

CURRICULUM VITAE

CONTACT ADDRESS

Associate Professor Michael K Muchiri,
 College of Business, Alfaisal University,
 P.O. Box 50927, Riyadh, 11533,
 Telephone: +966112157810
 Kingdom of Saudi Arabia
 Email: mmuchiri@alfaisal.edu



AU Website: <https://faculty.alfaisal.edu/user/mmuchiri>
Google Scholar: https://scholar.google.com/citations?hl=en&user=_iQfF08AAAAJ#
Scopus: <https://www.scopus.com/authid/detail.uri?authorId=4296202130>
Linkedin: <https://www.linkedin.com/in/michael-muchiri-phd-34179b46/>
Researcher ID / Web of Science: <https://www.webofscience.com/wos/author/record/D-1929-2018>
ORCID: <http://orcid.org/0000-0001-6816-8350>

NATIONALITY

Australian

EMPLOYMENT HISTORY

2023-Present: Associate Professor in Management, College of Business, Alfaisal University, Riyadh, The Kingdom of Saudi Arabia.

July – December 2022: Research Leave, UQ Business School, the University of Queensland, Brisbane, Australia.

November 2020 - August 2023: Senior Lecturer in Management, College of Business and Law, RMIT University.

January 2014-November 2020: Senior Lecturer in Human Resource Management, School of Management, College of Business and Law, RMIT University.

2010- 2013: Senior Lecturer in Management, School of Management, Central Queensland University.

2007-2009: Senior Lecturer in Management, School of Management, Central Queensland University.

2003-2006: Course Tutor and Research Assistant, University of New England.

TERTIARY ACADEMIC QUALIFICATIONS

2007: PhD in Business Management. University of New England, Armidale, Australia.

PhD Title: *Transformational Leader Behaviour, Social Processes of Leadership and Substitutes for Leadership as Predictors of Employee Commitment, Efficacy, Citizenship Behaviours and Performance Outcomes.*

2001: Master of Science in Psychology (Industrial & Organizational Psychology). Gadjah Mada University, Yogyakarta, Indonesia. Passed Cum Laude.

Dissertation Title: *Transformational and Transactional Leadership Behaviours as Predictors of*

Organisational Citizenship Behaviours and Organisational Commitment at the Railways Corporation in Indonesia.

RESEARCH INTERESTS

Positive Organizational Behavior (Ethical, Authentic, Servant, Transformational leadership)
Leadership and Employment Relationships (Thriving, Engagement, Commitment, Psychological Capital, Organizational Virtuousness, Safety, Well-being), Innovative and Entrepreneurial Behaviors.

RESEARCH AND PUBLICATIONS (JOURNAL ARTICLES & BOOK CHAPTERS)

