**EXEED MULTIDISCIPLINARY INTERNATIONAL RESEARCH CONFERENCE - EMIRC 2025**

## LEARNING ORGANIZATIONS
## STRATEGIES FOR LEADERSHIP, KNOWLEDGE MANAGEMENT, AND INNOVATION IN THE 21ST CENTURY

**Date:** Saturday, 9th August 2025
**Time:** 10:00 AM – 01:00 PM
**Venue:** Online (Zoom)

### ZOOM LINK
https://us02web.zoom.us/j/82219481422

## CONFERENCE DAY PROGRAM

*\* Please note that all timings are UAE times in the Gulf Standard Time (GST) zone.*

## CONFERENCE DAY PROGRAM

### OPENING SESSION (MAIN LOBBY)

10:00 AM – 10:15 AM: OPENING CEREMONY (MAIN LOBBY)

### KEYNOTE SESSION 1 (MAIN LOBBY)

10:15 AM – 10:40 AM: Frans van der Colff

10:40 AM – 11:05 AM: Dr. Alison Milner

**BREAK: 11:05 AM – 11:15 AM** *(Please utilise this time to join the breakout rooms)*

**PAPER PRESENTATIONS (BREAKOUT SESSION) 11:15 AM – 12:30 PM**

**Theme A: Contemporary Business and Management Challenges & Practices**

| SESSIONS | SESSION CHAIR | 11:15-11:30 | 11:30-11:45 | 11:45-12:00 | 12:00-12:15 | 12:15-12:30 |
|----------|---------------|-------------|-------------|-------------|-------------|-------------|
| Breakout Room 1 | Dr. Rashi Baliyan | EMIRC25-T1-001 | EMIRC25-T1-006 | EMIRC25-T1-011 | EMIRC25-T1-016 | EMIRC25-T1-021 |
| Breakout Room 2 | Dr. Mehnaz Manzoor | EMIRC25-T1-002 | EMIRC25-T1-007 | EMIRC25-T1-012 | EMIRC25-T1-017 | EMIRC25-T1-022 |
| Breakout Room 3 | Dr. Rekha Shewakramani | EMIRC25-T1-003 | EMIRC25-T1-008 | EMIRC25-T1-013 | EMIRC25-T1-018 | EMIRC25-T1-023 |
| Breakout Room 4 | Dr. Ritika Rathore | EMIRC25-T1-004 | EMIRC25-T1-009 | EMIRC25-T1-014 | EMIRC25-T1-019 | EMIRC25-T1-024 |
| Breakout Room 5 | Dr. Neyha Malik | EMIRC25-T1-005 | EMIRC25-T1-010 | EMIRC25-T1-015 | EMIRC25-T1-020 | NIL |

**Theme-2: Theme B: Learning Organization Culture**

| SESSIONS | SESSION CHAIR | 11:15-11:30 | 11:30-11:45 | 11:45-12:00 | 12:00-12:15 | 12:15-12:30 |
|----------|---------------|-------------|-------------|-------------|-------------|-------------|
| Breakout Room 6 | Dr. Robert Pfumbudzayi Machera | EMIRC25-T2-001 | EMIRC25-T2-006 | EMIRC25-T2-011 | EMIRC25-T2-017 | NIL |
| Breakout Room 7 | Dr. Mark Anthony | EMIRC25-T2-002 | EMIRC25-T2-007 | EMIRC25-T2-012 | EMIRC25-T2-018 | NIL |
| Breakout Room 8 | Dr. Meenakshi Dhoundiyal | EMIRC25-T2-003 | EMIRC25-T2-008 | EMIRC25-T2-013 | EMIRC25-T2-019 | NIL |
| Breakout Room 9 | Mr. Shahkar | EMIRC25-T2-004 | EMIRC25-T2-009 | EMIRC25-T2-015 | EMIRC25-T2-021 | NIL |
| Breakout Room 10 | Dr. Madhuri Mahato | EMIRC25-T2-005 | EMIRC25-T2-010 | EMIRC25-T2-016 | EMIRC25-T2-022 | NIL |

