

Maria Vakola, PhD
Associate Professor
Athens Laboratory of Human Resources Management
Department of Marketing and Communication
Athens University of Economics and Business (AUEB)

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104 34 Athens, Greece
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TEACHING EXPERIENCE

Oct. 2014 – today	Associate Professor in HRM and OB, Athens University of Economics and Business Teaching: Organisational Psychology and Behaviour (PG), Human Resources Management (UG), Change Management (UG, Erasmus and PG), Personal Skills Development (PG)
Oct.2011-Oct 2014	Assistant Professor in HRM and OB (with tenure)
Oct. 2007-2011	Assistant Professor in HRM and OB
Jul. 2001 – Oct. 2007	Lecturer, Athens University of Economics and Business
Sep 2015- today	Head of the e-learning program in organizational psychology, AUEB
2015-today	Co-ordinator of two e-learning modules in HRM University of Piraeus
Sep. 2004- 2011	Visiting Lecturer Hellenic Open University Department of Business Administration Module: Introduction to Business Administration
Sep. 1998 – Jul. 2001	Lecturer School of Business and Informatics, Information Systems Institute, University of Salford, UK Teaching: Change Management (UG) and Organizational Behaviour (UG)
Jan.2000-Jun.2000	Visiting Lecturer, University of Westminster, UK Teaching: Change Management (PG)
May 1999	Visiting Lecturer, American University of Prague Teaching: Human Resources Management (PG)

1. Project title: PACOME- Partenariat pour les compétences et l'emploi

Funded by EU/Tempus

Duration: 2012-2015

Role: Team member/AUEB representative

2. Project Title: Development of a Situational Judgment Test assessing employees' potential

Funded by the National bank of Greece

Duration: 2011-2013

Role: Team member

3. Project Title: Measuring behavior change and learning transfer in food retailing blue collar supervisors using SJTs: An individual differences approach

Funded by the Athens University of Economics and Business/Basic research funding program-competitive process

Duration: 2010-11

Role: Principal Investigator

4. Project Title: Productive and Counter-productive work behaviours across cultures

Funded by the EPSRC/University of Nottingham

Duration: 2008-2010

Role: Team member

5. Project Title: Individuals' Reactions to Organizational Change: A Longitudinal Investigation (IROC)

Funded by the Athens University of Economics and Business/Basic research funding program-competitive process

Duration: 2008-09

Role: Principal Investigator

6. Project Title: Implementation of competency-based management in HRM practices

Funded by Emporiki Bank

Duration: 2002-2006

Role: Project manager

7. Project Title: Organizational Culture survey

Funded by Metaxas Diagnostics A.E

Duration: Sep 2004-Feb.2005

Role: Principal Investigator

8. Project Title: Measurement of Emotional Intelligence

Funded by Infote

Duration: 2003-2004

Role: Principal Investigator

9. Project title ICCI-Creating, Sustaining and Disseminating Knowledge for Sustainable Construction: Tools, Methods and Architectures

Funded by EPSRC

Duration:1998-2001

Role: Co-investigator

10. OSMOS- Open System for Inter-enterprise Information Management in Dynamic Virtual Environments

Funded by EU

Duration: 1998-2001

Role: Co-investigator

11. Project title: E-COGNOS- Knowledge Management

Funded by EU
Duration: 1998-2001
Role: Team member

12. Project title: CONDOR ESPRIT-Business Process Re-engineering and organisational change

Funded by EU
Duration: 1997-2000
Role: Team member

13. Project title: C-Sand-Knowledge and Information Management

Funded by EPSRC
Duration: 1999-2000
Role: Team member

14. Project title: GEMISIS 2000- Implementation of technology programmes in education, health and business

Funded by EU
Duration: 1996-1999
Role: Team member

EDUCATION

- | | |
|-----------------------|---|
| Oct. 1996 – Oct. 1999 | University of Salford, UK
<i>School of Business and Informatics</i>
Ph.D
Title: Business Process Re-engineering and Organisational Change: Evaluation of implementation strategies, funded by the European Union and private sector |
| Sep.1995 – Oct. 1996 | University of Manchester,
<i>Institute of Science & Technology (UMIST) Manchester, UK,</i>
M.Sc. in Organisational Psychology |
| Sep. 1991 – Sep. 1995 | National and Kapodistrian University of Athens
<i>Psychology Department</i>
BSc (honours) in Psychology, Grade: 2.1 |