1. Muchiri, MK & Babalola, MT (2025, accepted), 'Meaningful work for migrant workers: a research agenda', in Gomes, C, Qi, J & Wang, W (Eds.), *Researching Culturally and Linguistically Diverse Migrants and their Communities in Multicultural Societies*, Springer, UK.
2. Babalola, MT & Muchiri, MK (2025, accepted), 'Organizational research on vulnerable workers: the role of researchers and context', in Gomes, C, Qi, J & Wang, W (Eds.), *Researching Culturally and Linguistically Diverse Migrants and their Communities in Multicultural Societies*, Springer, UK.
3. Faisal, M., Muchiri, M., & Stanton, P. (2025, accepted). Exploring the Nexus of High-Performance Work Systems and Ethical Leadership on employee attitudes and behaviours: Case Study Evidence from Healthcare (PR-02-2024-0136.R3, Accepted). *Personnel Review*.
4. Tariq, H., Khan, A. K., Hochwarter, W. A., Muchiri, M., & Babalola, M. T. (2025). Trickle out effects of abusive supervision: A social information processing perspective. *Human Relations*, 0(0). <https://doi.org/10.1177/00187267251317444>. (ABS 4, ABDC rank A*; FT50)
5. Hameed, I., Arain, G.A., Hameed, I., Gamage, A & Muchiri, M (2024). et al. How and When Does Employee Creativity Relate to Unethical Pro-organizational Behavior? Unmasking the Negative Side of Organizational Creativity. *Journal of Business Ethics* (2024). <https://doi.org/10.1007/s10551-024-05822-9> (ABS 3; ABDC rank A; FT50).
6. Gamage, A, Muchiri, M, Shahid, S, & Rashid, T, (2024), "Leading from a distance: Nurturing trust in virtual and crisis environments", *Business Process Management Journal*, DOI:10.1108/BPMJ-01-2024-0049. (SciMago Q1).
7. Samad, A. & Muchiri, M.K. (2024), "Leadership during crisis: a multi-sector exploration of perceptions of leadership in Australia", *The Bottom Line*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/BL-05-2023-0134>. (SciMago Q1).
8. Muchiri, MK, Pham, H, Nkhoma, M & McMurray, AJ (2023). Leading in the context of disruptive Industry Revolution 4.0: Ethical leaders as enablers of employee commitment and innovative work behaviour in Vietnam, in Oeij, P, Dhondt, S & McMurray, AJ (Eds.), *Research Agenda for Workplace Innovation: The Challenge of Disruptive Transitions*, Edward Elgar Publishing, UK, pp. 183-198. DOI: <https://doi.org/10.4337/9781800881945.00020>.
9. Babalola, M.T., Qu, Y., Ali, M., Pathki, C., Usman, M., & Muchiri, M.K. (2023). An uncertainty management perspective on the antecedents of leader self-serving behavior. *Journal of Organizational Behavior*. Vol 44, No 8, pp, 1164-1182. DOI: 10.1002/job.2711. (ABS 4; ABDC Ranking A*, Impact Factor = 8.174).
10. Muchiri, M.K., Gamage, A. and Samad, A. (2023), Reframing positive leadership within the context of Australian not-for-profit organisations. *International Journal of Organizational Analysis*, Vol. 31 No. 6, pp. 2465-2480. <https://doi.org/10.1108/IJOA-11-2021-3024>
11. Faisal, M, Stanton, P, & Muchiri, M.K. (2023). Public healthcare in Pakistan: A people management solution? *Asia Pacific Journal of Human Resources*, Vol 61, No 2, pp 462-482. <https://doi.org/10.1111/1744-7941.12360>.

