

Curriculum Vitae:

Prof. Alexandros Psychogios



1 Personal Details

Surname:	Psychogios
Name:	Alexandros
Date of birth:	16/01/1974
Place of birth:	Thessaloniki, Greece
Nationality:	Greek
Professional address:	Birmingham City Business School, Birmingham City University, B4 7BD, Birmingham, UK
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Academic Qualifications	Degree	Title or Discipline	University, Country	Award Year
	PhD	Industrial & Business Studies	The University of Warwick, UK	2005
	MA	Public Services Management	The University of York, UK	2000
	MSc	State & Public Policy	The University of Athens, Greece	1998
	BSc	Political Science & Public Administration	The University of Athens, Greece	1995

Professional Qualifications & Expertise	<ul style="list-style-type: none"> • Professional Diploma in <i>Management</i>, Institute of Management, UK. • Expertise: <ul style="list-style-type: none"> ○ Leadership ○ Organizational Neuroscience, Change & Complexity ○ International & Strategic Human Resource Management ○ Performance Management Practices ○ Total Quality Management & Business Excellence
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Current Full-Time Employment	University: Birmingham City University Department: Birmingham City Business School Academic Position: Professor of International HRM Administrative Position: Director of Research Year of Appointment: January 2017
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Current Visiting/Adjunct Posts	From – To	
	2019 – present	Visiting Professor at Cyprus International Institute of Management (CIIM) Nicosia, Cyprus
	2021 – present	Adjunct Professor at ALBA Graduate School of Business, Athens, Greece

Research Affiliations	From – To	
	2013 – present	Research Fellow, South-Eastern European Research Centre (SEERC), Thessaloniki, Greece

Previous Employment	From – To	Position held
	2013 – 2017	Reader (Associate Professor) on OB & HRM & Director of Leadership & Organisational Change Research Group, Hull University Business School, The University of Hull
	2009 – 2013	Senior Lecturer & Research Director, Business Administration & Economics Department, City College, International Faculty of the University of Sheffield, The University of Sheffield & Research Track Leader & PhD Program Coordinator, South Eastern European Research Centre (SEERC), City College, International Faculty of the University of Sheffield, The University of Sheffield
	2004 – 2009	Lecturer & Research Track Leader, Business Administration & Economics Department, City College, International Faculty of the University of Sheffield, The University of Sheffield
	2006 – 2013	Adjunct Lecturer, Department of Business Administration, Hellenic Open University
	2005 – 2007	Adjunct Lecturer, Departments of Operations Management & Marketing and Technology Management, University of Macedonia
	2005 – 2006	Adjunct Lecturer, Department of Commerce & Advertisement, Faculty of Economics & Business Administration, Technological Institution of Thessaloniki, Thessaloniki, Greece
	2004 – 2008	Scientific Advisor, Greek Parliament, Athens, Greece
	2003 – 2004	Instructor in the MBA Course, Athens Graduate School of Management (Franchise Institution of the Nottingham Trent University), Athens, Greece
	2003 – 2004	Part-time Lecturer in <i>Organizational Behavior</i> , Business Administration & Economics, City Liberal Studies (Affiliated Institution of the University of Sheffield), Thessaloniki, Greece.
	2002 – 2003	Instructor in <i>Strategic Management</i> , MBA Course, FING Business School, Thessaloniki, Greece.
	2001 – 2003	Part-time Lecturer, Warwick Business School, The University of Warwick, Coventry, UK
	1995 – 1998	Assistant Researcher, Research Centre of Administrative Science, University of Athens, Athens, Greece
	1995 – 1998	Assistant Manager at the <i>FOREST PARK</i> Hotel in Chalkidiki, Greece (Summer Period: June – September)
	1992 – 1996	Assistant Manager at the <i>AREDO</i> (Luxury Furniture Firm), Athens, Greece

2 Research and Publications

Research Interests

- My research interests can be grouped in three pillars:

1. International & Strategic Human Resource Management

HR/ER issues in Emerging Economies; Institutional Approaches to HR/ER in crisis & turbulent economies; Working Conditions and Employee Voice in SMEs, Expatriates capabilities.

2. Organisational Neuroscience, Change & Leadership

Organisational Neuroscience, Organisational dynamics in SMEs with special focus on Feedback, Trust & Routines; Sense Making & Crisis with special focus on Middle Managers in SMEs; Change Management & Resistance to Change; Complexity & Neuro-leadership; Young Leadership

3. Management & Performance Practices

Quality Management & Organizational/National Culture; Application of Lean Six Sigma in services; Performance & Reward Systems in SMEs; Public Management practices with special focus on Middle Managers

Participation in Funded

Funded Projects:

- **2021-.....:** Malthouse Engineering Limited KTP, KTP No: KTP12716, Academic Supervisor: **Prof. Alexandros Psychogios**

Research Projects

- **2011-2015:** Spin-Out financial support of innovative knowledge intensive SMEs. General Secretary of Research & Technology, Greek Ministry of Economic Development, PIs: **Psychogios, A.** Papageorgiou, E. & Stratigakis, N. – Total Funding: 422,151.54 €
- **2012-2016:** New Innovative Entrepreneurship funding for the development of two business-oriented ICT products. General Secretary of Research & Technology, Greek Ministry of Economic Development, PIs: **Psychogios, A.** Papageorgiou, E. & Stratigakis, N. – Total Fundings: 165.460,82 €
- **2007-2010:** SUMMIT II: Business Incubation & Management Training Institute, Theme: *Training Needs Assessment of Incubator & Business Centers Managers*. Lenardo da Vinci Programme, European Union, PIs - **Psychogios, A.** Szamosi, L.T., Zacharis, N. - Total Funding: 170,000 €
- **1998-2002:** Greek State Research Grant, Greek State Research Foundation, Pis: **Psychogios, A.** – Total Grant: £40,000
- **1998-2000:** Greek Organization for Employment Research Grant, Greek Organization for Employment, Pis: **Psychogios, A.** – Total Grant: £20,000
- **1995-1998:** Research Centre of Administrative Science, University of Athens. Assistant Researcher, Research Projects:
 - Quality of Life in Greece - (EUROQUL GROUP)
 - Restructuring the Social Services in the Prefecture of Evia,
 - Organization and Management of the Greek NHS hospital '*Papageorgiou*'

Current Development of Proposals for Funded Research:

- The effect of Intense Teleworking on the Workers' Experience of the Employment Relationship and Outcomes in SMEs, submitted to The Leverhulme Trust July 2022, Status: pass on the second round (Transferable)
- Well-being during a pandemic: Voice opportunities for women employees in SMEs, The Nuffield Foundation, Status: expected to be submitted March 2023
- Managing work-related stress in complex projects: A comparative investigation of the effectiveness of self-administered stress management techniques, The Project Management Institute, Status: expected to be submitted in June 2023

Research Degree Supervision & Examinations

PhD/DBA Supervision:

1. Understanding the role of anger in leadership decision-making: An experimental study of Middle Managers (PhD candidate: Mr Muhammed Siddiqui)
2. The Biological origins of Leadership: Between Testosterone and Cortisol (PhD candidate: Mrs Sabreen Jan)
3. Understanding the impact of Narcissistic Personality of leadership in SMEs PhD candidate: Mrs Careen Bailey)
4. Women Leadership Development Framework (DBA candidate: Mrs Cristina Chirita)
5. Humor and Consumer behavior (DBA candidate: Mr David McGee)
6. Feedback process and effectiveness in Complex Construction Projects (DBA Candidate: Mr. Dimitris Fanrtzis)
7. Entrepreneurial leadership in ethnic minorities (PhD candidate: Mr. Tamaralaiyefa Harold Tiemo)
8. Making sense of change and managing change in HEIs: A multi-case study of UK universities (PhD candidate Ms. Chiamaka Chidobem)
9. Making sense of innovation in public services (PhD candidate Ms Fairul Azida Shahabudin)

Completed PhD Supervisions:

1. *Knowledge Management & Emergence* (PhD candidate Dr. D. Bibikas) – Completed 2017
2. *Management Education & Knowledge Transfer of HR practices* (Student: Dr. D. Fotopoulou) – Completed 2014
3. *FDIs & Management Practices in South-Eastern European Countries* (Student: Dr. M. Skenderi) – Completed 2013
4. *Dynamic process of Feedback* (Student: Dr. Blackori Feim) - Completed 2018

5. Between leadership and commitment: multilevel effects of psychological empowerment and power distance (Student: Dr. Saeed Abdulrahman Saeed Alshahrani) – Completed July 2019)
6. HRM/ER in SMEs emerging economies (Student: Dr Abisola Olarinte) – Completed June 2020
7. Determinants of Distribution Firms' E-Marketing Adoption and the Impact on Marketing Performance: An Empirical Study of E-Marketing Adoption and Implementation by Iranian Distribution Firms (Student: Dr. Sepideh Zahiri) – Completed October 2020
8. Making sense with Institutions: Corporate Social Responsibility as a recruitment strategy tool by multi-national organisations in Pakistan (Student: Dr. Hira Gulshan) – Completed January 2021
9. Talent Management in SMEs in Turbulent Contexts (Student: Dr. Bertha Dzifa Kumodji) – Completed July 2022

