

iAPPD

SKY



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Featuring IAPPD's IPO

High Level Training Institute HLTi is the leading global corporate training provider and event management organizer through offering solutions in all corporate functions ...

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Featuring IAPPD's CPT

As a former psychology teacher and professor bored with the classroom, **Dr. Scott Simmerman** began consulting in performance improvement in 1978 after a teaching...

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IAPPD Certified Professionals

We at IAPPD have an invitation for you to join us in an endeavor which is designed to better understand issues affecting engagement and motivation at work, Our invitation to you is to join the us...

We started with only a few selected members that have become close friends and still host with us today. Our team keeps growing and evolving and as we have grown our dedication to our members grows, I would like to extend a warm welcome to all IAPPD members.

Thank you for being part of IAPPD

Ali Thiab, ceo



PAUL BRIDLE, PRESIDENT

In twenty five years of researching effective organisations and the people that lead them, I know that people are key to the success and long term viability of any business. I would like to welcome all of those who join us on our journey as we develop managers and leaders capable of getting the most out of their people.

The International Association for People & Performance Development was founded to represent the single body of knowledge in the field of Performance Management, based on two pillars: Academic desk research and a vast database of information on performance management behaviours, derived from an international study of the impact of the practice of performance management. We have two specific requests for you in connection with IAPPD

Professional Interest Body

IAPPD portal features a wide range of resources including articles, white papers, reference material,

books, other resources and research findings, as well as providing access to the online Impact of Performance Management questionnaire.

Our aim is to build an international membership of leaders in the field of performance management and people and performance development thinking, whether they belong to the Human Resource Management function or to different branches of Line Management.

Research Questionnaire

The Impact of Performance Management questionnaire has been designed to capture basic demographic data plus questions on

the perceived impact of performance management. Results will be subject to multivariate analysis whereby we will be able to investigate key issues and themes relating to the impact of performance management on a number of different variables and on different organisational and national levels. It is essential that we quickly achieve a critical mass of completed questionnaires, so that we can start the initial process of analysing results and validating the research instrument, and we welcome your contribution.

Thank you for your interest and your support, and look forward to hearing from you soon.

Yours, Paul Bridle

Certified Professional Trainer

MENAJO
Total Management Solutions
mail@menahcd.com



Talent war for Talents identification and attraction is where most corporate financial and intelligence efforts have been going for the last decade in an attempt to harness the corporate ability to groom its human capital base.

We do everything possible to have that Talent see us, like us and join us. When we finally reach the big day and the beloved creature is on-board, our recruitment process claims high prides for succeeding in bring HIM/HER.

A blended journey of investment, creativity and learning then starts, with a conviction mixture of passion, patience and perseverance that the talented fellow will leave an indelible legacy of achievements, commitment and excellence.

It is in that spirit of passionate professionalism so firmly ingrained that it becomes almost intuitive, leaving no room for doubts and proofs, that talented resources are looked up at. So what happens suddenly? What justifies the proved high attrition rate of talented resources?

Why do divorce happen with the much beloved, cared for and looked

HUMAN RESOURCES

Written by Fida Al-American, CPT

Stop harassing my Talents

after Talent?

As we both stand of the brink of professional despair, corporate and talent start wondering.

*Is HE/SHE less talented that we taught?
Did HE/SHE initially fool us?
Did HE/SHE transform after joining?*

No matter what happened, disappointment is the new governing reality.

THE ANSWER IS HIDDEN BUT SIMPLE:

our current performance management system. A performance management system that fails to live up to its role and potential, not measuring what it ought to measure.

A performance management system that focuses on "weaknesses" tough we label them "rooms for

improvement" rather than on strength.

Our performance management system is built on the belief that to help people get better you must measure them against a series of competency bars, point out where they fall short, and then challenge them to jump higher. While this feels practical, and rigorous – even "tough" – it is also depressingly inefficient.

Reality has revealed that in fact we do not grow in our areas of improvement but rather in our real strength that are our true areas for growth. My areas of improvements are actually the areas where I will have the least opportunities to grow.

Aren't my strength/ Competencies, the reason why I was initially brought on board as a Talent!

A performance management system that is not real in time where lofty goals are expressed to align individual actions with an organization's mission, to help employees learn and grow, to help improve communication and the relationship between employees

MOST OF THE TIME FEW OF THESE GOALS ARE ACHIEVED SINCE GOALS THAT WERE FRESH AND EXCITING AT THE TIME OF GOALS SETTING BECAME IRRELEVANT IF NOT OBSOLETE AT APPRAISAL TIME.

and managers, and to improve the performance of individuals and the organization as a whole.



High Level Training Institute

Representing IAPPD in Europe was one of strategic steps that HLTI plan to do within its business growth, IAPPD helped us promote professional services to our market, while at the same time maintaining the best quality that our market strives to have... SHPEND IMERI, CEO

High Level Training Institute HLTI is the leading global corporate training provider and event management organizer through offering solutions in all corporate functions with the motto to "Increase your knowledge, skills and competencies".

Our mission is to provide continuous competency upgrade, event management options and wide marketing platform with its top expert training consultants. Through executing a plethora of public, in-house, distance learning programs and event management HLTI helps private and public enterprises respond quickly to industry trends and dynamism by providing with up-to-date knowledge, practices and networking opportunities, conducted by world class expert trainers.

As an institute with offices in Europe (Macedonia) and USA (Montana), we are committed to details and perfect delivery to ensure partner loyalty and client centricity. We have been achieving this through building strong relationships with our corporate clients and like-minded individuals who seek to develop unique experience that goes beyond expectations.

IN-HOUSE

STRENGTHEN YOUR KNOWLEDGE, SKILLS AND COMPETENCIES



Why HLTI?

HLTI demonstrates your high level achievement of standards in professional knowledge, skills, competencies and best practice in your corporate role:

1. Help you earn respect and credibility in your company
2. Open more for advancement opportunities
3. Increase your salary and earn more than non-certified peers
4. Demonstrate your commitment to your profession
5. Advance your skills and knowledge
6. Represent your personal achievement
7. Build confidence in your own knowledge of the profession

Our Services

1- Public/Open and In-House Training

HLTI offers corporate and professional development training through partnerships with leading academies and institutes globally.

Our huge network of world class expert trainers along with the best training managers in the industry deliver and implement high quality practical corporate trainings for professional development including certified programs in Africa, Asia and Europe. We have grown as an institute especially in the EMEA region through offering wide portfolio of training programs in all corporate functions including Corpo-

rate Finance/Investments, Leadership/Management, Risk and Auditing, Operations, Project and Planning Management, Supply Chains and Procurement Management, Sales and Marketing, Engineering etc.

2- Public/Open and In-House Event Management

As an event institute we offer 360° event management solutions, we focus in bringing world top expert speakers for workshops, seminars and lectures for contemporary issues and topics.

We emphasize on helping and supporting all types of events management and that from finding world class speakers to further creating the whole event program on-site in any location. However, we also help enterprises to create an event in order to generate new business, launching new products into the market, specific promotions educate and enhance your team culture, organize enterprise meetings, managed events and much more. In addition, our institute is strongly supported by professionals in programme development, design, marketing and sales, customer service, hospitality management, delegate registration, sponsorship sales to telemarketing.

Practically we offer you access to the world's best expert speakers with the opportunity to hear contemporary issues and topics in their respective professional fields. Yet, we offer tailored concepts, tools, techniques and other professional aspects to your organization's needs and meet specific expectations.

Advisory Board

- Prof. Dr. Josu Takala
- Prof. Dr. Tauno Kekäle
- Dr. Yang Liu
- Dr. Shpend Imeri
- Dr. Constantinos Alexiou
- Dr. George Mentz
- Dr. Ilkka Sillanpää
- Ali Thiab
- Dr. Asadullah Saindad Khan
- Mr. Ioannis Papaconstantinou

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Increase your knowledge, skills and competencies

What do we offer to our clients as Managed Events?



DR. SHPEND IMERI

Dr. Shpend Imeri is the General Manager at High Level Training Institute & IAPPD Europe CEO,

Previously he worked as International Training Consultant at LEORON Professional Development Institute Dubai and several academies as Accreditation Manager.

He was Head of Energy Centre at

EVN Macedonia and at the same time acted as Councilor at the Municipality of Tetovo for budget control and project manager for energy efficiency. Before that he was Regional Key Account Manager for the same company (EVN Macedonia) and corporate officer at Corporate Banking Division at Stopnaska Banka AD – Member of National Bank of Greece and part time lecturer at FON University.

He holds BA (HONS) in Business Studies majoring in Marketing, MSc in Logistics and Supply Chain Management both from the University of Sheffield, UK and a Doctorate of Science in Management (Quality Management) from University for Peace established by United Nations. Dr. Shpend Imeri holds a visiting professorship at the University of Vaasa and has been invited to provide guest lecturing in many

universities and institutions such as South East University TechPark. His area of research interest include Total Quality Management, Operations Management, Logistics and Supply Chain, Innovation and SME's, Knowledge and IT Management.

Dr. Imeri has published papers in various International Conferences and journals.
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BY GEOFF COOK

Where the rubber meets the road



My car – a rather smart 4x4, in my opinion -- weighs just under 2.5 tons (laden weight), and the only contact it has with the road is four sections of tyre, each smaller than an A4 page.

Especially at highway speeds, these small but crucial sections of rubber are subject to unbelievable forces and terrifying levels of stress when the car accelerates, corners and brakes, and particularly in emergency situations;

they are the key interface between the car and reality – they are 'where the rubber meets the road'.

Only today, I was driving behind a one - year - old car which suffered from a blow out and subsequently sheared the whole tyre off the wheel rim. Luckily, the driver managed to bring the car to a halt safely.

Paradoxically, millions of dollars are invested every year in research and development

to improve the efficiency and effectiveness of this interface, the humble car tyre. Whilst some specialist car tyres are very expensive, other more common ones are quite cheap, and you might draw the analogy between the car tyres and top management and supervisory grades.

IN AN ORGANISATION
managers
at all levels

ARE EFFECTIVELY
WHERE THE RUBBER
MEETS THE ROAD

they are the key interface between the organisation and its people, and they are the key to people and performance development, and the difference between an organisation which performs, and one which truly shines.

The people managing 'where the rubber meets the road' are what creates and maintains a positive, motivating environment and drives peak performance and results.

And often, so little is invested in research and development of the managers' people and performance development skills.

Managers are frequently promoted because of their technical skills, without any preparation for their vital role 'where the rubber meets the road'. By 'research and development', I mean understanding what good management and good leadership is all about, and giving managers at all levels a sound understanding of what they need to do to drive the performance of their people to high and higher levels, and how they need to go about it. The difference is between knowing and doing.

The People and Performance Development System is designed to develop this important interface, where a company's managers need to raise the game on people and performance development issues, to develop their teams' performance, to use more effective formal and informal performance management, and to enjoy both their jobs and their lives more as a result.



Geoff Cook, Mr. Abdul Rahman Saleh & Paul Bridle, 2010

GEOFF COOK...

Geoff was the late president of IAPPD till he passed away in 2013.

He founded his training company in 1997, having returned to the UK during the previous year, after fourteen years living and working in Europe, South and North East Asia.

He has been involved in Training and Development since 1983, and ran a regional Sales and Marketing Management Training programme for a Swiss multinational in the Pharmaceutical sector, when he was responsible for 1,700 participants in 14 countries, and a small army of local trainers and partner trainers.

In his role, he has worked for clients in a variety of sectors in the public and private sector as well as in education, both in the UK and overseas. He also works with the University of Leicester on the Diploma programmes in Training and Human Resource Management and the Certificate in Training Practice.

Dr. Scott Simmerman

As a former psychology teacher and professor bored with the classroom, Scott Simmerman began consulting in performance improvement in 1978 after a teaching stint at Furman University and a University Teaching Fellow position at The University of North Carolina, Chapel Hill.

He joined Edward J. Feeney Associates and spent several years developing his skills as a consultant working with client organizations including First Chicago, Bell of Pennsylvania, Borden's and a diverse group of other organizations.

After serving as an internal consultant for The Home Silk Shops, a chain of retail fabric stores, Scott accepted their offer to become Human Resources Manager and became more actively involved in the training community.

He was then hired as Senior Vice President of Operations for The Warehouse, music/video stores based in Los Angeles with operations in 6 states. It was here that his perspective on using training for performance improvement changed as he gained practical experience in implementing organizational development as a business improvement tool.

In 1984 he relocated to the Greenville, South Carolina area and began Performance Management Company as a consulting business with a focus on service quality improvement. He started the Upstate Chapter of the International Customer Service Association and began presenting at ICSCA and other international conferences. He was also the chair of the American Society for Quality and was regularly a top-rated presenter at conferences for the Association of Quality and Participation.

His creation of the Square Wheels® One illustration and its impact as a metaphor for "How organizations really work" led to the development of what is now more than 300 illustrations, sold worldwide and packaged in PowerPoint presentations and exercises.

Following the success of Square Wheels®, he became interested in supporting teamwork and collaboration and began publishing PMC's flagship team simulation, The Search for The Lost Dutchman's Gold Mine. Dutchman has become one of the leading team building exercises in the world and has evolved into versions set in a variety of locales and languages such as The Silk Road Adventure (Chinese) and Zipangu (Japanese). One good idea leads to others and he continues to create exceptional team building exercises.

Performance Management Company expanded into publishing and distributing his materials and actively supports a large network of consultants and trainers. Current clients include a global mix of multinational organizations as well as hundreds of small businesses, schools and universities and independent consultants worldwide.

PMC has contractual arrangements with consulting firms in Japan, China, India, Switzerland, Romania and elsewhere and continues to develop products that meet global needs for organizational development

CREATE A MEMORABLE LEARNING EVENT

SQUARE WHEELS®

THE SEARCH FOR THE LOST DUTCHMAN'S GOLD MINE



tools.

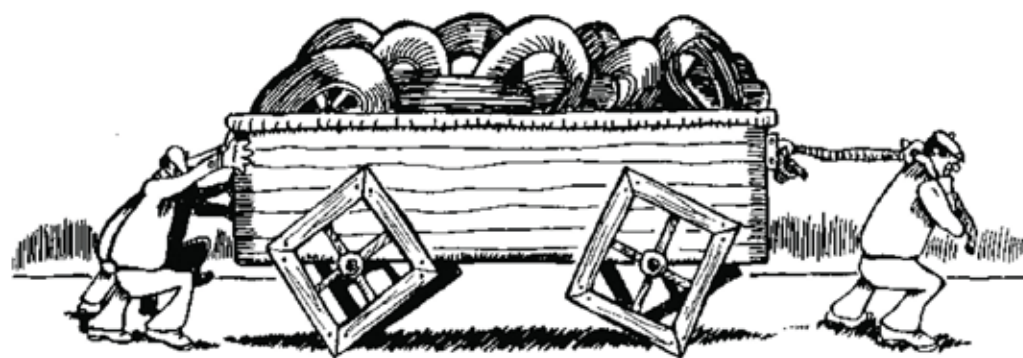
Since Scott began sharing Square Wheels, he's delivered workshops, retreats and seminars all over the U.S. and in such countries as South Africa, Egypt, Malaysia, Indonesia, Singapore, Hong Kong, Macau, The Philippines, Saudi Arabia, The Netherlands, Denmark, Sweden, Belgium, Mexico, New Zealand, Canada, Japan, Dubai, UAE and South Korea.

He enjoys traveling to other countries on other people's funding!

Born in New Jersey in 1948, Scott attended Allegheny College (Meadville, PA), got his Master's Degree in Psychology from Iowa State University and completed his doctorate in Psychology from the University of North Carolina at Chapel Hill. He remains a most avid Tar Heel fan!

Scott relaxes while gardening (he's the King of Gladiolas with a developing interest in hybrid Day Lilies), building and reading. He is an accomplished pool player (and a certified billiards instructor for cruise ships), enjoys bike riding, speeding about on his Honda CBR motorcycle, traveling to foreign lands, walking and hiking, all interests he relished passing on to his son and daughter during their growing years.

Who Is Scott Simmerman?



Dr. Scott J. Simmerman is the creator of Square Wheels®, a series of clever illustrations that are extremely effective communications tools and several internationally-known team building exercises, including his flagship game, The Search for The Lost Dutchman's Gold Mine.

Scott is Managing Partner of Performance Management Company, a consulting company he founded in 1984 focused on customer service and organizational improvement. Over the past 14 years, the focus has shifted to creating, manufacturing and distributing his teambuilding and OD products worldwide and training others to use them effectively.

He is a Certified Professional Facilitator by the International Association of Facilitators and has delivered keynotes and presentations to audiences in over 30 countries.

One of Scott's premises is that if people enjoy a learning experience, they will more readily retain key learning points and he designs his products and presentations to fit this principle.

When he's not presenting, marketing and developing, he is also a frequent writer and contributor to numerous learning groups as well as adjunct professor at Furman University's Center for Corporate and Professional Development. He is a former board member of North American Simulation and Gaming Association (NASAGA).

Consulting and presentation opportunities in dozens of countries have given Scott a base of experience and humor that is both polished and practical. He is always among the top-rated presenters at international conferences based on participant feedback. His presentation skills are exceptional, his approach low-key, and his style is engaging and involving as opposed to lecturing.

Endorsed Programs

NOW IT'S TIME TO MOVE UP THE RANKS

If you have developed your own training materials and delivered your own high quality training workshops, The IAPPD can help you preserve and continue the great efforts you did by evaluating your training against the IAPPD endorsement criteria. IAPPD endorsement

is the industry recognised benchmark for high quality training programmes. Endorsement accredited that your training programme is professionally designed and delivered to IAPPD standards.

APPLICATION FORMS

2- Your application will be evaluated against the IAPPD endorsement criteria.

3- If it meets our standards your organization and programmes will be endorsed after fees are paid.

4- Now it's time to MOVE UP THE RANKS!!!

starting with IAPPD

1- Fill in the application form, @ the website

WE ONLY ACCEPT ELECTRONIC

Yours, IAPPD BOG

IAPPD STANDARDS

It is agreed that:

The IAPPD will publish the organization's logo and URL on the IAPPD website, as "Endorsed Learning Provider" ELP of the IAPPD for their specific programmes.

The IAPPD will Issue the ELP's 'Endorsed Learning Provider' logo.

The IAPPD will provide ELP with IAPPD endorsed certificate for participation to all graduates and according to IAPPD-ELP Fees Structure, ELP will be free to print its logo and/or its customer's logo on certificates.

The ELP will supply all training programme details, To be reviewed & accredited by IAPPD quality assurance

team. Translation of course materials into local language versions is encouraged where appropriate; a reference copy of these materials must be filed with the IAPPD.

The ELP will maintain a core team of colleagues who are trained and accredited by the IAPPD as Certified Professional Trainer 'CPT' to deliver ELP's endorsed programmes. The ELP will conduct local training programs to the highest quality standards and give brief feedback on each course to the IAPPD when required.

The ELP will circulate the URL for the IAPPD Impact Study to its membership, with an invitation to participate in the study.



GREEN BUSINESS FOR EXCELLENCE

It means green business as the "fourth wave" in management, a vision wave of the future that will be a dominant feature of Business at the twentieth century.

where institutions turn into community service, and will shift its role from exploitation to the service, and melt the border that separates workers from each other, and barriers separating between them and the customer. In the new phase, a new shape will be established for the organization agrees with the new role, concentrates the attention of administrative leadership on workers' health and well-being and satisfaction, and leaders will value honesty, openness and esteem values.



Corporate Social Responsibility Specialist

The trainee is introduced to the concepts of social responsibility, the standards/criteria governing them, the international organizations that deal with the social responsibility and on a range of practical applications within or outside the organization. The trainee is trained on how to integrate applications of social responsibility in the activities of the organization. Upon completion of the training, the trainee will be capable of managing initiatives directed to the staff within the organization or to the local community.



DONALD AGUMENU

Dr. Donald Cog Senanu Agumenu is IAPPD Africa CEO since 2014 at Ghana. He is an award winning motivational speaker, trainer, an entrepreneur, leadership and management consultant, certified programme planner, editor, peace ambassador, youth empowerment specialist, and currently

the Director and CEO of Direct Leadership Institute-a leadership and management training institute, Direct Selling and Marketing Association, Ghana and the Regional Editor, Culture Digest International. He was the Managing Director for Goldfield Access International (GAI).In charge of African Market.

Donald has extensively travelled for training, consultancy and seminar facilitations.

His spirit of dedication and core leadership accorded him a lot of respect through his numerous awards he won both in the corporate sector and non-governmental circles. He won many gold medals from GNLD

international, awarded as a Peace Ambassador by the Universal Peace Federation (UN).He recently received Leadership Excellence Award from Rotary International for his contributions towards leadership education in Africa.

holds PhD in Leadership and Management. ceo.africa@iappd.net

CERTIFIED STRATEGIST



After attending the CS course you will be able to

Enhance strategic thinking and action in the organization

Lead a futures/foresight exercise in your own organization.

Practical experience + expertise: applicable and from practitioners.

Learn and apply practical tools for trend analysis and scenario planning



Adebanke Aderogba	Nigeria
Ali Ahmed	Pakistan
Bashar Shawkat Al-Masarweh	Jordan
Bassam Mostafa Aisha	Libya
Emeka Johnkingsley Anuforo	Ghana
Hamam Omer Yousif	Sudan
Iyad Jihad Naji Eisa	Jordan
Jacob Ikpogah	Nigeria
Jalal Moh'd Ismail Ibrahim	Jordan
Malik Yousaf Sultan Awan	Pakistan
Marwa Abdulateef Hassan	Sudan
Michael Addaney	Ghana
Mohamed Albanna	Jordan
Mohammad Hayel Al-wreikat	Jordan
Osama Ahmed Mohamed Sanousi	Sudan
Prince Awudu Razak Sedzro	Ghana
Raed Z. Daoud	Jordan
Sakhr Suliman Abdelgader Maki	Sudan
Stephen Abormegah	Ghana
Tarig Abd Elglil Mohommed Omer	Sudan
Yosef Yasin Musa Al-Tarawneh	Jordan



RAED Z. DAUD

Raed Daoud is the IAPPD MENA CEO, Senior Management, HR Consulting & Training professional with over 27 Years of Experience with a focus on providing Consulting & Training Services in Strategic Organizational Areas i.e. Management & HR Consulting,

Strategy Development, Performance Management, OD, OB, Leadership Development, Excellence Models, & Tools & processes needed to successfully Manage HR Functions, including Operational (Tactic) HR i.e. Compensation & Benefits, Recruitment & Selection, & Competency Development,

that leads to supporting the Achievement of Strategic Business Results by Linking Human Capital Plans to Business Outcomes.

Key Areas of Expertise:

- HR Strategy Development
- Strategic Management
- Group Standard Manual GSM.

- Performance Management.
 - Training & Development.
 - Total Rewards Management
 - Leadership Development
 - Organizational Excellence
 - Recruitment/Selection
 - Organizational Development
 - Change Management.
 - HR Policies and Procedures
- ceo.mena@iappd.net

IAPPD IPO's

Join the (IAPPD) as an International Partner Organisations



**JOIN IAPPD
PROFESSIONAL TEAM**

We are looking for qualified professionals who are passionate about Human Capital Development.



iAPPD CERTIFIED PRO'S



CPT

Algeria

Abdelhakim HAMDAOUI
 Abdelkrim ABDOUMI
 Abdelkrim SOUDANI
 Abderrahim ABDELLAOUI
 Abderrahmane NAHMAR
 Amir AIGOUN
 Amira KAAWACH
 Ayache BEN CHIKH
 Brahim M. Bouzenad
 Daoud BOURZAMA
 Farid HAMICHE
 Fouzia BOULBADAOU
 Hadjer ABDELLI
 Hicham Beldjillali
 Hicham BEN MAKHLOUF
 Iméne BENSALÉM
 Khadidja LAKEHAL
 Malika DJEBARI
 Mohamed BENTOURA
 Mohammed DINE
 Moussa MAATAR
 Omar ARIBI
 Rabah ADDAD
 Sonia ZAIDI

CANADA

Robert Bacal

Egypt

Abdallah Ahmed Saad
 Amro Khalil Abdul Rahman Abdul Moneem
 Ayman Farid Abu Saada
 Fouad Abd El Salam El Khazindar
 Tarek Soliman Ibrahim

Finland

Ilkka Sillanpää
 Josu Takala

Ghana

Angela Agbayekhai
 Asoquo Orok
 Bernard Osei-Duah
 Chijioke S. Eze
 Donald Cog Senanu Agumenu
 Egede Nweke F.
 Emmanuel Afetorgbor
 Emmanuel Haruna
 Felix-Ham Kwashie Nugor
 Festus Okechuku Ukwuoma
 Frederick Offie Agyeman
 Jerry Haruna
 Joseph Tetteh Yartey
 Kwakye Odjobi
 Margaret Ankamafio Mensah
 Marvin Senyo Adonu
 Mawusi Christian Adzakor
 Michael Ameyya Agbenyega
 Samuel Neequaye Sasraku
 Samuel Plange
 Selma Sampong
 Yen Sapark
 Yomi Babatunde
 Yvonne Vanderpurpye
 Zeph Agwu

Greece

Ioannis C. Papaconstantinou

Hungary

Hamzah Aldabash

Indian

Naseer Khan

Iraq

Ali Waleed Badr
 Bashar Muhsin
 Hayder Sabree Assad
 Salam Abdulsada Mansi Mohsen
 Sarmad Mudher Alhmdany
 Thaer Abdulradha Jawad

JAPAN

Man Fung LO

Jordan

Abdallah Abdel Rahim Al-Sakarneh
 Abdallah Faisal Mobaideen
 Abdul Qader Al-Nazli
 Abdulfattah Jaljuli
 Abdullatif W. A. Najim
 Abeer Isam Kassab
 Abir Fayek Omar Sarsak
 Ahlam Ahmad Moh'd Abu khadra
 Ahmad Abbadi
 Ahmad Al-Assad
 Ahmad Damra
 Ahmad Ibrahim Ahmad saleh
 Ahmad Mandouri
 Ahmad Nimer
 Al Harith Waleed Olidy
 Ala'a Omar Ali Al-Dyab
 Alaa Ahmad Omar Sarsak
 Ala'a K. Almasri
 Ali Ahmad Hjajjh Abadi
 Ali I. Aljaber
 Ali Thiab
 Alia Odea Nassar Abu-Helil
 Amal Mohammed Sabah Al-Sultan
 Amani Ibrahim Khalil Al-Hammouri
 Amani Jalal Abu Hamoore
 Ameera Mazloum
 Amir Ahmoudah Hassan Masoud
 Anas Atalkarim karam Manzalawi
 Annas Salamah Swelm Abu Bader
 Arwa Salah
 Ashraf Ezzeddin Abu Al-Asal
 Ashraf M. Saleh
 Ayat Yassin Abu-Abdullah
 Aysheh Eid Hasan Abu Khalil
 Bahjat Y. Aljaafreh
 Basel Alhamad
 Basela Ali Mohammad Islim
 Bashar Majali
 Bayan Anmar Mustafa Al-Kaylani
 Bayan Salem Mohammad khraisat
 Bilal Rajab Abutaleb
 Diala Mahmoud Hussein Kassab
 Dr. Ali Karam Khaled Manzalawi
 Ehab Al-Bilbisi
 Ehab Madanat
 Emad M. Hudaib
 Emad Maghari
 Enas Haddad
 Eyad Abdel Hafiz Abdaljaleel Al Muhandes
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 Ghadeer Ahmad Dheif Allah Bane Hamdan
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 Hakam Nabil Al-Hammouri
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 Hamzah Hussein Elrehail
 Hana H. Baddad
 Hasan Shoubaki
 Hawazen Nezar Sonbol
 Haya Ali Ahmad Amayreh
 Hazim Mahmood Al-Naser
 Hisham Mohammad Dahmas
 Hiyam Abdel-Mouhsen Al-Habashneh
 Hussein Taha Al-Mahadeen
 Ibrahim Akram Radwan Al-Momani
 Ibrahim Hassan Mahmoud Smadi
 Ibtesam M. Kharma
 Imad Zahidah
 Inas Mohamad "Mohamad Baker" Al
 Namour
 Islam Mustafa Khraisat
 Israa Mujahed Moutan
 Issam Jallad
 Iyad Jihad Naji Eisa
 Iyad Khaled AlOmari
 Jafar Rababah
 Jalal Moh'd Ismail Ibrahim
 Jamal Al kilani
 Jehad Y. Qdeimat
 Jennifer Ahmad Hassan Muhaidat
 Khaled Armouti
 Khalil Al-Qassas
 Kholoud H. Qreib
 Khulood Rafay'ah
 Laila Shlash Abdullah
 Laith Abdallah Al Qhaiwi
 Lina Al-Dweik
 Lubna mohammed Baker Al Nammor
 Maha Abdel Hallem Atiyat
 Maha Awartani
 Maha Mahmoud Abdul Rahim Kayed
 Mahdi Alakrabawi
 Mahmoud Jarrah
 Mahmoud Maragha
 Majdolin Rida Abdulla Abutaleb
 Mohamad Fayek Omar Sarsak
 Mohamed Albanna
 Mohammad Abu Awad
 Mohammad Batayneh
 Mohammad Darwish
 Mohammad Hayel Sulieman Al-wreikat
 Mohammad M. Tahhan
 Mohammad Mahmoud Khader Yaseen
 Mohammad Qadan
 Mohammad Takrouri
 Mohammed F. Abu Sa'a
 Mohannad Mahmoud Khader Yaseen
 Mona Ibrahim Mehawesh Mesmeh
 Monther Krishan
 Muath Shaweesh
 Muhanad H. Zahran
 Mujahed Emad Salih Shaikh
 Murad Nasr
 Mustafa Qasem Mustafa
 Nader Suliman Kliebo
 Nahed Anwar Al Tadfi
 Naheda Saleh Khaleel Abu Aorah
 Najah Hasan Salem Al-Ahywat
 Najeh Abu-Orabi
 Nancy Abdulla Ahmad Abdel Hadi
 Nidal Hamdallah Mustafa Al Nsour
 Nidal Sami Abu Hayyeh
 Nisreen Mohammad Basbous
 Nizar Abandah



CPT

Odeh Mahmoud Odeh Alkhataba
 Omar Aref Makableh
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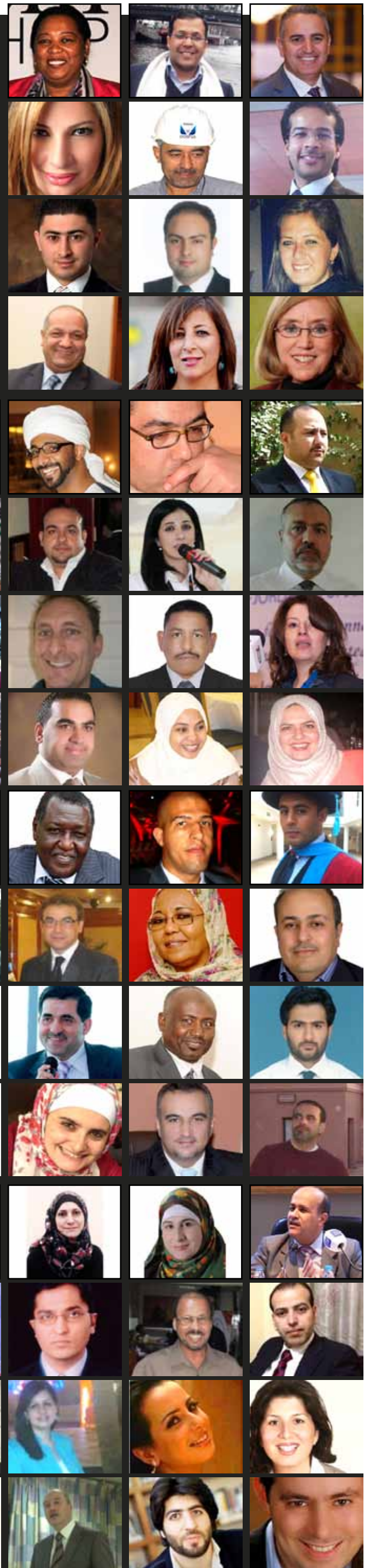
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