

Dr. Justine Chinoperekweyi, Ph.D., FSASS, COLDC, RODC
Organization Development: Scholar-Practitioner/ Vocational Training Assessor/Author
& Speaker/ Corporate Governance Practitioner



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Globally-renowned Organization Development & Change, Corporate Governance and Leadership Scholar-Practitioner & Thought Leader, extensively participating in advancing these fields, educating, building and facilitating transformation of individuals and organizations for sustainable growth and development.

Core Competence Areas:

- Organization Development
- Corporate Governance
- Leadership Development
- Facilitation
- Strategic Change
- Educational Management & Leadership
- Organization Transformation & Effectiveness

Career Highlights

- ✓ 15 Years Working Experience
- ✓ 10 Years Banking Experience
- ✓ 6 Reviewed OD Journal Articles
- ✓ 4 Board Roles (Zim, USA, Nig, UAE)
- ✓ 2 Scholar-Practitioner Awards
- ✓ 6 Memorandum of Understanding
- ✓ 37 Int'l Speaking Engagements
- ✓ 36 Publications (5 Books & 28 Articles)
- ✓ 15 Post-graduate Supervisions

Current Affiliations

- Adjunct Professor, Horizons University, France (Dec 2020 to date)
- Ph.D., Academic Supervisor, Lincoln University College, Malaysia (July 2020 to date)
- Dissertation External Examiner – CILG Ghana Doctoral Students of Charisma University, U.K., and Business School of Costa Rica (May 2019 to date).
- Doctorate Students Field Mentor – The Da Vinci Institute for Technology Management, South Africa (Jan 2019 to date)
- Academic Supervisor & External Examiner – Africa Leadership & Management Academy (ALMA), Zimbabwe. (January 2020-to date).
- Academic Director – Business Professionals Education Centre, Abu Dhabi (2017- Date)
- Founding Director & Academic Dean - Centre for Organization Leadership & Development (2018 – Date)
- Convener – African Organization Development Association (AODA). [May 2021 – Date]
- Facilitator, Eudoracity Business School, Nigeria (January 2021 to date)
- Reviewer – Journal of Organizational Effectiveness: People and Performance (JOEPP), Emerald Publishing.
- Managing Editor – Organization Leadership and Development Quarterly (OLDQ).
- Editorial Review Member (#082)– Organization Development Journal; Colorado Springs, USA
- Publons Academy Peer Reviewer
- Registered Organization Development Professional (RODP), International Society for Organization Development & Change (USA)
- Professional Member: Higher Education Teaching & Learning Association (HETL)
- Fellow of Organization Leadership & Development Network (FOLDN)

- Professional Member: International Society of Sustainability Professionals (ISSP)
- Professional Member: Global Institute of Organizational Development Network (GIODN), Florida - USA.
- Professional Member: Organization Development Network, USA.
- Fellow Member of Scholars Academic and Scientific Society (FSASS)

Achievements

International Steering Committee Member, Zimbabwe Code of Corporate Governance, ZIMCODE II. 2021.

2020 Communicating OD Knowledge Award, Organization Development Network (ODN), USA. <https://www.odnetwork.org/page/award-winners>.

Registered Organization Development Professional (RODP) – International Society for Organization Development & Change. www.isodc.org.

Awarded the Academic Entrepreneurship SAS Award 2020 for COLD Programs and Conversations. <https://www.sassociety.com/sas-conference-and-awards-2020/>.

Distinguished Delegate at the SAS International Conference & Awards 2019, Guwahati, Assam-India
Award for Exceptional Educator and Learner Motivator, BPEC Student Representative Council (2018). www.bpc.ae.

Experience and Career Progression

Adjunct Professor, Horizons University – France

(December 2020 to date)

Involved in facilitating post-graduate studies and peer-review member of the Horizons University Business Review.

Academic Supervisor, Lincoln University College - Malaysia

(July 2020 to date)

Involved in facilitating doctoral students' dissertations.

Academic Supervisor & External Examiner, Africa Leadership and Management Academy (ALMA) - Zimbabwe

(December 2020 to date)

Involved in facilitating MSC in Governance & Leadership and MBA in Leadership and Management post-graduate dissertations.

Board Member, International Society for Organization Development & Change (ISODC) – USA

(March 2021 to date)

Involved in supporting the strategic direction of ISODC. Act as a sub-committee member for the ISODC Magazine publication. Participates in monthly Board Meetings to discuss strategic priorities of the institution. Involved in the leading the establishment of ISODC Affiliates Town Halls and the strengthening of affiliates' relationships.

