Workshop and Korea Showcase | Universities as Enablers of Vibrant Startup Ecosystems
Republic of Korea, 26–29 February 2024

Development of Evidence-based Customer Discovery Training Course for Startup in Korea and Transferring to Other Countries

2024. 02. 29.

Prof. Heung-Shik Lee

JOONGBU UNIV.

ADB

ADBInstitute

CAREC
Central Asia Regional Economic Cooperation Program

EAKPF
Republic of Korea

CONTENTS

1 **Introduction to evidence-based customer discovery training course for startups**

2 **Case study on customer discovery training course conducted in Korea**

3 **Transferring customer discovery training courses to other countries**

Speaker

- **Prof. Heung-Shik Lee**

  ✓ **Dean, Department of Electrical, Electronic and Automotive Engineering, JOONGBU UNIV. Korea**

  ✓ **Instructor, Ministry of Science and ICT, Korea**

  ✓ **Technical advisory member, Ministry of SMEs and Startups, Korea**

  ✓ **Technical Advisory Committee Member, Ministry of Environment**

  ✓ **CEO, Innowell Korea / Bisang Energy Co. Ltd.**

- **Contact Information**

  ✓ **E-mail : jsheung@joongbu.ac.kr**
  ✓ **Office : + 82-31-8075-1643**
  ✓ **Mobile : +82-10-3353-9540**

01
Introduction to evidence-based customer discovery training course for startups
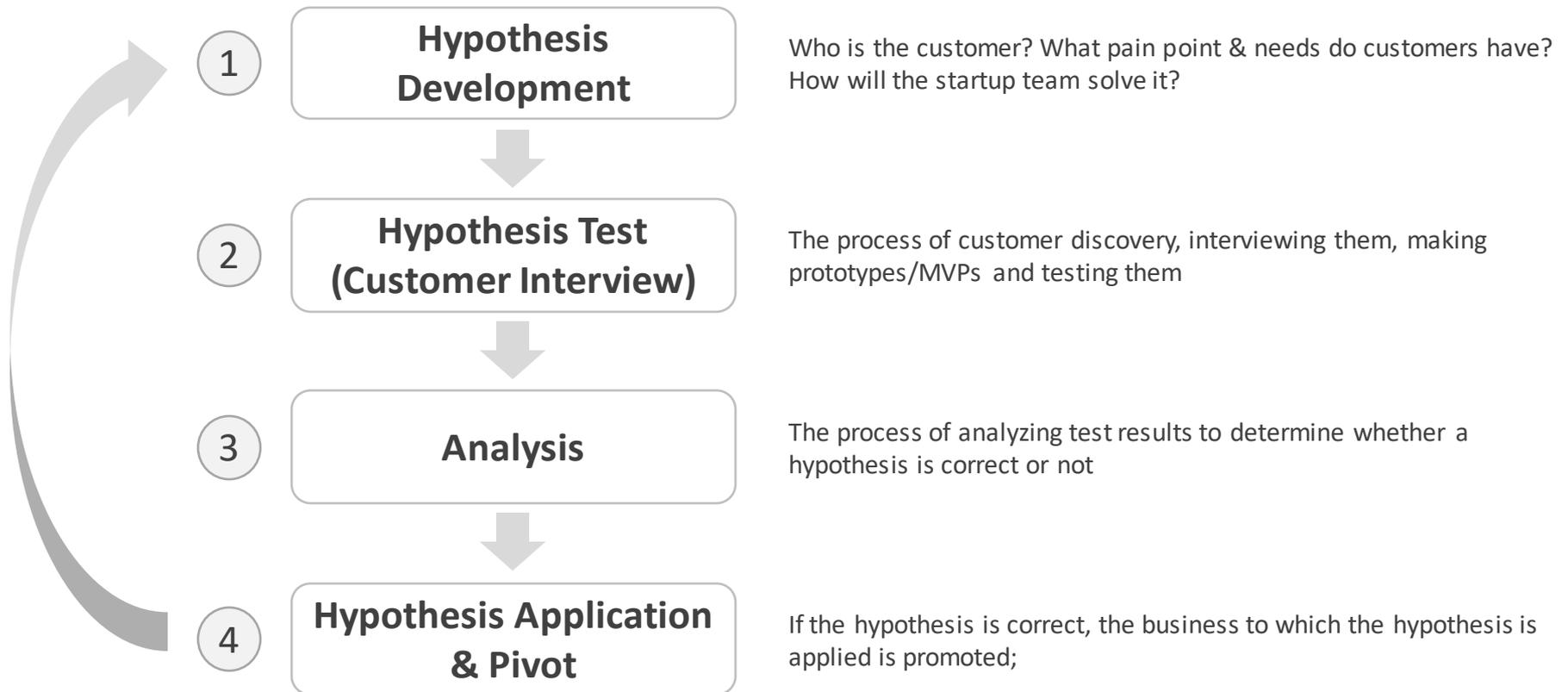
Program Intro.

✓ **Evidence-based Customer Discovery**

The program quickly verifies whether the idea of the startup team is viable by customer interview, and develops MVP(Minimum Viable Product) based on customer interview.

