

Curriculum Vitae
Evangelia Siachou, Ph.D.
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1. Education

	<i>Year of Award</i>
Ph.D. in Management	2011
Athens University of Economics and Business (AUEB), Athens, Greece. Department of Business Administration	
Master of Science (M.Sc.) in Industrial Relations and Personnel Management	2002
London School of Economics and Political Science (LSE), London, UK. Department of Industrial Relations	
Bachelors of Science (B.Sc. Hons) in International Relations and European Studies	2000
Panteion University of Social and Political Science, Athens, Greece Department of International and European Studies	

1.1. Qualifications

	<i>Year of Completion</i>
Senior Fellow of the Higher Education Academy	March 15, 2021
Recognition Reference: PR206996	
Liverpool Online Management Faculty Dissertation Advisor Training Program	2019
University of Liverpool Partnership Laureate Online Education International	
Liverpool Online Management Faculty Training Program	2017
University of Liverpool Partnership Laureate Online Education International	
Postgraduate Certificate in Learning and Teaching in Higher Education	2010
University of Hertfordshire, Hertfordshire, UK Department of Learning and Education	
Fellow of The Higher Education Academy	Oct. 22, 2009
Recognition Reference: 35163	

Associate of The Higher Education Academy

Aug. 14, 2008

Recognition Reference: 35163

Postgraduate Diploma in Business Administration

2004

Athens University of Economics and Business (AUEB)

2. Work Experience

2.1. Current Academic and Work Experience

Year of Employment

March. 2022

Assistant Professor of Human Resource Management

National and Kapodistrian University of Athens

Department of Economics

2.2. Industry Experience

Year of Employment

2003-2005

Human Resources Management Executive

Core D.G. Transport Team

Organizing Committee for The Olympic Games ATHENS 2004, Athens, Greece

D.G. Transport, Strategic Planning Department

Human Resources Management Trainee

10/2002-03/2003

In Service Internship Programme within the EC

D.G. Development

Centre for the Development of Enterprise, Brussels, Belgium

2.3. Teaching Experience

Academic Year

2021-2022

International Hellenic University

Postgraduate Program in Public Administration

Adjunct Lecturer

Courses Taught

Human Resource Management

Brunel University London

2021-2022

Brunel Engineering Management Programme (Online)

Adjunct Lecturer

Courses Taught

(MN5613) Managing People and Organisations

American College of Greece 2020-2021
 Management and International Business School
 Department of Business and Economics
 Undergraduate Programs
Part-Time Faculty
 Courses Taught
 MG 2062) Introduction to Entrepreneurship and Management
 (MG 3034) Managing People and Organizations

National and Kapodistrian University of Athens (UoA)
 Department of Economics
 Master of Business Administration Program (MBA) 2019-present
 Executive MBA Program
 MSc Philosophy and Management 2020-present
Adjunct Faculty Member
Course Taught
 Human Resources Management
**Nominated for Outstanding Teaching Award (2021-2022)*
**Nominated for Outstanding Teaching Award (2019-2020)*

University of Liverpool Partnership 2017-2021
 Management and Law Programmes
Honorary Lecturer Jan. 2019 – 2021
 Courses Taught
 (KMGT-672) Research Methods March. 19 – March.21
 (KMGT-673) Organizational Design and Change Jan. 9 – March. 3, 2020
 (KMGT-676) Talent Development Aug. 15 - Oct. 9, 2019
 (KMGT-676) Talent Development May 5 - July 24, 2019
 (KMGT-673) Organizational Design and Change Jan. 10 - March 3, 2019
Instructor
 (KMGT-673) Organizational Design and Change Oct. 4 – Nov. 28, 2018.
 (KMGT-501) Human Resource Management July 19 – Sept. 12, 2018
 (KMGT-673) Organizational Design and Change March 22 - May 15, 2018
 (KMGT-673) Organizational Design and Change Jan. 11 – March 7, 2018
 (KMBA) Strategic HRM Aug. 17 – Oct. 11, 2017