BOOKS

1. Vakola, M., & Petrou, P. (Eds.) (2018): *The impact of organizational change: Coping resources and strategies*, Current Issues in Work and Organizational Psychology Series, UK: Routledge.
2. Vakola, M. & Nikolaou, I., (2012): *Organizational Psychology and Behaviour*, Rosili Publications: Athens, Greece
3. Vakola M. & Apospori, H., (Eds.) (2007): *Women in Management*. Sideris Publications, Athens, Greece
4. Vakola, M., (2005): *Managing Change*. Sideris Publications: Athens

PUBLICATIONS

1. Vakola, M. (2016) The reasons behind change recipients' behavioral reactions: a longitudinal investigation, *Journal of Managerial Psychology*, Vol. 31(1) pp: 202-215

2. Vakola, M. (2014), What's in there for me? Individual readiness to change and the perceived impact of organizational change, *Leadership & Organization Development Journal*, 35(3) pp. 195-209
3. Vakola, M. (2013), Multilevel readiness to change: A conceptual approach, *Journal of Change Management*, Special issue on readiness for change, 13(1) pp 96-109
4. Coyne, I., Gentile, D., Born, M., Cem, N., & Vakola, M., (2013) The relationship between productive and counterproductive work behavior across four European countries, *European Journal of Work and Organizational Psychology*, 22(4) pp 377-389
5. Tomprou, M., Nikolaou, I., & Vakola, M., (2012) Experiencing organizational change in Greece: the framework of psychological contract, *International Journal of Human Resources Management*, 23(2), 385-405
6. Oreg, Sh. Vakola, M. & Armenakis, Ach.,(2011) Change recipients reactions to organizational change: A sixty-year review of quantitative studies , *Journal of Applied Behavioural Science*, 47(4), 461–524
7. Nikolaou, I., Vakola, M & Bouradas, D.,(2011) The role of silence on employees attitudes "the day after" a merger, *Personnel Review*, 40(6), 723-741
8. Nikolaou, I., Vakola, M & Bouradas, D., (2008) Who speaks up at work? Dispositional influences on employees' voice behaviour, *Personnel Review*, 37(6), 666-679
9. Oreg, S., Bayazit, M., Vakola, M., Arciniega, L., Armenakis, A., Barkauskiene, R., et al. (2008). Dispositional Resistance to Change: Measurement Equivalence and the Link to Personal Values Across 17 Nations. *Journal of Applied Psychology*, 93(4), 935-944.
10. Nikolaou, I., Gouras, A., Vakola, M., & Bourantas, D. (2007). Selecting Change Agents: Exploring Traits and Skills in a Simulated Environment. *Journal of Change Management*, 7(3/4), 291-313.
11. Nikolaou, I., Tomprou, M., & Vakola, M. (2007). Individuals' inducements and the role of personality: implications for psychological contracts. *Journal of Managerial Psychology*, 22(7), 649-663.
12. Panayotopoulou, L., Vakola, M., & Galanaki, E. (2007). E-HR adoption and the role of HRM: evidence from Greece. *Personnel Review*, 36(1/2), 277-294.
13. Vakola, M., Soderquist, K. E., & Prastacos, G. P. (2007). Competency management in support of organisational change. *International Journal of Manpower*, 28(3/4), 260-275.
14. Reed, J., & Vakola, M. (2006). What role can a training needs analysis play in organisational change? *Journal of Organizational Change Management*, 19(3), 393-407.
15. Tassabehji, R., & Vakola, M. (2005). Business e-mail: The killer impact. *Communications of the ACM*, 48(11), 64-70.
16. Vakola, M., & Bouradas, D. (2005). Antecedents and consequences of organisational silence: an empirical investigation. *Employee Relations*, 27(5), 441-458.
17. Vakola, M., & Nikolaou, L. (2005). Attitudes towards organizational change: What is the role of employees' stress and commitment? *Employee Relations*, 27(2), 160-174.
18. Vakola, M., Tsaousis, L., & Nikolaou, L. (2004). The role of emotional intelligence and personality variables on attitudes toward organisational change. *Journal of Managerial Psychology*, 19(2), 88-110.
19. Vakola., M., & Wilson, I. (2004). The challenge of virtual organisation: critical success factors in dealing with constant change. *Team Performance Management*, 10(5/6), 112-120.
20. Kenyon J., and Vakola M., (2003): 'Customer Relationship Management: A Viable Strategy for the Retail Industry' *International Journal of Organization Theory and Behavior*, 6 (3), 329-353

