



## **International Conference**

# **LEADING AND MANAGING IN THE DIGITAL ERA: Shaping the Future of Work and Business Education**

**June 19-23, 2023**

## **Conference Program**

### **Venues**

**June 19-20, 2023**

**Divani Palace Acropolis Hotel, 19-25 Parthenonos Street, Athens 11742, Greece**

**June 21-23, 2023**

**Hotel Hermes, Hermoupolis, Syros Island, Cyclades, Greece**

### **Web site**

**[www.lmde2023.org](http://www.lmde2023.org)**



## LEADING AND MANAGING IN THE DIGITAL ERA: Shaping the Future of Work and Business Education

### Sunday, June 18, 2023: Divani Palace Acropolis Hotel

17.00-19.30	Arrivals and Registrations
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### Monday, June 19, 2023: Divani Palace Acropolis Hotel

08.00-08.30	Arrivals and Registrations
08.30-09.00	<b>Welcome addresses</b> <ul style="list-style-type: none"> <li>• <b>Dimitris Bourantonis</b>, Rector of the Athens University of Economics and Business, Conference Co-General Chair</li> <li>• <b>Gregory Prastacos</b>, Dean of the School of Business, Stevens Institute of Technology, Conference Co-General Chair</li> <li>• <b>Nancy Pouloudi</b>, Professor, Athens University of Economics and Business, President-Elect, Association of Information Systems, Chair of the Program Committee</li> </ul>
09.00-10.15	<b>Keynote Speakers</b> <ul style="list-style-type: none"> <li>• Leading in the Digital Era: What Competencies Do Public Sector Leaders Need Today? <b>Tawfik Jelassi</b>, Assistant Director-General, UNESCO</li> <li>• The DEI Mandate in Academia, <b>Manju Ahuja</b>, Endowed Chair at U of Louisville, VP for DEI, Association of Information Systems</li> <li>• Managing Change in the Digital Era: OTE's transformation journey, <b>Michael Tsamaz</b>, Chairman and CEO, Hellenic Telecommunications Organization</li> </ul>
10.15-10.30	<b>Break</b>
10.30-12.00	<b>Parallel Sessions 1</b> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;"> <b>A1: DIGITAL SAVVINESS AND UPSKILLING</b>  <b>Chair: Ann Murphy</b>, Stevens Institute of Technology           <ul style="list-style-type: none"> <li>• Executive Digital Savviness, <b>Ann Mooney Murphy</b> and <b>Sibel Ozgen Novelli</b>, Stevens Institute of Technology</li> <li>• Management Skills in the Digital Era - Implications for Business Education, <b>Dimitra Iordanoglou</b>, Panteion U of Political and Social Sciences; <b>Theano Lianidou</b>, Richmond American U London; <b>Peter Dominick</b>, Stevens Institute of Technology; <b>Thomas Begley</b>, Rensselaer Polytechnic Institute; <b>Marc Marchese</b>, Kings College; <b>Gregory Prastacos</b>, Stevens Institute of Technology</li> <li>• Interplay of skills in digital era: A European perspective, <b>Antonios Kargas</b>, <b>Eleni Gkika</b>, <b>Dimitris Papakyriakopoulos</b>, <b>Faidon Komisopoulos</b>, <b>Yiannis Psaromiligkos</b>, U of West Attica</li> <li>• Gender representation across HR Analytics teams, <b>Rafailia-Foteini Chousmekeridou</b>, <b>Eleanna Galanaki</b>, AUEB</li> </ul> </div>