Hellenic Open University 2017-present
 Department of Social Sciences
 Bachelor of Science in Business Administration Program
Adjunct Faculty Member
Course Taught
 (DIT63) Management and Human Resource Management March. 2022-present
 in Tourism
 (DEO40) Organisation Management Oct. 2017 – July 2018

(DEO11) Introduction to Organisation Management Oct. 2020-July 2021

Open University of Cyprus (OUC) **2016-present**
Adjunct Faculty Member & Coordinator Oct. 2017 – present

Master in Business Administration (MBA) Program

Course Taught

(MBA50) Organization Management

Adjunct Faculty Member Sept. 2016 – Jan. 2017

Bachelor of Science in Business Administration Program

Course Taught

(PDE302) Human Resources Management

Hellenic American University (Athens, Greece Campus) **2010-2020**

Department of Business

Full-Time Faculty

Courses Taught

Undergraduate Level:

(BUS200) Perspectives on Business in Society; (BUS305) Principles of Management;

(BUS310) Organizational Behaviour; (BUS360) Entrepreneurship; (BUS365)

Innovation and New Product Development; (BU5368) Ideation; (BUS390) Human

Resources Management; (BU5499) Business Capstone; (BUS500) Business Skills

Graduate Level:

(BU5501) Functional Skills Integration; (BUS212) Leadership and Organizational

Behaviour; (BUS12OB) Organizational Behaviour; (BU5512OD) Organizational

Development; (BUS527HR) Human Resource Management; (BUS527HR) Strategic

Human Resource Management; (BUS27TD) Talent Development; (BUS595) Special

Topics in Business: Creative Strategy; (MBA6300CP) Capstone Project; (MGT6130)

Entrepreneurship and New Venture Management

IST College Partnership, University of Hertfordshire (Athens, Greece Campus) **2006-2010**

Department of Business Administration

Adjunct Lecturer in Human Resources Management

Courses Taught

Undergraduate Level:

Contemporary Personnel Perspectives; Managing Self and Others; Sociology of Work;

Human Resource Management; Human Resource Management in Europe;

Employability; Industrial Relations; Intro to Business; Organizational Psychology;

Personal and Professional Development; Personal Development Planning

Athens University of Economics and Business (AUEB), Athens, Greece **2005-2011**

Department of Business Administration

Doctoral Researcher/ Research and Teaching Assistant

2.4. Experience in Academic Administration

Academic Year

Hellenic American University (Athens, Greece Campus)

- | | |
|---|----------------------|
| ✚ Director of General Education and Academics | July 2015 – May 2020 |
| ✚ Coordinator of Bachelor of Science in Business Administration Program | July 2011-June 2015 |

2.5. Experience in Academic Governance

Academic Year

Hellenic American University (Athens, Greece Campus)

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| ✚ Chair of Curriculum Committee | 2018-2020 |
| ✚ Member of Curriculum Committee | 2017-2018 |
| ✚ Planning Committee for NEASC Accreditation | 2016-2018 |
| ✚ (Project Manager; Chair, Standard 4-Academic Programs) | |
| ✚ Chair of Academic Standards Committee | 2016-2018 |
| ✚ Member of Academic Standards Committee | 2014-2020 |
| ✚ Academic Advisor of the Career Development Office | 2013-2020 |
| ✚ Chair of Institutional Research Board | 2012-2016 |
| ✚ Member of Student Affairs Committee | 2010-2014 |

3. Languages

- ✚ English (Fluent)
- ✚ Italian (Basic)
- ✚ Greek (Native)

4. Honours and Prizes

Year of Accomplishment

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|---|------|
| ✚ Emerald Literati Award for Outstanding Paper.
For the academic paper: Siachou, E. and Gkorezis, P. 2018. Empowering Leadership and Organizational Ambidexterity: A moderated mediation model. <i>Evidence-Based HRM: A Global Forum for Empirical Scholarship</i> , 6(1), pp. 94-116. | 2019 |
| ✚ Faculty Excellence Award , University of Liverpool Online Programs. | 2019 |
| ✚ Erasmus+ Program , Key Action 1, Mobility for Learners and Staff, Higher Education Students and Staff Mobility. | 2017 |

- ✚ **Emerald Literati Network Awards for Excellence.** 2016
For the academic paper: Israilidis, J., Siachou, E., Cooke, L. and Lock, R., 2015. Individual variables with an impact on knowledge sharing: the critical role of employees' ignorance. *Journal of Knowledge Management*, 19(6), pp.1109-1123.