12. Hassan, S, Kaur, P, Muchiri, M.K., Ogbonnaya, C, & Dhir, A, (2023). Unethical leadership: Review, synthesis and directions for future research, *Journal of Business Ethics*. Vol. 183, pp.511–550. <https://link.springer.com/article/10.1007/s10551-022-05081-6>, DOI: 10.1007/s10551-022-05081-6. (ABS 3; ABDC rank A; FT50)
13. Samad, A., Muchiri, M.K. & Shahid, S. (2022), "Investigating leadership and employee well-being in higher education", *Personnel Review*, Vol. 51 No. 1, pp. 57-76. <https://doi.org/10.1108/PR-05-2020-0340>. (ABDC rank A). <https://www.emerald.com/insight/content/doi/10.1108/PR-05-2020-0340/full/html>
14. Muchiri, M.K., McMurray, A., Nkhoma, M. & Pham, H. (2020). Mapping antecedents of innovative work behavior: A conceptual review, *The Journal of Developing Areas*, Vol. 54, pp. 33 – 40.
15. Shahid, S., Muchiri, M.K. and Walumbwa, F.O. (2021), "Mapping the antecedents and consequences of thriving at work: A review and proposed research agenda", *International Journal of Organizational Analysis*, Vol. 29 No. 1, pp. 78-103. <https://doi.org/10.1108/IJOA-09-2019-1881>.
16. Barua, B., Muchiri, M.K., Muenjohn, N., & Burgess, K. (2019). A model exploring relationships between positive leadership, meditation, flow and task performance, *Journal of Developing Areas*, 53, 229 – 238.
17. Muchiri, M.K., McMurray, A., Nkhoma, M., & Pham, H. (2019). How transformational and empowering leader behaviors enhance workplace safety: A review and research agenda, *The Journal of Developing Areas*, Vol. 53, pp. 257 – 265.
18. Muchiri, M.K., Shahid, S., & Ayoko, O. (2019). And now for something completely different: Reframing social processes of leadership theory using positive organisational behaviour, *Journal of Management and Organization*, Vol. 25, pp. 370 – 373. (ABDC rank B).
19. Walumbwa, F., Muchiri, M.K., Misati, E., Wu, C., & Meiliani, M. (2018). Inspired to perform: A multilevel investigation of antecedents and consequences of thriving at work, *Journal of Organizational Behavior*, Vol. 39, pp. 249 – 261. (ABS 4; ABDC rank A*; Scimago, Q1).
20. Pham, T., McMurray, A., Muenjohn, N., & Muchiri, M.K. (2018). Job engagement in higher education, *Personnel Review*, Vol. 47, pp. 951 – 967. (ABDC rank A).
21. Shahid, S. & Muchiri, M. (2019). Positivity at the workplace: Conceptualising the relationships between authentic leadership, psychological capital, organisational virtuousness, thriving and job performance, *International Journal of Organizational Analysis*, Vol. 27, No. 3, pp. 494 -523.
22. Lu, J., Huang, X. & Muchiri, M. (2017). Political risk and Chinese outward foreign direct investment to Africa: the role of foreign aid, *Africa Journal of Management*, Vol. 3, pp. 82 – 98.
23. Muchiri, M.K. & McMurray, A.J. (2015). Entrepreneurial orientation within small firms: a critical review of why leadership and contextual factors matter, *Small Enterprise Research*, Vol. 22 No. 1, pp. 1- 25.
24. Muchiri, MK (2014). Linking leadership and authentic followership to organizational outcomes in Kenya: a conceptual model, *Journal of Global Business Issues*, Vol. 8, 17 – 26.
25. Ayoko, O.B. & Muchiri, M. K. (2014). Conflict at Multiple Levels: Transformational Leadership and Followers' Cultural Orientation, in N. M. Ashkanasy, K.A. Jehn & O.B. Ayoko, (Eds.), *Handbook of Research in Conflict Management*, Edward Elgar Publishing, UK, pp. 440-458.
26. Ahmed, E & Muchiri, MK (2014). Linking abusive supervision to employees' OCBs and turnover intentions: the role of psychological contract breach and perceived organisational support, *Contemporary Management Research*, Vol. 10 No. 2, pp. 147- 164.
27. Muchiri, M.K. & Ayoko, O.B. (2013). Linking demographic diversity to organisational outcomes: the moderating role of transformational leadership, *Leadership & Organization Development Journal*, Vol. 34 No. 5, pp. 384-406 (Scimago Q1).