Academic Director, Business Professionals Education Centre - Abu Dhabi, UAE

(May 2018 to date)

Involved in the definition and implementation of the Centre's academic plan; developing and maintaining external relationships with awarding bodies, regulatory authorities and universities. Liaising with senior executives to ensure efficient operations and enhancing the learners' experience

and well-being. Involved in ensuring oversight of the delivery, assessment, verification and monitoring of the academic activities of the institution. Teaching and research supervision activities for UAE-based Undergraduate and Post-graduate students of Northampton University, Anglia Ruskin University, University of Lincoln, Chichester University, and Buckinghamshire New University.

CEO & Academic Dean, Centre for Organization Leadership & Development (COLD) - Zimbabwe
(June 2018 to date)

Involved in the definition and implementation of the Centre's academic & professional plan, curriculum development, and developing & maintaining external relationships with partnering organizations. Act as the Lead Supervisor for all the centre's modules delivered to professional students based in Zimbabwe and Uzbekistan. **Managing Editor** of the Organization Leadership & Development Quarterly, **President** of Organization Leadership and Development Network (OLDN). Involved in OD & Change Advisory & Consulting Services. Actively involved in the creation of African OD Association (AODA) in 2021 and serve as Vice-Chair: Southern Africa Region (2021-22).

Facilitator, Eudoracity Business School - Nigeria
(January 2021 to date)

Involved in supporting the Mini-MBA Programme. Designed and delivered courses on Fundamentals of Organization Development & Essentials of Corporate Governance.

Board Member, The WorkBooth Magazine - Nigeria
(February 2020 to date)

Involved in supporting the strategic direction of The WorkBooth Magazine. Participates in quarterly Board Meetings for the Magazine.

Education Executive Director, African Intellectual Resource Organization (AIRO), Nigeria
(August 2020 to 2021)

Responsible for spearheading the AIRO Leadership Institute. Was engaged in the designing of the Leadership Curriculum and the launch of the Institute on October 3rd, 2020.

Country Director - Zimbabwe, Chartered Institute of Leadership and Governance (CILG), New Mexico, USA.
(May 2019 to June 2020)

Involved in Organization Development, Programme management and implementation; Financial Management & Control; Human Resource Development & Management; Relationship Management with Governmental Departments; Policy, Research, & Advocacy; and Media Engagement.

Adjunct Finance & Business Faculty, Synergy University Dubai (SUD), Dubai, UAE
(March 2016 – February 2020)

Finance & Leadership Faculty for EMBA, MBA, and undergraduate programmes. Facilitated the following courses: Global Business Strategy, Business Valuations & Cost Management, Human Resource Management, Small Business Management and Research Project. Involved in formative and summative assessment and reporting. Courses outline development for Synergy University Business School on Islamic Banking and Finance. Quality assurance and student support functions.

Thesis Supervisory Committee and Oral Defense Committee member for Undergraduate, MBA, and EMBA programmes.

Advisory Board Member, Gulf American University - Dubai, UAE
(October 2018 to December 2019)

Involved in providing strategic advisory and curriculum development to the College of Business and Management Studies and College of Education. Assist in the development of new programs, and identifying best practice standards.

Independent Speaker, Finance and Leadership, Sorp Business University, Dubai, UAE
(February 2018 – July 2018)

Providing consultancy services and workshops on finance and leadership. Involved in curriculum development, workshop manual preparation, corporate soft skills training, and inter-organizational liaison development.

Dean of Academics & Career Services, Business Professionals Education Centre, Abu Dhabi, UAE
(November 2017 – June 2018)

Assisting the Academic Director on all academic related issues. Policy development, implementation and overseeing the BPEC Career Centre.

Lecturer for Northampton University UK, Anglia Ruskin University and ATHE Undergraduate & Postgraduate Courses contacted in Dubai and Abu Dhabi: Globalization & Corporate Governance, Strategic Financial Management, Organizational Behavior, Global Business Strategy, Professional Development, Research for Strategic Development, etc.

Involved but not limited to the following: formative and summative assessments and reporting. Internal verification and validating Quality assurance. Student career development support.

Business Faculty cum Academic Coordinator, BTEC Universities Admissions Services, Abu Dhabi, UAE

(January 2016 – October 2017)

Business Faculty for Northampton University UK, Anglia Ruskin University and ATHE Undergraduate & Postgraduate Courses contacted in Dubai and Abu Dhabi: Finance for Strategic Managers, Global Business Strategy, Business Law, and Research Project.

Involved but not limited to the following: formative and summative assessments and reporting. Addressing academic concerns in Abu Dhabi, Al Ain and Dubai campuses. Course reviews and feedback. Assessment development for internal examinations. Developing and delivering Faculty Development Programme. Internal verification and validating, Quality assurance, and Student support.

Business Development Officer: Strategic Sourcing, Dubai, UAE

Jizan Trading Company

(August 2015 - January 2016)

Involved in overseeing the business development, purchasing and strategic sourcing function of the organization including establishing and implementing the Standard Operating Procedures across the organization, staff training and education programs, key account management, market research & Analysis and customer relations management.

