

Dr Foteini Kravariti

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EDUCATION

- 2013 – 2016** **University of Manchester – Manchester, UK**
PhD Development, Policy & Management
Grade achieved: A1 (no corrections)
- 2011 – 2012** **University of Manchester – Manchester, UK**
MSc Human Resource Management (International Development)
Grade achieved: Distinction
- 2006 – 2010** **University of Piraeus – Piraeus, Greece**
BSc in Business Administration
Grade achieved: 2:1

ACADEMIC APPOINTMENTS

- 06/2024 – Present** **Athens University of Economics and Business, Department of Management Science and Technology – Athens, Greece**
Position: Assistant Professor in HRM
- 10/2023 – 05/2024** **Athens University of Economics and Business – Athens, Greece**
Position: External Instructor (part-time)
- 09/2022 – 01/2024** **Deree, The American College of Greece, School of Business and Economics – Athens, Greece**
Position: Assistant Professor (research track)
- 01/2021 – 08/2022** **Deree, The American College of Greece, School of Business and Economics – Athens, Greece**
Position: Associate Faculty, Lecturer I (part-time)
- 01/2021 – Present** **University of Reading, Henley Business School – Reading, UK**
Position: Executive Adjunct Supervisor
- 07/2019 – 05/2024** **National Centre for Public Administration and Local Government, Institute of Training – Athens, Greece**
Position: Principal Instructor (part-time)

- 01/2019 – 12/2020** **Deree, The American College of Greece, School of Business and Economics – Athens, Greece**
Position: Instructor (part-time)
- 09/2017 – 04/2024** **University of Portsmouth, Faculty of Business and Law – Portsmouth, UK**
Position: Senior Lecturer in HRM/OB
- 09/2016 – 08/2017** **University of Portsmouth, Faculty of Business and Law – Portsmouth, UK**
Position: Lecturer in HRM/OB
- 09/2016 – 03/2018** **University of Manchester – Manchester, UK**
Position: External Supervisor and Academic Assessor (part-time)
- 10/2013 – 08/2016** **University of Manchester – Manchester, UK**
Position: Graduate Teaching Assistant and Senior Tutor

PROFESSIONAL & CONSULTANCY APPOINTMENTS

- 09/2023 – Present** **Cambridge Education Group Digital – Cambridge, UK**
Position: Academic Consultant
- 02/2015 – 03/2018** **University of Manchester – Manchester, UK**
Position: Fieldwork Assistant (part-time)
- 08/2014 – 01/2015** **University of Manchester, Careers’ Services – Manchester, UK**
Position: Applications’ Adviser (part-time)
- 05/2013 – 10/2013** **Bet365 – Stoke-on-Trent, UK**
Position: Instructor/Trainer (part-time)
- 09/2012 – 10/2013** **Bet365 – Stoke-on-Trent, UK**
Position: European Customer Account Advisor
- 11/2010 – 07/2011** **Eurobank EFG, Financial Planning Services – Moschato, Greece**
Position: Advisor
- 07/2010 – 08/2010** **AteBank – Volos, Greece**
Position: Internship
- 10/2007 – 02/2008** **Vodafone Greece – Aghios Ioannis Rentis, Greece**
Position: Customer Service Assistant (part-time)

OTHER ACADEMIC LEADERSHIP POSITIONS

- **08/2023 – Present:** Judging committee at «HR awards» by Boussias.
- **02/2022 – 07/2022:** Research Lead of Human Resource Management, Deree – The American College of Greece.

- **02/2022 – 07/2022:** Advisor of the «Best Buddies Club» at the American College of Greece.
- **08/2021 – 07/2022:** External evaluator of HRM courses at Malta’s Further and Higher Education Authority (MFHEA), Hamrun, Malta.
- **06/2021:** External academic advisor in the revalidation of CIPD courses, Birmingham City University, UK.
- **01/2021 – 04/2024:** Chair of module assessment boards and boards of examiners for all CEG-partnered (online) courses, University of Portsmouth, UK.
- **09/2019 – 09/2023:** External examiner of HRM courses at University of Huddersfield Business School, Huddersfield, UK.
- **02 – 09/2019:** Member of the curriculum building committee of the ‘MA in Applied Organisational Psychology’, The American College of Greece.
- **09/2018 – Present:** Member of the steering committee of the Research Methodology Subject Interest Group (SIG) of the British Academy of Management (BAM), UK.
- **09/2017 – 04/2024:** Ethic’s reviewer for undergraduate and postgraduate dissertations, Faculty of Business and Law, University of Portsmouth, UK.
- **09/2017 – 04/2024:** Member of the recruitment committee for academic posts, Faculty of Business and Law, University of Portsmouth, UK.
- **03/2017:** Assessor of the AVM Gray Essay Competition: Essay for the RAF, UK.
- **11/2016 – 04/2024:** Member of the recruitment panel for doctoral students, Faculty of Business and Law, University of Portsmouth, UK.
- **09/2016 – 04/2024:** Participation in the professional development and evaluation of practice regarding teaching and learning (e.g. EPAS and AACSB), Faculty of Business and Law, University of Portsmouth, UK.
- **09/2015:** Facilitator at the Sustainability Challenge organised by Manchester Business School, UK.
- **09 – 12/2014:** Member of the PGRSN committee of The University of Manchester. We delivered seminars on a range of topics e.g. teaching opportunities and ethics’ application, University of Manchester, UK.
- **01 – 05/2014:** Member of the organising committee of the PGR conference, University of Manchester, UK.