28. Walumbwa, F. O., Christensen, A. L. & Muchiri, M. K. (2013). Transformational Leadership and Meaningful Work, in B. J. Dik, Z. S. Byrne & M. F. Steger (Eds.), *Purpose and Meaning in the Workplace*, American Psychological Association, Washington, DC, pp. 197-215.
29. Muchiri, M.K., Cooksey, R.W. & Walumbwa, F.O. (2012). Transformational and social processes of leadership as predictors of organisational outcomes, *Leadership & Organization Development Journal*, Vol. 33 No. 7, pp: 662-683. (Scimago Q1).
30. Muchiri, M.K. (2011). Leadership in context: a review and research agenda for Sub-Saharan Africa, *Journal of Occupational and Organizational Psychology*, Vol. 84 No. 3, pp. 440-452. (ABS 4; ABDC rank A; Scimago, Q1). One of the most cited papers when referencing Leadership in Africa.
31. Muchiri, MK & Cooksey, R.W. (2011), 'Examining the effects of substitutes for leadership on performance outcomes', *Leadership & Organization Development Journal*, Vol. 32 No. 8, pp. 817-836. (Scimago Q1).
32. Muchiri, MK, Cooksey, R.W., Di Milia, L.V. & Walumbwa, F.O. (2011), 'Gender and managerial level perceptions of effective leadership', *Leadership & Organization Development Journal*, Vol. 32 No. 5, pp. 462-492. (Scimago Q1).
33. Muchiri, MK & Cooksey, R.W. (2010). Using hierarchical item clustering to establish the dimensionality of the multifactor leadership questionnaire', *International Journal of Organisational Behaviour*, Vol.15 No.1, pp. 1-14.
34. Muchiri, MK (2009). Book review of "Managing training and development in South Africa (4th edn), by BJ Erasmus, PVZ Loedolff, T Mda and PS Nel 2006", *Journal of Management & Organization*, Vol. 15 No.1, pp.135-136. (ABDC rank B).
35. Muchiri, MK (2008), Book review of "A Very Short, Fairly Interesting and Reasonably Cheap Book About Studying Leadership by Brad Jackson and Ken Parry 2008" *Journal of Management & Organization*, Vol. 14 No. 5, p. 594.

CONFERENCE PAPERS:

36. Faisal, M., Stanton, P. ., & Muchiri, M. . (2025). Championing Ethical Leadership for Enhanced Patient Care in Public Hospitals (#18610, Accepted) . Academy of Management - US. Paper accepted for presentation at the 85th Annual Meeting of the Academy of Management taking place July 2025 in Copenhagen, Denmark.
37. Babalola, M, Muchiri, M, et al. 2024 (AOM 2024). Unethical leader behaviour. Paper presented during the 84th Annual Meeting of the Academy of Management (AOM 2024) in Chicago, Illinois, United States from 9-13 August 2024.
38. Faisal, M, Stanton, P & Muchiri, M. (AOM 2024). Exploring HPWS and Ethical Leadership. Paper presented during the 84th Annual Meeting of the Academy of Management (AOM 2024) in Chicago, Illinois, United States from 9-13 August 2024.
39. Jacob, A, Afshari, L, McMurray, A, Muenjohn, N, & Muchiri, M. 2024. "Inclusive Communicative Leadership". Paper to be presented at the 37th ANZAM Conference, Wollongong, Australia.
40. Samad, A, Muchiri, M, & Gamage, A. 2024. "Leadership attributes during a crisis". Paper to be presented at the 37th ANZAM Conference, Wollongong, Australia.
41. Faisal, M, Stanton, P & Muchiri, M 2022, Public Health Care in Pakistan: A People Management Solution? Paper accepted for presentation at the 82nd Annual Meeting of the Academy of Management, 4 – 10 August 2022, Seattle, Washington, USA.
42. Faisal, M, Stanton, P & Muchiri, M 2022, Why Ethical Leadership Matters: An Examination of The Relationship Between Ethical Leadership, Affective Commitment, and Organisational Citizenship Behaviour in A Large Pakistani Public Hospital. paper presented at the EURAM 2022 Conference, 15-17 June, at the ZHAW School of Management and Law, Winterthur, Switzerland.