Team Leader & Organizational Development Consultant, Edjust Services (Private) Limited, Zimbabwe

Inclusive Financial/Corporate Services Consultants & Coaching Services

(April 2014 - June 2015)

Involved in Credit Management, Financial Management & Advisory, Corporate Restructuring & Advisory, Strategic Planning, SMEs Training & Development, Microfinance Services, Corporate Administration, Private Tutoring and Coaching Services.

Facilitator/Lecturer, Africa Learning Development Network (ALDN), Zimbabwe

*Registered Virtual Learning College
(January 2013-May 2015)*

Lecturer for the following post-graduate programmes: Strategic Management, Strategic Financing Decisions; Investments & Global Finance; Fundamentals of Financial Management; Human Resource Management, Project Management & Leadership Fundamentals, Business Economics & Marketing Management, Research Methods and Supervision of Dissertations.

Finance, Investments & Administration Executive, Eloquent Corporation (Private) Limited, Zimbabwe

Conglomerate involved in Financial Services, Civil Construction and Real Estate, Transport & Equipment Hire

(May 2014-December 2014)

Reporting to The Chief Executive Officer

Involved in Organizational Development work, Financial Management, Investments Appraisal, Human Resource Management, Training and Corporate Administration Work for Eloquent Corporation Strategic Business Units-Dreamoss Investments t/a Develop It Africa, Psalmbury Investments, TransEquip Investments and Eloquent Financial Services; Staff Training; Marketing Corporate Products, Budgeting and Production of Financial Statements and Reports.

Treasury Back Office Supervisor, Steward Bank Limited, Zimbabwe

Registered Commercial Bank

(July 2013-April 2014)

Was responsible for the supervision of the total Treasury Back Office RTGS section of the bank, Monitoring the banks' money market transactions, Maintaining the banks' liquidity position and reporting on the surplus and deficit positions to Treasury Dealers and Finance regularly, authorizing money market and RTGS payments transactions on the internal and national payment systems, Production of weekly and monthly RTGS reports, Attending Bank operations and interbank meetings.

Education

Doctor of Philosophy – Governance and Leadership (University of Lusaka, Zambia). Awarded 2018.

Focus Area: Organizational Leadership and Development.

Master of Arts in Leadership & Management (*University of Zimbabwe-Africa Leadership and Management Academy-ALMA, Zimbabwe*)

Bachelor of Commerce Banking and Finance (Honors) Degree, (*Midlands State University, Zimbabwe*)

Professional Certifications

Certified Organization Leadership and Development Consultant (COLDC)

Certified Publons Academy Peer Reviewer, Publons

Fellow of Chartered Institute of Leadership and Governance (FCILG)

Fellow of Scholars Academic and Scientific Society (FSASS)

Certificate in Assessing Vocational Achievement, QUALIFI, UK.

Certificate of facilitation on *Challenging the 'Banking Concept of Education' through differentiated teaching and assessment*, Ocean Waves Junior School, Zimbabwe.

Certificate on the *Communicative competence in the professional activity of the university teacher*, Synergy University Dubai

Certificate on *Actual challenges of educational psychology*, Synergy University Dubai

Certificate on *Moscow Business School as Business Education Model*, Synergy University

Certificate on *Student Service in Educational Institution*, Synergy University Dubai

Certificate on *Stress Management: sources of energy for the marathon of life*, Synergy University Dubai

Certificate on *The Implementation of the educational process on the basis of modern internet video technologies*, Synergy University Dubai

Certificate on *Modern teaching technologies in educational institution of higher education*, Synergy University Dubai

Certificate on *The Implementation of the Synergy University online information educational environment when mastering fundamental professional educational programmes of higher education*, Synergy University Dubai

Certificate in *Biblical Leadership and Ministry*, Life and Liberty Churches International, Zimbabwe

Conferences/Workshops Presentations

Synchronous Session Presenter, Penn State Workforce Education & Development/Organization Development & Change and Talent Development Conference, USA. Co-creation & Exceptionality Meetings Online (CEMOs): Leveraging the Power of Dialogue to Lead Sustainable Strategic Change. 2021

Discussant. Chinoperekweyi, J. & Chundu, T. *The Scholar-practitioner: Integrating Theory and Practice. Learning through the lens of Aristotle's 2nd Legacy*. OLDN Generative Dialogues. 2 September 2021.

