

CONFERENCE **ABSTRACT**

April 26–28, 2024

Vancouver, Canada



Abstract Book

April 26-28, 2024 – Vancouver, Canada

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Venue

The University of British Columbia

April 27, 2024

Vancouver, Canada



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Welcome

As Conference Chair I'm honored to welcome all participants to the **Conference organized by Global Conference Alliance Inc.** held on April 26-28, 2024, in beautiful Vancouver, Canada

This conference will be an excellent opportunity to meet and network with delegates from around the world in areas of management, marketing, international business, human resource management, accounting, finance, entrepreneurship, digital marketing, informational technology, Nursing, healthcare, HRM Leadership, Social Science, Engineering, business, and economics. Participants should benefit from conference presentations exploring cutting-edge reviews and investigations in basic and applied research.

Attending this conference also gives you an opportunity to explore Vancouver and enjoy its scenic views, tropical climate, and friendly people. Vancouver enjoys a global reputation as one of the world's top cities for quality of life and recreation. Vancouver attracts many international conferences and events, including the 2010 Winter Olympics and Paralympics.

Thank you for considering attending the Conference. A wide scope of participation will enrich our conference and help us all add significant value and experience to our shared research objectives.



Dr. Afzalur Rahman
CEO & Conference Chair
Global Conference Alliance Inc.
Proudly Canadian, Truly Global

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Conference Venue

UBC ROBSON SQUARE

ROOM: C215

Classroom Label, 800 Robson Street, Vancouver, British Columbia
Canada V6Z 3B7

Directions:



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Public Transit:

UBC Robson Square is a short walk from the Burrard, Granville, and City Centre SkyTrain stations. Use the TransLink website to plan your trip via transit from any location in the Lower Mainland: <https://www.translink.ca/>

Driving & Parking

To access the West Park lot for 800 Robson Street (Lot 189), head south on Howe Street to the corner at Nelson Street. The parking lot entrance will be on your right, just before Nelson. Note that Howe is a one-way street. Once you have entered the parking lot, follow the directional signs to UBC Robson Square. Please consult the West Park website for current pricing. Or Call Westpark at: 604-669-7275 [PARK]

Accessibility

UBC Robson offers elevator access via our entrance on Hornby Street at Robson Street.

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Conference Time Schedule

April 26-28, 2024 – Vancouver, Canada

- **Friday, April 26, 2024** – Arrival & Reception of the participants to Vancouver, Canada
- **Saturday, April 27, 2024 (Conference Day)** – Registration, opening speech, keynote speech, and technical sessions:

Registration will start from 1 PM, Gate Closed 1:30 PM

Activity - Saturday, April 27, 2024 (Conference Day)	Time
Registration, Opening Remarks & Lunch	1:00 PM - 1:30 PM
Keynote Speaker - Topic 1	1:35 PM - 1:45 PM
Keynote Speaker - Topic 2	1:50 PM - 2:00 PM
Keynote Speaker - Topic 3	2:05 PM - 2:15 PM
Keynote Speaker - Topic 4	2:20 PM - 2:30 PM
Keynote Speaker - Topic 5	2:35 PM - 2:45 PM
Keynote Speaker - Topic 6	2:50 PM - 3:00 PM
Keynote Speaker - Topic 7	3:05 PM - 3:15 PM
Keynote Speaker - Topic 8 & 9	3:20 PM - 3:30 PM
Keynote Speaker - Topic 10 & 11	3:35 PM - 3:45 PM
Keynote Speaker - Topic 12 & 13	3:50 PM - 4:00 PM
Technical Session/ Paper Presentation (For all Topic)	4:05 PM - 4:40 PM
Coffee Break, Certificate Giving and Photo session	4:45 PM - 4:55 PM
Closing Ceremony and Photo Session	4:55 PM - 5:00 PM

- **Sunday, April 28, 2024** – City visit (optional to the participants)

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Conference Committee

Keynote Speech



Hayley O'Donnell

Business Banking Relationship Manager, BMO financial group

Hayley O'Donnell is currently a Business Banking Relationship Manager at the Bank of Montreal. After completing her Bachelor of Commerce Degree with a concentration in Finance from the University of Calgary, Hayley began her career at BMO financial group. Throughout her career, she has moved her way through several roles within the Business Banking segment including credit underwriting and account management. Over the past five years, Hayley has honed her skills of financial analysis, credit structuring and business banking advisory as she strives to ensure her clients receive top tier service and advice catered to their business' needs.

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Keynote Speech



Debbie Motilewa

*Senior Product Manager (Growth) at Amazon Web Services
Featured Speaker at Product School*

Debbie Motilewa's professional journey is at the intersection of innovation, education and community empowerment. At 20, she founded The VolunteerNG, a non profit bridging educational gaps in Nigeria. At 25, she achieved the distinction of being the youngest PhD graduate from Africa's esteemed Covenant University. At 28, she built Afrohub - a digital marketplace uniting consumers with black-owned businesses. She currently works as a Senior Product Manager at AWS IQ, driving the organization's growth strategy to empower small and medium sized businesses to unlock the power of cloud computing. Prior to Amazon, she worked at Microsoft on Viva Engage/Yammer. Debbie's influence goes beyond borders, having lived and worked on three continents - Europe, Africa and North America. When she is not shaping technological solutions or nurturing startups, she finds joy exploring the world and savoring diverse cuisines.

Keynote Speaker topic: People who change the world, first discover themselves.

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Committee Members

- **Dr. Afzalur Rahman**, Douglas College, Canada Conference Chair
- **Dr. Michael Henry**, Thompson Rivers University, Canada; Dean, School of Business & Economics – Adviser
- **Masum Billah Bhuiyan**, Founder of Giant Marketers
IT Entrepreneur || Public Speaker || Business Coach || Digital Marketing Expert
- **Mr. John O’Fee**, QC, Thompson Rivers University, Canada - Business Law and Human Resource Management
- **Dr. Erika Skita**, Instructor, Granville College in Vancouver, Canada
- **Dr. Dushyant Gosai**, Colorado State University-Global Campus, United States - Accounting
- **Mr. Simon Parker**, Douglas College, Canada - Marketing and International Business
- **Dr. Ahmed Hoque**, Vancouver Island University, Canada - Economics and Banking
- **Dr. Emrul Hasan**, The University of British Columbia, Canada -Finance
- **Dr. Murat Eroglu**, Faculty Member, Adelphi University, USA
- **Ms. Marisa McGillivray**, Economist at Statistics Canada Consumer Prices Division
- **Mr. Quazi M. Ahmed**, IFC/World Bank Group Certified Master Trainer
- **Mrs. Yasmin Jahir**, Divisional Chair, Electrical and Computer Engineering Director of Operations, USA
- **Dr. Imtiaz Ahmed**, Assistant Professor, Department of Electrical Engineering and Computer Science, Howard University, Washington, DC, USA

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Authors' Presentation Review

Saturday, April 27, 2024

Name and Affiliation	Title
Mohammad Movahhedian (Author) <i>DigitEx & SMM Trading Services</i>	New Revenue Streams Through Digital Services Implementation and Commercialization.

Name and Affiliation	Title
Tangwa Hazil Mayah (Author) <i>Mikaro Services Sarl</i>	Integrated marketing communications (IMC).

Name and Affiliation	Title
Ttitasua Bengyella Valery (Author) <i>Mikaro Services Sarl</i>	Financial Risk Management and Its Importance to Financial Managers.

Name and Affiliation	Title
Hamidreza Keihani (Author) <i>Åbo Akademi University</i>	Transitioning corporate models and processes towards sustainable practices and adopting a circular economy approach.

Name and Affiliation	Title
Negassa Gebeyehu Jalu (Author) <i>PhD Research Fellow, Gujarat University, School of Commerce</i>	Unlocking Potential: Rethinking Support Programmes and the dynamics of entrepreneurial ecosystems in Ethiopia.

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Name and Affiliation	Title
<p>Mavis Awuah (Author) <i>Mavent Educational Consult</i></p> <p>Maxwell Yeboah Asante (Author) <i>MaxPro Research Enterprise</i></p> <p>Felix Asomah Frimpong (Co-Author) <i>FertPro Frimp Ghana Ltd</i></p>	<p>Agribusiness Entrepreneurial Management; A tool for eradicating Youth Unemployment and Extreme Poverty in Decentralized Regimes in Rural Communities of Sub-Saharan Africa.</p>

Name and Affiliation	Title
<p>Yosef Zemicheal Kebedom (Author) <i>Consultancy Services for Economic Development Businesses and Investment</i></p> <p>Temesgen Woldamanuel Wajebo (Author) <i>Addis Ababa University</i></p>	<p>Effect of Domestically Sourced and Imported Inputs Utilization and Labour Productivity on Labour Demand of the Ethiopian Manufacturing Sector.</p>

Name and Affiliation	Title
<p>Yushan Zhao (Author) <i>University of Wisconsin, Whitewater</i></p>	<p>An Investigation of the Impact of Team Member Diversity on Team Performance.</p>

Name and Affiliation	Title
<p>Okey Chigozie Sabinus (Author) <i>University of Port Harcourt</i></p>	<p>Effect of Organizational Resilience on the Performance of Small and Medium Scale Enterprises in Nigeria With Emphasis on Port Harcourt and Its Environs.</p>

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Name and Affiliation	Title
Esene James Glory (Author) <i>University of Port Harcourt</i>	Relationship Between Value Relevance of Accounting Information and Investment Decision, Evidence From Nigeria Capital Market.

Name and Affiliation	Title
Kofi Gyamfi Boateng (Author) <i>Pattfix Enterprise</i>	Mergers and Acquisitions - A case study of Ghana and Sub-Saharan Africa.

Name and Affiliation	Title
Mubeen Sikandar (Author) <i>National Police Bureau, Ministry of Interior, Government of Pakistan</i>	Effect of Trait Mindfulness on Police Force Wellbeing: The Moderating Role of Optimism.

Name and Affiliation	Title
Hamid Erfaniankhazadeh (Author) <i>Islamic Azad University</i>	Identifying the affecting factors on organizational bullying with the approach of providing solutions to reduce organizational bullying.

Name and Affiliation	Title
Abdul Razak Mohamed Rikaz (Author) <i>Royal Classic Resort</i>	Impact of social media on Consumer Behavior Sustainability and Green Marketing – Special references to men’s personal care brands.