RESEARCH & PROFESSIONAL TRAINING

06-07/09/2023: Randomised Controlled Trials (RCTs) for quantitative social researchers by NCRM and the University of Southampton.

28/06/2023: Matching and weighting for quasi-experimental policy evaluation - a primer by NCRM and the University of Southampton.

07-12/06/2023: Qualitative Comparative Analysis (QCA) by the Erasmus graduate school of social sciences and the humanities, Erasmus University Rotterdam, Netherlands.

29/09/2022: Introduction to ScienceDirect by Elsevier.

22/09/2022: Understanding research metrics in Scopus: journal-level, article-level, and author-level by Elsevier.

06/07/2022: Data and AI and ethics (AACCB) by the British Academy of Management.

15/03/2021: Publishing quantitative research and avoiding methods pitfalls by the British Academy of Management.

26/02/2021: Being an effective reviewer: Crafting effective reviews by the British Academy of Management.

20/01/2021: Using tools and apps for enhanced engagement by Deree – The American College of Greece.

30/10/2020: Introduction to R for social researchers by the Social Research Association.

09/2020: Attended a series of training sessions on additional tools available in the Moodle platform (e.g. Panoptro, Moodle quizzes, etc.), Faculty of Business and Law, University of Portsmouth, UK.

08/09/2020: Adobe Connect Training by Deree – The American College of Greece.

22/04/2020: Proctorio by Deree – The American College of Greece.

21/04/2020: Blackboard Learn – Test creation by Deree – The American College of Greece.

Jan-April 2020: Introduction to systematic review and meta-Analysis by Johns Hopkins University, Baltimore, Maryland, USA.

22/11/2019: Questionnaire design by the Social Research Association.

20/11/2019: Introduction to focus groups by the University of Surrey.

18/11/2019: Introduction to discourse analysis by the University of Surrey.

13 & 14/11/2019: Introduction to NVivo 12 by the University of Surrey.

16/01/2019: Structural equation modelling by LSE and the Falcom Group, London, UK.

07/01/2019: Testing for moderation and mediation using SPSS by LSE and the Falcom Group, London, UK

08/08/2018: Student systems project by the Graduate School, University of Portsmouth, UK.

14/05/2018: Best practice in being a second or third research supervisor by the Graduate School, University of Portsmouth, UK.

08/05/2018: PhD by publication by the Graduate School, University of Portsmouth, UK.

04/05/2018: Sustainability research by the University of Portsmouth, UK.

22/03/2018: Analysing data using Stata software by the University of Portsmouth, UK.

14/03/2018: Conducting research responsibly by the University of Portsmouth, UK.

07/03/2018: Guidance for internal/external examiners by the Graduate School, University of Portsmouth, UK.

28/02/2018: British Academy small grants for humanities and social sciences by the Research and Innovation Services (RIS), University of Portsmouth, UK.

12/12/2017: Best practice in supervising part time and professional doctorate students by the Graduate School, University of Portsmouth, UK.

11/12/2017: Digital tools for distance learning by the Learning & Development Department of the University of Portsmouth, UK.

06/12/2017: WEBEX – The virtual classroom by the Learning & Development Department of the University of Portsmouth, UK.

15/11/2017: Moodle assignment and Turnitin by the University of Portsmouth, UK.

25/10/2017: Assurance of learning by the University of Portsmouth, UK.

05/07/2017: Autism awareness by the Learning & Development Department of the University of Portsmouth, UK.

14/06/2017: Combined introduction to unit assessment boards/boards of examiners by the University of Portsmouth, UK.

24/05/2017: Quantitative research methods by the University of Portsmouth, UK.

02/05/2017: Invigilating by the University of Portsmouth, UK.

07/02/2017: Continental style PhDs by the Graduate School, University of Portsmouth, UK.

01/02/2017: Managing and monitoring research degree students by the Graduate School, University of Portsmouth, UK.

14/12/2016: Global engagement strategy workshop by the University of Portsmouth's Vice Chancellor, UK.

30/11/2016: Small grants workshop by the Learning & Development Department of the University of Portsmouth, UK.

23/11/2016: Best practice in the selection and admission of PGR students by the Graduate School, University of Portsmouth, UK.

17/11/2016: Getting the most out of mentoring by the Learning & Development Department of the University of Portsmouth, UK.

16/11/2016: Processes and support for submitting research funding bids by the Learning & Development Department of the University of Portsmouth, UK.

14/11/2016: An introduction to assessment, feedback and marking by the Department for Curriculum and Quality Enhancement (DCQE) of the University of Portsmouth, UK.

12/10/2016: How to search for funding by the Learning & Development Department of the University of Portsmouth, UK.

26/09/2016: Introductory workshop for research supervisors the Graduate School, University of Portsmouth, UK.

