

Irini Voudouris
Professor of Strategy and Entrepreneurship

Department of Management Science and Technology, School of Business Administration
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EDUCATIONAL BACKGROUND

- 1998: Doctorat en Sciences de Gestion, Département de Stratégie et Management, Université Paris X, Titre de doctorat: “Les emplois atypiques comme mode de flexibilité des organisations”.
- 1992: Diplôme d’Etudes Approfondies (D.E.A), en “Stratégie et Management”, HEC/ ESSEC/ Université Paris X.
- Certificat d’études de 3^{ème} cycle en “Conception des systèmes de transmission”, Ecole Nationale Supérieure des Télécommunications (E.N.S.T) - TELECOM, Paris.
- 1990: Degree in Electrical Engineering, specialisation in Electronics, National Technical University of Athens (N.T.U.A).

POSITIONS HELD

- 2021:- Professor, Department of Management Science and Technology (DMST), Athens University of Economics and Business (AUEB)
- 2015-21: Associate Professor, DMST, AUEB.
- 2009-15: Assistant Professor, DMST, AUEB.
- 2003-09: Lecturer, DMST, AUEB.
- 2000-02: Visiting Lecturer, DMST, AUEB.
- 2000-03: Visiting Assistant Professor, Department of Accounting and Finance, AUEB.
- 2008-: Teaching Assistant, Hellenic Open University.
- 1999-05: Teaching Assistant, distance learning Henley MBA Program.

ACADEMIC JOURNAL PUBLICATIONS

Published

1. Kousina, E., Deligianni, I., Voudouris, I. (2024), Entrepreneurial Leadership and Innovation in the Public Sector: The Role of Causal- and Effectual- Logic Processes, *Public Administration*, <https://doi.org/10.1111/padm.13022>.
2. Chatzopoulou E., Lioukas S. and Voudouris I. (2024), “HQ controls, agency costs, and procedural justice”, *Global Strategy Journal*, 14(3), 421-451.
3. Kousina E. and Voudouris I. (2023) “Ambidextrous leadership and innovative work behavior in the public sector: The mediating role of psychological ownership”, *Public Administration Review* 83(6), 1478-1495.

4. Nikiforou I., Lioukas S., Chatzopoulou E. and Voudouris I. (2023) "When there is a crisis, there is an opportunity? SMEs' capabilities for durability and opportunity confidence", *International Journal of Entrepreneurial Behavior & Research*, 29(5), 1053-1074.
5. Deligianni I., Sapouna, A., Voudouris I. and Lioukas S., (2022) "An effectual approach to product innovation for new ventures: The role of the entrepreneur's prior start-up experience", *Journal of Small Business Management*, 60(1), 146-177.
6. Fotaki M., Voudouris I., Lioukas S. and Zyglidopoulos S. (2021). More accountable, more ethical, yet less trusted: Misplaced corporate governance in the era of big data, *British Journal of Management*, 32(4), 947-968.
7. Fotaki M., Lioukas S. and Voudouris I., (2020) "Ethos is destiny: Organizational Values and Compliance in Corporate Governance", *Journal of Business Ethics*, 166(1), 19-37.
8. Nikiforou A., Lioukas S. and Voudouris I., (2020) "Network Structure and Firm-Level Entrepreneurial Behavior: The Role of Market and Technological Knowledge Networks", *Journal of Business Research*, 106.
9. Deligianni I., Voudouris I., Spanos Y. and Lioukas S., (2019) "Non-linear effects of technological competence on product innovation in new technology-based firms: Resource orchestration and the role of the entrepreneur's political competence and prior start-up experience", *Technovation*, 88.
10. Papagiannakis G., Voudouris I., Lioukas S. and Kassinis G., (2019) "Environmental management systems and environmental product innovation: the role of stakeholder engagement", *Business Strategy and the Environment*, 28(6), 939-950.
11. Deligianni I., Voudouris I. and Lioukas S., (2017) "Do Effectuation processes shape the relationship between product diversification and performance in new ventures?", *Entrepreneurship Theory and Practice*, 41(3), 349-377.
12. Voudouris I., Deligianni I. and Lioukas S., (2017) "Labour flexibility and innovation in new ventures", *Industrial and Corporate Change*, 26(5), 931-951.
13. Spanos Y., Vonortas N., Voudouris I. (2015) "Innovation impacts of publicly funded collaborative R&D", *Technovation*, 36.
14. Deligianni I., Voudouris I. and Lioukas S., (2015) "Growth paths of small technology firms: The effects of different knowledge types over time", *Journal of World Business*, 50(3), 491-504.
15. Deligianni I., Voudouris I. and Lioukas S., (2014) "The relationship between innovation and diversification in the case of new ventures: Unidirectional or bidirectional?", *IEEE Transactions on Engineering Management*, 3, 462-475.
16. Papagiannakis G., Voudouris I. and Lioukas S., (2014), "The road to sustainability: Exploring the process of corporate environmental strategy over time", *Business Strategy and the Environment*, 23(4), 254-271.
17. Voudouris I., Lioukas S., Iatreli M. and Caloghirou Y., (2012), "Effectiveness of technology investment: Impact of internal technological capability, networking and strategic technology importance", *Technovation*, 32(6), 400 - 414.
18. Dimitratos P., Voudouris I., Plakoyiannaki E. and Nakos G., (2012), "International Entrepreneurial Culture: Toward a comprehensive opportunity-based operationalization of international entrepreneurship", *International Business Review*, 21(4), 708 - 721.