21. Vakola, M. (2000). Exploring the relationship between the use of evaluation in business process re-engineering and organisational learning and innovation. *Journal of Management Development*,19(10), 812-835
22. Vakola M. & Rezgui Y., (2000): The role of evaluation in business process re-engineering' *Knowledge and Process Management: The Journal of Corporate Transformation*, 7(4), 207-216
23. Vakola M. & Rezgui Y., (2000): Organisational Learning and Innovation in the Construction Industry, *Learning Organisation: An International perspective*,7(4), 174-183
24. Vakola M., & Rezgui Y.,(2000): Critique of existing business process re-engineering methodologies: The development and implementation of a new methodology, *Business Process Management Journal*, 6 Number 3, 238-250
25. Vakola M., Rezgui Y. & Wood-Harper T., (2000): 'The CONDOR business process re-engineering methodology' *Managerial Auditing Journal*,15(1/2), 42-46

CONFERENCE PRESENTATIONS

1. Vakola, M. (2017), Employee Reactions to Organizational Change: The role of task adaptivity and proactivity and leader-member exchange, European Association of Work and Organizational Psychology, Dublin
2. Kaltiainen, J, Jukka L, Vakola, M. & Fugate M., (2017), Am I Going to Make It? Dynamic Relations Between Changes in Work Engagement and Coping Appraisals Throughout Organizational Mergers, European Association of Work and Organizational Psychology, Dublin
3. Lazanaki, V. & Vakola, M., (2017) Issues you don't communicate at work: Antecedents and Consequences, Poster presentation, European Association of Work and Organizational Psychology, Dublin
4. Vakola, M., Xanthopoulou, D. & Demerouti, E (2016), Job crafting and adaptive performance: The moderating role of influence tactics , EAWOP Small Group Meeting, Athens
5. Vakola, M., Bourantas, D., & Karli, M. (2016), 'Managing Change through Leader's Cultural and Personal Values: The Case of Apivita', 12th European Academy of Occupational Health Psychology, Athens
6. Vakola, M., Nikolaou, I. & Kyriakou, O., (2015), Dealing with unemployment through pairing, European Congress of Work and Organizational Psychology, Oslo
7. Tompou, M., Xanthopoulou, D., & Vakola, M., (2015) ' Overall and daily employee-organization resource exchanges: Developing a scale across levels of analysis, European Congress of Work and Organizational Psychology, Oslo
8. Vakola, M., & Katsaros, K., (2015) 'Responding to change recipients' reactions to change: A conceptual model', 17th European Congress of Work and Organizational Psychology, Oslo
9. Vakola, M., (2014)'Investigating reactions to, and performance following, change-instigating feedback', 28th International Congress of Applied Psychology, Paris
10. Tsaousis, I. & Vakola, M., (2013) "Development of the Attitudes Toward a Specific Organizational Change (ATSOC) Scale", Academy of Management meeting, Orlando
11. Gouras, A., Nikolaou, I. & Vakola, M. (2012). Selecting for change: Developing a SJT to measure change agent's behaviours, 8th Conference of the International Test Commission, Amsterdam, The Netherlands
12. Vakola, M (2011), Reasons as predictors of change recipients' behavioural reactions, Academy of Management conference, San Antonio, USA
13. Vakola, M, Armenakis, Ach. & Oreg, Sh., (2011), Change recipients'' characteristics and reactions to organizational change, Academy of Management conference, San Antonio, USA