22 & 29/09/2016: Developing supervisory skills by the Learning & Development Department of the University of Portsmouth, UK.

19/09/2016: Annual and major review by the Graduate School, University of Portsmouth, UK.

08/12/2015: Equality and diversity issues by the University of Manchester, UK.

07/12/2015: Recruiting staff to academic/research posts by the University of Manchester, UK.

04/11/2015: Grademark by the University of Manchester, UK.

22/10/2015: Recruiting staff to PSS posts by the University of Manchester, UK.

06/10/2015: Minutes, meetings and agendas by the University of Manchester, UK.

19/10/2015: PDR reviewer by the University of Manchester, UK.

24/09/2015: Time management by the University of Manchester, UK.

19/03/2014: Publishing connect with Elsevier by the University of Manchester, UK.

29/01/2014: Bloomberg introduction by Manchester Business School, UK.

07/12/2013: Epistemological issues in international development by the University of East Anglia, London, UK.

12/11/2013: KETSO by the University of Manchester, UK.

08/11/2013: Reference management with Endnote by the University of Manchester, UK.

22/10/2013: Writing your literature review by the University of Manchester, UK.

09/2013 – 05/2014: Qualitative research methods: Doing interviewing, practicing participant observation and narrative analysis by the University of Manchester, UK.

09 – 12/2013: Research methods by the University of Manchester, UK.

09 – 12/2013: Introduction to quantitative methods by the University of Manchester, UK.

09 – 12/2013: PhD methods: Adobe Illustrator, Photoshop, and Prezi by the University of Manchester, UK.

16/03/2012: Graduate Teaching Assistant (GTA) training by the University of Manchester, UK.

ACADEMIC LECTURING: MODULE & COURSE LEADERSHIP

Undergraduate courses:

- BA(Hons) Business and Human Resource Management
- BA(Hons) Business and Management
- BA(Hons) Business Management and Entrepreneurship
- BA(Hons) Economics and Management
- BA(Hons) Financial Management for Business
- BA(Hons) Human Resource Management with Psychology
- BA(Hons) International Business
- BA (Hons) Marketing
- BSc (Hons) Business and Supply Chain Management
- BSc (Hons) Business and Systems Management
- BSc (Hons) Entrepreneurship Management
- BSc (Hons) Human Resource Management
- LLB Law with Business

Undergraduate modules:

- Managing People and Organisations (*module leader: 01/01/2021- 01/01/2024*)
- Managing People in Organisations
- Introduction to Human Resource Management (*module leader: 01/09/2021-30/08/2023*)
- Undergraduate dissertation supervision
- Business Research Project
- Business Innovation Development Project
- Entrepreneurship Theory
- Business Research Methods
- Talent Acquisition (*module leader: 01/01/2021-30/08/2023*)
- Employability, Research and Professional Development
- Strategic Human Resource Management

Postgraduate courses:

- MSc Business and Management
- MSc Global Human Resource Management (distance learning, part-time; *course leader: 01/06/2020-26/04/2024*)

- MSc Human Resource Development
- MSc Human Resource Management (full-time & part-time)
- MSc Human Resource Management (International Development)
- MSc Human Resource Management (top up)
- MSc International Business and Management
- MSc International Human Resource Management (*course leader 01/06/2017-31/08/2020*)
- MSc Management and Implementation of Development Projects
- MSc Organisational Change and Development

Postgraduate modules:

- Developmental Practice: International Contexts and Worlds of Action
- Human Resource Management *module leader 01/09/2016-01/09/2022*)
- Human Resource Management: Concepts and Contexts
- Human Resource Planning and Development
- Human Resource Planning and Talent Management (*module leader: since 01/01/2024*)
- Human Resource Practice
- Investigative Business Project
- Managing Human Resource (Module Leader) (*module leader 01/09/2017-01/09/2019*)
- Managing Human Resources – Online (*module leader: 01/07/2020- 26/04/2024*)
- Organisational Behaviour
- Organisational Psychology Management and Change
- Postgraduate dissertation supervision
- Resourcing and Talent Management
- Strategic and International Human Resource Management
- Training, Learning and Talent Development (distance-learning module for executives of the Royal Navy)

JOURNAL EDITORIAL BOARDS

International Journal of Contemporary Hospitality Management – Editorial Advisory Board
(2021 – Present)

SCIENTIFIC REVIEWER

- **Since 12/2023:** Public Management Review
- **Since 03/2021:** Human Resource Management Journal
- **Since 11/2020:** Journal of Organisational Effectiveness: People and Performance
- **Since 07/2020:** Studios Digital Education
- **Since 06/2020:** International Journal of Productivity and Performance Management
- **Since 03/2020:** International Journal of Contemporary Hospitality Management
- **Since 05/2019:** Human Resource Development Review
- **Since 05/2018:** European Journal of Training and Development
- **Since 01/2017:** Palgrave Macmillan
- **Since 09/2015:** Academy of Management

- **Since 11/2014:** International Journal of Human Resource Management
- **Since 10/2020:** Southwest Academy of Management (SWAM)

