

# Curriculum Vitae Wajeaha Ghias

## Personal Statement

Teaching, research and training are my lifetime passions. My research and training interest are in the field of leadership specifically followership. Aristotle's notion of leadership "First learn to follow; then lead" always fascinates me. I have always found myself curious about how and why people don't raise voice against unethical practices of leaders. Why do people always put the blame of all failures on leaders? Practicing and teaching courageous followership is my prime area of interest. I believe we should develop and teach our future generation personal accountability in order to become a courageous follower in their subordinate role, which will help them in developing Courageous leadership.

## Education

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|---|---|--|
| ▪ Master of Philosophy<br>(Leadership and Management Studies) | - | National Defence University Islamabad<br>(CGPA- 4/4) |
| ▪ Master of Public Administration                             | - | Sindh University Jamshoro<br>(CGPA – 3.89/4)         |
| ▪ Bachelor of Arts  | - | University of Punjab Lahore<br>(1st Division)        |

## Academic Honors/ Awards

- President NDU Gold Medal 2015.
- Vice Chancellor Silver Medal Sindh University 2010.
- Merit Certificate for obtaining First position in M.PHIL LMS NDU.
- Certificate of Academic Distinction in M.Phil NDU
- Merit Certificate for obtaining First position in MPA Sindh University.
- Research Paper selected as M.Phil Scholar in International Leadership Association USA competition. Finalist among five countries. Presented in 1st followership symposium 2014 in San-Diego USA

## Employment Record

- Lecturer LMS Department National Defence University (Aug 2016 till present)
- Visiting Faculty LMS Department National Defence University (Feb 2015-Jan-2016)
- Co-opted Member in Administration Army Public School and College Hyderabad (2009---2011).
- 10 Years of Volunteer experience of working in Pak Army Troops Family Welfare Centre and Ladies Club.

## Professional Training Experience

1. Proposal Development for Mid –Career Leadership Training for HEC-LID Sep 18 2019.
2. International Peace Symposium "Conflict Analysis and Resolution Skill" Jan 21-29 2019 NDU Islamabad
3. Assistant-Focal Person Faculty Development Centre NDU –Aug 2018-Present
  - a. Proposal Development/Approval by President NDU for Pilot Phase of FDC-NDU.
  - b. Coordinated and conducted the following 2 calendar trainings at NDU-FCS:
    - i. First Faculty Development Workshop (FDW) 29-31 Aug: "Orientation of newly hired faculty members at FDC, Research funding and Research Supervision".

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- ii. Second FDW (10-12 Oct 2018): “Learners’ Psychology, Counseling, Stress Management, Adult Learning Interactive Strategies and Teaching as a Profession”
- c. Conducted sessions and invited keynotes during FDC trainings.
4. Certified Courageous followership Trainer (22-23 Oct-2018) MacArthur School of Leadership, Palm Beach Atlantic University Florida USA.
5. Conducted a Training Needs Analysis of FCS, NDU.
6. Module Writer-Communication Skills in HEC Restructuring MTFPDP-2 July-14 July 2018.
7. 1 Day training on Student Counseling’s and Mentoring 11 May 2018
8. International Faculty Development Training TUSSIDE, TURKEY (26 April-3 May 2018)
9. Qualitative Research Workshop Series II-April 20-22, 2018
10. Coordinator 3 Days Faculty Professional Development at NDU-07-09 Aug 18.
11. HEC certified Master Trainer Faculty Professional Development( 03-Jan-28 Feb 17)

### **Research Publication**

1. Ghias.W, Hassan.S, Masood.T.M (2018) Does Courageous Followership contribute to Exemplary Leadership Practices: Evidence from Pakistan? Vol. 13, No: 1. NUML International Journal of Business & Management
2. Fatima, T., Hassan.S, &Ghias,W.(2018) The role of energy sector in economic development of Pakistan in the context of sustainability and resilience: A reality check. NDU Journal Islamabad.
3. Hassan, S., Ghias, W. & Fatima, T. (2018) Climate Change Risk Perception and Youth Mainstreaming: Challenges and Policy Recommendations. Vol 2 No.3 Springer International Publishing AG, part of Springer Nature.
4. Hassan, S., Iqbal Y. M. J., & Ghias, W. (2017) Organizational Learning and Competitive Advantage in Banking Sector of Pakistan. Vol. II, No. I Global Social Sciences Review (GSSR)
5. Impact of Flood on Psychological Health of Skilled Women in Pakistan: A Case Study of Dadu District in Sindh JOURNAL OF EDUCATIONAL RESEARCH (Vol.15 No.1) 2012. Dept of Education IUB, Pakistan.