1	**Hypothesis Development**	Who is the customer? What pain point & needs do customers have? How will the startup team solve it?
2	**Hypothesis Test (Customer Interview)**	The process of customer discovery, interviewing them, making prototypes/MVPs and testing them
3	**Analysis**	The process of analyzing test results to determine whether a hypothesis is correct or not
4	**Hypothesis Application & Pivot**	If the hypothesis is correct, the business to which the hypothesis is applied is promoted;

Course Composition Framework

Methodology

Evidence-based Entrepreneurship

Build-Measure-Learn Cycle / Experiment

Tool

Business Model Canvas

Execution

Get out of the Building

Processes

Customer Discovery

Customer Validation
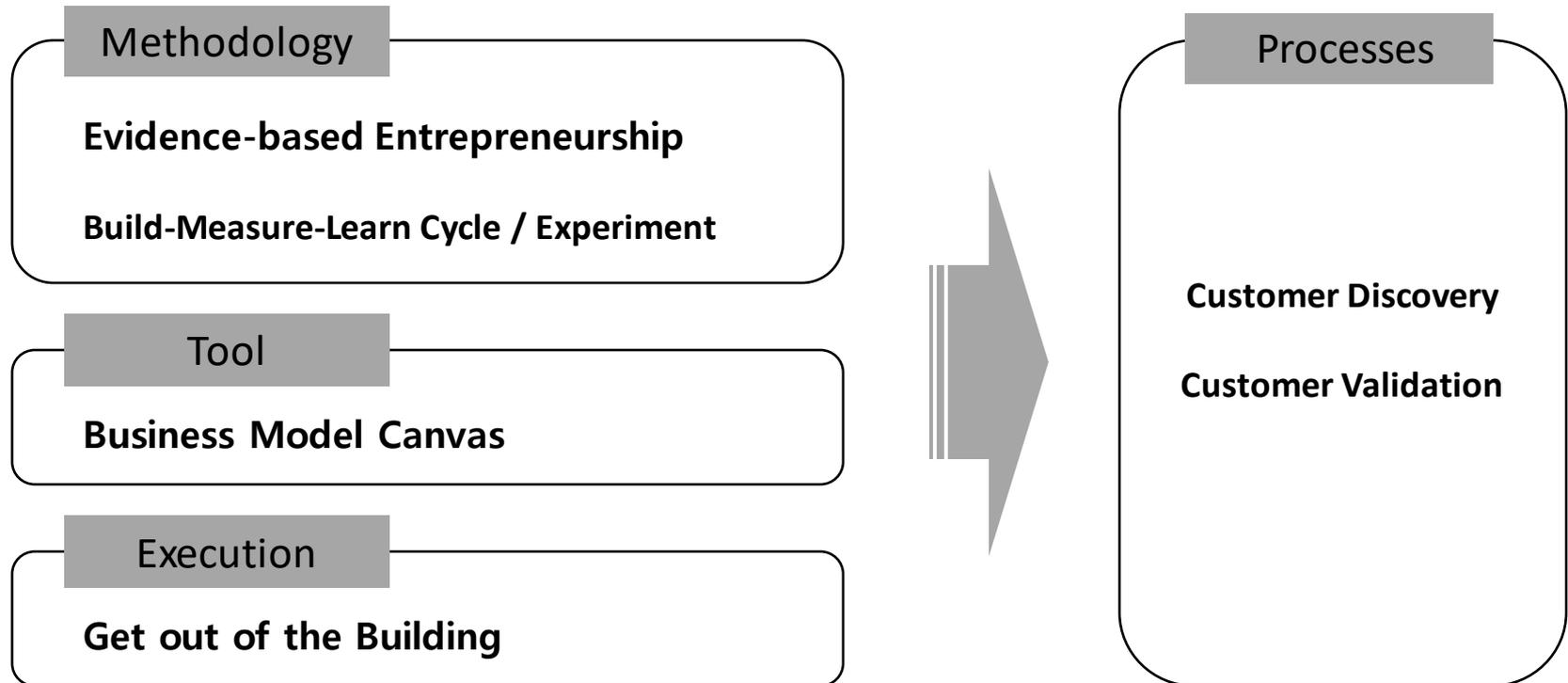
To get insight, we need 100 interviews more

First 20	Exercise, we are not trained as a interviewer
After 30	Starting point to **get the insight**
About 40	Recognize pattern of problem or needs through customers
From 60	Understand customer and customer's needs
Reach 80	Transform hypothesis into fact or validation with confidence
Finally 100	Get the persuasive story of value proposition from customers

INTERNAL. This information is accessible to ADB Management and staff. It may be shared outside ADB with appropriate permission.

7

Program Intro

We conduct business feasibility verification using the business model canvas and value proposition canvas developed by Alexander Osterwalder along with Steve Blank's customer development methodology.
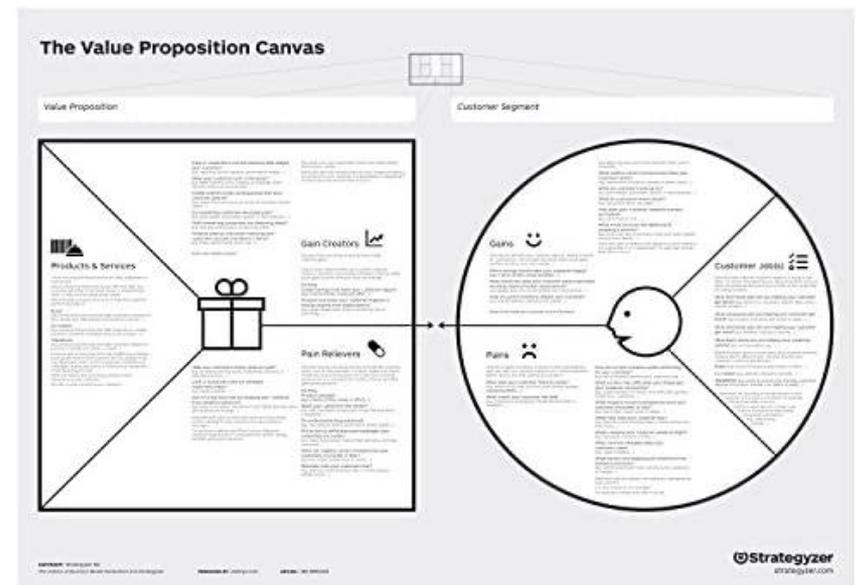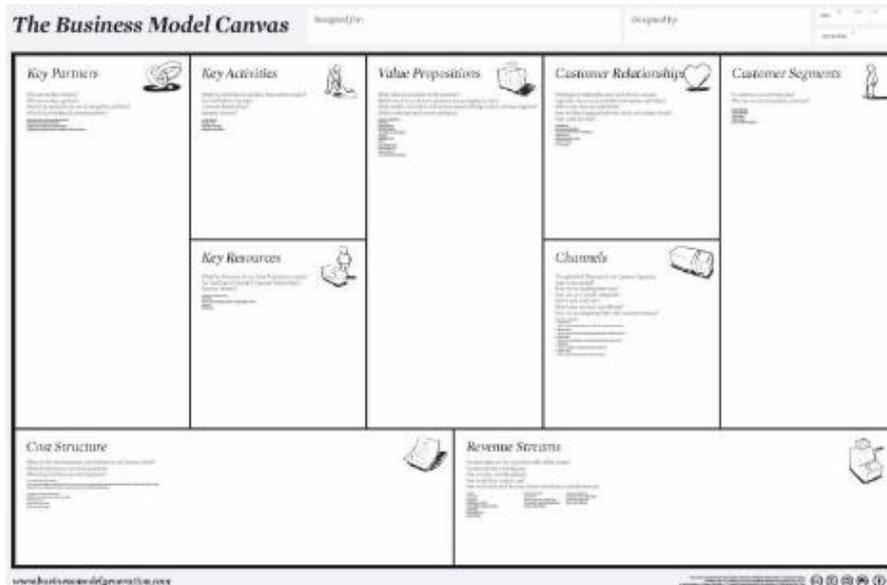