14. Vakola, M., Armenakis, Ach., & Oreg Sh. (2011), Change recipients' reactions to change: A review, European Association of Work and Organizational Psychology, Maastricht, The Netherlands
15. Vakola, M (2010) Reasons as predictors of change recipients' behavioural reactions: A Longitudinal investigation, British Academy of Management, Sheffield, UK
16. Gentile, D; Coyne, I; Born, M; Vakola, M; Cem, N; Jooren, J; Kontou, E (2010), Productive and counterproductive work behaviour: Bi-polar or independent constructs? A cross cultural comparison of four European countries, British Psychological Society, UK
17. Vakola, M. (2008) Macro, Meso and micro readiness to organizational change, Institute of Work Psychology International Conference, Sheffield, UK
18. Vakola, M. & Nikolaou, I. (2008), Selecting Change Leaders, 12th International Conference in Organization Studies, New Delhi, India
19. Oreg Sh. & Vakola M. (2007) Employees reactions to organizational change: A review of empirical findings, Academy of Management Conference, Philadelphia, USA
20. Papalexadris, A., Vakola, M. & Prastacos G., (2007) Workplace Olympics: Inspiring great performance through fundamental values in use, Academy of Management Conference, Philadelphia, USA
21. Oreg, Sh., Bayazit, M., Armenakis, Ac., Barkauskiene, R, Bozionelos, N., Gonzales-Fernandez, L., Feric I., Fujimoto, Y., Han, J., Hetland, H., Hrebickova, M., Mitsuhashi, H., Mlacic, B., Ohly, S., Saksvik P., Srinivas, E., Vakola M. & Van Dam. (2007). Dispositional resistance to change across culture, Academy of Management Conference, Philadelphia, USA
22. Vakola, M. & Nikolaou, I. (2006). Exploring Individual Readiness to Organizational Change. Academy of Management Conference, Atlanta, USA
23. Vakola, M. (2006). Multilevel readiness to change. International Association of Applied Psychology, International Conference, Athens, Greece
24. Vakola, M., Nikolaou, I. & Bourantas, D. (2006). Who Remains Silent at Work? The Role of Personality Characteristics in Organizational Silence. Academy of Management Conference, Atlanta
25. Vakola, M. (2005). 'Toward a predictive model of individual readiness to organizational change', Academy of Management Conference, Honolulu, USA
26. Tsaousis, I & Vakola, M., (2005). 'Emotional Intelligence and Locus of Control: Exploring their relationship with sales performance', European Association of Work and Organizational Psychology, Turkey
27. Vakola, M., Nikolaou, I. & Bouradas, D., (2004). Maximizing individual and organizational outcomes following a merger, Academy of Management Conference, New Orleans, USA
28. Vakola, M., Soderquist, E. Papalexandri, N. Prastacos, Petrakoglou, D. (2004). 'COMP^{ETE}: The development of an integrated, forward-looking approach to competency management for the banking sector' International HR Conference, Slovenia
29. Panayiotopoulou, L., Vakola, M. & Galanaki, E., (2004). E-HR adoption and its impact on the role of HRM, 'HRM in the knowledge economy' International HR Conference, Slovenia
30. Vakola, M., Tsaousis, I., & Nikolaou, I. (2003). The role of emotional intelligence on employees' attitudes towards organisational change. 9th Panhellenic Conference of Psychological Research, Rhodes, Greece
31. Vakola, M. and Wilson, I (2002): 'The Challenge of Virtual Organisation: Critical Success Factors in Dealing with Constant Change', International Conference, 'eSM@RT 2002-Towards a European Knowledge Economy', Manchester
32. Vakola, M and Rezgui Y (2000) : 'Critique of existing business process re-engineering methodologies' 5th International Conference on BPR and TQM, Singapore.
33. Murray, P and Vakola, M (2000): 'Achieving innovation through organisational learning frameworks' 5th International Conference on BPR and TQM, Singapore

