

Lee-Anne Cassandra Johennesse

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Education

- Ph.D. - Business and Management, Southern Taiwan University of Science and Technology, Taiwan (2015-2021)
- Master of Business Administration, Providence University, Taiwan (2012 - 2014)

Area of Specialty

- Organizational Management
- Sustainable Development
- Gender Equality

Academic Experience

- Assistant Professor, Department of International Business, Southern Taiwan University of Science and Technology, 2023 – current
- Assistant Professor, Department of Business Administration, CTBC Business School, 2021 – 2023
- Lecturer, Department of Finance, Southern Taiwan University of Science and Technology, 2015-2021
- Lecturer, University of Paris-Est Créteil (UPEC Summer Program) in collaboration with the College of Business, Southern Taiwan University of Science and Technology (2016, 2017, 2018 & 2019)

Journal Papers

1. Lee-Anne Johennesse, Gareth Pressley (2022). The Influence of Emotional Intelligence in the Workplace Environment: A Literature Review, *International Journal of Social Science and Education Research Studies*, Vol. 2, Issue 11
2. Lee-Anne C Johennesse, I Gusti Agung Musa Budidarma (2022) Corporate Governance and R&D Strategic Decision Making. *East Asian Journal of Multidisciplinary Research (EAJMR)*, Vol.1, No.3: 239-260
3. Lee-Anne C Johennesse, I Gusti Agung Musa Budidarma (2022) Board characteristics and Bank Performance: Which factor is more important? *Indonesian Journal of Business Analytics*, Vol.2, No.1: 1-12
4. Chou, T.K. and L. Johennesse, (2021) Board Characteristics, Ownership Structures and Firm R&D Intensity. *Accounting Journal*, Vol 7 (3) [SCOPUS]
5. Lee-Anne Johennesse and Chou, T.K. (2017). Employee Perceptions of Talent Management Effectiveness on Retention. *Global Business and Management Research*. Vol. 9, (3). [Econlit]
6. Chou, T.K. and Lee-Anne Johennesse, (2017) Board Composition and Gender Diversity: A Comparative between African, Asian and Oceanian Stock Exchange Federation Boardrooms. *International Journal of Research in Commerce & Management*, Vol 8, (5).

Conference Papers

1. Lee-Anne C. Johennesse, Harnessing knowledge management and Higher Education's transformative role in advancing gender equality from classroom to boardroom, Southern Taiwan University of Science and Technology, 19th International Conference on Knowledge

- Based Economy and Global Management. Tainan, Taiwan
2. Lee-Anne C. Johennesse, Emilie S. Le Caous, 2023, Leveraging AI to democratize Higher Education and advance knowledge management, Southern Taiwan University of Science and Technology, 19th International Conference on Knowledge Based Economy and Global Management. Tainan, Taiwan
 3. Lee-Anne C. Johennesse, Maria Celine D. Villanueva, Board Gender Diversity and R&D Decision Making, global perspectives and insights from Taiwan, Southern Taiwan University of Science and Technology, 19th International Conference on Knowledge Based Economy and Global Management. Tainan, Taiwan
 4. M.C. Villanueva, L. Johennesse and I Gusti Agung Musa Budidarma (2023) Gender Equality, Board Mechanisms and R&D. Management Performance and Strategy Seminar. Organized by: Department of Finance and Research Institute-Chinese Culture University, CTBC Business School, Taiwan Society of Artificial Intelligence and Blockchain Application, Taiwan Institute of Financial Management and Evaluation. Taiwan
 5. T. K. Chou and L. Johennesse (2018), Gender Diversity and Critical Mass in the Boardroom, International Conference on Interdisciplinary Research Methodology and Innovation, Kuala Lumpur, Malaysia
 6. T. K. Chou and L. Johennesse (2017), Employee Management Strategies in Taiwan, 13th International Conference On Knowledge-Based Economy and Global Management, College of Business, Southern Taiwan University of Science and Technology, Taiwan.
 7. T. K. Chou and L. Johennesse (2017), Employee Talent and Performance Management, Department of Finance Conference, Southern Taiwan University of Science and Technology, Taiwan
 8. T. K. Chou and L. Johennesse (2017), Board of Director attributes and R&D Strategic Decision Making, International Conference on development in Social Sciences, Business and Management, Kuala Lumpur, Malaysia
 9. T. K. Chou and L. Johennesse (2016), Board of Director attributes and R&D Strategic Decision Making, 12th International Conference On Knowledge-Based Economy and Global Management, College of Business, Southern Taiwan University of Science and Technology, Taiwan.

Dissertation

- Ph.D. - Business and Management, Southern Taiwan University of Science and Technology, Taiwan 2015-2021: Board Characteristics, Ownership Structures and Firm R&D Intensity
- Master of Business Administration, Providence University, Taiwan 2012-2016 : Employee Perceptions of Talent Management Effectiveness on Retention in Taiwan

Professional Experience

- Management Consultancy Firm (2002-2011) Key Responsibilities: •Strategy and Management Consulting •Business development •Key Client Relationship Management •Lead Project Manager in the Fundamental Rebuild and Turnaround Transformations of large scale South African Businesses (project development, organizing, managing, coaching and leading large scale teams) •Lead design, development and facilitation of Intellectual Property for Leadership Development including the research, design and implementation of Coaching, Mentoring and training programs •Executive Coach: 1 on 1 Business Coaching & Team Coaching *Stock Broking, Equity Management member firm of the Johannesburg Stock Exchange in South Africa (1996-2001) Key Responsibilities: •Compliance Officer, •Head of Graduate Training Program, •EXCO, Executive Committee Senior Member

Honors and Awards

1. Invitation to be a Commentator at the 4th International Research Symposium, 10/2022, Prince of Songkla University, Thailand
2. Invitation to teach a Fintech Course at Universiti Tunku Abdul Rahman (UTAR University,

Malaysia), (2022)

3. Completion of the Registered Persons Board Exam (RPE), provided by the South African Institute of Financial Markets (SAIFM): "Youngest person, youngest woman and youngest person of color" in South Africa to qualify as a Stock Broker and to be appointed as a Stockbroking Firm Compliance Officer (in the history of the Johannesburg Stock Exchange (1998) .