19. Deligianni I. and Voudouris I., (2011), "New venture strategies and performance in a catching-up economy: Identifying a strategic typology and trajectory through case studies", *Management Research Review*, 34(7).
20. Voudouris I., Dimitratos P. and Salavou H., (2011), "Entrepreneurial learning in the international new high technology venture: A longitudinal study", *International Small Business Journal*, 29(3), 238-258.
21. Spanos, Y. and Voudouris, I., (2009), "Antecedents and trajectories of AMT adoption: The case of Greek manufacturing SMEs", *Research Policy*, 38(1), 144-155.
22. Voudouris, I., (2007), "The co-evolution of functional and numerical flexibility: Do technology and networking matter?", *New Technology, Work and Employment*, 22(3), 224-245.
23. Salavou, H. Dimitratos, P. and Voudouris, I., (2006), "Growth potential and Entrepreneurial Orientation Profiles of SMEs in Greece", *Small Business/ Piccola Impresa*, 2, 79-91.
24. Voudouris, I., (2004), "The use of flexible employment arrangements: Some new evidence from Greek firms", *International Journal of Human Resource Management*, 15(1), 131-146.
25. Voudouris, I., (2002), "Present and future uses of advanced manufacturing technologies and their relationship with manufacturing capabilities", *Cahiers du Management Technologique*, 12(2), 69-85.
26. Voudouris, I., Lioukas, S., Makridakis, S. and Spanos, Y., (2000), "Greek hidden champions: Lessons from small, little-known firms in Greece", *European Management Journal*, 28(6), pp. 663-674.
27. Voudouris, I. and Tarondeau J.C., (1999), "Les facteurs déterminants du recours au travail temporaire", *Revue Française de Gestion*, 123(3), 100-108.
28. Voudouris, I., (1998), "Atypical employment increasing the flexibility of an organization: A study of Greek manufacturing and services", *Yugoslav Journal of Operations Research*, 8(2), 1998, 235-246.
29. Nikiforou A., Alkærsg L. Voudouris I. and Broeng J., "Explaining the recognition of the need to add a business co-founder to academic spinoff teams", under 2nd review, *Small Business Economics Journal*.
30. Deligianni I., Sapouna P., Voudouris I., Liouka I., "Revisiting the impact of effectuation on new venture performance: A regulatory fit perspective", under review.

BOOKS AND BOOK CHAPTERS

1. Voudouris I., (2016), "How do Greek SMEs meet the green economy requirements?", in A. Szabó *Green Economy in BSEC*, Konrad-Adenauer-Stiftung, Turkey.
2. Kordelis G. and Voudouris I., (2015), "SMEs access to financing in Greece: The emergence of microfinance", in A. Szabó *Microfinance for SMEs in the BSEC region*, Konrad-Adenauer-Stiftung, Turkey, pp. 130-145.
3. Voudouris I. and Deligianni I., (2012), "Emerging entrepreneurship and SME policy development in Greece after the economic crises", in A. Szabó *Emerging entrepreneurship and SME policy development in BSEC after the economic crises*, Konrad-Adenauer-Stiftung, Turkey, pp. 198-216.