PhD Examinations

1. Alek Karaev (2013) *A comparison of organizational cluster and non cluster members in transition economics*, The University of Sheffield, Management School – **Internal Examiner**
2. Menelaos Xanthopoulos (2015) *Like Family; A socio-cultural understanding of organisational structure and the role of conflict through SMEs theory, managing across culture, power and modern entrepreneurship in Thessaloniki-Greece*. University of Wales, Trinity Saint David – **External Examiner**
3. Stefanos Michiotis (2015) *Revealing Intangible Assets and Archetypes for Organisational Change*, University of Greenwich – **External Examiner**
4. Taposh Kumar Roy (2015) *CSR Communication and its impact on employees: An empirical study on multinational organizations in Bangladesh*, University of Hull, – **Internal Examiner**
5. Roman Gift Ugwe (2016) *A phenomological Evaluation of Organisational Health and growth of SMEs in Nigeria*, Leeds Beckett University – **External Examiner**
6. Jasim Tariq (2016) *Exploring Entrepreneurial Motivators and Barriers: A study of female business owners in Pakistan*, University of Hull – **Internal Examiner**
7. Cyracus Badinye Bapuroh (2017) *Managing Resistance to Change During an Organisational Transformation: The Telecommunication Industry of Ghana*, Leeds Beckett University – **External Examiner**
8. Uzoamaka Eunice Iloekwe (2020) *Determinants of quality of direct/informal employee voice in SMEs in Nigeria*, London Southbank University – **External Examiner**
9. Anka Georgiev (2021) *Neuroscience & Marketing: Towards A Paradigm Shift – The University of Sheffield* - **External Examiner**
10. Suaybur Rahman (2021) *The Effectiveness of Trade Unions In The UK Hospitality Sector*, London Southbank University – **External Examiner**

Publications

Papers Published in Refereed Journals:

1. **Psychogios, A.**, Gruda, D., & Ojo, A. (2023). Tweet you right back: Follower anxiety predicts leader anxiety in social media interactions during the SARS-CoV-2 pandemic. *Plos one*, 18(2), e0279164.
2. **Psychogios, A.** (2023 - Forthcoming) Re-conceptualising Total Quality Leadership: A framework development and future research agenda, *The TQM Journal* - <https://doi.org/10.1108/TQM-01-2022-0030>
3. Maritsa, E., Goula, A., **Psychogios, A.**, & Pierrakos, G. (2022). Leadership Development: Exploring Relational Leadership Implications in Healthcare Organizations. *International Journal of Environmental Research and Public Health*, 19(23), 15971.
4. Prouska, R., Nyfoudi, M., **Psychogios, A.**, Szamosi, L. T., & Wilkinson, A. (2023). Solidarity in Action at a Time of Crisis: The Role of Employee Voice in Relation to Communication and Horizontal Solidarity Behaviour. *British Journal of Management*. 34(1), pp. 91-110
5. Roy, T., & **Psychogios, A.** (2022). CSR perceptions and employee behaviour: Evidence from Bangladesh. *Journal of General Management*, <https://doi.org/10.1177/03063070221081578>

6. Aissa, N. B., Gurău, C., **Psychogios, A.**, & Somsing, A. (2022). Transactional memory systems in virtual teams: Communication antecedents and the impact of TMS components on creative processes and outcomes. *Technological Forecasting and Social Change*, 174, 121235.
7. Prouska, R., Avgoustaki, A., **Psychogios, A.**, & Wilkinson, A. (2022). Employee participation and representation in Central and Eastern Europe. *Economic and Industrial Democracy*, 43(1), 123-145.
8. Gruda, D., Ojo, A., & **Psychogios, A.** (2022). Don't you tweet me badly: Anxiety contagion between leaders and followers in computer-mediated communication during COVID-19. *Plos one*, 17(3), e0264444.
9. **Psychogios, A.** and Dimitriadis, N. (2021) Brain-Adjusted Relational Leadership: A Social-Constructed Consciousness Approach to Leader-Follower Interaction. *Frontiers in Psychology – Organizational Psychology*. 12(672217), 1-11, doi: 10.3389/fpsyg.2021.672217
10. Blakçori, F., & **Psychogios, A.** (2021). Sensing from the middle: middle managers' sensemaking of change process in public organizations. *International Studies of Management & Organization*, 51(4), 328-353.
11. Hoyland, T., **Psychogios, A.**, Epitropaki, O., Damiani, J., Mukhuty, S. and Priestnall, C. (2021), "A two-nation investigation of leadership self-perceptions and motivation to lead in early adulthood: the moderating role of gender and socio-economic status", *Leadership & Organization Development Journal*, 42(2), 289-315, <https://doi.org/10.1108/LODJ-03-2020->
12. Nyfoudi, M., Theodorakopoulos, N., **Psychogios, A.** and Dysvik, A. (2020) *Tell it like it is in SME teams: Adverse Working Conditions, Citizenship Behaviour, and the role of Team Information Sharing in a Turbulent Economy*. *Economic & Industrial Democracy*, 43(2), 516–535
13. **Psychogios, A.**, Szamosi, L. T., Prouska, R., & Brewster, C. (2020). Varieties of crisis and working conditions: A comparative study of Greece and Serbia. *European Journal of Industrial Relations*, 26(1), 91-106.
14. **Psychogios, A.**, Blakçori, F., Szamosi, L., & O'Regan, N. (2019). From feeding-back to feeding-forward: managerial feedback as a trigger of change in SMEs. *Journal of Small Business and Enterprise Development*, 26(1), 18-42.
15. **Psychogios, A.**, Nyfoudi, M., Theodorakopoulos, N., Szamosi, L. T., & Prouska, R. (2019). Many Hands Lighter Work? Deciphering the Relationship between Adverse Working Conditions and Organization Citizenship Behaviours in Small and Medium-sized Enterprises during a Severe Economic Crisis. *British Journal of Management*, 30(3), 519-537.
16. Prouska, R., & **Psychogios, A.** (2019). Should I say something? A framework for understanding silence from a line manager's perspective during an economic crisis. *Economic and Industrial Democracy*, 40(3), 611-635.
17. Prouska, R., & **Psychogios, A.** (2018). Do not say a word! Conceptualizing employee silence in a long-term crisis context. *The International Journal of Human Resource Management*, 29(5), 885-914.
18. Prouska, Rea, **Psychogios, A.** and Rexhepi, Yilka (2016) *Rewarding employees in turbulent economies for improved organisational performance: exploring SMEs in the South-Eastern European region*. *Personnel Review*, 45(6). pp.1259 - 1280
19. Tsironis, L. K., & **Psychogios, A.** (2016). Road towards Lean Six Sigma in service industry: a multi-factor integrated framework. *Business Process Management Journal*, 22(4). pp. 812 - 834
20. Selviaridis, K., Matopoulos, A., Szamosi, L. T., & **Psychogios, A.** (2016). Reverse resource exchanges in service supply chains: the case of returnable transport packaging. *Supply Chain Management: An International Journal*, 21(3). pp.381 - 397
21. **Psychogios, A.** Szamosi, Prouska R. and Brewster, C., (2016) A Three-fold Framework for Understanding HRM Practices in South-Eastern European SMEs, *Employee Relations*, 38(3), pp. 310-331
22. Wood, G., Szamosi, T.L., **Psychogios, A.**, Sarvanidis, S. and Fotopoulou, D. (2015), Rethinking Greek Capitalism through the Lens of Industrial Relations Reform: A View until the 2015 Referendum, *Relations Industrielles/Industrial Relations Quarterly Review*, 70(4), 2015, pp. 698-717
23. **Psychogios, A.**, Brewster, C., Missopoulos, F., Kohont, A., Vatchkova, E. and Slavic, A. (2014) Industrial Relations in South Eastern Europe: Disaggregating the Contexts, *International Journal of Human Resource Management* 25(11), pp. 1592-1612
24. Vouzas, F., **Psychogios, A.**, & Tsironis, L. (2014). The road towards Lean Six Sigma: sustainable success factors in service industry. *Nan Yang Business Journal*, 2(1), 31-38.
25. Pergel, R. and **Psychogios, A.** (2013) Making Sense of Crisis: Cognitive Barriers of Learning in Critical Situations, *Management Dynamics in the Knowledge Economy*, 1(2), pp. 179-205
26. **Psychogios, A.** and Garev, S. (2012), Understanding Complexity Leadership Behaviour in SMEs: Lessons from a Turbulent Business Environment, *Emergence: Complexity & Organisation*, 14(3), 1-22
27. **Psychogios A.**, and Tsironis, L. (2012). Understanding the implementation of Lean Six Sigma in Context: Lessons from Service Industry. *TQM & Business Excellence*, 23(3-4):397-415
28. Tsironis L., and **Psychogios A.**, (2012). Towards a systematic e-Business Excellence framework, *International Journal of Innovation and Regional Development*. 4(1): 28-43
29. **Psychogios A.**, Atanasovski, J. and Tsironis, L. (2012). Lean Six Sigma in a service context: A multi-factor application approach in the telecommunications industry. *International Journal of Quality & Reliability Management* 29(1): 122 - 139
30. Cooke, Lee F., Wood, G., **Psychogios, A.** and Szamosi, T. L. (2011) HRM in emergent market economies: evidence and implications from Europe. *Human Resource Management Journal* 21(4): 368-378
31. Leslie T. Szamosi, Adrian Wilkinson, Geoffrey Wood and **Alexandros G. Psychogios** (2010) Developments in HRM in South Eastern Europe, *International Journal of Human Resource Management*. 21(14), 2521-2528