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Name and Affiliation	Title
Manu Joshua (Author) <i>Republic Bank Ghana PLC</i>	Examining the nexus between treasury management practices and bank profitability: A case study of Republic Bank Ghana Plc.

Name and Affiliation	Title
Mohammad Yaser Maleki (Author) <i>University of Tehran Research and Technology Park</i>	Exploring Global Trends in Accounting and International Taxation: Insights and Implications for Financial Management.

Name and Affiliation	Title
Eric Marcus Crentsil (Author) <i>Gomoa Community Bank Plc</i>	The Resilience and Impact of Rural and Community Banks on Ghana's Financial Sector and Socioeconomic Development.

Name and Affiliation	Title
Gabriel Sam Ahinful (Author) <i>Takoradi Technical University</i> Emmanuel Takyi (Co-Author) <i>Takoradi Technical University</i> Venancio Tauringana (Co-Author) <i>University of Southampton</i> Danquah Jeff Boakye (Co-Author) <i>Koforidua Technical University</i> Ishmael Tingbani (Co-Author) <i>Southampton University</i>	Owner-manager demographics and environmental management practices in Ghana: The moderating role of education.

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Name and Affiliation	Title
<p>Yaw Atuahene Kudom (Author) <i>Atuahene & Agyemang Educational Consult Ltd</i></p> <p>Patrick Agyemang (Co-Author) <i>Atuahene & Agyemang Educational Consult Ltd</i></p> <p>Emmanuel Asante (Co -Author) <i>Emmatek Consult Ltd</i></p>	<p>Agribusiness Entrepreneurial Management; A tool for eradicating Youth Unemployment and Extreme Poverty in Decentralized Regimes in Rural Communities of Sub-Saharan Africa.</p>

Name and Affiliation	Title
<p>Sandys Addo (Author) <i>Mavent Educational Consult</i></p> <p>Joseph Nii Ayaa Wilson (Co-Author) <i>Lead Research Fellow</i></p>	<p>Indigenous Entrepreneurship; A tool for eradicating Structural Unemployment and in Decentralized Governance in Rural Communities.</p>

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Instructions for Oral Presentation

Saturday, April 27, 2024

Devices provided by the conference organizer:

- ❖ Laptop (with MS-Office and Adobe Reader)
- ❖ Projector and Screen

Materials provided by the presenters:

- ❖ PowerPoint or PDF files (files should be copied to the conference laptop at the beginning of each session)

Duration of each presentation:

- ❖ Regular oral presentation – 10 minutes including Q&A
- ❖ Keynote speech – 20 minutes

Instructions for Publication

All accepted papers in the Conference will be published in the online conference proceedings:

Title: Conference Abstract April 26-28, 2024, Vancouver, Canada.

ISBN : 978-1-998259-25-0

Format: Electronic book

Instructions for Participation

To attend the conference, please ensure you bring a printed invitation letter and a valid photo ID (such as Passport, Driving License, or any government-issued ID with a photo) on the day of the event. Admittance to the conference will not be granted without these documents. We greatly appreciate your cooperation.

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Authors' Presentation Schedule

Saturday, April 27, 2024

Name and Affiliation	Title & Abstract
<p>Mohammad Movahhedian (Author)</p> <p><i>DigitEx & SMM Trading Services</i></p>	<p>New Revenue Streams Through Digital Services Implementation and Commercialization.</p> <p>Abstract: In the rapidly evolving business landscape, telecom and IT companies seek revenue growth through digital services. This paper introduces an innovative approach for unlocking new revenue streams through digital service implementation. We propose an overlay organization design with 3 key functionalities. The Pre-(digital) Service Implementation Stage establishes B2B market creation, use case finalization, and SLAs. The Service Design and Implementation Stage ensures infrastructure alignment and quality assurance. The Post-(digital) Service Implementation Stage offers seamless delivery, tailored monetization, and AI-enhanced customer care. Cross-functional units facilitate partnerships, data analytics, and regulatory compliance. This holistic approach generates revenue and fosters growth within the digital economy. This paper equips organizations to transform and thrive in the dynamic realm of digital services. Finally, the proposed solution is mapped onto a primary revenue-generating industry sector in British Columbia, i.e., the Real Estate and Construction industry, to showcase the potential of the proposed framework to revolutionize revenue generation.</p> <p>Keywords: Digital Transformation, Digital Services, Overlay Organization Design, Revenue Generation, Business Model Innovation, Telecom & IT Industry, Service Implementation, Service Monetization, Industry-specific KPIs</p>

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Name and Affiliation	Title & Abstract
<p>Tangwa Hazil Mayah (Author)</p> <p><i>Mikaro Services Sarl</i></p>	<p>Integrated marketing communications (IMC)</p> <p>Abstract: The concept of integrated marketing communication (IMC) has gained prominence as a valuable tool for professionals in the development and execution of marketing communications with greater consistency and effectiveness. With its enduring popularity, there remains a dearth of knowledge on the actual or visible manifestation of this idea within the realm of marketing communication. Nevertheless, the emergence of this concept has emerged as a very noteworthy instance of advancement within the field of marketing. The endorsement of advertising and marketing practitioners highlights the significant innovativeness of this particular marketing function. The concept of integrated marketing communication (IMC) has evolved from mere communication to encompass the strategic utilization of promotional materials in a cohesive manner, resulting in a synergistic effect on communication. This study aims to investigate the extent to which integrated marketing communication can be considered a practical means of promotion. Additionally, it seeks to identify the problems faced by firms in implementing integrated marketing communication and analyze the effectiveness of using integrated marketing communication (IMC) by the COCA COLA company.</p> <p>Keywords: Integrated Marketing Communication, Promotional Mix, Digital Media, Artificial intelligence.</p>

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Name and Affiliation	Title & Abstract
<p>Ttitasua Bengyella Valery (Author)</p> <p><i>Mikaro Services Sarl</i></p>	<p>Financial Risk Management and Its Importance to Financial Managers.</p> <p>Abstract: Risk management is a systematic approach that involves the identification, analysis, and subsequent acceptance or mitigation of uncertainties associated with investment decisions. The relationship between risk and return is inherent in the realm of investments. Risk management techniques encompass several approaches, including avoidance, retention, sharing, transferring, as well as loss prevention and reduction. One strategy for evaluating risk involves utilizing the concept of standard deviation, which serves as a statistical indicator of the extent to which data points deviate from the mean.</p> <p>Keywords: Risk Management, Risk assessment, Risk Abstention, Risk Strategies,</p>

Name and Affiliation	Title & Abstract
<p>Hamidreza Keihani (Author)</p> <p><i>Åbo Akademi University</i></p>	<p>Transitioning corporate models and processes towards sustainable practices and adopting a circular economy approach.</p> <p>Abstract: The upper management of many firms is increasingly prioritizing the ramifications of rapid global warming, depleting resources, and the escalating loss of entire ecosystems. The onus of resolving the ensuing issues is entrusted to political or social entities. Nevertheless, the growing consciousness among consumers and the general public regarding price fluctuations and scarcity issues in the supply of raw materials, along with the adherence to corporate laws and the value chain, are exerting mounting pressure. In this regard, the sustainability of a company serves as a competitive advantage. This initiative is strategic and presents substantial opportunities for growth. The circular economy, which is an eco-friendly kind of economics, integrates both ecological and economic advantages. Adopting circular business models, which deviate from linear consumption and prioritize sustainable decoupling of economic growth from resource use, is crucial for the advancement towards a circular</p>

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	<p>economy. Linking commercial interests with ecological forms of the economy is a necessary condition for initiating a process of reevaluation. It is a subsidiary corporation. Within the literature, numerous methodologies exist for developing novel circular business models that incorporate sustainability considerations.</p> <p>Keywords: business models, systemic transformation, sustainable business practices, circular economy</p>
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Name and Affiliation	Title & Abstract
<p>Negassa Gebeyehu Jalu (Author)</p> <p><i>PhD Research Fellow, Gujarat University, School of Commerce</i></p>	<p>Unlocking Potential: Rethinking Support Programmes and the dynamics of entrepreneurial ecosystems in Ethiopia.</p> <p>Abstract: Entrepreneurship support programmes are a crucial component of the entrepreneurial ecosystem. These initiatives, often affiliated with the government, aim to facilitate and enhance productive entrepreneurship practices within startups. However, the effectiveness of these support programmes is frequently evaluated in isolation from other domains within the entrepreneurship ecosystem, neglecting the broader impact of these programmes on ecosystem dynamics. This paper explores how the structure and implementation of entrepreneurship support programmes in Ethiopia influence the entrepreneurial behaviours of firms within the ecosystem. This investigation extends previous research that has questioned the efficacy of entrepreneurship support programmes in generating productive entrepreneurial ecosystems. Using a qualitative research method that included 40 in-depth, semi-structured interviews with founders of manufacturing companies in Ethiopia, we show that entrepreneurship support programmes can discourage entrepreneurs and slow down market progress if they don't give resources to innovative and competitive companies first. In the absence of competition-based resource allocation, firms tend to prioritize survival over taking risks to expand operations, potentially impeding the creation of successful entrepreneurial ecosystems. Based on our findings, we propose a more pragmatic role for support programmes in fostering entrepreneurial ecosystems within developing economies.</p> <p>Keywords: Entrepreneurship ecosystem; support programmes; small business; Ethiopia.</p>