4. Liouka I. and Voudouris I., "Evaluation of Business Plans" in S. Lioukas (2008) "Perspectives of Entrepreneurship", AUEB, pp. 159-180, (in Greek).
5. Voudouris I. and Dimitratos P., "Growth of Archetypon S.A.: Exploitation of Opportunities in Greek and European Marketplaces", in Handbook of Research on European Entrepreneurship: Internationalisation of Small Businesses, (2008) Cheltenham, United Kingdom: Edward Elgar, pp. 263-276.
6. Dimitratos P., Voudouris I. and Salavou H., "Growth of a Greek international new venture across geographic markets and industry sectors", in M. Yamin & R. Sinkovics "Anxieties and Management Responses in International Business" (2007), Houndmills, Basingstoke, U.K.: Palgrave MacMillan, pp. 195-207.
7. Voudouris I. and Gezerlis P., "Archetypon S.A.: Growth of a small high-tech Greek company to a European dimension", in B. Clarysse, J. Roure & A. San Jose Teaching Entrepreneurship: Selected Cases from Gate2Growth Academic Network, E.C. Academic Network/ IESE Business School, 2006, pp. 29-49.
8. Voudouris I. and Lioukas S., "Business Plan" in S. Lioukas (2006), "Issues of Entrepreneurship", AUEB, pp. 76-99, (in Greek).
9. Voudouris I. and Kalogeras A., "Exit Strategies" in S. Lioukas (2006), "Issues of Entrepreneurship", AUEB, pp. 204-217, (in Greek).
10. Voudouris I., Lioukas S. and Salavou H. "Outsourcing" in S. Lioukas (2006), "Issues of Entrepreneurship", pp. 293-310, (in Greek).
11. Voudouris I., (2005), "The challenge of entrepreneurship: Case studies", eds. Sideris, Athens, (in Greek).
12. Voudouris I., 'Labor flexibility and the Information Society: Is there a balance between skills improvement and use of external employment?', in G. Doukidis, N. Mylonopoulos and N. Pouloudi (eds.), (2004) Information Society or Information Economy? A combined perspective on the digital era, Idea Group Publishing, pp.256-270.

CONFERENCE PUBLICATIONS

1. Kousina E., Deligianni I., Voudouris I. and Galanaki E. "How does psychological ownership in the public sector matter? The mediating role of territoriality.", International Symposium in Finance, ISF 2024, 26-28 July, Preveza, Greece.
2. Voudouris I. and Deligianni I. "Unleashing the value of middle managers across functions in strategic decision making: An argumentative theory of reasoning perspective", International Symposium in Finance, ISBIZ 2023, 24-28 July, onboard the Celestyal Olympia ship, Greece.
3. Kousina E., Deligianni I. and Voudouris I. "Entrepreneurial leadership and innovation in the public sector: The role of effectuation and causation processes", International Symposium in Finance, ISF 2023, 22-23 July, Sounio, Greece.
4. Fotaki M., Zyglidopoulos S., Voudouris I. and Deligianni I. "Corporate Governance and the Internationalization of Digital Firms", Conference "Where Digital Meets Global Conference", Jesus College, University of Cambridge, December 9-10, 2022.
5. Chatzopoulou E., Deligianni I., Voudouris I. and Lioukas S. "Delving into the link between subsidiaries' entrepreneurial behavior and their long-term performance", European Association for Evolutionary Political Economy Conference, EAEPE 2022, 7-9 September, Naples, Italy.