	<p><b>B1: INNOVATIONS IN MANUFACTURING</b>  <b>Chair: Ioannis Mourtos</b>, Athens U of Economics and Business (AUEB)</p> <ul style="list-style-type: none"> <li>• New medicines design, development and commercialization in the digital era, <b>Dafni Bika</b>, <b>Magnus Nyden</b>, AstraZeneca, USA</li> <li>• Lean Manufacturing practices and Industry 4.0 technologies in Greek food companies, <b>Evangelos Psomas</b>, U Patras; <b>Cleopatra Deliou</b>, AUEB</li> <li>• Digital Twins (DTs) as an integral part of manufacturing Digital Transformation (DX), <b>Timoleon Farmakis</b>, <b>Stavros Lounis</b>, <b>Ioannis Mourtos</b> and <b>Georgios Doukidis</b>, AUEB</li> <li>• The OMILAB Community of Practice: Product-Service Design for Factory of the Future, <b>Iulia Vaidian</b>, U of Vienna; <b>Xavier Boucher</b>, EMSE; <b>Wilfrid Utz</b>, Omilab NPO</li> </ul> <p><b>C1: TECHNOLOGY + SOCIAL WELFARE IN THE DIGITAL ERA</b>  <b>Chair: Eric Clemons</b>, Wharton School, U of Pennsylvania</p> <ul style="list-style-type: none"> <li>• Improving §230, Preserving Democracy &amp; Protecting Free Speech, <b>Marshall Van Alstyne</b>, Boston U; <b>Mike Smith</b>, Carnegie Mellon U; <b>Herb Lin</b>, Stanford U</li> <li>• Consumer Steering: How Multi-Platform Firms Create Competitive Advantages, <b>Maximilian Schreieck</b>, <b>Sebastian Hermes</b>, <b>Jan Ondrus</b>, <b>Helmut Krcmar</b>, Tech U of Munich</li> <li>• Technological Progress and the Future of Regulatory Change: Relaxation or New Forms of Restriction, <b>Eric Clemons</b>, Wharton School, U of Pennsylvania; <b>Stina Teilmann-Lock</b>, <b>Andrej Savin</b>, <b>Jan Trzaskowski</b>, Copenhagen Business School</li> <li>• Educating Responsible Managers for a Finite World: Role of Altruism in Cyber Civilization, <b>Jiro Kokuryo</b>, Keio U; <b>Eric Clemons</b>, Wharton School; <b>Daum Kim</b>, Keio U</li> </ul>
10.30-12.00	<p><b>D1: LEADING CHANGE IN BUSINESS SCHOOLS</b>  <b>Chair: Gregory Prastacos</b>, Stevens Institute of Technology</p> <ul style="list-style-type: none"> <li>• Can Business Schools (and their Leaders) Adapt to Environmental Changes? <b>Anne Balazs</b>, U Toledo (USA)</li> <li>• Changing the Future of Work and the Future of Business Education, <b>Gregory Prastacos</b>, <b>Michael zur Muehlen</b>, Stevens Institute of Technology</li> <li>• Short Circuits 4.0. How to connect businesses and technical higher education to foster innovation and advanced training, <b>Michele Bugliesi</b> and <b>Stefano Micelli</b>, U Ca'Foscari</li> <li>• The Role of "Liberal Arts" in the Model Curriculum for University education in the Digital Era, <b>George Calhoun</b>, Stevens Institute of Technology</li> </ul>
12.00-13.00	<p><b>Lunch</b></p>
13.00-14.30	<p><b>Keynote Session: HARNESSING NEW TECHNOLOGY FOR ENVIRONMENTALLY SUSTAINABLE BUSINESS: Trends for the future of business education</b>  <b>Chair: Athina Dessypri</b>, Chair of the Board of Trustees, Bodossaki Foundation</p> <ul style="list-style-type: none"> <li>• Embedding sustainability and the management of environmental risk, adaptation and resilience into company strategy: an imperative for business education, <b>Chrysostomos Kavounides</b>, Managing Director and Partner Athens, BCG</li> <li>• How businesses can harness the power of digital tools and massive ecological data to increase their environmental sustainability, protect biodiversity and limit climate change, <b>Alexa Firmenich</b>, Co-Director SEED, Crowther Lab, ETH Zurich</li> <li>• How can business schools build their capacity to incorporate sustainability into their curricula: success stories, <b>Andre Hoffmann</b>, Vice-Chairman of the Board of Directors, Roche Holdings Ltd</li> <li>• The business case for nature: Why businesses should care, what impact could they have and how they can make this change happen, <b>Sebastian Leape</b>, CEO NatCap</li> </ul>

14.30-15.30	<p><b>Parallel Sessions 2</b></p> <p><b>A2: LEADERSHIP IN THE DIGITAL ERA</b>  <b>Chair: Dimitra Iordanoglou</b>, Panteion U of Social Political and Sciences</p> <ul style="list-style-type: none"> <li>• Data Privacy, Ethics, and Strategic Leadership, <b>Jill Brown</b>, Bentley U; <b>Andrew Ward</b>, Lehigh U</li> <li>• The leadership of organizations in times of uncertainty and crisis, the role of positive emotions in the era of the 4th industrial revolution and digital domination, <b>Maria Dologlou</b>, AUEB</li> <li>• Soft Skills for Responsible Leadership in the Digital Age: A Framework for Future Leaders, <b>Yasmine Rodrigues</b>, U of Sao Paulo; <b>Lara Bartocci Liboni</b>, Ivey Business School, U of Western Ontario; <b>Luciana Cezzarino</b>, U Ca' Foscari of Venice; <b>Lucas Stocco</b>, U of Sao Paolo</li> </ul> <p><b>B2: EDUCATING MARKETERS FOR THE DIGITAL ERA - A Panel Discussion</b></p> <ul style="list-style-type: none"> <li>• <b>Chair: Neal Roese</b>, Kellogg School of Management, Northwestern University</li> <li>• <b>Panelists: Kishnuk Jerath</b>, Graduate School of Business, Columbia U; <b>Can Uslay</b>, Rutgers U; <b>Silvana Dakduk</b>, Universidad de los Andes</li> </ul> <p><b>C2: ONLINE HEALTH PROVISION IN THE DIGITAL ERA</b>  <b>Chair: Klas Eric Soderquist</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>• Managing Telehealth adoption during multiple crises, <b>Christos Fragkos</b> and <b>Klas Eric Soderquist</b>, AUEB</li> <li>• The impact of Trust in AI chatbots on users' behavior: A sociomaterial perspective in Online Health Communities, <b>Alain Osta</b>, <b>Angelika Kokkinaki</b>, U Nicosia; <b>Charbel Chedrawi</b>, U Nicosia, Saint Joseph U</li> </ul> <p><b>D2: CLIMATE RISK: Implications for Financial Policies</b>  <b>Chair: George Ioannou</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>• Climate disclosure and risk premium in the European bond market, <b>Anastasios Xepapadeas</b>, U of Bologna, AUEB; <b>Matteo Mazzarano</b>, <b>Gianni Guastella</b>, <b>Stefano Pareglio</b>, U Cattolica Sacre Cuore; <b>Simone Borghesi</b>, U of Siena</li> <li>• The risks from climate change to sovereign debt and fiscal stability, <b>Stavros Zenios</b>, U of Cyprus</li> </ul>
15.30-16.00	<p><b>Coffee Break and Poster Sessions</b></p>
16.00-18.00	<p><b>Parallel Sessions 3</b></p> <p><b>A3: THE INFLUENCE OF TECHNOLOGY ON HR DECISION MAKING</b>  <b>Chair: Pete Dominick</b>, Stevens Institute of Technology</p> <ul style="list-style-type: none"> <li>• Algorithm-Based Promotion Decisions, <b>Sibel Ozgen</b>, Stevens Institute of Technology; <b>Nathan J. Hiller</b>, Florida International U</li> <li>• Impact of the Human Resources Technologies on Organizations, <b>Amina Can</b>, <b>Sandra Costa</b> and <b>Maria João Velez</b>, U of Lisbon</li> <li>• Understanding and Predicting Changes in the Occupation Ecosystem, <b>Shiyan Zhang</b> and <b>Jeffrey V. Nickerson</b>, Stevens Institute of Technology</li> <li>• The effect of job applicants' eWOM on employer branding, <b>Evdokia Tsoni</b> and <b>Ioannis Nikolaou</b>, AUEB</li> <li>• Human Resources Issues in Metaverse, <b>Myrto Dimitriou</b>, <b>Konstantinos Zisismopoulos</b>, <b>Konstantinos Piliounis</b> and <b>Natasha Valentine</b>, Rome Business School</li> </ul>