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Name and Affiliation	Title & Abstract
<p>Mavis Awuah (Author) <i>Mavent Educational Consult</i></p> <p>Maxwell Yeboah Asante (Author) <i>MaxPro Research Enterprise</i></p> <p>Felix Asomah Frimpong (Co-Author) <i>FertPro Frimp Ghana Ltd</i></p>	<p>Agribusiness Entrepreneurial Management; A tool for eradicating Youth Unemployment and Extreme Poverty in Decentralized Regimes in Rural Communities of Sub-Saharan Africa.</p> <p>Abstract: According to the International Labour Organization (ILO), young people in rural communities are three times more likely to be unemployed. It posits that about 70% of the global labour force within the rural communities have no access to formal sector employment. Self-Employment/Entrepreneurship which is an alternative to traditional formal employment pathways is least recognized in most rural settings. Indigenous Entrepreneurship which is a home-grown job creation and self-employment avenue is considered the most sustainable and surest guarantee for improving the bizarre youth unemployment and endemic rural poverty situation. This entails using appropriate local skills and technology to solving the very basic social challenges. Countries like Rwanda, Ghana, Mauritius and Botswana are living testimonies to this. The United Nations Conference on Trade & Development 2018 (UNCTAD) report on rural unemployment sees indigenous entrepreneurship as a panacea to the canker of rural unemployment and endemic poverty. To sustain this approach calls for Targeted Policy Direction & Advocacy, Trade Growth & Business Development, Mentorship and Sustainable Funding Source for Indigenous Entrepreneurship. This approach must focus on Youth Entrepreneurship, Women Entrepreneurship and promoting Intrapreneurship for Persons Living with Disabilities. These are the main actors affected by the ropes of unemployment and rural poverty & joblessness. Whilst Governments sign onto International Trade Pacts like African Free Trade Continental Agreement (AFCTA), conscious efforts must be made to build and scale up the capacities of Indigenous Entrepreneurs in key sectors like Agribusiness, Climate Change Management, Education, Health, Security and Transportation. Concessions in terms of quota purchase can be allocated to inspire budding youth and women entrepreneurs in the above key sectors. The greater focus should go into agribusiness since any nations that produces what it eats has the capacity to diversify into any other sector. This research work is geared</p>

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	<p>towards enhancing rural employment and poverty reduction through indigenous entrepreneurship. The focus is on Youth, Women and Disability-led Entrepreneurship. The Research intends to evaluate how indigenous entrepreneurship can economically improve decentralized political regimes through revenue mobilization, royalty/tax enhancement, and job & wealth creation.</p> <p>Keywords: Endemic rural poverty; home-grown job creation; Self-Employment/Entrepreneurship, indigenous entrepreneurship, ,United Nations Conference on Trade & Development, Trade Pacts, African Free Trade Continental Agreement (AFCTA), Intrapreneurship for Persons Living with Disabilities, Targeted Policy Direction, Trade Growth.</p>
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Name and Affiliation	Title & Abstract
<p>Yosef Zemicheal Kebedom (Author)</p> <p><i>Consultancy Services for Economic Development Businesses and Investment</i></p> <p>Temesgen Woldamanuel Wajebo (Author)</p> <p><i>Addis Ababa University</i></p>	<p>Effect of Domestically Sourced and Imported Inputs Utilization and Labour Productivity on Labour Demand of the Ethiopian Manufacturing Sector.</p> <p>Abstract:</p> <p>The objective of this study is to examine the effect of cost of imported and domestically sourced inputs utilisation and labour productivity on labour demand in the Ethiopian manufacturing firms, using a balanced panel data from 2017 to 2021. The study employs a two-step System Generalized Method of Moments (SYS-GMM) estimator and reveals that the cost of domestically sourced and imported raw materials utilized, as well as labour productivity, is significant determinants of a firm's labour demand. Specifically, a 10% increase in cost for locally sourced and imported raw materials demand 0.758% and 0.568% more labour, respectively. Furthermore, a 1% increase in labour productivity results in a 0.341% decrease in labour demand. To address the issue of raw material shortage, it is recommended to design incentive schemes for industries need driven agricultural production. Additionally, enhancing trade openness is suggested to stimulate product demand and increase employment opportunities.</p> <p>Keywords: Domestic Inputs, Imported Inputs, Labour-demand, Labour Productivity, Two Step System-GMM</p>

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Name and Affiliation	Title & Abstract
<p>Yushan Zhao (Author)</p> <p><i>University of Wisconsin, Whitewater</i></p>	<p>An Investigation of the Impact of Team Member Diversity on Team Performance.</p> <p>Abstract: This study investigates the impact of team member diversity on team performance. Teamwork is very important for the success of an organization. However, previous studies indicate that about 60% of teamwork fails. The importance of diversity for an organization is intensively addressed in the literature. Diversity encompasses a wide range of dimensions, including but not limited to gender, age, ethnicity, cultural background, educational background, skills, experiences, and perspectives. When harnessed effectively, diverse teams can leverage their unique attributes to achieve remarkable outcomes. Literature indicates that diversity in an organization brings together individuals with a variety of backgrounds, experiences, and perspectives, which can lead to more comprehensive problem-solving approaches. Different viewpoints and approaches to problem-solving stimulate creativity and innovation within the organization, leading to the development of novel solutions and strategies. This study proposes that diverse teams tend to make better decisions by drawing on a wider range of perspectives and insights. By embracing diversity and harnessing the unique strengths and perspectives of each team member, organizations can unlock the full potential of their teams and achieve outstanding results. This study will propose a research framework exploring the impact of team diversity on team performance. It will discuss how diversity affects different aspects of teamwork, and how diversity eventually impacts team performance. This study will offer managerial implementations about how organizations can benefit from diversity by getting better ideas, questioning assumptions, and creating better solutions.</p> <p>Keywords: Diversity, Team Member, Teamwork, Performance.</p>

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Name and Affiliation	Title & Abstract
<p data-bbox="199 972 634 1041">Okey Chigozie Sabinus (Author)</p> <p data-bbox="199 1079 561 1115"><i>University of Port Harcourt</i></p>	<p data-bbox="657 275 1422 384">Effect of Organizational Resilience on the Performance of Small and Medium Scale Enterprises in Nigeria With Emphasis on Port Harcourt and Its Environs.</p> <p data-bbox="657 422 781 457">Abstract</p> <p data-bbox="657 459 1422 1703">This study investigated the effect of organizational resilience on the performance of small and medium-scale enterprises in Nigeria with an emphasis on Port Harcourt and its environs. In order to achieve the purpose of the study, four (4) hypotheses were formulated and data was collected from primary sources through the issue of seventy-two (72) structured questionnaires to the management staff of fifteen SMEs, and the data collected was analyzed using Pearson Coefficient of Correlation on Statistical Package for Social Sciences (SPSS). The data analyses revealed among other things that: organizational resilience activities of adaptability and preparedness were positively correlated to profitability and productivity with the implication that as SMEs engaged in organizational resilience activities, their profitability and productivity are expected to improve. On the basis of the findings, the study concluded that: SMEs in Nigeria do not have the capacity to adapt to changes in the environment and remain profitable. The study also concluded that SMEs as a result of their low capacity in adapting to changes in the environment perform below optimal levels in terms of productivity. Furthermore, it was concluded that the level of preparedness in Nigeria is low such that its contribution to profitability and productivity is very low. Hence, it was recommended that: SMEs are as a matter of urgency advised to make/adopt policies that will lead to their abilities to adapt to the changing business environment. SMEs should also create awareness among their staff about the necessary activities that improve the ability of the firm to changes and remain profitable and productive. Finally, governments at different levels should provide the needed regulations that will obligate SMEs to adopt best practices that will help to improve the ability of organizations to be resilient to changes in the environment.</p> <p data-bbox="657 1740 1422 1808">Keywords: Organizational Resilience, Performance, Small and Medium Scale Enterprises, Nigeria.</p>

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Name and Affiliation	Title & Abstract
<p data-bbox="199 1003 586 1073">Esene James Glory (Author)</p> <p data-bbox="199 1108 558 1142"><i>University of Port Harcourt</i></p>	<p data-bbox="613 323 1421 432">Relationship Between Value Relevance of Accounting Information and Investment Decision, Evidence From Nigeria Capital Market.</p> <p data-bbox="613 470 737 499">Abstract</p> <p data-bbox="613 506 1421 1675">This study investigated the relationship between the value relevance of accounting information and investment decisions in the context of the Nigeria Capital Market. The value relevance of accounting information is crucial for investors as it provides vital data about a company's financial status, aiding in strategic decision-making. However, the quality and relevance of this information can significantly impact its usefulness. This research aimed to assess the value relevance of accounting information and its influence on investment decisions, providing evidence from the Nigerian Capital Market. The study adopted a cross-sectional survey design. The population for this study consisted of all quoted commercial banks in Nigeria. Available data from the Port Harcourt branch of the Nigerian Stock Exchange (NSE) revealed that there are 15 listed commercial banks in Nigeria. This study utilized primary and secondary sources of data. The findings of this study could offer valuable insights for investors, financial analysts, and other users of financial statements. It was concluded that there is no significant relationship between the reliability of accounting information and dividend per share. Comparability of accounting information does not significantly affect earnings per share while timeliness of accounting information does not significantly affect net assets value per share. The study recommended amongst others that all quoted companies on the Nigerian Stock Exchange must as a matter of urgency comply with the preparation of Simplified Investor's Summary Accounts (SISA) with emphasis on accounting information on earnings, book value, dividends and cash flows aside from the mandatory detailed financial statements. This will remove information overload, particularly for nonaccountants and non-financial analysts.</p> <p data-bbox="613 1713 1421 1822">Keywords: Value Relevance of Accounting Information, Investment Decision, Relationship Evidence, Nigeria Capital Market.</p>

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Name and Affiliation	Title & Abstract
<p>Kofi Gyamfi Boateng (Author) <i>Pattfix Enterprise</i></p>	<p>Mergers and Acquisitions - A case study of Ghana and Sub-Saharan Africa.</p> <p>Abstract: Mergers and acquisitions (M&A) have emerged as critical strategic tools in the business landscape of Ghana and Sub-Saharan Africa (SSA), shaping industries and economies. This paper presents a comprehensive case study analyzing the trends, drivers, challenges, and outcomes of M&A activities in the region. Utilizing a mixed-method approach, the study combines qualitative and quantitative analysis to examine the factors influencing M&A decisions and their impact on firms' performance and market dynamics. The findings reveal the unique characteristics of M&A in Ghana and SSA, highlighting the significance of regulatory frameworks, cultural considerations, and economic conditions. The paper contributes to the understanding of M&A dynamics in emerging markets, offering insights for policymakers, practitioners, and scholars to navigate the complexities of corporate restructuring in the region. In 2022, the largest merger and acquisition (M&A) deal in the Africa and Middle East region was the acquisition of Tower Semiconductor Ltd by Intel Corp. This M&A deal was announced in February and the transaction was worth 5.8 billion U.S. dollars.</p> <p>Keywords: Mergers and Acquisitions, Ghana, Sub-Saharan Africa, Emerging Markets, Corporate Restructuring</p>