6. Fotaki M., Deligianni I. and Voudouris I., "Entrepreneurial Orientation and Corporate Governance Deviance: A Configurational Analysis", European Association for Evolutionary Political Economy Conference, EAEPE 2022, 7-9 September, Naples, Italy.
7. Nikiforou I., Alkærsig L., Voudouris I. and Broeng J. "Researchers stuck in the middle: Surrogate entrepreneurs in academic spinoffs – A needed but unwanted addition?", Academy of Management Annual Meeting 2022, 5-9 August, Seattle, USA.
8. Kousina E. and Voudouris I. "Ambidextrous leadership and innovative work behavior in the public sector: The mediating role of psychological ownership", International Symposium in Finance, ISF 2022, 29-31 July, Crete, Greece.
9. Chatzopoulou E., Deligianni I., Voudouris I. and Lioukas S. "Subsidiaries' entrepreneurial behavior, long-term performance and the quality of the HQ-subsi-dary relationship", International Symposium in Finance, ISF 2022, 29-31 July, Crete, Greece.
10. Nikiforou I., Alkærsig L., Voudouris I. and Broeng J. "Researchers stuck in the middle: Surrogate entrepreneurs in academic spinoffs – A needed but unwanted addition?", EURAM 2022, 15-17 June, Zurich, Switzerland.
11. Nikiforou I., Alkærsig L., Voudouris I. and Broeng J. "Researchers stuck in the middle: Surrogate entrepreneurs in academic spinoffs – A needed but unwanted addition?", 21st Nordic Conference on Small Business Research, Kolding, May 2022.
12. Chatzopoulou E., Deligianni I., Voudouris I. and Lioukas S. "Built to last: A real options theory perspective on organizational resilience", 7th Conference of the International Corporate Governance Society, 9-10 October 2021, Groningen, Netherlands/ online.
13. Nikiforou A., Voudouris I. and Lioukas S. "When there is a crisis, there is an opportunity? SMEs' resources for durability and opportunity confidence". British Academy of Management Conference, 1 – 3 September 2021, online.
14. Chatzopoulou E., Lioukas S. and Voudouris I. "The role of procedural justice in the effectiveness of headquarters' control mechanisms", 6th Conference of the International Corporate Governance Society, 13-15 November 2020, online.
15. Deligianni I., Sapouna P., Voudouris I. and Liouka I. "Revisiting the effects of effectuation on new venture performance: A regulatory fit perspective". Effectuation Conference 2019, 24-27 November, Berlin, Germany.
16. Fotaki M., Voudouris I., Lioukas S. and Zyglidopoulos S. "More Accountable, More Ethical, Yet Less Trusted: Misplaced Corporate Governance in the Era of Big Data". 5th Conference of the International Corporate Governance Society, 11-13 October 2019, Essex, U.K.
17. Deligianni I., Sapouna P., Voudouris I. and Liouka I. "Revisiting the effects of effectuation on new venture performance". 2nd International Symposium in Finance, ISF 2019, 27-29 July, Crete, Greece.
18. Fotaki M., Voudouris I., Lioukas S. and Zyglidopoulos S. (2019). More Accountable, More Ethical, Yet Less Trusted: Misplaced Corporate Governance in the Era of Big Data. 2nd International Symposium in Finance, ISF 2019, 27-29 July, Crete, Greece.
19. Fotaki M. and Voudouris I. "Exploring the interactive effects between corporate governance Mechanisms and organizational culture elements", 2018 Strategic Management Society Conference, 22-25 September 2018, Paris.

