



President

1. Valentina Disoska



MM Disoski - owner

Association of Business Women President

Valentina Disoska is an entrepreneur and manager of her company since 2000. It is a company that operates consulting and software development, multimedia, marketing and online sales.

She is an architect by profession, and in her opinion the vocational education is the most important for development of a career. Moreover, she is business development and start up development consultant and she is active in the society as a fighter for gender equality, especially for the development of women entrepreneurship. Valentina is president of the Association of Business Women since 2010 as well as founder of several non-governmental organizations in Macedonia and the region.

Furthermore, she is founder of the Association for e-Commerce of Macedonia AETM, consultant and expert at the EBRD for software development and online sales.

Valentina Disoska is also founder of the Balkan Coalition of Business Women, She took part of the SBA assessment expert group at the ETF, and was speaker at the Beijing 2020 World Conference in Geneva in

front of the ECE and UN. She was also an ITC Women's Entrepreneurship expert – Turin, Ambassador for the World Women's Entrepreneur of the United Nations - WED for Macedonia from 2015-2020.

Awards:

- Flower of friendship for development of regional cooperation in the field of women entrepreneurship - Association of Business Women Serbia
- Promotion of Entrepreneurship in SEE, creators of the century – Perspectives
- Expert for drafting the National Strategy for Development of Women Entrepreneurship in the Republic of Macedonia.
- Member of national consultative group Youth@Work

Vice president

2. Tanja Tomik



Professional Experience

Lead Coordinator, Municipal Services Improvement Project, 2018-ongoing

- Manage everyday operations;
- Represent project vis-à-vis Government institutions, local government units, international finance institutions and other multi-lateral and bilateral donors
- Prepare the project Long-Term Business Plan and any amendments to the Plan;
- Monitor overall project implementation;
- Prepare semi-annual and annual progress reports for submission to the Coordination Committee, the Government of the Republic of Macedonia, and/or the World Bank and/or any other donor as well as any other periodic or exceptional report and/or documentation on MSIP/MSIP2 activities or

technical or financial performance that may be required by the Government of Republic of Macedonia, and/or the World Bank and/or any other donor.

- Monitor and evaluate, on a continuing basis, the performance of investment and technical assistance programs, and oversee the effective implementation of such monitoring and evaluation;
- Oversee the well-functioning of the designed financial management system, established system of internal controls and (b) smooth working/operation of the financial system;

Freelance consultant, 2014-ongoing

- participated in Gender Mainstreaming of ODIHR DEM Unit; evaluate their projects, propose measures to make them gender sensitive and train ODIHR employees;
- participated in the preparation and delivery of the School on Gender activism, planned four training modules, organize the lectures and evaluate the program and participants;
- Mentor in the Macedonian Women's Lobby Mentoring Program, identify pressing issues in different municipalities, and work with women members of Municipal Councils to develop local strategies to solve the issues;

Elected Member of the Parliament, Parliament of the Republic of Macedonia, 2011-2014

- consult stakeholders and prepare amendments for changes of the Construction Law in 2012 and 2013
- participated in the consultations and preparation of the new Law on spatial and urban planning
- follow and analyze the work of Macedonian Railways, including yearly reports
- analyze the budget of the Republic of Macedonia in order to identify possibilities for infrastructure development

Executive Director, PROGRES Institute, 2009 – 2011

- Prepare Grant Applications, conduct projects and evaluate them
- Prepare the modules for the Political Academy, provide funding and organize two Political Academies that covered 60 participants from different political, ethnic and social background
- coordinate around 20 different project activities in a year, from drafting, implementation, expenditures, evaluation and continuation

Assistant for foreign policy, Office of the President of the Republic of Macedonia, 2006 - 2009

- Prepare and organize the official and working visits of the President of Macedonia to Republic of Poland, Peoples Republic of China, Slovakia, Hungary, Slovenia, Qatar
- prepare and organize the participation of the President of Macedonia to the NATO Summit 2008, World Economic Forum 2008 and UN General Assembly 2007, including bilateral meeting with the Presidents of USA, Russian Federation
- prepare and organize the visits of the Presidents of Austria, Croatia and Turkey to Republic of Macedonia
- participated in the preparation and organization of the 15th Meeting of Presidents of Central Europe in 2008 and the Summit of the Presidents of South East Europe in 2007.