32. **Psychogios, A.** (2010) A four-fold Regional Specific Approach to TQM: The Case of South Eastern Europe, *International Journal of Quality & Reliability Management*, 27(9), 1036-1053
33. **Psychogios, A.** and Wood, G., (2010) Human Resource Management in Comparative Perspective: Alternative Institutional Perspectives and Empirical Realities, *International Journal of Human Resource Management*. 21(14), 2614-2630
34. Bibikas, D., Paraskakis, I, **Psychogios, A.** and Vasconcelos, A. (2010), Emerging enterprise social software knowledge management environments: current practices and future challenges. *International Journal of Learning & Intellectual Capital*. 7(3/4), p.328 - 343
35. **Psychogios, A.**, Szamosi, L. and Wood. G. (2010), Introducing Employment Relations in South Eastern Europe. *Employee Relations*, 32(3), pp. 205-211
36. **Psychogios, A.** (2010), Restructuring the Employment Relationship in South-Eastern Europe? Total Quality-Based Changes on Managers' Careers and Job Security, *Employee Relations*, 32(3), pp. 310-327
37. **Psychogios, A.** and Wilkinson A. and Szamosi, L. (2009), Getting to the Heart of the Debate: 'Hard' Versus 'Soft' Side Effects of TQM on Middle Manager Autonomy, *TQM & Business Excellence* , 20(4), pp. 445-466
38. **Psychogios, A.**, Alexandris, K. and Onofrei, A. (2008), Addressing Individual and Organizational Factors Influencing Middle Managers Synthesising Role in Knowledge Creation and Diffusion. *International Journal of Learning & Intellectual Capital*. 5(2), pp. 208-222
39. **Psychogios, A.**, Michalopoulos, N. and Szamosi L. (2008), Anglo-Saxon Change in a Non-Anglo-Saxon Cultural Context: Lessons from TQM application in Greek Public Organizations. *International Journal of Learning & Intellectual Capital*. 5(2), pp. 153-171
40. Szamosi, L., **Psychogios, A.**, and Wood, A. (2008) At the Crossroads of Leadership Education in Emerging Economies: Global Relevance Versus Local Applicability. *Business Leadership Review*, 5 (4), pp.1-9
41. **Psychogios, A.** (2007), Towards the Transformational Leader: Addressing Women's Leadership Style in Modern Business Management, *Journal of Business and Society*. 20(1&2), pp. 169-180
42. **Psychogios, A.** and Wilkinson A. (2007) Exploring TQM awareness in the Greek national business context: between conservatism and reformism cultural determinants of TQM, *The International Journal of Human Resource Management*, 18(6), pp. 1042 - 1062
43. **Psychogios, A.** and Szamosi, L. (2007) Exploring the Greek National Business System: Towards a Modernization Agenda, *Euro Med Journal of Business*, 2(1), pp. 7-22
44. Vouzas, F. and **Psychogios, A.** (2007) Assessing Managers' Awareness of Total Quality Management, *The TQM Magazine*, 19(1), pp. 62-75
45. **Psychogios, A.** and Priporas, K. (2007) Understanding Total Quality Management in Context: Qualitative Research on Managers' Awareness of TQM Aspects in the Greek Service Industry, *The Qualitative Report*, 12(1), March , pp. 40-66
46. **Psychogios, A.** (2006) Towards a Country-Specific Total Quality Paradigm: Cross National Aspects of TQM, *Hellenic Academy of Business Administration Review*, 4(1), pp. 44-56
47. **Psychogios, A.** (2005) Towards a Contingency Approach to Promising Business Management Paradigms: The case of Total Quality Management, *Journal of Business and Society*, 18, (1/2), pp. 120-134
48. **Psychogios, A.** (2004) Middle Managers and Organizational Change: The case of the adoption of TQM in the Greek service industry, *Hellenic Academy of Business Administration Review*, 2(3), pp.43-57
49. Karamali, E. and **Psychogios, A.** (2004) Modernism Vs. Post-Modernism in Management Science ,*Greek Administrative Science Review*, 9, August
50. Michalopoulos, N. and **Psychogios, A.** (2003) Knowledge Management and Public Organisations: How well does the model apply to Greece?, *Chinese Public Administration Review*, 2(1/2), March/June, pp. 63-79
51. **Psychogios, A.** (2002) A Critical Review of Total Quality Management, *Greek Administrative Science Review*, 8, pp.127-149
52. **Psychogios, A.** (2001) Total Quality Management and Trust: the role of leaders in quality management, *Administrative Learning*, 19, January, pp.64-71

Papers Under Review:

1. *Theorizing the development of the HRM function in SMEs in emerging economies: Between government logics and internationalization pressures – Personnel Review*
2. *Shine Bright Like a Diamond: Narcissism, Servant Leadership, and Follower Anxiety during the COVID-19 Pandemic – Leadership Quarterly*

Papers Under Preparation:

1. *Conceptualizing the Nexus between Macro-level 'Turbulence' and the Worker Experience in Human Resource Management – Target Journal: Human Resource Management Journal (UK)*
2. *I'm holding out for a communal narcissist 'til the end of the night – Leader Communal Narcissism and Follower State Anxiety during the COVID-19 pandemic – Target Journal: Journal of Applied Psychology*

3. *Strategizing from the Middle: Middle Managers' Sensemaking of Change Process in the Public Sector* – Target Journal: **Journal of Business Research**
4. *Biological Drivers of Leadership Perception and Motivation to Lead: A Systematic Literature Review* – Target Journal: **Leadership Quarterly**
5. Brain-Based Change Management: Neuroscientific implication in managing employees' behaviors towards change – Target journal: **Group & Organization Management**
6. *Exploring Middle Managers' Relational Feedback Process* – Target Journal: **Journal of Management Studies**

Books:

1. Dimitriadis, N. and **Psychogios A.** (2020) *Neuroscience for Leaders: Practical Insights to Successfully Lead People & Organizations*, 2nd Edition, London: Kogan Page, ISBN: 9781789662146
2. **Psychogios, A.** & Prouska, R. (2019) *Managing People in Small and Medium Enterprises in Turbulent Contexts*, New York: Routledge, ISBN: 978-1138103559
3. Dimitriadis, N. and **Psychogios A.** (2016) *Neuroscience for Leaders: A Brain Adaptive Leadership Approach*, 1st Edition, London: Kogan Page, ISBN: 978-0749475512

Book Chapters:

1. Contributor in: Wilkinson, A. and Johnstone, St. (2023) *Encyclopedia of Human Resource Management*, Edward Elgar Publishing
2. Roy, T. K., & **Psychogios, A.** (2021). The Uncharted Link between CSR and HRM in Emerging Market Economies: The Cases of Bangladesh, India and China. In *International HRM and Development in Emerging Market Multinationals* (pp. 280-297). Routledge.
3. Brewster, C., Szamosi, T. L., **Psychogios, A.** and Prouska, R. (2020), Varieties of Crisis & Working Conditions in Greece and Serbia, In Galanaki, E., Nikandrou, I. and Panayotopoulou, L. (eds) (2020). *Volume in honor of professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management*. Athens, Editions Benou
4. **Psychogios, A.** (2019) HRM in Small and Medium Sized Enterprises, In *HRM in Critical Context* (2nd ed), Chapter 19, CIPD
5. Wood, G.T., **Psychogios, A.**, Szamosi, L and Collings, D.G. (2019) Institutional Perspectives on Comparative Human Resource Management, In: *Handbook of Research in Comparative Human Resource Management*. 2nd Edition, Edward Elgar Publishing.
6. Contributor in: Wilkinson, A. and Johnstone, St. (2016) *Encyclopedia of Human Resource Management*, Edward Elgar Publishing
7. **Psychogios, A.** Brewster, C., and Parry, E. (2016) Western European HRM: Reactions and Adjustment to Crises (Chapter 7). In: *INTERNATIONAL HUMAN RESOURCE MANAGEMENT: CONTEMPORARY ISSUES IN EUROPE* (3rd Edition). M. Dickmann, C. Brewster & P. Sparrow (eds). Global HRM Series, London, Routledge
8. **Psychogios, A.**, Szamosi, T.L. and Brewster, C (2015) Work organization, human resource management and the economic crisis: In Machado, C.F. and Davim, J.P. (Editors) (2015). *Human Resource Management Challenges & Changes*. Nova Science Publishers: New York
9. Wood, G.T., **Psychogios, A.**, Szamosi, L and Collings, D.G. (2012) Institutional Perspectives on Comparative Human Resource Management, (Chapter 2): In: *Handbook of Research in Comparative Human Resource Management*. Edward Elgar Publishing.
10. **Psychogios, A.** (2011), Total Quality Management in Greece, IN Prouska, R. and Kapsali, M. (eds.) *Business and Management Practices in Greece: A Comparative Context*, Palgrave Macmillan. (Chapter 12), pp. 214-235
11. Bibikas, D, Paraskakis, I, **Psychogios, A.** and Vasconcelos, A. (2009) An integrated Knowledge Innovation Process Management model: The Case of Skandia. In Ordonez De Pablos, P and Lytras, M. (Eds) *Knowledge Ecology in Global Business: Managing Intellectual Capital*. ISBN: 978-1-60566-270-1 (www.info-sci-ref.com)
12. Bibikas, D, Paraskakis, I, **Psychogios, A.** and Vasconcelos, A. (2009) The potential of enterprise social software in integrating exploitative and explorative knowledge strategies. In Hatzipanagos, S. and Warburton, S. (Eds) *Handbook of Research on Social Software and Developing Community Ontologies*. ISBN: 978-1-60566-208-4 (www.info-sci-ref.com)
13. Wood, G., Szamosi, L. and **Psychogios, A.** (2008) Reward Systems: Strategies, Trends and Practices. In Muller-Camen, M., Croucher, R. and Leigh, S. (Eds) *Human Resource Management: A case study approach*, Chapter 18, pp. 243-258, London: CIPD
14. **Psychogios, A.** and Priporas, K. (2008) Understanding Total Quality Management in Context: Managers' Awareness of TQM Aspects in the Greek Service Industry, In Icfai's Professional Reference Book: Total Quality Management-Concepts and Cases, Expected Date of Publication: July 2008
15. Wood, G., Szamosi, L. and **Psychogios, A.** (2008) International Human Resource Management, Chapter 10, in *Contemporary Human Resource Management: Text and Cases*. 3rd Edition Edited by: Adrian Wilkinson and Tom Redman. London, Financial Times Press.