20. Boura M., Spanos Y., Voudouris I. Environmental social performance: Imitating competitive strategy-leaders, 2018 British Academy of Management Conference, 4-6 September 2018, Bristol.
21. Chatzopoulou E., Voudouris I. and Lioukas S., "Effective managerial governance: the contribution of formal and informal governance mechanisms exerted by headquarters on their subsidiaries at varying levels of subsidiary autonomy", 3rd ICGS Conference, 2-3 September 2017, Rome.
22. Fotaki M., Lioukas S. and Voudouris I., "Do shared values matter in corporate governance?", 1st Paper Development Workshop, EURAM SIG on Corporate Governance, 29 September 2016, Valencia.
23. Deligianni I., Voudouris I. and Spanos Y., "The relationship between technological competence and product innovation in new technology-based ventures and the role of the entrepreneur's competences", EURAM 2016: Manageable Cooperation, 1-5 June, Paris.
24. Deligianni I. and Voudouris I., "The relationship between innovation and product diversification in new ventures: Does relatedness matter?", EURAM 2016: Manageable Cooperation, 1-5 June, Paris.
25. Papagiannakis G., Voudouris I., "Effects of environmental management systems on green product innovation: The role of green absorptive capacity and stakeholder integration", EURAM 2013: Democratising Management, 26-29 June, Istanbul.
26. Papagiannakis G., Voudouris I., "Environmental management practices and environmental innovations: Examining the role of "green" absorptive capacity and stakeholder integration capabilities", GRONEN Research Conference 2012: Corporate Sustainability – Off to Pastures New or Back to the Roots? 26-29 June, France.
27. Nikiforou A., Lioukas S. Voudouris I. "The individual and complementary effects of market knowledge and technological knowledge networks on corporate entrepreneurship", 2012 BAM, 11-13 September, Cardiff University, U.K.
28. Deligianni I., Voudouris I. "Do effectuation processes shape the performance output of product diversification in new ventures?" 2012 IFSAM, 26-29 June, University of Limerick, Ireland.
29. Nikiforou A., Lioukas S. and Voudouris I. "The impact of networks on corporate entrepreneurship: Lost in the Structural Holes", 2011 BCERC, June, New York USA.
30. Voudouris I. and Deligianni, I., "Labour flexibility and new ventures' innovation", 2010 BCERC, June, Lausanne, Switzerland.
31. Deligianni, I and Voudouris I., "The relationship between innovation and diversification in the case of new ventures: Unidirectional or bidirectional?", 2010 BCERC, June, Lausanne, Switzerland.
32. Deligianni I., Voudouris I. and Lioukas S., "The Impact of Technological Capability, Entrepreneurial Locus of Control and Political Competence on New Venture Innovation", DIME – AEGIS – LIEE / NTUA Athens 2010 Conference: The emergence and growth of knowledge Intensive Entrepreneurship in a comparative perspective. Studying various aspects in different contexts, April 29-30, Athens, Greece.
33. Voudouris I., Deligianni, I. and Lagara, P., "Effects of functional and numerical flexibility on new ventures innovation", RENT XXIII, Research in Entrepreneurship and Small Business, 19-20 November 2009, Budapest, Hungary.

34. Papayiannakis G. and Voudouris I., "Evolving environmental responsiveness. A longitudinal study of corporate environmental strategy", 2009 Academy of Management Conference, 9-10 August, Chicago, USA.
35. Deligianni I. and Voudouris I., "New ventures strategies and performance in a catching-up economy: Identifying a strategic typology and trajectory through case studies", RENT XXII, 20-21 November 2008, Covilha Portugal.
36. Papayiannakis G., Gkinos S. and Voudouris I., "Antecedents of and outcomes from proactive environmental strategies. Is there a dependency? Evidence from Greek firms", EURAM 2008: Managing diversity: European destiny and hope, 14-17 May, Ljubljana & Bled Slovenia.
37. Deligianni I. and Voudouris I., "Strategic growth trajectories predicting new venture performance: An analysis through case studies", ICSB 2007, At the Crossroads of East and West: New opportunities for entrepreneurship and small business, 13-15 June 2007, Turku Finland.
38. Voudouris I., Lioukas S., Iatrelli, M. and Caloghirou Y., "Performance of technology adoption: Some evidence from Greek manufacturing SMEs", EURAM 2007: Current Management Thinking: Drawing from Social Sciences and Humanities to address contemporary challenges, 16-19 May, Paris.
39. Linnanen, L., Voudouris, I. and Chaniotou N., "Integrated Development: Concepts and some empirical evidence from European SMEs", 13th International Conference of the Greening of Industry Network: Partnerships for Sustainable Development, 2-5 July 2006, Cardiff.
40. Dimitratos P., Voudouris I. and Salavou H., "Entrepreneurial Learning in an International new High-technology venture", 33rd AIB-UK Conference, 6-8 April 2006, Manchester.
41. Voudouris, I. Dimitratos P. and Salavou H., "Strategic Growth of a high-technology SME across geographic markets and industry sectors: A case study analysis", RENT XIX, 17-18 November 2005, Naples.
42. Salavou, H., Dimitratos P. and Voudouris, I., "SMEs Growth and Entrepreneurial Orientation Profiles: Some New Evidence from Greece", RENT XIX, 17-18 November 2005, Naples.
43. Tarondeau J.C. and Voudouris, I., 'Employment policy as source of organization flexibility: An analysis of the determinants of atypical employment', Founding Conference of the EURAM, IESE Business School, University of Navarra, Spain 19-21 April 2001.
44. Βουδούρη Ε., 'Παράγοντες που καθορίζουν την προσφυγή στην εξωτερική αγορά εργασίας: Μελέτη των ευέλικτων εργαζόμενων', 12ο Εθνικό Συνέδριο Επιχειρησιακής Έρευνας, Σάμος, 1998.
45. Voudouris, I., 'Atypical employment increasing the flexibility of an organization: A study of Greek manufacturing and services', 4th Balkan Conference of Operational Research, Thessalonica, October 1997.
46. Βουδούρη Ε., 'Οι μη τυπικοί εργαζόμενοι ως μέσο ευελιξίας της οργάνωσης μιας επιχείρησης', 11ο Εθνικό Συνέδριο Επιχειρησιακής Έρευνας, Αθήνα, 1997.