### **Conference Papers Presentation**

1. Analyzing the organizational Change Strategy between Transformational Leadership and Individual acceptance of Change (23-April 2019 in 21<sup>st</sup> International Research Conference SZABIST Islamabad.
2. Impact of perceived fit and self-brand connection on consumer purchase Intention towards a newly introduced smartphone in Pakistan (product line extension) in 4th ASIA International Conference (AIC 2018), 8-9 December 2018, Langkawi International Convention Center, Langkawi, Malaysia

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3. Self-Leadership And Employee Innovative Behavior Among Telecom Industry Employees in 4<sup>th</sup> ASIA International Conference (AIC 2018), 8-9 December 2018, Langkawi International Convention Center, Langkawi, Malaysia
4. Do Islamic Work Ethics augments Courageous Followership? 20<sup>th</sup> Annual Global Conference International Leadership Association “Authentic Leadership for Peace and Prosperity” West Palm Beach convention Centre Florida 24-27 Oct 2018.
5. Courageous followership in Higher Education Commission of Pakistan. International Conference “Professional Development in Higher Education: Trends and Practices, Prospects and Innovations. 19-20 March 18, Islamabad.
6. Climate change risk perception and youth: challenges and policy recommendations International Science-Policy Conference on Climate Change (SP3C) 2017
7. Impact of Courageous followership on Exemplary leadership ‘The life Nelson Mandela. Followership symposium, International Leadership Association.2014 San Diego USA.

### **Seminar Organized**

1. 3<sup>rd</sup> National Harmony Workshop 2019 (18-22 March)
2. First Business plan Competition at NDU- 24 March 2018
3. Leading In Dynamic Environment 2 Nov-17
4. Power of Self-Awareness 23 Oct-16
5. Puzzle Of Stress 10 Oct-17
6. Organizing Member 2nd National Harmony Workshop National Defence University 22 May-25 May 2017

### **Community Service Projects BS-LMS-NDU**

Community Service Projects with BS-Students LMS-NDU

- **Community Service Project -2017**
  - Power Of Speech
  - Grooming Children for better tomorrow
  - Blood Drive in Collaboration with PERSA & IRC
  - Aim To clean
- **Community Service Project -2018**
  - Food Drive
  - Yes We Can. (Street Child Education)-
  - Tree Plantation in Collaboration with CDA.
  - Project Hope (Child Education Support)

### **Subject Specialization**

- Leadership theory and Practices
- Organizational Behavior

## Curriculum Vitae Wajeeha Ghias

- The Art of Followership

### Departmental Duties-NDU as Lecturer

- Program Manger BS-LMS
- Department Focal Person ORIC
- Scrutinizer Final Examining FCS-NDU
- In charge Department Discipline Committee
- M-Phil Thesis Supervisor
- Member of Mphil/MSPM Thesis Review Committee
- Member of Departmental Admission Committee
- Departmental Student Counselor

### Skills

- Computer Software - Computing experienced in all standard Microsoft Word, Excel & Microsoft Access. SPSS & Amos Analysis, Nvivo.
- Soft Skills - Trained at Problem Solving skills with excellent written & verbal Presentation Skills, Amiable personality, Team Management with Skilled leadership qualities
- Language skills - English (Fluent), Urdu (Native), Punjabi (Native), Arabic (Reading)

### Membership

- International leadership Association Silver Spring Mary land United States of America.

### Activities

- Interests - Book Reading , Music, Travelling ,Painting
- Research Interests - Human Resource Management, Training and Development, Leadership, Organizational behavior, Employee Motivation, Followership Training and Management.

### Personal information

- Nationality: Pakistani
- Gender: Female
- Home Address: Flat C-25/4, E/10, (DCI) Defence Complex Islamabad.
- E-mail: wajeeha@ndu.edu.pk , wajeehaghias@gmail.com

### References

Will be furnished upon request.