sessions and forums at a national, continent-wide, and international level, I am recognised for my administrative skills and strengths.

### GOVERNANCE KNOWLEDGE EXPERT

The recent years I have spent working as part of different administrations both for my country's government, as well as on the international stage have instilled me with deep knowledge of administrative management and governance.

### INTERNATIONAL RELATIONS EXPERT

As a member of several national, continental, and international bodies I have established a network of relationships which provides me with advantageous support and positioning whenever necessary.

### OTHER SIGNIFICANT INTERESTS

LEGAL ENTITY	ROLE
Fondation Olympique	Executive Board Member



# GARTH GAYLE

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
JAM

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- World Athletics Technical Committee – 2015-2019
- World Athletics Silver Technical Official
- World Athletics Level 1 Official lecturer

### PROFESSIONAL CAREER

- Secondary School Principal – 2002-present
- Justice of the Peace – St. Catherine, Jamaica

### SPORT ADMINISTRATION

- General Secretary – JAAA – 2000-2020
- President – JAAA – 2020 – Present
- Council Member – NACAC – 2015-2019



# COMPETENCY STATEMENT

## VISION & PASSION

My goal for athletics, as a skilled administrator, is to create a world community that values diversity, justice, and greatness. Promoting grassroots growth, athlete welfare, and anti-doping programs are causes close to my heart. I want to broaden the sport's appeal, motivate the following generation, and preserve its purity by working together.

## REASONS WHY I AM SEEKING ELECTION

The World Athletics Body is a position I'm vying for due to my love of athletics and considerable administrative background. As a skilled official, I am dedicated to advancing equity, openness, and diversity in all facets of the game. My goal is to support the expansion and improvement of athletics on a global scale.

## WHAT I WILL BRING TO THE ROLE

I will offer a creative perspective to the position as a skilled administrator, focusing on fostering diversity, openness, and responsibility within the World Athletics Body. My expertise in leading large organizations, putting in place strong governance frameworks, and cultivating partnerships can help advance athletics on a worldwide scale.

### LEADERSHIP EXPERT

President of the JAAA and school Principal. Leader with extensive experience who has a track record of successfully leading teams and enacting positive change. I am capable of making sound decisions and building productive working relationships.

### STRATEGIC THINKING EXPERT

Served on several school boards at all levels. I've demonstrated my ability to analyze complex issues, and derive creative solutions. I'm excellent at connecting long-term goals with doable activities, developing teamwork, and delivering results that have an impact. The Council's vision would be effectively executed by my tactical approach.

### KNOWLEDGE OF ATHLETICS EXPERT

World Athletics TOEC Level 1 lecturer. My extensive sporting knowledge allows me to support initiatives that advance physical well-being, inclusivity, and community involvement. I'll use my knowledge to improve sports programs, help regional athletes, and promote active and healthy living among all.

### DECISION-MAKING EXPERT

I serve at various level in the teaching profession. I am excellent at making well-informed decisions. I use my judgment to balance risks and advantages while giving the needs of the stakeholders top priority. Decisions are fair, responsible, and advantageous for all constituents thanks to my commitment to transparency and inclusivity.



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### HONESTY AND INTEGRITY EXPERT

I am Justice of the Peace. I represent uncompromising honesty and integrity as a Council candidate. My dedication to openness promotes confidence among people and fosters honest deliberation and communication. I'll uphold the highest ethical standards while building a trustworthy environment for efficient leadership and neighborhood growth.

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### INTERPERSONAL COMMUNICATION EXPERT

I'm a master at promoting productive conversation among a variety of groups. I am able to interact effectively, promote open discussions, and guarantee that the perspectives of all stakeholders are heard and respected thanks to my good active listening skills, empathy, and flexibility in how I communicate.

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### ORGANISATIONAL AWARENESS EXPERT

Active in committees and boards of management. My organizational skills, which is shown in my ability to comprehend and use convoluted Council structures, policies, and processes. In order to ensure effective and transparent governance for the community, I use this expertise to recognize strategic possibilities, create successful collaborations.

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### FINANCIAL UNDERSTANDING EXPERT

I manage both school and federations budgets. I have a thorough understanding of forecasting, budgeting, and financial decision-making. I will be able to make wise and responsible decisions for the Council's financial stability thanks to my experience analyzing financial data and putting cost-effective ideas into practice.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

Manage day to day running of federation and school. I have a wealth of administrative experience am skilled at handling a variety of tasks effectively. I am dedicated to using my experience to support the Council's goals. I am able to streamline processes, coordinate resources, and I guarantee effective communication.

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### GOVERNANCE KNOWLEDGE EXPERT

Member of Social Development Fund and NACAC panel. I have a thorough understanding of governance principles and the skills necessary to make valuable Council deliberations. My knowledge of governance frameworks, and best practices guarantees ethical government, enhancing the welfare of the community and encouraging an accountable Council environment.

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### INTERNATIONAL RELATIONS EXPERT

I served at NACAC as a Council Member. I am well-versed in both diplomatic conventions and global dynamics, which enables me to successfully handle global challenges. I am dedicated to building relations and pursuing common objectives, and I have a track record of facilitating cross-cultural collaboration and negotiating win-win situations.



# JEAN GRACIA

**POSITION(S) SOUGHT**  
**INDIVIDUAL**  
**COUNCIL MEMBER**

**MEMBER FEDERATION**  
**FRA**

**LANGUAGE(S) SPOKEN**  
**AND LEVEL OF FLUENCY**  
**FRENCH**  
**ENGLISH**  
**SPANISH**  
**CATALAN**

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- European Athletics: Vice-President and Executive Board member (2011-2027). French Athletics Federation: Vice-President (2020-2024). Mediterranean Athletics: General Secretary (2011-2023)
- World Athletics: Commissions Member (competition, development, masters, and remuneration)
- European Athletics: Commissions Head (Development and Clubs)

### PROFESSIONAL CAREER

- Texas Instruments France, semi-conductor manufacturer (1977-1992): Variety of roles held in the company: Technician, Engineer, Business Analyst, and IT Project Manager
- French Athletics Federation: General Director and Chief of Staff (1992-2015)
- World Athletics: General Secretary (2016)

### SPORT ADMINISTRATION

- Director of multiple championships: World Indoor Championships 1997. Cross-Country World Championships 2005. Junior World Championships 1998. World Half-Marathon Championships 1995. World Race Walking Cup 1999. European Indoor Championships 1994, 2011. European Cup 1995, 1999, 2002, 2008. European Cup Combined Events 1994, 2001, 2006. European 10,000m Cup 2010. European Throwing Cup 2001 & 2010. European Mountain Running Championships 2007 & 2014



# COMPETENCY STATEMENT

## VISION & PASSION

Athletics is a universal sport which fuses emotion, excellence, performance, and aesthetics. We love our sport; it has helped us to grow and become the people we are today. We should aim to go from strength to strength and continue our development. The world is changing, needs are changing, and we should always have a head start.