We work from the customer development method developed by Steve Blank & the Business Model canvas & Value proposition canvas popularized by Alex Osterwalder.

Program Output

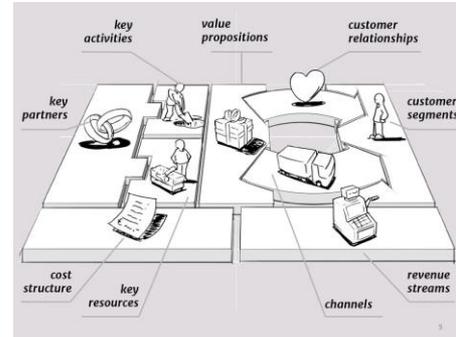Based on a systematic customer development methodology, we conduct interviews with at least 100 customers. Through this, a business model, MVP, and business plan with proven business feasibility are program output.
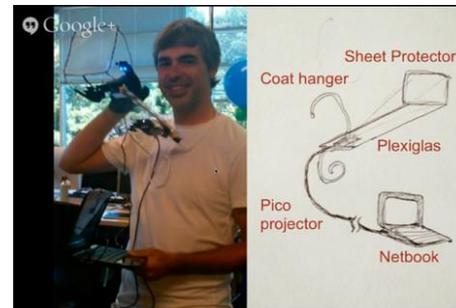
Customer Development
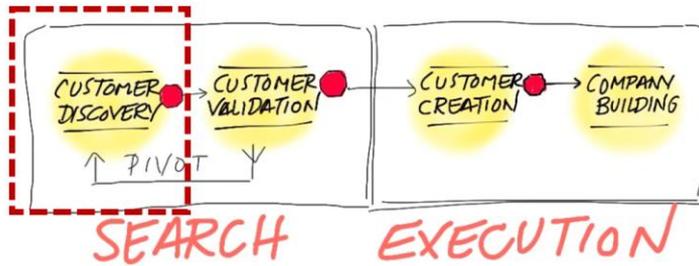
Interviews with at least 100 customers

Business Model

MVP

Business Plan

02
Case study on customer discovery training course conducted in Korea

Tech-based market exploration support program

(For Graduate & National Research Labs)   @ Ministry of Science and ICT

✓ Starting with 10 teams selected in the pilot project in 2015, the scale was expanded to 39 in 2016, 51 in 2017, 60 in 2018, and 70 in 2019.

✓ From 2015 to present, approximately 700 teams have completed the 'Customer Discovery Program'

Establishment of 156 start-ups, attracting investment of KRW 120 billion (USD 91.5 million), and creating 900 new jobs.

Year	2015	2016	2017	2018	2019	2020	2021	2022
Value	39	47	57	70	94	125	125	125
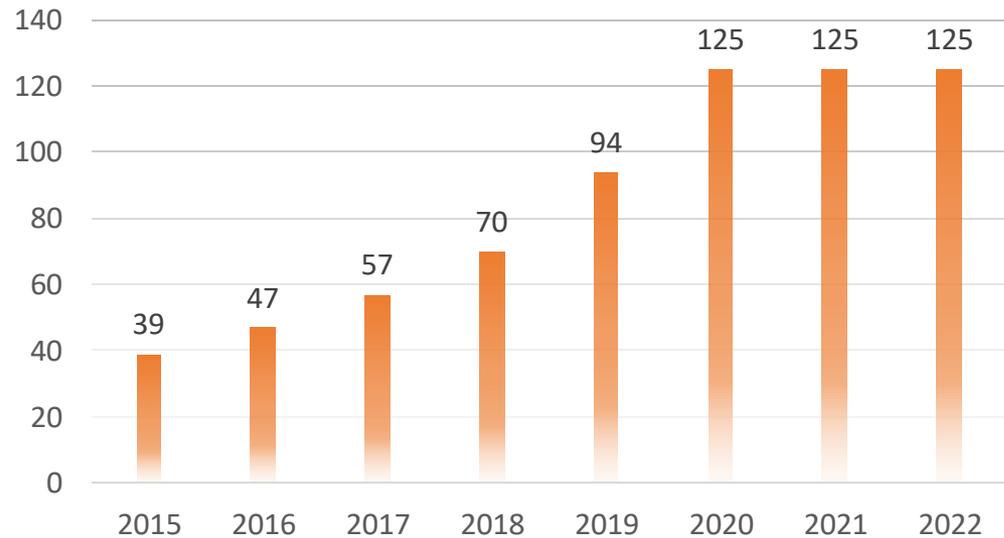
Year	Participated Node Univ. @ South Korea
2015	KAIST, POSTECH, UNIST, GIST, DGIST (5)
2016~2017	KAIST, POSTECH, YONSEI Univ., KOREA Univ., HANYANG Univ. (5)
2018~2023	KAIST, POSTECH, UNIST, GIST, KOREA, SKK Univ., EHWA Univ., SM Univ., TM Univ. (9)

KDB(Korea Development Bank) Startup Education Program

(For Undergraduate Students)   @ KDB Foundation

✓ Customer Discovery methodology for undergraduate students is taught on a semester basis through a regular curriculum (credit awarded).
✓ From 2015 to present, 125 Universities and 6,216 students have completed the 'Customer Discovery Program'
✓ After participating in the KDB startup education program, many teams succeeded in attracting investment.

