CORPORATE

INVESTMENT TIMES

ONE WORLD. ONE EDITION

THE FUTURE'S WRAPPED UP

₿THAX®

TECHNOLOGY REDEFINED®

₿THAX TRADER	₿THAXSWAP	₿THAX TOKEN	₿THAX WALLET	₿THAX NFT
AI TRADING SOFTWARE	DEX EXCHANGE	CRYPTOCURRENCY	SECURE CRYPTO WALLET	MARKETPLACE

50th edition

CORPORATE INVESTMENT TIMES

Rima M.

While Every journey that we undertake inspires us to become someone better, some journeys become a legend and inspire others... and more importantly some journeys inspire our own for generations to come.

"I want to inspire people. I want someone to look at me and say, "because of you I didn't give up."
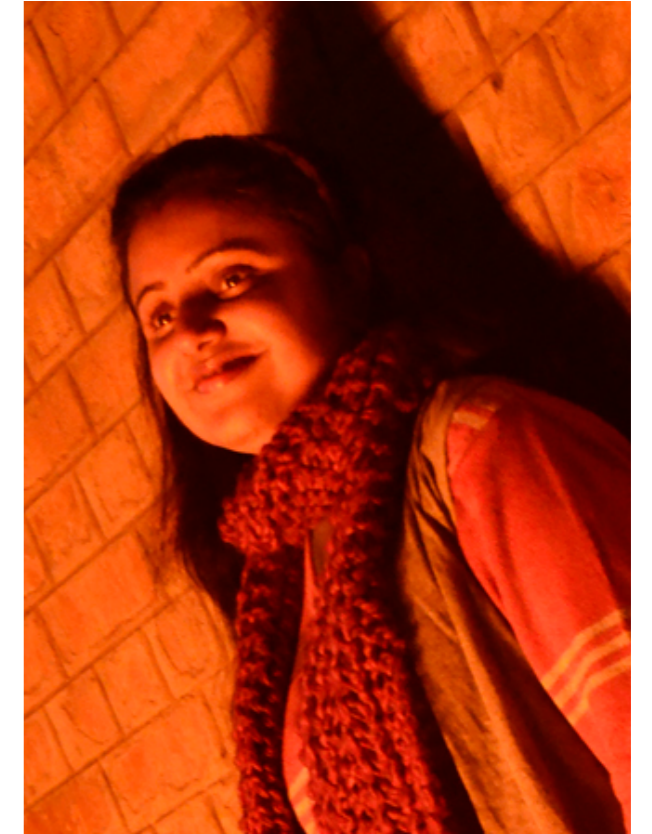
Publishing your journeys that inspire those to come, for generations that are going to come

Corporate Investment Times

2022

DECEMBER

DECEMBER 2022: FORWARD

ETHAX.com

A TECHROUND FINTECH TOP 50 COMPANY
VERIFIED ON COINMARKETCAP

THE FUTURE'S WRAPPED UP

Generation ETHAX

From the seeds of a successful crypto management business, ETHAX was created as a licensed and regulated global brand to tackle the disparity of an investors journey in the world of crypto.

ETHAX are creating seamless products and services to win over an industry in desperate need of transparency and trust.

Leading the product suite is the flagship AI and machine learning ETHAX TRADER. As a CoinMarketCap verified utility token ETHAX have the ETHAX TOKEN, which clients can store in the engaging ETHAX WALLET.

For decentralised trading and staking there's ETHAXSWAP DEX. Finally, launching in 2023 will be the ETHAX NFT marketplace.

ON COVER: THE FUTURE'S WRAPPED UP

ETHAX TRADER
AI TRADING SOFTWARE

ETHAXSWAP
DEX EXCHANGE

ETHAX TOKEN
CRYPTOCURRENCY

ETHAX WALLET
SECURE CRYPTO WALLET

ETHAX NFT
MARKETPLACE

₿THAX®

TECHNOLOGY ReDEFINED®

DAN DA ROSA

Crypto Expert

Co-Founder ETHAX: CEO

Dan Da Rosa is the CEO and Co-Founder of ETHAX, a multi million dollar digital asset investment and bespoke software development business.

He holds a Masters in Law, and has in excess of 20 years' experience at senior and director level in various sectors, including digital asset investments, telecommunications and the deployment of advanced transportation technologies.

He is also an avid investor and supporter of blockchain related technologies, particularly those with demonstrable 'use case' applications.

He is also a leading strategist in digital currency investment.

DAN DA ROSA
CHIEF EXECUTIVE OFFICER

ON COVER: THE FUTURE'S WRAPPED UP

ḂTHAX®
TECHNOLOGY REDEFINED®

GARY MORRIS

Investor

Co-Founder ETHAX; CMO

Commercials Writer, Director & Producer

Business Advisor

A wealth of International experience working in creative, digital/ traditional marketing, TV commercials, and tech start-ups.

2 Exits within tech and successfully achieved 8 patents.

Writer, Director and/or producer for all types of broadcast and online content, from conception to completion.

Calm under pressure; exacting with budget management. I have created and delivered ads for 36 countries in 33 languages... from working solo to managing international teams... from freelancing to consultancy to contract.

3 Years at Bloomberg - International Head of TV Creative

4 Years at Pokerstars.com - International Creative

Seven International Gold Promax awards.

Previous background in music founding and managing The Chocolate Factory Recording Studios, London; recording artists including: Robert Plant, Jools Holland, Squeeze, Julian Cope, Paul Young, Bananarama, and The Waterboys.

**GARY MORRIS
CHIEF MARKETING OFFICER**

ON COVER: THE FUTURE'S WRAPPED UP

ЁTHAX®

TECHNOLOGY REDEFINED®

TONY KLEIN

Co-Founder ETHAX: COO

ETHAX Global COO, Director ETHAX LU UAB and Co-Founder of ETHAX who has built successful portfolios for a wide range of top tier companies for more than 20 years.

Tony is a patient methodical senior executive who knows value from the inside out. His broad experience working with boards of directors within the public and private sectors and long tenure in the business has given him the informed perspective from both sides of the trade to identify situations that reflect greater future value.

Tony was the senior executive in one of Europe's largest engineering and technological projects, managing a shared responsibility of £2.3bn, he is now bringing this experience to the blockchain sector.

Tony has considerable experience in the blockchain and cryptocurrency space.

TONY KLEIN
CHIEF OPERATIONS OFFICER

ON COVER: THE FUTURE'S WRAPPED UP

₿THAX®

TECHNOLOGY reDEFINED®

GORDON WESTON

Co-Founder ETHAX: CFO

Chief Financial Officer at ETHAX GLOBAL LTD

Over 35 years experience in banking, financial and communication industries, with senior positions held at HSBC, Tubelines, Trans4LM.

Gordon has considerable experience in trading with digital assets and is one of the key traders and contributors to the building of the ETHAX Trader.

Gordon is responsible for all financial aspects of the ETHAX group of businesses as well as providing oversight of our regulatory affairs.

Gordon is also the authorised and qualified Money Laundering Compliance Principal (MLCP) and Money Laundering Reporting Officer (MLRO)

**GORDON WESTON
CHIEF FINANCIAL OFFICER**

ON COVER: THE FUTURE'S WRAPPED UP

ETHAX TRADER
AI TRADING SOFTWARE

Flagship AI and machine-learning expertise – ETHAX TRADER has been built to replicate the trading success of the businesses investment fund over the last 3 years.

Using a combination of machine-learning and bespoke algorithms together with ETHAX's successful trading strategies the business is building unique software that will have the ability to automatically trade the digital asset market 24/7/365.

ETHAX will also launch mobile versions of ETHAX TRADER. ETHAX is a machine-learning trading system designed for users at all levels whose performance can improve over time by adopting a continuous results driven feedback process.

REGISTER YOUR INTEREST TO BETA TEST ETHAX TRADER

EMAIL: beta@ETHAX.com

A GAME CHANGER IN NON-CUSTODIAL CRYPTO TRADING
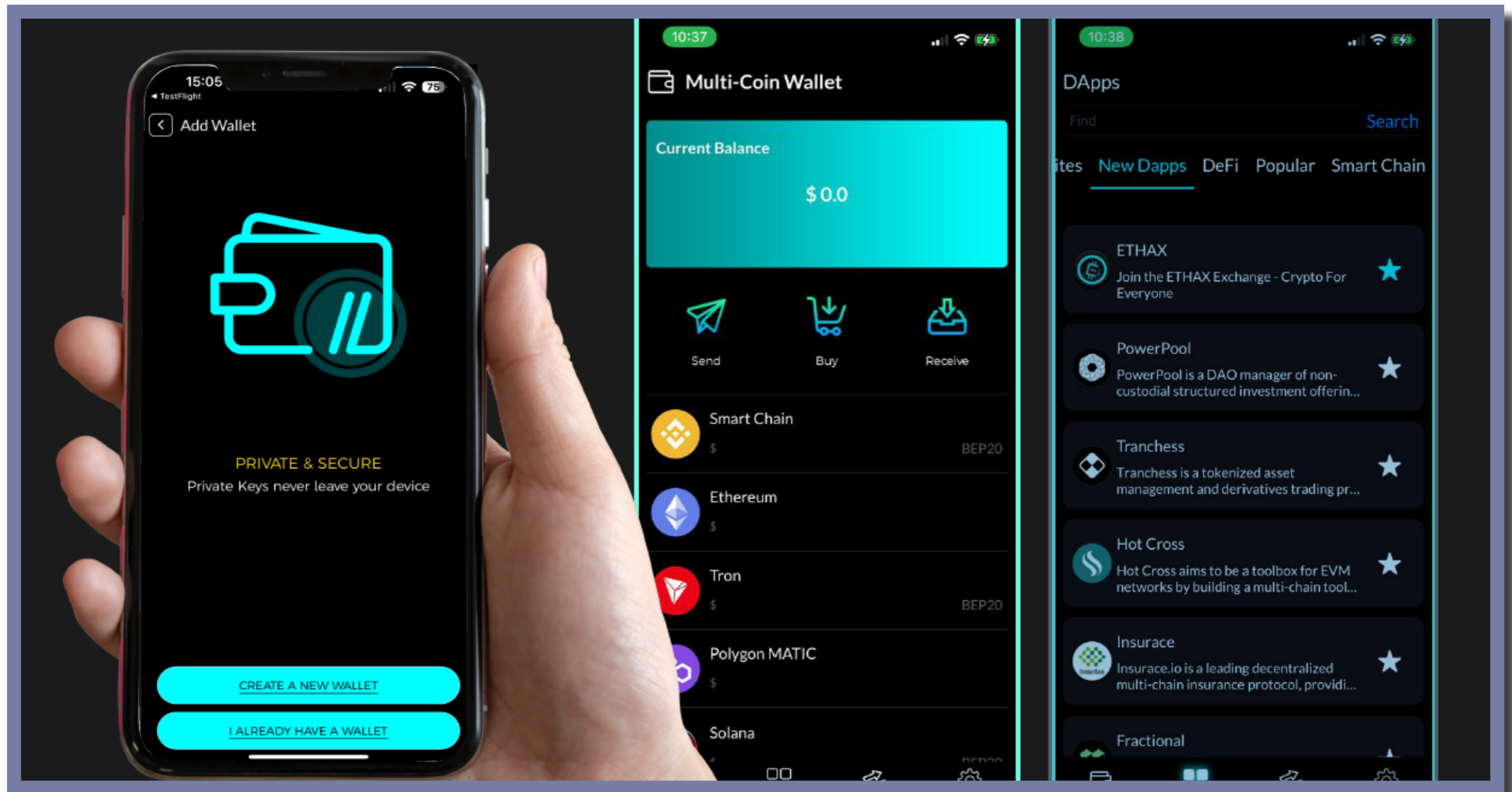
ON COVER: THE FUTURE'S WRAPPED UP

ETHAX WALLET is the premier wallet for securely storing, swapping and transferring all of your mainstream crypto such as: ETHAX, Bitcoin, Ethereum, BNB, USDT, Tron, and many more crypto tokens.

Features Include:

THE MOST ENGAGING CRYPTO WALLET ON THE MARKET

- Create new wallets on multiple blockchains which allows you to store, send, receive and swap tokens easily with a smart design, simple and easy to use interface

- Manage your cryptocurrency portfolio from anywhere in the world with an internet connection

- The ETHAX Wallet uses leading industry standard security protocols to protect your

assets through the use of Private Keys and Seed Phrases

- Access multiple 3rd Party DApps via our easy access panel

- Create multiple wallets to organise and spread your portfolio

- Buy cryptocurrency with USD, EUR and GBP once verified by KYC

- Face ID and Touch ID enabled

ON COVER: THE FUTURE'S WRAPPED UP

The ETHAX Decentralised Exchange is a non-custodial exchange built by ETHAX to further enhance the ETHAX brand across all aspects of crypto.

This service will allow any consumer to buy, sell, swap or stake ETHAX Tokens or any other major cryptocurrency at the lowest possible market fees.

Designed with user needs at the forefront, ETHAXSWAP simplifies crypto exchange trading.

- Exchange
- Liquidity Pool
- Farms
- Staking Pool

Visit **ETHAX.io**

THE FIRST ZERO FEE DECENTRALISED EXCHANGE ON THE MARKET

ÉTHAX SWAP

EXCHANGE   LIQUIDITY   FARMS   POOLS

Connect Wallet

ÉTHAX SWAP

Join the ETHAX Exchange - Crypto For Everyone

FARMS & STAKING

ETHAX to Harvest

- 0.000000000

~$0.000000000

ETHAX in Wallet

Locked

~$0.00

ETHAX STATS

Market cap	$0.00
Max Supply	800,000,008
Total Burned	0
ETHAX Price	$0
Total Supply	800,000,008

Total Value Locked
$2,303,552
Across all LPs and Pools

ON COVER: THE FUTURE'S WRAPPED UP

ETHAX TOKEN
CRYPTOCURRENCY

LICENSED AND REGULATED FOR CRYPTO ACTIVITIES FOR EVERYONE

The five coloured tokens represent the ambitions of Olympic attitude of faster, higher, stronger, as well as defining that ETHAX simply offers opportunities for everyone.

The ETHAX token is central to the ETHAX eco system of a self-sustainable business model, comprising of the latest in machine learning and AI technologies, together with advanced and proven trading strategies.

The 'use case' for the ETHAX Token is central to the products and services that ETHAX provide.

The ETHAX Token can be used to pay the license fees for the ETHAX Trader. The ETHAX Token can be swapped or staked on the ETHAX DEX as well as being stored, swapped, sent and received along with other major tokens in the secure ETHAX Wallet.

There is also a future use for associated fees when the ETHAX NFT Marketplace is released.

The ETHAX Token uses the latest and arguably one of the best blockchain technologies available in the sector, the BNB Chain (BEP20 Token). This has major advantages over other similar blockchain suppliers such as faster and cheaper transaction costs.

The ETHAX Token is available on major Exchanges including DIGIFINEX and Decentralised Exchanges including ETHAXSWAP – simply click where you see BUY ETHAX.