**Theme C: Knowledge Management Technologies**

| SESSIONS | SESSION CHAIR | 11:15-11:30 | 11:30-11:45 | 11:45-12:00 | 12:00-12:15 | 12:15-12:30 |
|---|---|---|---|---|---|---|
| Breakout Room 11 | Ms. Piyali Mondal | EMIRC25-T3-001 | EMIRC25-T3-006 | EMIRC25-T3-011 | EMIRC25-T3-016 | EMIRC25-T3-023 |
| Breakout Room 12 | Mr. Priti Mondal | EMIRC25-T3-002 | EMIRC25-T3-007 | EMIRC25-T3-012 | EMIRC25-T3-018 | NIL |
| Breakout Room 13 | Ms. Anu Priya J. | EMIRC25-T3-003 | EMIRC25-T3-008 | EMIRC25-T3-013 | EMIRC25-T3-019 | NIL |
| Breakout Room 14 | Ms. Angel Elas Tarakan | EMIRC25-T3-004 | EMIRC25-T3-009 | EMIRC25-T3-014 | EMIRC25-T3-020 | NIL |
| Breakout Room 15 | Ms. Rajashree K.N. | EMIRC25-T3-005 | EMIRC25-T3-010 | EMIRC25-T3-015 | EMIRC25-T3-021 | NIL |

**<span style="color:red">BREAK 12:30 PM - 12:45 PM</span>**

**CLOSING CEREMONY (MAIN LOBBY)**
12:45 pm – 01:00 pm: CONCLUDING SESSION

# LIST OF TITLES

## Theme A: Contemporary Business and Management Challenges & Practices

| Sr. No. | Conference ID (CID) | Abstract ID | Abstract Title | Authors |
|---|---|---|---|---|
| 1 | EMIRC25-T1-001 | BM005-A | The Impact of Social Media Marketing Strategy On Nigeria SMEs Performance. | Agha Henry O. |
| 2 | EMIRC25-T1-002 | BM007-A | The Rise of Influencer-Inspired Leadership: Transformational Strategies to Engage Gen Z and Cultivate Learning Organizations | Joe Chahwan |
| 3 | EMIRC25-T1-003 | BM010-A | A Strategic Leadership Framework for Learning Organizations (OKRs\ KPIs Gamified) | Mina Helkany |
| 4 | EMIRC25-T1-004 | BM012-A | Enhancing Organizational Agility through Knowledge Management and Strategic Leadership | Sultan Khamis Said Al Balushi |
| 5 | EMIRC25-T1-005 | BM015-A | Transformational Leadership for Learning Organizations: Building a Culture of Growth in Lebanese Schools | Sophie El Jallad |
| 6 | EMIRC25-T1-006 | BM016-A | The Effects of Emotional Intelligence on Leadership Development in the Age of AI | Zaakirah Khan |
| 7 | EMIRC25-T1-007 | BM023-A | Investigating the Role of Health, Safety and Environment (HSE) Leadership in Employees' HSE Performance in the Manufacturing Industries of Lebanon | Emilio Labib Nehme |
| 8 | EMIRC25-T1-008 | BM024-A | Learning Organisations in Education: Leadership, Knowledge Management, and Innovation | Parie Stoneman |
| 9 | EMIRC25-T1-009 | BM025-A | Leadership Development Shaping Culture, Trust, and Learning Organization Performance | Kefilwe Mingli Osupile |
| 10 | EMIRC25-T1-010 | BM027-A | The Role of Ethical Leadership in Shaping Organizational Culture | Maisa Naseem |
| 11 | EMIRC25-T1-011 | BM028-A | Servant Leadership Reduces Attrition: Evidence Against Autocratic Leadership style in Rural Ghanaian Health Facilities | Chioma Ogbozor & Dr Pooja Vishnoi |
| 12 | EMIRC25-T1-012 | BM029-A | Strategic Leadership in the Age of AI: Developing an Agile and Ethical AI-Ready Organizational Culture | Ifedayo Oke Lawal |
| 13 | EMIRC25-T1-013 | BM030-A | Beyond Bureaucracy and Silos: Leading the Transformation of Botswana's State-Owned Enterprises into Learning Organizations | Rosah Basadi Botlhoko |
| 14 | EMIRC25-T1-014 | BM031-A | Strategic Integration of Digital Transformation in Organizational Learning and Sustainability | Dr. Salman Salem Ahmed Al Khaldi |
| 15 | EMIRC25-T1-015 | BM039-A | Examining the Impact of Transformational Leadership and Digital Transformation on Innovation and Performance in African Financial Institutions | Lhoucine El Khili |
| 16 | EMIRC25-T1-016 | BM044-A | AI-Driven Strategy and Process Innovation: A Framework for Learning Organizations | Navneet Kumar Bithra |
| 17 | EMIRC25-T1-017 | BM048-A | Psychological Safety for Remote Middle Managers | Ahmad Farhat |
| 18 | EMIRC25-T1-018 | BM049-A | Leadership vs. Management: Core Differences and Business Management Fundamentals | Rasha Mansour |
| 19 | EMIRC25-T1-019 | BM050-A | Future Diligent Innovation: An Economic Community Approach to National Development for Global Success | Mathabo Botswelelo Moleko |