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Name and Affiliation	Title & Abstract
<p>Mubeen Sikandar (Author)</p> <p><i>National Police Bureau, Ministry of Interior, Government of Pakistan</i></p>	<p>Effect of Trait Mindfulness on Police Force Wellbeing: The Moderating Role of Optimism.</p> <p>Abstract</p> <p>In this paper, we examine the impacts of mindfulness on emotional exhaustion and job satisfaction among the police force working in Pakistan. Additionally, we explore the moderating role of individual optimism on the relationship between mindfulness and, emotional exhaustion and job satisfaction. Using time-lagged (T1, T2 and T3) multisource, both face-to-face and online survey data from 226 officers and constables from the Punjab province of Pakistan, our results show significant negative relationships between mindfulness and emotional exhaustion. We also found a significant positive relationship between mindfulness and job satisfaction. The moderation analysis confirms that optimism significantly moderates the relationship between mindfulness and emotional exhaustion. However, we find no evidence of moderation in the relationship between mindfulness and police force job satisfaction. Finally, the study discusses these findings' theoretical and practical implications, limitations, and future research directions.</p> <p>Keywords: Mindfulness at Workplace, Job Satisfaction, Emotional Exhaustion, Police Force, Conservation of Resource Theory.</p>

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Name and Affiliation	Title & Abstract
<p>Hamid Erfaniankhazadeh (Author)</p> <p><i>Islamic Azad University</i></p>	<p>Identifying the affecting factors on organizational bullying with the approach of providing solutions to reduce organizational bullying.</p> <p>Abstract: Given that most of the life of employees is spent in organizations, having a healthy and vibrant work environment can lead to improved employees well-being and productivity. While in most organizations today, the feeling of bullying has caused psychological damage and harassment to employees and has led to reduced productivity. Leyman developed the concept of organizational bullying, which was an offensive behavior. In 1990, he studied the psychology of injured workers. He found that employees who were humiliated, deprived and punished under the collective behavior of their co-workers suffered severe losses. Some believe that to reduce the level of bullying in the organization, managers should identify the factors that cause bullying.(Maali Tafti, Erfanian Khazadeh et al. 2021). It is clear that access to information about the victim and the perpetrator in bullying is important, as many victims in bullying do not express or recognize it.(Hoel and Einarsen 2020)</p> <p>Of course, in addition to the importance of data collection, the accuracy and source of information collected in identifying these factors is crucial to be able to correctly identify the causes of bullying. Organizational bullying may be more likely to be addressed if this research gap is filled. And may be the knowledge, information, experience of investigators(arbitrators) or judges, etc. can help to discover the root of this hidden organizational disease. Therefore, goals research is:</p> <ol style="list-style-type: none"> 1. Identifying affecting factors of organizational bullying from HR managers and investigators' perspective 2. Providing solutions to reduce organizational bullying <p>This study with help of qualitative research has tried to answer these questions. Interviews from 11 HR managers and 4 investigators(judges) analyzed by theme analysis. Because Clark and Brown (2006) argue that " theme analysis is a way to identify, analyze, and articulate patterns</p>

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	<p>(themes) within data. And can interpret different aspects of the research topic".</p> <p>Research has shown that, 17 factors have influence on organizational bullying from HR managers and judges' perspective, which are classified in 4 dimensions: Organizational, cultural, political and legal dimension. At the end, the article has presented some strategies to reduce the level of organizational bullying with a systemic approach.</p> <p>Keywords: Organizational Bullying, Investigators, Affecting factors, Human Resource managers.</p>
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Name and Affiliation	Title & Abstract
<p>Abdul Razak Mohamed Rikaz (Author)</p> <p><i>Royal Classic Resort</i></p>	<p>Impact of social media on Consumer Behavior Sustainability and Green Marketing – Special references to men’s personal care brands.</p> <p>Abstract:</p> <p>This research delves into the intricate web of relationships between online users' intents to buy Head & Shoulders Shampoo for Men and a variety of important variables associated to engagement in social media. The study analyses how brand loyalty relates to consumers' propensity to make purchases online. This study investigates the connections between consumers' "Perceived Social Media Credibility," "Brand Interaction," "Influencer Impact," "Social Media Engagement Frequency," and "Content Type Preference" in order to determine how each of these variables affects the likelihood that customers would make purchases online. After analysing data from a sample of 250 persons, interesting trends and correlations were uncovered.</p> <p>The findings of this research illustrate the significant impact that consumers' social media engagement has on their propensity to make online purchases. The analysis of correlation shows that all of the independent variables have strong positive connections to the dependent variable named "Online Purchasing Intention." Notably, there are robust connections between a person's level of trust in social media content, the strength of their brand</p>

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interactions, the influence of their friends, the frequency with which they engage with social media content, and the types of content they prefer.

The influence of these elements on customers' propensity to make online purchases as a whole was also examined via the use of a multiple regression analysis. About 72.1% of the overall variance in "Online Purchasing Intention" is explained by the regression model. Researchers found that although "Influencer Impact" and "Perceived Social Media Credibility" show both positive and negative effects, "Social Media Engagement Frequency" and "Content Type Preference" had favourable influences. When combined, these metrics speak volumes about whether or not people prefer to buy shampoo online.

The study's results shed light on the dynamic link between social media use and the desire to make online purchases. In order to successfully influence online purchasing decisions of consumers for products like Head & Shoulders Shampoo for Men, the findings highlight the importance of establishing credibility, cultivating brand interactions, leveraging the impact of influencers, tailoring content to preferences, and maintaining an active social media presence.

Keywords: Social Media Engagement, Online Consumer behaviour sustainability and green marketing, Perceived Credibility, Influencer Impact and Content Preference.

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Name and Affiliation	Title & Abstract
<p>Manu Joshua (Author) <i>Republic Bank Ghana PLC</i></p>	<p>Examining the nexus between treasury management practices and bank profitability: A case study of Republic Bank Ghana Plc.</p> <p>Abstract: In today's dynamic banking landscape, effective treasury management is a critical driver of financial performance for banks. This empirical study aims to shed light on the complex relationship between treasury management practices and the profitability of commercial banks. Grounded in the context of the ever-evolving Ghanaian banking sector, this investigation focuses on the operations of Republic Bank Ghana Plc. A rigorous case study methodology was used which seamlessly combined both qualitative and quantitative research approaches, embodying a robust mixed-methods strategy. The research cohort encompasses not only senior management but also the diverse workforce of Republic Bank Ghana Plc. With a carefully selected sample of fifteen participants, chosen through purposive sampling techniques, the study ensures the depth and richness of this analysis. Contrary to traditional assumptions, the empirical findings reveal that short-term funding within the banking sector primarily serves the essential role of bolstering banks' liquidity positions rather than serving as a direct driver of improved financial performance. Republic Bank Ghana Plc's steadfast commitment to a well-defined short-term investment policy, particularly in the context of liquidity measures, exemplifies the bank's treasury management prowess. The study's rigorous quantitative analyses, supported by robust statistical methods, provide compelling evidence of a statistically significant relationship between treasury management practices and observed fluctuations in financial performance. The regression analysis yielded a notable F-statistic of 4.78 ($p < 0.05$), indicating a strong positive correlation between specific treasury management practices and bank profitability. Moreover, the empirical framework of the study extends to include an analysis of variance (ANOVA), a robust validation tool for elucidating the connections between perceived impacts of treasury management and the financial performance of commercial banks. The ANOVA results were highly significant</p>

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(F-statistic = 6.21, $p < 0.001$), further corroborating the research hypothesis and highlighting the critical importance of treasury management practices in influencing bank profitability. In conclusion, the efficacy of treasury management practices at Republic Bank Ghana Plc is contingent on the bank's ability to seamlessly integrate these strategies into its core operational functions. The statistical findings of this study affirm the significance of these practices in enhancing financial performance and, consequently, the bank's competitive position. Drawing from these empirical insights, it is advocated for not only Republic Bank Ghana Plc but also commercial banks across the Ghanaian financial landscape to adopt and adapt a robust policy framework governing treasury management practice. Additionally, it is proposed that government intervention through regulatory guidelines is instrumental in fostering an environment conducive to the widespread adoption of these practices, fortifying the resilience and vitality of the financial sector. This research constitutes a substantive contribution to the evolving treasury management literature and its implications for bank profitability. The statistical results unambiguously underline the necessity for banks to embrace treasury management practices as integral components of their strategic imperatives. Moreover, the study reinforces the indispensable role of government policies in nurturing an environment conducive to the widespread adoption of treasury management practices, thereby fostering economic stability and growth in the banking sector.

Keywords: Treasury management, Profitability, Financial performance, Commercial Bank, Banking sector, Ghana

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Name and Affiliation	Title & Abstract
<p>Mohammad Yaser Maleki (Author)</p> <p><i>University of Tehran Research and Technology Park</i></p>	<p>Exploring Global Trends in Accounting and International Taxation: Insights and Implications for Financial Management.</p> <p>Abstract: This article provides a review of the global trends in accounting and international taxation, offering valuable insights into these critical areas of financial management. The study synthesizes and analyzes relevant literature on two central topics: international tax planning practices and the development of accounting in the modern era. The first part examines the various approaches employed by international companies for tax planning, including transfers of revenues, company redevelopment, and tax loopholes. The need for more precise measurement of tax planning techniques is highlighted, along with the potential impact of macroeconomic variables on international tax planning. The second part investigates the current directions and future trends in the field of accounting, emphasizing significant factors such as globalization, digital technologies, and the expectations of business and professional accountants. The article explores the shift from technical accounting functions to a more strategic role in supporting management and societal development. The findings underscore the importance of technological advancements, soft skills, and professional flexibility for the progress of accounting companies and professionals. By considering the challenges and prospects in these domains, this research contributes to the understanding of global trends and their implications for accounting and international taxation.</p> <p>Keywords: Global Trends Accounting, International Taxation, Modern Accounting Development, Technological Advancements, Soft Skills, Professional Flexibility.</p>

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Name and Affiliation	Title & Abstract
<p>Eric Marcus Crentsil (Author) <i>Gomoa Community Bank Plc</i></p>	<p>The Resilience and Impact of Rural and Community Banks on Ghana's Financial Sector and Socioeconomic Development.</p> <p>Abstract: This paper delves into the remarkable contributions of Rural and Community Banks (RCBs) to Ghana's financial sector and overall socioeconomic development. RCBs have not only created substantial employment opportunities but have also extended access to finance and banking services to previously unbanked rural populations. Their well-regulated operations, long-standing history, and robust internal policies have positioned them as a vital and remarkably resilient component of Ghana's financial landscape. This paper examines the factors underpinning their resilience, their impact on the country, and the lessons that can be gleaned from their success.</p> <p>Introduction of Rural and Community Banks (RCBs) have played an instrumental role in Ghana's financial sector by addressing the unique banking needs of rural areas and underserved communities. This paper explores their evolution, regulatory framework, and the substantial impact they have had on the nation's financial sector and socioeconomic development.</p> <p>The Evolution of RCBs in Ghana</p> <p>2.1. Historical Background: RCBs in Ghana have a rich history dating back to the late 1970s. They were established to bridge the gap in financial services between urban and rural areas and have since evolved into a significant pillar of the country's financial sector.</p> <p>2.2. Regulatory Framework: The Bank of Ghana and the ARB Apex Bank oversee and regulate RCBs to ensure sound and prudent operations. Their regulatory environment emphasizes financial stability, risk management, and customer protection.</p> <p>Resilience in the Face of Financial Crises: Ghana has faced financial crises in the past, with several traditional banks collapsing. However, RCBs have demonstrated remarkable resilience during these challenging times. This section explores the factors contributing to their stability:</p> <p>3.1. Prudent Lending Practices: RCBs have historically maintained prudent lending practices, mitigating the risk of</p>

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loan defaults and financial instability.

