

# DIONYSIOS D. DIONYSIOU

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## CURRENT POSITIONS

2026- Professor of Organization and Management, ALBA Graduate Business School, The American College of Greece, Athens, Greece  
Academic Director, MSc in Strategic HRM

## EDUCATION

*Ph.D. in Management (Social Psychology of Organizing)*, 2007, Strathclyde Business School, University of Strathclyde, Glasgow, UK (Advisors: Professors H. Tsoukas and G. Johnson).

*B.Sc. in Applied Mathematics*, 2003, National and Kapodistrian University of Athens, Greece.

*MBA (honors)*, 1999, ALBA Graduate Business School, Athens, Greece.

*BA*. 1989, Hellenic Military Academy, Athens, Greece.

## PAST PROFESSIONAL POSITIONS

2016-2025 Associate Professor of Organization and Management at ALBA Graduate Business School, The American College of Greece, Athens, Greece.  
Academic Director, MSc in Strategic HRM.

2013-2021 Visiting professor, Cyprus International Institute of Management (CIIM, now University of Limassol).

2013-2015 Associate Professor of Organization and Management at ALBA Graduate Business School at The American College of Greece, Athens, Greece

2007-2013 Assistant Professor of Organization and Management, ALBA Graduate Business School at The American College of Greece, Athens, Greece.

2000-2002 *Major*, Head of Helicopter and Aviation Department, Material Control Center, Hellenic Army General Staff, Agios Stefanos, Greece.

1998-2000 *Captain*, Head of Department, 96<sup>th</sup> Brigade, Hellenic Army, Chios, Greece.

1993-1998 *Captain*, Head of Weapon Systems Department, Material Control Center, Hellenic Army General Staff, Agios Stefanos, Greece.

## REFERRED PUBLICATIONS

1. Dionysiou, D. D., & Psychogios, A. 2026. Managing Employee Voice as an Organizational Capability: An Integrative Process Model. *Human Resource Management Journal*. <https://doi.org/10.1111/1748-8583.70049>

2. Hurley, R., Božič, B., & Dionysiou, D.D. 2026. How Impediments to Learning Undermine Ethical Conduct and Organizational Trustworthiness. *Journal of Business Ethics* DOI: 10.1007/s10551-026-06335-3
3. Dionysiou, D. D., Tsoukas H., & Sutcliffe, K. M. 2026. Theorizing routine enactment from a pragmatist perspective: Agency, experience, and situational novelty. *Academy of Management Review*, 51(2): 300-323.
4. Baralou, E. & Dionysiou, D. D. 2022. Routine dynamics in virtual teams: the role of technological artifacts, *Information Technology & People*, 35(7): 1980-2001.
5. Dionysiou D. D. & Tsoukas, H. 2013. Understanding the (re)creation of routines from within: a symbolic interactionist perspective, *Academy of Management Review*, 38(2): 181-205.

### CHAPTERS IN BOOKS

1. Dionysiou, D. D. 2021. Pragmatism and routine dynamics. In D'Adderio, L. Dittrich, K., Feldman, M.S., Pentland, B.T., Rerup, C., & Seidl, D. (Eds.), *Cambridge Handbook of Routine Dynamics*: 62-72, Cambridge University Press.
2. Dionysiou, D. D. 2017. Symbolic Interactionism. 2017. In Langley, A., & Tsoukas, H. (Eds.), *The Sage Handbook of Process Organization Studies*: 144-159. London: Sage Publications Ltd.
3. Mainemelis, C. & Dionysiou, D. D. 2015. Play, flow, and timeliness. In Shalley, C., Hitt, M. & Zhou, J. (Eds.), *Oxford Handbook of Creativity, Innovation, and Entrepreneurship: Multilevel Linkages*: 121-140, NY: Oxford University Press.
4. Dionysiou, D. D. 2011. The financial crisis and the 'solution' of layoffs. In Epitropaki, O., Kyriakopoulos, K., & Zarkos, S. (Eds.), *Management during periods of crisis*: 137-148, Athens: Kastaniotis Press.

### CONFERENCES CONVENED

July 2015. Co-convened with Martha S. Feldman and Carlo Salvato the subtheme of *European Group for Organization Studies (EGOS)* on Routine Dynamics, Creativity and Innovation (61 papers reviewed; 30 papers accepted). Athens, Greece.