43. Faisal, M, Stanton, P & Muchiri, M 2021, 'High-Performance Work Systems and Ethical Leadership: A Case Study in a Pakistani Public Hospital'. Paper presented at the virtual 81st Annual Meeting of the Academy of Management taking place 29 July - 4 August 2021.
44. Faisal, M, Stanton, P & Muchiri, M 2020, 'High-Performance Work Systems and Ethical Leadership: A Case Study in a Pakistani Public Tertiary Care Hospital', in British Academy of Management, Virtual Conference (UK), 2-4 September 2020.
45. Shahid, S, Muchiri, MK, McMurray, A, Walumbwa, FO & Haris, M (2019). Why positive leader behaviour is good for job performance: A mediation study, paper presented at the Academy of Management Meeting, 9-13, August 2019, Boston, Massachusetts, USA.
46. Faisal, M, Muchiri, M & Stanton, P 2019, 'Do ethical leaders influence on employee behaviours? A case from a public tertiary care hospital in Pakistan', in Australasian Business Ethics Network, Melbourne, Australia, pp. 28-29, <<https://www.abenconference2019.com.au/wp-content/uploads/2019/12/Abstract-Book-RMIT-ABEN..pdf>>.
47. Faisal, M, Stanton, P & Muchiri, M 2019, 'Public healthcare in Pakistan: Structure and Challenges – Is human resource management the way forward?', in ANZAM, Cairns, Australia, 4.12.2019-6.12.2019, p. 1249, <<https://www.anzam.org/wp-content/uploads/2020/01/ANZ5696-ANZAM-Conference-Proceedings-Abstracts-2019-17-January-2020.pdf>>.
48. Faisal, M, Stanton, P, Muchiri, M & Shao, J 2019, 'Ethically leading public hospitals in Pakistan: Do leaders influence citizenship and counter-productive workplace behaviours?', in International Conference on Business Management (ICBM), Melbourne, Australia, 12-14 December, 2019.
49. Shahid, S & Muchiri, M (2017). Transformational leadership and organisational virtuousness as antecedents of thriving at work: A review of underlying influence mechanisms, presented during the ANZAM 2017/31st ANZAM Conference, RMIT University, Melbourne.
50. Pham, N, McMurray, A & Muchiri, M (2017). Evaluating the relationship between job engagement, transformational leadership, high-performance human resource practices, and job performance, presented during the ANZAM 2017/31st ANZAM Conference, RMIT University, Melbourne.
51. Walumbwa, F., Muchiri, M., Misati, E., Wu, C., Meiliani, M. (2016). Fired up to perform: A multilevel examination of antecedents and consequences of thriving at work, in *Academy of Management Proceedings*, Anaheim, California, United States., August 5 - 9, 2016.
52. Muchiri, MK & McMurray, AJ, (2016). Leadership and thriving behavior as predictors of safety climate in public sector of two countries, paper presented at the 2016 Academy of Management Meeting, August 5-9, 2016, Anaheim, California.
53. McMurray, A.J, Simmers, C.A., Mitchell, L. & Muchiri, M.K. (2015). Trustworthiness, awareness and environmental concern: An approach to evidence-based sustainability curriculum development, paper presented during the 75th Annual Meeting of the Academy of Management, August 7-11, 2015 Vancouver, BC, Canada.
54. Muchiri, M.K. (2015), 'Effects of Servant Leader Behaviours on Thriving, Efficacy Beliefs and Safety Climate', accepted for presentation during the APS 11th Industrial and Organisational Psychology Conference, Melbourne, 2 – 4 July 2015.
55. Muchiri, M.K. (2015), 'Ethically Leading a Healthy and Committed Workforce: an exploratory study', accepted for presentation during the APS 11th Industrial and Organisational Psychology Conference, Melbourne, 2 – 4 July 2015.
56. Muchiri, M.K. & McMurray, A.J, (2015), 'Leading safe and thriving organisations: Enhancing organisational effectiveness through ethical leadership', paper under review for presentation during the British Academy of Management Conference at the University of Portsmouth, UK, 8th - 10th September 2015.