3.2. Diversified Asset Base: RCBs often maintain diversified asset portfolios, reducing their vulnerability to external shocks.

3.3. Strong Community Ties: Their deep-rooted connections to local communities Socioeconomic Impact

4.1. Employment Generation: RCBs have been pivotal in creating employment opportunities in rural areas, contributing to poverty reduction and economic empowerment.

4.2. Financial Inclusion: RCBs have extended banking and financial services to unbanked and underbanked populations, fostering financial inclusion.

4.3. Local Economic Development: Through loans and investments in local businesses, RCBs have catalyzed economic growth and development in rural communities engender a strong sense of trust, fostering financial stability even during crises.

3.4. Regulatory Oversight: Effective regulation by the Bank of Ghana and the ARB Apex Bank has played a pivotal role in ensuring the soundness of RCBs.

Lessons and Recommendations. The success and resilience of RCBs offer valuable lessons for Ghana's financial sector and beyond:

5.1. Community-Centric Approach: Emphasizing community ties and understanding local needs are key to financial inclusion and stability.

5.2. Prudent Regulation: Effective regulation and supervision are crucial for maintaining the stability of financial institutions.

5.3. Diversification: Diversifying asset portfolios can help mitigate risks and enhance long-term sustainability.

5.4. Capacity Building: Continuous training and capacity building for RCB staff are essential for maintaining high-quality banking services.

Conclusion Rural and Community Banks have made substantial contributions to Ghana's financial sector and socioeconomic development. Their resilience during financial crises, employment generation, and commitment to financial inclusion underscore their importance. By exploring their success and lessons learned, this paper aims to inspire a broader conversation on how community-centric banking models can benefit other regions facing similar

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	<p>challenges. RCBs represent a notable success story within the global financial landscape, emphasizing the potential of inclusive and community-driven financial institutions.</p> <p>Keywords: Rural and Community Banks (RCBs), Ghana, financial sector, Socioeconomic development, Employment generation, Financial inclusion, Regulatory framework, Financial stability, Risk management, Community ties, Diversification, Capacity building, community-centric approach.</p>
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<p>Yaw Atuahene Kudom (Author) <i>Atuahene & Agyemang Educational Consult Ltd</i></p> <p>Patrick Agyemang (Co-Author) <i>Atuahene & Agyemang Educational Consult Ltd</i></p> <p>Emmanuel Asante (Co -Author) <i>Emmatek Consult Ltd</i></p>	<p>Agribusiness Entrepreneurial Management; A tool for eradicating Youth Unemployment and Extreme Poverty in Decentralized Regimes in Rural Communities of Sub-Saharan Africa.</p> <p>Abstract: According to the International Labour Organization (ILO), young people in rural communities are three times more likely to be unemployed. It posits that about 70% of the global labour force within the rural communities have no access to formal sector employment. Self-Employment/Entrepreneurship which is an alternative to traditional formal employment pathways is least recognized in most rural settings. Indigenous Entrepreneurship which is a home-grown job creation and self-employment avenue is considered the most sustainable and surest guarantee for improving the bizarre youth unemployment and endemic rural poverty situation. This entails using appropriate local skills and technology to solving the very basic social challenges. Countries like Rwanda, Ghana, Mauritius and Botswana are living testimonies to this. The United Nations Conference on Trade & Development 2018 (UNCTAD) report on rural unemployment sees indigenous entrepreneurship as a panacea to the canker of rural unemployment and endemic poverty. To sustain this approach calls for Targeted Policy Direction & Advocacy, Trade Growth & Business Development, Mentorship and Sustainable Funding Source for Indigenous Entrepreneurship. This approach must focus</p>

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on Youth Entrepreneurship, Women Entrepreneurship and promoting Intrapreneurship for Persons Living with Disabilities. These are the main actors affected by the ropes of unemployment and rural poverty & joblessness. Whilst Governments sign onto International Trade Pacts like African Free Trade Continental Agreement (AFCTA), conscious efforts must be made to build and scale up the capacities of Indigenous Entrepreneurs in key sectors like Agribusiness, Climate Change Management, Education, Health, Security and Transportation. Concessions in terms of quota purchase can be allocated to inspire budding youth and women entrepreneurs in the above key sectors. The greater focus should go into agribusiness since any nations that produces what it eats has the capacity to diversify into any other sector. This research work is geared towards enhancing rural employment and poverty reduction through indigenous entrepreneurship. The focus is on Youth, Women and Disability-led Entrepreneurship. The Research intends to evaluate how indigenous entrepreneurship can economically improve decentralized political regimes through revenue mobilization, royalty/tax enhancement, and job & wealth creation.

Keywords: Endemic rural poverty; home-grown job creation; Self-Employment/Entrepreneurship, indigenous entrepreneurship, United Nations Conference on Trade & Development, Trade Pacts, African Free Trade Continental Agreement (AFCTA), Intrapreneurship for Persons Living with Disabilities, Targeted Policy Direction, Trade Growth.

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Name and Affiliation	Title & Abstract
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Name and Affiliation	Title & Abstract
<p>Sandys Addo (Author) <i>Mavent Educational Consult</i></p> <p>Joseph Nii Ayaa Wilson (Co-Author) <i>Lead Research Fellow</i></p>	<p>Indigenous Entrepreneurship; A tool for eradicating Structural Unemployment and in Decentralized Governance in Rural Communities.</p> <p>Abstract: According to the International Labour Organization (ILO), young people in rural communities are three times more likely to be unemployed. It posits that about 70% of the global labour force within the rural communities have no access to formal sector employment. Self-Employment/Entrepreneurship which is an alternative to traditional formal employment pathways is least recognized in most rural settings. Indigenous Entrepreneurship which is a home-grown job creation and self-employment avenue is considered the most sustainable and surest guarantee for improving the bizarre youth unemployment and endemic rural poverty situation. This entails using appropriate local skills and technology to solving the very basic social challenges. Countries like Rwanda, Ghana, Mauritius and Botswana are living testimonies to this. The United Nations Conference on Trade & Development 2018 (UNCTAD) report on rural unemployment sees indigenous entrepreneurship as a panacea to the canker of rural unemployment and endemic poverty. To sustain this approach calls for Targeted Policy Direction & Advocacy, Trade Growth & Business Development, Mentorship and Sustainable Funding Source for Indigenous Entrepreneurship. This approach must focus on Youth Entrepreneurship, Women Entrepreneurship and promoting Intrapreneurship for Persons Living with Disabilities. These are the main actors affected by the ropes of unemployment and rural poverty & joblessness. Whilst Governments sign onto International Trade Pacts like African Free Trade Continental Agreement (AFCTA), conscious efforts must be made to build and scale up the capacities of Indigenous Entrepreneurs in key sectors like Agribusiness, Climate Change Management, Education, Health, Security and Transportation. Concessions in terms of quota purchase can be allocated to inspire budding youth and women entrepreneurs in the above key sectors. The greater focus should go into agribusiness since any nations that produces what it eats has the capacity to diversify into</p>

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any other sector. This research work is geared towards enhancing rural employment and poverty reduction through indigenous entrepreneurship. The focus is on Youth, Women and Disability-led Entrepreneurship. The Research intends to evaluate how indigenous entrepreneurship can economically improve decentralized political regimes through revenue mobilization, royalty/tax enhancement, and job & wealth creation.

Keywords: Self-Employment;; endemic rural poverty; traditional formal employment pathways; home-grown job creation; United Nations Conference on Trade & Development; Trade Pacts; African Free Trade Continental Agreement (AFCTA); Women Entrepreneurship; Intrapreneurship for Persons Living with Disabilities; Targeted Policy Direction & Advocacy; Trade Growth & Business Development, Mentorship, Sustainable Funding; Disability-led Entrepreneurship; revenue mobilization; royalty/tax enhancement, and job & wealth creation.