Year	Univ.	Team	Investment Attraction Amount	Business Item
2020	POSTECH	Deeple HR	1.4 billion won ($1.07 million)	Professional job search platform for production/technical workers
2021	DONGKUK	Nuling	100 million won ($80,000)	Automatic exercise recording app service

No. of Participated Students

2017	2018	2019	2020	2021	2022	2023
370	1,042	1,115	1,088	855	856	890

No. of Participated Univ.

2017	2018	2019	2020	2021	2022	2023
12	25	26	16	15	15	16
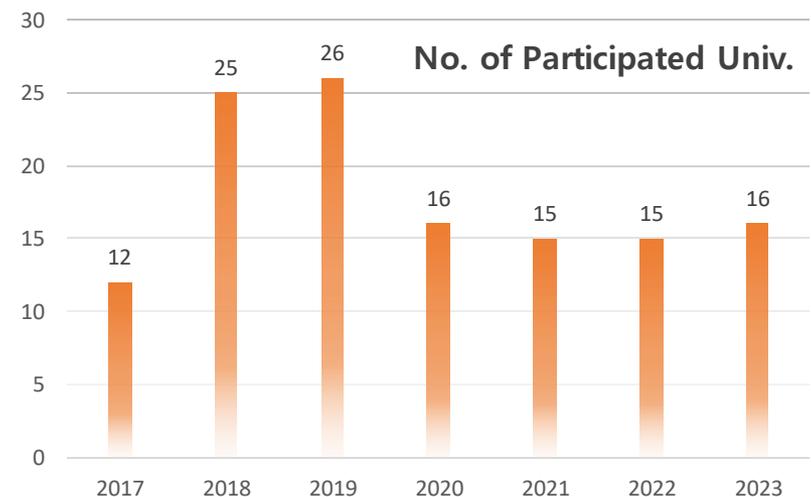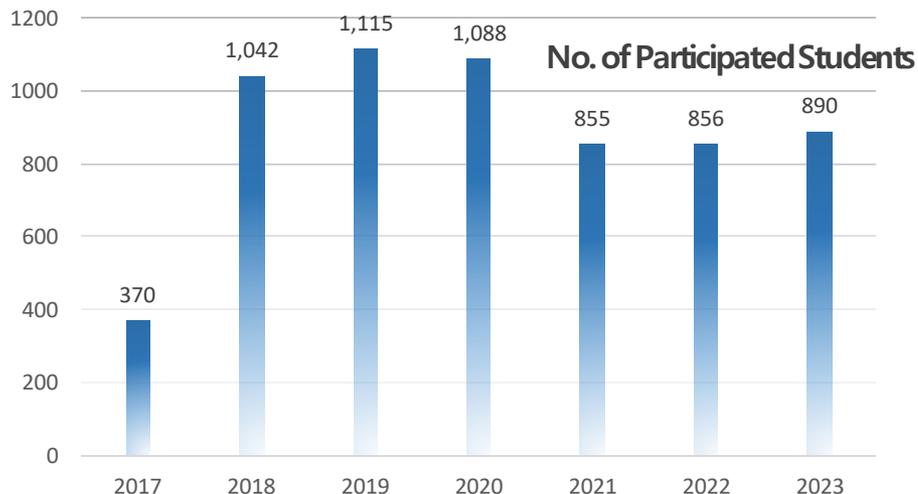
03
Transferring customer discovery training courses to other countries

Startup Accelerating Program

About 20 Early Startups participate in basic customer development training for two weeks, and the final 10 teams were selected for an in-depth customer development program including MVP.

① Intro

- **Global Entrepreneurship Program**
  The "customer development" developed by Steve Blank, a successful entrepreneur in Silicon Valley, is conducted to verify the feasibility of the startup team's ideas.

- **Blended Learning and Certified Instructors**
  Through customer development online training made by instructors, Startup teams learn methodology in advance and perform customer-oriented tasks, then review assignments and pivot business ideas through real-time classes.

② Expected Output

- **Validate Business Models in a short time with low cost**
  Hypothesis development to verify the feasibility of business ideas, hypothesis testing using customer interviews and MVP, and pivoting business ideas are used to discover key customers and verify value proposition-oriented business models.

- **Deliverables**
  Business Model Canvas, Value Proposition Canvas, Customer Interview Insight, MVP

③ Program Schedule

Basic Program / In-Depth Program

	Basic Program		In-Depth Program		
	Week 1	Week 2	Week 3	Week 4	Week 5
Instructor Coaching Session	• Orientation • Hypothesis Development	• Customer Interview Workshop • Customer Discovery • Startup Team Mentoring	• MVP Plan	• MVP • Customer Discovery • Startup Team Mentoring	• Final Presentation • Startup Team Mentoring
Blended Learning	• Lean Startup • Customer Segment • Value Proposition • Business Modeling • Hypothesis Development	• Customer Discovery	• MVP	• MVP Interview	• Business Plan

Startup : 20 teams — Competition — Startup : 10 teams

④ Required Resources

- Project Leader
- Instructors
Instructor Certification
Entrepreneurship Train-The-Trainer Program

CERTIFICATE OF PARTICIPATION
AWARDED TO
Nam-Hee Lee
FOR COMPLETION OF THE
GW Entrepreneurship Train-the-Trainer Program for Korea Entrepreneurship Foundation
On this 1st day of March 2019

Train The Trainer(Instructor & Mentor) Program

20 Trainees(Instructors and mentors) participated the customer development program and improved their competency in lecturing and mentoring startup teams.

