



RCBC Marhaba: 2021-2022
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January

ROTARY CLUB BEIRUT COSMOPOLITAN

Charter Date June 21, 1995
Club Number 30893
District 2452 Rotary International

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West Bengal, India
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SERVE TO CHANGE LIVES
District 2452

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Letter from the editor

PP Mona Jarudi

In the roller coaster ride that we are experiencing in our Lebanon, we always try as Rotarians to find pockets of hope and rays of light that we can hang onto. The world, in general, has been experiencing turmoil but at different scales and different magnitudes. We are all in a state of flux , and the only constant that unites us in our bad moments are our Rotarian values, our ongoing marathon in Service Above Self and our belief that better days are ahead. We live on hope and we try to spread this hope in our communities and the world!

Two things happened in January that emphasizes the message of HOPE.

At the International level, Incoming President of Rotary International Jennifer Jones announced her motto for the RY2022-2023. She decided on IMAGINE ROTARY, a powerful message that captures the essence of what we are as Rotarians: we dream, we imagine a better world, and we work to achieve these dreams.

On the local level, our club RC Beirut Cosmopolitan, celebrated the successful conclusion of NewGen Peace Builders Program, a FIRST-EVER program in Lebanon and Rotary District 2452. Peace and Conflict Prevention/Resolution is one of Rotary International seven areas of focus, and spearheading and sponsoring such a project like this, RCBC found a way to promote and nurture the culture of positive peace in our community.

I hope you will enjoy reading this rich newsletter that showcases, every month, the caliber of our guest speakers, the diverse topics, and reflects us as PEOPLE OF ACTION!

PP Mona Jarudi

Online Business Meeting with
Mrs. Rana Ghandour Salhab

People & Purpose Partner

Member of the Regional Executive at Deloitte ME

Member in RC Beirut Cosmopolitan

"THE FUTURE OF WORK IS NOW!"

JANUARY 4, 2022



Rana Ghandour Salhab is the Talent and Communications partner and member of the Regional Executive Committee at Deloitte in the Middle East. She also served as an elected member of its board of directors.

Rana is an advocate for the political participation and empowerment of women. She sits on the Executive Board of the National Commission for Lebanese Women. She is also a member of the Middle East Advisory board of the Olayan Business School at the American University of Beirut, as well as other organizations in the GCC. In 2017, Rana was listed on the top of the list of global champions of women in business by the Financial Times and HERoes in their inaugural "Global Champions of Women in Business".