Counsellor for youth issues, Office of the President of the Social Democratic Union of Macedonia, 2005 - 2006

-create a draft strategy for youth issues for Social Democratic Union of Macedonia, accepted by the Central Board

-organize consultations with representatives of other youth wing of political parties and create a joint initiative

-organize meeting for the President of the party with local and regional brunches

-coordinate the work of the local brunches of SDUM and initiate and conduct over 40 different activities in different cities every month

Head of youth department, Agency of youth and sports of the Republic of Macedonia, 2003 - 2005

-Organize and oversee the preparation of the National Youth Strategy, including consultation process with over 90 NGOs, Foundations and Governmental Institutions, which resulted with a consensual strategy that was adopted by the Government in 2006

-Coordinate the work of Children and Youth Development Project (LIL) on the side of the AYS, worth 4,01 million US\$

Appointments

Coordinator, Women Parliamentarians Club, January – April 2014

-Gather women parliamentarians from different political parties and organize Strategic Workshop to develop the goals and activities of the WPC

Coordinator, Inter Parliamentarian Caucus for fight against AIDS, 2012 – 2014

-Organize two public hearings in the Parliament, together with two committees and create climate and possibility to increase funding in the budget for people with HIV

Elected Member, City Council of Skopje, 2005 – 2009

Chairperson of the Committee on urban planning

-participate in preparation, review, amending and adopting the Program for infrastructure and capital objects

-review, amend and adopt the budget of the City of Skopje

-initiate and start the process of review of the General Urban Plan of Skopje

Elected Member, Municipal Council of Kisela Voda, 2000 – 2005

Member of the Committee on urban planning

-follow and oversee the development, public hearings and amending of the detailed urban plans for Crniche, Reonski Centar Aerodrom, Novo Lisice, Rasadnik, Przino 1, naselba Lisice UB1 and UB3

-participate in the creation of the Program on urban planning, Program for protection of the environment and Program for communal activities

-oversee the process of the installment of sewage in selo Dracevo

Council members

1. Viktorija Rafajlovska

WORK EXPERIENCE

- | | |
|--|---|
| • Dates | 10.05. 2009 – Up to date |
| • Name and address of employer | Viktorija-Bob DOO, ul.Svetozar Puposki 1 1230 Gostivar Macedonia
Macedonia |
| • Type of business or sector | office accounting services and wholesale of tools for hygiene |
| • Occupation or position held | <i>General Manager and Accountant</i> |
| • Main activities and responsibilities | Organization and management of accounting work, administration and reporting to a large number of clients, consulting services for business plan development, credit mediation. |
| • Dates | 03.04. 1995 – 28.09. 1998 |
| • Name and address of employer | GALI PROM DOOEL, Gostivar, Macedonia |
| • Type of business or sector | <i>trade</i> |
| • Occupation or position held | Sales Manager for Gostivar |

- Main activities and responsibilities

Market Research, planning of production and sales planing
 Responsible for fulfilling the necessary ISO standards for sales department
 Management of sales team
 Preparation of analyses and reports for the corporate department
 Responsible for Clients support and service
 Negotiation with new perspective big clients and public tenders

- Dates
- Name and address of employer
- Type of business or sector
- Occupation or position held
- Main activities and responsibilities

01.11. 1999 – 31.12.2005
EKO KONSULTIG dooel, , 1230 Gostivar, Macedonia
 accounting agency
Accountant
 conducting material and financial accounting