34. Vakola M., Rezgui Y.(1999), 'Evaluation of the implementation of a business process re-engineering strategy devised by quantitative and qualitative findings in three European construction companies' European Association of Work and Organizational Psychology, Helsinki.
35. Vakola M., (1999), 'Burnout, coping strategies and job outcomes among Greek doctors' European Association of Work and Organizational Psychology, Helsinki
36. Vakola M., Rezgui Y. and Wood-Harper Trevor, (1999) 'Business Process Re-engineering and Construction Industry: The Condor approach' 4th International Conference on BPR and TQM, Hong Kong Baptist University, Hong Kong
37. Tassabehji R., Vakola M. and Varey R., (1998) 'Using the Information Superhighway to Drive Economic Regeneration: A Case Study', the Business and Economics Society International, Rome
38. Rezgui Y, Cooper G, Vakola M and Tracey A, (1998)'Advanced Document Management Solutions for the Construction Industry: The CONDOR approach, 5th ISPE International Conference in Concurrent Engineering, Tokyo
39. Vakola M., 'Participatory-Compound Evaluation: A Case Study' (1998) Evaluation Centre of the Western Michigan University, USA
40. Rezgui Y, Cooper G, Vakola M and Tracey A, (1998) 'The Life-cycle of IT Innovations in Construction-Technology Transfer From Research Practice' Computer Support for Collaborative document Production and Management, CIB W78 Conference Stockholm.
41. Rezgui Y., Cooper C.,Vakola M.and Tracey A. (1998) 'Advanced Electronic Document Management Solutions for the Construction Industry: The CONDOR approach'. Computer Support for Collaborative document Production and Management, CIB W78 Conference Stockholm.

BOOK CHAPTERS

1. Vakola, M. & Petrou, P.,(2018). An overview of the impact of organizational change and a synthesis of suggested coping strategies: An introductory note, In M. Vakola & P. Petrou (Eds), *The impact of organizational change: Coping strategies and resources*, Routledge
2. Tsaousis, I. & Vakola, M., (2018). Measuring Change Recipients' Reactions: The Development and Psychometric Evaluation of the CRRE Scale, In M. Vakola & P. Petrou (Eds), *The impact of organizational change: Coping strategies and resources*, Routledge
3. Vakola, M., Bourantas, D., & Karli, M. (2017). ' It is not a way of making money; it is a way of life. In *Leadership and Change Management: A Cross-Cultural Perspective*, Halkias, D., Santora, J., Harkiolakis, N., & Thurman P. (Eds), New York: Routledge, pp. 56-61
4. Vakola, M., Armenakis, Ach. & Oreg, Sh., (2013). "Reactions to organizational change from an individual differences perspective: a review of empirical research." *The Psychology of Organizational Change: Viewing Change from the Employee's Perspective* In Sh. Oreg, Al. Mitchell & B. Rune (Eds), *The Psychology of Organizational Change*, Sage, pp 95-123
5. Vakola, M (2012), Resistance to change: Technology implementation in the public sector, *In Cases and Exercises in Organization Development*, Anderson, D. (ed). pp 112-118, USA: Sage Publications.
6. Oreg, S., Bayazit, M., Vakola, M., Arciniega, L., Armenakis, A., Barkauskiene, R., et al. (2010) Measurement equivalence using multi-group confirmatory factor analysis and confirmatory smallest space analysis: The case of dispositional resistance to change. In *Cross-cultural analysis: Methods and applications*. Davidov, E., Schmidt, P. & Billiet, J. New York: Routledge.

