



Jasna (*maiden name* Šabanović) Kovačević
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Department of Management and Organization
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Teaching courses: Strategic Management, Leadership, and Business Ethics

Key qualifications and research interest: Leadership, Organizational Behaviour, Educational Management and Leadership, Strategic Cognition, Business Ethics, Gender and Leadership, Social Psychology, Qualitative Research and Mixed-Methods Research

WORK EXPERIENCE

- 11/2017–Present **Assistant professor**
School of Economics and Business, Sarajevo (Bosnia and Herzegovina)
Department of Management and Organization
- 08/2012–10/2017 **Senior teaching and research assistant**
School of Economics and Business, Sarajevo (Bosnia and Herzegovina)
Department of Management and Organization
- 03/2006–08/2012 **Teaching and reserach assistant**
School of Economics and Business, Sarajevo (Bosnia and Herzegovina)
Department of Management and Organization
- 05/2005–09/2012 **Assistant Editor**
South East European Journal of Economics and Business, published by School of Economics and Business in Sarajevo
- 03/2004–10/2005 **Student Associate at Public Relations Office**
School of Economics and Business, Sarajevo (Bosnia and Herzegovina)

EDUCATION

- 11/2012–06/2017 **Doctor of Philosophy**
University of Sarajevo, School of Economics and Business, Sarajevo (Bosnia and Herzegovina)
- Doctoral dissertation:** „*Influence of leadership styles and organizational culture on employees' perception of collective efficacy: Analysis of organizational context of secondary schools in Canton Sarajevo*“

- 11/2006–07/2012 **Master of Science in Economics and Business**
 University of Sarajevo, School of Economics and Business, Sarajevo (Bosnia and Herzegovina)
 Master thesis with focus on Ethical leadership
- 10/2001–11/2005 **Bachelor of Economics and Business**
 University of Sarajevo, School of Economics and Business, Sarajevo (Bosnia and Herzegovina)
 Bachelor thesis with focus on Team leadership

PERSONAL SKILLS

Mother tongue(s) Bosnian

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
German	A2	A2	A2	A2	A2

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user

- Job-related skills**
- Excellent communication skills gained through years of experience in teaching, training, and mentoring
 - Focused
 - Team player
 - Highly dedicated
 - Excellent organizational skills

- Other skills**
- Proficient in qualitative, quantitative and mixed-method analysis and software (SPSS, AMOS, Lisrel, QDA Miner)
 - Proficient in bibliometric and scientometric analysis and software (CitNetExplorer, VOSviewer)
 - Proficient user of Microsoft Office

REFERENCES

- Works in progress**
- „School principals as cognizers: Causal mapping of perceived leadership autonomy in a complex social system“, to be submitted for publication in spring/summer 2018.
 - „Perception of collective teacher efficacy during strategic change in schools: Effects of leadership and organizational culture“, to be submitted for publication in spring/summer 2018.
 - „Generational differences and their impact on perceived collective efficacy of secondary school teachers“, to be submitted for publication in spring/summer 2018.
 - Mapping the research on educational change and leadership: A review of research and future directions, to be submitted for publication in summer 2018.

Journals

- Kovačević, Jasna and Mujkić, Alisa (2018). Mixed-methods in educational policy, management and leadership research: A realist approach. Submitted for review in *Journal of Mixed Methods Research*. Sage Journals. eISSN: 15586901
- Kovačević, Jasna; Rahimić, Zijada and Šehić, Dževad (2018): Policy makers' rhetoric of educational change: A critical analysis. *Journal of Educational Change*, Springer, ISSN: 1389-2843 (Print) 1573-1812 (Online). DOI: <https://doi.org/10.1007/s10833-018-9322->
- Kovačević, Jasna; Rahimić, Zijada i Šehić, Dževad (2017): Manipulative leadership, gender and ethical decision-making in organizations, under revision in *Economic Annals*, ISSN: 0013-3264
- Kovačević, Jasna i Šehić Dževad (2015): The pursuit of a remedy for gender inequality in wider Europe: Comparison of policies and indices in the EU, Nordic countries and South East Europe. *Economic Annals*, Vol. LX, No. 204, pp. 127 – 156, ISSN: 0013-3264; DOI:10.2298/EKA1504127K
- Rahimić, Zijada and Kovačević, Jasna (2009): The leader-member exchange in teams of B&H companies, *Zbornik radova Ekonomskog fakulteta u Sarajevu*, br. 29/2009, str. 89 – 104, ISSN 0581-7439