	<p><b>B3: ENABLING TECHNOLOGIES FOR OPERATIONS MANAGEMENT IN THE DIGITAL ERA</b>  <b>Chair: Manolis Kritikos, Athens U of Economics and Business</b></p> <ul style="list-style-type: none"> <li>• Artificial Intelligence in Routing Optimization: Open questions in Deep and Machine Learning, <b>Theocharis Metzidakis, Eric Tzimas and Manolis Kritikos, AUEB</b></li> <li>• Exploring the impact of big data and business analytics in e-commerce logistics, <b>Georgios Zois, Eleni Zampou, Stavros Lounis and Ioannis Mourtos, AUEB</b></li> <li>• Cloud Computing Continuum as an enabling business technology in the digital era, <b>Yiannis Verginadis and Dimitris Kardaras, AUEB</b></li> <li>• Optimizing the wastewater treatment flow in process industries through Digital Twins, <b>Ioannis Avgerinos, Ioannis Mourtos, Stavros Vatikiotis and Georgios Zois, AUEB</b></li> </ul> <p><b>C3: PUBLIC POLICY ISSUES IN THE DIGITAL ERA</b>  <b>Chair: Panos Louridas, Athens U of Economics and Business</b></p> <ul style="list-style-type: none"> <li>• Dimensions affecting e-government services usage continuance: Insights from the use of e-government services during COVID-19, <b>Xenia Mamakou and Sandra Cohen, AUEB</b></li> <li>• Developing a holistic National Digital Strategy, <b>Vasiliki Koniakou, Georgios Doukidis, Vasso Zarogianni and Ioannis Mourtos, AUEB</b></li> <li>• Securities &amp; Capital Markets: From the “Book-Entries” Era to Tokenisation and DLT, <b>Christina Tarnaridou, AUEB</b></li> <li>• Central bank digital currencies: Foundational issues and prospects looking forward, <b>George Bitros, AUEB; Anastassios Malliaris, Loyola U Chicago</b></li> <li>• Cyberthreats in everyday Life: Challenges and Opportunities, <b>Elisavet Konstantopoulou, Serafeim Kola, Vasilis Manousopoulos, Grant Thornton, Ioannis Krasonikolakis, Grant Thornton, U of Oxford</b></li> </ul> <p><b>D3: EMERGING TECHNOLOGIES &amp; INNOVATION CHALLENGES AND OPPORTUNITIES FOR MANAGEMENT RESEARCH: A Panel Discussion</b></p> <ul style="list-style-type: none"> <li>• <b>Chair: Harris Kyriakou, ESSEC Business School</b></li> <li>• <b>Panelists: Cristina Alaimo, LUISS U; Manos Gkeredakis, IESE Business School, U of Navarra; Jannis Kallinikos, London School of Economics and LUISS U; Nikos Mylonopoulos, ALBA, American College of Greece; Konstantina Valogianni, IE Business School; Angeliki Poulymenakou, AUEB; Youngjin Yoo, Case Western Reserve U</b></li> </ul>
20.00-23.00	<b>Conference Dinner – Divani Palace Acropolis Hotel</b>