Book Translation:

1. **Psychogios A.** (2011) *Human Resource Management*. Tziolas Publications (In Greek) – Original book: Wyane Mondy (2009) *Human Resource Management*, Prentice Hall
2. **Psychogios A.** (2012) *Total Quality Management & Business Excellence* Tziolas Publications (In Greek) – Original book: Goetsch, L.D. and Davis, B.S. (2010) *Quality Management For Organisational Excellence: Introduction to Total Quality*. 6th Edition. Upper Saddle River, New Jersey, Prentice Hall.

Refereed Conference Papers

1. Prouska, R., McKearney, A., **Psychogios, A.**, & Szamosi, L. (2022). Voice and Silence in Small and Medium Enterprises from the Perspective of Employees and managers. In ***Academy of Management Proceedings*** (Vol. 2022, No. 1, p. 12387). Briarcliff Manor, NY 10510: Academy of Management.
2. Chen, F. X., Deen, C., Gruda, D., Her, D. Y., & Kim, J. Y.....**Psychogios, A.** et al (2022). New Developments in Dark and Destructive Leadership Research. In ***Academy of Management Proceedings*** (Vol. 2022, No. 1, p. 11232). Briarcliff Manor, NY 10510: Academy of Management.
3. **Psychogios, A.**, & Prouska, R. (2021). The development and application of HRM in SMEs in Emerging Economies. In ***Academy of Management Proceedings*** (Vol. 2021, No. 1, p. 11781). Briarcliff Manor, NY 10510: Academy of Management.
4. Gruda, D., Ojo, A., & **Psychogios, A.** (2021). Examining Anxiety Contagion in Computer-Mediated Communication using Machine Learning. In ***Academy of Management Proceedings*** (Vol. 2021, No. 1, p. 13336). Briarcliff Manor, NY 10510: Academy of Management.
5. **Psychogios, A.**, Prouska, R., Szamosi, L., & Gruda, D. (2020). Can we trust them again? A Framework for Repairing Trust in SMEs in an Economic Crisis Context. In ***Academy of Management Proceedings*** (Vol. 2020, No. 1, p. 16901). Briarcliff Manor, NY 10510: Academy of Management - **Benedictine University Award for Outstanding Paper on Ethical Issues in Consulting**.
6. Nyfoudi, M., Theodorakopoulos, N., **Psychogios, A.**, & Dysvik, A. (2020). In Times of an Economic Crisis: Citizenship Behavior and the Role of Team Information Sharing. In ***Academy of Management Proceedings*** (Vol. 2020, No. 1, p. 12793). Briarcliff Manor, NY 10510: Academy of Management.
7. Gruda, J, **Psychogios, A.** & Melnyk, Y. (2019), The Power of Temperament: Exploring the Biological Foundations of Leadership Perceptions, ***Interdisciplinary Perspectives on Leadership Symposium***, Theme: Power & Leadership , May 2019, Corfu, Greece (Conference Proceedings)
8. **Psychogios, A.**, Antonacopoulou, A., Nyfoudi, M, Blackori, F. & Szamosi, T. L., (2018), How does feedback matter for the sustainability of organizational routines? In ***Academy of Management Proceedings*** , (Vol. 2018, No 1, p.16801). Briarcliff Manor, NY 10510: Academy of Management.
9. Prouska, R., **Psychogios, A.**, & Wilkinson, A. J. (2018, July). Employee Involvement in a Transition Context: Lessons from Central and Eastern European Economies. In ***Academy of Management Proceedings*** (Vol. 2018, No. 1, p. 13228). Briarcliff Manor, NY 10510: Academy of Management.
10. **Psychogios A.**, Nyfoudi, M. & Blackori, F (2018). How leaders give effective feedback? A three-fold approach, ***Interdisciplinary Perspectives on Leadership Symposium***, Theme: What Leaders Actually Do, May 2018, Chania, Greece (Conference Proceedings)
11. **Psychogios, A.**, Prouska R., Nyfoudi, M. Brewster, C., and Szamosi, TL, (2017) Towards the Institutionalization of Crisis: Managers' & Employees' Responses on Working Conditions in Crisis Contexts, ***British Academy of Management Annual Conference***, September 2107, Warwick, UK (Conference Proceedings)
12. Nyfoudi, M., *Theodorakopoulos, N.*, **Psychogios, A.**, and Saridakis, G. (2017) Adverse Working Conditions and Employees' Organizational Citizenship Behavior: the moderating role of trust, ***British Academy of Management Annual Conference***, September 2107, Warwick, UK (Conference Proceedings)
13. **Psychogios, A.**, Kapsali, M., and Prouska R. (2017) Theorising Relational Project Leadership Identity: An International Qualitative Study, ***Interdisciplinary Perspectives on Leadership Symposium***, Theme: Leadership, Followership & Identity, May 2017, Mykonos, Greece (Conference Proceedings)
14. Mukhuty, S., **Psychogios, A.** & Camy Tan Pai Shih (2017) Self-Identity, Social Media Usage and Leadership across Generational Types, ***Interdisciplinary Perspectives on Leadership Symposium***, Theme: Leadership, Followership & Identity, May 2017, Mykonos, Greece (Conference Proceedings)
15. Hoyland, T., **Psychogios, A.**, Epitopaki, O., Priestnall, C. and Damiani, J. (2017) Future Leaders at the Fore Front: Understanding the role of Gender and Socio-Economic Status on Young People Perceptions of and Aspirations for Leadership. A Cross Cultural Study between the UK & Japan, ***Interdisciplinary Perspectives on Leadership Symposium***, Theme: Leadership, Followership & Identity, May 2017, Mykonos, Greece (Conference Proceedings)
16. **Psychogios, A.**, Priestnall, C., Hoyland, T. and Mukhuty, S. (2016) From Followership to Virtual Followership? The role of Social Media in Enhancing Young People to Challenge Relational Leadership', ***Interdisciplinary Perspectives on Leadership Symposium***, Theme: Beyond Exchange: Revisiting Leadership as a Relationship, May 2016, Rhodes, Greece (Conference Proceedings)

