

Curriculum Vitae

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Ilias Kapoutsis

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HONORS & DISTINCTIONS:

Associate Editor, *Frontiers in Psychology: Organizational Psychology*
(JCR Impact Factor: 2.33), 2017-today.
Guest Editor, *European Management Journal*
(JCR Impact Factor: 2.48), 2018.
Editorial Board, *Academy of Management Perspectives*
(JCR Impact Factor: 4.94; #11 of 121 journals in the category of "Business" and #12 of 193
journals in the category of "Management"), 2018-today
2017, *Review Editor*, *Frontiers in Psychology: Organizational Psychology*

ACADEMIC POSITIONS:

2017-2018: Assistant Professor of Management, AUEB
2010-2017: Adjunct Professor, AUEB
2013-2015: Adjunct Lecturer, Cyprus International Institute of Management
2010-2013: Adjunct Lecturer, Business College of Athens

EDUCATION:

Athens University of Economics and Business (2004 – 2009)
Ph.D. in Management
University of Manchester (former UMIST) (2002 – 2003)
Master in Business Information Technology
Athens University of Economics and Business (1998 – 2002)
BSc in Business Administration

JOURNAL PUBLICATIONS [14]:

Kapoutsis, I., Papalexandris, A., Treadway, D.C., & Bentley, J. (2017). Measuring Political Will in Organizations: Theoretical Construct Development and Empirical Validation. *Journal of Management*, 43, 2252-2280.

Elbanna, S.*, **Kapoutsis, I.***, Mellahi, K.* (2017). Creativity and propitiousness in strategic decision making: The role of positive politics and macro-economic uncertainty. *Management Decision*, 55, 2218-2236. *Shared first authorship.

Kapoutsis, I., Volkema, R., Lampaki, A. (2017). Mind the first step: The intrapersonal effects of affect on the decision to initiate negotiations under bargaining power asymmetry. *Frontiers in Psychology*, 8, 1313. doi: 10.3389/fpsyg.2017.01313.

- Epitropaki, O.*, **Kapoutsis, I.***, Ellen III, P., Ferris, G., Drivas, K., & Ntotsi, A. (2016). Navigating uneven terrain: The roles of political skill and LMX differentiation in prediction of work relationship quality and work outcomes. *Journal of Organizational Behavior*, 37, 1078-1103. *Shared first authorship.
- Kapoutsis, I.**, Papalexandris, A., Thanos, I. (2016). Hard, Soft, or Ambidextrous: Which Influence Style Promotes Managers' Task Performance and the Role of Political Skill. *International Journal of Human Resource Management*. doi:10.1080/09585192.2016.1233447
- Kapoutsis, I.** & Thanos, I. C. (2016). Politics in organizations: Positive and negative aspects of political behavior. *European Management Journal*, 34(3), 310-312.
- Volkema, R., **Kapoutsis, I.**, Bon A., & Almeida J. (2016). The influence of power and individualism-collectivism on negotiation initiation. *Revista de Administração Contemporânea*, 20, 673-692.
- Volkema, R. & **Kapoutsis, I.** (2016). From restaurants to board rooms: How initiating negotiations teaches management principles and theory. *Journal of Management Education*, 40(1), 76-101.
- Grougiou, V., Moschis, G., & **Kapoutsis, I.** (2015). Compulsive buying: The role of earlier-in-life events and experiences. *Journal of Consumer Marketing*, 32(4), 278-289.
- Grougiou, V., **Kapoutsis, I.**, Moschis, G., & Mathur, A. (2014). The impact of early life experiences on young adults' compulsive buying tendencies. *Advances in Consumer Research*, 42, 496.
- Kapoutsis, I.**, Volkema, R., & Nikolopoulos, A. (2013). Initiating negotiations: The role of bargaining power, machiavellianism, and risk propensity. *Group Decision and Negotiation*, 22(6), 1081-1101.
- Volkema, R., **Kapoutsis, I.**, & Nikolopoulos, A. (2013). Initiation behavior in negotiations: The moderating role of motivation on the ability-intentionality relationship. *Negotiation and Conflict Management Research*, 6(1), 32-48.
- Kapoutsis, I.**, Papalexandris, A., Thanos, I., & Nikolopoulos, A. (2012). The role of political tactics on the organizational context - career success relationship. *International Journal of Human Resource Management*, 23(9), 1908-1929
- Kapoutsis, I.**, Papalexandris, A., Nikolopoulos, A., Hochwarter, W., & Ferris, G. (2011). Politics perceptions as moderator of the political skill - job performance relationship: a two-study, cross-national, constructive replication. *Journal of Vocational Behavior*, 78(1), 123-135.