5. List of Publications

5.1. Publications in Academic Journals (blind review process)

- ✚ Vrontis, D. Siachou, E. Sakka, G., Chatterjee, S., Chaudhuri, R. and Ghosh, A. (2022). "Societal effects of social media in organizations. Reflective points deriving from a Systematic Literature Review and a bibliometric meta-analysis". *European Management Journal*. 42(2), pp. 151-162. [ABS: 2/5.075]
- ✚ Chatterjee, S., Chaudhuri, R., Sakka, G., Grandhi, B., Galati, A., Siachou, E and Vrontis, D. (2021). "Adoption of Social Media Marketing for Sustainable Business Growth of SMEs in Emerging Economies: The Moderating Role of Leadership Support". *Sustainability*. 13(21), 12134.
- ✚ Del Vecchio, P., Mele, G., Siachou, E., and Schito, G. (2021). "A structured literature review on big data for customer relationship management (CRM): Towards a future agenda in international marketing". *International Marketing Review Ahead-of-print*. [ABS 3/4,198]
- ✚ Siachou, E., Papasolomou, I., Trichina E. and Trhasou, A. (2021). "Market knowledge acquisition and transfer in international SMEs: Peculiarities, specifications and linkages to market success". *International Marketing Review Ahead-of-print*. [ABS 3/4,198]
- ✚ Nair, S.R., Shams, R., Vrontis, D. and Siachou, E. (2021). "The Behavioural Perspective of Cause-Related Marketing: A conceptual framework of behavioural antecedents and outcomes". *Journal of Global Business Advancement*. 14(4), pp. 500- 519. [ABS 1]
- ✚ Chatterjee, S., Chaudhuri, R., Vrontis, D. and Siachou, E. (2021). "Examining the dark side of human resource analytics: An empirical investigation using privacy calculus approach". *International Journal of Manpower*. Ahead-of-print. [ABS 2/2,107]
- ✚ Siachou, E., Trichina, E., Papasolomou, I. and Sakka, G. (2021). "Why do employees hide their knowledge and what are the consequences? A systematic literature review". *Journal of Business Research*. 135, pp. 195-213. [ABS 3/4,874]
- ✚ Siachou, E., Vrontis, D. and Trichina, E. (2021). "Can traditional organizations be digitally transformed by themselves? The moderating role of absorptive