Listed on CoinMarketCap:

https://coinmarketcap.com/currencies/ethax
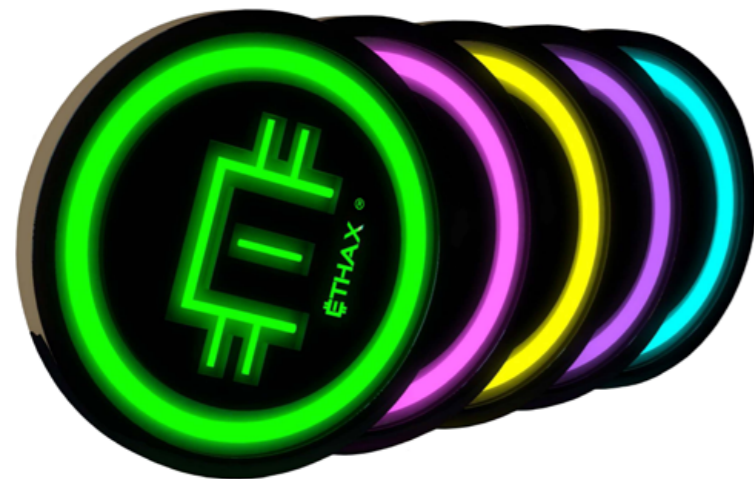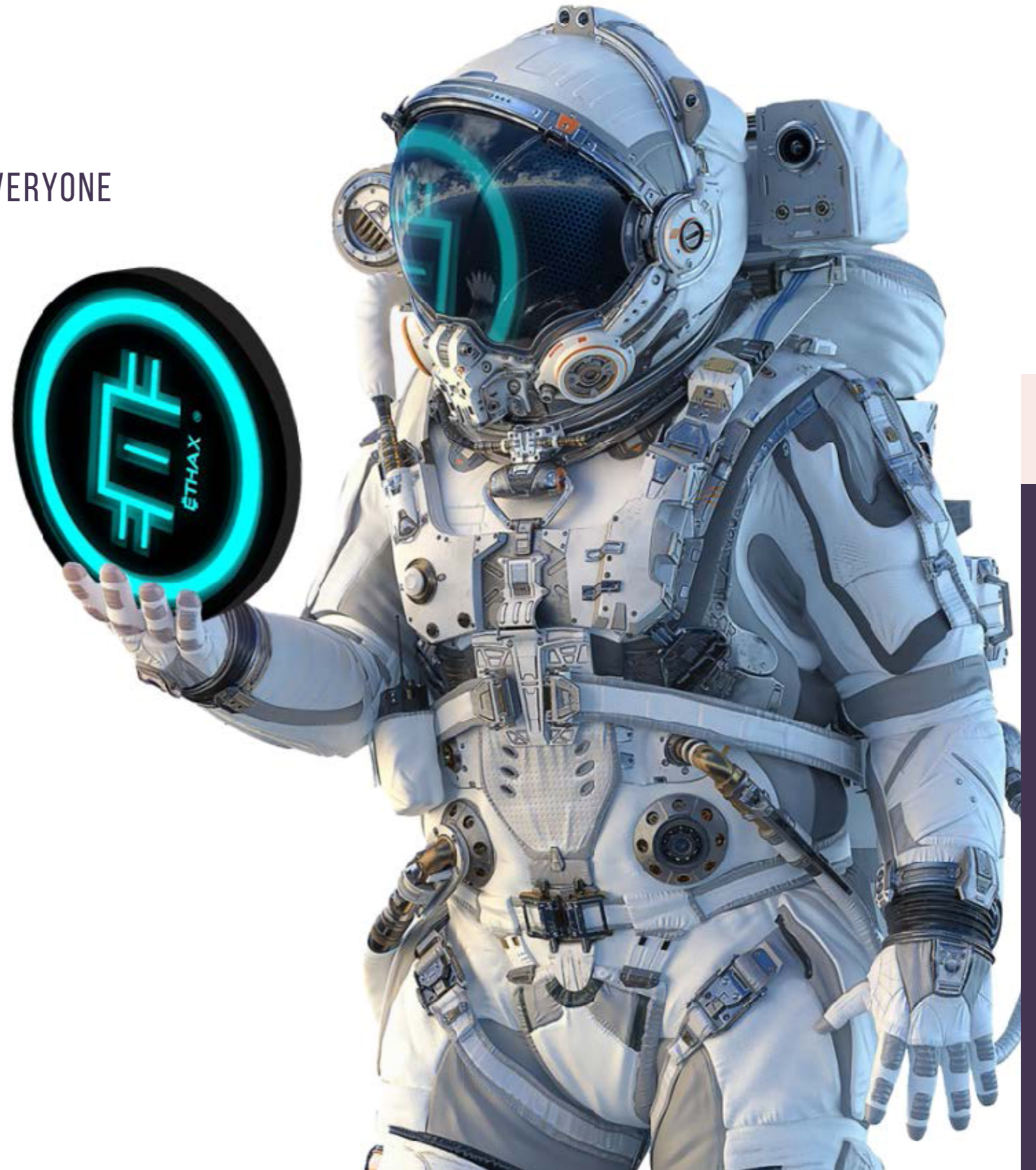
ON COVER: THE FUTURE'S WRAPPED UP

TALIB HASHIM

FOUNDER TBH ADVISORY, CO-FOUNDER SDARA.CO
UAE & GCC MARKETS

HOW AN AGE-OLD TRADITION IN THE GULF CAN HELP BUSINESS LEADERS ACCESS LOCAL KNOWLEDGE AND OPPORTUNITIES

THE GLOBAL ADVISOR

CIT GLOBAL ADVISOR

TBH
Think Big, Honestly.

to kickstart their ventures dealing with the significant time and investment required to enter the market, compete with other established competitors, and grow their businesses? I would also ask myself, how are new market entrants coping with the same set of challenges given their lack of market knowledge, connections, and support-system?

Statistics show that the number of SMEs registered in the GCC region are estimated to be around 1.5 million. The UAE alone is home to around 400,000 SME businesses who contribute to 60% of the UAE's non-oil GDP and 86% of the private sector workforce. Dubai alone issued 45,653 new business licenses in the first half of

a growing evolution in how businesses adapt to local markets and engage their local target audience.

For some reason, it also reminded me of an age-old tradition in the gulf region called 'the majlis'.

The majlis is a place -usually held in a separate living room, or outdoor area dedicated for

So how does an age-old tradition fit in this story about the evolution of how businesses access knowledge and engage local communities in the territories they operate in?

And how has this inspired us to develop our latest platform that addresses these needs?

From Globalisation to Localisation

When I first set up my recruitment and Emiratization consultancy business, I have to admit, I had no background or experience in the field, I lacked the knowledge and insights required and to top it all, I entered a competitive market with no relationships in our market or local guides to advise me.

I would proceed to dedicate the next fifteen years of my entrepreneurial journey building and developing everything from scratch; the relationships, our network of clients, the body of knowledge around our niche, the market insights every business founder would need in the local market and most importantly I invested a lot of effort and time in building trust and credibility with our target communities.

I would often ask myself, how are other local businesses who've either set up or looking

2022 according to Dubai's Department of Economic Development.

On the topic of private sector workforce, the GCC countries saw the issuance of at least 3.5 million work permits in 2022, making the region one of top 10 destinations on demand by travelers of all types.

What needs to happen to ensure that business founders, corporate leaders and job seekers integrate effectively into their respective markets and gain access to value-adding knowledge and networks?

The answer to that question revealed itself to me slowly throughout the years as I witnessed what I saw as

guests - where the host would organize regular, informal, and unstructured gatherings for his guests. It was a place where people would access knowledge and insights. A space where connections and relationships were established. It was also where the majlis host and attendees felt it was their responsibility to assist and support the regular majlis attendees whether through advice, work opportunities or business connections.

The emergence of globalization has had a significant influence on how companies accessed opportunities in new markets. For organizations expanding into new markets and in this case, the gulf region, the emphasis for so long was focused on their ability to attract international professionals and consultants.

Then the focus would move to ensuring that these international experts adapted

THE GLOBAL ADVISOR

successfully to the local markets in a manner that ensured proper integration and business competitiveness.

That was the case till a combination of the COVID-19 pandemic, the rise of 'nationalist' movements globally and the rise of unemployment in local economies accelerated the shift that had begun from globalization to localization.

This shift is changing the rules of the game as I write this article and is prompting governments as well as organizations to increase their focus on identifying ways where they can leverage local capabilities, deep market knowledge and networks to provide businesses with the ability to engage its local customer segments as well as opportunities faster and more effectively.

Working with numerous local and multinational employers, I have seen firsthand the benefits companies can reap from accessing local assets that provide insights, networks, and access to opportunities. Here are some of them:

- They can help you build trust and commitment that may lead to customer loyalty.

- They can help make your brand more familiar to your customer base or target community, thus building brand loyalty.

- They can help you develop the ability to customize your services and products to your customer segments' needs.

- With their knowledge of the cultural and legal nuances, they can help you avoid reputational risk or damage.

- Finally, they can help you anticipate any change in local legislations or trends that might affect your business.

To help organizations identify and take advantage of the value these local assets can bring to the table, we set out along with a group of expert partners to launch under the umbrella of our advisory firm a platform that can support clients in the region in a scalable way while offering them real compelling value.

Launching this end of December, our platform 'Myjlis' aims to build bridges between businesses and local opportunities. Inspired by the

traditional 'Majlis' concept, our platform derives its name from how Emiratis commonly pronounce the word 'Majlis' (with a silent 'J'). It is also a combination of the words 'My' and 'Majlis' which reflects our motivation behind developing this

attaining long term success in the region: Access to local knowledge, access to valuable networks and access to community support systems dedicated to growth of its members.

Myjlis is a Platform Dedicated to Growing

platform, and that is to bring this popular tradition of the private Majlises to business leaders, executives and jobseekers in the region.

Giving them the opportunity to benefit through our community the three prerequisites of

Communities of Successful People in the UAE, and our plan is to eventually offer its features to customers in the GCC and the MENA region. We see our platform leveraging on the current evolution of how businesses

CIT GLOBAL ADVISOR

build dynamic and engaged communities in their industries through three key features we offer. These are: Masterminds, knowledge programs, and 'Co-Creator Communities'.

Let me break down quickly each one of these

features:

Myjlis Masterminds:

One of the most powerful tools ever used by successful people is the mastermind groups. I grew interested by the Masterminds concept when I first read Napoleon Hill's classic book 'Think and Grow Rich' (Published in 1937).

Masterminds have been considered since then a powerful tool used by groups with common interests. Masterminds are usually exclusive to invited members who come together on a regular basis to share ideas, thoughts, information, feedback, contacts, and resources.

For the past few years, we have organized a number these Masterminds through our advisory firm, and using different formats as delivery models. For example, we used the Mastermind format to run our 'Emiratisation Creativity Labs' for industries such as Aviation, Technology, Shipping and Financial Institutions.

For business leaders, we organized Masterminds called 'Majlises' with the aim of bringing business and Human Resource leaders to facilitate valuable conversations and facilitate connections. Through Myjlis Masterminds, we aim to become a resource for business leaders that

can play the role of the traditional local guide.

Myjlis Knowledge Programs:

In their published paper titled 'Localisation of Knowledge in GCC Countries: The Case of SMEs' (2017); authors Amer Al Roubaie and Muneer Al Mubarak emphasized the need for creating and localizing knowledge for the success of the region's SMEs.

They state that "In recent years, knowledge has been viewed as a powerful driver for rapid economic growth and wealth creation. Countries with limited physical resources, such as Bahrain, can take advantage of the knowledge revolution to sustain economic development."

The paper highlights the need to "provide the necessary support for local entrepreneurs and other market players to participate in knowledge creation". Citing the experience from countries such as Singapore, South Korea, Taiwan and Japan in knowledge localization.

Members of our Myjlis platform can also access our in-person workshops or online programs, which we continue to develop with our expert partners to provide local content and knowledge for various industries.

Myjlis Co-Creator Communities

Inspired by the rise of what has become known as a 'Creator Economy', as well as the increasing interests by business leaders to create their own 'branded communities'. We have embarked on a

campaign to invite potential local 'Co-Creators' to work with us and develop their own content on our platform. The goal is to curate and promote this content to the community of members that we invite to join Myjlis.

From our research and conversations, we know that the region possesses valuable local expertise

eager to promote their content and deploy their knowledge to an engaged audience.

Our plan through Myjlis is to identify potential 'Co-Creators' who will join us in developing and promoting local knowledge to a branded community that is eager to access these insights so that they grow successful.

I must admit, I have been obsessed by the idea of building engaged and loyal communities for different industries ever since I first heard the

renowned global marketing guru 'Seth Godin' speak on the concept in one of his lectures.

As a headhunter and a 'business matchmaker', it seems like an ideal tool to grow a loyal and engaged customer base while not becoming restricted by the different social networking platforms. In fact, a Harvard Business Review

THE GLOBAL ADVISOR

survey reported that 80% of founders reported that building community was important for their business today. While 85% of marketers said branded communities increase trust among target clients, create new leads and build stronger brand loyalty.

We are still working with our current 'Co-Creators' now to launch our first Knowledge Programs on our platforms, and we are as well still inviting more Co-Creators who are committed to put in the time and effort to join us on this journey.

Majlis 3.0: Disrupting an age-old tradition

For my final thoughts, let me share that I strongly believe that the rise of the Web 3.0 concepts make this the perfect time for us to offer the region a platform inspired by the values of Web 3.0. Myjlis is designed to eventually become a set of community-run decentralized networks that capitalizes on the creator economy to provide information, connections, and a means to either create wealth or business opportunities to members. Just like the traditional 'Majlis' concept

from the GCC.

To learn more about Myjlis or register your interest to become a potential 'Co-Creator', reach out to us through our Contact Us page on our website: https://tbhadvisory.me/

Abdulmuttalib (Talib) Hashim is a Dubai born entrepreneur who is the Managing Director of TBH Advisory, a consultancy firm.

He has dedicated his last fifteen years in providing people and business solutions for clients in the UAE and the gulf region.

Talib is a sought-after specialist in Nationalisation, running talent accelerator programs designed to accelerate employability of national youth talent in region.

He also advises business and HR leaders on effective Nationalisation strategies.

He is currently focused on his mission of 'helping people and businesses grow successful in the region' through his Talent Accelerator programs and the soon-to-be launched Myjlis platform.

CIT GLOBAL ADVISOR

JAMES MOFFAT

DIGITAL MARKETING GROWTH STRATEGIST / MENTOR / ADVISOR / TRAINER / STORYTELLER - EXTRACTING MY CLIENTS VALUE PROPOSITION VIA STORIES THAT ATTRACT, EDUCATE, INSPIRE AND NURTURE EXPONENTIAL BUSINESS GROWTH!

THE GLOBAL MENTOR

CREATING YOUR STORYBOARD

VISIBILITY

IMPACT

CIT GLOBAL MENTOR

I have put together this overview to help you craft out your story. This can form part of your toolkit for highlighting the key areas you wish to focus on. It is by no means an exhaustive list, nor with a particular focus on any specific type of pitch, but more a a guide to help your plan the different and most important areas for consideration.

Remember, don't let your passion for a new idea, technology, service or product convince you that the idea alone will ensure business success. It is also about your execution and making your idea come alive to those that are deemed your ideal and most suitable clients.

This is another subject, although critical to success, is targeting the right audience as this will save you time in the long run. Based on my experience working with hundreds of Entrepreneurs, Startups and SMEs, selling yourself, your services or product to customers, as well as investors, is always a critical element needed to progress.

Of course, it also helps to have a great service or product and a business plan to back this up, and team (virtual or otherwise), to help drive this forward and fill in the gaps on expertise that you may struggle with.

Basically, your A-Team or as we hear more often, your Dream-Team. You don't always need to go it alone, you should reach out and partner, or seek help in the areas you are not an expert in. When it comes to selling, if you don't currently feel that selling is your strong point or even your interest, don't be discouraged, because you can learn the skills and as they say, 'Practice make Perfect!' Sales is not rocket science, so anyone can learn and improve to create their visibility so they can make an impact, without any special genes, birthright, or high intelligence.

All you have to do is focus on your ideal client's perspective of your offering, and learn from the lessons of sales professionals ahead of you. To help you I have put together some key areas and notes that you can use to structure your pitch, which is actually a story of sorts!

1. Who are YOU? - this is not a trick question, although most people struggle to answer. Think about what you have to offer, your services or product and how this is uniques, different or special. Understanding what are your USPs (Uniques Selling Points), your key Differentiators and how you can stand out from the crowd selling something similar to a competitor.

2. Who are THEY? - these will be you most suited, most desirable and best fit clients, otherwise known as your ideal client avatar. So you really need to know what they look like, the demographics, their behaviour, needs, challenges and how you will not only find them, but what message are you taking to them. As this is key to moving them along your sales funnel and advancing them on the journey you are taking them on.

3. What PROBLEM are you solving? - everyone has a need for something, we are not the Masters of everything, although some people think they can do it all themselves, the real fact is they typically can't, so will need the help of an expert. Your services, or product are there to fill that gap, solve their problem and help them move forward, either in their business or personal life situation. So the more you can identify with the problem, the more you can steer them to seeing the immense value you can bring to solve this.