## REASONS WHY I AM SEEKING ELECTION

Having carried out operational roles at the French Federation, in the capacity of General Director then at World Athletics as General Secretary, I believe I am ready to fulfil the policy and strategy dimensions of a World Athletics Council Member position. My experience at the heart of European Athletics as Vice-President with responsibility for development is an additional strength.

## WHAT I WILL BRING TO THE ROLE

I look forward to helping strengthen and better prepare federations for the challenges of tomorrow. World Athletics and the component areas should support and assist the federations. No two federations are alike, each possesses its own particularities. We will therefore need bespoke programmes if we are to make progress and provide Athletics with the means to remain an essential headline sport.

## LEADERSHIP EXPERT

Positions of responsibility: President of the Cannes Athletics Club, Vice-President of the Alpes-Maritimes department committee, Vice-President of the Côte d'Azur regional league, Director of the French Athletics Federation, General Secretary of Mediterranean Athletics, Vice-President of European Athletics, General Secretary of World Athletics and President of the Paris 2020 organisation committee.

## STRATEGIC THINKING EXPERT

Positions of responsibility: President of the Cannes Athletics Club, Vice-President of the Alpes-Maritimes department committee, Vice-President of the Côte d'Azur regional league, Director of the French Athletics Federation, General Secretary of Mediterranean Athletics, Vice-President of European Athletics, General Secretary of World Athletics and President of the Paris 2020 organisation committee.

## KNOWLEDGE OF ATHLETICS EXPERT

Whole-heartedly invested in the world of athletics since 1972. Initially as an athlete (sprinter): French 50m record holder, 3rd at the 1979 World University Championships. Subsequently as the director of a club, department committee, regional league, and lastly as the head of National, European, and International federations.

## DECISION-MAKING EXPERT

President of the Cannes Athletics Club, Vice-President of the Alpes-Maritimes department committee, Vice-President of the Côte d'Azur regional league, Director of the French Athletics Federation, General Secretary of Mediterranean Athletics, Vice-President of European Athletics, General Secretary of World Athletics and President of the Paris 2020 organisation committee.





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## HONESTY AND INTEGRITY EXPERT

French Athletics Federation: Creation and implementation of a code of ethics and professional conduct, introduction of criminal record checks in collaboration with the Ministry of Sport and the Ministry of Justice.

European Athletics: Head of the working group responsible for modifying the constitution to better reflect that of World Athletics and incorporate all matters of integrity.

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## INTERPERSONAL COMMUNICATION EXPERT

Permanent use of all available modern communication channels: Email, WhatsApp, Messenger as well as the majority of social media platforms (Facebook, Twitter, LinkedIn, and Instagram). Similarly effective communication through the organisation of conferences, seminars, conventions, etc.

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## ORGANISATIONAL AWARENESS EXPERT

Organiser of multiple local, national, and international competitions as well as multiple events such as the 1995 International Calendar Conference, the 2003 IAAF Congress, the 2007 European Athletics Congress in addition to World Athletics and European Athletics Council meetings.

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## FINANCIAL UNDERSTANDING EXPERT

Operational management of the French Athletics Federation budget with an average annual total of over €20m.

During the 1990s, implementation of an accounting management software system for the French Federation in accordance with accountancy regulations and alongside the introduction of an analytical strategy.

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## ADMINISTRATIVE KNOWLEDGE EXPERT

General Director of the French Athletics Federation for 24 years with a team of around sixty employees and an average annual budget of over €20m.

General Secretary of World Athletics with a substantial number of employees and during a critical period for the organisation notably involving a process of governance reform.

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## GOVERNANCE KNOWLEDGE EXPERT

General Director of the French Athletics Federation for 24 years with a team of around sixty employees and an average annual budget of over €20m.

General Secretary of World Athletics with a substantial number of employees and during a critical period for the organisation notably involving a process of governance reform.

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## INTERNATIONAL RELATIONS EXPERT

Director of numerous World and European Championships held in France since 1992 as well as numerous conferences, congresses, seminars, and international meetings.

General Secretary of Mediterranean Athletics.

Vice-President of European Athletics and responsible for development and education.

General Secretary of World Athletics.



# JAMES MOLOI

**POSITION(S) SOUGHT**  
**INDIVIDUAL**  
**COUNCIL MEMBER**

**MEMBER FEDERATION**  
**RSA**

**LANGUAGE(S) SPOKEN**  
**AND LEVEL OF FLUENCY**  
**SOUTH SOTHO (FLUENT)**  
**ZULU (FLUENT)**  
**AFRIKAANS (FLUENT)**  
**ENGLISH (FLUENT)**

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- I won a number of local races including international road races. Some of the highlight races are Lens half marathon in France, Varsity Kudus to mention a few. I also spent a number of years in France on a professional athlete programme

### PROFESSIONAL CAREER

- I am a sports manager at the city of Johannesburg and I have held this position for the past 33 years to date. I have a responsibility to manage sports facilities for accessibility to all sporting codes. I am also currently the President of Athletics South Africa, the national federation of athletics in South Africa

### SPORT ADMINISTRATION

- Prior to being nominated and elected as the President of Athletics South Africa, I was the President of Central Gauteng Athletics (CGA), a provincial body responsible for athletics in Gauteng, for a period of 8 years. I was the CGA Road Running Chairperson and Chairperson of Malcolm X Athletics Club from 2004 to 2010



# COMPETENCY STATEMENT

## VISION & PASSION

Part of the promise I make as a potential Council Member is to ensure that athletics is taken to greater heights through promoting the organizations' vision by prioritising the interests of athletes and promoting strong relations within World Athletics in its entirety.

## REASONS WHY I AM SEEKING ELECTION

To be given an opportunity for growth of knowledge on a world scale as this will grant a stepping stone for athletics within Member Federations to be bettered for future athletes that will potentially represent their countries on a world scale in the near future. To ensure that there are strong development structures within Member Federations.

## WHAT I WILL BRING TO THE ROLE

I will ensure that stability, sustainability, diversity and the principles of corporate governance are adhered to also to ensure that there are skills development opportunities available to Member Federations and lastly, improve the quality and quantity of Member Federations athletics programmes.

### LEADERSHIP SKILLED

Being in position of leadership, I understand that I should be accountable to the members I serve and I will be responsible and apply my mind accordingly.

### STRATEGIC THINKING APPLIED KNOWLEDGE

I understand the sports of athletics and the constant keeping up with all the rules assists me in thinking strategically when resolving issues or implementing new ideas.