7. Pilavaki, A. & Vakola, M.,(2007) Sexual Harassment at the workplace' in Vakola, M., &Apospori, H., (Eds) 'Women in Management' Sideris Publications, Athens
8. Vakola, M (2007) 'The role of women in change management' in Vakola, M., &Apospori, H., (Eds) 'Women in Management' Sideris Publications, Athens
9. Nikolaou, I., Vakola, M. & Robertson, I.T. (2006). 360 degree feedback and leadership development. In R. Burke & C. L. Cooper (Eds.) Inspiring Leaders. London: Taylor & Francis.
10. Vakola M., and Nikolaou I.,(2002): 'Organisational readiness for change: the role of strategy, culture and human resource management' in Farhad Analoui (Ed) 'The changing patterns of Human Resource Management' London:, Ashgate. pp. 270-283

OTHER PUBLICATIONS

1. Nikolaou, I., Vakola, M. & Kantas (2009). History and Development of Industrial & Work Psychology in Greece. The Industrial-Organizational Psychologist, 47(2), 87-91
2. Prastacos, P, Soderquist, K & Vakola, M (2005): 'A strategic forward looking approach to competency modelling' Business Leadership Review, Vol 2, pp.1-5
3. Vakola, M. & Wilson, I.E. (2003), "Open Road: Proposing a Migration Path to the Digital Construction Virtual Enterprise", Les Cahiers du Management Technologique, vol. 13(1), pp. 67-77
4. Kenyon J., and Vakola M., (2003): 'Customer Relationship Management: A Viable Strategy for the Retail Industry' International Journal of Organization Theory and Behavior, Vol 6 (3), 329-353
5. Kenyon J., and Vakola M., (2001): 'Evolving the customer relationship management paradigm in the retail industry' International Journal of Customer Relationship Management, vol 3(4), pp. 313-332

INVITED SPEAKER

1. Vakola, M (2016), The psychology of organizational change, Research Seminar, Em-Lyon Business School, France
2. Vakola, M (2016), HR Case Study Series, International Conference Human Resources Management, Athens
3. Vakola, M (2016), Employability and job-pairs Nestle, Alliance for Youth, Athens
4. Vakola, M (2015), Interpersonal skills development, AcEin in cooperation with SAKE and Samsung, Innovathens
5. Vakola, M (November 2014), '*Mentoring and Unemployment*', Cypriot Association of Human Resource Management
6. Vakola, M (April 2014) Speech at TEDxAUEBWomen
7. Vakola, M & Nikolaou (2013) Speech at TEDxAthens Unconference
8. Vakola, M (December 2013),Keynote Speech, '*Leadership and Managing Change*' Pharmaceutical Marketing Association, Athens
9. Vakola, M (November 2012) Public Lecture, 'Reactions to Organizational Change' Cyprus International Institute of Management
10. Nikolaou I., & Vakola, M., (2012), Situational Judgement Test in training effectiveness evaluation, International Conference in Human Resources Management
11. Vakola, M. (2011), Stress Management, Deloitte, International Women Day Event, Athens
12. Vakola, M. (November 2011). The Big HR Debate. Hellenic Management Association & Bousias Conferences.

13. Vakola, M., (2010), The psychology of organizational change, International Conference in Human Resources Management
14. Vakola, M., (2009), Women in Management, Hellenic Corporate Social Responsibility Network, Athens
15. Nikolaou I and Vakola, M.(2005), Applicant reactions to personnel selection methods in Greece: The role of individual differences, International Conference in Human Resources Management
16. Vakola M, and Bouradas, D (2002), Antecedents and Consequences of Organizational Silence: An HR challenge, 6th International Conference in Human Resources Management
17. Vakola, M, (2002), Strategy of change: The role of human resource management, PriceWaterhouse conference on HRM, Athens

SUPERVISION

Dissertations supervision (MSc and MBA)

I have supervised more than 75 dissertations in topics related to organizational behaviour and psychology using mainly quantitative measurements.

By-distance supervision in co-operation with the Manchester Business School, Leicester University and Hellenic Open University

1. Supervision and co-supervision of PhDs and Post-Docs
2. Ian Wilson: Socio-organizational issues of virtual organizations, Co-supervisor, University of Salford
3. Gouras Athanasios. Change Agency Selection Criteria: their role in attitude Formulation and Change Success. Co-supervisor, AUEB
4. Kleantis Katsaros. Reacting to change recipients reactions to organizational change: A Diary study, Post doc, Supervisor, AUEB
5. Vera Lazanaki. Mentoring at work: An event-sampling investigation. In progress
6. Marina Karli: Evaluating the effectiveness of training events through the concept of learning transfer. In progress
7. Eva Mavraki: Recovery and well being, In progress