| 20 | EMIRC25-T1-020 | BM051-A | Diplomatic Value of Student Mobility: The Japan-Ghana Experience | Christopher E.K. Gaba |
| 21 | EMIRC25-T1-021 | BM052-A | Financial Viability and Quality Education of Private Universities in Northern Nigeria | Hassan Nuhu |
| 22 | EMIRC25-T1-022 | BM056-A | Orchestrating Change: The Role of Leadership in Conducting Organizational Transformation | Nana P. J. Gbolahan |
| 23 | EMIRC25-T1-023 | BM066-A | Optimizing Faculty Time Allocation to Enhance Research Productivity in South African Universities | Letlotlo Phohole Axel Dominic |
| 24 | EMIRC25-T1-024 | BM070-A | A Strategic Marketing Framework for enhancing the Sustainable Financial Management Practices at Banks and Financial Institutions in Mauritius. | Arrmila Devi Ramasawmy |

# Theme B: Learning Organization Culture

| Sr. No. | Conference ID (CID) | Abstract ID | Abstract Title | Authors |
|---|---|---|---|---|
| 1 | EMIRC25-T2-001 | BM001-B | Exploring the Potential of Communities of Practice to Transform Departmental Structures in Education | Muhammad Hafiz Jamal |
| 2 | EMIRC25-T2-002 | BM002-B | Huawei as a Hybrid Learning Organization: Navigating Innovation and Control in a Chinese Enterprise | Haosheng Zhu |
| 3 | EMIRC25-T2-003 | BM004-B | Learning in Healthcare: a strategic priority | Carmen Renee Samb |
| 4 | EMIRC25-T2-004 | BM009-B | Agility in Emergency Healthcare: A Study on Project Success Factors | Frehiwot Tilahun Tadesse |
| 5 | EMIRC25-T2-005 | BM011-B | Reimagining Assessment in International Contexts: A Case Study from Citizens School, Dubai | Hanan Amaneddine |
| 6 | EMIRC25-T2-006 | BM013-B | Examining the effects of psychotherapy on mental health and well-being of teachers in the UAE. | Marina Traikou |
| 7 | EMIRC25-T2-007 | BM014-B | Resilience to Change and The Influence of Learning Agility | Fabian Semal |
| 8 | EMIRC25-T2-008 | BM018-B | Micro-Campuses as Living Labs for Agile Learning Organizations in Schools | Kai Joubert |
| 9 | EMIRC25-T2-009 | BM020-B | Examining the Influence of Leader-Member Exchange (LMX) on Affective Organizational Commitment Among Philippine Party-List Office Personnel | Dan Patrick Aquino |
| 10 | EMIRC25-T2-010 | BM021-B | Expatriate Staff Turnover and Country Program Sustainability in International Non-Governmental Organizations: An Analysis of the North-East Nigerian Humanitarian Context. | Eddy Eidenehi Esezobor |
| 11 | EMIRC25-T2-011 | BM026-B | Building a Culture of Lifelong Learning to Improve Synchronous Online Higher Education Lecturers' Performance | Robert Pfumbudzayi Machera |
| 12 | EMIRC25-T2-012 | BM035-B | Arabic Engage: Adaptive learning environment | Grace Chaoul Karim |
| 13 | EMIRC25-T2-013 | BM040-B | Evaluating the Impact of Training and Development Strategies on the Competency of Nurses in the Saudi Arabian Teaching Hospitals | Litaba Efraim Kolobe |
| 14 | EMIRC25-T2-015 | BM042-B | A Conceptual Framework for Understanding the Impact of Novice Teachers on Classroom Management in Early Years Education in the UAE | Huma Nosheen Mirza |
| 15 | EMIRC25-T2-016 | BM046-B | Empowering Learning Organizations through Neuro-Linguistic Programming: Leadership, Strategy, and Innovation in the 21st Century | Maha Sabbah |
| 16 | EMIRC25-T2-017 | BM047-B | Reforming Curriculum for Legal Education In Middle East to Enhance Legal Professional Competence | Nada Barake |
| 17 | EMIRC25-T2-018 | BM053-B | Evaluating the impact of organizational learning on innovation capacity of mid to large Brazilian's enterprises | Suzana Blum Spinelli Paraiba |
| 18 | EMIRC25-T2-019 | BM055-B | Transforming Professional Development through Transversal Competencies and AI Integration | Zandre Manuel |
| 19 | EMIRC25-T2-021 | BM058-B | Inquisitive Project Management in Lebanese Government | Joseph Abboud |
| 20 | EMIRC25-T2-022 | BM063-B | Analyzing the Relationship between Zambia&#39;s GDP Fluctuations and Domestic Paint Industry Demand Trends | Misheck Mujajati |