① Intro

- **Developing ideas and working as a startup team**
  Instructors and mentors also participate as a startup team to complete the entire training program that applies the "customer development" process developed by Steve Blank, a successful entrepreneur in Silicon Valley.

- **Make and present their own lectures**
  Make two 30-minute lectures related to customer development and present directly to Instructors.

② Expected Output

- **Entrepreneurship program design, Lecturing, and mentoring capability improvement**
  By experiencing a 4-week startup accelerating program and completing the training and mentoring competency of a trainer, They can design a systematic Entrepreneurship program for the startup team and improve the capability of lecturing and mentoring.

- **Deliverables**
  Business Model Lecture, Beyond BMC Lecture

③ Program Schedule

	Week 1	Week 2	Week 3	Week 4	Week 5
Instructor Coaching Session	• TTT Orientation	• Customer Interview Workshop	• MVP Plan	• MVP	• MVP Plan • MVP Interview
		• Lecture Presentation(1) (Business Model)		• Customer Discovery	• Lecture Presentation(2) (Beyond BMC)
	• Hypothesis Development	• Customer Discovery			• Final Presentation
Blended Learning	• Lean Startup • Customer Segment • Value Proposition • Business Modeling • Hypothesis Development	• Customer Discovery	• MVP	• MVP Interview	• Business Plan

Trainees : 20 members

④ Required Resources

- Project Leader
- Instructors
- # Instructor Certification

CERTIFICATE OF PARTICIPATION
AWARDED TO
Nam-Hee Lee
FOR COMPLETION OF THE
GW Entrepreneurship Train-the-Trainer Program for Korea Entrepreneurship Foundation
On this 1st day of March 2019

Train the Trainer Program @ Uzbekistan, 2023

Date & Time (Uzbek. Local Time)		Contents	Etc.
8/19		R.O.K --> Uzvek. Flight	
8/20		Program Preparation	
8/21	15:00~15:30	Welcome Orientation	Assignment #1 Team Introduction /BMC (Worksheet #1)
	15:30~16:20	Lecture 1: Lean Startup	
	16:30~17:20	Lecture 2: Business Model Overview	
	17:30~19:00	Workshop #1 : BMC Worksheet	
	19:00~20:00	Dinner & Office Hour	
	20:00~22:00	Team Assignment #1	
8/22	15:00~16:20	Team Presentation : Assignment #1	Assignment #2 VPC / Hypothesis Development / Interview Plan (Worksheet #2)
	16:30~17:00	Lecture 3: VP-CS	
	17:00~17:30	Lecture 4: Customer Development	
	17:30~19:00	Workshop #2 : VPC / Interview Plan Worksheet	
	19:00~20:00	Dinner & Office Hour	
	20:00~22:00	Team Assignment #2	
8/23	15:00~16:20	Team Presentation : Assignment #2	Assignment #3 CD Interview No. : 30 (Worksheet #3)
	16:30~17:00	Lecture 5: Hypothesis Development	
	17:00~17:30	Lecture 6: MVP & Pivot	
	17:30~19:00	Workshop #3 : Hypothesis Development / MVP	
	19:00~20:00	Announcement : Assignment #3	
	20:00~22:00	Team Assignment #3	
		Flight : Uzvek. --> R.O.K Flight	

INTERNAL. This information is accessible to ADB Management and staff. It may be shared outside ADB with appropriate permission.

16

Train the Trainer Program @ Uzbekistan, 2023

Date & Time (Uzbek. Local Time)		Contents	Etc.
8/29 (On-line)	14:30~16:20	Team Presentation : Assignment #3	Assignment #4 Final BMC & Additional Interview (Worksheet #4)
	17:00~17:50	Lecture 7: Channel / Customer Relationships / Revenue Streams	
	17:50~18:00	Announcement : Assignment #4	
9/5 (On-line)	14:30~16:20	Team Presentation : Assignment #4	
	17:00~17:40	Lecture 8: Cost Structure Part	
	17:40~18:00	Announcement : SAP Cooperative Operation Plan	

Train the Trainer Program @ Uzbekistan, 2023

INTERNAL. This information is accessible to ADB Management and staff. It may be shared outside ADB with appropriate permission.

18

Startup Accelerating Program @ Uzbekistan,2023

Date & Time (Uzbek. Local Time)		Contents	Etc.
9/25	15:00~15:30	Welcome Orientation	Assignment #1 Team Introduction/BMC (Worksheet #1)
	15:30~16:20	Lecture 1: Lean Startup	
	16:30~17:20	Lecture 2: Business Model Overview	
	17:30~19:00	Workshop #1 : BMC Worksheet	
	19:00~20:00	Dinner & Office Hour	
	20:00~22:00	Team Assignment #1	
9/26	15:00~17:00	Team Presentation : Assignment #1	Assignment #2 Proto-Persona (Worksheet #2)
	17:10~18:00	Lecture 3: Customer Segments	
	18:00~19:00	Workshop #2 : Proto-Persona Worksheet	
	19:00~20:00	Dinner & Office Hour	
	20:00~22:00	Team Assignment #2	
9/27	15:00~17:00	Team Presentation : Assignment #2	Assignment #3 Value Proposition Canvas (Worksheet #3)
	17:10~18:00	Lecture 4: VP-CS	
	18:00~19:00	Workshop #3 : VPC Worksheet	
	19:00~20:00	Dinner & Office Hour	
	20:00~22:00	Team Assignment #3	