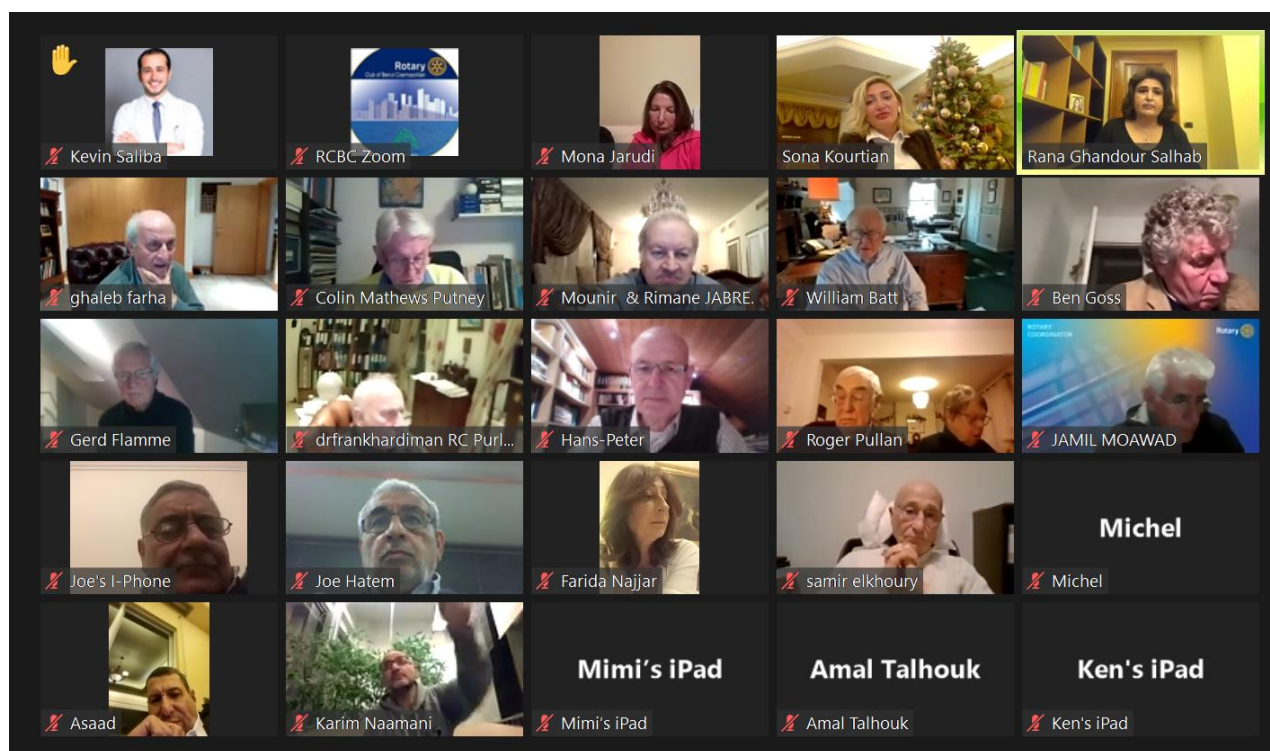
In a very comprehensive and timely presentation, our very own RT. Rana Salhab was the first speaker in January, Vocational Service Month, in Rotary International.

The world post Covid19 is a drastically different world, and since we are still grappling with the ongoing side effects of this pandemic that is not releasing its grip anytime soon, our guest speaker started her talk by the question: Imagine the Future of Work. What do you see?

Covid was like a time machine that propelled companies into the future of work. It forced companies to revolutionize rather than evolve work practices. To thrive, and not only to survive, organizations need to adopt new work practices. The following points summarize the rich presentation:

- The shift from SURVIVE to THRIVE depends on the organization becoming-and remaining-distinctly human. It's not a different way of thinking, but a different way of being, a way that approaches every issue and decision from a human angle first.
- Executives share the readiness of their organizations to navigate the changes. As to the ability of their people to adapt, reskill, and assume new roles, only 17% are very ready. And only 25% are ready to organize and manage work in a way that facilitates rapid decision making.
- To build a sustainable future where employees can work and perform at their best, organizations should integrate well-being into the design of work at all levels. And organizations who afford workers the choice to explore their passion areas are the ones who will survive better than those whose approach is filling skills needs.
- By 2025, millennials (ages 23-38) and Gen Z (ages 7-22) will constitute most of the global work force. A Deloitte Global survey among these two categories revealed that 25% of those surveyed would like to work in an office a lot less than pre- Covid. It also revealed that the top employee characteristic for a successful business is flexibility and adaptability, followed by creativity, tech savviness, empathy, inclusiveness and courage to challenge the status quo.
- Stress levels remained high throughout the pandemic, particularly for women. The highest stress drivers were family welfare, financials and job prospects.

- So, in this climate, is there a war on talent among companies? The answer is yes because of the high demand for talent, the phenomenon during the pandemic that fueled the Great Resignation (high numbers of employees just resigning from their jobs), a shrinking candidate market, the rise of the Gig economy. In addition, flexibility within companies is in high demand, MENTAL well-being is a major priority, re-articulation of employee value proposition is a must and the fact that the hot sectors now are: healthcare, cyber and digital. This shows how all these factors can impact the war on talent in this market that is selective and competitive simultaneously.
- How is Deloitte addressing some of these trends?? According to our guest speaker and expert, Deloitte is providing more family support, focusing more on culture, gender equity and nationalization, instating an Employee Assistance program for Mental Wellness, and giving an Elderly Parents Support Leave. Most important, Deloitte is giving choice and flexibility in their hybrid practice of work.