### KNOWLEDGE OF ATHLETICS EXPERT

As a former athlete, I keep myself abreast of all athletics rules and regulations either current or new.

### DECISION-MAKING SKILLED

I strongly hold that all decisions I take will be for the benefit of the organization and the athletics family as a whole. As a member of the Council, I assure that the rules and regulations of the organization will be borne in mind when making any future decisions.

### HONESTY AND INTEGRITY SKILLED

As a member of the Council, I will be honest in all the engagements that I will undertake on behalf of the organization. I ensure that I will strongly discourage all actions that violate the organizations' standards and report these actions as soon as I am aware of same. Further I commit that I will not be involved in improper activities.



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### INTERPERSONAL COMMUNICATION APPLIED KNOWLEDGE

I will adhere to and respect the structure of communication set by the organization. I will always participate and present an alternative point of view where necessary.

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### ORGANISATIONAL AWARENESS APPLIED KNOWLEDGE

I ensure that I will continue to keep myself updated with the organizations' regulations, policies and new rules that are continuously published for the benefit of Member Federations and athletes in general.

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### FINANCIAL UNDERSTANDING GENERAL AWARENESS

I understand that any decisions that are taken by the organization have financial implications and I will therefore guard against misusing the finances of the organization.

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### ADMINISTRATIVE KNOWLEDGE APPLIED KNOWLEDGE

As President of Athletics South Africa I understand that there are procedures and processes that need to be followed for the successful running of the organization, I therefore ensure that I too will adhere and follow the procedures put in place by the organization. (i.e. Internal controls)

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### GOVERNANCE KNOWLEDGE APPLIED KNOWLEDGE

I understand the ultimate responsibility of overseeing the compliance with applicable laws, rules, codes and standards that are recognized in the organizations governance structures.

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### INTERNATIONAL RELATIONS APPLIED KNOWLEDGE

I will form cooperatives and engage with different members from different Member Federations and I appreciate the diversity that is within the organization.



# CYDONIE MOTHERSILL

**POSITION(S) SOUGHT**  
**INDIVIDUAL**  
**COUNCIL MEMBER**

**MEMBER FEDERATION**  
**CAY**

**LANGUAGE(S) SPOKEN**  
**AND LEVEL OF FLUENCY**  
**ENGLISH (FLUENT)**

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Five times Olympian| Olympic Finalist| World Athletics World Champion Bronze Medalist| Commonwealth Games Gold Medalist| Twice World Championships| Eight times World Athletics Finals| Five times CAC Championships winner |Pan Am. Games Silver Medalist

### PROFESSIONAL CAREER

- Program/Project Management
- Clemson University, BA
- Southern University New Hampshire, MS Sports Management
- World Athletics Continental Tour Meet Director

### SPORT ADMINISTRATION

- Served as Acting President, 1st Vice-President and elected three times as General Secretary| Former WADA Athletes Committee Member| Technical Director Cayman Islands MF| NACAC Council Member| Member of NACAC Gender Leadership Working Group| Mentor to NACAC Athletes Commission| World Athletics Competition Commission Member| World Athletics Nationality Review Panel Member



# COMPETENCY STATEMENT

## VISION & PASSION

I have learned and appreciate the impact that sport has and continues to have on individual discipline and professional and national development. Athletics is unique in this regard as it teaches the athlete the discipline necessary for self-realization, a life-long skill that goes beyond athletics.

## REASONS WHY I AM SEEKING ELECTION

I want to give back to the sport that has giving me so much by assisting in developing policies and practices based on accumulative experiences to level the playing field for all. As a former athlete and now an Administrator, I bring an approach that bridges the twin aspect of our sport - Athlete and Administrator.

## WHAT I WILL BRING TO THE ROLE

I bring the perspective of a relatively recently retired elite athlete, the experience of being a Coach, a former National Technical Director, and trained Sports Administrator who has functioned in the latter capacity at both the National and Regional levels and now desire to apply the insights I have obtained for the global betterment of the sport.

### LEADERSHIP SKILLED

Proficient in building positive relationships with all stakeholders and able to adapt positively and cohesively to changed circumstances. Possess the capability to articulate the mission, vision, and strategies of World Athletics and complete assigned tasks when due.

### STRATEGIC THINKING SKILLED

Ability to review, analyze, assess, and suggest such changes as may be appropriate to achieve the short, medium-, and long-term goals bearing in mind the constant evolving dynamics of the sport and society.

### KNOWLEDGE OF ATHLETICS SKILLED

As a World Class athlete, Coach, and National and Regional Administrator, I have been involved with the sport at virtually all levels.

### DECISION-MAKING SKILLED

Display balance thinking, combining wisdom, experience, and perspective when making decisions. Weighs the pros and cons of each option before making a decision and considers lessons learned from past experiences and the impact of the decisions on stakeholders.

### HONESTY AND INTEGRITY EXPERT

Respect and maintains confidentiality. Maintains transparency adheres to core values represented in decisions and actions. Display consistency in words and actions. Does not misrepresent self or use position or authority for personal gain.

### INTERPERSONAL COMMUNICATION EXPERT

Understand the interest and concerns of others and listen attentively to their ideas and concerns. Skilled in building rapport and finding common ground. Use clear and concise language while paying keen attention to personal feelings and show understanding and compassion for their perspectives.



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### ORGANISATIONAL AWARENESS SKILLED

Possess an acute awareness of the external policies of World Athletics coupled with a deep understanding of the reasoning and purposes behind critical policies, practices, and procedures of the organization.

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### FINANCIAL UNDERSTANDING GENERAL AWARENESS

Appreciates the importance of safeguarding the fiscal resources and reputation of the organization and the need to adhere to all internal financial and fiscal control procedure established to this end.

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### ADMINISTRATIVE KNOWLEDGE SKILLED

Having served on my national and regional bodies, I appreciate the need to follow administrative procedures, while at the same time look to improve and enhance such procedures as needed, not only for the benefit of the administration but for the sport in general.

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### GOVERNANCE KNOWLEDGE SKILLED

Develops and contributes to best practices. Actively pursues professional development and growth.

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### INTERNATIONAL RELATIONS SKILLED

Strong portfolio management. Remain open to different approaches to address needs or to resolve issues. Work from facts and a strong knowledge base.