57. Muchiri, M.K. (2015). Leading safe public organisations: An investigation of the links between transformational leadership, safety climate citizenship behaviour, organisational commitment, turnover intention, and employee performance', paper presented at the British Academy of Management Conference, University of Portsmouth, UK, 8th -10th September 2015.
58. Muchiri, M.K. (2014), 'Followership Matters: Relating Authentic Followership to Citizenship Behaviours, Safety Citizenship and Employee Performance in the Australian Public Sector', paper presented during the 74th Annual Meeting of the Academy of Management, August 1-5, 2014 Philadelphia, PA, US.
59. Muchiri, M.K. (2013), 'Entrepreneurial orientation and leadership: A review, model and research agenda', paper presented at the Small Enterprise Association of Australia and New Zealand 26th Annual Conference, Sydney, 11-12 July, 2013.
60. Kiambati, K. & Muchiri, M.K. (2013), 'The role of leadership processes and societal culture in knowledge management', paper presented at the African International Business and Management (AIBUMA) Conference, Nairobi, Kenya, July 12 -13 2013.
61. Walumbwa, F.O., Aryee, S., Muchiri, M.K., Di Milia, L.V., & Cooksey, R.W. (2012), 'Servant Leadership and Safety Citizenship Behavior: Examining Mediating and Moderating Processes', presented as part of Symposium on Servant Leadership: Providing Socially Responsible Pathways to Individual and Team Effectiveness, during the 72nd Annual Meeting of the Academy of Management, AUGUST 3 – 7, 2012, Boston, Massachusetts.
62. Muchiri, M.K. & Ayoko, O. B. (2012), 'Leading conflict across multiple levels and cultures: A research agenda'. Paper presented during the 25th Annual Conference of the International Association for Conflict Management, July 11-14, 2012, Stellenbosch, South Africa.
63. Muchiri, M.K. (2012), 'Linking transformational leadership and authentic followership to commitment, citizenship behaviours and follower performance'. Paper presented during the African International Business and Management (AIBUMA) Conference, Nairobi, Kenya, July 12 -13 2012.
64. Muchiri, M.K. (2011), 'Leading through social processes: some findings from public sector organisations'. In the proceedings of the 25th Annual Australian and New Zealand Academy of Management Conference (The Future of Work and Organisations), Wellington, New Zealand 7-9 December 2011.
65. Muchiri, M.K. (2011), 'Linking demographic diversity to organisational outcomes: some preliminary findings'. In the proceedings of the 25th Annual Australian and New Zealand Academy of Management Conference (The Future of Work and Organisations), Wellington, New Zealand 7-9 December 2011.
66. Thornton, L., Muchiri, M.K. & Waight, P. (2011), 'Leadership behaviours and entrepreneurial attitude as predictors of business outcomes within business incubators: a conceptual model'. In the proceedings of the 25th Annual Australian and New Zealand Academy of Management Conference (The Future of Work and Organisations), Wellington, New Zealand 7-9 December 2011.
67. Muchiri, M.K. & Meiliani (2011), 'Examining the effects of transformational leadership in Indonesia and Australia'. In proceedings of the 12th Malaysia-Indonesia International Economics, Management and Accounting Conference (Borderless Economy: Opportunities and Challenges for Businesses in Southeast Asia), Bengkulu, Indonesia, 13-14 October 2011, pp. 944-960..
68. Muchiri, M.K. & Meiliani (2011), 'The role of leadership in managing individuals' career anchors: a theoretical perspective'. In proceedings of the 12th Malaysia-Indonesia International Economics, Management and Accounting Conference (Borderless Economy: Opportunities and Challenges for Businesses in Southeast Asia), Bengkulu, Indonesia, 13-14 October 2011, pp. 961-974.
69. Muchiri, M.K., Ferrer, M., Santa, R. & Meiliani (2011), 'An exploration of relationships among enhancing adaptability leadership, innovation competences and operational effectiveness: the role