Co-presenter. Chinoperekweyi, J. & Kanyenvu, D. *Collaborative Network of OD Practitioners in Africa: Insights, Interventions and Innovations*. Conference Proceedings. African Organization Development Association (AODA). 19 August 2021

Keynote Speaker. Organization Development Conference, Botswana. Organic Organizational Structures of the Future: How OD Can Drive Impact. 19 August 2021. Hosted by LBN Group

Invited Guest. Leadership Link. Conquering the Listening Dilemma. July 23rd, 2021. Live discussion with Roberto Bendana in Mexico.

Guest Speaker. Organization Development Network (ODN), USA. *Global Organization Development Matters Dialogues*. Contextual Intelligence & Moral Intelligence in OD. August 2021.

Convener. African Organization Development Association (AODA) & AODA 2021 Conference. Promoting & Harmonizing OD Research and Practice in Africa. Centre for Organization Leadership & Development (COLD).

Speaker. ISODC: OD & Change Summit – India Edition. ASM Group of Institutes & NHRD Pune Chapter. Global OD Perspectives. 20 August 2021.

Guest Facilitator. Bright Meadows Education Consultancy, Botswana. Banking Concept of Education & Differentiated Teaching and Learning. July 2021.

Convener. Organization Leadership and Development Network (OLDN), Zimbabwe Conferences 2020-21. Centre for Organization Leadership & Development (COLD). Conference Theme: Leading and Learning through OD Lenses & Sustainability.

Discussant, OLP Doctoral Project Colloquium. *Leveraging Psychological Need Satisfaction as a Path to Sustainable Performance: The Mediating Role of Emotions* by Mavis Mazhura, Psy.D.

Leadership Psychology. William James College, USA.

Lead Facilitator/Consultant. 12 Weeks Management Development Programme on Sensing Change & Management Innovation, Creditswitch Limited, Nigeria. Development of 7 Senior Leaders.

Convener, ISODC Membership Town Halls. International Society for Organization Development & Change, USA.

Facilitator. Expert Coaching Workshop, *Corporate Governance: Principles-based Strategic Thinking & Strategic Leadership*. Eudoracity Business School. Mini-MBA Programme. 10 July 2021.

Panelist, Conference Plenary Session: International OD Affiliates Panel: Evolving with Impact: The Future is Now – *The Need for a Social System of OD professionals in Africa and the Importance of Individual and Organizational Storytelling*. 2021 Organization Development Network (ODN), USA. 03 June 2021.

Presenter, Global OD Professionals Presentations. Emerging Through Tumult: Post Pandemic OD Growth. 2021 ISODC International Conference & Information Exchange. International Society for Organization Development & Change (ISODC) and Cabrini Business School.

Panelist, *Integrating the Form and Essence of Representation: Reshaping the Social Construction of Gender in Africa*. Theme: Female Representation in Public Administration – Building Bridges for Women. Africa Women in Leadership Organization (AWLO), Nigeria. 07 February 2021.

Moderator, *Putting the African Continental Free Trade Area (AcFTA) into Perspective: Opportunities to Enhance Livelihoods & National Socio-Economic Development*. OLDN Forum. 01 February 2021.

Speaker, *Leveraging Competency and Inquiry-based Professional Learning & Education to Align with the Future of Work*. The Human Experience Summit 2021. HR.com. February 2021.

Keynote Speaker, *The Digitized World and Essential Leadership Skills*. African Universities Week. Association of African Universities. Theme: Reshaping Women Leadership in a Transforming and Digitized World. 14 November 2020.

Keynote Speaker, *Peer Review Process and Journal Indexing & Abstraction*. African Universities Week. Association of African Universities. Theme: Research, Journal Establishment & Maintenance in a Digitized World. 12 November 2020.

Speaker, *Rethinking Talent, Talent Attraction & Retention in Africa*. The Pan-African HR e-Conference. 12th – 17th October 2020. Theme: Transforming HR Practices for the Future of Africa.

Speaker, *Credibility Challenges in Organizational Research*. Africa Leadership and Management Academy – Leadership Series. Theme: Conversations on Publishing Scholar-Practitioner Articles: Advancing R&D for Sustainable Economic Transformation. 03 July 2020.

Co-Facilitator, *Cultivating Positive Change Mindsets in the Context of Afghanistan Realities & Developmental Aspects*, OLDN-Afghanistan. 29 October 2020.

Speaker, *Fostering Strategic Change through Organization Development*. Chartered Institute of Leadership and Governance (CILG) Africa, 2020 Executive Masterclass. Theme: Leading Transformation, Innovation and Strategic Change.

Guest Lecture, *Organizational Leadership and Development: The Blending of Two Concepts*. Africa Leadership and Management Academy (ALMA) Zimbabwe. 30 May 2020.

Speaker, Mastering Leadership. Chartered Institute of Leadership and Governance (CILG), Nigeria. 05 August 2020.

Guest Lecture, *Management Innovation: Impressions, Insights & Interventions*. Sir Madanlal Group of Institutions (SMGI) India. 14 May 2020.