Startup Accelerating Program @ Uzbekistan,2023

Date & Time (Uzbek. Local Time)		Contents	Etc.
9/28	15:00~17:00	Team Presentation : Assignment #3	Assignment #4 Hypothesis Development (Worksheet #4)
	17:10~18:00	Lecture 5: Customer Development	
	18:00~19:00	Lecture 6 : Hypothesis Development	
	19:00~20:00	Dinner & Office Hour	
	20:00~22:00	Workshop #4 : Hypothesis Development	
9/29	15:00~17:00	Team Presentation : Assignment #4	Assignment #5 Interview Plan (Worksheet #5)
	17:10~18:00	Lecture 7: Customer Interview	
	18:00~19:00	Workshop #5 : Interview Plan	
	19:00~20:00	Dinner & Office Hour	
	20:00~22:00	Team Assignment #5	
9/30 – 10/10		Customer Discovery Interview (1)	Assignment #6 CD Interview No. : 20

Startup Accelerating Program @ Uzbekistan,2023

Date & Time (Uzbek. Local Time)		Contents	Etc.
10/11	17:00~19:00	Office Hour	Mentoring for Assignment #6
10/13	15:00~17:00	Team Presentation : Assignment #6	Assignment #7 MVP/Prototype + CD No. 5 (Worksheet #7)
	17:10~18:00	Lecture 7: MVP	
	18:10~19:00	Workshop #6 : MVP	
10/18	17:00~19:00	Office Hour	Mentoring for Assignment #7
10/20	15:00~17:00	Team Presentation : Assignment #7	Assignment #8 Channel + CD No. 5 (Worksheet #8)
	17:10~18:00	Lecture 8: Channel	
	18:10~19:00	Workshop #7 : Channel	
10/25	17:00~19:00	Office Hour	Mentoring for Assignment #8
10/27	15:00~17:00	Team Presentation : Assignment #8	Assignment #9 Customer Relationships + CD No. 5 (Worksheet #9)
	17:10~18:00	Lecture 9: Customer Relationships	
	18:10~19:00	Workshop #8 : Customer Relationships	

Startup Accelerating Program @ Uzbekistan,2023

Date & Time (Uzbek. Local Time)		Contents	Etc.
11/1	17:00~19:00	Office Hour	Mentoring for Assignment #9
11/03	15:00~17:00	Team Presentation : Assignment #9	Assignment #10
	17:10~18:00	Lecture 7: Cost Structures	Cost Structures
	18:10~19:00	Workshop #6 : Cost Structures	(Worksheet #10)
11/04 – 11/19		Customer Discovery Interview (2)	Assignment #11 CD Interview No. : 20

INTERNAL. This information is accessible to ADB Management and staff. It may be shared outside ADB with appropriate permission.

22

Startup Accelerating Program @ Uzbekistan, 2023

Date & Time (Uzbek. Local Time)		Contents	Etc.
11/20	15:00~15:20	Welcome Back	Assignment #12 Pivot/Final BMC (Worksheet #11)
	15:30~17:30	Team Presentation : Assignment #11	
	16:30~17:20	Lecture 10: Pivot	
	17:30~19:00	Workshop #6 : Pivot & Final BMC	
	19:00~20:00	Dinner & Office Hour	
	20:00~22:00	Team Assignment #12	
11/21	Customer Discovery Interview (3)		CD Interview No. : 5
11/22	15:00~17:00	Team Presentation : Assignment #10	Assignment #13 Pitch Deck (Worksheet #12)
	17:10~18:00	Lecture 12: Pitch Deck	
	18:00~19:00	Workshop #6 : Pitch Deck	
	19:00~20:00	Lunch Time	
	20:00~22:00	Team Assignment #13	
11/23	Customer Discovery Interview (4)		CD Interview No. : 5
11/24	16:00~18:00	Team Presentation : Final Presentation	
	18:00~19:00	Certification Ceremony	
	19:00~	Dinner & Networking	

Startup Accelerating Program @ Uzbekistan,2023

INTERNAL. This information is accessible to ADB Management and staff. It may be shared outside ADB with appropriate permission.

24

January 2023 (Azerbaijan)

Mon	Tues	Wed	Thurs	Fri	Sat	Sun
2 Online	3	4	5 Online	6	7	8
9 **(S) Orientation** **(TTT) Faculty**	10 **Blended Learning** - (S)(TTT) : Lean Startup, Customer Segment, Value Proposition, Hypothesis Development, BMC	11	12 **(S) Hypothesis** **(TTT) Hypothesis**	13 **Blended Learning** - (S)(TTT) : Customer Discovery - **(TTT) : Beyond BMC**	14	15
16 **(S)Interview Workshop** **(TTT) Interview Workshop**	17 Online **(TTT) Faculty** Startup Team Mentoring	18	19 **(S) Customer Discovery** **(TTT) Customer Discovery**	20 **Blended Learning** - (S)(TTT) : MVP	21	22 (Korean New Year)
23 (Korean New Year) Offline	24 (Korean New Year)	25	26 Offline **(S) MVP Plan** **(TTT) MVP Plan**	27 **Blended Learning** - (S)(TTT) : MVP Interview	28	29
30 **(S) MVP** **(TTT) MVP**	31 Startup Team Mentoring	1	2 **(S) Customer Discovery** **(TTT) Customer Discovery**	3 **Blended Learning** - (S)(TTT) : Business Plan	4	5
6 Offline **(TTT) Faculty**	7 Startup Team Mentoring	8	9 **(S) Final PT** **(TTT) Final PT**	10	11	12

January 2024 (Azerbaijan)

Mon	Tues	Wed	Thurs	Fri	Sat	Sun
1	2	3	4 Online	5	6	7
Pre-Class Assignment (spanning)						

Online Class

Mon	Tues	Wed	Thurs	Fri	Sat	Sun
8 **(SAP) Orientation** **(TTT) Faculty**	9 **Blended Learning** - (S)(TTT) : Lean Startup, Customer Segment, Value Proposition, Hypothesis Development, BMC	10	11 **(SAP) Hypothesis** **(TTT) Hypothesis**	12 **Blended Learning** - (S)(TTT) : Customer Discovery - **(TTT) : Beyond BMC**	13	14
15 **(SAP)Interview Workshop** **(TTT) Interview Workshop**	16 Online **(TTT) Faculty**	17	18 **(SAP) Value Proposition Design** **(TTT) Value Proposition Design**	19 **Blended Learning** - (S)(TTT) : MVP	20	21