**Tuesday June 20, 2023: Divani Palace Acropolis Hotel**

08.30-10.00	<p><b>Keynote Speakers</b></p> <ul style="list-style-type: none"> <li>• The changing student: What should a business school do? H. <b>Rao Unnava</b>, Michael and Joelle Hurlston Dean and Professor of Marketing, School of Business, U of California, Davis</li> <li>• Remaining Relevant in the Face of Rapid Change: The Emerging Role of Business Schools in an Evolving World, <b>Paul Pavlou</b>, Dean and Distinguished Chair Professor, Bauer College of Business, U of Houston</li> <li>• Learning Platforms: How Higher Ed can Navigate the Coming Disruption, <b>Chrysanthos Dellarocas</b>, Associate Provost for Digital Learning and Innovation and Shipley Professor of Information Systems, Questrom School of Business, Boston U</li> </ul>
10.00-10.30	<p><b>Coffee Break</b></p>
10.30-12.00	<p>Parallel Sessions 4</p> <hr/> <p><b>A4: REMOTE WORK &amp; WORK-LIFE BALANCE IN THE DIGITAL ERA</b>  <b>Chair: Irimi Nikandrou</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>• Effects of ICT Use on Work-From-Home Outcomes of Dual-Earner Couples <b>Rui Sundrup, Manju Ahuja</b>, U of Louisville; <b>Massimo Magni</b>, Bocconi U</li> <li>• Fully Committed? - On the Sustainability of Organizational Commitment in Remote Work in SMEs, <b>Juni Mohos, Anna Zeuge, Caroline Rensing, Bjoern Niehaves</b>, U of Siegen; <b>Petra Moog</b>, U of Bremen</li> <li>• The importance of digital technologies in small business and the covid effect, <b>Georgios Doukidis, Timoleon Farmakis and Katerina Fraidaki</b>, AUEB</li> <li>• The impact of teleworking on work-life balance and stress during Covid-19: a pilot study, <b>Alexandra Livada, Anastasia Garoutsou and Dimitra Cheloni</b>, AUEB</li> </ul> <hr/> <p><b>B4: DIGITAL TECHNOLOGY AS A GAME CHANGER FOR MARKETING</b>  <b>Chair: Constantine Katsikeas</b>, U of Leeds</p> <ul style="list-style-type: none"> <li>• The Trickle-Down Effect of Manager Techno-Insecurity on Store Employee Customer Sabotage, <b>Bulent Menguc</b>, U of Leeds; <b>Seigyoung Auh</b>, Arizona State U; <b>Volkan Yeniaras</b>, Ozyegin U; <b>Aypar Uslu</b>, Marmara U</li> <li>• Understanding the Disruptive Effect of Generative AI in Marketing, <b>Ali Obaidan, Sourindra Banerjee, Martin Heinberg, Constantine Katsikeas</b>, U of Leeds</li> <li>• E-platform use and export sales performance: A technology acceptance perspective, <b>Giuseppe Musarra, Karen T. Bowen, Stavroula Spyropoulou</b>, U of Leeds</li> <li>• Does Image Quality Affect Sales? A Holistic Algorithmic Measurement Approach, <b>Maximilian Gerrath</b>, U Leeds; <b>Sabrina Gottschalk</b>, Bayes City U; <b>Alexander Mafael</b>, Stockholm School of Economics</li> </ul> <hr/> <p><b>C4: ORGANIZATIONAL TRANSFORMATION AND INNOVATION</b>  <b>Chair: Yiannis Verginadis</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>• Paradoxical Leadership in Loosely Coupled Systems: The Case of Agile Transformation, <b>Aristotelis Alexopoulos, Nikolaos Mylonopoulos and Mary Skordia</b>, Durham U, ALBA Graduate School, American College of Greece</li> <li>• Resilience and Innovation: Digital Transformation Enabling Organizations and Supply Chains to Respond to Complex Events, <b>Andre Alves</b>, Sao Paulo School of Business Administration (FGV-EEASP); <b>Nicholas Vonortas</b>, George Washington U; <b>Susana Carla Farias Pereira and Maciel Queiroz</b>, FGV-EEASP</li> </ul>

	<ul style="list-style-type: none"> <li>The Impact of Digital Technologies on Changes in Organizational Structure, <b>Tom Begley</b>, Rensselaer Polytechnic Institute; <b>Dimitra Iordanoglou</b>, Panteion U of Social and Political Sciences; <b>Peter Dominick</b>, Stevens Institute of Technology; <b>Theano Lianidou</b>, Richmond American U London; <b>Marc Marchese</b>, Kings College; <b>Gregory Prastacos</b>, Stevens Institute of Technology</li> <li>Choice Logics in the Digital Era: Digital Objects, Innovation and Strategy <b>Kalle Lyytinen</b>, Case Western Reserve University</li> </ul>
	<p><b>D4: GENERATIVE AI: Disrupting Knowledge Creation and Learning</b>  <b>Chair: Theodore Evgeniou, INSEAD</b></p> <ul style="list-style-type: none"> <li>2037: Navigating the Social Hurricanes of the Future, <b>Nat Irvin</b>, U of Louisville</li> <li>Generative AI in Knowledge Work, <b>Jeffrey Nickerson</b> and <b>Shiyan Zhang</b>, Stevens Institute of Technology</li> <li>Generative AI in Executive Education and Beyond, <b>Haris Kyriakou</b>, ESSEC</li> <li>Generative AI and Large Language Models (LLMs): Do we understand the Tools and their Risks? <b>Theodore Evgeniou</b>, INSEAD</li> </ul>
12.00-13.00	<b>Lunch</b>
13.00-14.30	<p><b>Keynote Session</b>  <b>TRANSFORMING PEOPLE &amp; ORGANIZATIONS - An Industry Panel Discussion</b></p> <ul style="list-style-type: none"> <li><b>Chair: George Doukidis</b>, Athens U of Economics and Business</li> <li><b>Panelists: Andreas Athanassopoulos</b>, Deputy CEO, Eurobank; <b>Panayiotis Gezerlis</b>, CEO, Convert Group; <b>Zina Mavroidi</b>, CEO, e-Fresh; <b>Byron Nikolaidis</b>, CEO, PeopleCert; <b>Dimitris Psarris</b>, Managing Partner Athens, Bain &amp; Company</li> </ul>
14.30-16.00	<p>Parallel Sessions 5</p> <p><b>A5: MICROFOUNDATIONS OF A HIGH PERFORMING WORKFORCE</b>  <b>Chair: Gregoris Mentzas</b>, National Technical U of Athens</p> <ul style="list-style-type: none"> <li>Team Formation for Career Development, <b>Alexandros Baltas</b>, <b>Theodoros Lappas</b>, <b>Panagiotis Repoussis</b>, AUEB</li> <li>Does capacity for High Quality Connections drive team resilience in the adversity of a hybrid corporate landscape? <b>Anastasia Hanzis</b>, <b>Irini Nikandrou</b>, AUEB</li> <li>Motivation to Work with Intelligent Autonomous Systems at the Top, <b>Sibel Ozgen</b>, Stevens Institute of Technology</li> <li>Human-AI Decision Augmentation: Framework and Business Cases, <b>Gregoris Mentzas</b>, <b>Katerina Lepenioti</b>, <b>Alexandros Bousdekis</b>, <b>Mattheos Fikardos</b>, <b>Dimitris Apostolou</b>, National Technical U of Athens</li> </ul> <p><b>B5: CURRICULAR INNOVATIONS IN B-SCHOOLS</b>  <b>Chair: Angeliki Poulymenakou</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>Digitalization of Accounting: A Bibliometric Analysis of an Emerging Research Field, <b>Chiara Saccon</b> and <b>Stefana Maria Dima</b>, Ca'Foscari U of Venice</li> <li>Pedagogical lessons from COVID, <b>Joelle Saad-Lessler</b> and <b>Kevin Ryan</b>, Stevens Institute of Technology</li> <li>Evaluation of Fully Online Education in Management Science &amp; Technology Graduate Programs, <b>Georgia Arapkoule</b>, <b>Angeliki Poulymenakou</b> and <b>Ioanna Talanti</b>, AUEB</li> </ul>