4. What RESULTS will they get? - this is critical, as it forms part of your social proof, your testimonials and recommendations that you have done a good job. The better the results, the more rewarding it is for both parties and it helps you promote your services or product/s much more easier, as you have happy (hopefully), clients!

Visibility and Impact!

The most powerful stories impact people at all four levels—physical, mental, emotional, and spiritual.

Emotional: Most of the decisions we make, 95% or so, are made unconsciously on auto-pilot. The left sides of our brains are skeptical and want facts, but the right sides are creative and emotional. Surprisingly, most consumer decisions are not made solely using logic. Most of the every day decisions we make are in response to emotional triggers.

Spiritual: Stories that trigger an emotional response are important but those that inspire and highlight the human experience and the triumph of the human spirit are even more memorable.

Results: Persuading people to take action is more emotional and spiritual than logical. Stories help take people to these levels and lift data and information into something more personal.

When listening to stories, people assimilate information much more rapidly than they do when listening to a list of facts or figures, or bells and whistles. They will also forget most of these before the end of your pitch.

Whereas storytelling, provides enjoyable listening, as a well-crafted story can be extremely engaging to listen to and enjoyable, leaving a memorable and long lasting impression, which could be good or bad. Stories that stimulate the senses are more memorable than facts and figures, likewise are images rather than bullet points, as you have to explain the image with a story. Ideally, about a client with a similar problem and then the audience are more likely to pay attention, as it will resonate more with them and their current situation. Hence the value of testimonials

The Core elements of a Story:

1. CAPTIVATE - your Headline to GRAB attention. You have 3-6 seconds to make an impact, so hit the audience with something that will wake them up and get their attention. You are now your own Editor-

THE GLOBAL MENTOR

in-Chief and this is your newspaper and you need to sell it on the shelf alongside the competitors newspapers, so you need something powerful. This is the start of the journey you are taking your audience on! Some examples are to hit them with a FACT, a STATEMENT, an OBSERVATION, etc., to gain their attention at the start. It could be something like: 'Did you know.....?" Imaging...... This is where you can leverage on your imagination and creativity.

2. CONTENT - this is the structure and the flow. You are taking your audience on a journey, hopefully a magical one and they will engage, actively listen and wish to be part of this as it will resonate with all the challenges they have and the outcome they desire. Think about what I mentioned earlier with who you are and your USPs and what problem are you solving and the results they will gain.

3. CLARITY - you have to make it simplistic so they get it, otherwise you have lost them on

the journey and you will need to try and recover from this. So if this is too complex, try it out with some friends or family, a colleague and see if they understand what it is, the value and how it could benefit your clients. I used to practice with taxi drivers on my way to meetings and if they got it, I was half way there. Don't try and throw in too many buzz words, acronyms and jargon, just keep it simple, as Einstein would expect. You can also use some NLP (Neurolinguistic Programming) to ask if the audience understand so far, as a checkpoint that this is going as planned and if not you can steer this.

4. COMPOSURE - when delivering, try in-front of a mirror, or record yourself and see how you do this. If this is a face-to-face, on stage or online, you need to hold your own and be confident in how you present. Don't feel it to be strange to PAUSE and use your body, hands and even a prop to get the

CIT GLOBAL MENTOR

message and point across.

5. COMPETITION - this is normally for investor, but could also come up so be prepared. Who are they, what are your differences. You don't need to call them all out, but at least be aware and mention how you differ.

6. CAPITAL - this again if for investors, so you need to know your numbers, what amount you are asking for, where this will be spent and how the investor will see their ROI (Return of Investment), over which time period. For an investor pitch, this is their main focus, so you must be prepared and I have a completely

separate PDF on this.

7. CLOSE - this is as important as the opening grabber. You need to move the audience alone your sales funnel, so what is your CTA (Call to Action)? This is your desired outcome and why you (entered the ring), in the first place. What do you want to achieve and what are your next steps you are taking your audience (Ideal client), on? I have seen hundreds of pitches and this is a massive thing that is overlooked and they just end by saying thank you. This helps no one, as the audience is left in limbo. What do you want from them and what is it they are going to do? This is so, so important. As an example: you can say, why not book a free 30 minute call to learn more. You can download my free 5 Steps guide on XYZ and capture their email and so on.

TIPS

1.1. Position your story around solving a real customer problem Selling is simply matching what you have against they needs in a way that other alternatives and competitors can't.

2. Select a price commensurate with customer perceived value Customers set value based on the size of their

THE GLOBAL MENTOR

pain, and similar alternatives available from competitors. Of course, "free" always sound attractive, but it's hard to build a business with no revenue.

3. Every customer sale has to result in a win-win situation This simply means that both you and the customer have to feel good about the transaction – their need is satisfied, and your business grows. Some Entrepreneurs seem to be out to "kill their prey," or over-sell their value, resulting in a lack of customer retention, and few positive referrals.

4. Spend time and resources working with the right customers Broadcasting your message to anyone and everyone is not an effective sales approach, it is seen as SPAM marketing and you need the 80/20 rule.
Properly identifying your target audience and demographics is the key to success. In the same context, it's important to disconnect from low-profit or abusive customers who drain your resources and claim poverty, as these will absorb your time and you will not be helping yourself grow your business. You are not a charity service, although they seem to think so. So these are NOT YOUR IDEAL CLIENTS, so move on and away from them!

5. Build a positive and attractive personal and company image People buy from companies and people they like. Through social media and customer interactions, you must convince customers that your values and culture match theirs. It helps to show your association with a "higher purpose," such as helping the environment or a social cause

6. Constantly poll for opportunities to delight your customers Don't wait for a customer crisis to identify improvement requirements. In every new business, problems will occur, so you must be proactive in listening to feedback, and responding to reviews. You must be always thinking of promotions, discounts, and perks for happy customers, if

that makes sense and when appropriate.

7. Emphasise "pull" marketing rather than "push" marketing Telling isn't selling. If you focus on delivering value to customers and society, more customers will be pulled to buy from you. These days, this is easier than ever to do by being responsive to social media requests, building "how to" videos, and providing on-line chat sessions via your website.

8. Highlight existing customer success stories Every delighted customer enjoys being spotlighted, and every potential customer is looking to follow someone else's successful experience. This leads to repeat sales to customers, and well as advocates who tell all their friends about a positive experience.

Let your customers be your best salespeople. Turning an idea, services or product, into a business doesn't benefit from passion and technology alone, but it also requires good marketing and sales. You really can't have either side of this equation without the other.

The good news is that you can build a team to help you get the required results, as well as enhance your personal capabilities. It's time to start today to move your great idea to a business success and powerful stories that engage, empower, and convert.

I've created this simple step-by-step process to help you become the best at what you do, to help you present and show your worth and as a useful guide for all your storytelling. GOOD LUCK!

If you want a faster path to success and better wealth, then I'm here to help and you can schedule a 1-1 call to learn more.

https://calendly.com/
visibilityimpact/30mins

CIT GLOBAL MENTOR

AHMED BANAFA

9 TRENDS OF IOT IN 2023

NO.1 TECH VOICE TO FOLLOW & INFLUENCER ON LINKEDIN, AWARD WINNING AUTHOR, EXPERT: IOT-BLOCKCHAIN - CYBERSECURITY, SPEAKER

The year 2023 will hit all 4 components of IoT Model:

- Sensors,
- Networks (Communications),
- Analytics (Cloud)
- Applications

With different degrees of impact.

By 2023, the Internet of Things (IoT) is predicted to generate an additional $344B in revenues, as well as to drive $177B in cost reductions.

IoT and smart devices are already increasing performance metrics of major US-based factories. They are in the hands of employees, covering routine management issues and boosting their productivity by 40-60%.

**THE GLOBAL EXPERT**

CIT GLOBAL EXPERT

The year 2023 will hit all 4 components of IoT Model:

- Sensors,
- Networks (Communications),
- Analytics (Cloud)
- Applications

With different degrees of impact.

By 2023, the Internet of Things (IoT) is predicted to generate an additional $344B in revenues, as well as to drive $177B in cost reductions.

IoT and smart devices are already increasing performance metrics of major US-based factories. They are in the hands
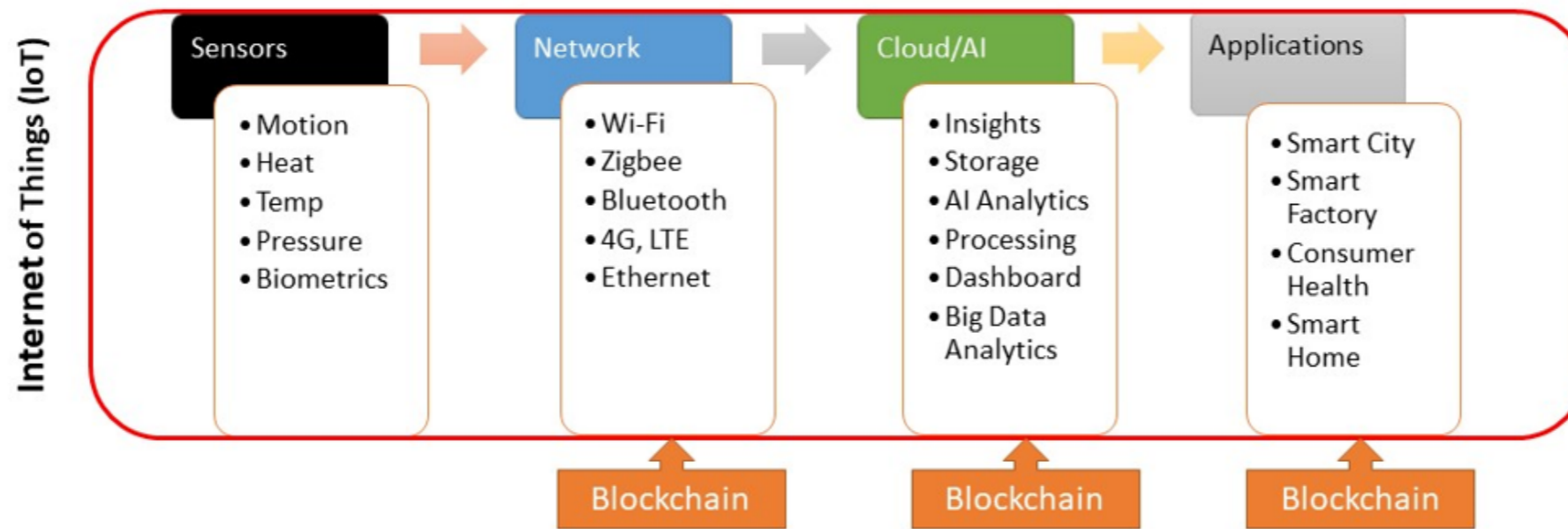
Source: Prof. Ahmed Banafa's Book "Blockchain Technology and Applications", 2020

Microsoft, and Google, are increasingly looking to compete based on their AI capabilities.

Various startups hope to increase their market share thorough AI algorithms able to leverage machine learning and deep learning, allowing businesses to extract more value out of their ever-growing volumes of data.

Artificial intelligence is the fundamental ingredient needed to make sense of the vast amount of data collected these days, and increase its value for business. AI will help IoT data analysis in the following areas:

- data preparation,
- data discovery,
- visualization of streaming data
- time series accuracy of data,
- predictive and advance analytics,
- real-time geospatial and location (logistical data)

THE GLOBAL EXPERT

of employees, covering routine management issues and boosting their productivity by 40-60%.

IoT Trend 1: Growth in Data and Devices with More Human-Device Interaction

By the end of 2019 there were around 3.6 billion devices that are actively connected to the Internet and used for daily tasks. With the introduction of 5G that will open the door for more devices, and data traffic.

You can add to this trend the increase adoption of edge computing which will make it easier for business to process data faster and close to the points of action

IoT Trend 2: AI a Big Player in IoT (again)

Making the most of data, and even understanding on a basic level how modern infrastructure functions, requires computer assistance through artificial intelligence.

The major cloud vendors, including Amazon,

IoT Trend 3: (VUI) Voice User Interface will be a Reality

it's a battle among industry leaders who would like to dominate the market of IoT at an early stage.

Digital assistant devices, including Alexa, Siri and Google Assistant, are the future hubs for the next phase of smart devices, and companies are trying to establish "their hubs" with consumers, to make it easier for them to keep adding devices with less struggle and no frustrations

Voice represents 80% of our daily

CIT GLOBAL EXPERT

communications, taking a chapter from Sci Fi movies, talking to robots is the common way of communications, R2D2, C-3PO, and Jarvis to name few.

The use of voice in setting up the devices, change that set ups, giving commands and receiving results will be the norm not only in smart houses, factories but in between like cars, wearables for example.

IoT Trend 4: More Investments in IoT

IoT's undisputable impact has and will continue to lure more startup venture capitalists towards highly innovative projects in hardware, software and services.

Spending on IoT will hit 1.4 trillion dollars by 2023.

IoT is one of the few markets that have the interest of the emerging as well as the traditional venture capitalists.

The spread of smart devices and the increase dependency of customers to do many of their daily tasks using them, will add to the excitement of investing in IoT startups.

Customers will be waiting for the next big innovation in IoT—such as

- Smart mirrors that will analysis your face and call your doctor if you look sick,
- Smart ATM machine that will incorporate smart security cameras,
- Smart forks that will tell you how to eat and what to eat,
- Smart beds that will turn off the lights when everyone is sleeping

IoT Trend 5: Finally, a Real Expansion of Smart IoT

IoT is all about connectivity and processing, nothing will be a better example than smart cities, but smart cities have been in a bit of a holding pattern recently.

Smart sensors around the neighborhood will record everything from walking routes, shared

car use, building occupancy, sewage flow, and temperature choice 24/7 with the goal of creating a place that's comfortable, convenient, safe, and clean for those who live there.

Once the model is perfected, it could be the model for other smart neighborhoods and eventually smart cities. The potential benefits for cities, however, make IoT technology especially compelling.

Cities of all sizes are exploring how IoT can lead to better efficiency and safety, and this infrastructure is increasingly being rolled around the world.

Another area of spreading smart IoT is auto industry with self-driving cars become a normal occurrence in the next few years, today tons of vehicles have a connected app that shows up to date diagnostic information about the car.