BOOK CHAPTERS [1]:

- Kapoutsis, I.**, (2016). Playing the political game at work: The roles of political will, political prudence, and political skill. In E. Vigoda-Gadot & D. Amos (Eds). *Handbook of organizational politics: Looking back and into the future* (pp. 40-58), Cheltenham, UK: Edward Elgar.

CONFERENCE PRESENTATIONS [22]:

- Lampaki A., **Kapoutsis, I.**, & Papadakis V. (2018). Tactics for successfully implementing strategic decisions: A moderated mediation model. *38th Annual Conference of the Strategic Management Society*, Paris, France, September 22-25, 2018.
- Ellen III, P., Frieder, R., **Kapoutsis, I.**, & Hochwarter, W. (2017). Employee performance as a multiplicative function of political motivation, ability, and context. *77th Annual Meeting of the Academy of Management*, Atlanta, USA, August 4-8, 2017.
- Volkema, R. & **Kapoutsis, I.** (2017). The art of the deal: A case analysis of Donald Trump's negotiations for the U.S. Presidency. *30th Annual Conference of the International Association for Conflict Management*, Berlin, Germany, July 9-13, 2017.

- Shaughnessy, B.*, & **Kapoutsis, I.*** (2016). Negotiator political skill: A two-study exploration into subjective value. *29th Annual Conference of the International Association for Conflict Management*, New York, USA, June 26-29, 2016. *Shared first authorship.
- Kapoutsis, I.**, Papalexandris, A., & Thanos, I. (2016). The relationship of influence tactic ambidexterity and managers' performance and the boundary role of political skill. *16th Conference of the European Academy of Management (EURAM)*, Paris, France, June 1-4, 2016.
- Kapoutsis, I.**, Elbanna, S., & Melahi, K. (2014). Positive politics and strategic decision making outcomes: The moderating role of context. *74th Annual Meeting of the Academy of Management*, Philadelphia, USA, August 1-5, 2014.
- Epitropaki, O., **Kapoutsis, I.**, Ferris, G., Drivas, K., & Ntotsi, A. (2014). Navigating on uneven terrain: political skill, LMX differentiation and employee outcomes. *74th Annual Meeting of the Academy of Management*, Philadelphia, USA August 1-5, 2014.
- Kapoutsis, I.**, Papalexandris, A., Lampaki, A., & Papadakis, V. (2014). Unravelling the mediating role of relationship conflict on politics perceptions - job outcomes relationships in low and high levels of political skill: results of a moderated mediation approach. *28th International Congress of Applied Psychology (ICAP)*, Paris, France, July 8-13, 2014.
- Kapoutsis, I.**, Volkema, R., & Nikolopoulos, A. (2013). The role of affect and bargaining power on negotiation initiation. *27th Annual Conference of the International Association for Conflict Management (IACM)*, July 4-7, 2013.
- Papalexandris, A., **Kapoutsis, I.**, & Papadakis, V. (2013). Bringing rational routines in political settings: how political rationality can moderate the politics perceptions relationship with job stress and job satisfaction. *14th Conference of European Academy of Management (EURAM)*, Istanbul, Turkey, June 26-29, 2013.
- Kapoutsis, I.**, Papalexandris, A., & Nikolopoulos, A. (2013). Influence on the extremes and the moderating role of political skill: A multi-level study. *15th Eastern Academy of Management (EAM) Conference*, Seville, Spain, June 23-27, 2013.
- Kapoutsis, I.**, Papalexandris, A., & Treadway, D. (2013). Political will: Multi-dimensional scale development and multi-sample validation. *16th Congress of the European Association of Work and Organizational Psychology (EAWOP)*, Münster, Germany, May 22-25, 2013.
- Epitropaki, O., **Kapoutsis, I.**, & Drivas, K. (2013). Political skill, LMX, LMX Differentiation and employee outcomes. *28th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*, Huston, Texas, USA, April 11-13, 2013.
- Kapoutsis, I.**, Papalexandris, A., & Treadway, D. (2012). Measuring political will: Theoretical construct development and empirical validation. *72th Annual Meeting of the Academy of Management*, Boston - Massachusetts, August 3-7.
- Kapoutsis, I.**, Papalexandris, A., Thanos, I., & Nikolopoulos, A. (2011). The effect of political tactics on the organizational context - subjective career success relationship. *71th Annual Meeting of the Academy of Management*, San Antonio - Texas, USA, August 12-16, 2011.
- Volkema, R., **Kapoutsis, I.**, & Nikolopoulos, A. (2011). Initiation behavior in negotiations: The moderating role of motivation on the ability-intentionality relationship. *24th Annual Conference of the International Association for Conflict Management*, Istanbul, Turkey, July 3-6, 2011.
- Kapoutsis, I.**, Papalexandris, A., & Nikolopoulos, A. (2010). Influence tactic ambidexterity for achieving performance: the moderating role of political skill. *70th Annual Meeting of the Academy of Management*, Montreal - Canada, August 6-10, 2010.