Offline Class

Mon	Tues	Wed	Thurs	Fri	Sat	Sun
22 Offline **(SAP) Customer Discovery** **(TTT) Customer Discovery** **Networking**	23 Startup Team Mentoring	24	25 **(SAP) MVP** **(TTT) MVP**	26 **Blended Learning** - (S)(TTT) : MVP Interview Startup Team Mentoring	27	28
29 Offline **(TTT) Faculty**	30 Startup Team Mentoring	31	1 **(SAP) Customer Discovery** **(TTT) Customer Discovery**	2 **Blended Learning** - (S)(TTT) : Business Plan Startup Team Mentoring	3	4
5 Startup Team Mentoring	6 **(SAP) Final PT** **(TTT) Final PT** **Demoday**	7	8	9	10	11

Workshop & Mentoring for SAP / TTT

While conducting the TTT program according to the SAP program schedule, TTT holds two separate faculty sessions.

	SAP (for Startup Teams)	TTT (for Trainers)
Workshop	8	8
Mentoring	2	2
Faculty (Extra Session)		2
Networking	1	1

INTERNAL. This information is accessible to ADB Management and staff. It may be shared outside ADB with appropriate permission.
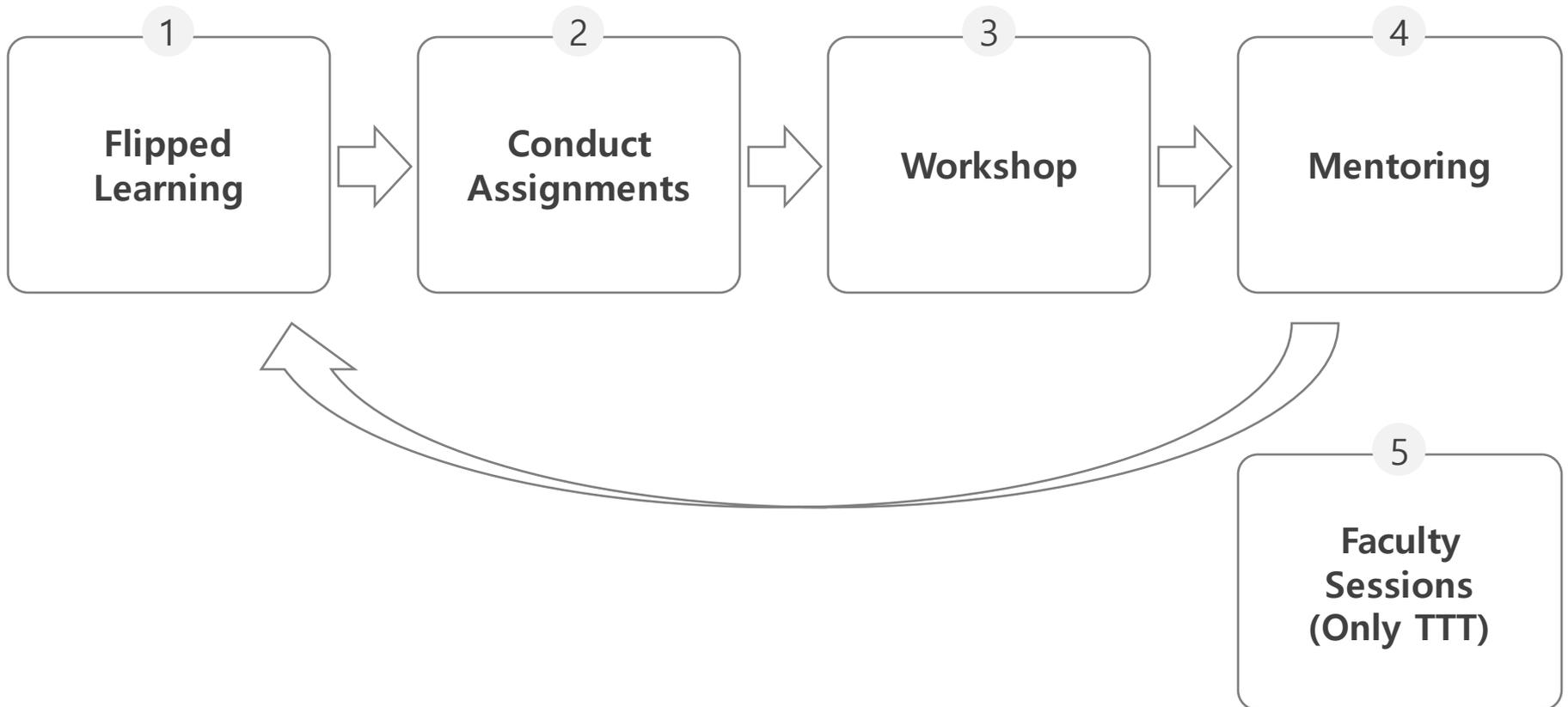
27

Program Major Contents

In order to increase the efficiency of the customer development program, the following program sequence is organized and conducted.

Sequence	Title	Contents	Schedule
Class 1	Opening Workshop	• Introduction to the entire program • Lecture on the importance of customer development • Business Model Canvas Presentation & Feedback	8th, January
Class 2	Hypothesis Development	• Hypothesis formulation presentation & feedback • Lecture on establishing correct hypotheses	11th, January
Class 3	Customer Interview	• Lecture on the importance of customer interviews • Conduct customer interview practice	15th, January
Class 4	Value Proposition Canvas	• Value Proposition Canvas Presentation & Feedback • Quantitative hypothesis development guide	18th, January
Class 5	Customer Discovery#1	• Customer interview results & feedback • Develop plans after interviewing customers	22nd, January
Class 6	Prototype & MVP	• MVP & Prototype Presentation & Feedback • Review the hypothesis you wish to test	25th, January
Class 7	Customer Discovery#2	• Customer interview results & feedback • Develop plans after interviewing customers	1st, February
Class 8	Final Presentation	• Presentation of final customer development results & feedback • Lesson & Learned, Our Journey Presentation and Feedback	6th, February

Program Progress Flow

In order to increase the efficiency of the customer development program, the following program sequence is organized and conducted.