GUEST EDITOR – SPECIAL ISSUES

Kravariti, F., Jooss, S. & Scullion, H. (2023). Talent management in the new normal of hospitality and tourism. *International Journal of Contemporary Hospitality Management*, 35 (8). <https://www.emerald.com/insight/publication/issn/0959-6119/vol/35/iss/8> (CABS: 3)

JOURNAL PUBLICATIONS (peer-reviewed)

1. Johnston, K., Alberti, F. & Kravariti, F. (2024). Representative bureaucracy and organizational attractiveness: an experimental study of symbolic representation of the US and UK police. *Public Administration Review*, 84 (2), 293-307. doi:10.1111/puar.13675 (CABS: 4*)
2. Kravariti, F., Jooss, S. & Hugh, S. (2023). Guest editorial - Talent management and COVID-19: lessons and opportunities. *International Journal of Contemporary Hospitality Management*, 35 (8), 2685-2690. doi:10.1108/IJCHM-08-2023-093 (CABS: 3)
3. Kravariti F., Tasoulis, K., Scullion, H. & Alali, M. (2023). Talent management and performance in the public sector: the role of organisational and line managerial support for development. *The International Journal of Human Resource Management*, 34 (9), 1782-1807. doi:10.1080/09585192.2022.2032265 (CABS: 3)
4. Kravariti, F., Voutsina, K., Tasoulis, K., Dibia, C. & Johnston, K. (2022). Talent management in hospitality and tourism: a systematic literature review and research agenda', *International Journal of Contemporary Hospitality Management*, 34 (1), 321-360. doi: 10.1108/IJCHM-03-2021-0365 (CABS: 3)
5. Kravariti, F., Oruh, E.S., Dibia, C., Tasoulis, K., Scullion, H. & Mamman. A. (2021). Weathering the storm: talent management in internationally oriented Greek small and medium-sized enterprises. *Journal of Organizational Effectiveness: People and Performance*, 8 (4), 444-463. doi:10.1108/JOEPP-01-2021-0022 (CABS: 2)
6. Lamprinou, V., Tasoulis, K. & Kravariti, F. (2021). The impact of servant leadership and perceived organisational and supervisor support on job burnout and work-life balance in the era of teleworking and COVID-19. *Leadership & Organization Development Journal*, 42 (7), 1071-1088. doi:10.1108/LODJ-12-2020-0526 (CABS: 1)
7. Kravariti, F. & Johnston, K. (2020). Talent management: a critical literature review and research agenda for public sector human resource management. *Public Management Review*, 22 (1), 75-95. doi:10.1080/14719037.2019.1638439 (CABS: 4)
8. Hossain, F., Al Sinani, S., Kumasey, A. & Kravariti, F. (2020). International research collaboration: evidence from GCC countries. *South Asian Journal of Policy and Governance*, 43 (1), 1-23. <https://sjpgjournal.org/index.php/sjpg/article/view/34>
9. Hossain, F., Kumasey, A.S., Eldridge, D., Kravariti, F. & Bawole, J.N. (2018). Paradox of public sector capacity building: lessons from the MATT2 UK-Bangladesh cooperation. *Development Policy Review*, 36 (6), 689-702. doi:10.1111/dpr.12267

BOOK CHAPTERS (peer-reviewed)

1. Vaiman, V., Kravariti, F. & Usanova, K. (2025). Talent management of assigned expatriates. In: Hutchings, K. & Kallane, Y. *The Authoritative Research Guide to Expatriates*. US: Edward Elgar.
2. Kravariti, F. (2023). Talent management and developing employees for performance. In: Rees, G. & French, R. *Strategic People Management and Development*. 6th ed. London: CIPD/Kogan Page.
3. Kravariti, F. (2021). Analysing and presenting quantitative data. In: Mills, S. & Shepherd, C. *Research Methods*. UK: Studious Digital Education.

PUBLISHED CONFERENCE PROCEEDINGS (peer-reviewed)

1. Cox Lindsay, A., Xu, M. & Kravariti, F. (2019). 'Application of theoretical perspective on organisational transformation, change, and Development: Dynamic capability theory in a Saudi Arabian context', *BAM 2019 Conference on Organisational Transformation Change and Development*, Birmingham, UK. 3 – 5 September 2019.
2. Kravariti, F. (2017). 'Displaying the hidden treasures of talent management', *Proceedings of the 2017 Transatlantic Dialogue on Sustaining a Democratic Public Sector in an Era of Multiple Challenges and Constraints: Encouraging and Sustaining Diverse and Inclusive Societies*, Miami, Florida, U.S.A. 5th – 8th April 2017.
3. Sun, Y. & Kravariti F. (2016). 'To what extent the adoption of innovative human resource practices is explained by top management support in Chinese SMEs?' *Proceedings of the 3rd Business and Management Conference*, Lisbon, Portugal. 22nd– 25th March 2016.
4. Kravariti, F. & Fountoulaki, P. (2015). 'Cultural influence on human resource management: Empirical perspectives from the Greek hospitality industry', *Proceedings of the 32nd International Business Research Conference on Research for Advancement*, Melbourne, Australia. 23rd– 25th November 2015.
5. Kravariti, F. (2014). 'National and organisational cultural influences on human resource practices: Case studies from two Hotels in Greece and Cyprus', *Proceedings of the 2014 Global Human Resource Management Symposium*, University of Riverside, Riverside, Los Angeles, California, U.S.A. 20th – 21st June 2014.