	<p><b>C5: START-UPS/SCALE-UPS, ENTREPRENEURSHIP, AND TECH-INNOVATION: Research Challenges and Practical Implications for Business Schools</b></p> <p><b>Chair: Katerina Pramataris</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>Exponential organizations and differences between the corporate and startup world, <b>Kostas Lafkas</b>, Uni.Fund, Global EXO community</li> <li>Assessing the impact of the Start-Up and Innovation Ecosystem in economic and financial terms, <b>Nikos Vettas</b>, AUEB, Foundation of Economic and Industrial Research (IOBE)</li> <li>From research to market: bridging three disciplines and two worlds - the case of Biolattice, <b>Filippos Tourlomousis</b>, Founder and CEO, Biological Lattice Industries</li> <li>Financial valuations and funding, <b>Vincenzo Capizzi</b>, U of Eastern Piedmont (UPO)</li> </ul> <hr/> <p><b>D5: FINTECH: ALGORITHMS, INNOVATIONS AND POLICIES</b></p> <p><b>Chair: George Calhoun</b>, Stevens Institute of Technology</p> <ul style="list-style-type: none"> <li>The Diffusion of Blockchain Innovations and the Distinct Views on their Value, <b>Yegin Genc</b>, Pace U; <b>Harris Kyriakou</b>, ESSEC; <b>Likoebe Maruping</b>, <b>Ling Xue</b>, Georgia State U</li> <li>Policy Approaches to Highly Decentralised Finance, <b>Eleftheria Kostika</b>, Bank of Greece; <b>Iota-Kaousar Nassr</b>, Organization for Economic Cooperation and Development (OECD)</li> <li>Algorithmic Pricing: Consumer Reactions and Effective Retailer Responses, <b>Arnd Vomberg</b> and <b>Christian Homburg</b>, U of Mannheim; <b>Panagiotis Sarantopoulos</b>, AUEB</li> <li>Cybersecurity Risk Disclosure Dilemma: An Empirical Study of Managers' Accounting Decisions, <b>Fang-Chun Liu</b>, U of South Florida; <b>Steve Yang</b>, Stevens Institute of Technology; <b>Xiaodi Zhu</b>, Jersey City U</li> <li>Real-Estate Analytics and Automatic Valuation Models: some statistical challenges, <b>Dimitris Karlis</b>, AUEB; <b>Dimitris Papastamos</b>, Cerved Property Services SA</li> </ul>
16.00-16.30	<b>Coffee Break and Poster Sessions</b>
16.30-17.45	<p>Parallel Sessions 6</p> <hr/> <p><b>A6: PRESSING HR CHALLENGES IN THE DIGITAL ERA</b></p> <p><b>Chair: Nancy Papalexandri</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>Do Employees Need Hope in the Digital Era? The role of training interventions in its development, <b>Evgenia Pavlakou</b>, <b>Leda Panayotopoulou</b>, AUEB</li> <li>Social Networking Websites in employee recruitment and selection. The role of negative information on applicants' self-disclosure, <b>Afroditi Gaitanarou</b>, <b>Ioannis Nikolaou</b>, AUEB</li> <li>Sustainable Development and the Critical Role of HRM in the Digital Era, <b>Nancy Papalexandris</b>, AUEB</li> <li>HR Challenges in the Digital Era, <b>Yiorgos Fragkos</b>, Deloitte</li> </ul> <hr/> <p><b>B6: MARKETING IN THE DIGITAL ERA: AI and Personal Selling</b></p> <p><b>Chair: Ioannis Krasonikolakis</b>, Grant-Thornton, Oxford University</p> <ul style="list-style-type: none"> <li>Unlimited Testing: Let's Test Your Emails With AI, <b>Nguyen Nguyen</b>, <b>Joseph Johnson</b>, <b>Michael Tsiros</b>, U of Miami</li> <li>Brand Personification in small businesses: The impact of Instagram Personification on user engagement and sales, <b>Pavlina Katiaj</b>, <b>Katerina Pramataris</b> and <b>Aristeidis Theotokis</b>, AUEB</li> <li>Personal Selling in the Era of Artificial Intelligence: A Multivocal Literature Review, <b>Anastasios Koukopoulos</b>, <b>Adam Vrechopoulos</b> and <b>Chris Lazaris</b>, AUEB</li> </ul>