- Dates
- Name and address of employer

01.01. 2006 – 01.05.2009
 PLANING, ENERGETIK AND CONSULTING OFFICE HEATING PLUMBING AND AIRCONDITIONIG **XHIMI KO DOOEL**

- Type of business or sector
- Occupation or position held
- Main activities and responsibilities

Address: *Sedek Kostoski 38 – 1230 Gostivar - MACEDONIA*
 setting construction for heating and plumbing
accountant
 conducting material and financial accounting

2. Danica Licanin Blazeska



Mrs. Danica Lichanin Blazeska owner of Reptil markets is a woman leader in many spheres. Mother, wife and successful manager-leader. Its success is due to the commitment, continuous education, involvement, availability and trust in the team it works with. With her work experience since 1996 in Reptil Markets, she regularly accepts challenges and successfully implements the highest business standards, innovations, new products and functionalities. With her unique positive energy and communication skills, she is constantly involved in various business associations and associations as a business angel, mentor, motivator and interlocutor, which contributes to the improvement and promotion of the business community in Macedonia and the region. Behind her success are the awards for the best woman manager in 2004, the second award for CEED global entrepreneur for 2014 in Casablanca-Morocco, as well as the regular awards for the best market awarded by the city of Skopje.

Reptil markets info

- 16 markets in Skopje
- 300 employees
- Vision: Markets with the best service in the city
- Slogan: Shop with heart and pleasure
- Number of Reptile Club members: 20,000
- ONLINE sale with prices from the market shelf
- Wholesale of public and private sector and delivery to companies

Reptil markets have been around for 24 years and have seen continuous growth and economic success since their inception. The company is based on the foundations of the former grocery stores Centro (in the former Yugoslavia) by modernizing their premises and employing some of their experienced staff. This allows for the company to stand out as the only supermarket chain in the city that continues the tradition and guarantees a warm and honest service for every consumer. The company has 16 markets, online store and wholesale. Reptile markets are positioned in the urban local settlements in the city of Skopje and provide buyers with everything they need in everyday life. Reptile markets have an area of 200 to 500m²; the flexibility of this format makes it suitable for all retail markets, thus having an important place in the heart of the community.

3. Aneta Mickoska



Aneta Mickoska born on October 2, 1977 from Prilep, proud wife of 25 years and mother of two adult sons. Professional hairdresser by profession. 23 years of work experience and owner of hair salon SERENITY – Anne.

There are now a lot more services in the salon:

- Maintenance and hair care with special materials for work Kaypro products.
- Face care with hydrating masks
- Waxing of the face and body
- Pedicure and manicure
- Body massage

4. Sanja Arizanov



Dynamic, innovative, results-oriented and owner of First Five with 15+ years of comprehensive business experience, including, designing adult curricula, delivering training for groups and individuals, mentoring sessions. Recognizable for creating a motivating learning environment by engaging participants, special sessions and activities. It carries with it a unique commitment to achieving individual and organizational goals and objectives. She started her business experience more than 15 years ago in the consulting sector, with a special emphasis on financial consulting, expertise in auditing financial statements and due diligence projects. Professional experience complements and combines with animal, so after 12 years of corporate experience, she makes a step forward in the private sector by starting her own business while building a family. A mother of three and business owner, she is committed to advocating for gender equality and empowering women in business, alternative childcare options, care for the elderly and especially the humanization of the workplace. In the last 5 years he has been working with a special focus on adult education and the promotion and development of individuals.

First Five info

Association for consulting, social entrepreneurship and lifelong learning First Five was established in 2013. Initially the business model was based on improving early childhood education as well as young people through real-life learning. In accordance with the changes in the labor market at local and global level, the needs of the organization and the users of services, in 2019 restructuring begins in order to act on a wider range of growing social and societal issues. In this regard, the basic goal of the Association is expanded and redefined, because not only children but all need help and support to overcome the

challenges of modern times. The main goal of the Association is to support and help individuals to live a dignified and fulfilling life, by promoting education and promoting lifelong learning, humanizing work and workplace, creating and maintaining strong and long-term relationships, strengthening values, morals, ethics and diversity, understanding and valuing all stages of an individual's life (childhood, adulthood and old age), conserving and rationally using resources, minimizing waste and loss, promoting awareness of sustainable development and creating a lifestyle in line with nature.