GENERAL INTEREST PUBLICATIONS/ PRESENTATIONS

1. Spanos Y. and Voudouris I., (2010), "Do Greek firms innovate", *Βήμα Ιδεών*, 01/01/2010, (in Greek).

2. Voudouris I. and Lioukas S., "What knowledge for competitive and environmentally friendly businesses", DQE Closing Conference, Brussels, November 2006.
3. Voudouris I. and Samaras K., "An effective business model proposition for multilingual e-content services", presentation to EUROXX, 20th European Conference of Operational Research, Rhodes, July 2004.
4. Voudouris I., Lioukas S., Makridakis S. and Spanos Y., 'Greek Hidden Champions' *Strategies*, 5, May-June 2000.
5. Voudouris I., Lioukas S., Makridakis S. and Spanos Y. 'Greek Hidden Champions' Presentation in the Conference of Hellenic Top Managers Association, Athens, May 1999.

ACADEMIC CITATIONS

Over 1.800 citations in Google Scholar, 920 citations in Scopus.

TEACHING

Undergraduate

- Entrepreneurship (AUEB, 2004-2022, independent teaching)
- Business Strategy and Policy (DMST, AUEB, 2015 onwards, independent teaching; and 2003-2014, shared teaching)
- Contemporary Trends in Management and Technology (DMST, AUEB, 2001 onwards, independent teaching)
- Management (AUEB, 2001-2003, independent teaching)

Post-graduate

- Strategy (MSc DMST, AUEB, 2024 onwards, shared teaching)
- Entrepreneurship and Innovation (MSc DMST, AUEB, 2015 onwards, independent teaching)
- Entrepreneurship and Innovation in the Public Sector (Master PPM, AUEB 2012 onwards, shared teaching).
- Entrepreneurship and Business Planning (i-MBA, AUEB, 2011-2022, independent teaching)
- Developing a successful Business Plan (i-MBA, AUEB, 2002-2010, shared teaching)
- Developing and Managing a Digital Venture (i-MBA, AUEB, 2002-2006, shared teaching).
- e-Strategy (i-MBA, AUEB, 2001-2002, shared teaching).

Distance-learning

- Management (Hellenic Open University, 2008 onwards)
- Management (Henley MBA, 1999-2005)

Long-life learning

- Social entrepreneurship (AUEB, 2015-2017 shared teaching)

ADMINISTRATIVE RESPONSIBILITIES

- 2022-: Chair of the Department of Management Science and Technology, AUEB.
- 2018-24: Director of the Management, Strategy and Entrepreneurship Laboratory, AUEB.
- 2014-: Head of the Research Unit of Strategy and Entrepreneurship, DMST, AUEB.
- 2017-20: Director of the Unit of Innovation and Entrepreneurship (MoKE), AUEB.
- 2017-21: Director of the MA in Heritage Management, AUEB - University of KENT.
- 2011-17: Member of the Steering Committee, MA in Heritage Management, AUEB-University of KENT.
- 2015-24: Member of the Steering Committee, MSc in Public Policy and Management, AUEB.
- 2018-: Member of the Steering Committee, Executive MBA, AUEB.
- 2016-17: Deputy Chair, Department of Management Science and Technology, AUEB.
- 2012-: Academic Coordinator, Erasmus+ Program, DMST, AUEB (shared responsibility).
- 2010: Coordinator, Youth Entrepreneurship Summer School, AUEB (shared responsibility).
- 2003-09: Coordinator of the Internship Program, DMST, AUEB (shared responsibility).