OTHER PUBLICATIONS

1. Tasoulis, K., Theriou, G. & Kravariti, F. (2024). *HRM Glossary*. Deree – The American College of Greece. https://hrmglossary.acg.edu/index.php?title=About_the_project
2. Tasoulis, K., Kravariti, F., Kyriakidou, O. & Kalemidou, G. (8th December 2023). *People analytics: how HR can become pioneers and drive business growth*. CIPD - People Magazine. <https://www.peoplemanagement.co.uk/article/1850460/people-analytics-hr-become-pioneers-drive-business-growth#:~:text=People%20analytics%3A%20how%20HR%20can%20become%20pioneers%20and%20drive%20business%20growth,-New%20analysis%20reveals&text=Amid%20the%20fourth%20industrial%20revolution,taking%20informed%20people%2Drelated%20decisions.>

3. Παναγιωτοπούλου, Λ., Θερίου, Γ., Τασούλης, Κ. & Κραβαρίτη, Φ. (30 Νοεμβρίου 2023). *Σιωπηρή παραίτηση*. Η Καθημερινή-Special Reports. <https://www.kathimerini.gr/investigations/special-reports/562751782/mayri-trypa-stin-paragogikotita-chathikan-8-tris-dolaria-se-12-mines/#:~:text=%CE%B4%CE%BF%CE%BB%CE%AC%CF%81%CE%B9%CE%B1%20%CF%83%CE%B5%2012%20%CE%BC%CE%AE%CE%BD%CE%B5%CF%82,-%CE%A0%CE%B1%CE%B3%CE%BA%CF%8C%CF%83%CE%BC%CE%B9%CE%B1%20%CE%AD%CF%81%CE%B5%CF%85%CE%BD%CE%B1%20%CE%BA%CE%B1%CF%84%CE%B1%CE%B3%CF%81%CE%AC%CF%86%CE%B5%CE%B9&text=%CE%95%CE%AF%CF%84%CE%B5%20%CF%80%CF%81%CF%8C%CE%BA%CE%B5%CE%B9%CF%84%CE%B1%CE%B9%20%CE%B3%CE%B9%CE%B1%20%CE%BD%CE%AD%CE%BF%20%CF%86%CE%B1%CE%B9%CE%BD%CF%8C%CE%BC%CE%B5%CE%BD%CE%BF,%CF%80%CE%BB%CE%AE%CE%BE%CE%BF%CF%85%CE%BD%20%CF%84%CE%BF%CE%BD%20%CE%BA%CF%8C%CF%83%CE%BC%CE%BF%20%CF%84%CF%89%CE%BD%20%CE%B5%CF%80%CE%B9%CF%87%CE%B5%CE%B9%CF%81%CE%AE%CF%83%CE%B5%CF%89%CE%BD.>
4. Johnston, K., Alberti, F. & Kravariti, F. (23rd June 2023). *Falling reputations mean that women and minorities no longer want to work for the police in the US or UK*. LSE USAPP. <https://blogs.lse.ac.uk/usappblog/2023/06/23/falling-reputations-mean-that-women-and-minorities-no-longer-want-to-work-for-the-police-in-the-us-or-uk/>
5. Kravariti, F. (Μάιος 2023). *Επαναπροσδιορισμός στρατηγικών διοίκησης ταλέντων: με στόχο την ενίσχυση της οργανωσιακής απόδοσης στη μετα «covid-19» εποχή*. HR Professional. https://hrpro.gr/magazine_issues/hr-207/
6. Tasoulis, K., Kravariti, F., Kyriakidou, O., Soukouli, P., Papatzidou, V. & Kalemidou, G. (May 2023). *People analytics: how organisations operating in Greece use HRM data*. Deree – The American College of Greece & KPMG Greece. https://www.acg.edu/wp-content/uploads/2023/07/People-Analytics-Report_Final.pdf
7. Alberti, F., Johnston, K. & Kravariti, F. (2022). *Experimental research in public administration: a study of gender representation in the police*. Working Papers in Economics & Finance 2022-02, University of Portsmouth, Faculty of Business and Law. https://pure.port.ac.uk/ws/portalfiles/portal/52189796/Experimental_research_in_public_administration_PDF.pdf
8. Τασούλης, Κ., Κραβαρίτη, Φ., Κυριακίδου, Ο., Σούκουλη, Π., Παπατζήμου, Β., & Καλεμίδου, Γ. (2022). *People analytics: η αξιοποίηση δεδομένων ανθρώπινου δυναμικού στις επιχειρήσεις στην Ελλάδα*. Deree – The American College of Greece & KPMG Greece. <https://www.acg.edu/wp-content/uploads/2022/04/People-Analytics-Report-March-2022-revised-logo.pdf>
9. Warren, S. & Kravariti, F. (2021). *2020 AFEM gender diversity in the electronic music industry survey*. AFEM 2020.