17. Blackory, F. and **Psychogios, A.** (2015) Exploring the Role of Complexity in the Changing Process of Organizational Routines, **British Academy of Management Annual Conference**, September 2015, Portsmouth, UK (Conference Proceedings)
18. Mukhuty, S., Hoyland, T. and **Psychogios, A.** (2015) The role of Socio Economic Status, Gender and Self Efficacy on youth aspirations and perceptions of leadership, **British Academy of Management Annual Conference**, September 2015, Portsmouth, UK (Conference Proceedings)
19. Antonacopoulou E. and **Psychogios, A.** (2015) Practising Changing Change: How Middle Managers Take a Stance towards Lived Experiences of Change, **Annual Meeting of the Academy of Management**, August 2015, Vancouver, Canada (Conference Proceedings – Paper 14448)
20. **Psychogios, A.** and Szamosi, T.L. (2015) *Fight or Fly?* Rationalizing working conditions in a crisis context, **31st EGOS Colloquium**, Sub-theme 39: Challenging Power, Rationality and Diversity in Organizations during the Crisis: Emerging New Meanings and Learning from Ancient Greek Myths, Athens, Greece (Conference Proceedings)
21. Affanasieva, M and **Psychogios, A.** (2014) Institutional complexity in the transitional context of South East Europe: The case of HRM in SMEs. Short paper presented at Sub-theme 60: Rethinking Responses to Institutional Complexity, **30th EGOS Colloquium**, 3-5 July 2014, Rotterdam, The Netherlands (Conference Proceedings)
22. **Psychogios, A.**, Szamosi, T.L, and Prouska, R. (2013) Determinants of HR Reality in SMEs of Periphery Countries, **International Conference on International Business (ICIB 2013)**, University of Macedonia, 16-18 of May, Thessaloniki, Greece.
23. **Psychogios, A.**, Tsironis L, and Vouzas, F. (2012) The Road towards Lean Six Sigma: Key Success Factors in Service Industry, **16th International Conference of ISO & TQM (16-ICIT): ISO & TQM Best Practices**, Conference Centre at LNU, 11-13 of July, Vaxjo, Sweden (Conference Proceedings)
24. Georghita, V. and **Psychogios, A.** (2012) Exploring Complex System's Aspects in Organisational Resizing: Lessons from Downsizing Process in a MNC. **8th National & International Conference of Hellenic Society for Systemic Studies (HSSS): Systems Approach to Strategic Management**, University of Macedonia, 5-7 of July 2012, Thessaloniki, Greece
25. Szamosi, LT, **Psychogios, A.**, Vorley, T. and Williams, N. (2012) Resilience during the economic crisis: the behaviour of business leaders and the adaptability of SMEs. **8th National & International Conference of Hellenic Society for Systemic Studies (HSSS): Systems Approach to Strategic Management**, University of Macedonia, 5-7 of July 2012, Thessaloniki, Greece
26. **Psychogios, A.**, Vorley, T., Garev, S. and Williams, N. (2012) Making and Managing Resilience: Analyzing the Complex Adaptive Capacity of South Eastern European SMEs. **IWP International Conference on Work, Wellbeing and Performance: Thriving in times of uncertainty**, University of Sheffield, 25-27th of June, Sheffield, UK
27. **Psychogios, A.** (2011) Understanding Change in the Greek Public Sector Context: Between Enablers and Inhibitors. **4th Conference of Administrative Scientist, Understanding Management Shift in Greek Public Administration**, Aristotle University of Thessaloniki, Department of Political Sciences, 1-2 of December 2011, Thessaloniki, Greece (Conference Proceedings)
28. Szamosi, L., Mucibabic, O. and **Psychogios, A.**, (2010) Daring to Care for the Top? Senior Manager Occupational Stress on the European Periphery, **In Academy of Management Proceedings Dare to Care: Passion and Compassion in Management Practice and Research**, Organisational Behaviour Track, 6-10 August 2010, Montreal, Canada
29. **Psychogios, A.**, Szamosi, L. and Fotopoulou, D., (2010), In Search of *Glocalization* of Total Quality Practices: Cultural and Institutional Aspects of TQM Adoption in South Eastern European Region, **26th EGOS Colloquium: Waves of Globalization: Repetition and difference in organizing over time and space**, Faculdade de Economia Universidade Nova de Lisboa, 28-03 July 2010 Lisbon, Portugal, (Conference Proceedings)
30. Fotopoulou, D. and **Psychogios, A.** (2010), Localizing the Educational Agenda? Lessons from the Greek MBA Programmes, **26th EGOS Colloquium: Waves of Globalization: Repetition and difference in organizing over time and space**, Faculdade de Economia Universidade Nova de Lisboa, 28-03 July 2010 Lisbon, Portugal, (Conference Proceedings)
31. Bibikas, D. **Psychogios, A.**, Paraskakis, I. and Vasconcelos, A. (2009), Building a Knowledge Innovation Lifecycle: Findings from an SME Case Study, In Proceedings of the **10th European Conference on Knowledge Management**, 3-4 September 2009, Vicenza, Italy.
32. Bibikas, D. **Psychogios, A.**, Paraskakis, I. and Vasconcelos, A. (2009), Enterprise 2.0: The 'new knowledge management' or just another buzzword?, In Proceedings of the **4th International Conference on Organizational Learning, Knowledge and Capabilities (OLKC)**, 26-28 April 2009, Amsterdam, the Netherlands.
33. Dialehti Fotopoulou, **Alexandros Psychogios**, Leslie Szamosi (2009) Towards an Understanding of Incubators' Training Needs: a South-Eastern European Perspective, **2nd International Conference on Entrepreneurship, Innovation and Regional Development ICEIRD: Entrepreneurship and Innovation Crossroads: Triggers, Catalysts and Accelerators for Sustainable Regional Development** 24-25 April 2009, Thessaloniki, Greece, (Conference Proceedings)
34. Loukas Tsironis, **Alexandros Psychogios.** (2009) Towards a Systematic E-Business Excellence Framework, **2nd International Conference on Entrepreneurship, Innovation and Regional Development ICEIRD: Entrepreneurship and Innovation Crossroads: Triggers, Catalysts and Accelerators for Sustainable Regional Development** 24-25 April 2009, Thessaloniki, Greece, (Conference Proceedings)

35. **Psychogios, A.** (2008), Total Quality Management in the Health Care Industry: **Towards a Three-Fold Model of TQM Application**, 2nd South Eastern Europe Conference on Health Service Management, 20-22 November 2008 Beograd, Serbia. (Invited Speaker)
36. Fotopoulou, D., **Psychogios, A.**, and Wood, G. (2008), Management Education as a Driver of Institutional Isomorphism in Non-Anglo-Saxon Business Systems: Lessons from the Greek Academic System, **24th EGOS Colloquium: Upsetting Organizations**, Vrije University of Amsterdam, 10-12 July 2008 Amsterdam, the Netherlands, (Conference Proceedings)
37. Onofrei, A. and **Psychogios, A.** (2008), Managing Innovation in Small medium enterprises in Greece and Romania, **International Conference for Entrepreneurship, Innovation, and Regional Development ICEIRD 2008**, 8-11 May 2008 FYROM, (Conference Proceedings)
38. Fotopoulou, D., **Psychogios, A.** (2008) The consequences of isomorphic pressures in Greek Higher Education: The Anglo-Saxon Prototypes in Business Studies, **National Conference of Business Administration & Economics**, Technological Educational Institution (TEI) of Larisa, Faculty of Business Administration & Economics, 4-5 of July 2008, Larisa, Greece (Conference Proceedings)
39. **Psychogios, A.**, (2007) Towards a Country-Specific Total Quality Paradigm: Cross National Aspects of TQM: Middle Managers & TQM in Greek Service Industry, **2nd Conference of Administrative Scientist, Modern Trends in Administrative Science: New Public Management, Corporate Social Responsibility & Civil Society**, University of Aegean, Department of Business Administration, 11-13 of October 2007, Chios, Greece (Conference Proceedings)
40. **Psychogios, A.**, (2007), Quality Management Practices in a Civil Service Context: Towards a Contingency Framework of TQM application, **10th Toulon-Verona Conference on Excellence in Services**, Aristotle University of Thessaloniki, Department of Economics, 3-4 September 2007, Thessaloniki, Greece (Conference Proceedings)
41. Wood, G., **Psychogios, A.** and Fotopoulou, D. (2007), A Londoner in Athens: Transferring Anglo-Saxon Management Knowledge to non-Anglo-Saxon Business Systems, **23rd EGOS Colloquium: Beyond Waltz – Dances of Individuals and Organization**, Vienna University of Economics and Business Administration, 5-7 July 2007 Vienna, Austria, (Conference Proceedings)
42. Bibikas, D., Paraskakis, I, **Psychogios, A.** and Vasconselos, A. (2007), Emerging Web 2.0 technologies and management techniques: towards a holistic model of decentralized enterprise Knowledge Management, **EURO XXII - 2007 European Conference on Operational Research, Knowledge Management Stream**, 8-11 July 2007, Prague, Czech Republic, (Conference Proceedings)
43. Fotopoulou, D., **Psychogios, A.** and Wood, G. (2007), Issues & Challenges in Knowledge Transfer of Anglo-Saxon Management Models & Concepts in Non-Anglo-Saxon Business Environments: **2nd Annual South East European Doctoral Program**, June 22-23 2007, Thessaloniki, Greece (Conference Proceedings)
44. **Psychogios, A.** and Onofrei A. (2006), Exploring the Importance of Middle Managers' Leadership Style in the Hotel Industry, **24th EuroCHRIE Congress: In Search of Excellence for Tomorrow's Tourism, Travel & Hospitality**, The Hospitality & Tourism Educators – University of Aegean, October 2006, Thessaloniki, Greece (Conference Proceedings)
45. **Psychogios, A.** and Michalopoulos N. (2005), Implementing Private Management Practices in A Civil Service Context: Lessons for the application of Total Quality Management in the Greek public organizations, **International Institute of Administrative Science, Third Specialized Conference, Workshop IV: Productivity & Quality in the Public Sector**, September 2005, Berlin, Germany (Conference Proceedings)
46. **Psychogios, A.** (2005), Towards A Measure of Assessing Managers' Awareness of Total Quality Management, **Third International Workshop on Supply Chain Management & Information Systems**, July 2005, Thessaloniki, Greece (Conference Proceedings)
47. **Psychogios, A.** and Michalopoulos N. (2002), Knowledge Management and Public Organisations: How well does the coat fit?, **Third European Conference in Organizational Knowledge, Learning and Capabilities**, April 2002, Athens, Greece, (Conference Proceedings)
48. **Psychogios, A.** (2002), Total Quality Management in Public Services: Evidence from Greece, **International Conference of Public Administration**, July 2002, Athens, Greece (Conference Proceedings)
49. **Psychogios, A.** (2001), The application of Anglo-Saxon management practices in uncertain business environments, **Public Administration Network Conference**, June 2001, Laiden, Holland (Conference Proceedings)
50. **Psychogios, A.** (1997), Quality of life in Greece: Research Evidence 1995-1996, **National Conference on Health Economics & Management**, November 1997, Athens, Greece (Conference Proceedings)

