

## **Dr Foteini Kravariti**

Assistant Professor in Human Resource Management (HRM)  
Department of Management Science and Technology  
Athens University of Business and Economics

Business Address: Kodrigktonos 12, 112 57, Athens, Greece

Contact number: +30-210-8203619

Email: [fkravariti@aueb.gr](mailto:fkravariti@aueb.gr)

Orcid ID: 0000-0001-9123-2007

LinkedIn: <https://www.linkedin.com/in/foteini-kravariti-1284b041/>

### **EDUCATION**

- |                    |   |
|--------------------|---|
| <b>2013 – 2016</b> | <b>University of Manchester – Manchester, UK</b><br><i>PhD Development, Policy &amp; Management</i><br>Grade achieved: A1 (no corrections)          |
| <b>2011 – 2012</b> | <b>University of Manchester – Manchester, UK</b><br><i>MSc Human Resource Management (International Development)</i><br>Grade achieved: Distinction |
| <b>2006 – 2010</b> | <b>University of Piraeus – Piraeus, Greece</b><br><i>BSc in Business Administration</i><br>Grade achieved: 2:1                                      |

### **ACADEMIC APPOINTMENTS**

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

**03/12/2024:** Using collage as a reflexive tool to support writing part of the course Research and Writing at the Crossroads organised by Middlesex University, University of Essex and the Council for at Risk Academics (CARMA).

**23/09/2024:** Autoethnographic writing and collaborative autoethnography part of the course Research and Writing at the Crossroads organised by Middlesex University, University of Essex and the Council for at Risk Academics (CARMA).

**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 & Human Resource Management -*University of Portsmouth*
- BA(Hons) Business & Management -*University of Portsmouth*
- BA(Hons) Entrepreneurship & Business -*University of Portsmouth*
- BA(Hons) Economics & Management -*University of Portsmouth*
- BA(Hons) Financial Management for Business -*University of Portsmouth*
- BA(Hons) International Business -*University of Portsmouth*
- BA (Hons) Marketing -*University of Portsmouth*
- BSc (Hons) Business & Supply Chain Management -*University of Portsmouth*
- BSc (Hons) Business & Systems Management -*University of Portsmouth*
- BSc (Hons) Entrepreneurship Management -*The American College of Greece*
- BSc (Hons) Management (Pathway: Human Resource Management) -*The American College of Greece*
- LLB Law with Business -*University of Portsmouth*

### *Undergraduate modules:*

- Managing People & Organisations -*The American College of Greece (module leader: 01/01/2021- 01/01/2024)*
- Managing People in Organisations -*University of Portsmouth*
- Introduction to Human Resource Management -*The American College of Greece (module leader: 01/09/2021- 30/08/2023)*
- Undergraduate dissertation supervision -*University of Portsmouth & The American College of Greece*
- Business Research Project -*University of Portsmouth*
- Business Innovation Development Project -*University of Portsmouth*
- Entrepreneurship Theory -*The American College of Greece*

- Business Research Methods -*The American College of Greece*
- Talent Acquisition -*The American College of Greece (module leader: 01/01/2021-30/08/2023)*
- Employability, Research & Professional Development -*University of Portsmouth*
- Strategic Human Resource Management -*The American College of Greece (module leader: 01/01/2022-30/08/2022)*
- Organisational Behaviour & Leadership -*Athens University of Economics and Business (module leader: since 01/09/2025)*
- Talent Management & Technology -*Athens University of Economics and Business (module leader: since 01/01/2026)*
- Human Resource Management -*Athens University of Economics and Business (module leader: since 01/01/2026)*

### ***Postgraduate courses:***

- Athens MBA -*Athens University of Economics and Business*
- Flexible Executive MBA -*Henley Business School*
- MSc Business & Management -*University of Portsmouth*
- MSc Engineering Management -*Hull University*
- MSc Global Human Resource Management -*University of Portsmouth* (distance learning, part-time; ***course leader: 01/06/2020-26/04/2024***)
- MSc Human Resource Development (top up) -*University of Portsmouth*
- MSc Human Resource Management -*Athens University of Economics and Business*
- MSc Human Resource Management (full-time & part-time) -*University of Portsmouth*
- MSc Human Resource Management (International Development) -*University of Manchester*
- MSc Human Resource Management (top up) -*University of Portsmouth*
- MSc International Business & Management -*University of Portsmouth*
- MSc International Human Resource Management -*University of Portsmouth (course leader 01/06/2017-31/08/2020)*
- MSc Management & Implementation of Development Projects -*University of Manchester*
- MSc Management Science & Technology -*Athens University of Economics and Business*
- MSc Organisational Change & Development -*University of Manchester*