# BADER NASER

**POSITION(S) SOUGHT**  
**INDIVIDUAL**  
**COUNCIL MEMBER**

**MEMBER FEDERATION**  
**BRN**

**LANGUAGE(S) SPOKEN**  
**AND LEVEL OF FLUENCY**  
**ENGLISH (FLUENT)**  
**ARABIC (FLUENT)**  
**SPANISH (FAIR)**  
**PERSIAN (FAIR)**

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- IAAF Certification NTO 2016
- National Federation Management Programme, World Academy of Sport, Bahrain Olympic Committee 2014
- Sports Management Course, International Olympic Committee, Bahrain Olympic Committee 2006

### PROFESSIONAL CAREER

- Master Degree in Project Management, British University of Dubai 2017
- BSc in Construction Management Engineering, Glasgow Caledonian University, Scotland 2004-2005

### SPORT ADMINISTRATION

- 2016 - to 2020 Bahrain Olympic Committee, Board member
- 2012 - to 2019 Bahrain Athletics Association, Board member, Assistant General Secretary, Head of public relations and media Commission
- 2019 - to Date Bahrain Athletics Association, Board member, Treasurer, Head of public relations and media Commission
- 2022 – to Date West Asia association, Board member





# COMPETENCY STATEMENT

## VISION & PASSION

To encourage people of all age groups to participate actively in athletics seeking positive community. Besides, promoting gender equality and empowering women. Accordingly we should apply high quality education & training courses to provide efficiency in the essential skills that maximize brain ability to lead and direct the body during competitions.

## REASONS WHY I AM SEEKING ELECTION

Giving me a unique opportunity to contribute great effort to carry out the potential and efficient changes and pursue further development in this esteemed athletics sectors worldwide. Besides, to care for athletes of all ages and skill levels to reach the peak levels of performance. Above all it's a great way to give back to athletics sector that potentially has been my sporting home long time.

## WHAT I WILL BRING TO THE ROLE

Because I was passionate to promote athletics as much as possible, with special concern to our brotherly federations requirements and do my best to help them overcoming what so ever difficulties, complications, challenges and technical hitches they may pass through. Additionally, I promise to be highly cooperative with all brotherly federations to ensure we are on track to achieve the World Athletics final goals.

### LEADERSHIP EXPERT

I have got strong leadership skills that I gained throughout the previous years. Besides, I have the ability to impose great impacts and inspire others with different backgrounds. Moreover, I can lead teams successfully.

### STRATEGIC THINKING SKILLED

I am a fast learner and having desire to learn something new every now and then. Also, I have analytical knowledge and I have got the ability to take risks after studying the whole situation.

### KNOWLEDGE OF ATHLETICS EXPERT

I have a wide knowledge in athletics as I was a player before and an administrator at present, which made me to be in direct contact with players and being aware of rules, techniques and a sense of joy to compete as well.

### DECISION-MAKING EXPERT

I've been in many situations that improved my skills in decision making to study the situations finding out what the best decision, as well as taking advices from people who have been in the same situation and not afraid to take risks.

### HONESTY AND INTEGRITY EXPERT

I value honesty and respect others even when conflict or disputes appears. I keep my words and promises. also, I'm reliable and trusted when regarding confidential information.

### INTERPERSONAL COMMUNICATION EXPERT

I have really strong communicational skills helped me to communicate easily with others and get their attention. In addition to that I can interact with them as well. I'm a good listener and speaker. Again, I always consider and appreciate others openness point of views and respect them willingly.



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### ORGANISATIONAL AWARENESS EXPERT

I can build ideas and decisions on what I observe from the people that I interacted with in meetings or informal conversations its type of analytical thinking and I can benefit from other colleagues' experiences in this field as well.

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### FINANCIAL UNDERSTANDING SKILLED

I have strong knowledge in Financial Understanding as I am responsible for the financial and auditing aspects in Bahrain Athletes Association for five years and aware of budget planning, Balance sheet, profit and loss and financial strategic planning.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

I effectively can manage and schedule most of administrative duties and working on time and restricted with deadlines.

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### GOVERNANCE KNOWLEDGE APPLIED KNOWLEDGE

I'm a responsible person I take responsibility for my actions and decisions and don't blame others for what I do, most people count on me either in taking decisions or actions as my responsiveness to many situations makes them feel really good about me and trusted me.

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### INTERNATIONAL RELATIONS EXPERT

I have strong relationships with many people around the world as I'm in athletics' field for a long time and my social personality makes my communicate with people who come from different backgrounds easily.



# ANNETTE PURVIS

**POSITION(S) SOUGHT**  
**INDIVIDUAL**  
**COUNCIL MEMBER**

**MEMBER FEDERATION**  
**NZL**

**LANGUAGE(S) SPOKEN**  
**AND LEVEL OF FLUENCY**  
**ENGLISH (FLUENT)**  
**TE REO MAORI (BEGINNER)**

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Achievements include Provincial and Club representation in Athletics. Technical Official at National and Area Championships. Recipient of IAAF Veteran Pin, Oceania Area Merit Award and Life Member of Athletics New Zealand. My proudest achievements have been in helping athletes, clubs and my Federation develop and succeed

### PROFESSIONAL CAREER

- Executive Manager with 30 years experience in the Insurance Industry. Proven skills in leadership, strategic planning, operational management, and relationship and stakeholder engagement. I have spent the last 10 years in disaster response claims strategy and implementation, helping New Zealand communities recover from natural disasters

### SPORT ADMINISTRATION

- Chairperson of Athletics New Zealand from 2007-2018. Current World Athletics Gender Leadership Taskforce Member and World Athletics Development Commission member. Oceania Area Development Commission member
- National Olympic Committee Board member 2017 to current. Sport New Zealand High Performance Board member 2020 to current



# COMPETENCY STATEMENT

## VISION & PASSION

I have been involved in Athletics as a participant, fan and leader and I am passionate about the role that World Athletics can play in leading integrity, equity, innovation and sustainability. I believe that every Member Federation has the opportunity to grow and succeed and in doing so contribute to the World Athletics Strategic Plan.

## REASONS WHY I AM SEEKING ELECTION

I wish to share my skills and experience to support World Athletics achievement of the World Plan. I want to foster greater connection and collaboration to build strong Federations. I would love the opportunity to be part of bringing new ideas and thinking to support World Athletics. I want to help build on the inclusion, equity and diversity progress.

## WHAT I WILL BRING TO THE ROLE

I bring a proven track record in delivering success through a strong work ethic, creating strong relationships and ensuring there is shared goals and purpose. I bring a strong focus on working together as we need to be united in achieving the success that the World Plan offers. Importantly I am willing to make the commitment involved in being an active Council member.

### LEADERSHIP EXPERT

Professional leadership experience leading large operational and project teams. Chair of Athletics New Zealand for 11 years, member of the Gender Leadership Taskforce and Development Commission. Invited to lead and support gender equity programmes and initiatives within New Zealand and my Area.

### STRATEGIC THINKING EXPERT

Developed and implemented strategic plans which led to enhanced programmes, pathways and funding for Athletics New Zealand. Member of Sport NZ High Performance Board providing input into National Strategies. Contributed to strategic planning within Development Commission. Within professional career contributed to strategic planning and thinking at TransTasman level.