1	2	3	4
Flipped Learning	**Conduct Assignments**	**Workshop**	**Mentoring**

5

Faculty Sessions (Only TTT)

What changed in the 2nd year

The results of the program expansion were verified by having participants in the 1st year participate as local instructors and TAs in the 2nd year.

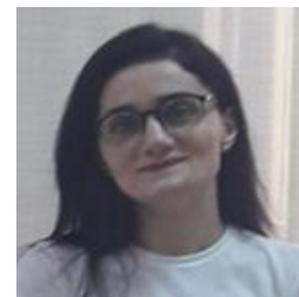4 local instructors participated (1st year TTT participants)

Mukhammadfoik Bakhadirov

Emiliya Ahmadova

Rəvanə Göyüşlü

Gunel Imamguliyeva

Two local TAs participated (1st year SAP participants)

Aydan Guliyeva

Gunel Rahimli

What changed in the 2nd year

Off-line classes are divided into two groups, and mentoring is divided into four groups.

<table>
<tr><td rowspan="3">Class Group</td><td></td><td>Korean Instructors</td><td>Local Instructors</td></tr>
<tr><td>Group A</td><td>Eddie Choi
Joseph Lee</td><td>Gunel Imamguliyeva
Ravana Goyushlu</td></tr>
<tr><td>Group B</td><td>Brian Lee
Andrew Cha</td><td>Emiliya Ahmadova
Mukhammadfoik Bakhadirov</td></tr>
</table>

<table>
<tr><td rowspan="5">Mentoring Group</td><td></td><td>Korean Instructors</td><td>Local Instructors</td></tr>
<tr><td>Group A</td><td>Eddie Choi</td><td>Ravana Goyushlu</td></tr>
<tr><td>Group B</td><td>Joseph Lee</td><td>Gunel Imamguliyeva</td></tr>
<tr><td>Group C</td><td>Brian Lee</td><td>Emiliya Ahmadova</td></tr>
<tr><td>Group D</td><td>Andrew Cha</td><td>Mukhammadfoik Bakhadirov</td></tr>
</table>

What changed in the 2nd year

The local instructors delivered summary lectures in the local language or English and conduct teaching together.

Topic	Class	Time	Agenda	Group A	Group B
MVP	SAP	13:30~14:00	Pre-meeting with Korean & Local Instructors - R&R Check	All Instructors	
		14:00~14:10	Warm greetings & Time table	Korean Instructor	Korean Instructor
		14:10~14:30	Summary lecture : MVP	Local Instructor - Gunel	Local Instructor - Emiliya
		14:30~15:45	Team Presentation	Group A Instructors	Group B Instructors
		15:45~16:00	Assignment		
	TTT	16:00~16:10	Warm greetings & Time table	Korean Instructor	Korean Instructor
		16:10~16:30	Summary lecture : MVP	Local Instructor - Gunel	Local Instructor - Emiliya
		16:30~17:45	Team Presentation	Group A Instructors	Group B Instructors
		17:45~18:00	Assignment		
		18:00~18:30	Debrief - class review & discuss improvements	All Instructors	

INTERNAL. This information is accessible to ADB Management and staff. It may be shared outside ADB with appropriate permission.

32

What changed in the 2nd year

Mentoring were divided into four groups so that Korean/local instructors can mentor together and convey know-how to local instructors.

	Date	Time	Type	Group A-1 (Eddie, Ravana)	Group A-2 (Joseph, Gunel)	Group B-1 (Andrew, Ravana)	Group B-2 (Brian, Emiliya)
1st Mentoring	Jan 23 (Tues)	14:00~15:00	SAP Mentoring (Team)	Not available	Not available	Not available	Not available
		15:00~16:00	SAP Mentoring (Team)	Team 06 (Aydan-Code Pays)	Team 08	Lala Rzazade (Team6)	Team 17
		16:00~17:00	TTT Mentoring (Indivisual)	Ayat Jafarova (Team2)	Aysel Sadigova (Team2)	Rufat Ahmadov (Team5)	M.A.Ismayilov (Team5)
		17:00~18:00	TTT Mentoring (Indivisual)	Nurlan Jabrayilov (Team1)	Afruz Niftaliyeva (Team2)	Orkhan Ahmadov (Team6)	Team 03
	Jan 24 (Wed)	14:00~15:00	SAP Mentoring (Team)	Team 09 (Kamal-MOTO 4)	Team 10	Team 11	Team16
		15:00~16:00	SAP Mentoring (Team)	Team 07 (Chingiz-Biodiesel)	Team 03	Team 14	Team 20
		16:00~17:00	TTT Mentoring (Indivisual)	Nilufar Seyidova (Team1)	Team 02	Ramzi Mammadli (Team6)	Team 19
		17:00~18:00	TTT Mentoring (Indivisual)	Ulviyya Madadzada (Team3)	Afruz Niftaliyeva (Team2)	Mayis Azizov (Team4)	Bunyamin Seyidov (Team5)

INTERNAL. This information is accessible to ADB Management and staff. It may be shared outside ADB with appropriate permission.

33

Final Results (Azerbaijan)

By the final program completion date, 16 SAP teams had completed the program, and 15 TTT members had completed the program.

SAP

Completion of 16 team programs & certificate of completion issued

TTT

15 people completed the program & issued certificate of completion

INTERNAL. This information is accessible to ADB Management and staff. It may be shared outside ADB with appropriate permission.

34

Thank you

Prof. Heung-Shik Lee

- ✓ **E-mail : jsheung@joongbu.ac.kr**
- ✓ **Office : + 82-31-8075-1643**
- ✓ **Mobile : +82-10-3353-9540**