Presenter, Organization Development (OD) Theory, Practice and Interventions: Reframing 21st Century Teaching and Assessment. *Reimagining Teaching Conference, 1st International Conference* – Sultan Qaboos University – Oman. 11 February 2020.

Presenter, Innovation in Teaching & Assessment: Towards Inquiry-based Higher Education

Pedagogical Practices. *Fifth Teaching & Learning Conference 2019 (TLC5, 2019)* Sohar University – Sultanate of Oman. 12 September 2019

Keynote Speaker, Leadership & Holistic Learning Assessments, The Philippines School, Dubai – UAE. June 2019

Chinoperekweyi, J. "The Peter Principle: Reality Check for Director Development Programmes." Scholars Academic and Scientific Society. SAS International Conference & Awards 2019. Guwahati, Assam India (09th June 2019).

Resource Speaker, Leadership & Public Speaking, The Philippines Global School, Abu Dhabi – UAE. April, 2019

Guest Speaker, The Banking Concept of Education and Differentiated Teaching & Instruction, Shining Star International School, Abu Dhabi – UAE. April, 2019

Facilitator, March, 2019, "Mentoring and The Art of Asking Questions", The Philippine School (TPS), Sharjah – UAE.

Facilitator, February, 2019, "Innovation in Education", Al Alfiah Filipino Private School, Sharjah – UAE.

Facilitator, June 2018, "Differentiated instruction and teaching assessment", The Philippine School (TPS), Abu Dhabi-United Arab Emirates (UAE)

Facilitator, April 2018, "*Challenging the 'Banking Concept of Education' through differentiated teaching and assessment*", Golden Knot Group of Schools, Zimbabwe.

Facilitator, April 2018, "*Navigating the Value Added Tax 'VAT' implementation in UAE*", Sorp Business University, Dubai

Publications

- Chinoperekweyi, J., Makumbe, K., and Chundu, T. (2020). Reframing Corporate Governance Orientation in an Era of Epochal Change. *Organization Development Journal (ODJ)*. 38(4); p.85-100.
- Chinoperekweyi, J. Organization Development: A Strategic & Operational Corporate Governance Imperative. *Organization Development Review*. (USA). 51(3); 36-41.
- Chinoperekweyi, J. & Kanyenvu, D. Collaborative Network of OD Practitioners in Africa: Insights, Interventions and Innovations. Conference Proceedings. *African Organization Development Association (AODA)*. 19 August 2021
- Chinoperekweyi, J. (2021). Co-creation & Exceptionality Meetings Online (CEMOs): Leveraging the Power of Dialogue to Co-create Sustainable Futures. *African Journals of Business Management*. Accepted 8 June 2021.
- Chinoperekweyi, J. (2020). Exploring Philosophical Proclivity of Change Management Articles: Technical-rational Perspective versus Other Change Philosophies. *International Society of Organization Development & Change – Organization Development Journal (ODJ)*. 38(2); p.15-26.
- Chinoperekweyi, J. (2019). Fostering Ambidexterity Competency through OD Consulting: The 5As Transformative Framework. *Organization Development Review (ODR)*. USA - Minnesota. 51(4); 24-30.
- Chinoperekweyi, J. (2021). *Organization Development Blueprint: Promoting OD Practice embedded in the field's early beginnings*. Working Paper, 1st Edition. Centre for Organization Leadership and Development.
- Chundu, T. and Chinoperekweyi, J. (2020). Book Chapter Review – Following the Aristotle Second Legacy. *Organization Leadership and Development Quarterly (OLDQ)*. 2(2).
- Infante, G. K. L., Chinoperekweyi, J. and Sanchez, L. M. (2020). Enhancing Learning Motivation through Transformational Leadership. 1st International Conference on Teaching and

Learning in Higher Education "Reimagining Teaching to Maximize Student Learning". *Centre for Excellence in Teaching and Learning (CELT); Sultan Qaboos University. Oman. Conference Proceedings.*