### KNOWLEDGE OF ATHLETICS EXPERT

Involved in Athletics as an athlete, coach, official and administrator from club through to leading the Federation Board. I am an active member of my Area Association and Area Development Commission. Current World Athletics Development Commission member contributing to the development and activation of the Commission Business Plan.

### DECISION-MAKING SKILLED

As Chair of Athletics New Zealand it was my role to ensure the Board had a good approach to decision making through using facts, information, insights from others and considering options available. As a leader in a variety of roles within sport and my career, I understand the criticality of considered and timely decision making.



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### HONESTY AND INTEGRITY EXPERT

Recognised for my strong sense of purpose, integrity and work ethic. Evidenced through inclusion in National Olympic Committee and High Performance Boards. Currently chair the People and Culture Committee for Olympic Committee. Have been invited to adjudicate on disciplinary panels within New Zealand sports.

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### INTERPERSONAL COMMUNICATION SKILLED

I have considerable professional experience in building and growing strategic partnerships through strong communication skills. I have led member engagement presentations around key initiatives and proposals within Athletics New Zealand. Delivered and supported Gender Leadership presentations and workshops.

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### ORGANISATIONAL AWARENESS SKILLED

As an experienced Board director I understand the distinction between management and governance. Professionally I have led organisational change processes and restructures. Supported the development work around roles and responsibilities for Areas, Federations and World Athletics.

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### FINANCIAL UNDERSTANDING SKILLED

In my professional career I have had responsibility for multi million dollar budgets and delivery of financial performance. As a Board member of several organisations, I bring understanding of financial performance requirements including, annual budgeting and planning, strategic prioritisation and key financial metrics.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

Experienced in administration from club through to National Federation. Athletics New Zealand delegate to World Congress on multiple occasions. Led constitutional change within Athletics New Zealand and contributed to Olympic Committee constitutional review. Organising Board for 2011 IPC World Athletics Championship.

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### GOVERNANCE KNOWLEDGE EXPERT

As Chair of Athletics New Zealand for 11 years, current member of National Olympic Committee and Sport NZ High Performance Boards, I am a skilled director. I currently chair the People and Culture Committee for my Olympic Committee and was involved in a Reference Panel for Sport NZ on its Sports Governance standards. Provided input into the World Athletics reform.

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### INTERNATIONAL RELATIONS SKILLED

Member of Women's Committee from 2011 and then Gender Leadership Taskforce. Actively involved in Area Association. Founding member of New Zealand International Relations Network for Sport. It exists to ensure all international delegates can share learnings and experiences and encourage others to undertake international roles.



# DONNA RAYNOR

**POSITION(S) SOUGHT**  
**INDIVIDUAL**  
**COUNCIL MEMBER**

**MEMBER FEDERATION**  
**BER**

**LANGUAGE(S) SPOKEN**  
**AND LEVEL OF FLUENCY**  
**ENGLISH (FLUENT)**

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- From the age of 12 I competed as a jnr and snr athlete representing Bda Carifta, CAC Chmps (silver medal 800m) and Pan Am Games. Attended Jackson State University on an athletic scholarship. Athlete of the Year in 1989. Started a track club in 2001

### PROFESSIONAL CAREER

- Project Manager since 1996 at Bda Electric Light Co. Promoted to VP at XL Capital in the IT Department 2005. Corporate Applications Mgr Bda Electric Light Co. 2008. Customer Care Mgr 2013 Bda Electric Light Co. Substitute Teaching 2017. Project Mgr PMO dept Bda Monetary Authority. Promoted to Assistant Director 2023

### SPORT ADMINISTRATION

- Joined T&F Assoc 2009. President of the Assoc 2010. Chair of Carifta Games 2012. Queens Award. NACAC Board of Directors, Team Mgr London and Rio Olympics. Chef de Mission several games. Board of Bda Olympic Ass. Chair WIS. NACAC Gender Leadership Chair. Member of World Athletics Development Commission
- Member World Athletics Foundation Committee



# COMPETENCY STATEMENT

## VISION & PASSION

My vision for athletics is that we will become one of the top 3 sports in the world. To do this we have to make sure we have athletes we can showcase across multiple countries. Provide opportunities for our athletes to be seen and promoted and known around the world. Provide opportunities for women in all areas and be the best gender balanced sport.

## REASONS WHY I AM SEEKING ELECTION

I am seeking election as I feel I have the skills and experience to bring to the Council. I have a drive and passion for this sport and I see there are so many possibilities for us to grow and develop even further than we are today. Also I would like to see more women on the Council as we have expertise to bring to the table.

## WHAT I WILL BRING TO THE ROLE

I feel my experiences on the Development Cmt, President for 12 years, involvement in the Gender Leadership program, member of the Bda Olympic Ass. have prepared me for a Council position. I have been in the sport for most of my life and have progressed from an athlete to the positions I hold now and bring a lot of experience to the table.

### LEADERSHIP EXPERT

Past President of Bermuda National Athletics Ass. and Chairperson of NACAC Gender Leadership Working Group.

### STRATEGIC THINKING EXPERT

As the President and also in my career it was necessary to be a strategic thinker to move the organization forward and create plans to progress our athletes.

### KNOWLEDGE OF ATHLETICS EXPERT

I was an athlete representing my country at the International level, University athletics scholarship, started a track team, assisted with officiating at our track meets, President for 12 years and sit on the World Athletics Development Commission.

### DECISION-MAKING EXPERT

As President it is important to think and make the best decisions for the organization. As a Project manager I also have to be ready to make the right decisions for the Projects that I manage.

### HONESTY AND INTEGRITY EXPERT

The morals that my parents instilled in me, honesty and integrity is part of my makeup. My conscious wouldn't allow me to be dishonest.

### INTERPERSONAL COMMUNICATION EXPERT

As my position of Assistant Director with persons reporting to me it is important that skills in all communication have to be up to par. This is also an important part of being President of an Association. Communication is one of the most important skill set for the successful running of an association and managing staff.



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**ORGANISATIONAL AWARENESS  
EXPERT**

It is very important to have the correct structure in place and the identified roles and responsibilities in any organization. The skills need to match the role.

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**FINANCIAL UNDERSTANDING  
SKILLED**

I understand finances enough to run an organization but not to be a treasurer or accountant.

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**ADMINISTRATIVE KNOWLEDGE  
EXPERT**

I have been in multiple administrative roles in athletics and in my career.

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**GOVERNANCE KNOWLEDGE  
SKILLED**

I understand the importance of governance and policies but not to write the policies but will assist in what should be in them.

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**INTERNATIONAL RELATIONS  
SKILLED**

I understand the importance of international relations in the sporting arena. It is important to have the backing and support internationally and of other organizations (i.e., IOC) in our sport.