BCU Working Papers:

1. Dimitriadis, N. & **Psychogios, A.** (2019) Brain-Centric Relational Leader: The Role of Consciousness and the Social Brain in Relationship-based Leadership <http://www.open-access.bcu.ac.uk/8721/>

Non-Refereed Abstracts, Reports & other Publications – in Print

1. **Psychogios, A.** (2022) Organizational Neuroscience, HR Professional, <https://hrpro.gr/organosiaki-nevroepistimi/> (in Greek)
2. Dimitriadis, N. and **Psychogios, A.** (2020) The Face of Leadership: How leaders can influence emotions, AMBA, London, <https://www.associationofmbas.com/the-face-of-leadership-how-leaders-can-influence-emotions/>

3. **Psychogios, A.**, Melnyk Y., and Gruda J. (2020) Do hormones and neurotransmitters shape our leadership perceptions & capabilities? – Kogan Page - <https://www.koganpage.com/article/are-leaders-born-or-made>
4. **Psychogios, A.** (2019) Let's talk about human brain and decision making and...Brexit, Centre for Brexit Studies, Birmingham City University, <https://centreforbrexitstudiesblog.wordpress.com/2019/11/22/lets-talk-about-human-brain-and-decision-making-andbrexit/>
5. **Psychogios, A.** (2019) What can Change Management Theory teach us in relation to the Brexit Process? Centre for Brexit Studies, Birmingham City University, <https://centreforbrexitstudiesblog.wordpress.com/2019/02/06/what-can-change-management-theory-teach-us-in-relation-to-the-brexit-process/>
6. **Psychogios, A.** (2018) Can SMEs Retain Talent During the BREXIT Period Process? Centre For Brexit Studies, Birmingham City University, <https://centreforbrexitstudiesblog.wordpress.com/2018/08/08/can-smes-retain-talents-during-the-period-of-brexit-process/>
7. **Psychogios A.** (2017) In Search of Illusions of Leadership, Kogan Page - <https://www.koganpage.com/article/in-search-of-illusions-of-leadership>
8. Szamosi, L. and **Psychogios, A.** (2012), "Is Knowledge, Adaptability, and Resilience the Key to Survival Today? Yes, yes, and yes!!" *Blic* May 26, 2012 Page 6 (in Serbian)
9. Szamosi, L. and **Psychogios, A.** (2011), "Romania about China: To fear or not to fear?", *Cariere & Leadership*, February 2011 (in English)
10. Tsironis, L. and **Psychogios, A.** (2009), "Modern Methods in Operations Management: Lean Six Sigma Approach", Newspaper *TA NEA*, Monday 6th of April 2009 (in Greek)
11. **Psychogios, A.** (2007), "Human Resource Development: The key success factor in the age of change", Newspaper: *AGGELIOFOROS*, Sunday 27th of May 2007 (in Greek)
12. **Psychogios, A.** (2006), "Electronic Governance and Administrative Reform", Newspaper: *KATHIMERINI, BUSINESS*, Saturday 21st of January 2006 (in Greek)
13. **Psychogios, A.** (2005) Book Review: "Panagiotis Karkatsoulis (2004), *The State Under Transformation: From Administrative Reform to New Public Management and Governance*, Series: Politics and Policy in the 21st Century", *Administrative Science Review*, vol. 11 (in Greek)
14. Mpitzenis, A. and **Psychogios, A.** (2005), "Economy of Market Reforms: The Dilemma of Shock Therapy or Gradualism", *Liberal Emphasis*, vol. 24, July-August-September
15. **Psychogios, A.** and Michalopoulos, N. (2002), "Managing Knowledge in Greek Public Organizations", *Greek Economist*, vol. 26, 29/06/2002 (in Greek)
16. **Psychogios, A.**, and Mpertoli, D. (1995) Towards a Common System of Social Security in EU? (1995), *Greek Economist*, vol. 47, 14/11/1995 (in Greek)

Editorials in Academic Journals

1. Editor-in-Chief of the Journal of Economics & Business Quarterly Reviews, <https://www.asianinstituteofresearch.org/jeb>
2. Associate Editors of the Frontiers in Psychology, Organizational Psychology, <https://www.frontiersin.org/journals/all/sections/organizational-psychology#editorial-board>
3. Member of the Editorial Advisory Board of the *International Journal of Lean Six Sigma* | Emerald Publishing (emeraldgrouppublishing.com)
4. Member of the Senior Editorial Board of the *American Journal of Management Studies* <http://ivyunion.org/index.php/ajms/index>
5. Member of the International Advisory Board of the *Baltic Journal of Management* - <https://www.emerald.com/insight/publication/issn/1746-5265>
6. Member of the Editorial Review Board of the Leadership & Organizational Development Journal https://www.emeraldgrouppublishing.com/journal/lodj?distinct_id=17c0259aaee62c-08de894a3c358f-c343365-e1000-17c0259aaefc1b&_ga=2.221905566.704100140.1661864151-952727287.1632127004#editorial-team
7. Edition of Special Issues in Academic Journals:
 1. Edited by: Wood, G., Wilkinson, A, **Psychogios, A.** & Szamosi, L. (2010). Human Resource Management in the European Periphery: The Situation in South-Eastern Europe, *International Journal of Human Resource Management*
 2. Edited by: Wood, G., **Psychogios, A.** & Szamosi, L. (2010). Employee Relations in South East European Countries, *Employee Relations*
 3. Edited by: Wood, G., Fang-Peng, L. **Psychogios, A.** & Szamosi, L. (2011). HRMizing Economies of Transition: HRM Practice-Based Learning in Multinationals, *Human Resource Management Journal*

4. Edited by: Prouska, R., Chatrakul Na Ayudhya, U., Beauregard, A., **Psychogios, A.** & Nyfoudi, M. (2022). Conceptualising the Nexus between Macro-level 'Turbulence' and the Worker Experience in Human Resource Management, *Human Resource Management Journal*

Other Research Activities

(A) Interdisciplinary Centre of Applied Brain Science for Business & Society

I am in the process of founding the *Interdisciplinary Centre of Applied Brain Science for Business & Society (iCABBS)*, which will have the following mission, aims and impact:

○ **Mission:**

The Interdisciplinary Centre of Applied Brain Science for Business & Society (iCABBS) aspires to become the leading regional, national and international hub in producing interdisciplinary insights that can actively affect both individuals and society by utilizing Neuroscientific evidence.

○ **Aims:**

1. **To Produce Cutting-Edge Brain-based Insights and Solutions through cross/trans disciplinary research.**
2. **To Foster Cross-Disciplinary through engagement of various disciplines.**
3. **To Develop Practical Skills through education and training.**
4. **To Disseminate Relevant and Useful Knowledge with impact through communications and engagement.**

○ **Societal & Business Impact:**

The iCABBS aims to develop new insights and create links in understanding between the brain science and the application to real people. It will target at generating skills and disseminating knowledge so that people, institutions and societies adopt and utilize a more contemporary and scientific view of human behavior. The iCABBS will focus on the brain, in an effort to inform meaningful behavioral responses that lead to better solutions, in turn leading to various benefits for business, society and academia.

(B) Invited Speaker

- Key-note speech on Brain Science in Service of Academic Leadership, International Digital Conference 2020, University of South Asia, 11 September 2020, Online
- Invited speech on Brain Science & Leadership, Trivago Academy, 29 August 2019, Dusseldorf, Germany
- Invited speech on Brain Science & Leadership, European Association of Business, 15 September 2018, Kiev, Ukraine
- Invited speech on Brain Science & Leadership, American Chamber of Commerce, 15 January 2016, Belgrade, Serbia.
- Invited Lecture for MBA/PhD students on *Advanced Research Methods* in Athens University of Business & Economics (AUEB), Athens June 2008.
- Invited speech about *Total Quality Management in the Health Care Industry: Towards a Three-Fold Model of TQM Application*, at the 2nd South Eastern Europe Conference on Health Service Management, 20-22 November 2008 Beograd, Serbia.
- Invited Round Table Discussant Expert to City College Spring Student Symposium on Technology and Social Sciences, May 2007.
- Participation in a Public Speech Organized by the Municipality of Thessaloniki about "The Modern Management of Health Services", Topic: *Strategic Management & Organizational Design of Health Services*, June 2005, Thessaloniki, Greece
- Participation in a Public Speech Organized by the Municipality of Thessaloniki about "Leadership in Modern Organizations", Topic: *The Transformational Role of Women in Modern Companies*, September 2007, Thessaloniki, Greece
- Presentation to staff at City College (Affiliated Institution of the University of Sheffield): *The Inter-relationship Between Research & Teaching*, September 2007