Online Business Meeting with Mr. George Beyrouti

PP RC Beirut Cosmopolitan

Past Deputy District Governor

District 2452 Rotary Peace Fellowship Committee Chair 20-21

"CLUB GOVERNANCE"

JANUARY 11, 2022



On Tuesday January 11, RCBC hosted one of its valuable members to give a session on Club Governance. George Beyrouti, PP RC Beirut Cosmopolitan, Past Deputy District Governor and currently District 2452 Rotary Peace Fellowship Committee Chair 20-21.

PP George has been the expert trainer on all things Rotary for our club and other clubs in Lebanon. Hereby, we share with our readers the highlights of his talk.

INTRODUCTION TO CORPORATE GOVERNANCE

Corporate governance refers to the structures and processes for the efficient and proper direction and control of companies/organizations (private and public) in the interest of all stakeholders

Rotary

Rotary



SERVE TO CHANGE LIVES



PRINCIPLES OF CORPORATE GOVERNANCE

- Leadership
- Board appointments
- Strategy and values
- Company performance
- Compliance
- Communication
- Accountability
- Relationship between officers and members

Rotary

CLUB BOARD OF DIRECTORS

The governing body of this club shall be the board constituted as the bylaws may provide.

The board shall have general control over all officers & committees and, for good cause, may declare any office vacant.

The decision of the board in all club matters is final, subject only to an appeal to the club. If appealed, a decision of the board shall be reversed only by a two-thirds vote of the members present, at a regular meeting specified by the board, provided there is a quorum.

Rotary

CLUB OFFICERS & DIRECTORS

The club officers shall be a president, the immediate past president, a president-elect, a secretary, and a treasurer, and it may include one or more vice-presidents, all of whom serve on the board. The sergeant-at-arms may or may not be a member of the board.

A number of directors may also be elected to the board. Committee chairs may or may not serve on the board depending on the club's bylaws.

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BOARD RESPONSIBILITIES

- Overseeing the club budget
- Approving all expenditures not accounted for in the budget
- Approving or disapproving proposed new members
- Ensuring that the policies of the club are implemented as intended or revised if no longer current
- Establishing club goals with regard to membership, service projects and Rotary Foundation giving.

Rotary

Rotary Information

CLUB ASSEMBLIES

All members in good standing constitute the club assembly and have voting rights on club matters.

Most clubs hold four to six club assemblies per year to ensure clear communication between club leaders and club members.

The club president, or any other designated officer, should preside at club assemblies.

Before planning assemblies, seek input from members to ensure the meetings address their interests and concerns.

Rotary

Rotary Information

CLUB COMMITTEES

Club committees coordinate their efforts in order to achieve the club's annual and long-range goals.

It is recommended that committee members remain on a committee for two to three years to ensure consistency.

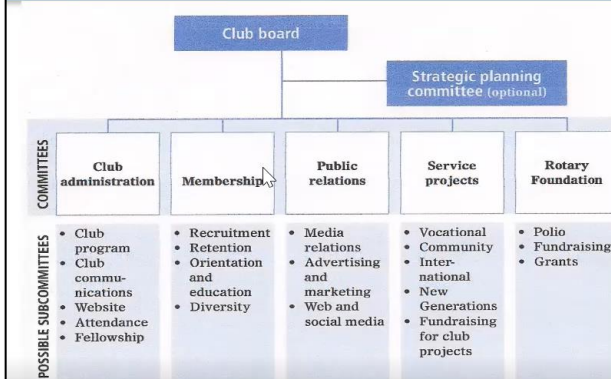
It is also recommended that a committee chair has experience as a prior member of that committee.

Club committee chairs should regularly report their activities to the club board and at club assemblies.