Kapoutsis, I. & Papalexandris, A. (2009). Achieving job performance by combining hard and soft influence tactics-the moderating role of political skills. *23th British Academy of Management (BAM) Conference*, Brighton, UK, September 15-17, 2009.

Kapoutsis, I. & Thanos, I. (2008). Subjective career success: The role of individual, structural and behavioural determinants. *22th British Academy of Management (BAM) Conference*, Harrogate – UK, September 9-11, 2008.

Kapoutsis I., Nikolopoulos, A. (2008). Political decision making: Development of an integrative framework. *24th European Group for Organisational Studies (EGOS) Colloquium*, Amsterdam - the Netherlands, July 10-12, 2008.

Kapoutsis I.,Theodoulidis, B., & Saraee, M. (2004). SVM Categorizer: A generic categorization tool using support vector machines. *International Conference on Artificial Intelligence 2004*: 1109-1112, Las Vegas - Nevada, July 13-16, 2004.

Kapoutsis, I., & Thanos, I. (2008). Political tactics of Greek managers: An empirical investigation. 5th Student Conference organised by the Department of Management and Technology (AUEB). Dais, Athens, Greece.

RESEARCH PERFORMANCE

Overall JCR Impact Factor Score (2017): 23.27

ABS (2015) – journal ranking [number of papers]: 4[1], 4[2], 3[2], 2[5], 1[1]*

Total number of citations [based on Google Scholar, 09.10.2018]: 207 [h-index:9, i10-index: 9]

Total number of citations [based on Scopus, 09.10.2018]: 75 (68 excluding self-citations)

INVITED PRESENTATIONS [SELECTED]

December 2013: Presented, after invitation, a 3-hour seminar on research methodology at the University of United Arab Emirates University, UAE.

June 2012: Presented, after invitation, my research on leaders' willingness to use power in the faculty seminar series at the ALBA Graduate Business School.

June 2010: Presented, after invitation, my research on relationship between leaders' influence tactic ambidexterity on performance in the Department of Business Administration research seminars at the Athens University of Economics and Business.