(C) Organization of Conferences and Workshops

- Chair of Organising Committee: **British Academy of Management conference on: HR Opportunities & Challenges in SMEs: Strategic HR, Working Conditions, Employee Voice & Talent Sustainability, British Academy of Management, Human Resource Management SIG Annual Conference, 4th of June 2019, Birmingham, UK**
- Co-Convenor for Sub-Theme 20: *Invisible/Silent Aspects of Change: The Role of Phronesis in Managing Organizational Change* in **European Group of Organization Studies (EGOS)**, 2016, Naples, Italy.
- Member of the Organization Committee of the 1st, 2nd, 3rd and 4th **International Strategic People Management Workshop**.
- Member of the Organization Committee of the 2nd, 3rd, 4th, 5th, and 6th **SEERC Doctoral Conference**
- Member of the Organization Committee of the 1st **Pan-Hellenic Conference of Administrative Science: The Administrative Theory and Practice – Administration & Society**, University of Athens, Faculty of Law, Department of Political Science and Public Administration, 6-7 of October 2005, Athens, Greece
- Member of the Organization Committee of the 3rd Conference of the **Greek Administrative Chamber - Association of Greek Administrative Scientists: The Future of Public Administration in Greece**, 16-18 of November 2005, Delphi, Greece

(D) Reviewer in the following list of Journals and Conferences:

- Human Relations
- British Journal of Management
- Human Resource Management (US)
- Human Resource Management Journal (UK)
- International Journal of Human Resource Management
- International Journal of Enterprise Network Management
- International Journal of Career Development
- International Small Business Journal
- Journal of Applied Psychology
- Journal of Management Research review
- Journal of Business Ethics
- The TQM Journal (former The TQM magazine)
- Journal of Quality and Reliability Management
- Reviewer in the British Academy of Management Conference
- Reviewer in the Academy of Management Conference
- Reviewer in the European Academy of Management Conference
- Reviewer of European Group of Organisation Studies

(E) Reviewer for the following Institutions:

- Horizon 2020 EU programmes
- FP 7 EU Programmes
- Romanian Ministry of Education
- Greek Ministry of Education
- Cyprus Ministry of Education

Awards	Date	Title	Organisation/Sponsor
	2020	Benedictine University Award for Outstanding Paper on Ethical Issues in Consulting	Academy of Management, Management Consulting Division
	2016	Award for Best Feedback Provider	University of Hull
	2012	Outstanding Reviewer of the Year, Emerald Literati Network Awards for Excellence 2012	Emerald
	2001-2002	Holder of the Bursary Research Award,	Warwick Business School, The University of Warwick, Coventry, UK

2002-2003	Holder of the Bursary Research Award,	Warwick Business School, The University of Warwick, Coventry, UK
1998-2002	Holder of the Greek State Research Award	Greek State Scholarship's Foundation
1998-2000	Holder of the Greek Organization for Employment Research Award	Greek Organization for Employment

3 Teaching

Current Teaching	Module Title	Level (UG/PG)
	International HRM	PG
	Managing & Leading People	PG – ExecMBA
	Rewards Management	PG
	Performance & Talent Management	PG – ExecMBA

Previous Teaching	Module Title	Level (UG/PG)
	Organizational Behavior	UG
	Employee Relations	UG
	Cross Cultural Issues in Business	UG
	Employment Relations	PG
	Research Methods	PG
	International & Comparative HRM	PG
	Corporate Communication	PG
	Performance Management & Leadership	PG
	Managing Strategic Change	PG
	HR Policies & Practices	PG
	Operations & Process Management	PG
	Advanced Research Methods	PG – MBA/PhD

Teaching Innovation & Development	Innovations in teaching:
	<ul style="list-style-type: none"> • Introduction of the outdoor class, in which students needed to discuss specific human behavior-oriented issues by observing behaviors and analyses them according to the things discussed in class. This was a quite successful exercise since all the students show great interest. • Developing of variety of 'experiments' with students that have been applied elsewhere, in order to demonstrate the applicability of variety of different concepts such as self-organization, feedback, etc. • Introduction of debates sessions between groups of students on particular issues. During each week, two groups of students debate on a topic relevant to the class. They need to develop a presentation and then to open the discussion to the audience for further questions. Finally, the audience vote from which group of the students has been convinced more. • Introduction of the game-week, during which students were asked to apply theoretical knowledge in specific games and exercises. Through specific exercises and games students were able to understand issues related to the study of behavior within organizations as well as to apply theoretical frameworks in practice. • Introduction of multimedia sessions, in which students were able to see and discuss management concepts from specific documentary movies or related media sources. • Development of a real-life research project by 3rd year students, which gave them the possibility to contact organizations and learn practical management issues. • Portfolio of Case-Study Analysis: six (6) particular cases associated with aspects of organizational behavior were analyzed and discussed through the contribution of the theoretical lectures. The students needed to submit the Monday of each week a page that

included basic points of analysis regarding a particular case. The week after, they received feedback from the unit leader.

Design of new courses:

- Employee Engagement & Change Management in SMEs – Help to Grow Programme
- Total Quality Management (TQM) – 3rd Level UG students.
- Performance Management & Leadership – PGs students
- Managing & Leading People – Executive MBA level students

Knowledge Transfer Activities:

- Guest lectureships were taken place where possible, giving the opportunity to the students to hear and discuss issues related to the practical side of management
- Company visits organized mainly for my PG unit of *Operations Management*, had the potential of introducing practical concepts of managing organizations and comparing them with the theoretical knowledge acquired in the class.
- The development of a real-life assessed project mainly in PG units, gave the ability to students to discuss with industry specialists their findings of their potential application of their ideas, especially, in technical oriented units like this one in *Human Resource and Operations Management*.

Teaching Publications

- Szamosi, L., **Psychogios, A.**, and Wood, A. (2008) At the Crossroads of Leadership Education in Emerging Economies: Global Relevance Versus Local Applicability. *Business Leadership Review*, 5(4) online

Other Teaching Activities

MSc/MA/MBA Supervision:

- **MSc – MA Supervision:** Supervision of Dissertations for MA/MSc Programmes. General Topics:
 - *Human Resource Management and Leadership*
 - *Total Quality Management & HR*
 - *Organizational Change & Knowledge Management*
 - *Public Management (Health Management)*
- **MBA Supervision:** Supervision of Dissertations for Executive MBA Programme. General Topics:
 - *Human Resource Management and Leadership*
 - *Quality Improvement Practices and HR*
 - *Organizational Change and Complexity*
 - *Organizational & Individual Performance*

4 Leadership, Management and Administration

Current Activities

Director of Research of BCU Business School. This role includes the following responsibilities:

- Plan the strategy of the Business School
- Responsible for REF2028
- Organize and coordinate research targets and actions/events per year
- Managing performance of Professors within the Business School
- Engaging people from other institutions and research groups into BCU research strategy
- Disseminating of information about BCU Research output
- Representing BCU Business School in research committees and externally

Previous Administrative Activities

Director of the PhD Programme in BCU Business School. This role includes the following responsibilities:

- Plan the strategy of the programme
- Organize and coordinate program's targets actions per year
- Managing performance of supervisors within the Business School
- Engaging people from other institutions and research groups into the program

- Disseminating information about the program
- Representing the group in BCU research committees

Director of Leadership & Organizational Change Research Group in Hull University Business School. This role includes the following responsibilities:

- Plan the research strategy of the group
- Organize and coordinate research targets actions per year
- Managing performance of researchers within the group
- Evaluate members of the group based on their annual research output
- Engaging people from other institutions and research groups
- Disseminating research output of the group
- Representing the group in HUBS research meetings

Business Engagement Champion of OB/HRM Group in Hull University Business School.

This role required the following aspects:

1. Bringing and lead the implementation of ideas
2. Facilitating and sharing information
3. Connecting people and processes
4. Coordinating pet projects,
5. Presenting OB/HRM groups capabilities in supporting businesses

In particular this role was related to:

- Collection of information regularly regarding BE ideas/actions that can be undertaken by the group. Investigation of these ideas in internet, investigating other websites of universities and organisations.
- Engagement with the great majority of other members of the group about BE issues and opportunities. Frequent face-to-face communication with them.
- Search for possible collaborations with the local industry and especially with SMEs at Hull.
- Search for possible collaborations with the international industry and especially this one in South-Eastern Europe where I am well-connected having a wide number of people in my personal network.
- Invitation of specific people that can contribute to the above targets. In this respect I organised a visit of a person that can connect us with companies and industries in South-Eastern European context.
- Collection and organisation of a lot of information from the OB/HRM group regarding their specializations, and how potentially can contribute to the BE effort through professional seminars and consultancy projects.
- Representation of the group in meetings with companies demonstrating group features, skills, capabilities and services that we can offer.
- Share all information coming from other BE team members with my group members attempt to develop synergies in issues like placement, employability of students, etc.
- Participation to all BE committees.

Academic Research Coordinator of BAED. As an Academic Research Coordinator of the Business Administration & Economics Department (BAED) at City College / University of Sheffield, my main duties were related to coordination, monitoring and implementation of BAED's research strategy. I was organizing research groups and supporting staff to develop themselves research-wide. Some targets that have been met were the development of a dynamic research web site as well as the emergence of a research group (*Laboratory for Strategic People Management* – see section 5).

Member of International Faculty Research Committee of City College. I was a member of City College Research Committee (CRC) as a representative of my department. My role as a member of CRC was to support and encourage the academic and research interests of CITY staff in general and BAED staff in particular with a view to increasing opportunities for their professional growth and enriching their teaching experience. I was involved in the development of the College Research Handbook, a policy and procedural report that organised research output in City college. Also, as a member of this Committee I was responsible for coordinating, monitoring and implementing Departmental priorities.