- capacity and strategic interdependence". *Journal of Business Research*, 124, pp. 408-421. [ABS 3/4,874]
- ✚ Drejerska, N., Vrontis, D., Siachou, E. and Gołębiewski, J. (2020). "System solutions for the circular economy on the regional level: The case of Green Lungs of Poland". *Journal for Global Business Advancement*, 13(4), 447-468. [ABS 1]
 - ✚ Israilidis, J., Siachou, E. and Kelly, S. (2020). "Why organizations fail to share knowledge: An empirical investigation and opportunities for improvement". *Information Technology & People*. 37(1), pp. 17-19. [ABS 3/2,477]
*Cited by *Strategic Direction* (2020) "Towards more efficient knowledge sharing in firms: The impact of critical failure factors" *Strategic Direction*, 37(1), pp. 17-19
 - ✚ Siachou, E., Gkorezis, P. and Adeosun, F. (2020). "The relationship between empowering leadership and volunteers' service capability: Intention to share knowledge as mediator". *Evidence-Based HRM: A Global Forum for Empirical Scholarship*, 8(2), pp. 215-235. [ABS 1].
 - ✚ Vlachos, I. and Siachou, E. (2019). "A perspective on knowledge sharing and lean management: an empirical investigation". *Knowledge Management Research & Practice*, 18(2), pp. 131-146. [ABS 1/1,485]
 - ✚ Siachou, E. and Gkorezis, P. (2018). "Empowering leadership and organizational ambidexterity: A moderated mediation model". *Evidence-Based HRM: A Global Forum for Empirical Scholarship*, 6(1), pp. 94-116. [ABS 1]
*Outstanding Paper - Emerald Literati Network Awards for Excellence 2019
 - ✚ Vlachos, I. and Siachou, E. (2018). "An empirical investigation of workplace factors affecting lean performance". *International Journal of Productivity and Performance Management*, 67(2), pp. 278-296. [ABS 1]
 - ✚ Siachou, E. and Flouris, T. (2015). "Managing the risky matter of business model innovation in the context of the airline industry". *International Journal of Aviation Management*, 2(3-4), pp. 183-194.
 - ✚ Israilidis, J., Siachou, E., Cooke, L. and Lock, R. (2015). "Individual variables with an impact on knowledge sharing: the critical role of employees' ignorance". *Journal of Knowledge Management*, 19(6), pp.1109-1123. [ABS 2/4,604]
*Highly Commended Paper) - Emerald Literati Network Awards for Excellence 2016
 - ✚ Siachou, E. and Gkorezis, P. (2014). "Do empowered employees absorb knowledge? An empirical investigation of the effects of psychological empowerment dimensions on absorptive capacity". *Management Research Review*, 37(2), pp.130-151. [ABS 1]
 - ✚ Gonsel, A., Siachou, E. and Acar, A.Z. (2011). "Knowledge management and learning capability to enhance organizational innovativeness". *Procedia-Social and Behavioral Sciences*, 24, pp.880-888.
 - ✚ Siachou, E. and Ioannidis, A. (2009). "Questioning the positive effect of external knowledge transfer Incurred by industry attractiveness: The case of

Mobile Virtual Network Operators (MVNOs)". *The Electronic Journal of Knowledge Management*, 7(2), pp. 267-276.

5.2. Book Chapter (blind review process)

Siachou, E. and Ioannidis, A. (2008). The centrality of team leaders in knowledge-sharing activities: Their dual role as knowledge processors. In E. Bolisani (Eds) *Building the Knowledge Society on the Internet: Sharing and Exchanging Knowledge in Networked Environments*. Hersley, NY: IGI Global.

5.3. Papers Presented in European and International Academic Conferences (blind review process)

- ✚ Siachou, E. and Sakka, G. (2021). The use of humor as a promoter to employee voice: intention to share knowledge as mediator. *14th Annual Euromed Academy of Business (EMAB) Online Conferemce* (22-24 September).
- ✚ Siachou, E. and Gkorezis, P. (2019). Humility in leadership and employee voice: A moderated mediation model. *12th Annual Euromed Academy of Business (EMAB) Conference* (18-20 September, Thessaloniki, Greece).
- ✚ Siachou, E. and Israilidis, J. (2019). Revealing failures on knowledge sharing: An empirical investigation. *32nd Annual Conference of British Academy of Management (BAM) Conference* (3-5 September, Aston University, UK).
- ✚ Siachou, E. and Israilidis, J. (2019). An empirical investigation of critical factors affecting knowledge sharing failure: The role of ignorance. *19th European Academy of Management (EURAM) Conference* (26-28 June, Lisbon, Portugal).
- ✚ Siachou, E. and Flouris, T. (2018). Absorptive capacity and business model innovation: a case in the aviation industry. *32nd Annual Conference of British Academy of Management (BAM) Conference* (4-6 September, Bristol University, UK).
- ✚ Siachou, E. and Vlachos, I. (2018). A perspective on knowledge sharing and lean management: An empirical investigation. *18th European Academy of Management (EURAM) Conference* (19-22 June, Reykjavik, Island).
- ✚ Siachou, E. and Vlachos, I. (2017). Knowledge acquisition through effective contract design: An empirical investigation. *31st Annual Conference of British Academy of Management (BAM) Conference* (6-8 September, University of Warrick, UK).
- ✚ Siachou, E. and Vlachos, I. (2017). Factors affecting the learning of effective contract design: An empirical study. *17th European Academy of Management (EURAM) Conference* (21-24 June, Glasgow, UK).
- ✚ Siachou, E. and Vlachos, I. (2016). From start-up to scale-up: Attempts to define business scalability and reveal its antecedents. *30th Annual Conference of British Academy of Management (BAM) Conference* (6-8 September, Newcastle, UK).