# ANNA RICCARDI

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
ITA

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ITALIAN (FLUENT)  
ENGLISH (FLUENT)  
SPANISH (FLUENT)  
FRENCH (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- I love running and still practice daily. I have never been a top athlete
- Nevertheless my love for athletics made me devote all my life to the organisation and development of the sport

### PROFESSIONAL CAREER

- Sport Director of the OCOG Milano Cortina 2026 Olympic Winter Games
- Sport and Olympic Programme Area Director, Team Services, of the Italian Olympic Committee (2013 - 2021)
- Chef de Mission or Deputy Chef de Mission at the Olympic Games, Olympic Winter Games and YOG (Sochi, PyeongChang, Nanjing, Buenos Aires, Rio de Janeiro, Tokyo)
- Fidal International & Technical departments Director, Team Manager of the Italian Teams

### SPORT ADMINISTRATION

- World Athletics Council Member (2007 - current)
- World Athletics Competition Commission Member (2011 -current)
- World Athletics Diamond League AG Board Member (2015-current)
- World Athletics Russia Taskforce Member (2015 - 2023)
- IAAF Technical Committee Member (1999-2015)
- European Athletics Competition Committee Member (1995-2015)
- Meeting Director of the Diamond League Rome



# COMPETENCY STATEMENT

## VISION & PASSION

Athletics has shaped my life since I was a girl, I have always had athlete-centered programmes as my primary focus. I would love to help building the Sport, further secure its future by shaping a strong World /Areas Competition Programme, a harmonised World Calendar, a consistent One-Day meeting structure in coordination with the Diamond League.

## REASONS WHY I AM SEEKING ELECTION

I believe that my track-record of delivery shows that I have a deep knowledge of Athletics and would love to offer this expertise to build strong events, help Member Federations to develop and enhance the practice of Athletics and give the best possible opportunities for the athletes to compete.

## WHAT I WILL BRING TO THE ROLE

I hope to be able to give all my expertise, efforts, passion and love for Athletics - my main domain is technical and I would love to be able to continue helping the evolution of our sport keeping it in the frontline via research, dialogue of ideas, inclusivity and accessibility to promote a safe, healthy, efficient environment to all.

### LEADERSHIP EXPERT

My working life experience has been based on professionalism and team working. My leadership skills are embedded in my willingness to achieve results thru common sharing of strategies and solutions, being open to change and ensuring integrity and trust in everything I do.

### STRATEGIC THINKING EXPERT

My profession has always led me to achieve objectives that could only be achieved by planning, thinking and then implemented thru decision-making actions.

### KNOWLEDGE OF ATHLETICS EXPERT

Athletics has shaped my life since I was a girl - I have served the Italian Athletics since I was 19 having the privilege of taking care of all the different aspects of the Sport, working with the athletes and being involved as General/Meeting Director in the most important Athletics events staged in Italy.

### DECISION-MAKING EXPERT

My track-record of delivery shows my experience as Director - I have been faced with many situations where the decision-making process was substantial for the results of the projects I was leading and I believe to have a high standard of reliability.

### HONESTY AND INTEGRITY EXPERT

Honesty and Integrity have been my mantra in everything I have been doing and I have acted, and always will, accordingly.

### INTERPERSONAL COMMUNICATION EXPERT

I have always believed in team working. It is my belief that motivation and passion are the best means to managing and leading complex structures.



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### ORGANISATIONAL AWARENESS EXPERT

I have been privileged with the opportunity of being an event organiser all my life. Currently I am the Sport Director of the Olympic Winter Games of Milano Cortina 2026.

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### FINANCIAL UNDERSTANDING EXPERT

Organisation goes hand in hand with budget management- I have acquired a deep understanding of financial issues by the experience of leading complex departments and managed consistent budgets.

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### ADMINISTRATIVE KNOWLEDGE EXPERT

Have started my professional career in 1978 and since then I have been an administrator at the Italian Athletics Federation, at the Italian Olympic Committee and nowadays at the OCOG of the Italian Olympic Winter Games of Milano Cortina 2026.

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### GOVERNANCE KNOWLEDGE SKILLED

I have been elected to World Athletics Council in 2007 and I am member of many different Commissions and Committees - at present I am an active member of the Italian Athletics Council and sit in the Board of Directors of the European Athletics Championships Rome 2024.

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### INTERNATIONAL RELATIONS SKILLED

These have always been my priority - the International department of Fidal has been my first leadership experience, followed by the Sport and Olympic Programme Department of the Italian NOC. My deep knowledge of languages (English, French, Spanish) have eased communications- on top, I do believe in sharing and in team work.



## MUHAMMAD AKRAM SAHI

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
PAK

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
URDU (GOOD)  
ENGLISH (GOOD)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- National Champion in Long Jump
- Represented Pakistan Athletics in many International Events including 1978 Asian Games, Bangkok, Thailand.
- Record holder of Long Jump of Pakistan Military Academy, Pakistan Army and tri-service i.e. Army, Navy and Air Force

### PROFESSIONAL CAREER

- Served Pakistan Army as commissioned officer for 38 years and retired at the rank of Major General
- Military Secretary to the President of Pakistan from 1998 - 2000
- Defence Attaché in Pakistan High Commission in a neighbouring country for 3 years

### SPORT ADMINISTRATION

- President Athletics Federation of Pakistan since 2011
- Council Member Asian Athletics Association from 2015-2019
- Vice President Asian Athletics Association from 2019 till date
- Chairman South Asian Athletics Federation from 2015 till date



# COMPETENCY STATEMENT

## VISION & PASSION

To achieve excellence in Athletics in all its forms and manifestations at National and International level.

## REASONS WHY I AM SEEKING ELECTION

To contribute towards promotion and development of Athletics at World level.

## WHAT I WILL BRING TO THE ROLE

- Integrity & honesty.
- Vast experience of leadership, Governance, management, administration, organisational skills, professionalism, sportsmanship and friendship.

### LEADERSHIP EXPERT

- Served in Pakistan Army in leadership role in various ranks for 38 years.
- Serving Athletics Federation of Pakistan, Asian Athletics Association and South Asian Athletics Federation for last 12 years.

### STRATEGIC THINKING EXPERT

- High level of understanding of strategic issues.
- Developed Asian Athletics Association Strategic Plan 2022-2030 as Chairman of the Working Group.

### KNOWLEDGE OF ATHLETICS EXPERT

Enough to play a positive / constructive role as Council Member in World Athletics.

### DECISION-MAKING EXPERT

Confident to make appropriate decisions.

### HONESTY AND INTEGRITY EXPERT

It is my strength.

### INTERPERSONAL COMMUNICATION EXPERT

Vast experience.

### ORGANISATIONAL AWARENESS EXPERT

Outstanding.

