

VITA

Olga Epitropaki

Education

- 1996-2000** **Cardiff University, School of Psychology**
 PhD in Organizational Psychology
 Sponsorship awarded by the Greek State Scholarship Foundation
- 1995-1996** **Cardiff University, School of Psychology**
 MSc in Occupational Psychology
 Sponsorship awarded by the Greek State Scholarship Foundation
- 1990-1994** **University of Crete, Greece. School of Social Sciences, Department of Psychology**
 BSc in Psychology (1st class Honors).

Employment

- 2014 – present** Professor of Organizational Behavior, The “Stavros Costopoulos” Chair in Human Resource Management & Development,
ALBA Graduate Business School at the American College of Greece
- 2007 – present** Senior Lecturer in Work & Organizational Psychology (0.2 FT)
Aston Business School, Aston University, U.K.
- 2008 – 2014** Associate Professor (with tenure), The “Stavros Costopoulos” Chair in Human Resource Management & Development,
ALBA Graduate Business School at the American College of Greece
- 2005 – 2008** Associate Professor of Organizational Behavior and Human Resource Management,
ALBA Graduate Business School, Greece
- 2001 – 2005** Assistant Professor of Organizational Behavior and Human Resource Management
Athens Laboratory of Business Administration (ALBA), Greece
- 1999- 2001** Post-doctoral Research Fellow
Institute of Work Psychology, University of Sheffield, U.K.

RESEARCH

Academic Awards

- 2004** ALBA Outstanding Research Award
- 2003** Academy of Management Conference Best Paper Proceedings
-

- 2001** Winner of the 2001 Jepson School Award for Outstanding Dissertations in Leadership Studies, University of Richmond, USA.
(<http://jepson.richmond.edu/about/jda/>)
- 2000** Among the six finalists for the 2000 Newman Best Dissertation Award for the Academy of Management, USA.
- 2000** Academy of Management Conference Best Paper Proceedings

Citations

Google Scholar: 2556 citations (h-index =17)
Web of Science: 733 citations (h-index =13)
Scopus: 899 citations (h-index =13)

Journal Publications

1. Epitropaki, O., Kapoutsis, I., Ellen, B.P. III, Ferris, G.R., Drivas, K. & Ntotsi, A. (accepted). Navigating Uneven Terrain: The Roles of Political Skill and LMX Differentiation in Prediction of Work Relationship Quality and Work Outcomes. **Journal of Organizational Behavior**. [ABS4]
2. Bozionelos, N., Kostopoulos, K., Van der Heijden, B., Rousseau, D. M., Bozionelos, G., Hoyland, T., Miao, R., Marzec, I., Jędrzejowicz, P., Epitropaki, O., Mikkelsen, A., Scholarios, D., Van der Heijde, C. (in press). Employability and Job Performance as Links in the Relationship Between Mentoring Receipt and Career Success A Study in SMEs. **Group & Organization Management**. doi: 10.1177/1059601115617086 [ABS4]
3. Martin, R., Thomas, G., Guillaume, Y., Lee, A. & Epitropaki, O. (2016). Leader-member Exchange (LMX) and Performance: A Meta-analytic Review. **Personnel Psychology**, 69, 67-121. doi: 10.1111/peps.12100 [ABS4]
4. Martin, R., Thomas, G., Guillaume, Y., Lee, A. & Epitropaki, O. (Forthcoming). Leader-member Exchange (LMX) and Performance: A Meta-analytic Review. **Personnel Psychology**.
5. Mainemelis, B, Kark*, R. & Epitropaki*, O. (Conditionally accepted). Creative leadership: A multi-context conceptualization. **Academy of Management Annals**.
* The second and third author contributed equally to the paper.
6. Epitropaki, O., Sy, T., Martin, R., Tram-Quon, S. & A. Topakas. (2013). