



**MARINA SANDOYAN**  
PRESIDENT, ARMENIA -INDIA  
BUSINESS COUNCIL

**WOMEN'S INDIAN CHAMBER OF  
COMMERCE AND INDUSTRY (WICCI)**

**INDIA'S FIRST NATIONAL BUSINESS CHAMBER FOR WOMEN**

**WWW.WICCI.IN**

Marina Sandoyan  
Republic of Armenia

Founder/ CEO: Sandoyan Management Consulting

Founder/ CEO: Womanize Cosmetics Armenia

President: Armenian-Indian Council/ WICCI

Board member: SME Cooperation Association/ Armenia

Board member: Food Safety Inspection Body of the Government of Armenia

Board member: Urban, Technical & Fire Safety Inspection Body of the Government of Armenia

Board member: GortsaraR and various other business support networks in Armenia

Marina Sandoyan

Republic of Armenia

#### IN CHARGE OF CHANGE

This is the motto that has always linked me and Sandoyan Management Consulting to our deepest values and helped to maintain motivation, inspiration and mission in investing in the effectiveness and future sustainability of Armenian businesses and bring them to the next level of strategic and operational maturity so that they more effectively and efficiently advance in their activity.

Along with these coaching Armenian women to protect their rights and freedoms and motivating them to start their business has been another important route in my life path.

Another value of utmost importance is the huge business network and the Social Capital I have been building through years. At present I am in j a board member at SME Cooperation Association of Armenia, Board member to GortsaraR business platform, member to Women Entrepreneurship Club, Board member to 2 governmental inspections and I am actively engaged in initiatives led by Trade and Commerce Chambers of both Armenia and Yerevan, etc.

I'm the CEO at Sandoyan Management Consulting which I founded in 2017, which is developing business in two areas- business advisory, management consulting and operational management as well as commercial activity production of cosmetics under its own brand name Womanize.

My background education is foreign languages and business administration as a second education. I speak four languages: Armenian, Russian, English and Italian. My education and trainings were undertaken not only in Armenia but also abroad.

Last but not least, I am also a proud mother of three kids. My son is studying to be a doctor and I have 2 daughters at school.

I strongly believe that the real wealth of anyone is the human relations and Social Capital that bridges peoples' hearts, desires and opportunities worldwide.

## Vice President

### Anush Gasparyan

I am women rights advocate, expert on the topic of sexual harassment of women at the workplace, Doctor in view, lawyer, human rights activist, author of books and articles with special focus on human rights and women rights, international relations specialist and public speaker.

I obtained my Law (LL. b, MCL, PhD in view, Dip. UN studies) degrees from Armenia and India.



I was a President at International Women Students of ISHW of Delhi University, awardee of Women Economic Forum "Exceptional Women of Excellence", interned at the National Human Rights Commission of India, volunteered for the Armenian Young Lawyers Association, by providing free legal aid to the citizens of Armenia, traveling to remote villages, close to borders and organizing Human Rights awareness training at the educational establishments and for the residents in those areas.

I worked as an International Relations Specialist at National Centre for Professional Education Quality Assurance of Republic of Armenia, worked as Project Coordinator of Armenia at PICASA Tempus project in partnership with Italy, Georgia, UK, Ukraine, she worked as Legal Observer at International Visarga Fund's project on "Integration of European Values of the Anti-Corruption Sphere for Armenia: Practice of Visarga Group Countries," as Legal Observer at the OSCE Yerevan Office project on "Multi-Component Monitoring in the Notaries Offices of the Republic of Armenia." I was one of the first members of the Public Council of the

Republic of Armenia in the committee of State and Legal Affairs.

I am fluent in Armenian, English, and Russian, I speak Hindi.

I strongly believe in attaining peace and harmonization through respecting and loving world cultures and religions.

Currently I am All Ladies League Armenia Chapter Chairperson, WICCI Armenia India Vice President and I am a Doctoral Research Scholar, my research area is "Working Women Rights: Comparative Study of India and Armenia".

## Board Members

### Anna Hovhannisyan



I am MSc graduate of the Agribusiness Teaching Center of Armenian National Agrarian University (ANAU). ATC is the collaborative effort of the ANAU, Texas A&M University and the U.S. Department of Agriculture Marketing Assistance.

Working with local and international organizations my responsibilities in the projects are to focus on the horticultural sector in Armenia to include market activities beyond the production at farm level: post-harvest handling, processing, trading, retail and export. Many of the project's target groups (poor households) are also involved in these activities, either as small-scale or home-based processors (an activity in which

many women are involved), as small traders or as employees of processing and retail/export companies.

I established start-up agribusiness (Chir's House). I founded a small dried fruit production in the village where I was born and currently live (Byurakan). In my farm, I grow organic strawberries under greenhouse conditions which I harvest and dry for tea production. I also have a tourist's welcome center where tourists can visit the production, harvest strawberries and dry them with new technologies using solar energy.

I believes that COVID19 in Armenia represents a new challenge for me to motivate the youth and women to contribute to developing the agricultural sector in the country.

## Anzhelika Barseghyan



I am adviser to the President of the Chamber of Commerce and Industry of the Republic of Armenia

### Education

Master in Finance,

Postgraduate Student, Institute of Economics,  
National Academy of Sciences of the Republic of  
Armenia

### Work experience

2013 till now: Advisor to the President of the  
Chamber of Commerce and Industry of the Republic  
of Armenia

2017 till now: Regional representative of Huahe  
International Business Consulting Structure (PRC)

2019 till now: "Piquar" LLC, Brand manager

2019 till now: Executive director of Armenian

Business Women Support Foundation.

## Eleonora Avetsiyan



### Work experience

« Tsayg » TV media company/ Armenia

Chief Producer  
Commercial Director  
News Coordinator

### Project Manager

«Human Rights in New Armenia»  
«30 destinies in 30 years » EPF Armenia  
« Reliability of information » EPF Armenia  
« The Constitution In Reality » Open Society  
Foundations

«Women today» NGO

« Defender of the Fatherland » project manager-

coordinator

(Youth Foundation of Armenia)

« Ecological landing » project manager- coordinator

(Youth Foundation of Armenia)

## Hasmik Barkhudaryan



With a firm educational background and profound business profile in IT & Food Industry & Event Management as well as the quality assurance expert with American University and Armenian-Indian Center of Excellence both in Armenia and abroad, America, Europe and Israel, I am ready to bring it to the WICCI Board and commit to the development of the Armenia-India business ties.

I am ready to coach and guide the projects in my sphere of expertise and inspire women to stand up firmly on the bath of their rights and use the untapped potential in making the world a better place.

## Hasmik Khachatryan



I very much welcome the idea of WICCI in fostering the trade and commercial ties of Armenia with the world and India in particular.

The area of coordination I can adopt as a Board member is Marketing, Commerce and Telecommunication.

Being a sales-driven individual with a methodical, dedicated, and enthusiastic approach toward generating new contracts and fostering inbound leads, I am certain in my ability to contribute positively to our joint mission.

I have more than 10 years of experience in managing, creating and maintaining relationships with important clients and leading different sales teams. During my job as an accounts manager with my current and previous employers, I have adequately demonstrated an ability to consistently achieve and exceed targets.

All in all I am confident that I match your job requirements perfectly and have the expertise to become an integral part of the Board and invest in mission of SHE rights .



## Manushak Asryan



Since 2009 I have been engaged by EGIS Pharmaceuticals as a regional representative. The main mission is to promote the sales, expand the market share, visit some medical centers or pharmacies, organize conferences, work with clientele, cooperate with healthcare providers. I have awards for great performance in allergology and for demonstrated professionalism in pharmaceuticals.

My analytical thinking, proneness towards education, hard working, motivation, stress sustainability, high sense of responsibility, communication skill, efficiency, teamwork ability, discipline and accuracy will be a perfect match for attaining WICCI mission goals.

## **Margarita Harutunyan**



I am owner of a business in the food industry. Always believed that new ideas and out of the box thinking are the key aspects for business development but first and foremost is the love towards the customer. I also have experience in finance management and banking, customer service and customer care. Now I'm running my own bakery business along with the semi-finished food production. WICCI Armenian Indian Council beneficiaries will receive coaching, training and mentorship on my behalf and some women can even be offered jobs.



**Marine Karapetyan**

Both my educational background and professional experience make me feel confident that my engagement would be of mutual benefit to WICCI.

My skills in Business Administration with the American University of Armenia along with the broad experience as a deputy director in private business, senior economist in planning department, business consultant, loan officer, head of loan division, financial director will no way but build value for WICCI beneficiaries.

I have conducted numerous marketing research and analysis, developed business and marketing plans, feasibility studies, conducting consulting services on finance and management, business plan expertise and efficiency assessment, as well as organization of seminars and training courses for business plan development.

In my capacity of a loan officer/head of loan division I dealt with financial analyses and implementation of business plans. I have had extensive experience in office environments, in various business sectors both private and service industries and generated variable skills and ability to work with different types of people.

I believe I could fit easily into the Management Board and foster the development of Indian-Arminian economic relations.

## Naira Sukiassyan



"Business logic and behaviour require constant self-education, both professionally and otherwise in the fields of ethics, political science and philosophy.

Modern societies have created equal opportunities for the self-expression of women throughout life in different areas, hence, business area is not an exception.

Women Involvement in to business not only meets demand of law but also beautifies the business by making it more charming.

By considering my expertise and knowledge, with the full confidence I can assure that my professional experience will be useful in the implementation of joint business, projects of Armenian and Indian women."

I have worked as a Finance Officer and Chief Accountant since 2016 in the biggest companies in Armenia.

I attended Regional Democracy School and School of Ethics, IAB International Academy of Business – IFRSs Courses and IdeA Foundation – training «SME Financing. Loans and Grants».

I am a Chief Accountant at local telecommunication operator Ucom CJSC.



## **Nara Nikoghosyan**

Mkhitar Sebastatsi Educational Complex  
Headmaster Eastern School and Nursery

Headed various pedagogical and training projects

Developments of new educational models

Capacity strengthening for teachers

Headed various education and training projects and initiatives

Honorary award Mkhitar Sebastatsi/ IT technologies as an efficient tool in modern education.

Author of numerous scientific publications and essays.

## Vanine Sargsyan



Leadership and civil engineering design experience  
Project management experience in Armenia, Georgia, Bulgaria, Russia, Kazakhstan, USA, UAE, Qatar

Supervision of MEP, HVAC, Construction, Fitting out works and contractors

Experience for negotiation in local

market and abroad partners in a distance and on site.

Leadership and engineering design experience in the field of mechanical engineering.

Skilled in engineering production team and project management.

Organized, highly motivated, multitasking and detailed problem solver.

Ability to work under high pressure and in tight schedule

Works at "SAS GROUP" LLC.

## **Alesya Padolskaya**



Lecturer , PhD, associate professor practicing Agrarian Policy and Consulting/ Faculty of Agribusiness and Marketing/ National Agrarian University of Armenia.

Throughout my experience I have been engaged in numerous projects: political, social, educational. I have been an active player in national and international initiatives, involved in training, conferences and events. I have also organized a series of charitable activities within the framework of social assistance to the vulnerable groups of the society.

Understanding and upholding the role of women and the importance of their involvement at any sphere of life, I find that encouragement and motivation of women is much-needed and it should be achieved by creating a healthy and favorable environment for them to uncover and use their potential more effectively.

## Kara Avetisyan



Kara Silver is specialized salon in Armenia where original handmade jewellery with a unique style and taste is created. Most of the jewellery pieces are combined with precious and semi-precious gems, enamel, leather, bone and even wood.

After many years of working as a jeweller, Kara Avetisyan established Kara Silver in 2008 and became the first woman jeweller presenting her jewellery in the Yerevan market. All of the jewellers in Kara Silver are only women. Every piece of jewellery is handmade and is produced in a limited edition. This kind of jewellery cannot be called just an ornament - sometimes these are real works of art requiring talent and painstaking work.

More than 1000 items are designed and crafted in Kara Silver, which are embodying creativity, intelligence and a sense of humour. Every piece of jewellery from Kara Silver has its own story with necessarily positive, cheerful and of course beautiful meaning.

In 2014 Kara Silver received the title of "Best Brand of the Year".

Our jewellery is for those who prefer creative design ideas to popular brands, those who trust their taste more than the famous logos, and those who are fans of fashion and not its victims.



## Gayane Muqoyan

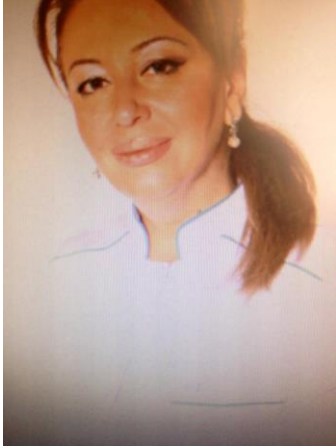


I have founded and managed IT Manager Digital Marketing Company.

For many years I have worked and accumulated knowledge journalism, worked as a news editor, PR and specialized in digital marketing.

My other background and mission is social programs which is rural development. In particular, I am a co-founder and active member of New Semyonovka NGO which is a construction of a new village model under the rural development social program.

## **Karina Tumanyan**



As a doctor and health healthcare provider, I am currently undertaking training at RUDN University to receive international certificate in endo ecological rehabilitation.

Being Armenian by origin, I currently live in Moscow, where I studied at Szechenyi Medical Academy for specialization in Healthcare and Public Health.

I worked for 16 years at the International Medical Center 6 years out of which as a head doctor.

For the past three years I have been the medical director of the Medical Academy of Biotechnology and I am developing this area in Armenia. My focus in WICCI Armenian-Indian Council will be the coordination of medical projects.

## **Liana Tadevosyan**



Key expertise: start-ups, general executive management, business strategy, brand strategy & management, integrated marketing communication, event management, sales

Professional highlights: MBA, 18+ years of work experience at local and international organizations out of which 6 years in non-profit sector, successful shift to corporate in with progressive career track from senior marketing specialist to c-suite positions.

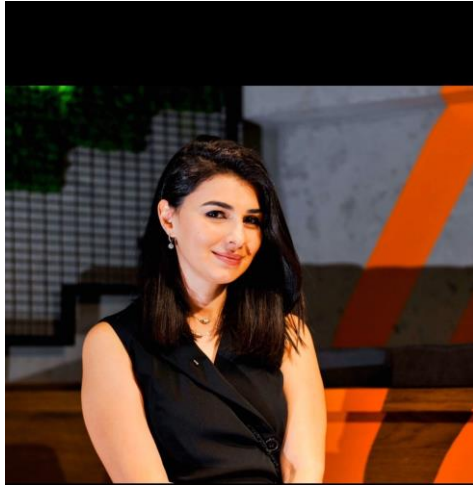
Industry focus: hospitality, telecommunications, finance, non-profit sector, and education

Professional development: MBA, professorship at American University of Armenia

Geography of professional development and/or expertise:

Sweden, USA, Armenia. Interests: early morning gym with a cup of coffee right afterwards.

## Asya Sargizova



Asya Sargizova now is a Co-Founder and CEO of GITELIQ Creative Forum. She is a legal professional with over 9 years of experience in the legal profession in Armenia. Expertise in general business law, with specific specialization in contracts, corporate, real estate, construction, trade and advertising, general civil law, labour law, administrative, commercial and international private law, human rights law, participated in drafting and review of legislation on human rights. Extensive experience providing general legal services, including legal research, drafting legal texts, engaging and liaising with a wide range of stakeholders, including public authorities and NGOs.

Asya Sargizova worked at the leading law firms of Armenia as a Senior Associate, Delivering clients legal service, research and advice in various areas of law, including business law, with specific specialization in contracts, corporate, real estate, construction, trade and advertising, general civil law, labour law, administrative, commercial and international private law registration and licensing, pharmaceutical, intellectual property and others. Providing representation in various state bodies. She also worked at the Office of Human Rights Defender of the Republic of Armenia, Head of the Torture Prevention Department.

Studied law at the Russian-Armenian (Slavonic) University LLM degree (Diploma with Honours) and Bachelor's degree (Diploma with Honours). Post-graduated study of Civil Law.

## **Armida Zakharyan**



I am a psychologist in the Psycho-Social Support Centre of the Armenian Red Cross Society working in the framework of the “Increased Resilience of Syrian in Response to the Syrian Crisis project granted by “The Madad Fund” and Discrimination Reduction and Psycho-Social Support project granted by Global Fund. I have been working as an international trainer for many years (PFA, Psycho-social support, Peer support, etc.).

I am highly motivated to apply my experience and skills for the benefit of WICCI members.

I do believe that even if one cannot control the wind you still can adjust where you are steering to. This has become the motto of my life.

## **Hakobyan Anahit**



I am a Director of Expomedia LLC qualified and skilled in project management.

For organizing and holding events at the highest level I have multiple awards from different higher authorities of the Republic of Armenia such as an award from the Prime Minister of the Republic of Armenia for organizing and holding the All-Armenian Festival “One Nation, One Culture”, Letter of gratitude on behalf of the Head of the Staff of the RA Ministry of Defense G. Hayrapetyan for organizing and holding the forum-

exhibition "Army-Nation 2017" on April 20-23, 2017. in Yerevan.

My area of focus at WICCI Armenian-Indian Council will be advisory and support in event and project management.

## **Naira Manoukian**



I am an entrepreneur, general manager and consultant with background in environmental due diligence, renewable energy, education, government policy and business administration. I am a board member of the SME Cooperation Association and IRIS Business Incubator. I support initiatives that promote youth entrepreneurship and empower women, I was an active contributor to EU SMEDA WE Club.

Knowing well the field of human right advocacy, capacity strengthening and development of multinational relations, I feel ready to contribute to WICCI Armenian Council's Mission which goes hand in hand with my professional lifepath.