Rotary

Rotary Information

CLUB COMMITTEES STRUCTURE
















CLUB CONSTITUTION AND BYLAWS

- All Rotary clubs must adopt the standard Rotary club constitution.
- All Rotary clubs should establish club bylaws that are in line with the standard Rotary club constitution.
- The Rotary club constitution and bylaws should be updated every three years to include Council on Legislation resolutions and amendments.
- The next council on legislation meeting is in April 2024.

Rotary

Rotary Information

 Sona Kourtian	 karengrosz	 Gerd Flamme
 George Beyrou, RC Beirut C...	 Adib Mounla	 Andre Zeenni
 RCK Farid El Dahdah	Mimi's iPad Mimi's iPad	Farida Najjar Farida Najjar
ghaleb farha ghaleb farha	Guillaume Bour... Guillaume Bourgogne	Rene Kist Rene Kist
Colin Gibson Colin Gibson	Michel Jazzar Michel Jazzar	Michel Michel
 Habib Saba RC Beirut Cosmo...	samir samir	 John's iPad
 Kevin Saliba	Silva Guiragossi... Silva Guiragossian	Adelaki@hotmail... Adelaki@hotmail.com

 Mira Al Khalil/RC Tyre Eer...	 Mounir & Rimane JABRE
 Hans-Peter Sonnenborn	Joe's I-Phone Joe's I-Phone

"HOW TO UNITE, CHANGE, AND LEAD BY EXAMPLE"

JANUARY 18, 2022



Our guest speaker for this meeting is the Chairman of A.N.Boukather Holdings in Lebanon and UAE. He is the President of RDCL, a member of HEC alumni- Paris, the Children Cancer Center of Lebanon and YPO. Mr. Boukather started his talk on a sad note by outlining the huge losses the country endured the past two years:

- 50+ Billion in aggregate losses of output in GDP.
- 90% loss in real value of LL vs \$
- 80% loss in real value of USD bank deposits
- Triple digit inflation
- Minimum monthly wage dropped from 452\$ to 32\$
- Unemployment from 11% to 80% and the list goes on...

There is great fear that Lebanon is heading to being a failed state, so the question begs itself: how can a business association contribute in this crisis? For RDCL (Association of Lebanese Businessmen and Women), it all starts with the private liberal sector and how to protect it. Their objectives are to advocate for necessary reforms, lead by example, and help create the new economic leaders for tomorrow. By engaging the private sector around clear mission and vision, producing a national document, then and only then, the private sector will be a pillar for nation building.

To start this road map, RDCL started by redefining their values. They adopted "L.I.B.A.N. E.S.P.O.I.R" as their members' value theme that stands for: Liberal, Independent, Benevolent, Agile, Innovative, Engaged, Sovereign, Paritarian, Open to the World, Integrity and Responsible.

What does RDCL advocate for economically to achieve a double-digit growth? There are immediate measures like the IMF intervention, bank restructuring and recapitalization, port reconstruction, fair and transparent elections to name a few. The short and middle term measures like addressing Lebanon's long-standing deficit, reforming the public sector governance and fiscal revenues policies and generating an environment of fair competition.

Lebanon has been passing through nothing short of a nightmare, but with political will, the focus and energy of the great Lebanese minds who have the interest of Lebanon at heart, change can be made and the rise from the ashes will happen slowly but surely!

**LET'S
CHANGE
TOGETHER
AND
LEAD
BY
EXAMPLE**

The reasons:
The economical collapse root cause is far beyond the crisis that started two years ago

Politically

- Confessional divide (fear of the other); lack of nationalism
- The cult of the personality
- A governance model based on a yetocracy
- Impossibility of having a militia and an state coexisting
- Lack of Judicial independence, Lack of Neutrality & absence of the rule of law
- The myth of colonialism

Economically

- Liberal chaos that privileged a few & Greed
- Opaque economy and absence of Competition (Public procurement)
- Corruption and lack of accountability
- The Economic privileged few
- Loss of an economic competitive model
- Women un-empowerment
- Lack of a "WE" culture & Lack of engagement

RDCL

**LET'S
CHANGE
TOGETHER
AND
LEAD
BY
EXAMPLE**

Members values "L.I.B.A.N. E.S.P.O.I.R"