### CONFERENCE PRESENTATIONS

1. (with A. Psychogios) Theorizing Organizational Capability for Voicing: A Conceptual Framework & Future Research Agenda. Paper presented at the *annual meeting of the Academy of Management*, 25-29 July 2025, Copenhagen, Denmark.
2. (with R. Hurley) A Process Perspective on Organizational Trustworthiness. Paper presented at the *annual meeting of the Academy of Management*, 25-29 July 2025, Copenhagen, Denmark.

3. (with A. Psychogios) Theorizing organizational capability for voicing: an integrative process model. Paper presented in the *16th International Process Symposium*, 26-29 June 2025, Eretria, Greece.
4. (with R. Hurley, & C., Long) The Creation, Maintenance and Reconfiguration of an Organization's Capacity for Trustworthiness. Paper presented at the *40<sup>th</sup> EGOS Colloquium*, 4-6 June 2024, Milan, Italy.
5. The interplay of agency and situational novelty in routine enactment. Paper presented at the *annual meeting of the Academy of Management*, 9-14 August 2023, Boston, USA
6. Bringing Experience into Routine Dynamics: A pragmatist perspective. Paper presented at the *2<sup>nd</sup> PHILOS Colloquium*, 23-25 June 2022, Rhodes, Greece.
7. Acting in a dynamic world: pragmatism and routine dynamics. Paper presented at the *annual meeting of the Academy of Management*, 8-13 August 2019, Boston, USA
8. Perceived uncertainty and the internal dynamics of routines. Paper presented at the *annual meeting of the Academy of Management*, 10-14 August 2018, Chicago, USA
9. (with C. Mainemelis). When flexibility is not an option. Play as an antidote to strong controls on routine performance. Paper presented at the *annual meeting of the Academy of Management*, 4-9 August 2017, Atlanta, USA.
10. (with C. Mainemelis) Routines and Anti-routines. Paper presented in the *8<sup>th</sup> International Process Symposium*, 16-18 June 2016, Corfu, Greece
11. (with C. Mainemelis) "Anti-routines: the paradoxical symbiosis of routine and play behavior". Paper presented at the *annual meeting of the Academy of Management*, 7-11 August 2015, Vancouver, Canada.
12. (with K. M. Sutcliffe) Understanding the dynamics of routine creation and evolution under uncertainty. Paper presented at the *annual meeting of the Academy of Management*, 1-5 August 2014, Philadelphia, Pennsylvania.
13. (with C. Mainemelis) Routines and play behavior. Paper presented at the *6<sup>th</sup> International Symposium on Process Studies (PROS)*, 19-21 June, 2014 Rhodes, Greece.
14. Organization as an emergent accomplishment. Paper presented at *the annual meeting of the Academy of Management*, 12-16 August 2011, San Antonio, Texas.
15. (with Tsoukas, H) Routines as collective accomplishments. Paper presented at the *annual meeting of the Academy of Management*, 6-10 August 2010, Montreal, Canada.
16. (with Tsoukas, H.) The emergence and maintenance of routines: A situated cognition perspective. Paper presented at the *annual meeting of the Academy of Management*, 7-11 August 2009, Chicago, Illinois.
17. The emergence of organization. Paper presented at the *24th EGOS Colloquium*, 2-4 July 2009, Barcelona, Spain.
18. (with Tsoukas, H.) How do organizational routines form and persist?, *1st International Symposium on Process Organization Studies (PROS)*, 11-13 June 2009, Cyprus.
19. (with Tsoukas, H.) The emergence of organizational routines, *24th EGOS Colloquium*, 10-12 July 2008, Amsterdam, The Netherlands.

20. (with Tsoukas, H.) Resistance to stability: identifying the barriers to the emergence of organization, *Research Group on Language, Organization and Governance (LOG)*, 21-22 May 2008, Montreal, Canada.
21. (with Tsoukas, H.) Resistance to organization: A symbolic interactionist perspective, *23rd EGOS Colloquium*, 5-7 July 2007, Vienna, Austria.

#### **REVIEW BOARDS AND COMMITTEES**

2015: European Group for Organization Studies, Best PhD Paper Award Reviewer.

2025: European Group for Organization Studies, Member of the Scientific Committee.

#### **AD HOC REVIEWER**

Academy of Management Review, Organization Science, Strategic Management Journal, Journal of Management, Journal of Management Studies, Organization Studies, International Journal of Management Reviews, Information and Organization.