### FINANCIAL UNDERSTANDING GENERAL AWARENESS

### ADMINISTRATIVE KNOWLEDGE EXPERT

Rich experience.

### GOVERNANCE KNOWLEDGE EXPERT

Vast experience.

### INTERNATIONAL RELATIONS EXPERT

- Masters in International Relations.
- Have served in a senior diplomatic position in Pakistan High Commission in a neighbouring country for 3 years.



# TIGOR TANJUNG

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
INA

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH (FLUENT)  
INDONESIAN (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- I never had a career as an athlete but I did a lot of sports since school until now

### PROFESSIONAL CAREER

- From 1999 to present I have pursued a long career in top management positions as CEO and director of various companies in the lines of engineering, construction, property and media business, I also spent 5 years chairing the Indonesian Church Music Foundation and several other foundations engaged in social activities

### SPORT ADMINISTRATION

- I joined Indonesian Athletics Federation in 1986 and from 1999 to present holding General Secretary position. Two term VP of Asian Athletics Association (AAA), currently Individual Member. Previously member of IAAF Finance and Audit, currently Safeguarding WG Member. Receiver of IAAF Veteran pin and Plaque of Merit



# COMPETENCY STATEMENT

## VISION & PASSION

To use the integrity of athletics as a magnet among the youth so that, if they go into athletics, they can become the agents of change wherever they are.

## REASONS WHY I AM SEEKING ELECTION

1. To serve athletics in wider scope with the experience I got from my long involvement in the sport in my region.

2. To make athletics a priority sport in my region.

## WHAT I WILL BRING TO THE ROLE

My enthusiasm and passion in problem solving.

### LEADERSHIP SKILLED

In most of my experience leading organizations, my leadership style is to listen to my team members or employees and involve them in the decision making. This way, I build trust within my team and make them participative.

### STRATEGIC THINKING SKILLED

Prior to the execution of a plan, I used to apply my strategic thinking by analyzing its feasibility, SWAT is my favorite method for it will give me confidence in achieving the goal or target.

### KNOWLEDGE OF ATHLETICS EXPERT

During my 3 decades of involvement in athletics national federation, I have learned a lot about most of all aspects in this sport.

### DECISION-MAKING SKILLED

My approach in decision making used to follow the steps that can help me make the right and thoughtful decisions. I like to have alternatives and from there I will choose the most satisfying alternative possible.

### HONESTY AND INTEGRITY SKILLED

As a leader and team member, I exhibit honesty and integrity by trying to be someone who is able to admit my mistakes and hold myself accountable. I trust things to be as they appear and stand up for what I believe is right.

### INTERPERSONAL COMMUNICATION SKILLED

I obtained my interpersonal communication skills by practicing active listening, using simple language, finding common ground and establishing a connection with others, and be open to feedback.

### ORGANISATIONAL AWARENESS SKILLED

I developed my organizational awareness skills in order to get things done. It is the ability to read things that are not written like emotions, relationships, and dynamics within the organization.

### FINANCIAL UNDERSTANDING SKILLED

Although I am not a financial professional, my MBA background has given me a sufficient ability to understand financial statements. Besides gaining experience in my businesses, I was once the treasurer of my National Federation. I have also been the member of World Athletics Finance and Audit Commission.



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### ADMINISTRATIVE KNOWLEDGE SKILLED

My long tenure as a general secretary has been the great opportunity for me to have a good administrative knowledge.

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### GOVERNANCE KNOWLEDGE SKILLED

My governance knowledge is a belief that in achieving goals, we need to apply transparency, responsibility, accountability, participation, and responsiveness.

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### INTERNATIONAL RELATIONS SKILLED

My job as a general secretary covers all the international related matters: communication, cooperation, negotiation, and agreements. I have experience working in regional, continent, and international athletics association too.

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### OTHER SIGNIFICANT INTERESTS

LEGAL ENTITY	ROLE
PT Wijaya Engindo Nusa	Director
PT Sarangraha Adisentosa	Commissioner





# ERICH TEIGAMÄGI

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
EST

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
ENGLISH (FLUENT)  
ESTONIAN (FLUENT)  
RUSSIAN (INTERMEDIATE)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Practiced athletics during school and university in national level, does not have any special achievements

### PROFESSIONAL CAREER

- Entrepreneur – energy, real estate, postal services, Estonia/International from 1993
- Member of Supervisory Board, Estonian Energy, 2001-2003
- Member of Supervisory Board, Estonian Post, 2007-2010
- Member of Supervisory Board, Enterprise Estonia, 2010-2012
- Member of Council, UTILITAS Ltd, Estonia, 2013-2018

### SPORT ADMINISTRATION

- Board member of Estonian Athletic Association, 2000-2004
- President Estonian Athletic Association, 2006-2025
- Council member of European Athletics, 2015-2027
- Member of European Athletics Development Commission, 2011-2023
- Board member of Estonian Olympic Committee, 2008-2016
- Vice-president of Estonian Olympic Committee, 2020-2024



# COMPETENCY STATEMENT

## VISION & PASSION

Our vision is what drives our passion.

My vision is to grow our beloved athletics bigger and more visible in every level.

My passion is to find and develop solutions for achieving our goals in sport.

## REASONS WHY I AM SEEKING ELECTION

I have been active in national and European athletics administration for more than 20 years and I would like to share my experiences with colleagues in the world of athletics, I am ready to work to develop athletics wherever and whenever.

My motto is - open and respectful cooperation between all parties.

## WHAT I WILL BRING TO THE ROLE

Estonia is a small country but we have done a lot during the last 15 years in international athletics. We organized several international athletics events.

I would like to be a valuable partner for World Athletics, to bring our expertise to everybody in cooperation.

### LEADERSHIP SKILLED

From different small and large companies and organizations.

### STRATEGIC THINKING SKILLED

Developing of different small and large companies and organizations strategic plans for short and long terms.

### KNOWLEDGE OF ATHLETICS EXPERT

More than 10 years experiences in international sport administration and management.

### DECISION-MAKING SKILLED

Decision is always better than indecision.

### HONESTY AND INTEGRITY SKILLED

Involved in the development and implementation of various programs nationally.

### INTERPERSONAL COMMUNICATION APPLIED KNOWLEDGE

Open for communication, willing to communicate freely with both supporters and critics.

### ORGANISATIONAL AWARENESS SKILLED

Have been founding and built manufacturing companies and sports organizations from the grassroots level.

### FINANCIAL UNDERSTANDING APPLIED KNOWLEDGE

Participated in the presentation and analysis of financial statements for auditing of larger and smaller companies and organizations.



### ADMINISTRATIVE KNOWLEDGE APPLIED KNOWLEDGE

Practical experience 30 years.