- Chinoperekweyi, J. (2020). Institutionalize Organization Development: Create a culture of thinking in strategic and operational multiples. *Leadership Excellence*. 7(5); 46-49.
- Casas, M. C., and **Chinoperekweyi, J.** (2019). Color Psychology and its influence on Consumer Buying Behaviour. A case study of the apparel products. *Saudi Journal of Management and Business Studies (Saudi J Bus Manag Stud)*; 4(5): 441-456. **(ISSN: 2415-6671). DOI:10.21276/sjbms.2019.4.5.8.**
- Chinoperekweyi, J. and Heimann, N. The Peter Principle - Reality Check on Director Development Programmes. *Organization Leadership and Development Quarterly (OLDQ)*; 1(3): 5. **[ISSN: 2663-0478].**
- Chinoperekweyi, J. (2019). Nepotistic Practices – the deepening malaise contaminating organizational effectiveness. *East African Scholars Journal of Economics, Business and Management*; 2(4); 177-185. **[ISSN: 2617-4464].**
- El Hajami, N., and Chinoperekweyi, J. (2019). A Global Analysis of the Role of Offsets in Aerospace Industry. *Saudi Journal of Business and Management Studies (Saudi J Bus Manag Stud)*. 4(1): 147-163. **(ISSN: 2415-6671). DOI:10.21276/sjbms.2019.4.1.18.**
- Chinoperekweyi, J. (2019). A descriptive study of corporate meetings interaction as a strategic instrument for organizational effectiveness. *International Journal of Applied Research (IJAR)*. 5(1):275-286. **(ISSN: 2394-5869).**
- Chinoperekweyi, J. (2019). Comparative Analysis of Organizational Effectiveness in Banking: A case study of Zimbabwean banking sector. *International Journal of Commerce and Management Research (IJCMR)*. 5(1):13-21. **[ISSN: 2455-1627]. doi.org/10.22271/manage.**
- Chinoperekweyi, J. Internal corporate governance principles and practices of indigenous banks in Zimbabwe and their impact on organizational effectiveness. *International Journal of Applied Research (IJAR)* 2018; 4(12):398-415. **(ISSN: 2394-5869). DOI/10.22271/allresearch**
- Chinoperekweyi, J. and Infante, G. K. L. (2020). Organization Development (OD) Theory, Practice and Interventions: Reframing 21st Century Teaching and Assessment. 1st International Conference on Teaching and Learning in Higher Education "Reimagining Teaching to Maximize Student Learning". *Centre for Excellence in Teaching and Learning (CELT); Sultan Qaboos University. Oman. Conference Proceedings.*
- Chinoperekweyi, J. (2020). Three-Stage Learner Assessments: Enhancing capacity of learners to solve real problems. *Training & Development Excellence*. 37(4); 28-30
- Chinoperekweyi, J. *Organization Development Review: A Resource for Practice Academics and Instructional Practitioners*. Chennai: Notion Press. **ISBN 987-1-64650-995-9** (Book 21 September 2019).
- Chinoperekweyi, J. Editorial - Workplace Spirituality: 'The Poor Cousin' of the 'Red-headed Stepchild now dining with the Adults in Corporate Boardrooms. *Organization Leadership and Development Quarterly (OLDQ)*. **[ISSN: 2663-0478].** 1(4); 2-9.
- Chinoperekweyi, J. (2019). Innovation in Teaching & Assessment: Towards Inquiry-based Higher Education Pedagogical Practices. *Fifth Teaching & Learning Conference 2019 (TLC5, 2019)* Sohar University-Oman. 12 September 2019. SSRN Proceeding/Elsevier: <https://ssrn.com/abstract=3531440>
- Magwani, G., and **Chinoperekweyi, J.** The Role of Organization Development in Effective Change Management: A Banking Sector Perspective. *Organization Leadership and Development Quarterly (OLDQ)*. **[ISSN: 2663-0478].** 1(4); 26-35.
- Chinoperekweyi, J. (2019). *The 5As Framework: Exploring the fundamental roles and*

- responsibilities of OD Consultants*. *Organization Leadership & Development Quarterly (OLDQ)*. 1(2); 16-23. **[ISSN: 2663-0478]**.
- Chinoperekweyi, J. (2018). *Corporate Governance in Banking: Nugget from Canada, Georgia, Germany, U.K., and Zimbabwe*. Chennai: Notion Press. **(ISBN 978-1-644-29146-7)**.
- Chinoperekweyi, J. (2018). Harnessing Organization Development (OD) theory, practice, and interventions as a strategic imperative for organization effectiveness. *Institute of Organization Development (IOD)*, Florida-USA. Republished (2019) in *Organization Leadership and Development Quarterly (OLDQ)*; 1(1): 5. **[ISSN: 2663-0478]**.
- Chinoperekweyi, J., Infante, K. G., Mabonga, J., Ekundayo, T. and Chinoperekweyi, A. *Conquering the listening dilemma: transforming through choice-less awareness*. *Leadership & Social Influence Perspectives*. Zimbabwe: Beyond Today. (August 2021).
- Chinoperekweyi, J. (2018). *Decision Making for Transformational Presence: Guide to making decisions that work*. Chennai: Notion Press. **(ISBN 987-1-642-49318-4)**.
- Chinoperekweyi, J. (2017) *Exceptionality Without Relapse: Pathways and Principles to creating an exceptional life*. Chennai: Notion Press. **(ISBN 978-1-947-75277-1)**.
- Chinoperekweyi, J. (2017). Bank Failures: Examining corporate governance principles and practices on indigenous banks in Zimbabwe and their impact on organizational effectiveness. **Ph.D. Dissertation University of Lusaka, Zambia**.
- Chinoperekweyi, J. Embracing Organization Development (OD) values: a development imperative. *Organization Leadership and Development Quarterly (OLDQ)*; 1(1). **[ISSN: 2663-0478]**.
- Chinoperekweyi, J. Fostering management innovation through Organization Development (OD). *Organization Leadership and Development Quarterly (OLDQ)*; 1(1). **[ISSN: 2663-0478]**.
- Chinoperekweyi, J. Renewed Thinking: Building high performance organizations. *Organization Leadership and Development Quarterly (OLDQ)*; 1(1). **ISSN: 2663-0478]**.
- Chinoperekweyi, J. Sustaining continuity: Strategic approaches to support disruptive business models. *Organization Leadership and Development Quarterly (OLDQ)*; 1(1). **[ISSN: 2663-0478]**.
- Chinoperekweyi, J. Service Strategy Design: Transforming service management into a strategic asset. *Organization Leadership and Development Quarterly (OLDQ)*; 1(1). **[ISSN: 2663-0478]**.
- Chinoperekweyi, J. Risk Management: Core to performance. *Organization Leadership and Development Quarterly (OLDQ)*; 1(1). **[ISSN: 2663-0478]**.