This is done with IoT technology, which is the heart of the connected vehicle. Diagnostic information is not the only IoT advancement that we will see in the next year or so. Connected apps, voice search, and current traffic information are a few other things that will change the way we drive.
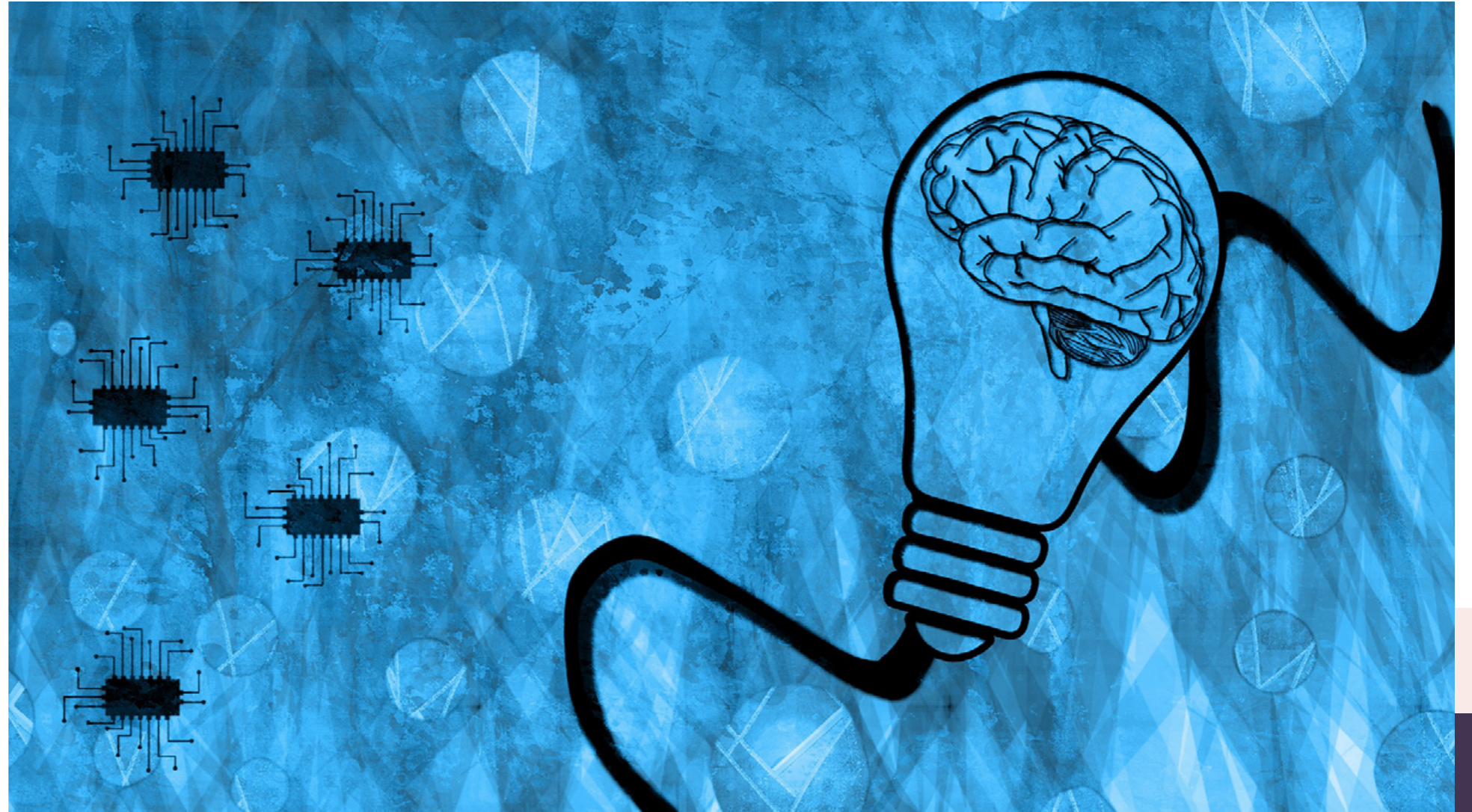
IoT Trend 6: The Rise of Industrial IoT & Digital Twin Technology

An amalgamation of technologies is pushing this new techno-industrial revolution, and IoT plays a big part in making manufacturing more efficient, less risky, and more profitable.

Industrial IoT brings enhanced efficiency and productivity through data integration and analysis in a way that isn't possible without an interconnected manufacturing process

Another notion that is gaining popularity is "digital twin" technology. Through its use, organizations can create a clear picture of how their IoT devices are interacting with the manufacturing process.

This gives keen businesses insight into how

the life cycle of their machines operates, and allows them to predict changes that may be needed ahead of time.

According to a Gartner survey, 48% of smart manufacturing adopters have made plans to make use of the digital twin concept

IoT Trend 7: More Movement to the Edge

Edge computing is a technology that distributed the load of processing and moved it closer to the edge of the network (sensors in case of IoT).

The benefits of using fog computing are very attractive to IoT solution providers.

Some of these benefits allow

- Users minimize latency,

- Conserve network bandwidth,

- Operate reliably with quick decisions,

- Collect secure a wide range of data,

Move data to the best place for processing with better analysis and insights of local data.

Edge computing has been on the rise in recent years, but the growing scope of IoT technology will make this move even more pronounced. Two factors are leading this change:

- Powerful edge devices in various form factors are becoming more affordable

- Centralized infrastructure is becoming more stressed.

Edge computing also makes on-device AI a realistic proposition, as it allows companies to leverage real time data sets instead of having to sift through terabytes of data in a centralized cloud in real time. Over the coming years and even decades, it's likely that tech will shift to a balance between the cloud and more distributed, edge-powered devices.

Hardware manufacturers are building specific infrastructure for the edge deigned to be more physically rugged and secure, and security vendors will start to offer endpoint security solutions to their existing services to prevent data loss, give insights into network health and threat protection, include privileged user control and application whitelisting and control, that will help in the fast adoption and spread of edge computing implementations by businesses

IoT Trend 8: More Social, Legal, and Ethical Issues

IoT devices are a largely unregulated new technology. IoT will inevitably find itself facing social and legal questions in the near future. This is particularly relevant for data collected by

THE GLOBAL EXPERT

these devices, which may soon find itself falling under the umbrella of the General Data Protection Regulation (GDPR). This regulation regarding the handling of personal data and privacy in the European Union, the GDPR extends its reach beyond the European region. Any business that wants to successfully operate within the EU will need to comply with the guidelines laid out in its 88-page document

Security issues are essential when it comes to legal regulation of personal data. Development teams can ensure the required level of security and compliance on various levels, including data encryption, active consent, various means of verification and other mechanisms. Their

goal is to collect data legitimately and keep its accessibility, processing, and storage to a minimum that is dictated by the software product

IoT Trend 9: Standardization Still a Problem

Standardization is one of the biggest challenges facing growth of IoT—it's a battle among industry leaders who would like to dominate the market of IoT at an early stage. But what we have now is a case of fragmentation.

One possible solution is to have a limited number of vendors dominating the market, allowing customers to select one and stick to it for any additional connected devices, similar to the case of operating systems we have now have with

Windows, Mac and Linux for example, where there are no cross-platform standards.

To understand the difficulty of standardization, we need to deal with all three categories in the standardization process:

- Platform,

- Connectivity,

- Applications.

In the case of platform, we deal with UX/UI and analytic tools, while connectivity deals with customer's contact points with devices, and last, applications are the home of the applications which control, collect and analyze data.

All three categories are inter-related and we need them all, missing one will break that model and stall the standardization process. There is no way to solve the problem of fragmentation without a strong push by organizations like IEEE or government regulations to have common standards for IoT devices

DISSOLUTION OF COMPANY AND LIQUIDATION UNDER UNITED ARAB EMIRATES (UAE) COMPANIES LAW AND LIABILITIES UNDER BANKRUPTCY LAWS

THE LEGAL SUPPORT

RAJIV SURI

INTELLECTUAL PROPERTY I INFORMATION TECHNOLOGY AND MEDIA I DISPUTE RESOLUTION I COMMERCIAL LAWS
CONTRACTS I SENIOR LAWYER I ALSUWAIDI AND COMPANY I DUBAI I UNITED ARAB EMIRATES

Dissolution or closure of a Company or Partnership is an important aspect of any business or commercial venture especially when such an establishment is not profitable any longer or if there exist any circumstances which necessitates its restructuring or closure. The relevant law which regulates dissolution of Companies in the UAE is Federal Decree-Law Number (32) of 2021 ("the Companies law").

CIT LEGAL SUPPORT

Grounds of Dissolution

Article 302 of the Companies law provides for certain grounds based on which any company operating in the UAE can be dissolved. These are as follows:

- Where the company suffers loss of all the funds or if it has suffered loss for most of its funds, i.e., say more than 75% of the issued capital and it becomes difficult for it to conduct its business profitably.

- The Company's term is completed as per memorandum of association (MOA) or the articles of association (AOA) and there has been no renewal mentioned in the said documents.

- The Company's primary objective, for which it was incorporated, cannot be achieved.

- If the Company is under any amalgamation or merger.

- If there has been any order passed by the Court to dissolve the Company.

- All the Directors/Partners agree to end the term of the Company. Or there is a specific majority of consent/s required of the Partners to dissolve the company as per MOA of the company.

The general or limited partnership can also be dissolved if one of the following events has occurred:

- If any of the partner has died or has been declared bankrupt or insolvent or has lost its legal capacity. However, if the memorandum of the Company provides for continuation with heirs, no dissolution would be allowed even if the heir is a minor and his share would be the same as that of the partner he replaces.

- If the sole general partner has withdrawn from the limited partnership.

- If there has been a lapse of six months from the date the Company constituted one general partner and there has been no change in its legal status during such period.

Steps in Dissolution

1. The next step is the cancellation of the Company's registration with the Department of Economic Development (DED). This cancellation application has to be accompanied by the Company's trade licence along with the Company's official commercial registration certificate. The whole document must be signed by the Company's authorized representatives, along with the signatures of the directors of the Company and their managers.

2. If satisfied, DED will issue the liquidation certificate inviting any existing claims against the Company to be submitted within a period of 45 days.

3. The liquidation certificate then must be published in 2 widely used local newspapers and one of these newspapers has to be in Arabic. Both the notices should mention the claim period of 45 days.

4. In case of no claim having been raised against the Company, the liquidator issues a declaration letter stating that the Company has received no objection during the notice period and the liquidation process can be proceeded with. This declaration letter has to be submitted to the DED.

5. Then the liquidator should obtain a clearance letter from all the government authorities for cancellation of the company's licence and all employment visas such as;
   - Ministry of Human Resources and Emiratisation
   - Directorate of Residency and Foreigners Affairs
   - The leasing entity
   - Dubai Electricity and Water Authority.

6. All the clearance letters from the above authorities must be submitted for obtaining the final cancellation.

7. The DED will then decide a fee and once the fee is paid, the de-registration certificate is issued by the DED.

8. The last step involves the liquidator to note in the commercial register with the competent authority for the completion of the liquidation process. Thereafter, the registration of the Company shall be removed from the commercial register of the competent authority completing the dissolution process.

Personal Liability of the Directors and/or Managers in Bankruptcy or Liquidation proceedings

In October 2021, the Hon'ble Dubai Court of First Instance had passed a landmark judgement in the case of Marka Holdings PJSC, which was the UAE based retail and leisure company. This Company was declared bankrupt. The liquidation involved all of the groups' assets with a court order applying to all of the Marka subsidiaries and included the Board members who were required to pay up to approx. AED 450 million to its creditors. The Company's Directors and Managers were stripped of all rights to manage the Company or its subsidiaries. The Court held such officials liable as per the provisions of Article 162 of Federal Law No. 2 of 2015. The Hon'ble Dubai Court had concluded that current and former Directors/Managers of the said Company were personally liable towards its creditors merely on the basis that the assets

CIT LEGAL SUPPORT

of the Company were not sufficient to pay at least 20% of its debts which was set as per Federal Decree Law No. (9) of 2016 on Bankruptcy.

Subsequent to the above judgement, on 1 December 2021, the UAE Government amended the Bankruptcy Law vide Federal Decree-Law No. 35 of 2021. According to this amended law, the debtor's Directors and Managers can now only be held personally liable for the company's debts if the criteria as laid down in Article 144 is met with. Article 144 of the said law states that if bankrupt Company's assets are insufficient to settle at

least 20% of its debts, the Court can order any of the board of Directors or the Managers to pay the balance of the debts if it is shown that any of them did commit any of the acts mentioned in paragraphs (a), (b) and (c) of Article (147) which reads as follows:

1. In case a company is adjudged bankrupt, the Court is empowered to coerce any or all the Board Directors and Managers or the liquidator/s so appointed, to pay up the debts provided it is shown that any of them did act adversely to the interest of the Company in any of the following ways within the two years

following the date of commencement of such proceedings:

- Uses marketable means sans any risks assessment, such as selling goods at lower prices than their actual commercial value, especially to acquire assets with a view to avoid bankruptcy procedures or delay the commencement of the proceedings.
- Participating or being involved in businesses with a third party to dispose of the goods or properties at no cost or for insufficient amount of monies and without any specific benefit or a benefit which is not in proportion to the goods or assets of the debtor.
- Releasing or discharging debt of any creditor with intention to cause commercial harm or damage to other creditors, during the duration of non-payment or during liquidation.

2. The Court shall refrain from passing any order under this Article if it finds that the individual or juristic person had taken all possible preventive measures to reduce the likely losses that may affect the assets of the debtor and his creditors.

3. The Board members or the Manager or the liquidator/s shall remain exempted from their (personal) liability for the acts stipulated in this Article if it is shown that they did not participate in such acts, or if they had shown their reluctance vis-à-vis the decision issued.

The above clauses clearly lay down the circumstances under which the Board
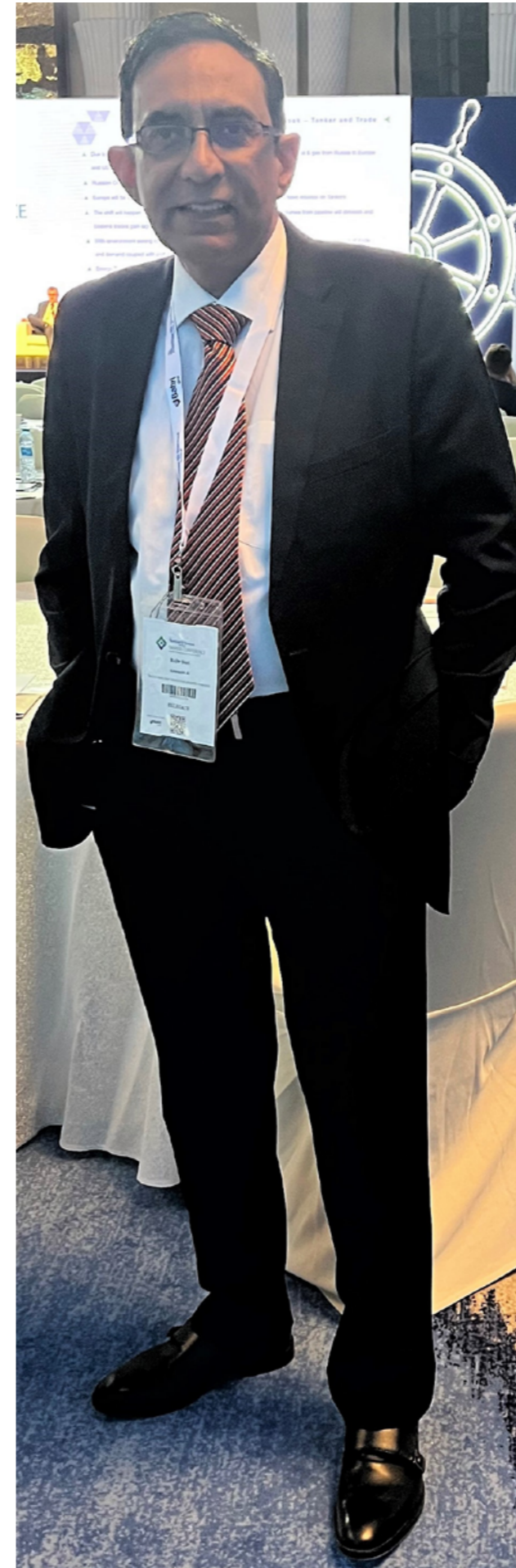
members or Directors or the Managers of the Company can be held to be personally liable to pay off its debts of the Company in liquidation or insolvency.

Recently, in October 2022, in another landmark judgement, the said Hon'ble Court of First Instance settled a judicial position contending that the Directors/Managers will not be automatically held personally liable in case the Company, which they manage, has insufficient assets to settle at least 20% of its debts. To hold such officials personally liable, it should be clearly established that they contributed with their decisions/actions, such as those enumerated above, which led to the losses that rendered the Company bankrupt or insolvent.

Further, Article 1 of Federal Decree-Law No. 35/2021 provided for penal provisions for Director/s, Manager/s for certain acts which are specified below.

The Directors, or Managers and/or liquidators of the declared bankrupt Company shall entail punishment by incarceration for a maximum period of two years, and/or a maximum fine of one hundred thousand (100,000) Dirhams (approx. USD 27,000) if they committed any of the following acts:

1. No cautious maintenance of accounts books or did not conduct inventory-checks with the intention of causing harm to the company or its creditors.

2. Wilful refraining of providing the data required by the Executor appointed according to the provisions of chapter 4 of this Decree-Law or the Court, or intentionally providing falsified information and data.

3. The company's assets are disposed of post closure of payment with the intention of hiding these assets from the creditors.

4. Any creditor's debt is paid post closure

of payments to the detriment of the other creditors or any creditor is given any special privileges vis-à-vis the other creditors, even if the intention is to achieve protection for the structure or restructure.