REVIEWING (AD HOC) ACTIVITIES:

- Journal of Management Studies (ABS4)
- British Journal of Management (ABS 4)
- Journal of Occupational and Organizational Psychology (ABS 4)
- Human Relations (ABS 4)
- Academy of Management Perspectives (ABS 3)
- International Journal of Human Resource Management (ABS 3)
- European Management Review (ABS 3)
- European Management Journal (ABS 2)
- Leadership and Organization Development Journal (ABS 1)
- Organization Management Journal
- Negotiation and Conflict Management Research
- Annual Meeting of the Academy of Management Conference (AoM)
- Annual Conference of the European Academy of Management (EURAM)
- International Association for Conflict Management (IACM) Conference

TEACHING (CURRENT) ACTIVITIES

Undergraduate courses

- Business economics and administration
- Human Resource Management
- Conflict Management and Negotiations

Postgraduate courses

- Managing and Leadership Skills (MBA)
- Human Resource Management (MBA)
- Organizational Behavior (Leadership; MSc in HRM)
- Conflict Management and Negotiations (MBA)
- Services Management (MSc in Services Management)
- Topaz Management Simulation Game (International MBA)
- Research Methods (PhD Seminars)

Executive education

- Negotiations (Diploma in Negotiations; Management for Pharmacists, Diploma of Social Entrepreneurship)

PARTICIPATION (AS A RESEARCHER) IN FUNDED RESEARCH PROJECTS:

Post-doctoral researcher in the project “ARISTEIA - Research Excellence”, 2012-2015. *The impact of the organizational context on human capital development and motivation*. Funded by the Greek Ministry of Development. Principal investigator: Prof. Vassilis Papadakis, Total Budget: €200,000.

Post-doctoral researcher in the project “Research Excellence - Postdoctoral Fund”, 2013-2014. *Understanding and Managing the Process of Initiating Negotiations: The Role of Power, Personality and Stereotypes*. Funded by the Athens University of Economics and Business / AUEB research center. Principal investigator: Prof. Andreas Nikolopoulos. Total Budget: €10,000

International collaborator in the NRF Research Grant 'RSA-1108-00788', 2012-2013. *Strategic Planning Practices in the UAE Public Sector*. Grant Number 'RSA-1108-00788'. Principal investigator: Prof. Said Elbanna. Total Budget: \$166,500.

Post-doctoral researcher in the project “Social Entrepreneurship: Case Study Development”, 2011-2012. *Case Study Development of Diaplous Social Co-operatives*. Funded by the Innovation and Entrepreneurship Unit (AUEB). Principal investigator: prof. Andreas Nikolopoulos. Budget of specific action: €3,500.

Doctoral researcher in the project PENED03, 2006-2009. *Political goals and effectiveness of Greek enterprises*. Funded by the Greek Ministry of Development. Principal investigator: Prof. Andreas Nikolopoulos. Total Budget: €67,000.

Research assistant in the project “Pythagoras II”, 2005-2008. *European company statute and implementation strategies in Greece*. Funded by the Greek Ministry of Education. Principal investigator: Prof. Andreas Nikolopoulos. Total budget: €100,000.

Research assistant in the project “Heraclitus I”, 2005-2008. *Sources of ineffectiveness in the financial departments*. Funded by the Greek Ministry of Development. Principal investigator: Prof. Andreas Nikolopoulos. Total budget: €45,000.

PROFESSIONAL & CONSULTING (SELECTED) EXPERIENCE:

- ATTICA Bank: Executive training in negotiations.
- IKEA: Executive training in negotiations.
- Ministry of National Defense, General Directorate for Defense Investments & Armaments: Development of specialized tailor-made educational programs and executive training in negotiations.

- National Bank of Greece: Development of several specialized educational programs and executive training in negotiations.
- GAP: Coordinator of the 2016 educational program “Management for medical doctors” (8 modules via e-learning).
- Intell Finance. Chief Executive Officer for the years 2010-2012.
- Groupama: Executive training in negotiations.
- Pharmaserve-Lilly: Executive training in negotiations.
- Onassis Scholars Association: Negotiation training seminars.
- Red Bull: Negotiation training.
- Hellenic Institute of Insurance Studies (EIAS). Negotiation training.
- ELKEDE: Development of the company strategic and business plan for the years 2011-2013.
- PAKO A.V. Koliopoulos: Development of the company’s business plan.
- Lamia Polyclinic (polyclinic and rehabilitation center). Development of the company’s business plan for the years 2008-2013.