Work-in-Progress (Publications)

- Chinoperekweyi, J. & Trottier, P. Organization Development (OD) Consulting Mindsets to Co-create High-value Organizations – *Article – submitted to OD Review*.
- Chinoperekweyi, J., Tonhodzai, D. T. & Ojun'ga, M. A. Fostering Strategic Change through Organization Learning & Continuous Improvement – *Article – submitted to ODJ*.
- Chinoperekweyi, J., Munyanyiwa, T. Credibility of Organizational Research: A Philosophical Asymmetry in Practice and Conceptualization. *(Under Review)*.
- Chinoperekweyi, J. Co-creating Talented Organizations: Organization Development (OD) Perspectives. *(Book in progress for August 2022)*.
- Chinoperekweyi, J. Engaged Scholarship through Action Research & Appreciative Inquiry. *(Organization Development Review) - Article*.
- Chinoperekweyi, J. Transcend The Run-The-Business Mindset through Organization Learning. The WorkBooth Magazine, Nigeria.
- Chinoperekweyi, J. & Young, C. M. Consulting Maxims for Co-creating Sustainable Futures. Practitioner Article.

Graduate Supervisions

- Ojunga M. Agnes (MSC in Governance & Leadership), ALMA an Affiliate College of National University of Science and Technology – Zimbabwe: *"Influence of Organizational Culture on Leadership Succession in Tertiary Institutions in Zimbabwe: A Case Study of three Tertiary Institution"*.
- Tonhodzai D. Tinashe (MBA in Leadership & Management), ALMA an Affiliate College of National University of Science and Technology – Zimbabwe: *"Contribution of Corporate Governance Practice on Public Service Delivery: A Case of Mazowe Rural District Council"*.
- Saizi, D. MacDonald (MBA in Leadership & Management), ALMA an Affiliate College of National University of Science and Technology – Zimbabwe: *"Role of an Ethical Corporate Culture on Organizational Performance: A Case Study of Public Service Medical Aid Society (PSMAS)"*.
Academic Supervisor.
- Bediako, Lawrence Akoto (PhD in Strategic Management and Leadership Thesis), Charisma University – 2019-2024: *"The Impact of Leadership on Change Management in Public Universities in Ghana – A Case Study of University of Ghana."* **External Examiner.**
- Awinbugri, Ephraim Francis (PhD in Financial Management & Leadership Thesis), Business School of Costa Rica – 2019 – 2023): *"The impact of International Financial Reporting Standards (IFRSs), Audit Committee Competence and Corporate Governance on earnings quality of listed financial firms in developed and developing countries: Comparative Study of Ghana and Canada."* **Academic Supervisor.**
- Sarkodie-Addo, Francis (PhD – Strategic Management and Leadership Thesis), Charisma University – 2019 -2024: *"Mitigating the consequences of corruption among infrastructure developments in Ghana."* **External Examiner.**
- Chundu, Tsitsi (MBA in Leadership & Management), ALMA an Affiliate College of National University of Science and Technology – Zimbabwe: *"An evaluation of Local Authorities' corporate governance practices on sustainable environmental management. A case of Mazowe Rural District Council"*. **Academic Supervisor.**
- Makumbe, Kurai (MBA in Governance & Leadership, ALMA an Affiliate College of National University of Science and Technology – Zimbabwe: *"Investigation into Independent Commissions' Organisational Learning Capacity: A case of Zimbabwe Human Rights Commission"*.
Academic Supervisor.
- Munyukwi, Byron (PhD – Management of Technology and Innovation Thesis), The Da Vinci Institute for Technology Management – South Africa 2019-2023): *"Workplace Innovation Optimizing Organization Transformation: The case of ADNOC Gas Processing Company"*. **Field Mentor.**
- Moussa, Amar (MBA Thesis, Chichester University 2018-19): *"A Critical Analysis of the Impact of Environmental Sustainability on Brand Image in the Coffee Industry – A Case Study of Starbucks Abu Dhabi CSR."* **Co-Supervisor** with Dr. B. Sheppy (main Supervisor).
- Sherzod Zikrullaev (MBA Thesis, 2016): *"Economic diversification: Developing and promoting non-oil economy in the United Arab Emirates."* **Research Project Supervisor.**
- Nourdine El Hajami (EMBA Thesis, Synergy University, 2016): *"An analysis of the role of offsets in the aerospace industry."* **Research Project Supervisor.**
- Jahirul Islam (MBA Thesis, Synergy University, 2016): *"Employee Productivity – a success factor in revenue growth of a hotel: A case study of One and Only Royal Mirage Hotel, Dubai, UAE."* **Research Project Supervisor.**
- Deborah David (EMBA Thesis, Synergy University, 2017): *"Change management perspectives in the airlines industry: a case study of Qatar Airways."* **Research Project Supervisor.**