Research Track Leader on Enterprise, Innovation and Development. I was a Research Track Leader of Research Track 1 (*Enterprise, Innovation and Development*) at South Eastern

Research Centre (SEERC). As a track leader I designed and coordinated the PhD programme. I had under my administrative supervision more than 15 PhD students and their supervisors. Also, I was the liaison person between Business Administration and Economics Department and SEERC, developing synergies and various research efforts. Moreover, my role was to coordinate co-operations between PhD supervisors from both City College and Management School of the University of Sheffield. Furthermore, I initiated synergies for development of proposals for funded projects. Finally, I participated in the organization and delivery of SEERC annual Doctoral Conferences.

Research Project Coordinator. I was a project coordinator for a research project called SUMMIT II: Business Incubation & Management Training Institute. This project in which SEERC participated as one of the major partners was a *Lenardo da Vinci* programme that aimed to investigate training needs of Incubator & Business Centers Managers and then to develop additional modules appropriate for their professional development. My role was to manage and coordinate the team of researchers from the SEERC side. The project completed successfully with the organization of a series of workshops related to the management of Incubation and Business Centres.

Member of The Post-Graduate Progress Committee, Department of Business Administration & Economics, City College, The University of Sheffield. I was a member of the post-graduate progress committee for two years in which we were evaluated special cases of MSc/MA students.

Management Teaching Track Leader, Department of Business Administration & Economics, City College, The University of Sheffield. I was the management track leader for two years, having as main responsibilities to coordinate syllabi and coursework handouts between management units and organizing meetings before, during and towards the end of the semesters with the additional unit leaders.

Initiatives & Innovations

During the past years I have been directly involved in the following initiatives and innovations that have been developed and applied:

- **Performance Evaluation System for Research Output.** This was a major effort to organize and promote research output in the International Faculty of City College, The University of Sheffield. This system was based on a series of criteria that both research-oriented and teaching-oriented members of staff need to follow annually. It was a point system according to which members of staff are evaluated annually in terms of their research output. This system aimed to organize research and increase fairness and transparency among members of academic staff.
- **Business Administration & Economics Department (BAED) - Research web site.** This web site organized virtually BAED's research effort and demonstrated research output in variety of forms (publications, organizations of workshops/conferences, research events, research projects, etc). Also, the aim of this web site was to be used as major communication platform for research reasons between BAED and external networks and institutions.
- **City Research Handbook (CRH).** This was a major effort of CRC that aimed to define research and research excellence and provide information on the way research activity was embedded into the overall CITY strategic plan, and details of procedures that relate to research at the College. Moreover, this handbook helped academic members of staff to either familiarise with the way in which research is organized at CITY or to check a specific procedure.
- **Procedures and forms for research active/oriented members of staff.** In the framework of CRH, I had been involved in the development of processes and procedures related to the research status of academic members of staff. The outcome was the development of a particular evaluation system on which every single academic member of staff in all four departments will be evaluated annually in terms of research output.
- **Research seminars series.** The past years City College had developed a series of research-oriented seminars that each research active member of staff needed to participate.
- **Organization of specialized research workshops.** In addition to research seminars series, a series of specialized workshops were developed focusing on a variety of research issues including, HRM, Marketing, Green Supply Chain, etc.

- **Research meetings.** I established specific academic meetings concerning research issues in BAED. These meetings offered the opportunity to discuss research issues.

5 Professional and External Standing

Membership of Learned Societies

1. Member of the Academy of Management, <https://www.aom.org/>
2. Member of the British Academy of Management, <https://www.bam.ac.uk/>
3. Member of the of People Committee of the World Innovation and Change Management Institute, <https://wicmi.ch/>
4. Founding Member of the Greek Administrative Chamber (DEE), which is an association of Greek Administrative Scientists
5. Member of Euro-Mediterranean Business Network
6. Member of the European Group of Organization Studies (EGOS)
7. Member of the Public Administrative Theory Network (PAT-NET)
8. Member of the Greek Academy of Business Administration
9. Member of the Literati Club, Emerald associated.

Enterprise Activities

Entrepreneurial Activities

- **2009-2020:** Founder & Shareholder (15% of shares) in a Spin-out Company called ENTRANET Ltd. Entranet is a technology and innovation-oriented organization, specializing on the conception, design, development and deployment of embedded systems. Its main focus is on speech technology (Automated Speech Recognition [ASR] & Text to Speech [TTS]). Entranet has also penetrated the Web market with innovative Web services. Some of the Entranet's products and web applications that either have been developed or are under development are: *talk2lift*, *talk2enter*, *HouseMate*, *E-Guides*, *MyCane*, *CityPal* and *CitizenPal*.

Training Seminars & Consultancy Projects (2006-....):

(In all of the seminars below the audience were CEOs, top and middle level managers from both private and public sector)

- **December 2022 & February 2023:** 2x2-days seminar on Leadership Development for Executives in Off Shore Wind Energy Companies, Hochschule Bremerhaven University of Applied Sciences, Hamburg, Germany
- **June 2022:** 1-day seminar on Brain Adaptive Leadership, University of West Attica, Athens, Greece
- **October 2021:** 2-days seminar on Neuroscience for Leaders, European Business Association, Ukraine
- **October 2020:** Leadership Development Seminar, DTEK, Ukraine
- **November 2019:** Leadership Development Seminar, GlobalLogic, Ukraine
- **October 2019:** Leadership Development Seminar, A1, Sofia, Bulgaria
- **September 2018:** 2-days seminar on Brain Adaptive Change for European Business Association in Kiev, Ukraine.
- **June 2018:** 2-days seminar on Neuro-leadership for European Business Association in Kiev, Ukraine.
- **June 2018:** Consultancy Project & in-house training on Complexity Management & Neuro-leadership for SKF company in Lutsk, Ukraine.
- **April 2017:** Training of Health Care Managers on Complexity Management & Organizations, Technological University of Athens, Greece
- **October 2017:** Consultancy Project & Leadership Development Seminar, MTel, Sofia, Bulgaria
- **June 2017:** 2-days seminar on Neuro-leadership for European Business Association in Kiev, Ukraine.
- **March 2017:** 4-days Leadership & Organizational Change Executive Workshop, Hong Kong
- **April 2016:** 4-days Leadership & Organizational Change Executive Workshop, Muscat, Oman
- **February 2016:** 4-days Leadership & Organizational Change Executive Workshop, Manama, Bahrain

- **September 2015:** 4-days Leadership & Organizational Change Executive Workshop, Singapore
- **May 2015:** Consultancy Project & Seminar of leadership development of top managers of Rawabi Holding Company, Al Khobar, Kingdom of Saudi Arabia
- **May 2013:** Leadership Development Seminar, MTel, Sofia, Bulgaria
- **December 2012:** Leadership Development Seminar, MTel, Sofia, Bulgaria
- **January 2012:** Leadership Development Seminar, MTel, Sofia, Bulgaria
- **2004-2012:** series of seminars in the Greek National Centre of Public Administration, Thessaloniki, Greece. Teaching Courses for Middle and Top Level Public Managers on issues like: *Human Resource Management & Leadership, Total Quality Management in Public Services, Implementing the Common Assessment Framework in Public Organizations, Public Sector Strategy, and Balance Scorecard in Public Sector*
- **March 2012:** Coordinator of a consulting team for Ricoh International: Country Marketing and Position Analysis: Evaluating market entry during crisis. Ricoh, Netherlands.
- **December 2011:** Instructor of 5-days seminar on Total Quality Management & EFQM in NHS Hospital (ACHEPA) in Thessaloniki, Greece
- **February 2011:** Instructor of a two-days seminar on Performance Management, Organised by *Business Edu* in Bucharest, Romania
- **October 2010:** seminar for the Bulgarian HR Association on Maximum Performance Management, Sofia, Bulgaria.
- **March 2010:** seminar on Total Quality Leadership, Bucharest, Romania
- **December 2009:** seminar on Total Quality Management Application in the Military Organisations, Thessaloniki, Greece
- **June 2009:** seminar on Human Resource Management & Total Quality Management in Helexpo, Hellenic SA, Thessaloniki, Greece
- **May 2009:** seminar on Leadership & Performance Management, HR Directors in North Greece, Serres, Greece
- **February 2009:** seminar on Complexity Leadership and Chaos Management, Athens, Greece
- **November 2008:** Supporting People through Organizational Change in NHS Hospitals, Belgrade, Serbia.
- **April 2007:** seminar of Cultural Change and Leadership in a group of retailing SMEs in North Greece, Thessaloniki, Greece
- **February 2007:** seminar on Performance Management, Olymbia Electronics SA, Thessaloniki, Greece
- **September 2006:** seminar on Leadership in Service Industry, Athens, Greece
- **May 2006:** seminar on Total Quality Management in NHS Hospitals, Hellenic Association of Business Administration, Department of Macedonia, Thessaloniki, Greece
- **2004-2007:** Participation in Public Management Consultancy Projects:
 - European Center of Constitution Law: Restructuring Government Departments
 - The Greek National Centre of Public Administration: Implementation of the Common Assessment Framework in Public Organizations
- **2004-2008:** Scientific Advisor of a Greek Member of Parliament, Greek Parliament, Athens, Greece. Responsibilities: Consulting on public policy issues

Other Social Activities

- **Member of the Board of Directors of the Greek School of Agia Triada in Birmingham, UK, <http://www.greeksat.org.uk/>**

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23/03/2023