Doctoral students' committee

- Tomprou Maria. Department of Management Science & Technology, AUEB
- Chatzi Sofia. Department of Management Science & Technology, AUEB
- Agapitou Vasia. Department of Management Science & Technology, AUEB
- Kardasi Ourania. Department of Management Science & Technology, AUEB
- Dalakoura Aphrodite. Department of Management Science & Technology, AUEB
- Iordanoglou Dimitra. Department of Marketing & Communication, AUEB

External Examiner of PhDs invited by the universities of Bradford, Cardiff and Edinburg and the National University of Athens.

INVITED EXPERT

2009	National Council of Selection, Team member of selection committees
2008	European Commission: Evaluator of Research Projects
2002	National Council of Selection, Team member of selection committees

CONFERENCE ORGANIZER

June 2018	Summer School in Organizational Psychology-European Association of Work and Organizational Psychology (in co-operation with Ioannis Nikolaou)
2016	Small Group Meeting in the Psychology of Organizational Change sponsored by European Association of Work & Organizational Psychology in co-operation with Prof. Shaul Oreg. The proposal went through a competitive process and 30 European and International change researchers participated.
2014	7 th International Human Resources Management Conference, Athens, Greece

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AoM)
- European Association of Work and Organizational Psychology (EAWOP)
- European Network of Selection Researchers (ENESER, Ιδρυτικό μέλος)
- International Association of Applied Psychology (IAAP)
- Consortium for Emotional Intelligence Research in Organizations (EI Consortium)
- Hellenic Psychological Association (ΕΛΨΕ)

EDITOR AND EDITORIAL BOARD MEMBER

Editor

- HR Case Study Series-published four times per year by AUEB
- Human Relations (special issue in co-operation with Gavin Schwarz and Dave Douckennooghe) *forthcoming*

Editorial Board Member

- Journal of Change Management
- Employee Relations
- Frontiers Review editor for Organizational Psychology

REVIEWER

- European Journal of Work and Organizational Psychology
- Journal of Organizational Behaviour
- Human Relations
- Journal of Managerial Psychology,
- British Journal of Management,
- Journal of Change Management,
- Personnel Review,

- Journal of Personnel Psychology
- Leadership & Organizational Development Journal
- Academy of Management Annual Conferences (OB-HRM divisions)

AWARDS

- Teaching Excellence Awards
 - Executive MBA, 2015
 - Undergraduate Programme in Marketing and Business Communication, 2014-2015
 - International MBA, 2011-2012
 - International MBA, 2005-2006
 - International MBA, 2001-2002
- Human Resources Management award, Job-pairs.gr
 - Bousias Communication HR awards 2015
 - Greek Management Association innovation award 2014

EXECUTIVE TRAINING

Topics: Motivation, Emotional Intelligence, Team Dynamics, Change Management, Stress Management

Business Sectors:

- 1) Telecommunications: Vodafone, OTE
- 2) Banking: Eurobank
- 3) Insurance: Groupama
- 4) Retail and consumer goods: AB Vasilopoulos/Delhaize Group, Dodoni
- 5) Public: OSE
- 6) Consulting: Kantor
- 7) Health: Apivita, Papaellinas

ADMINISTRATIVE-LEADERSHIP ROLES

- Head of the Athens Human Resources Management Laboratory (Jan, 2017-today)
- Co-founder of the International Forum for the Psychology of Organizational Change (IFPOC) (2016-today)
- Member of the inter-departmental Managing Committee of the MSc in Human Resources Management, (2003-today)
- Departmental Erasmus Coordinator, (2005-2016)
- Co-founder of the Personal Skills Development Programme, AUEB
- Owner and co-founder of a Non for profit Organization, Job-Pairs (www.job-pairs.gr), (2013-today)

PROFESSIONAL DEVELOPMENT

Participation in research seminars and training, the most recent one was delivered by Chris Stride on multilevel analysis, Mplus, London