- ✚ Vlachos, I. and Siachou, E. (2016). Managing upgrade to lean: An empirical investigation of work practices and organizational culture effects. *16th European Academy of Management (EURAM) Conference* (1-4 June, Paris, France).
- ✚ Siachou, E. and House, J. (2015). Individual antecedents and moderating effects of employees' personal identity: How does English as a lingua franca impact on individual absorptive capacity? *29th Annual Conference of British Academy of Management (BAM) Conference* (8-10 September, Portsmouth, UK).
- ✚ Siachou, E. and Gkorezis, P. (2015). The relationship between role ambiguity and organizational agility: The moderating role of organizational tenure. *Strategic Management Society Special Conference*, (28-30 May, St. Gallen, Switzerland).
- ✚ Siachou, E. and Flouris, T. (2015). The impact of unlearning on flight operations safety. *62nd CASI Aeronautics Conference and AGM 3rd GARDN Conference* (18-21 May. Montreal, Canada).
- ✚ Siachou, E. and Flouris, T. and Yilmaz, A.K. (2014). Organizational ambidexterity in airline industry: Evidence from low cost and legacy carriers. *18th Air Transport Research Society (ATRS) Conference* (17-20 July, Bordeaux, France).
- ✚ Yilmaz, A.K., Flouris, T., Erdogan, D. and Siachou, E. (2014). Effects of institutional pressure on Corporate Social Responsibility: The perspective of institutional theory in airport management. *18th Air Transport Research Society (ATRS) Conference* (17-20 July, Bordeaux, France).
- ✚ Siachou, E., Israilidis, J. and Gkorezis, P. (2014). Empowering leadership and organizational ambidexterity: The mediating roles of knowledge sharing and employees' ignorance. *14th European Academy of Management (EURAM) Conference* (4-7 June, Valencia, Spain).
- ✚ Siachou, E. and Apostolidis, D. (2013). Do it like the European Union (EU) does: The applicability of EU knowledge cost management to star ups. *14th European Conference on Knowledge Management (ECKM)* (5-6 September, Kaunas, Lithuania).
- ✚ Siachou, E. and Flouris, T. (2013). Managing the risky matter of business model innovation in the context of the airline industry. *17th Air Transport Research Society (ATRS) Conference* (23-29 June, Bergamo. Italy).
- ✚ Siachou, E., Cooke, L., Lock, R. and Israilidis, J. (2013). Facilitating knowledge sharing through ignorance management: The moderating role of knowledge processors. *13th European Academy of Management (EURAM) Conference* (23-29 June, Istanbul Turkey).
- ✚ Siachou, E. (2012). The facilitating role of knowledge processors on knowledge costs: A differentiated perspective on knowledge integration within action teams. *13th European Conference on Knowledge Management (ECKM)* (6-7 September, Cartagena, Spain).