5. The company's assets are sold with bad intentions at a lesser market value or dealt with it in ways that are detrimental to the interest of the creditors with the intention to acquire monies to avoid or delay the situation of closure of payment to creditors, adjudication of bankruptcy or termination of the procedure relating to protective structure of the company or its restructure.

6. They digress from the company's primary activities spending enormous amounts of monies in gambling or speculation.

7. They made financial commitments to any third party in all earnestness without taking into account the company's current financial position.

However, the penalty shall not be levied if it is shown that the Director/Manager is not involved in any such specified acts or who had reservations on the company's decision to perform the said acts and these are clearly established.

Appeal

Further, the Director or Manager against whom a decision was rendered by the competent court considering the application for can file an appeal before the court of appeal by in accordance with the procedures and requirements stipulated in Civil Procedures Code. However, appealing the judgment issued against the members of the Board or the Managers shall not result in the stay of execution of the judgment of adjudication of the Company's bankruptcy or compromise its validity.

Requisitions for Bankruptcy proceedings

1. The debtor shall submit an application to the Court stating the reasons for filing it and the purpose for which it is being filed i.e., either for restructuring or for deciding the bankruptcy and liquidation.

2. The following documents should accompany the application:
- A memo briefly describing the fiscal condition of the debtor along with the staff or employees data and the monies or salaries owed to them.
- A debtor's certified copy of the trade licence issued by an appropriate authority.
- A copy of the books of accounts relating to the debtor's business for the financial year immediately preceding the year for submission of application.

3. A report which should contain the following:
- The debtor's projection of the cash flow and the profits and losses for the period of one year subsequent to the submission of the application.
- Particulars and contact details of all the creditors and debtors, along with the amount of the debts owed to them and the guarantees offered in return, if any.
- A detailed statement on the debtor's assets including all the movable and immovable properties, the approximate value of each of these properties on the date of submission of an application, and statement of any guarantees or rights offered to others, if any.

4. Designation of an executor or liquidator nominated by the debtor to take actions according to the provisions of this Decree-Law.

5. If the applicant is a company, then the application should be accompanied with:
- a copy of the decision of the authorized company's representative to submit an application to initiate such proceedings,
- a copy of the company's incorporation documents and any amendments in relation to it which may have been submitted at the competent authority in the Emirate.

6. Any other document/s which would support the application.

7. A competent authority's report on the Company's credit information.

8. In the absence of submission of any of the above documents as mentioned in #3 above, the applicant should state the reasons for it in the application.

9. If required the Court has been empowered to ask for additional documents to support the application and for this purpose, it may also grant an extra time.

Role and responsibilities of a Liquidator

As a step in the direction of Bankruptcy or Liquidation proceedings, Article 316 of the Companies law provides for appointment of a liquidator by the partners or the Board or the Court. In case of multiple liquidators all decisions passed by them should be with common consent. All such appointments shall be entered in the commercial register.

Once appointed, the Company manager or the Board Chairman shall provide the liquidator with details regarding the company's funds, accounts, staff records and details, and other related documents.

Articles 318 to 332 of the Companies Law primarily provides for the role of the Liquidator. It is as follows:

1. The liquidator shall provide for the method of liquidation which shall also be entered in the Commercial Register.

2. The Liquidator shall maintain a register to record all the work done towards liquidation process.

3. The Liquidator shall take stock of the assets and liabilities of the Company pursuant to which it shall prepare a detailed list and a balance-sheet and accordingly have it signed by the manager or board chairman.

4. The Liquidator shall be required to collect outstanding due amounts from third parties, retain the company's funds and also deposit them in a bank account opened for purposes of liquidation.

5. The Liquidator shall also assume the responsibility to represent the company

THE LEGAL SUPPORT

CIT LEGAL SUPPORT

before courts along with satisfying the Company's debts.

6. The Liquidator shall also be involved in selling of the Company's both movable or immovable properties either by auction or in any another manner unless a specific method for sale of such assets is provided in the liquidator's appointment document. However, the consent of the partners or the ordinary general meeting shall be required by the liquidator to sell the company assets in one lot.

7. In view of Article 324, the liquidator shall inform all the creditors of the commencement of liquidation by registered mail inviting them to submit their demands.

Further, the Liquidator is required to publish this notice in two local dailies, one of which should be in Arabic. The notice must grant the creditors a grace period of at least thirty (30) days from the date of such notice for submitting their demands, if any.

8. If any creditor fails to submit his demand, his debt shall be deposited in the appropriate court treasury. Also, sufficient funds shall also be deposited for the settlement of debts in dispute, unless the creditors concerned obtained sufficient guarantees, or it was decided to delay distribution of the company's monies until dispute about the said debts is finalised.

9. If the company assets fall short of settlement of all the debts, the liquidator shall affect the settlement on pro rata basis to such debts without any bias towards the rights of preferred creditors. Debts arising from the liquidation process shall, with preference against other debts, be paid from the company's funds.

10. The liquidator shall be liable if he mismanages or misconducts the affairs of the company during the period of liquidation. The liquidator shall also be liable for the damage incurred by third parties due to his professional faults in the liquidation process. However, if any such conducts carried out by the Liquidator are within his authority and do not qualify as being mismanaged or misconducted, then the liability shall fall upon the Company.

11. The Liquidator shall also be required to provide to the Board or Partners a 3 monthly periodic statement of the liquidation process or any information or date required by them. He shall also notify the Partners to receive their dues within maximum of 21 days and this notification shall be required to be published in 2 local newspapers, one of which should be in Arabic.

12. Once the Liquidation is completed, the Liquidator will then be required to finalise the accounts and submit it to the Partners, the Board or to an appropriate court. He shall also register the completion in the commercial register and the company's name shall be struck off.

In conclusion

The Commercial laws in the UAE clearly provides for the grounds of dissolution and the special circumstances under which the Company can be dissolved. It also provides for steps which are involved in such a dissolution including a well-defined important role which an appointed liquidator plays in any liquidation proceedings. Further, it is apparent that the amendments to the Bankruptcy law even though, has to a certain extent, restricted the personal liability of Director/s or Manager/s, it does not eliminate the personal liability of such officials who would act in a dishonest or fraudulent manner to somehow avoid paying to the Company's creditors or have contributed towards the Company being rendered bankrupt or insolvent by their actions.

It is apparent that the Commercial laws clearly provide governance provisions which will help corporate entities and their officials including Directors and Managers assess their personal liabilities vis-à-vis their businesses in the UAE and if need be, also appeal against their implication for personal liabilities. This in turn will lead to building up more confidence in the overall business environment in the region and help in attracting more investments, hence leading to its economic growth.

THE LEGAL SUPPORT

CELESTINO DINCA

DISPUTE RESOLUTION LAWYER, UAE & GCC MARKETS, ZAMFIRESCU RACOTI VASILE & PARTNERS

A NEW CORPORATE PARADIGM?
THE EMERGENCE OF DAOS

THE GLOBAL LAWYER

CIT GLOBAL LAWYER

Beginning and Development of Traditional Corporations

Corporations have shaped the world we live in. Domains like tech, real estate, marketing, consulting, legal, you name it, were and still are developed and perfected by corporations. Tech giants like Apple changed the way we use our phones, listen to music, or even pay for something we bought.

But what does a corporation even mean? This is a "concept", a legal construct, enabling people to pool together their funds and achieve things they would not otherwise be able to realize on their own. Like any other existing thing, corporations are continuously changing and evolving, both in practice and conceptually. They traveled a long way to reach the form in which we find them today.
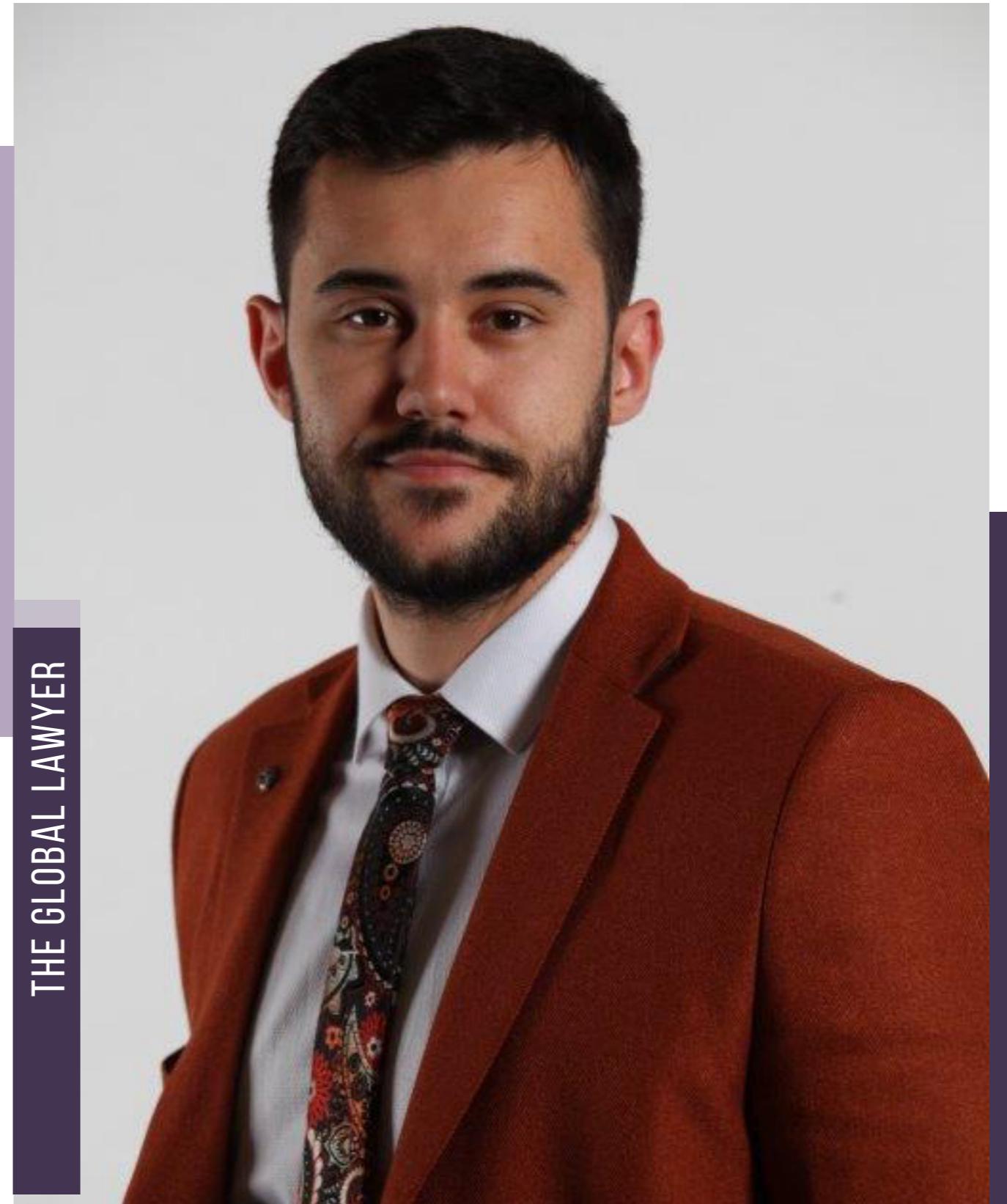
For example, in Eleventh-Century Italy, records show that corporate agreements were already in place in the form of the so-called commenda. It was a commonly accepted arrangement whereby a 'passive partner' provided funding for

a merchant vessel to be sailed by a 'managing partner' who invested no capital. The profits were then shared between those participating in the venture. Soon enough more than one person started to provide capital so that the risk was distributed (and limited) and the investment diversified on more than one ship.

We find another example three centuries later in today's France. Germain Sicard has proved that Europe's first modern-like corporations were fourteenth-century mill companies operating in Toulouse. He shows that the corporate form derives from a unique ownership contract from Medieval Europe called "pariage" and a culture of strong property rights and municipal self-

governance.

The evolution of corporate companies continued in the 1600s when the British Crown began granting monopolies to groups of investors willing to undertake certain ventures. Those are the so-called "joint-stock" companies. A famous example was that of the East India Company, in which investors pooled capital into a single "joint-stock" company from which profits would be distributed according to capital invested. This type of company soon became very powerful and could count on large armies of their own.

A new modern paradigm for corporations?

I was saying in the beginning that corporations re-shaped the world we live in. As we all know, it took them some time and not all corporations made it (in fact, very few corporations have lasted longer than a generation). As I write this article, there is a new paradigm with the potential to

change the world we live in. A new technology, the blockchain, has emerged empowering people to achieve things that were previously unattainable (and possibly unimaginable). In particular, the blockchain allows untrusted parties to reach a consensus on a shared digital history, eliminating the need to involve a mutually acceptable trusted third party in any decentralized digital interaction or cryptocurrency transaction. Its constant evolution created the premises of the decentralized corporate apparatus that I will discuss in the remainder of this article: the DAOs (Decentralized Autonomous Organizations).

DAOs are non-hierarchical organizations that perform and record routine tasks on a distributed, cryptographically secured, public ledger; and that rely on the voluntary contributions of their internal stakeholders to operate, manage, and evolve the organization through a democratic consultation process.

In other words, DAOs are "algocracies"

where social ordering is governed by computer algorithms, especially running on the blockchain. There is no CEO and no board, but rather a protocol, which works as some form of Constitution, and a set of smart contracts which regulates the interactions between individuals, allowing them to vote, pool their money together, and operate a venture. As you can already notice, DAOs can achieve similar things to traditional corporations but through a completely different model dominated by blockchain-powered trustless interactions.

DAOs are still in their early days and there are notable examples of big failures. Further, for the moment, only crypto aficionados know about or

Celestino Dincă is the co-founder of Oraclaw DALO, a Decentralized Autonomous Legal Organization, and the coordinator of ZRVP's Blockchain department.

THE GLOBAL LAWYER

CIT GLOBAL LAWYER

invest in DAOs. However, these are a new type of corporation that, I believe, will soon co-exist with classic corporations. In particular, they offer the unique opportunity of decentralizing the management of physical and digital assets, without the need for any single person (or group of people) to be in charge. It is a very fascinating potential development in the history of corporations but also one that poses many questions, including legal ones.

In the next section, I will go through an example of a DAO, Decentraland. This DAO manages a metaverse, a virtual world where people can interact, transact, and own property. This world, like other metaverses, has the potential to be as complex as the real world. However, there is no form of police, no central government, and no centralized organization managing it. The Decentraland DAO is entrusted with these tasks. As you can imagine, there are potentially infinite

questions we could ask, but I have decided to focus on a specific one: how is a dispute dealt with in a decentralized world managed by a DAO?

Focus on litigation: the Case Study of Decentraland

If you enter the Decentraland website and scroll down, you'll see the Terms of Use. These specify that the Decentraland Foundation holds the intellectual property rights over, and makes available, pretty much the whole content and functionalities of the Decentraland ecosystem, including the DAO.

Through use, the user accepts the Terms of Use, the Privacy Policy, and the Content Policy approved by the DAO. In case of a breach of the Content Policy or even of a suspected breach of the Terms of Use, user accounts may be suspended or terminated. Hence, the DAO enjoys discretionary and absolute power to terminate an account regardless of a breach on the part of the user (a mere suspect being sufficient). Let this sink in. Imagine that you enter this world, you buy land, build a shop, and start a "metaventure". And then the DAO has a life-or-death power to terminate your account. As absurd as it may seem, the DAO potentially offers more guarantees than a centralized

entity in this regard. The majority of members, who all have a direct stake in the metaverse, will most likely tend to act reasonably, in order to protect and make the environment safe and credible for themselves and for others. The same incentive should work also for centralized entities but by enlarging the number of people that are empowered to decide, the result should arguably be more reliable.

So, what if a dispute were to arise?

Preliminary, it should be noted that the Terms of Use provide for a long list of disclaimers and limitations of liability for the benefit of the Foundation, the DAO, and the content creators.

The only disputes expressly considered by the Terms are those with the Foundation. They shall be first addressed in good faith negotiations and then resolved by an ICC arbitration seated in Panama (except in case of user opt-out or intellectual property disputes). Much of a real-world solution for a metaverse problem. A dispute with the DAO is not expressly considered. Possibly because the DAO is not recognized as a legal entity and cannot, therefore, be the owner of rights and/or obligations. And neither is a dispute between users. We are therefore left wondering what potential solutions would be in case of disputes. This lack of clarity leaves a big margin for improvement, and I contend that better regulation could ultimately benefit the development of trustworthy businesses.