SUPERVISION OF DOCTORAL STUDENTS

Principal supervisor

- Salunke Nitin, “Heterogeneity in Family Firms in India”, (ongoing).
- Kousina Elisavet, “Leadership and Innovation in the Public Sector”, (defended, 2023).
- Gkalitsiou Katerina, “Leadership by Metaphors and Storytelling”, (defended, 2023).
- Sofikitis Emanouil, “Decision making processes and international performance: The mediating effect of the speed of internationalization and the moderating role of entrepreneurial orientation” (defended 2022).
- Deligianni Ioanna, “New Ventures’ Strategic Growth Patterns: Antecedents and Outcomes”, (defended, 2009).

Co-supervisor (as member of the Supervising Committee)

- Tsagdi Georgia, “Public Value: A New Governance perspective within the Parent Ministry-Agency context” (defended 2024).
- Korra Efi, “Determinants of Success of Strategic Changes” (defended 2013).
- Papagiannakis Giorgos, “Environmental Strategies: Antecedents and Outcomes”, (defended, 2011).
- Fouskas Konstantinos, “Perceptions of Competitive Environment and Organizational Capabilities as Antecedents of Firm’s Competitive Response Characteristics and Performance”, (defended 2008).

Member of the scientific advisory group

- Boura Maria, “Business Strategy and Corporate Social Responsibility”, (defended 2017).
- Fotaki Maria, “Coupling Compliance with Values: An Integrative Approach to Effective Corporate Governance”, (defended 2014).

- Nikiforou Argyro, “Corporate Entrepreneurship and External Networks” (defended 2012).

RESEARCH AND SCIENTIFIC ACTIVITIES

- 1999-: Research fellow (head from 2014 onwards), Research Unit of Strategy and Entrepreneurship, DMST, AUEB. Responsible for research projects in the areas of innovation and entrepreneurship, strategy and competitiveness, technology and flexibility, corporate governance and sustainable development.
- 2000-: Supervision of numerous Field Consulting Projects and Integrated Impact Projects, i-MBA.
- 2000-: Supervision of numerous Undergraduate and Graduate Student Projects and Theses.
- 2010-: Evaluator in several national calls and competitions (e.g. Hellenic Foundation for research and Innovation, Bravo Sustainability Awards/Quality Net Foundation; Competition of Applied Research and Innovation, SEV; e-nnovation competition).
- 2012: Scientific Coordinator of the Annual Student Conference, DMST, AUEB.
- 1998-01: Research fellow, *Département de Stratégie et Management, Université Paris X*. Research area: flexibilité d’emploi.
- 1989-90: Research fellow, Laboratory of Telecommunications, National Technical University of Athens. Research areas: digital and mobile communications.

Refereeing

- *Journal of Management Studies, European Management Review, International Journal of Human Resource Management, Journal of Small Business Management, Technological Forecasting and Social Change, Technovation, Small Business Economics Journal, Journal of Asia Entrepreneurship and Sustainability.*
- The Academy of Management Annual Meetings, the Strategic Management Society Annual Conference, the European Academy of Management (EURAM) Conference, the GLOBELICS International Conference, the International Conference on Information Systems.

Member of Scientific Organizations

- Associate Editor of Journal of Asia Entrepreneurship and Sustainability (2006 onwards).
- Entrepreneurship Research and Education Network of Central European Universities (ERENET).
- Academy of Management (AoM).
- European Academy of Management (EURAM).
- European Council for Small Business and Entrepreneurship (ECSB).

FUNDED PROJECTS

- 2017-21: YABDA “Strengthening of relations between higher education and the wider economic and social environment, Erasmus+ KA2, EC, (scientific director).

