

Nana Mikashavidze
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EXPERIENCE SUMMARY

Nana Mikashavidze is a seasoned executive with more than 20 years of experience in the Georgian Financial Sector. Result-driven, strong leader with proven success, she has a track record of excelling in highly dynamic and demanding environments. Her core competencies include impact finance, strategy development and FI transformation, key partnership development, development of financial and non-financial products and services, credit risk, development of MSME lending methodology and tools, investments, fiscal management, leadership, organizational development, knowledge management, and business coaching.

EMPLOYMENT HISTORY

Dean of the Business School, Alte University, Tbilisi, May 2021- March 2022

Responsible for the quality of the business School's academic and research programs. Providing leadership and direction to faculty, staff, and students. Managing administrative functions of the business school. Responsible for developing strategic initiatives and participating in university long-term planning and policy setting. Also holding professor and BBA program manager positions.

- Fully redesigned three academic programs to equip students with an entrepreneurial mindset and leadership skills. Participated in the development of the University eco-system to support new ideas and business endeavors through Start-up Garage, master classes, and other events and workshops.
- Recently initiated the formation of the working group to explore DeFi opportunities in Georgia through the University research program.

Project consultant: Local Industry Expert, Policy Management and Consulting Group, Tbilisi, December 2020 – April 2021

Provided consulting service for the project "Design and creation of a legislative framework and market strategy development for leasing financing services in Georgia" supported by GGF.

- Participated in the assessment of the existing legislative, tax, and regulatory environment of the leasing market in Georgia. The assessment was based on desk research and comprehensive consultations with the key stakeholders and donor organizations and focus group discussions and interviews.
- Together with the project team, developed a leasing development strategy, regulatory framework recommendations, and roadmap for the implementation of recommendations.

Founding Director, Wizard Ltd, Tbilisi, March 2019 - Present

Managing consulting company specializing in leadership and organizational development for businesses that thrive to become successful; My major achievements include supporting the setting up of a start-up leasing company, successful cultural transformation, and executive coaching for an established IT company. Some other areas include transformative workshops in practical leadership, stress management, and strategic sales.

Supervisory Board Member, JSC Terabank, Tbilisi, November 2019 – Present

Independent board member, Member of the Risk and Audit Committees

- As a member of the Supervisory board, responsible to appoint and supervise management to meet the strategic goals of the bank and ensure corporate governance standards. Responsible for the financial soundness and regulatory compliance of the bank. Responsible to
- As a member of the Audit Committees, Responsible for overseeing the bank's internal audit process, financial reporting, internal controls, and compliance with laws and regulations.
- As a member of the Risk Committee, responsible to assess and oversee the entire risk management function. Provide guidance to improve risk management policies and practices.

Supervisory Board Member, MFO Georgian Credit, Tbilisi, May 2020 – Present

Independent board member

- Contributed to the turnaround strategy development and execution in response to Covid 19 crisis, which has resulted in improved performance of the company. Particularly participated in the organizational and risk assessment process, provided guidance, and supervised the execution of the plan and the budget by the management. Participated in the recruitment and appointment of the new CEO and some of the key positions. Participated in the improvement of management reporting.

Director, Georgian ICT Cluster, Tbilisi, March 2019 – January 2020

Managing the collaborative platform for the ICT industry stakeholders that supports capacity building, export promotion, and public-private dialogue in order to increase the competitiveness of the Georgian ICT industry.

- Led the strategy development process of the cluster.
- Managed the local consultancy project “ICT Value Chain Analysis for the Export Development Strategy” for the program: Private Sector Development South Caucasus (PSD SC): EU Co-financing “SME Development and DCFTA in Georgia.
- Actively participated in organizing and holding ICT Forum and B2B exchange event, with the participation of Estonian and Latvian companies supported by GIZ in June 2019.
- Participated in organizing and speaking at Digitalizing the Georgian Economy – Inter-Cluster Cooperation Workshop, November 1, 2019, organized by GIZ.

Head of Management Concentration, Georgian-American University Business School, Tbilisi, October 2018 - present

Responsible for managing the academic program assessment and development in the direction of Management specialization; Ensuring the Quality and relevance of the programs and their implementation; Ensuring effective communication between the faculty and the students, resolving any conflicts or challenges that may arise; Teaching Leadership and strategic management courses.

Investment Manager, Finance In Motion GmbH, Tbilisi, December 2017 - February 2019

Managed up to EUR 200 million investment portfolio and Technical assistance projects in Georgia. Supervised country office. Lead the investment team in the Due Diligence process for local clients. Participated in Due diligence projects in the ENR region. Responsible for business development, loan structuring, negotiations, communication with local stakeholders, etc. Some of the technical assistance projects addressed innovative green financing and fintech. In 2018 Participated as a Jury member at the Apps Challenge competition organized by TBC and EFSE DF.

Chief Executive Officer, JSC TBC Leasing, Tbilisi, March 2007 - October 2017

Provided executive leadership for a growing leasing company in Georgia, with more than 70 employees and good financial standing.

Ms. Mikashavidze grew a small company, with 8 people into a successful financial institution. Her efforts including

restructuring organizational structure, sales, and risk management systems as well as negotiating with the government to support the industry and finding international and local investors, enabled TBC Leasing to become the leading leasing company in the country with more than 70% market share. Under her leadership, TBC Leasing substantially improved staff performance by implementing a learning culture and teamwork approach which also enabled the business expansion of the company.

