



Personal information

- Nationality: Pakistani
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Personal Statement

Teaching, research, and training have been my lifetime passions. My research and training interests 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 the 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 to become courageous followers in their subordinate role, which will help them in developing courageous leadership.

Education

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| ▪ PhD Scholar S-2021(Course Work Completed) | NUML University Islamabad
(CGPA- 4/4) |
| ▪ Master of Philosophy (2015)
(Leadership and Management Studies) | National Defence University Islamabad
(CGPA- 4/4) |
| ▪ Master of Public Administration (2011) | Sindh University Jamshoro
(CGPA – 3.89/4) |
| ▪ Bachelor of Arts (2008) | University of Punjab Lahore (1st
Division) |
| ▪ Intermediate (Sciences-Medical) (1993) | Government College for Women Faisalabad
(1st Division) |
| ▪ High School (Sciences-Medical) (1991) | Sacred Heart School Faisalabad
(A-Grade) |

M. Phil Research Thesis

The Empirical Investigation of Courageous Followership and Exemplary Leadership Practices: Comparative Analysis of Public and Private Sector Managers in Pakistan. (2015)

MPA Research Thesis

Impact of Flood on Psychological Health of Skilled Women in Pakistan: A Case Study of Dadu District in Sindh. (2011)

Academic Honors/ Awards

- Global Followership Conference 2023 Award. Christopher Newport University Virginia USA.
- 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).

Professional Training Experience

1. Designed and Conducted 2 Weeks Executive Training for Senior Civil Servants of Sri Lanka under Pak -Sri Lanka Higher Education Program (6-19 Feb 2023)
2. 1 day Training on Publishing research Articles in Quality Journals 17 March 2023 Organized by ORIC and QEC NDU
3. 3 Days Training on FDP Pedagogy and teaching Philosophy 17-19 Oct 2022 Organized by ORIC and QEC NDU
4. Associate Fellow Higher Education Academy UK (May 2022)
5. Leadership and Management Skills for Development Practitioners Akhtar Hameed Khan National Centre for Rural Development (AHKNCRD) 3 Days (25- 27 Jan) 2021
6. 2-Days Workshop on Research Methodology 3 Dec 2021 FCS-NDU
7. Research Planning Training Strengthening Research Planning using Elsevier Tools-Scopus, ScienceDirect Researcher Academy Elsevier (Virtually) 22 October 2020.
8. Designed and Conducted Training Session on Professional Development in HRM (13-14 Oct 2021) at NDU Edhi hall.
9. Designed and Conducted 5x Week Customize Courageous Followership Training – BISP Officers G-19-20 (11 Sep-11 Aug 2021)
10. Post-training Leadership Session 19 March 2021-FCS-NDU
11. Conducted Training Session ISI Officers-ISI Academy Islamabad-28 June 2021
12. Certified Training “Leadership in Crisis” LUMS University RECD 14-17 Sep 2021
13. University of North Georgia Office of Professional and Continuing Education Certificate-9 Nov 2020
14. Proposal Development for Mid –Career Leadership Training for HEC-LID Sep 18, 2019.
15. International Peace Symposium “Conflict Analysis and Resolution Skill” Jan 21-29, 2019, NDU Islamabad
16. 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”.
 - 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.
17. Certified Courageous followership Trainer (22-23 Oct-2018) MacArthur School of Leadership, Palm Beach Atlantic University Florida USA.
18. Conducted a Training Needs Analysis of FCS, NDU.
19. Module Writer-Communication Skills in HEC Restructuring MTFPDP-2 July-14 July 2018.
20. 1 Day training on Student Counseling’s and Mentoring 11 May 2018
21. International Faculty Development Training TUSSIDE, TURKEY (26 April-3 May 2018)
22. Qualitative Research Workshop Series II-April 20-22, 2018
23. Coordinator 3 Days Faculty Professional Development at NDU-07-09 Aug 18.
24. HEC certified Master Trainer Faculty Professional Development (03-Jan-28 Feb 17)