| 21 | EMIRC25-T2-023 | BM068-B | Faculty Perspectives on AI Integration in EFL Programs at a Saudi University | Oshin Danish |

## Theme C: Knowledge Management Technologies

| Sr. No. | Conference ID (CID) | Abstract ID | Abstract Title | Authors |
|---|---|---|---|---|
| 1 | EMIRC25-T3-001 | BM003-C | Enhancing Oncology Clinical Trials in APAC LMICs Through Big Data and Analytics | Hooi Chiao Tan-Alice |
| 2 | EMIRC25-T3-002 | BM006-C | ChatGPT: An Innovative 21 st Century Approach that Revolutionized Education in the Era of Technology | Rasha Abdulraheem |
| 3 | EMIRC25-T3-003 | BM008-C | Exploring Challenges and Opportunities of Farming as a Service business model- A Systematic Literature Review | Emmanuel K. Moshe |
| 4 | EMIRC25-T3-004 | BM017-C | Qatar's Unique Virtual Reality Ecosystem for Knowledge Management | Mohamed Ali Hammami |
| 5 | EMIRC25-T3-005 | BM019-C | Leveraging Industry 4.0 Technologies for Knowledge-Driven Healthcare Supply Chains in Ghana | Umar Farouk |
| 6 | EMIRC25-T3-006 | BM022-C | Nursing Student's Perception of and Responses to Feedback: A Narrative Review | Christy Abraham |
| 7 | EMIRC25-T3-007 | BM032-C | Big Data Analytics Adoption in Kuwait's Logistics Sector | Ajish Mayalil Thomas |
| 8 | EMIRC25-T3-008 | BM033-C | Classical and Modern Equations: An Educational and Investigative Perspective | Jeya Chandra Kumar |
| 9 | EMIRC25-T3-009 | BM034-C | AI-Enabled Chatbot Adoption in HR: Perception of Usability &amp; Trust and Its Impact on Employee Engagement Among the Healthcare Industry in Qatar | Layal Abou Ghanem |
| 10 | EMIRC25-T3-010 | BM036-C | Navigating AI Integration in UAE Law Firms: Insights, Challenges, and Strategies | Sabrina Claire Lodge |
| 11 | EMIRC25-T3-011 | BM037-C | Harnessing Big Data Analytics to Strengthen Supply Chain Resilience in Learning Organizations | Mohammad Imran |
| 12 | EMIRC25-T3-012 | BM038-C | Governing Custom GPTs: A Knowledge Management Framework for AI-enabled chatbots in SIDS Public Sector | Hemchandra Betchoo |
| 13 | EMIRC25-T3-013 | BM043-C | Designing and Implementing Integrated Data Systems for a Holistic View of the Learner Journey: A Registrar's Perspective | Emad Bashkail |
| 14 | EMIRC25-T3-014 | BM045-C | AI-Driven Transformation in the FMCG Sector: Organizational Structural Changes and Strategic Adaptation | Stefano Pelle |
| 15 | EMIRC25-T3-015 | BM054-C | Factors Influencing Adoption of AI-Enabled Platforms in Primary Clinics in Kuala Lumpur | Phang Chin Howe |
| 16 | EMIRC25-T3-016 | BM059-C | UNDERSTANDING BARRIERS TO LONG-TERM INVESTMENT FOR EMPLOYED SOUTH AFRICAN MILLENNIALS | Evelyn Jansen van Vuren |
| 17 | EMIRC25-T3-018 | BM061-C | Examining The Influence of Digital Transformation on Luxury Jewelry Commerce in The United Arab Emirates | Oksana Makovoz |
| 18 | EMIRC25-T3-019 | BM062-C | How technology supports Knowledge Management in the Corporate world | Asim Hussain |
| 19 | EMIRC25-T3-020 | BM064-C | Examining Relation between CPD and Blended Teaching and Learning Modalities in Moroccan Engineering Institutions | Majda Mazri |
| 20 | EMIRC25-T3-021 | BM065-C | Innovative 3D Immersive and Interactive Approaches for Post-Incident Training(s) and Analyses Using Extended Reality (XR) and Generative Artificial Intelligence (AI) | Sivakumar Ponapalam |
| 21 | EMIRC25-T3-022 | BM067-C | Marine Energy and Chile: A systematic review of the current status of marine energy in Chile and comparison with other countries for sustainable development | Christian Estay |