Finally, some centralization seems to be unavoidable. Namely, there is a Decentraland Security Advisory Board, which is tasked with preventing and handling security issues. The role of the Board is described as follows: "Sometimes (though hopefully never), it will be necessary to do an emergency upgrade of the LAND contract to fix a bug. For example, let's say there was a bug in a contract that allowed someone to steal LAND from another user. If we were to create a vote on the Decentraland DAO to solve the issue and someone detects that the only change is a bug

fix it would be like pointing out how to exploit the bug to continue stealing LAND." Therefore, the Board will act as guarantor of contract security, tasked with the job of providing a swift response to bug reports.

And further: Building a DALO

With the example of Decentraland, I have shown the need for the development of a specialized legal market for DAOs which could help their growth and the adoption of this novel corporate paradigm outside the close boundaries of the crypto world.

In this light, with my friends and colleagues at Oraclaw (and I take this opportunity to especially thank Filippo Zuti for contributing to the writing of this article), we are working on the first DALO, a Decentralized Autonomous Legal Organization. Our DALO exploits the benefits of DAOs (notably: transparency, meritocracy, inclusion, and autonomy) for its functioning and aims at creating a community of lawyers working on web3 matters for the development of a safe and trustworthy space for the builders and, soon enough, for society at large!

References picked up by the Author:

Robert W. Hillman, Limited Liability in Historical Perspective, 54 Wash. & Lee L. Rev. 621-23 (1997).

Germain Sicard, The Origins of Corporations: The Mills of Toulouse in the Middle Ages, Yale University Press, 2015.

Samuel Williston, History of the Law of Business Corporations before 1800, 2 Harv. L. Rev. 105, 109 (1888).

Hodson, H. (20 December 2013). "Bitcoin moves beyond mere money". New Scientist.

See, for instance, Van Valkenburgh, Dietz, de Filippi, Shadab, Xethalis and Bollier, 2015; Dietz, Xethalis, de Filippi and Hazard, 2016.

See, for instance, The DAO.

See Section 18, which refers to "any dispute between the parties" (probably meaning the Foundation and the User, as per Section 18.5).

Unless registered in a national jurisdiction as an LLC. Some US states offer this possibility, including Wyoming, Vermont, Tennessee. In some cases, DAOs have also been considered as legal partnerships.

THE GLOBAL LAWYER

CIT GLOBAL LAWYER

LARISA B. MILLER

WHAT DOES A WORLD OF 8 BILLION PEOPLE LOOK LIKE?

On December 15, 2022, the earth hit a critical milestone in human development...we reached a population of 8 billion people. We now have 8 billion mouths to feed...8 billion people to clothe, house and employ.

And the planet must endure the damage fraught by the daily impact of 8 billion people. From deforestation and destruction of our reefs to excessive use of plastics and greenhouse gas production, most all our issues somehow circle back to the fact that our fundamental problem is overconsumption.

As Mahatma Ghandi wisely noted, the planet has given us enough for our needs, but not enough for our greed. On the upside of this population milestone, we now have 8 billion people who can collectively take action to reverse our current trajectory to unrecoverable planetary destruction.

We have a responsibility to set aside the catalysts that divide us and come together to BE the solution.

THE GLOBAL EXPERT

CIT GLOBAL EXPERT

Overconsumption means that we are consuming our resources – from energy to agriculture, at more rapid pace than the resource can be replenished. Overproduction and overconsumption is forcing the collapse of critical ecosystems, necessary to sustain humanity.

The loss of our biodiversity is causing us to lose critical native species, in the seas and on land, while allowing the growth and expansion of invasive species. Loss of biodiversity from overexploitation, such as hunting and fishing for recreation, rather than need, puts critical ecosystems necessary for survival at risk of extinction.

Pollution, global warming, and urban sprawl encroaching on arable farmland are having serious impacts on our livelihoods, our income, exacerbated geopolitical challenges – all of which will impact our refugee and migratory patterns. The Middle East, for example – one of the fastest growing and most complex regions of the world, is warming at twice the global average, meaning that the region may very well be uninhabitable in the next generation, forcing an entire region of the world to migrate due to climate change.

We see the writing on the wall, and we talk a good game at each of the annual Climate Change Conference (COP) meetings – we even float the colorful Sustainable Development Goals chart on our annual reports, in presentations and we attach it to our brands as though this colorful circle has the power alone to transform the world.

If we want to save our planet – our economies, our societies, and our environmental ecosystems, it will take more than conversation, it will take more than the recycling of plastic bottles, it will take more than buying an EV car (that is powered from a grid that is fueled by coal or some other contradiction to clean energy).

It will take collective action that begins by educating 8 billion people on their impact and role or responsibility in the mitigation of this damage. If we do not take serious collective action, we will place

PRESIDENT AND CEO OF PHOENIX GLOBAL
PRESIDENT AND CEO FOR KEYSTONE FARM FUTURE

our planet into hospice, limping it along until the end.

A small sampling of actions we can take, which will yield almost immediate results with long-term impact are:

- Investing in women, so she can go to school, achieve gainful employment, start a business, and feed her family, will allow her to improve the economic standing of her family, having a direct impact on the global catastrophe associated with extreme poverty.

- Reverse-engineer the agriculture industry, removing the "grow and hope" aspect from farming. It makes no sense that in 2022, we still farm the same way we have for centuries, planting crops and raising livestock and hoping for a good price

CIT GLOBAL EXPERT

world, are not the same in the emerging economies. Integrating technology – and making it globally accessible, is the key to educating and providing healthcare to the masses. With energy being one of the largest industries in the world, we still live on a planet where 13% of the population has no access to electricity.

Tying our industries together – recognizing the reciprocal impact that each of our industries contributes to one another, is critical to meeting and achieving the needs for our basic global social services.

Education, healthcare, and agriculture depend on transportation and energy infrastructure systems – clear evidence that our industries and sectors cannot be siloed. We must look at cross-industry cooperation to achieve the mandatory access to the resources essential for the sustainable continuation of humanity.

ensure that we pass on a legacy of progress, health, and sustainability to future generations.

It has been said that we didn't inherit the earth from our ancestors, instead, we borrow the planet from our youth. The decision is ours. The time is now.

The solutions – which may not be easy or convenient, are within us. There is infinite potential for the viability of people and planet if we come together to be the architects of a resilient future. If we come together, WE ARE 8 BILLION STRONG.

when it's time to sell. Securing off-take on the front side, and planting to meet that need gives a retailer surety of supply and a transparent supply chain, it de-risks farming for the farmer, and it give the consumer the confidence associated with knowing where and how their food has been produced. Approximately 1.3 billion tons of food – roughly one-third of the world's food is wasted. With 8 billion mouths to feed, we must be brave enough to disrupt the traditional agricultural business model. We cannot solve new problems with old solutions.

• Greater access to education and health care, recognizing that the way our education and healthcare systems work in the developed

All is not lost on this planet of 8 billion people; however, our success or failure will be determined by THIS generation of mankind.

If we stand in global solidarity, and we embrace the diversity of perspective of these 8 billion people, and through relatively small investments in our emerging economies, we can start the race from here, clearing hurdles through ingenuity, meeting challenges through innovation, and uniting globally to

CIT GLOBAL EXPERT

THE GLOBAL INFLUENCER

BLOCKCHAIN IN TRADE FINANCE
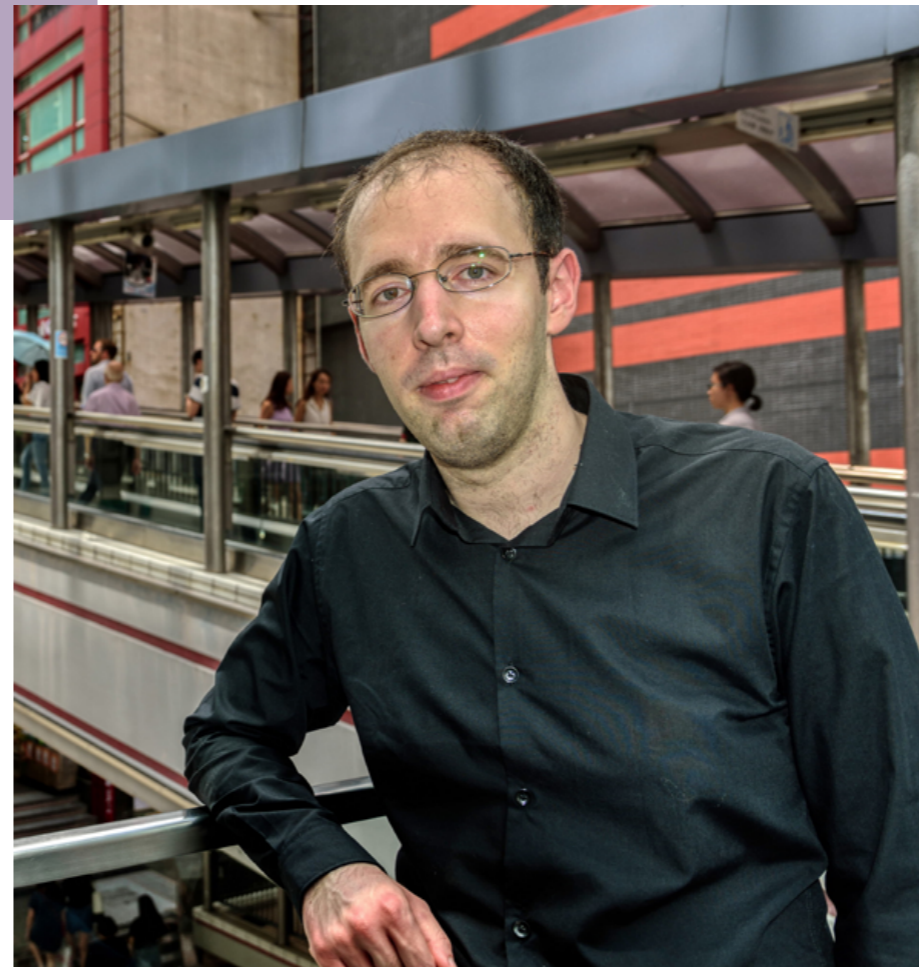
GLOBAL FINTECH INFLUENCER, KEYNOTE SPEAKER AND ADVISOR/CONSULTANT, WORLD EXPERT AND TOP MEDIA SOURCE ON CBDCS, DIGITAL BANKING AND BLOCKCHAIN, HOST AND FOUNDER OF A DIGITAL TOMORROW PODCAST

DR. ORIOL CAUDEVILLA

Even though blockchain is best known for underpinning the operation of crypto currencies such as Bitcoin, this technology can be used in countless other areas, such as banking, Central Bank Digital Currencies (CBDCs), healthcare, smart contracts, financial services, supply chain management, insurance, IoT, video games...

Considered for long a new technology, blockchain is developing fast, and is quickly becoming a key player in many industries, like the financial one.

In this sense, blockchain is the technology likely to have the greatest impact on the future of the world economy.

Just as an example, China Central Television (CCTV) defined blockchain's economic value in 2018 as "10 times more valuable than the internet".

CIT GLOBAL INFLUENCER

INSPIRE GENERATIONS 2022

Unfalsifiable and impossible to change once a record has been added, blockchain is a distributed database stored on multiple computers as a massive number of identical copies.

More specifically, blockchain is part of the Distributed Ledger Technologies (DLT), being a digital register, whose entries are grouped in blocks, concatenated in chronological order, and whose integrity is guaranteed using encryption. Although its size is destined to grow over time, it is immutable because its content is no longer modifiable unless invalidating the entire data structure.

To ensure consistency between the various copies, the addition of a new block is globally regulated by a shared protocol. Once the addition of the new block is validated, each node updates its local copy.

In this article, I will focus on how blockchain is or can be applied to the Trade Finance industry.

The Trade Finance Industry.

Trade finance makes reference to financial transactions (domestic and international) where financial institutions provide credit to guarantee an exchange of goods.

Applying blockchain technology to trade finance will help to reduce many inefficiencies, since traditional trade finance processes (e.g., Letter of Credit) are still a resource-intensive operation due to the physical exchange of documents, for this industry has not seen many changes these last centuries despite the world's quick evolution. The use of blockchain could solve many of these issues.

Trade finance plays a critical role in supporting the real economy, since it provides the financial instruments that facilitate cross-border trading.

As per the statistics provided by the World Trade Organization (WTO) in its report "Trade finance and SMEs: Bridging the gaps in provision" (2016), around 80% of global trade is supported by some

sort of financing or credit insurance, even though "a lack of trade finance is a significant non-tariff barrier to trade, particularly (but not exclusively) in developing countries".

In its report "2019 Trade Finance Gaps, Growth and Jobs Survey" (2019), the Asian Development Bank (ADB) emphasized that there exists a global trade finance gap of US$1.5 trillion. This report also analysed the potential of FinTech and digital solutions to close this gap, stating that "Blockchain and AI technology can transform raw data into useful information, helping reduce the number of rejected financing proposals."

The roots of early forms of trade finance date back to Mesopotamia, thousands of years ago, even if it was not until after World War II that it became clear that trade finance could benefit any trading business, not only the garment and textile industries, and consequently new trade finance solutions were launched.

Curiously, trade finance is an industry that has not changed much throughout these last centuries, despite the constant growth of global trade flows.

In our current era of digitalization, the use of technologies like blockchain could help file the global trade finance gap that we mentioned before (US$1.5 trillion in 2019).

Besides, we must bear in mind that COVID-19 is fuelling an actual FinTech revolution throughout the world, which means that those governments or entities reluctant to embrace the use of blockchain may be willing to change their approach in the near future, in the same way that the approach to many different areas has changed these last few months in an unprecedented way (digital banking, working from home arrangements...).

The fact that conventional trade finance still works on a paper-based mode of operations can be considered both inefficient and cumbersome. Furthermore, the conventional

system of trade financing shows a clear lack of integration.

When we talk about lack of integration, we refer to the fact that all parties involved in a trade finance transaction (importer, exporter, shipper, insurer, bank...) have their own databases, which record the transaction independently. This causes duplication of information and, if there is any error or change to be made, amendments will need to be made by all the parties involved, independently.

Conclusions.

As I mentioned before, blockchain is undoubtedly changing the world for the better, having become the technology likely to have the greatest impact on the future of the world economy.

THE GLOBAL INFLUENCER

Its applications go much beyond crypto currencies. Blockchain can be helpful in areas as diverse and relevant as trade finance, healthcare, insurance...

There is no doubt that crypto currencies are the most famous application of blockchain technology. Many people tend to confuse cryptos with blockchain, using both concepts as synonyms, when the reality is that cryptos are just one of the many areas where blockchain technology is applied.

When it comes to the use of Blockchain in Trade Finance, the industry of trade finance that has not changed much throughout these last centuries. Traditional trade finance

CIT GLOBAL INFLUENCER

THE GLOBAL INFLUENCER

released in July a report that shares findings from its 11th annual Global Survey on Trade Finance.

It is based on exclusive information from nearly 350 respondents in more than 80 countries, including contributions from an international array of experts from the Asian Development Bank (ADB), AUSTRAC, Boston Consulting Group (BCG), Coriolis Technologies, HSBC, Kountable, SWIFT and

77% of the banking respondents considering transitioning to digital to grow their business.

However, the survey shows a clear divide between banks. While 83% of global banks indicated that they had a digital strategy for trade finance, only 46% of local banks had one, showcasing that smaller banks with limited resources are struggling to keep up.

Moreover, only 22% of respondents indicated that their banks were integrating DLT- based solutions in their trade finance operations, implying that DLT might still be only applied to pilot transactions and proofs of concept (PoCs).

That being said, despite the current limited lack of integration of blockchain-based solutions in the banks' trade finance operations, the sector is booming. Many platforms have been mentioned throughout this report, platforms that, in most cases, are actual gamechangers.