- of trust and power". In proceedings of the 12th Malaysia-Indonesia International Economics, Management and Accounting Conference (Borderless Economy: Opportunities and Challenges for Businesses in Southeast Asia), Bengkulu, Indonesia, 13-14 October 2011, pp. 1073-1088.
70. Muchiri, M.K. (2010), 'Societal culture as a moderator of the impact of leadership on organizational effectiveness: a conceptual model'. Paper accepted for presentation during the Australian and New Zealand Academy of Management Annual Conference to be held in Adelaide, Australia, 7-10 December 2010.
 71. Muchiri, M.K. & Cooksey, R.W. (2010), 'Using hierarchical item clustering to establish the dimensionality of the multifactor leadership questionnaire'. Paper accepted for presentation during the Australian and New Zealand Academy of Management Annual Conference to be held in Adelaide, Australia, 7-10 December 2010.
 72. Muchiri, M.K. & Cooksey, R.W. (2010), 'Examining the impact of substitutes for leadership on organizational performance'. Paper accepted for presentation during the Australian and New Zealand Academy of Management Annual Conference to be held in Adelaide, Australia, 7-10 December 2010.
 73. Muchiri, M.K., Ferrer, M., Santa, R., Waight, P., Ward, S. & Di Milia, L.V. (2010), 'Exploring the interplay between leadership and innovation competences and their influence on organisational outcomes'. Paper presented during the 11th CINet Conference, Zürich, Switzerland, 5-7 September 2010.
 74. Ferrer, M., Medhekar, A., Arroyo, L., Muchiri, M.K. & Santa, R (March 2010), Examining Key Factors when Attracting and Retaining Skilled and Professional Migrants to Regional Areas: The Case of the Australian Central Queensland Region. In International handbook of Academic Research and Training, proceedings of Intellectbase International Consortium , 2010 proceedings, edited by David King, Volume 9, pp:75-85, published by Intellectbase International Consortium, ISSN 1940-1876.
 75. Muchiri, M.K. & Cooksey, R.W. (2009), 'Thematic analyses of employee perceptions of leadership: Further support for the construction of effective leadership within local councils of Australia'. Paper presented on 4th December 2009 during the annual ANZAM Conference, in Melbourne, Australia.
 76. Muchiri, M.K. & Cooksey, R.W. (2008), 'Leadership viewed through double lenses: An examination of transformational leader behaviours and social processes of leadership and their impact on key organisational variables within Australian local councils'. Paper presented on 4th December 2008 at the ANZAM Conference, in Auckland, New Zealand.
 77. Greer, L, O'Dea, G., Makiela, S., Muchiri, M.K., Waight, P., Kinnear, S & Miles, R (2008), 'Examining communities of interest to achieve 'best-fit' governance in Central Queensland'. Paper presented at the 2008 SEGRA Conference (18th- 20th August), in Albury NSW, Australia.
 78. Greer, L, Miles, R, Waight, P. & Muchiri, M.K. (2007), Characterizing sustainable regions through communities of interest: an opaque sociology? TASA / SAANZ Joint Conference 2007 - Dec 4 –7.
 79. Muchiri, M.K. (2004), Examining the leader's characteristics and interactive behaviours and factors substituting for leadership in the determination of perceived organisational commitment, citizenship behaviours and efficacy'. Paper presented during the ANZAM PhD Colloquium at Monash University, 8th of June 2004.