- 2018-19: "Exploring a U-shape relationship between instrumental organizational values and corporate governance", Post-doctoral Research Funding Program, RC-AUEB (scientific director).
- 2016-17: "Effectiveness of formal governance mechanisms in the management of the headquarters-subsidiary relationship and the role of procedural justice", Post-doctoral Research Funding Program, RC-AUEB (scientific director).
- 2015-16: "Coupling compliance with values: a synthesis for effective corporate governance", Post-doctoral Research Funding Program, RC-AUEB (scientific director).
- 2015: "Corporate responsibility and sustainability", O.P Development of Human Resources, NSRF 2007-2013 (expert/ researcher).
- 2012-13: "Innovation in small firms", IME-GSEVEE (scientific director).
- 2009-12: "Entrepreneurship", NCRF 2007-2013, RC-AUEB (expert).
- 2010-11: "Performance of technology adoption: The impact of technological capabilities and managerial socio-cognitive capacities", Basic Research Funding Program, RC-AUEB (scientific director).
- 2009-10: "Effects of functional and numerical flexibility on new ventures innovation", Basic Research Funding Program, RC-AUEB (scientific director).
- 2010-13: FEFEDI "Filière d'expertise maghrébine de formation en entrepreneuriat et en développement international », Tempus IV, EC (scientific director).
- 2008: «Innovation in Greece: Benchmarking, policies, strategy propositions», Kokkalis Foundation.
- 2006-07: "Entrepreneurship II", O.P. Education, 3rd CSF, RC-AUEB (expert).
- 2007: "Emerging leadership styles", GSRT, Ministry of Development, RC-AUEB (expert).
- 2004-07: "Towards the sustainable region: DQE" Interreg IIIC North, European Commission, (expert).
- 2004-06: "Business transformation", GSRT, Ministry of Development, RC-AUEB (expert).
- 2003-04: "Entrepreneurship I" O.P. Education, 3rd CSF, RC-AUEB (expert).
- 2004: "European Case Study Writing Competition", Gate2Growth Academic Network in Entrepreneurship, Innovation and Finance, EC, (scientific director).
- 2001-04: "Electronic multilingual tourism environment (eMate)", E-Content Program, EC (scientific director).
- 2000-01: Post-doctoral research in the area of technology and flexibility, "Greek State Scholarship Foundation", DMST, AUEB.

CONSULTING EXPERIENCE

- 2009-11: Eurobank EFG, "Financial literacy for young people".
- 2009: Ministry of Economy, "Development of criteria for evaluating investment propositions of self-employees".
- 2009: Ministry of Economy, "Development of criteria for evaluating investment propositions of SMEs".
- 2007: Ministry of Economy, "Development of criteria for evaluating investment propositions of SMEs in the tertiary sector".

- 2000-04: Archetypon S.A., Consulting for strategy development and business planning.
- 2004: European Commission, Enterprise Directorate, “eBSN portal”.
- 1999-00: Ministry of Transport and Communications: “National numbering scheme”.
- 2000: National Regulatory Telecommunications Authority: “Regulatory texts for the national numbering scheme”.
- 2000: Organisation for Economic Co-operation and Development (OECD), “Regulatory reform in Greece”.
- 1999: Ministry of Labour and Social Affairs. “Reduction of the issues for the competition concerning the development of OAED business plan”.
- 1999: Ministry of Transport and Communications: “Spectrum pricing at 900MHz and 1800MHz”.
- 1995: Public Power Corporation, Greece: “Organisational re-structuring of the Company”.
- 1988: Public Petroleum Corporation (internship).
- 1987: Brown Boveri Company, Switzerland: Semi-conductors simulation (internship).

AWARDS AND RECOGNITIONS

- Award for Teaching Excellence 2016-2017, MSc Management Science and Technology, AUEB.
- Award for Teaching Excellence 2012-2013, Department of Management Science and Technology, AUEB.
- Outstanding Paper Award Winner at the Literati Network Awards for Excellence 2012 for the paper: Deligianni I. and Voudouris I., (2011), “New venture strategies and performance in a catching-up economy: Identifying a strategic typology and trajectory through case studies”, *Management Research Review*, 34(7.)
- Invited national study and presentation, Workshop on Green Economy in the BSEC region, BSEC, Kiev, April 2016.
- Invited national study and presentation Workshop on Microcrediting in the BSEC region, BSEC, Bucharest, November 2014.
- Invited national study and presentation, Workshop on Entrepreneurship and SME Development in the BSEC region in the time of emerging from the economic crisis, BSEC, Istanbul, July 2011
- Invited presentation to the G2G European Case Study Workshop, IESE, Barcelona, December 2006.

LANGUAGES

- Greek: Mother tongue.
- English: Fluent.
- French: Fluent.
- Spanish: Sufficient.
- German: Sufficient.