Conferences

- Kovačević, J., Kapo, A. and Mujkić, A. (2018). Violence Begets Violence: Mapping the Terrain of Responsibility for Bullying among Children and Adolescents in Postwar and Postsocialist Context, paper to be submitted for First International Congress of Child and Adolescent Psychotherapy, 18 – 21 October 2018
- Rahimić, Z. and Kovačević, J. (2018). Horizontal and vertical segregation in academia: Case of social sciences faculties and STEM faculties in Bosnia and Herzegovina. To be presented at the conference „Women scientists in Bosnia and Herzegovina and their research“ supported by Federal Ministry of Education and Science, Mostar, April 13th – April 14th 2018.
- Kovačević, J. (2017). Organizations as Complex Adaptive Systems: Prospects of Complexity Theory in Management and Leadership Research. In: *Management Education and Research in the Upcoming Epoch: Rethinking Discipline and Reconceptualization Modes of Creating Knowledge*, 7th South East European Meeting and Scientific Conference of Management Departments: September 22 – 23, 2017. Faculty of Economics and Business, University of Zagreb, ISBN 978-953-346-046-8
- Rahimić, Z. and Kovačević, J. (2017). E-Recruiting in Bosnia and Herzegovina: Challenges and Restrictions Ahead. In: *Management Education and Research in the Upcoming Epoch: Rethinking Discipline and Reconceptualization Modes of Creating Knowledge*, 7th South East European Meeting and Scientific Conference of Management Departments: September 22 – 23, 2017. Faculty of Economics and Business, University of Zagreb, ISBN 978-953-346-046-8
- Šehić, Dž., Rahimić, Z. and Kovačević, J. (2010). Participation of Women in Management in B&H Companies. In: *Economic Development Perspectives of SEE Region in the Global Recession Context: conference proceedings*: International Conference of the School of Economics and Business in Sarajevo ICES 2010, October 14 – 15, 2010. Sarajevo: School of Business and Economics 2010. pp. 41 – 42. ISBN 978-9958-25-046-0
- Šehić, Dž. and Kovačević, J. (2008). Team Leadership as a Factor of Success in B&H Companies. In: *Transitional Challenges of EU Integration and Globalization: conference proceedings*: International Conference of the School of Economics and Business in Sarajevo ICES 2008, October 9 – 10, 2008. Sarajevo: School of Business and Economics 2008. pp. 140 – 142. ISBN 978-9958-25-015-6

- Kovačević, J. and Hašimbegović, A. (2008). Identification and Development of Strategic Leadership Teams in B&H Companies. In: *Transitional Challenges of EU Integration and Globalization: conference proceedings*: International Conference of the School of Economics and Business in Sarajevo ICES 2008, October 9 – 10, 2008. Sarajevo: School of Business and Economics 2008. pp. 137 – 139. ISBN 978-9958-25-015-6
- Šehić, Dž. and Kovačević, J. (2008). Corporate Social Responsibility of B&H Companies in Globalization. In: *Business and Management 2008 – Selected Papers: The 5th International Scientific Conference „Business and Management 2008“*, Vilnius Gediminas Technical University, Riga Technical University and Talinn University of Technology, May 16 – 17, 2008. Vilnius Gediminas Technical University, Lithuania, pp. 414 – 421. ISBN 978-9955-28-311-9
- Šehić, Dž. and Kovačević, J. (2008). Corporate Social Responsibility of Small and Medium Enterprises in Bosnia and Herzegovina. In: *Exploring for International Competition and Cooperation Strategies to Foster Regional Development: conference proceedings*: 4th International Strategic Management Conference of Beykent University, Gebze Institute of Technology, Canakkale 18 Mart University i International University Sarajevo, 2008, June 19 – 21, 2008. Sarajevo, pp. 261 -272. ISBN 978-975-01397-0-3
- Šehić, Dž. and Šabanović, J. (2007). Team Leadership as a Style of Leadership in Companies – A B&H Experience. In: *Advances in Crafting Competitive Strategies for National and International Markets; conference proceedings*: 3rd International Strategic Management Conference of Beykent University, Gebze Institute of Technology, Canakkale 18 Mart University, June 21–23, 2007, Antalya