Key achievements:

- Increased the company's leasing portfolio from USD 9 million to USD 55 million in a highly volatile market;
- Achieved 70% of market share which makes TBC Leasing the top leasing company in Georgia;
- Highly diversified funding portfolio with less than 30% from the parent company;
- Initiated and participated in the Ministry of Finance working group to develop new taxation policies for lease operations, which led to relevant changes in the Georgian legislations improved by the Government of Georgia.
- Successfully managed the company during the 2008-2009 and 2015 financial and political crises by providing positive financial results;
- Restructured internal control mechanisms resulted in improved risk management and performance, i.e. NPL<4%.

Supervisory Board Member, Rhea, 2015 -2017

As a member of a supervisory board of a start-up company dealing with real estate platform development, provided insights and directions concerning the vision and the strategy of the company. Approved the budget and action plan and supervised the performance of the management team.

Supervisory Board Member, Credo Microfinance, Tbilisi, 2008-2012

Started as a board member and served as a chairman of the board for two years. Contributed to identifying the vision and implementing a successful growth strategy that has resulted in multiple growth rates and high profitability of one of the biggest microfinance companies in Georgia.

Key achievements:

- Contributed and approved a strategic business plan that resulted in an increase in the Total Assets Portfolio from USD 15,067,527 to USD 114,784,248, a 662% increase.

Deputy Corporate Banking Director, TBC Bank, Tbilisi, 2006-2007

Ms. Mikashvidze managed Corporate Banking Department. She developed both the strategic plan and credit policy for the Corporate Banking department in 2006. As a member of the Bank Credit Committee made loan decisions for more than 5,000 deals. She also managed and participated in new product development, including factoring and project finance. Ms. Mikashvidze was responsible for developing a new Risk Management Manual which was successfully implemented by the Bank.

Key achievements:

- Developed Strategic Plan that resulted in significant portfolio growth. During this period the total assets of the bank increased approximately 3 times;
- As a credit committee member approved more than 5,000 deals;
- Enabled a highly productive environment in the department by improving the involvement of staff members in decision-making processes.

Commercial Credit Risk Manager, TBC Bank, Tbilisi, 2002-2006

As a Credit Committee member participated in the loan decision-making process by providing in-depth, high-quality credit analysis. Had individual authority on decision making up to \$100,000 business loans; Participated in development of new credit underwriting methodology; Participated in development of loan scoring methodology for SME lending; Reviewed and monitored Credit Portfolio above USD 200 million; Developed Loan Review System improving Overall credit risk management; Provided risk management training for credit staff (more than 100 credit managers)

Deputy Country Manager, Shore bank Advisory Services, Tbilisi, 2000-2002

Served as a Senior Credit Advisor and Senior Administrator for USAID/IFC SME Program in Georgia. Provided Technical Assistance to local banking partners for Small and Medium Enterprise Development in Georgia using USAID operating funding and IFC capital. Developed and created transition and exit strategies for the departure of Shorebank Advisory Services from Georgia; Managed SME Loan Portfolio of up to 5 USD in two banks; Reviewed and directed loan underwriting process for more than 20 loan officers; Assisted in designing and implementing the marketing strategy for each bank and its branch network; Supervised training and implementation of the newly developed database software for portfolio management in Georgia

Business Developer, Shorebank Advisory Services, Tbilisi, 1998- 2000

Analyzed financial statements and markets of SME loan applicants. Presented conclusions to the Credit Committee and monitored and managed the SME portfolio; Identified, assessed, and interviewed potential clients; Implemented Best underwriting practices in the local bank;

Head of International Banking Department, Georgian-Italian Industriabank, Tbilisi, 1997-1998

Managed correspondent banking, currency operations, and accounting; Assisted in developing Asset Liability Management Policy for the Bank and explored new opportunities for the bank in attracting potential international partners;

EDUCATION

- BBA, European School of Management, Tbilisi, Georgia

LANGUAGES Georgian (Native), English (Fluent), and Russian (Fluent)

Professional

Training and conferences

- Social Panorama Consulting Certification with Lucas Derks (Online, 2022)
- Global Climate Partnership Award 2020 Competition, hosted by Global Climate Partnership Fund. (Online, 2020), Independent Jury Member
- Generative Coaching with Steven Gilligan, and Robert Dilts (Institute Neuron, Spain, 2020)
- Conscious Leadership with Robert Dilts (Institute Repere, Paris, France, 2019)
- Generative Leadership with Steven Gilligan (IAGC France, Paris, France, 2018)
- 2018 Tbilisi International Solidarity and Innovative Financing (TISIFF) Forum, **Speaker** (Tbilisi, 2018)
- International Business Forum on Leadership (Batumi, Georgia, 2017)
- Generative Trance Supervision with Steven Gilligan (Nice, France, 2018)
- Sustainable Future Forum / Green For Growth Fund (Frankfurt, Germany, 2018)
- Training in Corporate Finance (Frankfurt, Germany, 2018)
- Generative Trance with Dr. Steven Gilligan (San Diego, California, 2017)
- Training course Courage to Change (Italy, 2017)
- **Speaker** at International Leasing Conference (**Tashkent, Uzbekistan, 2016**)
- Generative Trance with Dr. Steven Gilligan (San Diego, California, 2015)
- SWITCH - executive coaching ("Mind Stream", Georgia, 2015)
- Public Speaking ("Mind Stream", Georgia, 2015)
- Straight Line Masterclass by Jordan Belfort (Georgia, 2015)
- Introduction to NLP (Georgia, 2014)
- Leasing Foundation Annual conference (France, 2014)
- Leaseurope Annual conference (Italy, 2013)
- MFC International - microfinance conference, **Speaker** (Turkey, 2013)