

Curriculum Vitae

Surname	Pham
First Name	Anh (Steve)
Date of Birth	12-Dec-1976
Academic Qualification	Doctorate of Educational Leadership and Learning (Hons) – Aspen University, Denver, CO. U.S.A (2019). Master of Business Administration (Hons) – Kookmin University, Seoul, South Korea (2008). B.Sc of Oriental Studies (Hons) – University of Social Sciences and Humanities, VNU Ho Chi Minh, Vietnam (1999).
Venia Legendi (qualification to teach)	Doctorate of Educational Leadership and Learning (Hons) – Aspen University, Denver, CO. U.S.A (2019).
Further Qualifications	Certifications: Higher Education Teacher Credentials (MoET, 2021), School Psychology (Korean Psychological Association, 2020), Addiction Psychology (Korean Psychological Association, 2020), Counselling Psychology (Korean Psychological Association, 2020), School Safeguarding Certificates (COGNITA UK, 2017).
At the Higher Education Institution (since)	2017
Level of Employment (part-time or full-time)	Full-time Lecturer
Teaching Focus	I/O Psychology, Leadership, International Business, Entrepreneurship and Innovation, International HRM
Interdisciplinary Aspects	Psychology in Leadership and Management, Innovation, Strategic Management, Cross-Cultural Management
Activities in the Areas	
Further Education	Certifications: Certified Professional Coach (ACSTH-ICF, 2017), Chief Executive Officer Certificate (UEH HCM Vietnam, 2005), Chief People Officer Certificate (UEH HCM Vietnam, 2003).
Research	Leadership psychology, management psychology (applied psychology in business administration, strategic human resource management). Specialising in human resource organisation psychology: building human development and organisational culture, organisational behaviour, organisational learning and development, psychological safety (mental health and happiness of employees), psychological capital (happy workplace, research and application of applied psychology to create innovative organisations, startups).
Consultancy	Founding President of Esoterra Leadership Institute (business license since 2019), a leading research-based consulting firm for B2B and B2C focus on leadership, innovation, and transformation.
How are personal research activities	Strong research passion and global research experiences that help me enrich my professional knowledge and have more dynamic and diverse viewpoints in

reflected in teaching activities?	my teaching subjects, often covered with various specialized approaches and concepts. By applying pedagogies and strategies that I have learned throughout my business and academic life, and relevant management experiences from various multinational organisations, I focus on a teaching and learning environment that empowers students as active learners who can set and achieve their own goals in a friendly and confident manner. I ensure that all students are confident learners and communicators by reinforcing positive behaviour and nurturing their self-esteem as well as employing collaborative classroom rules and consequences with integrated technology in establishing learning goals, providing frequent feedback, and incorporating discussions to allow students to build on their expertise, incorporating presentation and teaching skills into the course, integrating publication, and involve students in developing the course goals and design when possible.
Work Experience	
General/Academic	• Academic Level C [Senior Lecturer], Head of I-O Psychology. University of Social Sciences and Humanities, VNUHCM, Vietnam (2022 - Present) • Academic Level C [Senior Lecturer], Keiser University (2024 - Present), Ho Chi Minh, Vietnam. • Academic Level C [Senior Lecturer], Broward College (2021 - 2024), Ho Chi Minh, Vietnam. • Academic Level C [Senior Lecturer], Gloucestershire University (2021 - Present), Ho Chi Minh, Vietnam. • Academic Level C [Senior Lecturer], Columbia Southern University (2018 - Present), Ho Chi Minh, Vietnam. • Academic Level C [Senior Lecturer], Massey University (2017 - 2022), Ho Chi Minh, Vietnam. • Researcher, Director of Professional Development, The Institute of Education Research, HCMC University of Education (2020 - 2021), Ho Chi Minh, Vietnam.
Activities as an Expert	• Founding President of Esoterral Leadership Institute (2019 – present), Ho Chi Minh, Vietnam. • Senior Organisational & HR Consultant, A-Star Education Group, Nguyen Hoang Education Group (2017 - 2019), Ho Chi Minh, Vietnam. • Country HR Director, COGNITA Education Group (2009 - 2017), Ho Chi Minh, Vietnam. • Indochina HR Director, Korean Investment Group (2008 - 2009), Seoul, S. Korea. • ASEAN Market Research, Sino Seoul Corporate, (2006 - 2008) Seoul, S. Korea. • HR Director, ESTec Corporate (2003 – 2006), HCM - S. Korea, Vietnam. • HR Manager, Yujin Kreves (1995 – 2003), HCM - S. Korea, Vietnam.
Publications	

Books & book chapters	• Anh K. Pham et. al. (2025). <i>The Impact of VUCA on Psychological Safety In The Workplace – Psychological trauma and post-traumatic growth: Approaches</i>. The Gioi Publishing House. • Pham, K., & Nguyen, T. (2024). <i>Professional School Counselling in Vietnam: A Preliminary Model</i>. Book Chapter in <i>School Counselling in East and South-East Asia: Challenges and Opportunities</i>, edited by Mark G. H., Queenie A. Y. L., James L. H. Y., Routledge. • Pham, K. (2021). <i>Introduction to Professional School Counseling in Vietnam</i>, Exceller Books.
Articles	• Anh K. Pham et. al. (2025). Driving Forces of Work Motivation: A Case Study of Shopee, Vietnam. <i>Journal of Science Development and Technology - Social Sciences and Humanities. Vol.XI2025, pp. 1-21.</i> • Nguyen Bao Huy, Anh K. Pham, Nguyen Thi Ngoc Vui (2024). The relationship between job insecurity and attitudes toward artificial intelligence: The mediating role of self-image in Generation Z. <i>Journal of Education and Social Sciences. Vol.165(226), pp. 316-320.</i> • Anh K. Pham, Patrick Akos (2020). Professional School Counseling in Vietnam Public School. <i>Journal of Asia Pacific Counseling Vol.10 No.2 pp.37-49 DOI: http://doi.org/10.18401/2020.10.2.6</i>
Memberships	
	• Vietnam Independent Directors Association (VNIDA), 2024 • VietTESOL Association, 2024 • Society of Industrial and Organizational Psychology (SIOP), 2022 • American Psychological Association (APA), 2018 • American School Counsellors Association (ASCA), 2015 • American Society of Human Resource Management (SHRM), 2003 • Delta Epsilon Tau National Honour Society, 2019 • East Asia Regional Council of Schools (EARCOS), 2009
International Experience	

Management Activities	Professional and life experience in Asia Pacific countries in the areas of international and strategic human resources management, intensive knowledge and experience collaborating with various global and local educational organizations such as IBO, EARCOS, Principals Training Centre (PTC), Search Associates, International Schools Services (ISS), and Councils of International Schools, Global Innovation Institute (GInI), Malik Management Institute, American Psychology Association (APA), Society of Industrial and Organizational Psychology (SIOP).
Academic Activities	Global academic networking with overseas Vietnamese and worldwide academic communities and researchers. • 2024: University of Social Sciences and Humanities – VNUHCM, Faculty of Psychology • 2024: VietTESOL Associate and University of Economics HCM (UEH) • 2024: Vietnam Institute of Educational Research (VNIES) • 2021: Business School of HCM International University (International).
Personal Background/ Experience	Strong leadership with strategic vision and growth mindset, distinct personality traits and cognitive abilities, and cross-cultural experience.
Other	Excellent communication skills in English, Korean, and Vietnamese; continuous learning of other languages such as Mandarin, French, etc.