Modules Presented

Undergraduate	Post Graduate (MBA & EMBA)	Professional Development
<ol style="list-style-type: none"> 1. Corporate Governance & Strategy 2. Financial Management 3. Methods of Optimal Solutions 4. Competition 5. Managing Service Processes 6. Introduction to World Economies 7. Innovative Entrepreneurship 8. Consumer Behaviour 9. Business Law 10. Effective Decision Making 11. Research Methods 12. People Management 13. Research Project 	<ol style="list-style-type: none"> 1. Business Valuations & Business Cost Management 2. Organization Behaviour and Human Resource Management 3. Project Management 4. Strategic Financial Management 5. Strategic Marketing 6. Critical Issues in Business 7. Change Management 8. Globalization & Corporate Governance 9. Research for Strategic Development 	<ol style="list-style-type: none"> 1. Professional Development & Communication Skills 2. Appreciative Leadership 3. Fundamentals of Organization Development 4. Methods of Enquiry 5. Organization Development Tools & Techniques 6. Systems Thinking, Process Improvement and Creative Problem Solving 7. Corporate Governance 8. Institution Building 9. Expository Writing 10. Personality Assessments
<p><i>*The presented courses covered Zimbabwe, UK Awarding Bodies, UK Universities, Russian University, and UAE Awarding Body.</i></p>		

Editorial & Advisory Responsibilities

Peer Reviewer, Journal of Organizational Effectiveness: People and Performance (JOEPP), Emerald Publishing

Editorial Review Board (#082), Organization Development Journal (ODJ); Colorado Springs-USA.

Publons Academy Peer Reviewer

Managing Editor, Organization Leadership and Development Quarterly. **[ISSN: 2663-0478]**.

Training Material Design – *Introduction to Content Management System (CMS) and Organizational Development Training*. Afghanistan Justice Sector Support Program (JSSP). Tertra-Tech, JSSP Program. Ref: hassan.tawakoli@jsspaf.com. (April 2020).

Research Interests

Corporate Governance, Organization Development, Leadership & Management, Higher Education Scholarship, Talent Management, Banking.

Media Features

- Leadership Link – Conquering the Listening Dilemma: Transforming through Choiceless Awareness. https://youtu.be/OIULzOu_7g
- Scholars Talk - Organization Growth & Leadership. <https://youtu.be/5BuJ1xvEFA>
- Global OD Matters Dialogues. Organization Development Network. <https://globalorganizationdevelopmentmatters.libsyn.com/dr-justine-chinoperekweyi>

- Global OD Matters Fireside Chat. OD Network. <https://youtu.be/BdWD-v68HNU>

Personal Details

Nationality	:	Zimbabwean
Date of Birth	:	06 th November 1983
Gender	:	Male
Languages	:	English & Shona
Marital Status	:	Married

References

The following are my references and they will be very happy to provide their evaluation of my abilities:

Dr. Joanne C. Preston, President-International Society for Organization Development & Change, joannepreston@gmail.com

Dr. Christine Mushibwe, Vice Chancellor-Unicaf University in Zambia, christinemushibwe1@gmail.com

Dr. Roland Livingston, President Emeritus, International Society for Organization Development & Change, earl1942liv@gmail.com

Dr. Cornel Malan, Independent Consultant & Lecturer, South Africa. drcmalan@icloud.com