

## Dr. Justine Chinoperekweyi

### Publications, Conference Presentations & Media Features

#### Scholarly 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. (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.
- Chundu, T. and Chinoperekweyi, J. (2020). Book Chapter Review – Following the Aristotle Second Legacy. *Organization Leadership and Development Quarterly (OLDQ)*. 2(2).
- 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](https://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](https://doi.org/10.22271/allresearch)
- 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. (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*.

## Book Publications

- 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. (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. (2021). *Organization Development Blueprint: Promoting OD Practice embedded in the field's early beginnings*. Working Paper, 1<sup>st</sup> Edition. Centre for Organization Leadership and Development.
- Chinoperekweyi, J, Mabonga, J., Ekundayo, T. and Chinoperekwei, 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).

## Conference Proceedings

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

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

Infante, G. K. L., Chinoperekweyi, J. and Sanchez, L. M. (2020). Enhancing Learning Motivation through Transformational Leadership. 1<sup>st</sup> 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. and Infante, G. K. L. (2020). Organization Development (OD) Theory, Practice and Interventions: Reframing 21<sup>st</sup> Century Teaching and Assessment. 1<sup>st</sup> 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. (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>

## Professional/Practitioner Publications

Chinoperekweyi, J. (2020). Institutionalize Organization Development: Create a culture of thinking in strategic and operational multiples. *Leadership Excellence*. 7(5); 46-49.

Chinoperekweyi, J. (2020). Three-Stage Learner Assessments: Enhancing capacity of learners to solve real problems. *Training & Development Excellence*. 37(4); 28-30

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. 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]**.

## International Scholarly 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 2<sup>nd</sup> 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

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.

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.

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.

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. 12<sup>th</sup> – 17<sup>th</sup> October 2020. Theme: Transforming HR Practices for the Future of Africa.

Presenter, Organization Development (OD) Theory, Practice and Interventions: Reframing 21<sup>st</sup> Century Teaching and Assessment. *Reimagining Teaching Conference, 1<sup>st</sup> 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

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

## Practitioner Workshops & Presentations

Guest Facilitator. Al Masood Bergum. Executive Development Workshop. Competency-based & Behavioural Interviewing - Facilitating Effective Talent Acquisition. 05 September 2021

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

Invited Guest. Leadership Link. Conquering the Listening Dilemma. July 23<sup>rd</sup>, 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.

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.

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

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

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.

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

## Media Features

- Leadership Link – Conquering the Listening Dilemma: Transforming through Choiceless Awareness. [https://youtu.be/OIULzOu\\_7g](https://youtu.be/OIULzOu_7g)
- Scholars Talk - Organization Growth & Leadership. <https://youtu.be/5BuJ1xvEfeA>
- 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>

## Work in Progress

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. - *Article*).

Chinoperekweyi, J. & Young, C. M. Consulting Maxims for Co-creating Sustainable Futures. Practitioner Article.