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3.	Mohammad Movahhedian	DigitEx & SMM Trading Services	Tehran, Iran	Author
4.	Mulwana Micheal	Infectious Diseases Institute	Kampala, Uganda	Listener
5.	Tangwa Hazil Mayah	Mikaro Services Sarl	Limbe, Cameroon	Author
6.	Ttitasua Bengyella Valery	Mikaro Services Sarl	Limbe, Cameroon	Author
7.	Manwutmba Doris	Mikaro Services SARM	Limbe, Cameroon	Listener
8.	Nantongo Juliet Bonitor	Global Link Tours and Travel	Kampala, Uganda	Listener
9.	Mbikeh Sandrine Mesoh	Africa Trading and Manutention Sarl (A.T.M Sarl)	Douala, Cameroon	Listener
10.	Joseph Bentil Mensah	Pacoben Advertising	Accra, Ghana	Listener
11.	Abayiringira Prudente	Hellomed	Kigali, Rwanda	Listener
12.	Nwaomola Osaha Samuel	Ijedi - Awele Global Resources Ltd	Asaba, Nigeria	Listener
13.	Ahanonu Okwunna Olivia	Mazel Partners Limited	Gbagada, Nigeria	Listener
14.	Okwuchukwu Philip Onuzulike	Teesside University	Stanley, United Kingdom (UK)	Listener
15.	Mostafa Hajibarati	Mehr Bank	Tehran, Iran	Listener
16.	Osaigboje Jefferson Simon	Michelle Poultry Farm	Warri, Nigeria	Listener
17.	Mahamat Barka Izerik	Societe De Petrole Transport Et Commerce General	N'djamena, Chad	Listener

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18.	Timothy Nhyira Ababio	Standard Chartered Bank Ghana	Accra, Ghana	Listener
19.	Seudieu Raissa	Televente Africa.sa	Yaounde, Cameroon	Listener
20.	Hamidreza Keihani	Åbo Akademi University	Turku, Finland	Author
21.	Noubissi Tepomo Daniel	Norton Financial Corporation	Douala, Cameroon	Listener
22.	Nsengiyumva Felix	Director of Administration and Finance, Talent Contractors Ltd	Rwanda	Listener
23.	Nogue Guy Rostant	Africa Sea Food	Douala, Cameroon	Listener
24.	Awosanya Oluwakemi Omotolani	Initiative for Public Policy Analysis	Ikosi-Ketu, Nigeria	Listener
25.	Winnie Kabazarwe	Director Of Operations, Westlink Beaty Shop	Mbarara, Uganda	Listener
26.	Negassa Gebeyehu Jalu	PhD Research Fellow, Gujarat University, School of Commerce	Ahmedabad, India	Author
27.	Chilaka Chinedu James	Lkm Farms Ltd	Ahiazu Mbaise, Nigeria	Listener
28.	Ehirim James Nwanne	Lushanez Ent	Benin City, Nigeria	Listener
29.	Adam Muniru	Boss Tv	Kumasi, Ghana	Listener
30.	Mavis Awuah	Mavent Educational Consult	Sunyani West Municipality, Ghana	Author
31.	Mohammed Odoom Abass	Abass Odoom Mohammed Enterprise	Kumasi, Ghana	Listener
32.	Yosef Zemicheal Kebedom	Consultancy Services for Economic Development Businesses and Investment	Addis Ababa, Ethiopia	Author
33.	David Opoku Boakye	Kay Opoku Technical Services	Accra, Ghana	Listener
34.	Akosua Fowaa Frimpong	Kydix Palace	Tema, Ghana	Listener

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36.	Sule Baah Bitee	Oman Berlyn Gh Milited	Kumasi, Ghana	Listener
37.	Najeeb Mohammed Abubakari	Foshans Commodity & Supply Ltd	Kumasi, Ghana	Listener
38.	Uwimana Francine	Equity Bank Rwanda	Kigali, Rwanda	Listener
39.	Temesgen Woldamanuel Wajebo	Addis Ababa University	Addis Ababa, Ethiopia	Author
40.	Asmare , Rediet Antenanie	University of Cassino and Southern Lazio	Cassino, Italy	Listener
41.	Yushan Zhao	University of Wisconsin, Whitewater	Whitewater, WI, United States (US)	Author
42.	Abdillahi Nassir Mwenga Swaleh	Teulauff Bioscience Limited	Nairobi, Kenya	Listener
43.	Joshua Togba	Earn IT Business Center	Monrovia, Liberia	Listener
44.	Kiemtore Ckeick Mohamed	Agence Passlf Burkina Sarl	Ouagadougou, Burkina Faso	Listener
45.	Wondimu Ayele Moche	Maskal Trading	Addis Ababa, Ethiopia	Listener
46.	Allan Diangenda Bessa	GK Business Connection Sarlu	Kalamu, Congo	Listener
47.	Muhammad Ali	Ali Enterprises Sales & Marketing	Rawalpindi, Pakistan	Listener
48.	Collins Kipchumba Kemboi	Kimumu Juakali Traders	Eldoret, Kenya	Listener
49.	Aferdi Nicholas	Greatnicko Multi Million Enterprise	Koforidua, Ghana	Listener
50.	Ali Abakar Oumar	Ets De Commerce Et D'investissement Faki Ali	N'djamena, Chad	Listener
51.	Tumani Camara	Tumzart's Trading Enterprise	Banjul, Gambia	Listener
52.	Jean Paul Muya Ngandu		Kinshasa, Congo	Listener
53.	Md Imranul Hassan	Founder & CEO, MS ABCD Corporation	Dhaka, Bangladesh	Author
54.	Farshid Najaf Pour	Waking Group	Izmir, Turkey	Listener

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56.	Okunoye Alex Adebayo	Cardiff Metropolitan University	Cardiff, United Kingdom (UK)	Listener
57.	Caleb Onyebuchi Okorie	African & Continental Luxury Kitchen	Ile Ife, Nigeria	Listener
58.	Gyebi Boateng George Brave	Kumasi Metropolitan Assembly	Kumasi, Ghana	Listener
59.	Desmond Minnah	Donaco Unit Enterprise	Accra, Ghana	Listener
60.	Adams Razak	Nyamedo Slue	Kumasi, Ghana	Listener
61.	Eugene Osei	Eugo Wheels & Trading	Accra, Ghana	Listener
62.	Nzihi Tadza Duclair	ETS Animals Health Care	Douala, Cameroon	Listener
63.	Chukwudire Wisdom Ezeobi	Mtm College Sofia, Bulgaria	Sofia, Bulgaria	Listener
64.	Paula Patience Prah	University of Sunderland	Sunderland, United Kingdom (UK)	Listener
65.	Mohammed Abul Ashek Chowdhury	Founder of Global Imex Solutions	Chittagong, Bangladesh	Author
66.	Vicky Faith Takeny Tedem	Lifanje Law Chambers (L.L.C)	Cameroon	Listener
67.	Joel Asumadu	Abundant Showers Mobile Phones And Accessories	Accra, Ghana	Listener
68.	Louis Dwumfour		Hackensack, NJ, United States (US)	Listener
69.	Vodounon Anani	BoonPath LLC	Cotonou, Benin	Listener
70.	Arez Fatahi	Ideh Afzar Arya	Sanandaj, Iran	Listener
71.	Bestoon Mahdi Rashid		Al Sulaymaneyah, Iraq	Listener
72.	Opara Chibuzo Anyadike	Home of Livestock Feed	Mbaise, Nigeria	Listener
73.	Beloge Mutoboto Mukaseme	Société Industrielle et Commerciale de la Mongala	Kinshasa, Congo (Kinshasa)	Listener
74.	Okey Chigozie Sabinus	University of Port Harcourt	Port Harcourt, Nigeria	Author

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77.	Faris Abbas Mohsin Ubaide	General Manager of Karam Al-akhyar Co General Trading Ltd	Baghdad, Iraq	Listener
78.	Boubacar Diallo	Diallo Enterprise	Banjul, Gambia	Listener
79.	Zachary Nyaribo Mose	Kisii County Government	Kisii, Kenya	Listener
80.	Shema John	Sjm Trust Company Ltd	Bugesera, Rwanda	Listener
81.	Olowu Busayo Maria		Lagos, Nigeria	Listener
82.	Kadiravel Rajani Kandan	Properties Plus	Colombo, Sri Lanka	Listener
83.	Rosina Asiedu	Datalnk University	Accra, Ghana	Listener
84.	Twizeyimana Honore	Most Online Technology Ltd	Kigali, Rwanda	Listener
85.	Evbuomwan Idemudia Manfred	University of West of Scotland	Motherwell, United Kingdom (Uk)	Listener
86.	Yawson Clementina Araba	Buildport	Accra, Ghana	Listener
87.	Amoah Evans	Buildport	Accra, Ghana	Listener
88.	Rwazyiabagabo Fidele	Firwaco Ltd	Karengera, Rwanda	Listener
89.	Addo Rebecca Sabea	Buildport	Accra, Ghana	Listener
90.	Irene Yaa Afari	Methodist University Ghana	Accra, Ghana	Listener
91.	Tamdeu Epse Pente Mougoue Adèle Joséphine		Douala, Cameroon	Listener
92.	Abdul Gaffar Abdullai		Kumasi, Ghana	Listener
93.	Hanok Sop	New Chhabilal Sunchandi Pasal	Tikapur, Nepal	Listener

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95.	Kalombo Tshika Irene	Commerçante	Kinshasa, Congo	Listener
96.	Nsanda Nombe Gaston	Etudiant International	Woluwe Saint Lambert, Belgique	Listener
97.	Issaka Lukeman Amankwah		Accra, Ghana	Listener
98.	Kofi Gyamfi Boateng	Pattfix Enterprise	Asokwa, Ghana	Author
99.	Elhadji Mouhamed Thiam	Elhadji Enterprise	Banjul, Gambia	Listener
100.	A.H.M. Shofiul Alam Khan	United Business Line	Habiganj-3300, Bangladesh	Listener
101.	Ali Ahmed	Ali Cosmetics & Jewelry	Beanibazar-3170, Bangladesh	Listener
102.	Jasim Ahmed	Jasim Shoes	Kadam Rasul-3160, Bangladesh	Listener
103.	Tarek Ahmed	Tarek Fabrics	Budbari Bazar-3165, Bangladesh	Listener
104.	Hiron Ahmed	Spring Sales Center	Fenchuganj-3116, Bangladesh	Listener
105.	Dwomor Kessey	University of Ghana	Sunyani, Ghana	Listener
106.	Sarfraz Ibrahim	Masharie Aleamiri Washirkaya	Muscat, Oman	Listener
107.	Ojelabi Sunday Moses	SMB Ojesco Nigeria Ltd	Ikeja, Nigeria	Listener
108.	Wamato Okitokongo Louise	Bureau Diocésain De Coordination Des Projets	Kinshasa, Congo	Listener
109.	Kana Zamo Nadine Sonia		Douala, Cameroon	Listener
110.	Ruthy Awurakua Antwi	Imagin Advertising	Accra, Ghana	Listener
111.	Razaullah	Directorate of Professional Development	Swabi, Pakistan	Listener