LIBERAL	-التبعية الاقتصادية والإحصائية المتلجة والمسؤولة
INDEPENDENT	-الاستقلال عن المحاور السياسية ومزاجين وطنياً حول مفهوم "الخبر العام"
BENEVOLENT	-التواضع والسكينة
AGILE	-الرشاقة الإدارية العامة والخاصة
Innovative	-الإبداع
ENGAGED	-المبادرة والالتزام
SOVEREIGN	-الاستقلال والسيادة والحرية والمواطنة
PARITARIAN	-المساواة واحترام الآخر
OPEN TO THE WORLD	-الانفتاح على العالم
INTEGRITY	-النزاهة والشفافية العامة والخاصة
RESPONSIBLE	-المسؤولية والمسؤولية

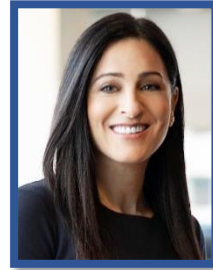
RDCL

*definitions of members values in appendix

Online Business Meeting With **Mrs. Rola Dagher**
Global Channel Chief, DELL Technologies

"GROWTH AND COMFORT DON'T CO-EXIST"

JANUARY 25, 2022



From a bomb shelter to an Executive? Picture a young girl, leaving war-torn Lebanon in the 1980s with her baby daughter and immigrating to a new country, a new culture and a new language.

Now, picture a global technology leader, who oversees some of the most cutting edge technology and teams in a multi-billion dollar industry.

On January 25, RCBC hosted Rola Dagher, Global Channel Chief for Dell Technologies who shared with us her inspiring life journey, learned about her passion and drive and some of the lessons she continues to learn along her journey.

Ms. Dagher believes that leadership is not just a role to be filled: it is an action you take every day. She has held various sales leadership positions, including President of Cisco Canada, and has been recognized as a business and social impact leader with her inclusion in CRN's Top 25 Channel sales Leaders of 2021 and Power 100. She was named the 2021 executive of the year by LebNet and "Lady of the Cedar" by the Lebanese Embassy and selected as one of RBC's Top 25 Canadian Immigrant winners for 2019. She also sits on the boards of agencies dedicated to addressing some of the more pressing issues we face today including Toronto Region Immigrant Employment Council and the Foundation Board for the Centre of Addiction and Mental Health.

The talk of Ms. Dagher was from the heart, sharing her life's struggles and most recently her fight with Covid that she miraculously survived. It was a talk of hope and love for country and gratitude for all her accomplishments. No doubt, she is a role model on how one carve a place in this world with pure will and determination!



“BUILD PEACE. BE the PEACE”

New Gen Peace Builders: LEBANON 2021

AGAINST ALL ODDS

**NEWSM
GEN
PEACEBUILDERS**



On January 30,2022, RC Beirut Cosmopolitan celebrated the completion of the FIRST NewGen Peace Builders Program in Lebanon and District 2452, under the leadership of Chair PP George Beyrouti and Co-Chair PP Mona Jarudi.

NewGen Peacebuilders (NGP) is an award-winning peace education, training and mentoring program that equips people to BUILD PEACE and BE THE PEACE in their communities, countries and the world. The Founder and Executive Director is Patricia Shafer, a Rotary Peace Fellow and Senior Fellow for Peace Education in Washington. NGP is endorsed by the Rotary Action Group for Peace. Cohorts have been delivered in the US, Argentina, Bolivia, Columbia, Ethiopia, Lebanon, Western Balkans and South Sudan.

100 students participated from universities/campuses in Lebanon (AUB, AUT, LAU, LU, NDU, USJ, La Sagesse, Haigazian, Balamand). The focus was to provide tools for positive peace building and equip young people to communicate and build bridges of respect that create a more peaceful and resilient society. The program also focuses on tangible solutions to problems that divide communities. The UNIQUE aspect is the guided experience of visualizing and implementing team peace projects that cover a range of themes inspired by local context and circumstance, as well as personal interests of the students.