| 22 | EMIRC25-T3-023 | BM069-C | Integrating Educational Technologies into Learning Organizations | Mahmoud Bou Hamdan |

## INSTRUCTIONS FOR THE CONFERENCE DAY

### Instructions for Paper Presenters

1.  **Presentation Time**:
    You have 15 minutes total:

    - 10 minutes for presentation
    - 5 minutes for Q&A
      Please keep your time strictly to allow fairness to other presenters.

2.  **Format**:

    - Use PowerPoint. (Presenters will share PPT from their computers)
    - Name your file: EMIRC25_PresenterName_Title

3.  **Technical Setup**:

    - Join 15 minutes early to your breakout room.
    - Test your audio, video, and screen sharing with the session chair.
    - Ensure good lighting and a quiet environment.

4.  **Language**:

    - The official language is English.
    - Use clear, concise academic language.

5.  **Engagement**:

    - Be ready to answer questions during the Q&A.
    - You may use polls, brief videos, or interactive slides if relevant.

6.  **Support**:

    - If you face technical issues, email or message the tech support in the Zoom chat immediately.

### Instructions for Attendees

1.  **Join Early**:

- The conference starts at 10:00 AM GST. Please join at least 10 minutes early.

2. **Naming Convention**:

- Rename yourself as: Full Name – Role (e.g., Attendee, Presenter, Chair)

3. **Breakout Sessions**:

- You may choose breakout rooms aligned with your interest.
- If you need help moving between rooms, request assistance from the host.

4. **Conduct**:

- Mute yourself when not speaking.
- Use the chat box for questions or raise your hand using Zoom reactions.

5. **Engagement**:

- Ask relevant and respectful questions.
- Remain attentive and avoid multitasking to make the most of your learning experience.

**Housekeeping Rules**

1. **General Etiquette**:

- Keep microphones muted unless invited to speak.
- Maintain professional decorum during all sessions.

2. **Technical Instructions**:

- Use a stable internet connection.
- If disconnected, rejoin using the original Zoom link.
- Tech support will be available in the main lobby throughout.

3. **Recording & Consent**:

- Sessions may be recorded.
- By joining, you consent to be recorded for educational and promotional use.

4. **Breaks**:

- A short break is scheduled from 10:55 AM to 11:15 AM before breakout sessions.
- Another break from 12:30 PM to 12:45 PM before the concluding session.

**ZOOM LINK TO JOIN**

Topic: EXEED MULTIDISCIPLINARY INTERNATIONAL RESEARCH CONFERENCE - EMIRC 2025

Time: Aug 9, 2025 09:30 AM Dubai

Join Zoom Meeting

https://us02web.zoom.us/j/82219481422

Meeting ID: 822 1948 1422


For any assistance during the conference please contact:

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