	<p><b>C6: SPORTS MANAGEMENT + ANALYTICS IN THE DIGITAL ERA</b>  <b>Chair: Ioannis Ntzoufras</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>• Competitive Balance in European Professional Football, <b>Vasileios Manasis</b>, U of Athens</li> <li>• Data-Driven Challenges in Football, <b>Ioannis Ntzoufras</b>, AUEB</li> <li>• Technological Advancements in Football Analytics: use of tracking data, <b>Dimitris Karlis</b>, AUEB</li> </ul> <p><b>D6: BROADENING AND DEEPENING DEI RESEARCH: A Panel Discussion</b></p> <ul style="list-style-type: none"> <li>• <b>Co-Chairs: Ann Murphy</b>, Stevens Institute of Technology and <b>Nancy Pouloudi</b>, Athens U of Economics and Business</li> <li>• <b>Panelists: Eleni Apospori</b>, Professor, AUEB; <b>Nat Irvin</b>, Assistant Dean for Thought Leadership and Civic Engagement, U of Louisville; <b>Eleanor Loiacono</b>, Professor, William &amp; Mary; <b>Ann Murphy</b>, Professor, Stevens Institute of Technology; <b>Nancy Pouloudi</b>, Professor, AUEB</li> </ul>
17.45-18.00	Closing of the Athens Conference

## Poster Sessions

The following poster papers have been selected for presentation at the LMDE conference. All posters will be exhibited during the Athens conference. Authors of the papers will be available to discuss their papers next to the stand of their posters during Monday's and Tuesday's coffee breaks as indicated below:

Coffee Break	Poster Paper
Monday June 19 15.30-16.00	<ul style="list-style-type: none"> <li>• Revolutionizing the Workplace with AI: How Human-AI Collaboration is Transforming the Future of Work, <b>Tamilla Triantoro</b>, Quinnipiac University, USA; <b>Aleksandra Przegalińska</b>, Kozminski University, Poland</li> <li>• Predicting the impact of blockchain on the Greek labor market, <b>Nikolaos Feloutzis and George Lekakos</b>, Athens University of Economics and Business</li> <li>• Business schools and industry engagement: A Literature Review Approach, <b>Richa Gulati and Leonie Hallo</b>, University of Adelaide, Australia</li> </ul>
Tuesday June 20 10.00-10.30	<ul style="list-style-type: none"> <li>• The influence of project-based learning on knowledge transferability in higher education, <b>Angeliki Poulmenakou, Ioanna Talanti and Marina Psiloutsikou</b>, Athens University of Economics and Business</li> <li>• Combining intuition and artificial intelligence in leadership decision making: why and how? <b>Leonie Hallo and Ankit Agarwal</b>, University of Adelaide</li> <li>• Developing a digital platform for marketing communications planning in smaller cultural organizations and museums: the Thalia project, <b>George Baltas, Christina Giakoumaki, Nikolas Gkoumas, George Leledakis, Panagiotis Repoussis</b>, Athens University of Economics and Business</li> </ul>
Tuesday June 20 15.30-16.00	<ul style="list-style-type: none"> <li>• How and When Leader Behaviors Affect Work-Family Enrichment: The Role of Attributions, <b>Sunduz Yilmaz and Mesut Akdere</b>, Purdue University, USA</li> <li>• Side-by-Side Leadership to rethinking the role of people and data in decision-making, <b>Ankit Agarwal and Leonie Hallo</b>, University of Adelaide</li> </ul>

**Wednesday June 21, 2023: Hotel HERMES, Hermoupolis, Syros Island  
Research Colloquium**

07.00-11.45	Boat trip to Syros
11.45-15.30	Free time
15.30-16.00	Welcome coffee and refreshments
16.00-17.15	<p><b>RC1: AI and Digital Twins</b>  <b>Chair: Yiannis Mourtos</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>• AI PROFICIENT: AI in manufacturing, <b>George Triantafyllou</b>, Athens Technology Center</li> <li>• AQUASPICE: Water management in process industries, <b>George Arampatzis and Efthalia Karkou</b>, Technical University of Crete</li> <li>• SOFIE, InterConnect: Modern Identity and Access Management, <b>George Polyzos</b>, AUEB</li> <li>• GREEN-LOG: Cooperative and Interconnected Green Delivery Solutions for Optimized Last-Mile Logistics, <b>George Zois &amp; Yiannis Avgerinos</b>, AUEB</li> <li>• MODAPTO: modular manufacturing and distributed control via interoperable digital twins, <b>Pavlos Eirinakis &amp; Stathis Plitsos</b> University of Piraeus; <b>Stavros Vatikiotis and Yiannis Mourtos</b>, AUEB</li> </ul>
17.15-17.30	Break
17.30-18.45	<p><b>RC2: Innovation in the Digital Era</b>  <b>Chair: Nick Vonortas</b>, George Washington University</p> <ul style="list-style-type: none"> <li>• THALIA: developing a digital platform for marketing communications planning in smaller cultural organizations and museums, <b>George Baltas, Christina Giakoumaki, Nikolas Gkoumas, George Leledakis, Panagiotis Repoussis</b>, AUEB</li> <li>• South Aegean Future Labs, <b>Sophie Galani, Petros Kavassalis, Apostolos Kostas, Rafail Andrianos Pappas, Alivisos Sofos, Filippos Tzortzoglou</b>, U of Aegean</li> <li>• The Globalinto survey: A large scale survey regarding investments in intangible assets and the digital transformation of firms from seven European economies, <b>Yiannis Caloghirou, Aimilia Protogerou, Panagiotis Panagiotopoulos, Petros Dimas, Dimitrios Stamopoulos, Aggelos Tsakanikas</b>, NTUA</li> <li>• Digymatex: Exploring the digital technology-mediated daily life of children and teenagers in Greece, <b>Vasiliki Koniakou, Vasiliki Chronaki, Nancy Pouloudi, George Lekakos</b>, AUEB</li> <li>• InSySPo: System Innovation: Organ Strategy, Research and Innovation Policy Governance, <b>Nick Vonortas</b>, George Washington U</li> </ul>