This program was made possible by a Global Grant from The Rotary Foundation of Rotary International and contributions from Rotary Clubs in Lebanon (RC Beyrouth, RC Tripoli-Maarad, RC Saida, RC Keserouan), and Districts in Lebanon and USA. The Primary Host Sponsor is the Rotary Club Beirut Cosmopolitan, District 2452, Lebanon and the primary international partner is District 7570, USA.

The successful celebration was attended by partner clubs, universities and students. Viewers from countries around the world joined in on-line.

CONGRATULATIONS to the 100 students who completed their peace education AGAINST ALL ODDS. With all the challenges that Lebanon is experiencing: Economic crisis, gas shortages, internet problems, coupled with Covid19 restrictions, these 100 students persevered and rose above all the challenges to complete their peace education, training and mentoring journey. Congratulations to the Certified NewGen Peace Builders who have just completed training to lead future workshops in Lebanon!







"It isn't enough to talk about peace. One must believe in it. And it isn't enough to believe in it. One must work at it."

-Eleanor Roosevelt





RCBC Breaking News

RC Beirut Cosmopolitan is proud to share the following announcement about its very own Rt. Rana Salhab.

Congratulations Rana! Success always!

AUB Suliman S. Olayan School of Business is delighted to announce that our alumnus Rana Salhab has been selected by AACSB International as an influential leader for 2022. The annual initiative recognizes notable alumni from AACSB accredited business schools whose inspiring work serves as a model for the next generation of business leaders. Discover her inspiring story of leadership and influence here: <https://bit.ly/34rHgnP>

#AUB #OSB graduates are creating a meaningful and lasting impact on every industry, social need, and community! [American University of Beirut \(AUB\)](#)



**Academic excellence at OSB
is truly changing the world.**

**Congratulations to our AACSB International
2022 Influential Leader Honoree**

Rana Ghandour Salhab
Managing Partner - People & Purpose
Deloitte Middle East



Rotary International Relations

On January 31, 2022, there was a very important meeting between Rotary India and Rotary Lebanon to Charter an Intercountry Committee between the two countries.

Rtn Randa Zaouk, ICC National Coordinator - Lebanon, mentioned that the relationship between India and Lebanon had already begun last year when RC Beirut Cosmopolitan sent Oxygen generators to Rotary Bangalore Brigades and the Bangalore Club in turn sent USD 7,000 worth of cipla medicines that Lebanon was in dire need of.

It was a momentous and proud occasion for our club to be mentioned on this forum as a pioneer in this relationship.



MEMORANDUM OF UNDERSTANDING (MOU) & CHARTER FOR THE ESTABLISHMENT OF INDIA- LEBANON ICC

The undersigned Rotarians Deepak Talwar and Randa Zaouk, ICC National Coordinators for India and Lebanon, respectively, agree to sign this MOU in order to encourage contact between the Rotarians, Rotary Clubs and District of both countries to promote fellowship and intercultural understanding between India and Lebanon.

To reach this main objective Rotarians, Rotary Clubs and Districts of India and Lebanon are strongly urged to promote individual or group friendship exchanges and in doing so develop a network of twin clubs as well as to stimulate and support current Rotary Clubs and future Rotary Clubs or district's projects, including the Rotary Foundation Global Grants.

Based on the above, an official Agreement and Charter will be prepared by the two National sections of the ICC India-Lebanon, including constitution of ICC India-Lebanon, and will be signed by District Governors and National Coordinators of the two countries, according to the Rotary International by Laws. Once the official Agreement and Charter is signed as mentioned above, it is agreed that India - Lebanon Inter Country Committee (ICC), between Rotary International Districts 3011, 3142 and 3060 of India and Rotary International District 2452 of Lebanon, is established.



many
happy
returns

January

Rony Eid – January (1)

Mona Jarudi – January (5)

Colin Gibson – January (11)

Nada Maalouf – January (14)

Habib Saba – January (27)

Farida Najjar – January (28)

The End