PUBLICATIONS UNDER REVIEW

- Kravariti, F., Jooss, S., Tom Dieck, M. C., Fountoulaki, P. & Hossain, F. Talent management in hospitality and tourism: the role of societal and organisational culture.

The International Journal of Contemporary Hospitality Management [under second review].

- Panagiotopoulou, L., Theriou, G., Tasoulis, K., Pappas, I. & Kravariti, F. Embracing or escaping quiet quitting? A configurational approach to a career transition. *Human Resource Management* [under first review].
- Tasoulis, K., Theriou, G., Kravariti, F., Scullion, H. & Hylton, Y. Talent conceptualisations, talent management bundles and their drivers in small and medium enterprises: a polycontextual perspective. *Human Resource Management Journal* [under second review].
- Theriou, F., Tasoulis, L. & Kravariti, F. Linking the trickle-down effect of supervisor incivility to turnover intentions in the context of SMEs: a serial mediation model. *Leadership & Organization Development Journal* [under third review].

PUBLICATIONS IN PROGRESS

- Dibia, C., Kravariti, F., Oruh, E. & Sims, S. Constructive failure. To be submitted at: *Studies in Higher Education* [data analysis].
- Kravariti, F. Who owns talent management in the new normal of hospitality and tourism? To be submitted at: *The International Journal of Contemporary Hospitality Management* [data collection].
- Kravariti, F., Bezuidenhout, A. & Johnston, K. (2024). Mapping the literature on women's talent development through a systematic approach. To be submitted at: *Research Policy* [final edits].
- Tasoulis, K., Kyriakidou, O., Kravariti, F. & Chatzoudes, D. Learn to walk before you run: strategic fit and HR skills as prerequisites of HR analytics adoption. To be submitted at: *International Journal of Manpower* [writing up].

CONFERENCE CHAIRING

1. 22nd *Organisational Storytelling Seminar on Leadership in the Post-Truth Era: Storytelling for Good or Evil?*, Faculty of Business & Law, University of Portsmouth, Portsmouth, UK (08/06/2017).
2. 32nd *International Business Research Conference on Research for Advancement*, Melbourne, Australia (23-25/11/2015).
3. *Second 21st Century Academic Forum Conference*, Harvard University, Boston, U.S.A. (10/03/2015).
4. *Innovation in Research*, University of Manchester, Manchester, UK (05/2014).

CONFERENCE PRESENTATIONS (peer-reviewed)

1. **13-14/06/2024:** «Managing talent of assigned expatriates: current theory and future research» presented at the 6th *Global Conference on International Human Resource Management*, Gothernburg University, Sweden.
2. **16/04/2024-18/04/2024:** «Representative bureaucracy and organizational attractiveness: an experimental study of symbolic representation of the US and UK police» presented at the 2024 *IRSPM Conference: Hybrid Future for Public Governance and Management*, Tampere University, Finland.

3. **02/10/2023-03/10/2023:** «Talent conceptualisations, talent management bundles and their drivers in small and medium enterprises: a polycontextual perspective» presented at the *12th EIASM Workshop on Talent Management*, Ialyon School of Management, Lyon, France.
4. **31/08/2022-02/09/2022:** «Constructive failure: a systematic review and critical investigation of the management education curriculum» presented at the *2022 British Academy of Management Conference on Reimagining Business and Management as a Force for Good*, The University of Manchester, Manchester, UK.
5. **18/03/2022-22/03/2022:** «Bureaucratic reputation: the impact on representative bureaucracy» presented at the *2022 Conference of the American Society of Public Administration (ASPA) on Democracy under Threat: The Future of Equality in a Post-COVID World*, Jacksonville, Florida, U.S.A.
6. **30/09/2019-01/10/2019:** «Star or smart talent management? An investigation of the Greek private sector» presented at the *8th EIASM Workshop on Talent Management*, Toulouse Business School, Toulouse, France.
7. **03/07/2019:** «Constructive failure: bringing failure back to classrooms for better student success» presented at the *Teaching in the Spotlight: Innovation for Teaching Excellence Conference of the Advance Higher Education*, Northumbria University, Newcastle, UK.
8. **04/06/2019:** «Societal and organisational cultural impact on talent management: the Greek hotel industry» presented at the *HR Opportunities & Challenges in SMEs: Strategic HR, Working Conditions, Employee Voice & Talent Sustainability Conference of the British Academy of Management*, Birmingham City University, UK.
9. **11/06/2018:** «National and organisational cultural impact on talent management: the Greek hospitality industry» presented at the *Research and Innovation Conference*, Faculty of Business & Law, University of Portsmouth, Portsmouth, UK.
10. **16/05/2016:** «Cultural influences on talent management» presented at the *Personhood: Mobility and Space*, University of Manchester, Manchester, UK.
11. **09/03/2015:** «International research collaboration: trends and trajectories from GCC countries» presented at the *Second 21st Century Academic Forum Conference on Teaching, Learning, and Research in the Just Google It Age*, Harvard University, Boston, U.S.A.