The use of blockchain in trade finance will speed up transaction settlement times, it will increase transparency between all parties, it will reduce costs and it will unlock capital (capital that would be temporarily not available, waiting to

mitigate risks and increase financing revenues for banks. The advantages are many, enough to make us consider that blockchain will indeed solve many of the existing issues in the trade finance processes.

But the investment will come with significant returns. Once fully adopted, blockchain is expected to enable banking institutions to process payments faster and more accurately, all the while reducing transaction processing costs.

Overall, blockchain-enabled banking applications will deliver a better customer experience and help traditional banking institutions to compete with fintech startups.

The author is a very influential voice in the FinTech area, having advised many FinTech companies and with a very extensive network across the globe. He holds an LLB, an MBA and a PhD.

He is also a well-known international speaker on the areas of Central Bank Digital Currencies and Blockchain and founded the Podcast A Digital Tomorrow, with almost 10,000 followers on YouTube in one year.

procedures (e.g., Letter of Credit) are still an intensive operation, even though the use of blockchain-based solutions could help make this process much more efficient indeed.

The International Chamber of Commerce (ICC)

TXF.

According to the report, the survey's results show that banks are turning to technology to modernize their trade finance business, with

be transferred between parties involved in the transaction).

Aside from this, it will provide payment certainty to sellers, delivery assurance to buyers and it will

CIT GLOBAL INFLUENCER

SHANOLI RAY – FOUNDER/CEO EDVISHAN, A GLOBAL SKILLS TRAINING
PLATFORM; CERTIFIED COACH, MENTOR, MASTER TRAINER & EDU-LEADER

DR. SHANOLI RAY

THE GLOBAL EDUCATOR

INVEST IN SELF DEVELOPMENT
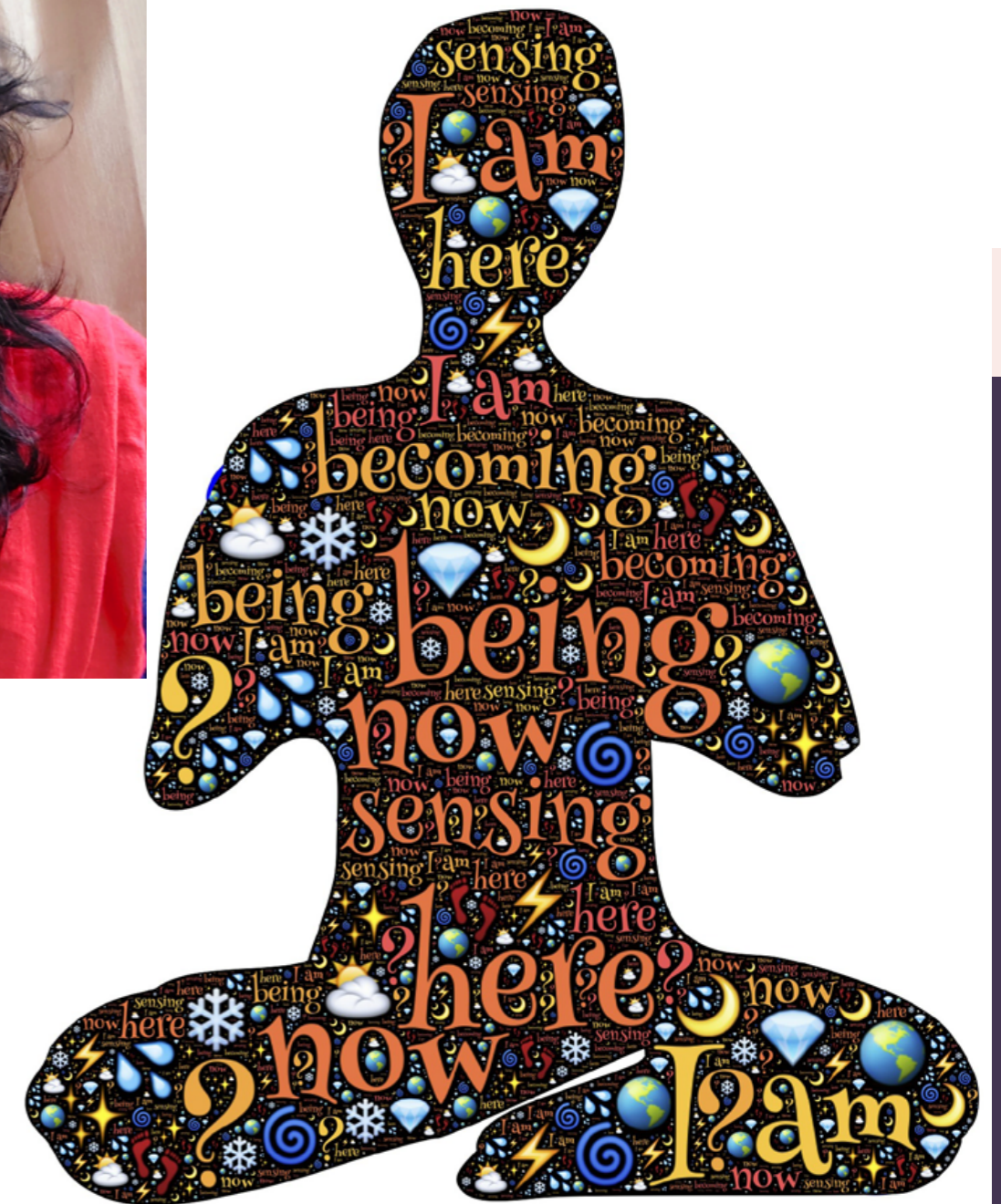
AN INVESTMENT IN SELF DEVELOPMENT PAYS THE HIGHEST DIVIDENDS.

"Self-development is invaluable to not only ensure your own success but it also enables us to develop others." – John Maxwell

There is no more profitable investment than investing in yourself. Investing in yourself means putting in the time, money, and energy into improving your current and future life. This includes taking care of your mental health, being active, learning a new skill, and making goals.

Investing in yourself will benefit you in the long run.

If you're looking to invest your time and energy into personal development, then you should know that this investment pays the highest dividends. The benefits of personal development are endless, and it is an investment that is worth your time and energy. The more time you spend developing yourself, the more time you will have to enjoy your life and the people in it.

I am a firm believer that investing in yourself pays the highest dividends. I have seen it time and time again. I know people who have spent money on things like clothes, electronics, and other material items that may not be worth much, but the investment in themselves has paid off tenfold. I think everyone should invest in themselves, whether it's learning a new skill or developing a new

what you want to do and not to be afraid of failure. You need to know what you are doing and why you are doing it. You need to put in continuous effort and dedication to make a change, but it is all worth it when you are able to see the progress. When you make an investment in yourself, you will be able to have more time for things that really matter in your life.

Investing in self-development is a great way to improve your life. The more you focus on self-development, the more you will be able to find your goals and achieve them. The key is to invest in the right type of self-development.

There are many different types of self-development that can help you achieve your goals and focus on your goals. For example, investing in a personal development plan (PDP) will help you focus on your goal of becoming a better person. When you invest in yourself, you will be able to feel more confident about

are and what type of self-development will help you achieve them. It's also important to know your limits. Investing in yourself is something that takes time and dedication so don't be discouraged if it takes a while for you to see the results.

Different ways are there to create a PDP or checklist to follow. It's flexible and can serve as a guide or outline for what you want to accomplish. Write in journal or chart form so you can monitor your progress. For example:

Poor physical condition

- Incorporate new exercises into your routine. (If you don't have a routine, this is a good time to start.)

- Reduce your intake of fats and foods and try to eat one new fruit or vegetable at a time.

THE GLOBAL EDUCATOR

Dr. Shanoli Ray is a Leader and a Strategist as well as an advocate of Growth and Innovation.

She's in the Education Management industry with a professional experience of 20 years and 6 years as Principal.

Besides being a Certified Coach, Mentor and Master/Corporate Trainer, she is focused on cultivating a positive inquiry-based learning culture, high level of communications, respect for diversity, professional satisfaction and empowerment of staffs, collaboration among all the stakeholders involved.

She is also Seasoned in Start-up growth, scaling and expansion in the Institutional business.

hobby. The rewards are endless.

A company which is interested in the development of its employees will find that this investment will pay off in the long run. When employees are happy and fulfilled, they are more productive and therefore, a better investment for the company.

Employees who are happy and fulfilled may also be better workers because they are more motivated and excited about their work. This will be evident in their ability to develop new skills and provide their best performance.

Self-development can be a long and hard journey but it's worth the effort. There are many benefits to investing in self-development, such as increased productivity and improved health. There are also many ways to invest in self-development like reading books, taking courses, or joining a gym.

It can be a tough decision to make because

you have to be willing to put in the work. It can be really tough sometimes to find that extra bit of motivation to do the work, but sometimes all it takes is one extra push to get you going.

If you're feeling stuck, try looking back on your past accomplishments and see how far you've come. It can also help to talk to someone who has gone through the same process as you and see how they did it.

Investing in yourself is not a decision that should be taken lightly. It is a long-term investment and it will take time, money, and energy to make this happen. The key to investing in yourself is to know

your abilities and what you are capable of. There are many things to consider when preparing your PDP. It's important to know what your goals

- Drink a glass of water every day.

- Go to bed 30 minutes earlier.

- Reduce junk food.

Intellectual Development

- Read a new book every week (biweekly or monthly).

- Once a month go to an art gallery, theater or symphony orchestra/concert. Listen to new music genres and artists.

- Read about another philosopher or writer once a month.

Emotional and Mental Development

- Learn meditation, relaxation and deep breathing techniques.

- Take time to rejuvenate, reflect, and connect.

- Cherish the time you spend with your family and friends.

- Visualize and use affirmations to develop positive thinking habits.

You can create all types of plans and schedules to suit your tastes and needs. It is important to make a conscious decision in favor of positive personal development. Always push yourself and be ready to learn new things with an open mind.

What does it take to be successful? It takes a lot of hard work and dedication. One way you can invest in yourself is by joining a self-development group or community. There are many benefits to joining a group like this, such as forming new relationships and learning from other people who have already been through the same experiences. Joining a self-development group or community can help you progress in your life and achieve your goals.

In the modern world, people are living busier and busier lives, but it is important to understand the difference between self-development and self-gratification.

There are times when people think that being "busy" is the same thing as being productive. This is a big mistake. Being busy doesn't mean you're getting anything done. It doesn't even mean you're getting anything accomplished. It just means you're too busy to do anything productive. It can actually be detrimental to your mental health if you're constantly on your phone checking Instagram or scrolling through Facebook.

It is important to find ways to make time for yourself and for your mental health. If you are constantly busy, there is a chance that you are not prioritizing your health or personal development. It's about taking time for yourself to be still and reflect on what you want from your life and how you want to live it. It is important to find time to work on yourself.

There are many instances when people have a hobby or a skill that they never use. This is often due to the fact that they don't have the time or they don't know what to do with their new found knowledge.

It's important to be able to take your skills and put them to use. One way to start is by looking for ways to use your skills in your day-to-day life. For example, if you learn how to cook, consider cooking a meal for your family every day. This will help you get into the habit of cooking, which will make it easier for you in the long run.

In our modern world, it's easy to find yourself becoming obsolete. Whether you're an expert in a particular field or you've been a part of a team that has done something amazing, there is no reason to stop learning. If you have the opportunity to learn something new, take advantage of it. Learning new skills and continuing to improve on what you already know will help you continue to be relevant in today's world.

Investing in self-development is a great way to improve your life. When you invest in your personal development you take responsibility for your life, your circumstances and your happiness. You become the agent, the doer, and

THE GLOBAL EDUCATOR

the effecter. It is always important to invest in yourself so that you can grow and make the best of your life.

When it comes to life, there are a lot of things that can happen, but the one thing you can never change is that it will eventually end. It is up to you to decide what you want to do with the time you have left and whether or not you are going to use your expertise and skills in the best possible way.

DON H.H. MILAN KRAJNC

ACADEMICIAN PROF. SIR DDR.SC. DDR.HC. CAPTAIN, B.SC., PSYCHOTHERAPIST, MBA, DBA, IPA, KMFAP, FRAS, FRSA, FRAI, MRSAI, IAMA NOBEL PRIZE NOMINEE/AUTHOR OF THE DYNAMIC LEADERSHIP MODEL

TEAMWORK OF POLICE OFFICERS, PROSECUTORS AND JUDGES

THE GLOBAL SUPPORT

CIT GLOBAL SUPPORT

Teamwork primarily optimizes the process and relieves the burden on the individual.

Teamwork is a form of activity carried out by a group of experts in such a way that the basis of cooperation is the direct division of tasks between experts with equal rights, rather than the position of the individual in the formal hierarchy.

Teamwork is useful when the successful solution of complex tasks/problems requires the participation of several experts, an interdisciplinary approach and the involvement of different expert profiles. A prerequisite for successful teamwork, in which all the potential and skills of each expert are used, is that the group grows from a group of experts to a group of equal experts - a team.

The people who join the team are different from one another. The experts have different knowledge, professional qualifications, skills and personality traits, motivation to work in a team and different work habits and wishes for personal and professional growth.

They are also framed by their system (legislation and internal regulations) and the situation with the way of organization, material and working conditions. It is important to be open to change within the collective, to encourage leadership and to feel that such work is accepted.

Through teamwork we develop a collective ethos: We promote awareness that the knowledge, responsibility, care, skills and understanding of each team can be used to achieve common goals, overcome problems or obstacles and develop new ways of working; we develop new skills, attitudes, experiences and ideas that improve working relationships; we enable awareness of the diversity of individuals - team members and the level of their professional and personal development; we promote awareness of the achievements and successes of individuals and the team as a whole; we encourage the sharing of responsibility within the team and encourage us to express our support; we offer individuals the opportunity to get to

know others and to test themselves in relation to challenges, requirements or conflicts in a particular situation.

The formation and development of a professional team must be a continuous process, and we

Teamwork is, among other things, part of project management, which is used in project management. The project is a complete whole, which means that it must have a specific goal, which must be defined in time and money. The

encourage it by organizing activities where the participation of individuals is essential to achieve common goals.

We develop a good atmosphere mainly by developing mutual support of different professionals, which can be reflected in activities and relationships: encouraging and supporting each other, sharing and exchanging experiences and advice. Especially personal experiences in overcoming certain fears, complexes there., helping to organize work, exchange opinions and plan activities together and take responsibility for their implementation, reduce the psychological distance between individual professionals.

path to this goal must also be as precise as possible. However, the tasks and responsibilities of certain people must be very clearly defined.

Each individual is the "owner" of his process, and this process is only successful when the project is completed. Above all, each individual in the team must be aware of this. Therefore, the work of an individual in a team is not finished when he has finished his work, but when the team has finished the whole work or the project.

Every team must have his own leader

The success of projects depends on the project team. Therefore, the project manager must select the project team members very carefully.

Each participant looks at the goal of the project and takes part in it with his or her own eyes and from the point of view of his or her needs. Therefore, the result does not have to match the goal set by the project manager.

When putting together a project team, the project manager must very carefully consider the personal interests of each individual and their life goals and compare them with the project goal. He must also check his personal interests in the project so that he cannot solve personal traumas and needs through the project alone. When we enter a project, we must be emotionally separated from it and unburdened. This can be achieved through reality therapy. In project management, it is a tool we use to teach team members to take responsibility, to check their personal interests, to put ourselves in a neutral position and to see the whole project as a third party. In this way, we see all errors and deviations from the right path.

All too often we encounter a lack of responsibility in the execution of projects, not on the part of the project manager, but on the part of the contractors themselves. But we should not look for the cause in the contractors, we should move up in the hierarchy of the project team, and this is how we get back to the project manager.

Let us now put ourselves in the role of the project manager. As soon as we receive an idea, a proposal or an order for a project, we have to ask ourselves whether we are able to lead this project and take on a leadership role. If our answer is yes, then we ask ourselves why we have chosen this project: We want to prove ourselves to someone, we just want to earn, we solve some of our complexes, it means development in our personal growth or we just want to have an adrenaline experience.

The answer is very important, because it

CIT GLOBAL SUPPORT

depends on the final product or the project goal.

