

LE ANH THO

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EDUCATION

Doctor of Philosophy (Management) | 2026 – now

NUS Business School,
National University of Singapore

- Research interests: Strategic management, SHRM, international business strategy in emerging markets

MBA in Business Administration | 2022 – 2024

National Economics University (NEU), Vietnam

- Relevant coursework: Strategic management, human resources management, organizational development, international business.

MTESOL in Teaching English to Speakers of Other Languages | 2011 – 2013

Victoria University, Australia

- Relevant coursework: Research methodology

BA in English Education | 2004 – 2008

University of Languages and International Studies (ULIS),
Vietnam National University (VNU)

- Relevant Coursework: English for Specific Purposes, Cross-cultural communication

TEACHING EXPERIENCE

Senior Lecturer | 2010 – present

National Economics University (NEU), Vietnam

- Teaching English for Business and Academic Purposes
- Leading curriculum reform
- Supervising student research projects and academic writing

Prior Teaching Roles | 2008 – 2012

FPT University, Hanoi University of Industry, International School (VNU), Techcombank,
Canon Industrial Park

- Courses taught: Business English, Communication English

SCHOLARSHIPS & AWARDS

Project 89 – Full Doctoral Scholarship | 2025

- Fully funded doctoral scholarship (Project 89) by Ministry of Education and Training, Vietnam
- Covers tuition, living, and research costs for Ph.D. studies in Singapore

Singapore Seameo RELC - Advanced Specialist Course | 2023

- Fully funded course on Advanced Specialist in English by Singapore Seameo RELC, Singapore
- Covers tuition, living, and research costs for the course in Singapore

Train-the-Trainer Program | 2023

- Fully funded course on Train-the-Trainer Program under the collaboration between National Economics University (Vietnam) and The Adelaide University (Australia)
- Covers tuition, living, and research costs for the course in Australia

Sustainable Leadership Scholarship | 2018

- Fully funded course on Sustainable Leadership by the Sustainable Global Leadership Academy (SGLA), Israel
- Covers tuition for the course in Israel

RESEARCH AND CAREER SUMMARY

- Senior lecturer at National Economics University, Hanoi, Vietnam, with over a decade of experience in higher education, transitioning into strategic HRM and international business research.
- Currently holding a fully funded doctoral scholarship under Vietnam's Project 89, with a proposed dissertation focusing on the intersection of SHRM, intangible assets, host country experience, and digital transformation in emerging market firms.
- Academic interest lies in exploring how firms leverage intangible assets and host country experience to enhance SHRM during international expansion.
- Committed to building an academic research profile through high-quality empirical studies and contributing to peer-reviewed publications.

FUTURE RESEARCH INTERESTS

- Strategic human resource management (SHRM)
- International business strategy in emerging markets
- Intangible assets and firm performance
- Host country experience and institutional adaptation
- Digital transformation and ESG integration in HRM
- Cross-national HRM and institutional pressures

RESEARCH EXPERIENCE

Ph.D Proposal

- *Integrating Intangible Assets, Host Country Experience and Digital Transformation in SHRM: A Study of Vietnamese Firms' International Expansion*

MBA Thesis

- *Factors Affecting Individual Innovation among Kindergarten Teachers: Implications for Hanoi International Preschool.*

PUBLICATIONS

- *Managing the Private Tutoring Market: Lessons from South Korea and Policy Implications for Vietnam*, Journal of Industry and Trade, 03/2025
- *Teachers and the Digital Franchise Revolution: Drivers, Challenges, and Opportunities in Global Digital Business Models*, Journal of Industry and Trade, 09/2024
- *Singapore's Experience in Developing English and Implications for Vietnamese Universities*, Journal of Foreign Studies (ULIS), 12/2023
- *Preparation for TOEIC Reading I*, Science and Technics Publishing House, 12/2022 (co-author)

RESEARCH METHODS AND TECHNICAL SKILLS

- Quantitative analysis: survey design, regression analysis, SPSS
- Qualitative methods: case study analysis, in-depth interviews, content analysis
- Data collection: primary (surveys, interviews) and secondary data sources
- Academic writing and publishing: academic manuscripts, journal article writing

PROFESSIONAL DEVELOPMENT

- Presenter, *Advanced Workshop on Language Assessment for Higher Education* – SEAMEO RELC, Singapore, 2023
- Presenter, *Institutional Workshop on Comparative University Work Environments* – University of Adelaide, Australia, 2023
- Presenter, *Digital HRM Practices in Emerging Markets* – Vietnamese Digital Business Community, 2021–present
- Presenter, *Sustainable Business Models in the Digital Economy* – Vietnamese Digital Business Community, 2021–present
- Facilitator, *Sustainable Leadership for Early Childhood Business Owners* – Community Workshop, Vietnam, 2019
- Participant, *Business Networking and Leadership Exchange* – Business Network International (BNI), Vietnam, 2018–2019
- Guest Speaker, *Future Intelligence in Education* – SGLA International Workshop, Israel, 2018

- Presenter, *English Language Teaching Strategies in Vietnamese Classrooms* – British Council, Vietnam, 2010

PROFESSIONAL ACTIVITIES

- **Member, Business Network International (BNI)** | 2016-2018
 - Participated in cross-sectoral networking activities and promoted SME knowledge exchange on leadership and digital strategy
- **Online digital business coach** | 2021-2025
 - Training and coaching online digital business.

LANGUAGES AND SOFT SKILLS

- **Languages:** Vietnamese (native), English (fluent – Master of TESOL)
- **Soft Skills:** Academic writing, public speaking, cross-cultural collaboration

REFEREES

Prof. Andrew Karl Delios

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