ATTENDANCE IN ADDITIONAL CONFERENCES/SEMINARS

1. **04-05/10/2021:** *10th EIASM Workshop on Talent Management* (online).
2. **19/11/2020:** *Global Talent Management, Global Mobility and Covid-19: Where have we Been and Where are we Going?*, Centre for Global Workforce Strategy at Simon Fraser University (Canada), the Penn State Center for International Human Resource Studies (U.S.A.) & ESCP Business School (Europe), (online).
3. **30/06/2020:** *Update for Approved Centres: the new approach to CIPD accreditation of Higher Education*, CIPD (online).
4. **20-24/05/2019:** *Human Resource Management in a Digital Era*, MBA Society Business Week 2019, University of Piraeus, Athens, Greece.
5. **21/03/2019:** *Global Winners Starting from Greece: What does it Take to Make it?*, Aristos Doksiadis, The American College of Greece, Athens, Greece.
6. **20/03/2019:** *Are we Actually Ready to Create Sustainable Products and Brands?*, Vivi Mpougani, The American College of Greece, Athens, Greece.
7. **13/09/2018:** *Simply Better: Researching Assessment Practices – Improving Student Outcomes*, University of Southampton, Southampton, UK.

8. **08/06/2018:** *The Annual Learning & Teaching Conference*, University of Portsmouth, Portsmouth, UK.
9. **19/06/2017:** *The 13th BUS Research and Innovation Conference*, University of Portsmouth, Portsmouth, UK.
10. **09/06/2017:** *The Annual Learning & Teaching Conference*, University of Portsmouth, Portsmouth, UK.
11. **08/06/2016:** *The Implications of Chinese Economic Engagement in Africa*, University of Manchester, Manchester, UK.
12. **18/05/2015:** *Making Social Impact*, University of Manchester, Manchester, UK.
13. **05/05/2015:** *UNESCO's Missions, International Peace, and Genocides*, UNESCO, Paris, France.
14. **04/05/2015:** *Government at a Glance and Human Resource Management in OECD*, OECD, Paris, France.
15. **28/04/2015:** *The World Bank's 2020 Agenda and the Role of the National Bank of Belgium*, National Bank of Belgium, Brussels, Belgium.
16. **02/12/2013:** *PhD Today Conference on the Reasons People Choose to Do PhD Research and Why this Research is Important*, University of Manchester, Manchester, UK.
17. **20/11/2013:** *School-University Partnership Initiative Networking Event*, University of Manchester, Manchester, UK.

RESEARCH GRANTS

- 03/2024 – 06/2025** **University of Portsmouth – 2024/2025 Research Project Funds**
Research project: Women in STEM: Developing talent (WISE)
Funding body: Faculty of Business & Law, University of Portsmouth, UK
Amount: £4.000
Research team: Dr Adele Bezuidenhout, Dr Foteini Kravariti & Prof Karen Johnston
Position: Researcher
- 01/2023** **Research, Technology and Innovation Research Centre Fund**
Research project: The use of people analytics by Greek businesses
Funding body: The American College of Greece
Amount: €1.000
Research team: Prof Konstantinos Tasoulis, Dr Foteini Kravariti, Dr Olivia Kyriakidou, Miss Panagiota Soukouli, Mrs Veronica Papatzimou & Miss Georgia Kalemidou
Position: Researcher
- 06/2020 – 06/2021** **University of Portsmouth – 2020/2021 Research Project Funds**
Research project: Assessing the impact of gender representation in employment selection panel
Funding body: Faculty of Business & Law, University of Portsmouth, UK
Amount: £3.030
Research team: Dr Federica Alberti, Prof Karen Johnston & Dr Foteini Kravariti
Position: Researcher

11/2024

Research Travel Grant

Research project: National and organisational cultural impact on talent management's implementation: Case studies from Greece

Funding body: University of Manchester, UK

Amount: £600

Research team: Dr Foteini Kravariti, Prof Aminu Mamman & Prof Farhad Hossain

Position: Leading researcher

09/2013 – 09/2016

University of Manchester Scholar Award

Research project: National and organisational cultural impact on talent management's implementation: Case studies from Greece

Funding body: University of Manchester, UK

Amount: £52.566

Research team: Dr Foteini Kravariti, Prof Aminu Mamman & Prof Farhad Hossain

Position: Leading researcher

AWARDS/SCHOLARSHIPS

- Award – «Best Reviewer of Human Resource Development Review (HRDR) in 2019», Editorial Board of HRDR and HRD Academy, Atlanta, U.S.A. (February 2020).
- Award – «Researcher of the Month», Faculty of Business and Law, University of Portsmouth, UK (December 2021).
- Award – «Student Experience Excellence Award 2018: Best Newcomer», Faculty of Business and Law, University of Portsmouth, UK (July 2018).
- Award – «Student's Union Award for Excellence in Learning & Teaching: Best Supervisor», Faculty of Business and Law, University of Portsmouth, UK (November 2017).
- Award – 2nd place in the «Global Management Challenge» (2009).
- Awards – «Outstanding Student Performance», Greek Ministry of Education (2000-2006).
- Full scholarship – Tuition fees and stipend, University of Manchester, UK (September 2013 – September 2016).