### GOVERNANCE KNOWLEDGE SKILLED

Have managed various companies and sports organizations for more than 25 years and have come across the implementation of good management practice and coordinated it.

### INTERNATIONAL RELATIONS SKILLED

Developed and created regional and international organizations, competitions, and other activities.

Coordinated the activities of international expert groups.

### OTHER SIGNIFICANT INTERESTS

LEGAL ENTITY	ROLE
Aktsiaselts LINNASOOJUS (Linnasoojus Ltd.)	Member of the Board
Maakri SPV OÜ (Maakri SPV Ltd.)	Member of the Board
OÜ Kitsas Kodu (Kitsas Kodu Ltd.)	Member of the Board
Ogremor Holding OÜ (Ogremor Holding Ltd.)	Member of the Board
OÜ Kaljaautomaat (Kaljaautomaat Ltd.)	Member of the Board
Katusepapi OÜ (Katusepapi Ltd.)	Member of the Board
OÜ Vilde SPV (Vilde SPV Ltd.)	Member of the Board
OÜ Maakri (Maakri Ltd.)	Member of the Board
Mittetulundusühing VÖIMALUS (NPO VÖIMALUS)	Member of the Board



# NAN WANG

**POSITION(S) SOUGHT**  
INDIVIDUAL  
COUNCIL MEMBER

**MEMBER FEDERATION**  
CHN

**LANGUAGE(S) SPOKEN  
AND LEVEL OF FLUENCY**  
CHINESE (NATIVE)  
ENGLISH (FLUENT)

## BIOGRAPHY

### SPORT CAREER & ATHLETICS ACHIEVEMENTS

- Engaged in athletics for 25 years; dedicated to promoting athletics, especially youth, women and mass participation and road running
- Actively participated in international sports affairs; served World Athletics, Asian Athletics Association and East Asian Athletics Association and made contributions to athletics in China, Asia and the world

### PROFESSIONAL CAREER

- Council Member, World Athletics (2019-current)
- Vice President, Asian Athletics Association (2019-current)
- President, East Asian Athletics Association (2023-current)
- Vice President, Chinese Athletics Association (2009-current)
- Office Director, Vice Director, Chinese Athletics Association (1998-2009)

### SPORT ADMINISTRATION

- Member, World Plan Working Group, World Athletics (2019-2021)
- Deputy Director, Nanjing 2025 World Indoor Championships LOC (2018-current)
- Executive Director, Taicang 2018 IAAF Race Walking Team Championships LOC (2017-2018)
- Vice Chairperson, Beijing 2015 World Championships LOC & Wuhan 2015 Asian Championships LOC (2014-2015)
- Official, each Beijing Marathon



# COMPETENCY STATEMENT

## VISION & PASSION

Athletics is the oldest and simplest sport and also my lifelong career and passion. I hope to integrate athletics into people's lives, promote regional balance and gender equality in athletics, increase the participation of youth, women and the general public in athletics, and use the power of athletics to create a better world.

## REASONS WHY I AM SEEKING ELECTION

As a woman leader with 25 years' experience in athletics, I fully understand its challenges and opportunities. China has a large athletics population and great potential for development. Together with the Chinese Athletics Association, I hope to contribute more to the development of athletics around the world, especially in Asia.

## WHAT I WILL BRING TO THE ROLE

I have extensive athletics experience, excellent leadership, execution and strategic thinking. I am committed to global athletics development and will use my expertise and resources to positively contribute to achieving the four goals of more participation, more people, more fans and more partnerships, and to help more MFs develop athletics.

### LEADERSHIP EXPERT

I've been Vice President of Chinese Athletics Association for 14 years, World Athletics Council Member and AAA Vice President for 4 years, and leading official of plenty international and domestic events' LOCs. I'm a strong leader in forming, managing and leading teams. I led the establishment of East Asian Athletics Association and was elected its President.

### STRATEGIC THINKING SKILLED

I'm skilled in considering the overall development of athletics from a holistic and long-term perspective, and formulating strategic goals and measures for it. As a member of the World Plan Working Group, I provided conducive advice to its goals, objectives, and actions, and actively promoted the implementation of it in East Asia and China.

### KNOWLEDGE OF ATHLETICS SKILLED

With 25 years' experience and extensive expertise in athletics, I fully understand its history, reality, challenges and opportunities. I have led the Chinese Athletics Team in many international competitions such as the Olympics, World Championships and Asian Championships, and understand the athletic training and competition rules well.

### DECISION-MAKING EXPERT

With excellent decision-making skills, judgement and critical thinking, I'm able to analyse rationally in complex environments, determine the best option, make the right decision and make adjustments according to the reality. I've led teams to properly handle various difficulties and challenges encountered during the operation of our association.



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### HONESTY AND INTEGRITY EXPERT

I'm honest, self - disciplined and reliable. I always keep my promises, uphold clean sports and have good working ethics and morality. I work in an open and transparent manner and strictly abide by the relevant rules and regulations.

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### INTERPERSONAL COMMUNICATION SKILLED

As a good listener, I have excellent interpersonal skills and team spirit and can achieve win-win cooperation. Throughout my work with Chinese Athletics Association and the global athletics community, I've always been sincere and helpful. I've led my team to properly handle the postponement of important events affected by the pandemic.

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### ORGANISATIONAL AWARENESS SKILLED

With strong organizational awareness, I understand World Athletics' values, culture, reality, goals, structure and ways of working. I can focus on the bigger picture, be committed to the position, adapt to the changes, align my day-to-day work with World Athletics' goals and make contributions to World Athletics.

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### FINANCIAL UNDERSTANDING APPLIED KNOWLEDGE

I've served as Treasurer of Chinese Athletics Association for 11 years, directing its finance-related work and working with rigor. Equipped with sufficient financial knowledge and working experience, I have good analytical, forecasting and decision-making skills in finance and can fully understand the organization's financial position and results.

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### ADMINISTRATIVE KNOWLEDGE SKILLED

Long been in charge of the administrative work of Chinese Athletics Association, I have extensive administrative knowledge and skills. I'm equipped with high managerial, operational, planning, organizational, researching, communication and execution skills, as well as the ability to analyse and solve practical administrative problems.

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### GOVERNANCE KNOWLEDGE SKILLED

With adequate governance knowledge, I have long held leadership positions in CAA, AAA and World Athletics and understand the design and operation of organisations. I can direct the organisation from a macro perspective, promote innovation, maintain openness and transparency, and promote effective operation with diverse management methods and tools.

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### INTERNATIONAL RELATIONS EXPERT

I have an in-depth understanding of international relations, a global awareness and an open mind. I respect cultural diversity, actively participate in intercultural exchanges and focus on the global challenges facing humanity. I've been active in international organizations and have rich experiences in sports foreign affairs.



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