**Thursday June 22, 2023: Hotel HERMES, Hermoupolis, Syros Island  
Research Colloquium**

09.00-10.15	<p><b>RC3: AI, the Human and the Future of Work</b> <b>Chair: Vana Kalogeraki</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>• AUTOFAIR: Human Compatible AI with guarantees, <b>Dimitrios Tomaras</b>, <b>Vana Kalogeraki</b>, AUEB; <b>Dimitrios Gunopulos</b>, U of Athens</li> <li>• Pre-ACT: explainable AI for patient treatment", <b>Iordanis Koutsopoulos</b>, AUEB</li> <li>• The Future of Work: Current research and future directions, <b>Jeff Nickerson</b>, Stevens Institute of Technology</li> <li>• CORTEX<sup>2</sup>: Extended Collaborative Telepresence for future work and education, <b>Alain Pagani</b>, <b>Narek Minaskan</b>, <b>Alireza Javanmardi</b>, <b>Yaxu Xie</b>, German Research Center for Artificial Intelligence (DFKI)</li> <li>• Understanding Generation Z team learning behaviors in a hybrid environment, <b>Irene Nikandrou</b>, AUEB</li> </ul>
10.15-10.30	Coffee break
10.30-11.30	<p><b>RC4: AI in Shipping</b> <b>Chair: Harilaos Psaraftis</b>, Technical University of Denmark</p> <ul style="list-style-type: none"> <li>• DT4GS: Enabling Digital Twins in the maritime sector towards operational efficiency and environmental compliance", <b>Dimitrios Kaklis</b>, <b>Takis J. Varelas</b> and <b>Fotis Oikonomou</b>, Danaos Research Center</li> <li>• The MOSES Innovative Feeder Vessel: Creating alternative pathways for transporting containerized cargo to the Greek islands, <b>Nikos Ventikos</b>, National Technical U of Athens</li> <li>• The Piraeus Port and the Security Concept, <b>Ioannis Papagiannopoulos</b>, Piraeus Port Authority (OLP)</li> <li>• Advanced, Efficient and Green Intermodal Systems: an overview of the AEGIS project, <b>Harilaos Psaraftis</b>, Technical U of Denmark (DTU)</li> </ul>
11.30-11.45	Short break
11.45-12.45	<p><b>RC5: Fintech</b> <b>Chair: Steve Yang</b>, Stevens Institute of Technology</p> <ul style="list-style-type: none"> <li>• Portfolio selection under ambiguity and under-diversification puzzles, <b>Stavros A. Zenios</b>, U of Cyprus, Bruegel; <b>Somayyeh Lotfi</b>, U of Cyprus; <b>Giovanni Pagliardi</b>, BI Norwegian Business School</li> <li>• CRAFT Center for Research toward Advancing Financial Technologies at Stevens, <b>Steve Yang</b>, Stevens Institute of Technology</li> <li>• The Optimal Arbitrage Opportunity Detection on Cryptocurrencies based on Quantum Computing Techniques, <b>Chihoon Lee</b>, <b>Zhenyu Cui</b>, <b>Rupak Chatterjee</b>, <b>Zhiyang Deng</b>, Stevens Institute of Technology</li> <li>• i3-MARKET: data markets and trading, <b>Vasiliki Koniakou</b>, <b>Vasiliki Chronaki</b>, AUEB</li> </ul>
12.45-13.30	Light Lunch
13.30-16.00	Free time

16.00-17.00	<p><b>RC6: Entrepreneurship and Technology Transfer</b>  Co-Chairs: <b>Yiannis Caloghirou</b>, National Technical U of Athens; <b>Katerina Pramadari</b>, Athens U of Economics and Business</p> <ul style="list-style-type: none"> <li>University incubators and other support structures at the Greek startup ecosystem, <b>Katerina Pramadari</b>, AUEB; <b>Aggelos Tsakanikas</b>, NTUA; <b>Yiannis Caloghirou</b>, NTUA.</li> <li>The role of sovereign funds in formulating a country's investment landscape: the case of Greece, <b>Antigoni Lyberopoulou</b>, CEO, Hellenic Development Bank of Investments (HDBI), SA</li> <li>What I wish I knew, and nobody told me- The journey of a successful startuper, <b>Sophia Pomakidou</b>, CEO and Founder, EVO</li> </ul>
17.00-17.15	Coffee break
17.15-18.15	<p><b>RC7: Editors' panel</b>  Facilitator: <b>Gregory Prastacos</b>, Stevens Institute of Technology</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li><b>Manju Ahuja</b>, Frazier Family Chair of Information Systems, U of Louisville; Senior Editor of <i>Information Systems Research</i>, ex-Senior Editor of <i>MIS Quarterly</i> and of the <i>Journal of AIS</i></li> <li><b>Costas Katsikeas</b>, Arnold Ziff Research Chair and Professor of Marketing and International Management, U of Leeds; Editor-in-Chief, <i>J of International Marketing</i>, Editor Marketing of <i>J of International Business Studies</i>, and Area Editor <i>J of the Academy of Marketing Science</i></li> <li><b>Paul Pavlou</b>, Cullen Distinguished Chair Professor of Information Sciences and Dean of the Bauer College of Business at the U Of Houston; Senior Editor of <i>Information Systems Research</i>, ex-Senior Editor of <i>MIS Quarterly</i> and of the <i>Journal of AIS</i></li> <li><b>Michael Tsiros</b>, Centennial Endowed Chair of Marketing, U of Miami; Associate Editor, <i>J of Marketing Research</i></li> <li><b>Steve Yang</b>, Associate Professor of Financial Engineering, Stevens Institute of Technology, Associate Editor, <i>European J of Finance</i>, and <i>Expert Systems and Applications</i>.</li> </ul>