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113.	Faegheh Mohammad Rahmani	Atticus Education	Dubai, United Arab Emirates	Listener
114.	Daniel Kyei Ansong	Ayawaso East Municipal Assembly	Accra, Ghana	Listener
115.	Paul Kafui Zobli	Ayawaso East Municipal Assembly	Accra, Ghana	Listener
116.	Fredrick Asante	Ayawaso East Municipal Assembly	Accra, Ghana	Listener
117.	Daniel Addo	Ayawaso East Municipal Assembly	Accra, Ghana	Listener
118.	Stella Affum	Ayawaso East Municipal Assembly	Accra, Ghana	Listener
119.	Baraka Danbee Ahmed	Ayawaso East Municipal Assembly	Accra, Ghana	Listener
120.	Fredrick Kigemuzi	St Joseph Rayong School	Rayong, Thailand	Listener
121.	Hamid Erfaniankhanzadeh	Islamic Azad University	Mashhad, Iran	Author
122.	Amoding Rebecca	United Nations World Food Programme	Kampala, Uganda	Listener
123.	Diane Ndayiragije	Buye Hospital	Bujumbura, Burundi	Listener
124.	Hatem Moussad Sadek	Gwich'in Tribal Council	Edmonton, Canada	Listener
125.	Ngong-mmbi Felicitas	Hsd Human Resource Solution Ltd	Douala, Cameroon	Listener
126.	Abdul Razak Mohamed Rikaz	Royal Classic Resort	Colombo, Sri Lanka	Author
127.	Hasnain Haider		Lahore, Pakistan	Listener
128.	Khan Muhammad Kawser Ahmed	Founder & CEO of SOFTEKO	Bangladesh	Speaker
129.	Mahshid Payamiazad	Saman Pooyesh Tamin (SPOT)	Tehran, Iran	Listener

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131.	Kwale Judith Nena	Business Development Manager, BeNew Insurance LTD	Douala, Cameroon	Listener
132.	Mehakdeep Singh	On Time Digital Clicks	Tarn Taran, India	Listener
133.	Tagoe Analia Fafa	Omni Media Limited	Accra, Ghana	Listener
134.	Mohammad Sefatullah	Digital Future Property Management	Abu Dhabi, United Arab Emirates	Listener
135.	Victor	Ekuase	Benin City, Nigeria	Listener
136.	Parya Adibiparsa	Caricature House (Cultural and Arts Organization of Tehran Municipality)	Tehran, Iran	Listener
137.	Xiaojun Zhang	The Hong Kong University of Science and Technology	Sai Kung, Kowloon, Hong Kong	Listener
138.	Bing Jiang		Surrey BC, Canada	Listener
139.	Agbodaze Aku Simonne	Afdil Kawkab Project Management Services Co.	Al Ain, United Arab Emirates	Listener
140.	Manu Joshua	Republic Bank Ghana PLC	Accra, Ghana	Author
141.	Kiran Soni	PKF Management Consultancy Services	United Arab Emirates	Listener
142.	Omar Sonko	The Gambia Armed Forces	Banjul, Gambia	Listener
143.	Alagie Colley	The Gambia Armed Forces	Banjul, Gambia	Listener
144.	Emmanuel Okyerehene Essel	Al-Yazid Forex Bureau Ltd	Accra, Ghana	Listener
145.	Diana Adu Acheampong		Accra, Ghana	Listener
146.	Faustina Anim		Accra, Ghana	Listener

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148.	Mohammad Yaser Maleki		Tehran, Iran	Author
149.	Philemon Tumanta Ngala	Bamenda Police cooperative Credit Union Ltd.	Magba, Cameroon	Listener
150.	Eric Marcus Crentsil	Gomoa Community Bank Plc	Apam, Ghana	Author
151.	Raheel Mehmood Saqib		Saltsjöbaden, Sweden	Listener
152.	Sundus Shafqat	Association of Chartered Certified Accountants (ACCA)	Rawalakot, Pakistan	Listener
153.	Ogu Ezinne Mary	Casers Investment Limited	Mbaise, Nigeria	Listener
154.	Obeid Ahmed Obeid Abdelnour	Ahmed Bin Mohammed Military College	Doha, Qatar	Listener
155.	Marvin Moore	Americares International	Monrovia, Liberia	Listener
156.	Thi Tu Oanh Huynh	Accountant, Hoang Giang Advertising Printing Co Ltd.	Ho Chi Minh, Vietnam	Listener
157.	Bagaza Jean Claude	Gatsibo District	Kigali, Rwanda	Listener
158.	Hassan Amir	Dubai Islamic Bank	Karachi, Pakistan	Listener
159.	Sohail Arshad	Specialist Welding Souldtions Co	Ak Khobar, Saudi Arabia	Listener
160.	Munawar Shabbir	National Defence University Islamabad Pakistan	Islamabad, Pakistan	Listener
161.	Bushra Ahamed Tresha	Bank Asia Ltd.	Dhaka, Bangladesh	Listener
162.	Mohamed Abdalla Mohamed	Ministry of Water, Energy and Minerals	Zanzibar Town, Tanzania	Listener
163.	Etsegenet Mesfin Bogale	Harambee University	Adama, Ethiopia	Listener
164.	Shirley-ann Naa Anyema Okai	West Coast Gas Ghana Limited	Accra, Ghana	Listener
165.	Maame Korama Arthur	West Coast Gas Ghana Limited	Borteyman, Ghana	Listener

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167.	Umar Iddris	Millsben Ghana Limited	Accra, Ghana	Listener
168.	Emmanuel Quayson	Bagira Group Ghana Limited	Accra, Ghana	Listener
169.	Gabriel Sam Ahinful	Takoradi Technical University	Takoradi, Ghana	Author
170.	Emmanuel Takyi	Takoradi Technical University	Takoradi, Ghana	Author
171.	Kedibone Maria Mahlobogwane		Pretoria, South Africa	Listener
172.	Philip Aboagye	Dom Ventures	Accra, Ghana	Listener
173.	Jimoh Muniru Kolawole	Kollymoon Ventures	Ibadan, Nigeria	Listener
174.	Beatrice Ghunney	Ghana Police Service	Accra, Ghana	Listener
175.	Busayo Emmanuel Oni	Oyo State Ministry of Investment, Trade & Industries	Ado Ekiti, Nigeria	Listener
176.	Ahmed Ali	Limed Ventures	Asamang Suame, Ghana	Listener
177.	Issifu Dimmie	Okaikwei North Municipal Assembly (ONMA)	Greater Accra, Ghana	Listener
178.	Rebecca Arthur	Okaikwei North Municipal Assembly (ONMA)	Accra, Ghana	Listener
179.	Emmanuel Afriyie	Okaikwei North Municipal Assembly (ONMA)	Accra, Ghana	Listener
180.	Justice Attobrah	Okaikwei North Municipal Assembly (ONMA)	Accra, Ghana	Listener
181.	Igata Orezime Mary	Fintrak Software Co. Limited	Lagos, Nigeria	Listener
182.	Akorfa Lilly Adafienu	Choten Limited	Tema, Ghana	Listener
183.	Ngole Brinsley Mukete	CEO Of Bruno and Sons Company Limited	Buea, Cameroon	Listener
184.	Christine Rose Imalingat	Uganda Youth Entrepreneurs League	Kololo, Uganda	Listener

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186.	Bosa Hannington	Uganda Youth Entrepreneurs League	Kololo, Uganda	Listener
187.	Cecilia Serwaa Yeboah	Okaikwei North Municipal Assembly (ONMA)	Accra, Ghana	Listener
188.	Afia Agyeiwaa Asamoah	Okaikwei North Municipal Assembly (ONMA)	Accra, Ghana	Listener
189.	Mabel Dzikunu	Okaikwei North Municipal Assembly (ONMA)	Accra, Ghana	Listener
190.	Namuganza Sophie	Uganda Youth Entrepreneurs League	Kololo, Uganda	Listener
191.	Najjemba Ruth	Uganda Youth Entrepreneurs League	Kololo, Uganda	Listener
192.	Nabasirye Winnie Fred	Uganda Youth Entrepreneurs League	Kololo, Uganda	Listener
193.	Matthew Olubola Nicholas Ogidan-james	Victoria Global Solutions Limited	Ikeja, Nigeria	Listener
194.	Ewanoge Nkwelle Leslly	ENO Investment Group	Douala, Cameroon	Listener
195.	Epah Essembion Cedrick	Direction General De La Surete Nationale (DGRSN)	Yaounde, Cameroon	Listener
196.	Adam Abdul Mumin	Minerals Commission	Kumasi, Ghana	Listener
197.	Asamoah Edward Sarpong	Edsar IT Solutions Limited	Accra, Ghana	Listener
198.	Mogue Pulcherie	Mogue Business & Services	Douala, Cameroun	Listener
199.	Harerimana Thierry	CEO, Buja Innovative Hardware	Bujumbura, Burundi	Listener
200.	Israel Joshua Chidera		Owerri West, Nigeria	Listener
201.	Arogunre Bolanle Kudirat	Kamelle Consult Limited	Lagos, Nigeria	Listener
202.	Ayoade Babatunde Sunday	Donatonia Nigeria Enterprises Limited	Owerri, Nigeria	Listener
203.	Haastrup Adetona Samuel	Golden Maple Acres Farm	Lagos, Nigeria	Listener

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205.	Lum Carine Nchang	Dangote Cement Cameroon SA	Douala, Cameroon	Listener
206.	Chartey Ayeh		Accra, Ghana	Listener
207.	Bello Abiodun Gafar	Golden Maples Acres Farm	Lagos, Nigeria	Listener
208.	Ahenkora Joseph	Johenk Company Ltd	Kumasi, Ghana	Listener
209.	Afolabi Imole Eniola	Deira	United Arab Emirates	Listener
210.	Gideon Adu Nyarko	Frank Adubofour Agro Service Enterprise	Kumasi, Ghana	Listener
211.	Adoboe Selorm		Accra, Ghana	Listener
212.	Khazali Hassan Khazali	Societe Le Nouvel Elan	Ndjamena, Chad	Listener
213.	Mushimiyimana Kabagwira Anitha	Rwanda Development Board	Kigali, Rwanda	Listener
214.	Josiane Uwitonze	Rwanda Development Board	Kigali, Rwanda	Listener
215.	Abayomi Praise Adegbaaju	Aspireplus Global Resources	Iyesi-Ota, Nigeria	Listener
216.	Aye Bayo Ndlovu	Golden Whitegate Multinational Pty Ltd	Johannesburg, South Africa	Listener
217.	Mahmoud Jallow	One World Financial Service & Bureau De Change Lts	Banjul, Gambia	Listener
218.	Ebenezer Nkimbeng Ndoh	Bamaks Global International Pty Ltd	Johannesburg, South Africa	Listener
219.	Bello Samson Sanya	Danie Mario Nigeria Limited	Ibadan, Nigeria	Listener
220.	Assimatey Ayawo	Agri-togo	Lome, Togo	Listener
221.	Sandrine Ngendakumana		Bujumbura, Burundi	Listener
222.	Yonkeu Hermine Meme	Auto-Entrepreneur	Rabat, Morocco	Listener
223.	Florence Agyere		Accra, Ghana	Listener
224.	Zelalem Yeneneh Gelaw	lated Activities and Retail Trade (Printing and Stationary)	Addis Ababa, Ethiopia	Listener