Professional articles and book reviews

- Educational reform in Canton Sarajevo: Illusion of control and epidemic of inativitis (in Bosnian language: Reforma obrazovanja u Kantonu Sarajevo: Iluzija kontrole i epidemija inicijativitisa), Školegijum džepna biblioteka, May 2018. available on <http://www.skolegijum.ba/dokumenti/index/5>
- Book review of „Sharing the Work: What My Family and Career Taught Me about Breaking Through (and Holding the Door Open for Others)“ by Myra Strober, ©Massachusetts Institute of Technology, edition in Bosnian language, Publisher of Bosnian edition: TPO Foundation Sarajevo, 2016., ISBN 978-9926-422-00-4
- Corporate social responsibility – reality or a myth?, InStore trade magazine (Sarajevo), 2009; year II – no. 8: 50- 54; ISSN: 1840-4049

Seminars and invited talks

- Invited lecturer at the graduate program „Human Resource Management and Knowledge Management" at School of Economics and Business in Sarajevo; topics: „Cognitive framing of HRM innovations, and Talent management", fall 2017.
- Trainer of middle-level managers at ASA Prevent Group Sarajevo; topic: „Negotiation and communication styles", fall 2017.
- Invited lecturer at the Center for Entrepreneurship and Knowledge Management at School of Economics and Business in Sarajevo; invited by students volunteering at the Center; lecture and workshop entitled „Team leadership and team development", October 2017.
- Speaker at 7th South East European Meeting and Scientific Conference of Management Departments. Speech given about the departmental profile, HR development and research prospects. Faculty of Economics and Business, University of Zagreb, September 22 – 23, 2017.
- Speaker at „Open Day" for future students. School of Economics and Business in Sarajevo, June 2017.

- Speaker at „SEBS Experience", orientation program for undergraduate students. School of Economics and Business in Sarajevo, June 2017. ·
- Speaker at the promotion of the book „*Sharing the Work: What My Family and Career Taught Me about Breaking Through (and Holding the Door Open for Others)*" by Myra Strober. Speech given about the impact of professor Strober's contributions in the domain of occupational segregation by gender and women's employment, families and childcare, and implications of her research on leadership and HR practices in companies. TPO Foudation, Sarajevo, October 2016.
- Lecturer at systemic education for young entrepreneurs „StartUp Challenge" on topic „Leadership challenges in the 21st century", SEBS Center for Entrepreneurship and Knowledge Management. Sarajevo, February 2013.
- Lecturer at Business Academy, Educational program for school principals: Quality management in education", on topic „Motivation in organizations". School of Economics and Business in Sarajevo, February and November 2008.

Memberships

The British Educational Leadership, Management and Administration Society (BELMAS); member since 2015

Certifications

- Attendee at Advanced Structural Equation Modeling seminar held by professor Adamantios Diamantopoulos (University of Vienna) at School of Economics and Business in Sarajevo, fall –winter 2017/2018
- Attendee at TRAIN program – Training and Research for Academic Newcomers, emphasis on andragogy, didactic methods in higher education, research methodology and development of curriculum; University of Sarajevo coordinated by the Gent University, University of Kent, King Baudouin Foundation; fall 2017/spring 2018
- Attendee at Case study method seminar held by dr. Jamal Arif (UAE University) held at School of Economics and Business in Sarajevo, 14th – 16th February 2012
- Attendee at „Business strategy and Balanced ScoreCard" seminar held by professor Robert Kaplan, organized by ICPE (International Center for Professional Education), Sarajevo, November 2008

International experience

Faculty of Business and Economics at Mendel University in Brno, Czech Republic, ERASMUS+ Teaching Mobility, May 2018.

Jasna Kovačević, PhD.