Research Publication

1. Ghias, W., & Kazmi, S. (2022). In the Eyes of the Beholder: Leaders' Personality and Courageous Followership. *Changing Societies & Personalities*, 6(3). doi:10.15826/csp.2022.6.3.189
2. Ghias B W, Zahur H, Nadeem S M. (2021) Mapping Followership Research: Bibliometric Analysis (2000-2021). *Webology* 18(5). pp 2552-257 X- Cat
3. Iftikhar U, Zaman K, Rehmani M, **Ghias W** and Islam T (2021) Impact of Green Human Resource Management on Service Recovery: Mediating Role of Environmental Commitment and Moderation of Transformational Leadership. *Front. Psychol.* 12:710050. doi: 10.3389/fpsyg.2021.710050 **W cat**
4. Iqbal,MJY., Hassan,S., **GhiasW**(2021) Millennial Mindfulness among Undergraduate Students: A Cross Country Perspective. *Turkish Online Journal of Qualitative Inquiry*12(7) 9252-9263.
5. Zafar, R., **Ghias, W.**, & Nadeem, M. S. (2021). *Analyzing the Role of Organizational Climate on Courageous Followership and Authentic Leadership among University Graduates in Pakistan. Research Journal of Social Sciences and Economics Review*, 2(1), 266-274. **Y Cat**
6. **Ghias, W.**, Hassan, S., (2020,) Impact of Islamic Work Ethics on Courageous followership behavior: Evidence from International Non-Profit Organization in Pakistan, *Pakistan Journal of Social Sciences (PJSS)* **Y- Category**
7. Shah.S; Yousef.A.S; **Ghias.W** (2020) Constitutional Issues and Governance Practices in Public Universities of Pakistan. *Journal of Educational Research* Vol. 23 Issue 1 **Y-Cat HEC**
8. Qaiser.R, Hassan.S & **Ghias.W**(2020) Self-leadership and Innovation: Impact of Self-leadership on Employees Innovative Work Behavior in Pakistan Telecom Sector. *International Journal of Management (IJM)* - Scopus Indexed Volume:11, Issue:8, Pages:1725-1739 **Y-Cat HEC**
9. **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* **Y- Category**
10. F Abid, B, M., Hassan, S., Rasool, I., **Ghias, W.**, & Hadi., N (2019), Impacts of perceived fit and self-brand connection on consumer purchase intention towards a newly introduced smartphone in Pakistan (product line extension), *International Transaction Journal of Engineering, Management, & Applied Sciences & Technologies*. Volume 11 No.1 ISSN 2228-9860 eISSN 1906-9642 CODEN: ITJEA8 Paper ID:11A01S <http://TUENGR.COM/V11/11A01S.pdf> , DOI: 10.14456/ITJEMAST.2020.19 **ESCI Indexed Journal**
11. 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.* **Y- Category**
12. 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.
13. 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)*
14. Abbasi, Z; Soomro,S; **Brar,W.** 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 Paper Presentation

1. Panelist in Global Followership Conference 2023 Christopher Newport University Virginia USA.
2. Courageous Followership and Empowering Leadership Role of Power Distance Paper Presentation in Global Followership Conference 2023 Christopher Newport University Virginia USA.
3. Panelist in ILA 24th Annual Conference. Followership From Non-White and Non-Western Perspectives held 6-7October 2022 online.