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226.	Filimon Haylemichael Gebremichael	Filimon Haylemichael Import and Export Company	Ethiopia	Listener
227.	Aschalew Getahun Yametu	Moha Soft Drinks Industry S.C	Ethiopia	Listener
228.	Lamin Sillah	Reliance financial Services	Kanifing, Gambia	Listener
229.	Tadjuidje Wotchuing Nacis	Wotchuing Cars and Investments (PTY) Ltd	Johannesburg, South Africa	Listener
230.	Kayode Deji Sunday	Kaynuel Ventures (PTY) Ltd	Johannesburg, South Africa	Listener
231.	Mbondi Moussongo Nadia	Auto-entreprenariat	Douala, Cameroun	Listener
232.	Yvette Nyirabarata	National Institute of Statistics Rwanda	Kigali City, Rwanda	Listener
233.	Ainembabazi Dativa	Makao Kwetu Homes	Kampala, Uganda	Listener
234.	Eric Kwakye	Wyswam Motors	Kasoa, Ghana	Listener
235.	Precious Tete George	University of Liberia, Office of Alumni Affairs	Monrovia, Liberia	Listener
236.	Gloria Adu Gyamfi	Globotech Solutions Ghana Limited	Accra, Ghana	Listener
237.	Ebenezer Kwarteng Gyeni	Globotech Solutions Ghana Limited	Accra, Ghana	Listener
238.	Massaoudu Braimah	Mass-b Prestige	Accra, Ghana	Listener
239.	Ophelia Braimah	Ophels-a Collection	Accra, Ghana	Listener
240.	Ibrahim Abubakar	Dan Sa'a Enterprise	Accra, Ghana	Listener
241.	Michael Boateng	University of Ghana	Accra, Ghana	Listener
242.	Ishola Babatunde Abiodun	Gucci Travels	Ibadan, Nigeria	Listener
243.	Fru Roland	Ayembe Investment and Credit Cooperative Society	Yaoundé, Cameroun	Listener
244.	Suabiru Abdul Karim	Awudu Aluminium Design	Accra, Ghana	Listener

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246.	Isaac Nartey	Folk's Auto Hub	Spintex, Ghana	Listener
247.	Michael Seun Ayodele	Mlead Ventures	Lagos, Nigeria	Listener
248.	Mohammed Suraji	KS Publications	Agona, Ghana	Listener
249.	Amadi Tochukwu Wisdom	Torex Great Worldwide Concept Limited	Bissau, Guinea	Listener
250.	Ononobi Chika Beneth	Nobis Integrated Farms Limited	Bissau, Guinea	Listener
251.	Owusu Emmanuel	Pokus Technologies	Kumasi, Ghana	Listener
252.	Buabeng Isaac Frimpong Kwasi	Itech Plus Phones	Koforidua, Ghana	Listener
253.	Kwabena Asirifi Opoku Kese	Elite Plus Services	Accra, Ghana	Listener
254.	Theophilus Brown	Sul-tan Brown Enterprise	Weija, Ghana	Listener
255.	Yonas Hadgu	Chita Technologies	Addis ababa, Ethiopia	Listener
256.	Dolapo Paul Soares		Lagos, Nigeria	Listener
257.	Ransford Wiafe	Ranswif Enterprise	Accra, Ghana	Listener
258.	Mbogo Dennis Stanley	Stanbic Bank Uganda	Kampala, Uganda	Listener
259.	Dorothy Djan	Banker	Accra, Ghana	Listener
260.	Eyob Bekele Yehune	Wayu Kolofo Trading Plc	Addis Ababa, Ethiopia	Listener
261.	Jackson Akuamoah Boateng		Ewing, United States (US)	Listener
262.	Richard Obiri Yeboah	Sirdarko Construction and Busines Ventures	Accra, Ghana	Listener
263.	Nineza Brice		Bujumbura, Burundi	Listener
264.	Mbuh Joy Fongwi		Doha, Qatar	Listener
265.	Abdelbasset Hedia		Tunis, Tunisia	Listener

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266.	Amoako Francis	M&a Ultimate Solution	Accra, Ghana	Listener
267.	Mebratu Mulusew Tegegne	University of Gondar	Gondar, Ethiopia	Listener
268.	Hammond Harold	Fauget Corporate Institute	Accra, Ghana	Listener
269.	Tseklu Charles Kafui	Redbrick Media	Accra, Ghana	Listener
270.	Shafatu Mumuni		Accra, Ghana	Listener
271.	Fatou Samateh	Gambia National Petroleum Cooperation	Banjul, Gambia	Listener
272.	Youssef Abdelkerim Abdoulaye	Societe Le Nouvel Elan Sonel	Ville De Ndjamena, Chad	Listener
273.	Cyril Quarshie Awumee Smile	7 Seas Logistics Ghana Limited	Accra, Ghana	Listener
274.	Grace Nketia Kumi		Accra, Ghana	Listener
275.	Frank Dei Boateng		Accra, Ghana	Listener
276.	Abdul Latif Awaisu		Accra, Ghana	Listener
277.	Eric Asare		Accra, Ghana	Listener
278.	Abiba Rauph	University of Ghana	Accra, Ghana	Listener
279.	Joseph Addai Mensah		Accra, Ghana	Listener
280.	Frank Obeng		Accra, Ghana	Listener
281.	Ransford Kwamina Asawomah Achin	Kwame Nkrumah University of Science and Technology	Accra, Ghana	Listener
282.	Sampson Frempong Owusu	Olam Agri Ghana	Accra, Ghana	Listener
283.	Banka Tchokponhoe Kokou	Cfao Technology Energy Togo	Lome, Logo	Listener
284.	Moses Njor Abua	Ulim Oil & Gas Plus Ltd	Calabar, Nigeria	Listener
285.	Ogobuikwu Peace Chinenye	Leeds Beckett University	Leeds, United Kingdom (UK)	Listener
286.	Enoch Kwaku Peprah	Enotina Xpress Services	Sichuan, China	Listener
287.	Twi-yeboah Larissa	Agriculture Development Bank	Accra, Ghana	Listener

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288.	Jennifer Djan	Adepa-Jenny's Enterprise	Accra, Ghana	Listener
289.	Shaban Fiona	E & C Sport Complex Ltd	Gasabo, Rwanda	Listener
290.	Mercy Adusei	Judicial Service	Accra, Ghana	Listener
291.	Okwunwa Gloria Chika	Loumarken Group International Limited	Kirikiri Town, Nigeria	Listener
292.	Lydia Yeboah		Accra, Ghana	Listener
293.	Osho Oluwatosin Comfort	Adekunle Ajasin University	Lagos, Nigeria	Listener
294.	Ciza Divine	Uniwersytet Wsb Merito Poznan	Poznan, Poland	Listener
295.	Ireme New Belle	Mp Services Ltd	Kicukiro, Rwanda	Listener
296.	Nakyeyune Norah	Unfold Community Initiative	Kampala, Uganda	Listener
297.	Diana Ikiriza Nayebare	Iki Dee Fashions Store	Kampala, Uganda	Listener
298.	Medagoda Suresh Sampath	Colour Box Advertising Service	Gampola, Sri Lanka	Listener
299.	Abeyrathne Mathara Ranasinghage Dayananda	Colour Box Advertising Services	Pilimathalawa, Sri Lanka	Listener
300.	Yonas Alemayehu Bogale	TelePort Technologies Plc	Addis Ababa, Ethiopia	Listener
301.	Patrick Agyemang	Atuahene & Agyemang Educational Consult Ltd	Kumasi Metro, Ghana	Author
302.	Yaw Atuahene Kudom	Atuahene & Agyemang Educational Consult Ltd	Kumasi Metro, Ghana	Author
303.	Sandys Addo	Mavent Educational Consult	Sunyani West Municipality, Ghana	Author
304.	Emmanuel Asante	Emmatek Consult Ltd	Sunyani West Municipality, Ghana	Author
305.	Kalombo Ndaya Gracia	Etablissement Deo Gracia	Kinshasa, Congo	Listener

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307.	Richard Jones Asase	Institute of Certified Business Analysts and Consultants	Accra, Ghana	Listener
308.	Cyubahiro David	Evangelical Restoration Church	Kigali, Rwanda	Listener
309.	Onuoha Peter Ugochukwu		Batley, United Kingdom (UK)	Listener
310.	Ikekwem Eric Obinwanne		Manchester, United Kingdom (UK)	Listener
311.	Nathaniel Manneh	National Transit Authority	Monrovia, Liberia	Listener
312.	Nancy Nimo Nyarko	Bpo Ghana	Accra, Ghana	Listener
313.	Bijoya Debanath	Hop Yick (Bangladesh) Limited	Dhaka, Bangladesh	Listener
314.	Irfan Mahmood Sindhu	Ikea Supply Ag Pakistan Liaison Office	Karachi, Pakistan	Listener
315.	Fatou Darboe	Ministry of Transport, Works and Infrastructure	Banjul, Gambia	Listener
316.	Ngueyong Chanseline	Medical Equipment of Cameroon Sarl	Douala, Cameroun	Listener
317.	Osei Owusu Kwabena Adubofour	Ghana Education Service-Teaching	Kumasi, Ghana	Listener
318.	Owusu Osei Frederick	Cultural Dancer/ Teacher	Accra, Ghana	Listener
319.	Isaac Essumang		Kumasi, Ghana	Listener
320.	Sarki Abdulah Issaka Giwa	Ibaadurahman Company Limited	Kasoa, Ghana	Listener

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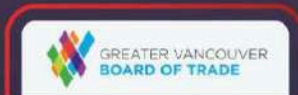
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