Let's compare the project goal with our personal goals: There are more similarities, we are more inclined to get emotionally involved in the project, live for it 24 hours a day and do everything to complete the project in a quality and agreed time, regardless of "sacrifices". This is great for the client, but only if nothing happens to us, otherwise disaster threatens. A disaster means that only one person knows what is happening to the project and if something happens to this person (physically or mentally), the project will stop completely.

The first rule of project management should be that we are not "emotionally" involved in the project, but should view it from a distance, so that we are in control of what is happening at all times.

We must not erect monuments to ourselves with projects or prove ourselves to "our father". This happens when we get involved in the project, which means that we then solve our problems through the project and not the problems the project was supposed to solve.

In a project, we must focus solely on the goal of the project and the problems that the project is supposed to solve.

What happens when we are emotionally involved?

Suddenly we trust no one, we do everything ourselves. We begin to take responsibility for others and do their work. Suddenly we run out of time for ourselves, for the family... we are more and more burdened and stressed out. We also run out of time for communication. Because we do not communicate, we do not pass on information, and conflicts arise. Suddenly nobody feels well anymore, the whole project is only with one person, the quality of the project begins to decline, the deadlines move away from the set goals. The project becomes more and more expensive... and in the end we only work on finishing it once. And then you say to yourself:

"The second time will be completely different"... And that is how it is with every project.

How to make sure that this does not happen again from project to project:

- Let's consider ourselves first of all as a project. So we will somehow stand out from ourselves and see ourselves as a third person. We will see all the mistakes we make, and it will be easier for us to address the problems we have discovered.

- We have to set ourselves the goal of what we want to make of ourselves and what we want to achieve in life.

- When we have a goal, we take a few steps or. short-term goals, how we get to the main goal. Goals mean not only material goals (house, car temveč), but also marriage, children, position in society, mental health.

- The basics of the laws of nature (physics) to see where the limits of a free and safe life are.

- The basics of social processes, to see how society works and what causes chaos.

When we set ourselves a personal goal, we will also know what projects we choose and what we want to achieve with them.

We have to keep as little information as possible about the project in our heads. All information must be recorded and linked together. The information system must allow us to have all information in one place. In this way, we bring the project out of us on paper or into a computer. So when we bring it out of us, we look at it from a distance.

We do the same with the people we select for the project. There are basically two possible approaches.

If we do not want employees to become emotionally involved in the project, it is best to be a key leader, which means sharing the work with them and only controlling the execution, not letting them add their own recommendations and improvements. In such a case, the members of

the project team are just "ordinary" contractors. But then the entire organization and creativity is in the hands of one person, i.e. us. Therefore, it is best not to use such a role or to use it very rarely and in critical moments, but to let the project team mean teamwork in the true sense of the word.

understood us. The closer we are to our show, the fewer conflict situations we will have, and the flow of information will be faster. We must also pay close attention to his personal goals and the role he wants to play in the project. This means that the project manager must have sufficient knowledge of psychology and of the characters of the people.

Composition of the project team

When selecting our employees, we must first be careful. We should pay attention not only to their professionalism, but also to their personality, their communication and their understanding of the objectives. Above all, the first meeting is important, so it should be such that we explain the vision and goals of the project and the potential employee prepares a protocol based on this and his strategy for achieving the goals. In this way we will find out how he

At the first project meeting, we show the entire team a plan that we have compiled from individual strategies, even though we have already created a complete plan.

However, our plan will not be of much use to us if the team members' options are different from our personal expectations. Of course we have to take into account the corrections according to the goal of the project, because this way we get the most optimal project plan, especially when it comes to implementation.

At the meeting, they all get a complete picture together; we comment together and create a comprehensive project strategy. By showing where we are considering their suggestions, team members gain confidence and increase their motivation because someone has taken their opinions into account when they did not expect it. Namely, that they basically expect someone to take us into account. Of course, we should not play this card throughout the entire project, because it is intended that the entire project team works without manipulation and very honestly.

In this way, everyone gave their suggestions and also the final solutions for doing their work, they also took (public) responsibility, because they had to present the suggestions to everyone and list all critical ways and solutions.

We must be very honest in our conversation, we must not hide anything. If under certain circumstances we want to manipulate or hide certain facts, this is "forced" into our subconscious.

Since we will not do this only once, this "pile" will increase. Such a "pile of lies" is called psychological garbage. Since we have only limited space in our subconscious, this "garbage" will only hinder it. This will reduce the possibility of logical and sober thinking, we will become more irritable, stress will increase, in short, we will unconsciously fall into the problem of the project.

The role of the project manager

We maintain the distance to the project in the following way. All data is transferred to an information system, which enables good planning and constant comparison with the realization. This means that whenever we have information or come up with something, we try to transfer it as soon as possible to a notebook, telephone, PDA, computer…, then we have to make sure that this information reaches the right person from whom we need confirmation that the information is true. accepted. That way, we get rid of the "worry."

All information, its flow and objectives must be reviewed daily or. weekly, depending on the deadline and complexity of the project. This means that we should not put ourselves in an operational role as project managers.

The project manager role should be organization, coordination, translation, encouragement - motivation.

In short, it should look at the project from a distance and help people who are carrying out the project directly to find information if it is lost. If a leader sees that a team member is "burying" himself in a problem and cannot find a way out, he must get him out of the problem by talking to him about the problems as if it were happening to a third party.

If everyone gets into trouble, the project manager should never help by tackling the operational tasks himself.

However, honesty and respect are very important. It is a basic project culture that forms the basis of the entire information flow. Otherwise it is manipulation, and in such a case we cannot talk about project management anymore. If we say that all information must be in one place, it means that it is seen by everyone according to a certain hierarchy, but in the case of manipulation, it means duplication of information, duplication of work, playing different roles, and when there is a large amount of information, we simply get lost.

When we fall into the problem of the project, we start to solve our personal problems. As we are not omnipotent to solve all problems or complexes completely, as this is a process that takes several years, we should not be emotionally involved in the project, but rather constantly look at it from a distance and strive for the goal of the project. However, if this happens to us anyway, we need to be in control of both ourselves and the project at all times.

Self-control

We help ourselves with the control theory, which is part of the reality therapy.

First we look at how we feel, then we consider ourselves as a third person, i.e. everything that happens to us is supposed to happen to a third person, so in the plural of the third person we also describe this person. In this way we unconsciously step out of ourselves and at the same time out of our problems. If we really see all problems, we also see solutions for them, if we do not find them. In the same way, we observe the project in the assumption that we take full responsibility for it.

All projects and problems arise in our head, if we ourselves are the cause of them, we can solve them. In practice there is a saying that says that we are always "smart" for others. We can help others with advice, but not ourselves. Why, because we are not part of their problem and we see it as an outside observer. We simply write our problem in the third person. The text on the paper is a third person whom we advise on how to solve your problem.

The dilemma of teamwork - yes or no, should not exist at all in present and future society. Today's society and time have made teamwork a condition for the existence of modern man. For a long time the human individual was not able to exist and function beyond others.

Reality Therapy (in the following RT)

- is a method of consultation or. Psychotherapy that teaches people how to get a grip on their lives, how to make more satisfying decisions and develop the strength to overcome stress and problems in life.

The modern RT is supported by the Choice Theory. We also familiarize the consultant with the basics of the Choice Theory. How much depends on him. At the heart of Reality

CIT GLOBAL SUPPORT

Therapy is the assertion that regardless of what "happened" to us in life or what we have done in life so far, we can always choose behaviors in the present that help us to better meet our needs now and in the future. We cannot satisfy our needs satisfactorily if we do not connect with other people, so the mission of RT is to help people redevelop or rebuild the best possible relationships with their fellow human beings.

The applicability of RT is extremely broad: Its advantage is that it can be successful with voluntary and involuntary "consultants". The latter, some other counseling or. psychotherapeutic approaches are avoided. In fact, such persons do not want to see a therapist and also resist therapy. The attempts of therapists to help them are often ridiculed.

Involuntary "advisors" usually do not have long good relationships with fellow human beings and are much more difficult to access. However, RT has developed techniques to move from confrontational to collaborative conversation. The most difficult thing is to approach people who have lost contact with a responsible adult at a young age.

These are people who do not have responsible adults in their world, who do not find satisfaction in relationships, even if they cannot give up satisfaction. Therefore they despair and give up belonging, acceptance, love... They seek satisfaction outside of quality interpersonal relationships; in drugs, alcohol, sexual pleasures without love, and in controlling others by causing them pain.

Efficiency can also be seen as an advantage of RT: Success is visible in less time.

Leaving it up to the counselor to judge for himself whether his behavior is leading him in the desired direction, and to decide for himself to change, preserves the dignity of a free being.

Planning makes it possible to clearly monitor the progress of the "client". RT is also adapted

to different global cultures and business processes. We cannot work with this method if the "consultant" does not accept the thesis that he/she is choosing current behavior and is not necessarily a slave to the past. It is also more difficult to work if, for whatever reason, verbal communication is not possible. We cannot talk about the choice of behavior and responsibility in a situation of extreme poverty, financial collapse of a company and serious illness. In all these circumstances, however, it can be useful to apply the findings of choice theory.

1. The only person whose behavior we can control is ourselves. If we are prepared to die or to endure pain, no one can prepare us to do something we do not want to do.

2. All we can offer others or what others can offer us is information What they or we will do with this information is a matter of their or our choice.

3. All long-term mental problems have their origin in an unsatisfactory relationship with other people.

4. Relationship problems are always problems in the present: either we live in an unsatisfactory relationship or we have no relationship with anyone.

5. Events in the past - especially painful ones - have affected who we are today, but their painful revival in the present does not do much to regulate relationships in the present.

6. The five of us are driven by hereditary needs: for the survival of the individual and the species, for love or belonging, for power or (self-)respect, for freedom or free choice, and for fun or entertaining creative curiosity. The satisfaction of needs can be postponed, but it must come somehow.

7. We can only satisfy our needs through concrete images (pictures, ideas, wishes) in our inner world of quality. In this world everything is valuable to us; even that which

means nothing to others.

8. Everything we do in life is to try to satisfy our basic needs through holistic, indivisible behaviors that consist of four components (activities, thinking, emotions and physiological processes).

9. All our behavior is goal-oriented and proactive. We gain much of our personal freedom when we become aware of this and start to talk, e.g. that we have chosen depression and have not fallen into it.

10. We can only control thinking and activities directly, and emotions, feelings and physiological processes can only be controlled indirectly through activities and thinking. "(Glasser, 1990)"

CIT GLOBAL SUPPORT

ADRIAN NICULESCU

DIGITAL ASSETS INVESTMENT BANKER | KEYNOTE SPEAKER | MARKETER
INVESTOR | WEB 3.0 AND REAL ESTATE ENTREPRENEUR | MUSIC PRODUCER

In late December I celebrated 6 years in Web 3.0, and it was the perfect moment to put in the market the Venture Capital ecosystem TOMORROWerse https://tomorrowerse.com with the mantra "People before startups". Over this period I witnessed probably three of how they call them crypto winters, but for me is building & contribution time no matter if the market is up or down.

The current winter was different because it has exposed many flaws which were not generated by the wrong business models, but by the people behind them. First, we see the efforts to centralize decentralized currencies. And maybe, at least for now, Bitcoin may not be the best asset for lending due to its volatility.

Second, we saw no respect for customers' funds, billionaires praised my the press, with inflated net worth which was made up of multiple Xes on money coming from the investors, and deposits from institutional, and retail customers.

One of the early lessons learned as an entrepreneur is that the wealth which is built

TO BE OR NOT TO BE ... IN THE WALLET, THIS IS THE QUESTION

on lack of value, stealing, or cheating will never last. And today this mantra is seen everywhere in the market.

Lately, I saw a shift in communication. Initially, we knew that Web 3.0 is here, but it was everything about crypto. Now the crypto word became less important, it is just a niche of Web 3.0, still a very important one.

I never wanted to call myself a crypto something, so for me was from the start in this industry to be a Web 3.0 entrepreneur & investor.

"SHORT TERM PROFITS VS LONG TERM SUCCESS"

Ryo Umezawa
Managing Partner

Adrian Niculescu
CMO
CloudCoin Consortium

Daria Vasilea
Investment Partner
First Stage Labs

Iva Matasic
CEO
Cons...

Egin Govender
CEO & Founder
TRADE PRO LABS

CIT GLOBAL SUPPORT

As mentioned before, we, humans are wired for shortcuts, aka quick wins, so for many small, and even big players, it was a hit & run opportunity. But this low key approach created damage for the industry, and lack of trust. Many of the managers, and regular employees at the many companies which collapsed this year said that these things happened due to the lack of regulations. Really?

Have anybody heard about business ethics? Even if you are playing in an unregulated market, which is ok, it is still in infancy, it doesn't mean that you are allowed to play dirty. The ethics means actually to do things in a certain way when nobody's whatching, not to be forced by regulators to comply with business practices.

So the guilt is thrown away from the people responsible, so nobody has the guts to take responsibility. When you take responsibility for your mistakes, this is a sign of maturity. You see, the funds

that are missing from the balance sheets are somewhere, there were high salaries, bonuses, commissions, and company perks which were financed this way.

Even the large VCs were so lured that they didn't manage properly the risk vs reward radio. Or, they did, but some investment managers were incentivised by the startups with a commission from the funds invested, a corrupt practice which manipulates the market. Nobody was interested

in how the platforms were able to return 10 – 20% per year.

In most of the occasions the platforms were searching for other platforms to offer more ROI so they will earn from the difference, but without actually managing the risk.

At the end of the day, most VCs play with other people's money, there is always a risk assumed,

so why bother.

But ... try to have a meeting with most of the VCs which lost many millions of dollars this year in shady companies, pitch them with a really good project, and you will see how hard is to get funds from them. The system of values is suffering, and now we witness this in crypto, what we see on the screen is an illussion. It only becomes real when you push the withdrawal button.

And becomes the mirror of reality when many people in the same time push withdrawal from the same entity. Of course, even in the case of a regular bank, if all the depositors will come tomorrow to withdraw their funds, it will be in deep trouble, and will need urgent financing to cope with the demand.

For the non regulated platforms it is even

should be our friends, not otherwise.

There are many startups which are pushing new business models requiring adapting even from the legal frameworks point of view, facing resistance, but overall if the users, stakeholders, and governments will benefit – the rest will be easier.

If you want to change your career, or add a new layer to it, look at Web 3.0, and embrace it with both hands. If you want to also use personal or company funds to make some financial placements, aka investments, the most important thing is to look at asset allocation, and diversification, always do your own due dilligence, and never let influencers make the choices for you.

Continuous learning is key, as the innovation is moving very fast, many jobs will be replaced by artifficial intelligence, software, and robots, so I believe that you don't want your career to become obsolete.

And last but not least, be kind, the kindness is underrated, but it is one of the most important soft skills to develop. Kind people are often considered weak, but this is just a mistake, under kindness you can discover the biggest Iron Men & Women of our times.

Much success to Rima, and the entire team at Corporate Investment Times, and let's meet again in 2023, and beyond with great ideas to be discussed, and shared. All success!

https://adrianniculescu.substack.com – my regular "Inside My Head" newsletter about The New Entrepreneurship

https://zentastic.io/training/coincruncher – check my Web 3.0 courses along with premium content from other famous trainers

harder. But my question is ... what these platforms did with the huge funds raised? Also how they arrived to the conclusion that they can do anything they want with the customers funds?

Of course, in a bull market, when everything is going up, nobody tend to ask questions, they all want a piece of the growing pie. But, when there are corrections, and the market sentiment is changing, it is easier to start seeing things as they are.

If you read my regular

contributions, you see that I am always focusing on the positive things. 2023 is upon us, so, based on my personal experience, please consider these ideas, which are not investment advice, just things to think about.

If you are building companies, and projects, do everything you can to stay in the ethical zone, no matter how big are the temptations to do it other way. I believe in entrepreneurship, and I believe that the state authorities, and regulators

SCAN ME

CIT GLOBAL SUPPORT

INSPIRE
SOMEONE

INSPIRE GENERATIONS

CORPORATE INVESTMENT TIMES