**Friday June 23, 2023: Hotel HERMES, Hermoupolis, Syros Island  
Doctoral Consortium**

09.00-10.00	<p><b>DC1: Optimization, Machine Learning I</b>  Discussants: <b>Ioannis Mourtos</b>, <b>Panos Repoussis</b>, AUEB</p> <ul style="list-style-type: none"> <li>Firm Characteristics Behaviors in Empirical Asset Pricing: An Interpretable ML Approach, <b>Zequn Li</b>, Stevens Institute of Technology (Advisor: Steve Yang)</li> <li>Compressing Time Series Data, <b>Xenophon Kitsios</b>, AUEB (Advisor: Ioannis Kotidis)</li> <li>Decomposing Optimization Problems, <b>Ioannis Avgerinos</b>, AUEB (Advisor: Ioannis Mourtos)</li> </ul>
10.00-10.15	Coffee Break
10.15-11.15	<p><b>DC2: Optimization, Machine Learning II</b>  Discussants: <b>Ioannis Mourtos</b>, <b>Panos Repoussis</b>, AUEB</p> <ul style="list-style-type: none"> <li>Combinatorial Optimization on Industrial Applications, <b>Stavros Vatikiotis</b>, AUEB (Advisor: Ioannis Mourtos)</li> <li>Holistic, circular and smart water management in the process industry, <b>Efthalia Karkou</b> Technical U of Crete (Advisor: George Arampatzis)</li> <li>Emission control and environmental compliance in the shipping 4.0 era, <b>Dimitris Kaklis</b>, DANAOS/Harokopeio U of Athens</li> </ul>

11.15-11.30	Break
11.30-12.30	<p><b>DC3: Digital Business</b>  <b>Discussants: Angelica Dimoka</b>, U of Houston; <b>Katerina Pramatar</b>, AUEB</p> <ul style="list-style-type: none"> <li>• Personal Selling in the Hotel Industry: Digital Technologies vs Human Skills in SME's &amp; Leisure Travelers, <b>Anastasios Koukopoulos</b>, AUEB (Advisor: Adam Vrechopoulos)</li> <li>• Stakeholder analysis for Internet-of-Things (IoT)-driven supply chain operations, <b>Athanasios Massias</b>, AUEB (Advisor: Nancy Pouloudi)</li> <li>• Brand Personification in Small Business: The impact of Instagram personification on user engagement and sales, <b>Pavlina Katiaj</b>, AUEB (Advisor: Katerina Pramatar)</li> </ul>
12.30-13.15	Light lunch
13.15-14.30	<p><b>DC4: The Future of Work</b>  <b>Discussants: Manju Ahuja</b>, AUEB; <b>Nancy Pouloudi</b>, AUEB</p> <ul style="list-style-type: none"> <li>• The Coevolution of Work and Technology, <b>Shiyan Zhang</b>, Stevens Institute of Technology (Advisor: Jeff Nickerson)</li> <li>• Studying the capacity for team resilience in a hybrid environment: the case of freshmen working in a team environment, <b>Anastasia Hanzis</b>, AUEB (Advisor: Irene Nikandrou)</li> <li>• The Development of Hope in Health Care Staff and its Impact on Patient Satisfaction, <b>Evgenia Pavlakou</b> (Advisor: Leda Panayotopoulou)</li> <li>• Can Narratives on Video-based Social Media Reduce Prejudice? <b>Daum Kim</b>, Keio U (Advisor: Jiro Kokuryo)</li> </ul>
14.30-14.45	Break
14.45-15.45	<p><b>DC5: Managing Innovation in the Digital Era</b>  <b>Discussants: Manju Ahuja</b>, U of Louisville; <b>Katerina Pramatar</b>, AUEB</p> <ul style="list-style-type: none"> <li>• Blockchain Adoption in Greece, <b>Nikolaos Feloutzis</b>, AUEB (Advisor: George Lekakos)</li> <li>• Digital transformation 2.0: business, technology and innovation extensions, <b>Timoleon Farmakis</b>, AUEB (Advisor: Katerina Pramatar)</li> <li>• Coining a Term: Introducing Interdisciplinary Innovation-Driven Entrepreneurial Action Programs, <b>Vasiliki Chronaki</b>, AUEB (Advisor: Katerina Pramatar)</li> </ul>
15.45-16.00	Closing of the LMDE 2023 Conference