5. Irena Jakimova



Irena Jakimova has actively been working as a trainer and consultant to managers, leaders, public administration officials, entrepreneurs and companies since 2011. Prior to that, she has a vast experience in the fields of marketing, advertising and communication, both for companies and for international organizations. For more than 15 years, she worked for branches of leading international advertising agencies, like DDB Needham (IDEA Plus), McCann Erickson, which she ran for 6 years, including clients like Coca-Cola, McDonald's, Nestle, General Motors, USAID and other. She was one of the founders of the first Association of Marketing Agencies in Macedonia and the initiators for the establishment of the London School of PR in Skopje. She was also a Member of the Board of Directors of AmCham Macedonia in 2004-2005. Prior to her dedication to the training and consulting career, she worked few years for the office of the United Nations and UNDP in Macedonia, close to the Resident Coordinator.

In 2016 she founded her own Training and Coaching business, the company called Inspirit Coaching, that has trained hundreds of people, in (North) Macedonia and abroad, helped leaders become more focused, speak more confidently, build better relations, achieve bigger results and be better aware of their own value and presence. Also, she has helped hundreds of people start their own businesses, through entrepreneurship training and business coaching, among which are many women, as well.

7. Stanka Martinovska



Mani Consulting owner

MANI CONSULTING Ltd

Ownership: private company
Founder /CEO Stanka Martinovska

MANI CONSULTING Ltd Skopje is a licensed provider of business accounting and Financial Consulting and Controlling

Our financial consulting services are designed to provide with expert analysis and advice regarding your company's strategic decisions. As you consider exploring business opportunities, investments, and partnerships, it is important to understand the short, medium, and long-term ramifications of your decisions. Our financial consulting services make it easy to understand the financial impact your decisions will have on your company's future.

Our staff of financial analysts, payroll specialists, and certified business accountants are well known for providing top-notch accounting support to business clients. We're proud to work with successful organizations who rely on our services to maintain and grow their businesses, including:

Services

MANI Consulting operates as an extension of your internal staff. We perform a variety of financial and accounting services, and offer you the maximum flexibility by allowing you to rely on us for any of the services that we offer as needed. The following sections provide details regarding each of the services that you'll have at your disposal should you choose MANI Consulting as your accounting services provider.

Bookkeeping

Tax Preparation

Financial Analysis

Payroll

Regulatory Compliance

Linkedin profile: Stanka Martinovska

8. Anita Spasovska



Anita Spasovska, co owner of Business Ten Solutions. Previously work experience as Buchen Kozyak General Manager, NLP Trainer and consultant for EBRD. Behind her success are the awards: European award for the best practices - ESQR, Brussels – 2018, Best manager of the year – Association of Managers in Macedonia – 2017, Best enterprise in the field of dairy industry, Macedonia and one of the Managers of the year, The Socrate Committee, Oxford, Quadal medal for sour milk, ICERTIAS - 2014 and One of the top ten most successful women managers – Marili Agency, 2014

Business Ten Solutions info

Business Ten Solution DOO offers you a more professional service in the field of finance, business diagnostics, preparation of business and strategic plans, cost benefit analysis, cash flow, preparation of necessary documentation for the IPARD program and access to funds, as well as specialized in-house trainings according to NLP methodology for improving the performance of your team.

9. Elena Blazhevka



Administrative officer of Association of Business Women

Previous experience in non-governmental organization on projects financed by European Union. Responsible for project activities coordination, organizing all different public events and for cooperation with stakeholders. Regular communication with the partners of the projects and donors. Her vocation is LL.M of Criminal Law.