- ✚ Siachou, E. and Gkorezis, P. (2012). Effects of psychological empowerment dimensions on absorptive capacity: An empirical investigation. *12th European Academy of Management (EURAM) Conference* (6-8 June, Rotterdam, Holland).
- ✚ Siachou, E., Daskou, S. and Yannopoulos, P. (2011). Existing dimensions of absorptive capacity and the way forward: The mediating functionality of mental models manifested by entrepreneurs. *12th European Conference on Knowledge Management (ECKM)* (1-2 September, Passau, Germany).
- ✚ Gunzel, A., Siachou, E. and Acar, A.Z (2011). Knowledge management and learning capability to enhance organizational innovativeness. *7th International Strategic Management Conference* (30 June-2 July, Paris, France).
- ✚ Agoraki, M.E., Siachou, E., and Ioannidis, A. (2011). Effectual upshots on firm performance: A determinative perspective of business model innovation. *European Financial and Management Association (EFMA) Conference* (22-25 June, Braga, Portugal).
- ✚ Siachou, E. and Ioannidis, A. (2011). Knowledge strategic movements under environmental dynamism conditions: A conceptual framework and an empirical test. *11th European Academy of Management (EURAM) Conference* (1-4 June, Tallinn, Estonia).
- ✚ Siachou, E. and Ioannidis, A. (2010). Limited absorptive capacity, distinct performance outcomes: Toward a differentiated performance framework of knowledge acquisition within knowledge intensive alliances. *5th European Conference on Innovation and Entrepreneurship (ECIE)* (16-17 September, Athens, Greece).
- ✚ Siachou, E. and Ioannidis, A. (2010). Knowledge transfer in strategic alliances: Moderating effects of limited absorptive capacity and powerful relationships on business model innovation performance. *11th European Conference on Knowledge Management (ECKM)* (2-3 September, Famalicão, Portugal).
- ✚ Siachou, E., Blatsos, I., Ioannidis, A and Nikolopoulos, A. (2010). Empowering knowledge seekers: The moderating role of knowledge keepers' unwillingness to knowledge sharing. *8th European Academy of Management (EURAM) Conference (EURAM)* (19-22 May, Rome, Italy).
- ✚ Siachou, E. and Ioannidis, A. (2008). Assessing the possible costs of external knowledge incurred by moderators: The case of external knowledge transfer in strategic alliances. *Strategic Management Society 28th Annual International Conference*, (12-15 October, Cologne, Germany).
- ✚ Siachou, E. and Ioannidis, A. (2008). Questioning the positive effect of external knowledge transfer incurred by industry attractiveness: The case of Mobile Virtual Network Operators (MVNOs). *5th International Conference on Intellectual Capital and Knowledge Management (ICICKM)* (9-10 October, NYC, USA).
- ✚ Siachou, E. and Ioannidis, A. (2008). The effect of unique tacit knowledge resulting from business model innovation on organizations' performance:

The case of Mobile Virtual Network Operators (MVNOs). *8th European Academy of Management (EURAM) Conference* (14-17 May, Slovenia).

- ✚ Siachou, E. and Ioannidis, A. (2006). The moderating role of the team-leader in the value of knowledge utilization: An extension of Haas and Hansen's Situated Performance Perspective. *7th European Conference on Knowledge Management (ECKM)* (4-5 September, Budapest, Hungary).

6. Additional academic and professional experience

6.1. Participation in Research Programs with Funding

Research Fellow for the Development of Educational Material and Case Studies on Successful Companies in Greece during the Financial Crisis Innovation and Entrepreneurship Unit, Athens University of Economics and Business.

Academic Year
July, 2011- Feb. 2012

6.2. Reviewer in Academic Journals & Conferences

- | | <i>Academic Year</i> |
|--|----------------------|
| ✚ Annual Conference of European Academy of Management (EURAM) | Since 2012 |
| ✚ Annual Meeting of Academy of Management (AOM) | Since 2012 |
| ✚ Management Research Review | Since 2012 |
| ✚ Electronic Journal of Knowledge Management | Since 2012 |
| ✚ International Journal of Productivity and Performance Management | Since 2016 |
| ✚ Evidence-Based HRM: A Global Forum for Empirical Scholarship | Since 2016 |

6.3. Experience in Academic Conference Organization

- ✚ Strategic Management Special Interest Group (SIG) Officer [European Academy of Management (EURAM), 2018, 2019].
- ✚ Co-Chair of the track on the Dynamics of Strategic Multi-Partner Network Management in Contexts, 16th European Academy of Management (1-4 June 2016), Paris, France.
- ✚ Co-Chair of the track on Strategies for Air and Maritime Transportation, 15th European Academy of Management (17-20 June 2015), Warsaw, Poland.
- ✚ Chair of the mini-track on Knowledge Management and Innovation, 14th European Conference on Knowledge Management (5-6 September 2013, Kaunas, Lithuania).