### ***Postgraduate modules:***

- Developmental Practice: International Contexts & Worlds of Action -*University of Manchester*
- Human Resource Management -*University of Portsmouth (module leader 01/09/2016-01/09/2022)*
- Human Resource Management: Concepts & Contexts -*University of Manchester*
- Human Resource Planning & Development -*University of Manchester*
- Human Resource Planning & Talent Management -*Athens University of Economics and Business (module leader: since 01/01/2024)*
- Human Resource Practice -*University of Manchester*



- Investigative Business Project -*University of Portsmouth*
- Management of People & Organisations -*Hull University*
- Managing Human Resource -*University of Portsmouth (module leader 01/09/2017-01/09/2019)*
- Managing Human Resources -*University of Portsmouth (online, module leader: 01/07/2020- 26/04/2024)*
- Managing People & Teams -*Athens University of Economics and Business (module leader: since 01/01/2025)*
- Organisational Behaviour -*University of Manchester*
- Organisational Behaviour & Human Resource Management -*Athens University of Economics and Business (module leader: since 01/01/2025)*
- Organisational Psychology Management & Change -*University of Manchester*
- Postgraduate dissertation supervision -*Athens University of Economics and Business, University of Central Lancashire, University of Manchester and University of Portsmouth*
- Research Skills/Management Research Challenge -*Henley Business School*
- Resourcing & Talent Management -*University of Portsmouth*
- Strategic & International Human Resource Management -*Athens University of Economics and Business*
- Training, Learning & Talent Development (distance-learning module for executives of the Royal Navy) -*University of Portsmouth*

#### JOURNAL EDITORIAL BOARDS

Journal of Hospitality and Tourism Horizons – Editorial Advisory Board (2025 – Present)

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

#### SCIENTIFIC REVIEWER

- **Since 01/2025:** German Journal of Human Resource Management
- **Since 12/2023:** Public Management Review
- **Since 03/2021:** Human Resource Management Journal
- **Since 11/2020:** Journal of Organizational Effectiveness: People and Performance
- **Since 07/2020:** Studious 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)

## KEYNOTE SPEAKER

**10/12/2024:** «Introduction to Using and Applying Linear Regressions» presented at the *PhD Day in Management* (online), Universitat Politècnica de Catalunya, Barcelona Tech – UPC, Barcelona, Spain.

## 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. Kravariti, F., Jooss, S., Tom Dieck, M. C., Fountoulaki, P. & Hossain, F. (2025). Talent management in hospitality and tourism industry: the role of societal and organisational culture. *The International Journal of Contemporary Hospitality Management*, 37 (1), 260-278. doi: 10.1108/IJCHM-04-2024-0522 (CABS: 3)
2. Theriou, F., Tasoulis, L. & Kravariti, F. (2025). Linking the trickle-down effect of supervisor incivility to turnover intentions in the context of SMEs: a serial mediation model. *Leadership & Organization Development Journal*, 46 (1), 102-117. doi: 10.1108/LODJ-08-2023-0445 (CABS: 1)
3. 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\*)
4. 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)
5. 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)
6. 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)
7. 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)
8. 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)
9. 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)

10. 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>
11. 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. (forthcoming). Talent management of assigned expatriates. In: Hutchings, K. (Ed.). *The Authoritative Research Guide to Expatriates*. Cheltenham: Edward Elgar.
2. Kravariti, F. (2023). Talent management and developing employees for performance. In: Rees, G. & French, R. *Strategic People Management and Development*. 6<sup>th</sup> ed. London: CIPD/Kogan Page.
3. Kravariti, F. (2021). Analysing and presenting quantitative data. In: Mills, S. & Shepherd, C. *Research Methods*. UK: Studios 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. 5<sup>th</sup> – 8<sup>th</sup> 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 3<sup>rd</sup> Business and Management Conference*, Lisbon, Portugal. 22<sup>nd</sup>– 25<sup>th</sup> March 2016.
4. Kravariti, F. & Fountoulaki, P. (2015). 'Cultural influence on human resource management: Empirical perspectives from the Greek hospitality industry', *Proceedings of the 32<sup>nd</sup> International Business Research Conference on Research for Advancement*, Melbourne, Australia. 23<sup>rd</sup>– 25<sup>th</sup> 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. 20<sup>th</sup> – 21<sup>st</sup> 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](https://hrmglossary.acg.edu/index.php?title=About_the_project)
2. Tasoulis, K., Kravariti, F., Kyriakidou, O. & Kalemidou, G. (8<sup>th</sup> 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->



## PUBLICATIONS UNDER 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 third review].

## PUBLICATIONS IN PROGRESS

- Dibia, C., Kravariti, F., Oruh, E. & Sims, S. Constructive failure. To be submitted to: *Studies in Higher Education* [data analysis].
- Kravariti, F. Who owns talent management in the new normal of hospitality and tourism? To be submitted to: *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 to: *Human Resource Development Review* [final edits].
- Panagiotopoulou, L., Theriou, G., Tasoulis, K., Pappas, I. & Kravariti, F. Embracing or escaping quiet quitting? A configurational approach to a career transition [ready for submission].
- 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 to: *International Journal of Manpower* [writing up].
- Usanova, K., Kravariti, F. & Vaiman, V. Talent management of assigned expatriates. To be submitted to: *Human Resource Management Review* [writing up].