4. Mapping Research Domain: Wisdom, Leadership, and Followership in session Followership Research, Case Studies, and Models in ILA 24th Annual Conference held 6-7 October 2022 online.
5. Panelist in ILA 23rd Annual Conference. Followership Education and Reimagining Its Place in Leadership Education *Reimagining Leadership Together*, held 20 - 25 October 2021 onsite in Geneva, Switzerland and online
6. Courageous Followership Behavior and Faculty Mainstreaming: Challenges and Policy Recommendations. Followership & Leadership as Social Systems in Session **Two Sides of The Medallion: Leadership and Followership as a Social System** *Reimagining Leadership Together*, held 20 - 25 October 2021 onsite in Geneva, Switzerland and online.
7. Exploring Followership: A Cross-Sectional Survey of Public Sector Managers in Pakistan in session on Expanding the Lens on Followership 22nd Annual Global Conference International Leadership Association "Leading at The Edge" 5-9 Nov 2020.
8. Courageous Followership Behavior: Comparative Analysis of Public and Private Sector Managers in Pakistan in session on "Workplace Followership" 22nd Annual Global Conference International Leadership Association "Leading at The Edge" 5-9 Nov 2020.
9. Analyzing the organizational Change Strategy between Transformational Leadership and Individual acceptance of Change (23-April 2019 in 21st International Research Conference SZABIST Islamabad).
10. 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
11. Self-Leadership and Employee Innovative Behavior Among Telecom Industry Employees in 4th ASIA International Conference (AIC 2018), 8-9 December 2018, Langkawi International Convention Center, Langkawi, Malaysia
12. Do Islamic Work Ethics Augment Courageous Followership? 20th Annual Global Conference International Leadership Association "Authentic Leadership for Peace and Prosperity" West Palm Beach convention Centre Florida 24-27 Oct 2018.
13. 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.
14. Climate change risk perception and youth: challenges and policy recommendations International Science-Policy Conference on Climate Change (SP3C) 2017
15. Impact of Courageous followership on Exemplary leadership "The life Nelson Mandela. Followership symposium, International Leadership Association. 2014 San Diego USA.

MS. BS-Thesis Supervised

1. "Analyzing the role of Organizational Climate on Courageous Followership and Authentic leadership among Universities Graduates" Ms. Rimsha Zafar (NDUBS-16/F-217)
2. "Analyzing the role of destructive leadership on courageous followership and counterproductive work behavior among university students. Maryam Mujahid (NDU-BS-16/F-213)
3. An Empirical Investigation of Factors affecting Performance of Federal Board of Revenue-2019 by Naveed Aslam-2019-NDU-LMS/M. P-16/S-202.
4. The Impact of Psychological Harassment on Work-Life Balance: Moderating Role of Leadership: 2019 By Madeeha Azam NDU-LMS/M. P-16/203
5. Impact of transformational leadership on organizational change management strategy and individual acceptance of change. -2018 By Saima Ashraf NDU-LMS/M. P-15/F-198.



6. Impact of Perceived University Support and Emotional Intelligence On Student Entrepreneurial Intention: Mediating Role Of Entrepreneurial Self-Efficacy By Khadija Kulsoom -2016 NDU-LMS/M. P-14/F-160

Seminar Organized

1. 1st International Followership Workshop NDU-Edhi Hall (31 May 2021)
2. 1st Followership Training Workshop-NDU 07 Nov 2019
3. 3rd National Harmony Workshop 2019 (18-22 March)
4. First Business plan Competition at NDU- 24 March 2018
5. Leading In Dynamic Environment 2 Nov-17
6. Power of Self-Awareness 23 Oct-16
7. Puzzle Of Stress 10 Oct-17
8. Organizing Member 2nd National Harmony Workshop National Defence University 22 May- 25 May 2017

Community Service Projects BS-LMS-NDU

- **Blood Drive at NDU-3rd Dec 2019**
- **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.

Subject Specialization

- Leadership theory and Practices
- Organizational Behavior
- The Art of Followership

Departmental Duties-NDU as Lecturer

- Program Manger BS-LMS
- Department Focal Person ORIC (2018-2020)
- Departmental Focal Person Community Service (2017-2018)
- DRC Member BS-Thesis/Internship
- Scrutinizer Final Examining FCS-NDU
- In charge Department Discipline Committee
- M-Phil Thesis Supervisor
- Member of Departmental Admission Committee
- Departmental Student Counselor



Skills

- Quantitative Data Software - SPSS & Amos Analysis STATA Software, Mplus, Excel
- Qualitative Data Software - VOS Viewer, 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- Guest Speaker

- International leadership Association Silver Spring Maryland United States of America.
- Member Teaching Courageous Followership Council USA
- Guest Speaker Courageous Followership Webinars
- Guest Speaker Leadership Education Podcast- Leadership Academy USA

Activities

- Interests - Book Reading, Music, Travelling, Painting
- Research Interests - Quantitative Analysis, Leadership, Organizational behavior, Followership and Management.

References

1- Dr Zulfqar Khan (Professor)

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2- Dr. Tahir Saeed (Professor)

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3- Dr Hafsa Zahoor (PhD Supervisor)

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National University of Modern languages
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