PhD/DBA SUPERVISION

1st supervisor - University of Portsmouth

- Bubshait Fouzi. *Factors influencing the intention of Saudi Gen-Y talent to stay in the Saudi mining industry. Completed on 07/11/2022.*
- Nacu Gabriela. *Stakeholder collaborations and talent development: a study on UK hospitality and tourism placements.*
- Nsem-Nkongho Anna. *Nurses' competences and organisational influences that support/impede their development.*

2nd supervisor – University of Portsmouth

- Cox Andrew. *Dynamic capabilities within a Saudi Arabian context*. Completed on 29/09/2020.
- Shah Ankur. *Digital transformation of business school education: a change in landscape for the next decade*.

PhD/DBA EXAMINATION

External examiner

- Oseki Precious Egharevba. *Conceptualisation of Talent Management in United Kingdom (UK) Higher Education Institutions in the Context of New Public Management: Academics Perspective*. Salford University Business School, Manchester, Ηνωμένο Βασίλειο. Completed on 28/05/2024.
- Liu Mengqiong. *Talent Management in Chinese University Context: A Comparative Case Study Approach*. Hull Business School, Ηνωμένο Βασίλειο. Completed on 08/08/2023.
- Johnson Deloris Olga. *KPI Driven Banking Sales: Challenges in Enhancing Job Satisfaction from a Manager Perspective*. Edinburgh Napier University, Σκωτία. Completed on 13/06/2023.
- Usanova Ksenia. *Understanding Talent Management in a Context: Four Empirical Essays*. University of Luxembourg, Λουξεμβούργο. Completed on 08/12/2022.
- Romero Francisco Oliva. *The Role of Talent Development on Internal Succession Planning for Higher Education People Managers: An Interpretative Phenomenological Study*. Liverpool University, Ηνωμένο Βασίλειο. Completed on 10/03/2022.
- AbouabidAlla Eman Awni. *Investigating Talent Management Strategies – The Case of the Abu Dhabi Government in the Light of the Abu Dhabi Economic Vision 2030*. Liverpool John Moores University, Ηνωμένο Βασίλειο. Completed on 23/11/2021.
- Warraich Imran Asghar. *To Develop Organizational Talent Management Scorecard*. National College of Business Administration and Economics, Lahore, Πακιστάν. Completed on 20/03/2021.

Internal examiner – University of Portsmouth

- Pessima John. *Problem Sensing and Formulation in Talent Management: An Exploratory Study*. Completed on 03/03/2022.
- Ridgway Mark. *The Royal Air Force's Ability to Realise Mission Command in the Information Age*. Completed on 05/07/2021.
- Radwan Samah. *Identifying Cultural Singularities of Egyptian Staff as a Social Identity and their Impact on Cultural Practices in Egyptian Hospitality Organisations: A Case of Crossvergence*. Completed on 25/02/2020.
- Kunzmann Holger. *A Human Factors View on the Safety of Organisational Change – a Shift of Mindset from Failure and Success towards Resilience Engineering*. Completed on 04/12/2019.

PROFESSIONAL ACCREDITATIONS

- **22/01/2021:** Academic Member of CIPD (academic MCIPD)

- **26/04/2018:** Fellow at the Higher Education Academy (FHEA)
- **08/08/2016:** Associate Fellow at the Higher Education Academy (AFHEA)
- **28/01/2011:** Certified professional for practising economics and finance by the Greek Economic Chamber (licence: 9911096939)
- **07/06/2011:** Certified professional for teaching the English language by the Greek government
- **20/06/2011:** Certified professional for practicing accountancy and tax consultancy by the Greek Economic Chamber (licence: 80665)

ACADEMIC MEMBERSHIPS

- **2020 – 2021:** European Academy of Management
- **2019 – 2021:** Social Research Association
- **2018 – Σήμερα:** British Academy of Management
- **2016 – 2024:** University Forum for Human Resource Development (UFHRD)
- **2015 – 2018:** Academy of Management

IT SKILLS

- Academic and Statistical Software: SPSS, STATA, Prezi, Endnote, Blackboard, Moodle, Proctorio, Canvas, Brightspace, MPlus, R and Turnitin.
- Banking Software: Bloomberg, EPOS System, Qualco and Altamira.
- Microsoft Office tools: Proficient skills and ECDL Core certificate holder.
- Telecommunications' Software: Siebel and Jupiter.
- Other Software: Careers' Services Software, Moxie, Account Manager, macOS High Sierra, itrent, Telebet and Messaging System.

LANGUAGE SKILLS

- Arabic: Basic
- English: Bilingual proficiency
- German: Good
- Greek: Native speaker
- Italian: Basic
- Spanish: Good

VOLUNTEERING

- **10/2018:** Interviewed by the Greek TV channel 'Alpha' regarding 'Talented Greeks' immigration to the UK'.
- **06 – 08/2012:** Zone leader of communication team at the Parade Day event and communicator at the Looping the Loop event, *London Olympic Games Ambassador*, UK.
- **01 – 08/2012:** *Manchester Student Volunteers Scheme*, University of Manchester, Manchester, UK.
- **11/2011 – 01/2012:** Fundraiser, *British Red Cross*, Manchester, UK.