## CONFERENCE CHAIRING

1. 22<sup>nd</sup> *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. 32<sup>nd</sup> *International Business Research Conference on Research for Advancement*, Melbourne, Australia (23-25/11/2015).
3. *Second 21<sup>st</sup> 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 6<sup>th</sup> *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 12<sup>th</sup> *ELASM Workshop on Talent Management*, Iaelyon 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 *8<sup>th</sup> ELASM 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 21<sup>st</sup> 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. **05/12/2025:** *Redefining Management: Cultivating Sustainable Success Beyond Numbers*, 20<sup>th</sup> People Management Executive Seminar, Athens, Greece.
2. **04-05/10/2021:** *10<sup>th</sup> ELASM Workshop on Talent Management* (online).
3. **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).
4. **30/06/2020:** *Update for Approved Centres: the new approach to CIPD accreditation of Higher Education*, CIPD (online).
5. **20-24/05/2019:** *Human Resource Management in a Digital Era*, MBA Society Business Week 2019, University of Piraeus, Athens, Greece.
6. **21/03/2019:** *Global Winners Starting from Greece: What does it Take to Make it?*, Aristos Doksiadis, The American College of Greece, Athens, Greece.
7. **20/03/2019:** *Are we Actually Ready to Create Sustainable Products and Brands?*, Vivi Mpougani, The American College of Greece, Athens, Greece.
8. **13/09/2018:** *Simply Better: Researching Assessment Practices – Improving Student Outcomes*, University of Southampton, Southampton, UK.

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

## RESEARCH GRANTS

- |                          |   |
|--------------------------|---|
| <b>2025 – 2028</b>       | <p><b>3<sup>rd</sup> Call for H.F.R.I. Research Projects to Support Faculty Members and Researchers</b></p> <p><u>Research project:</u> Mapping the Terrain and Exploring the Potential of Generative Artificial Intelligence Technology for Firms and Employees in Greece</p> <p><u>Funding body:</u> Hellenic Foundation for Research and Innovation (H.F.R.I.)</p> <p><u>Research team:</u> Dr Dimitrios Chatzoudes (PI), Dr Georgios Theriou, Dr Foteini Kravariti, Prof Ilias Pappas &amp; Prof Konstantinos Tasoulis</p> <p><u>Position:</u> Researcher</p> |
| <b>03/2024 – 06/2025</b> | <p><b>University of Portsmouth – 2024/2025 Research Project Funds</b></p> <p><u>Research project:</u> Women in STEM: Developing talent (WISE)</p> <p><u>Funding body:</u> Faculty of Business &amp; Law, University of Portsmouth, UK</p> <p><u>Research team:</u> Dr Adele Bezuidenhout (PI), Dr Foteini Kravariti &amp; Prof Karen Johnston</p> <p><u>Position:</u> Researcher</p>  |
| <b>01/2023</b>           | <p><b>Research, Technology and Innovation Research Centre Fund</b></p> <p><u>Research project:</u> The use of people analytics by Greek businesses</p> <p><u>Funding body:</u> The American College of Greece</p> <p><u>Research team:</u> Prof Konstantinos Tasoulis (PI), Dr Foteini Kravariti, Dr Olivia Kyriakidou, Miss Panagiota Soukouli, Mrs Veronica Papatzimou &amp; Miss Georgia Kalemidou</p> <p><u>Position:</u> Researcher</p>  |

- 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  
Research team: Dr Federica Alberti (PI), 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  
Research team: Dr Foteini Kravariti (PI), 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  
Research team: Dr Foteini Kravariti (PI), Prof Aminu Mamman & Prof Farhad Hossain  
Position: Leading researcher

#### AWARDS/SCHOLARSHIPS

- Award – «20 Under 40 Talent Management», HR Professional, Athens, Greece (December 2025).
- Award – «Researcher of the Month», Faculty of Business and Law, University of Portsmouth, UK (December 2021).
- 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 – «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 – 2<sup>nd</sup> 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

### 1<sup>st</sup> 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. *The impact of perceived organisational support and line managerial support on the development of talented nurses: The case of UK nursing homes.*
- Archyangelio Annesha. *Talent development of nurses within English NHS hospitals.*

### 2<sup>nd</sup> 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.