1. Muchiri, MK & Rametse, MN (2019-2020). Business Literacy and Entrepreneurial Skills Training for African Australian Small Businesses in Shepparton. Small Business Victoria, Victoria State Government, AUD \$ 30,804.50.
2. Muchiri, MK & Rametse, MN (2018). Empowering African Australian Women through Financial Literacy and Entrepreneurship. City of Melbourne Council, AUD \$ 19,741.65.
3. Muchiri, MK & Rametse, MN (2017). Empowering African Australian Women through Leadership Development. City of Melbourne Council Research Grant, AUD \$ 16,899.
4. Muchiri, MK & Sablok, G (2016). Strategic Organisational Analysis for Security International Services Pty Ltd. Security International Services Pty Ltd Research Grant, AUD \$17,468.
5. Muchiri, MK & Rametse, MN (2016). Empowering African Australian Women: Visioning, Strategy, Goals and Objectives. City of Melbourne Council Research Grant, AUD \$ 5693.
6. Muchiri, MK & Rametse, MN (2016). Finding Common Ground: Exploring Inter-group Dynamics to Enhance Empowerment for African Australian Women. City of Melbourne Council, AUD \$ 4337.
7. Muchiri, MK, Nkhoma, M, McMurray AJ & Gordon, R (2016), 'A multilevel, cross-country examination of leadership and innovative behaviours of Vietnamese and Australian Manufacturing Industries', RMIT Vietnam Research Grant, AUD \$ 9,424.
8. Ahmed, E., Muchiri, M.K. & Chanda, A. (2012). AUD \$ 2651 to study the Effects of psychological contract breach, ethical leadership and supervisors' fairness on employees' attitudes, behaviours and wellbeing. Funded through an Early Career Research Grant from CQ University.
9. Muchiri, M.K. (2010). AUD \$ 8,539, to research on the relationship between positive leader behaviours, safety and several organisational outcomes. Funded by Faculty Research Development & Incentives grant. Grant was for a project titled 'Examining the relationship between positive leader behaviours, healthy workplace practices, employee well-being and organisational performance'.
10. Alcock, D. & Muchiri, M.K. (2008). AUD \$ 15,000, to research on a Sustainable Business Model for Central Queensland Regional Information Systems. Funded by the Queensland's Department of Local Government, Planning, Sport and Recreation.
11. Muchiri, M.K., Miles, R, Greer, L, O'Dea, G., Makiela, S., Waight, P., & Kinnear, S (2007). AUD \$ 400,000 to research Community Interests Assessment for Mount Morgan, QLD. Worked with a research team from the Institute of Sustainable Regional Development – CQUniversity. Funded by Queensland's Department of Local Government, Planning, Sport and Recreation.

INDUSTRY REPORTS

1. Muchiri, MK & Rametse, MN (2017). Technical report on Empowering African Australian Women through Leadership Development for the City of Melbourne Council.
2. Muchiri, MK & Sablok, G (2016). Technical report on Strategic Organisational Analysis for Security International Services Pty Ltd for Security International Services Pty Ltd.
3. Muchiri, MK & Rametse, MN & (2016). Technical report on Empowering African Australian Women: Visioning, Strategy, Goals and Objectives for City of Melbourne Council.
4. Muchiri, MK & Rametse, MN (2016) Technical report on Finding Common Ground: Exploring Inter-group Dynamics to Enhance Empowerment for African Australian Women for City of Melbourne Council.
5. Muchiri, M.K. (2012), 'Examining the relationship between positive leader behaviours, healthy workplace practices, employee well-being and organisational performance'. Technical Report submitted to the Mackay Regional Council in 2012.

6. Muchiri, M.K. (2012), 'Examining the relationship between positive leader behaviours, healthy workplace practices, employee well-being and organisational performance'. Technical Report submitted to the Banana Shire Council in 2012.
7. Alcock, D. & Muchiri, M.K. (2008), 'Research dimensions of a workable model for the sustainable future of Central Queensland Regional Information Systems (CQRIS)'. Research funded by Department of Local Government, Planning, Sports and Recreation. Technical Report submitted Department of Local Government, Planning, Sports and Recreation in April 2008.
8. Greer, L., Miles, R., O'Dea, G., Makiela, S., Muchiri, M.K., Waight, P. & Kinnear, S. (2007), Central Queensland Size Shape and Sustainability. Communities of Interest for Mt Morgan and Fitzroy Shire Areas Volume I, 73pp, Pub Mt Morgan Shire Council CQU Press July 2007.
9. Greer, L., Miles, R., O'Dea, G., Makiela, S., Muchiri, M.K., Waight, P. & Kinnear, S. (2007), 'Central Queensland Size Shape and Sustainability: Communities of Interest for Mt Morgan and Fitzroy Shire Areas'. Volume II 124pp, Pub Mt Morgan Shire Council CQU Press July 2007.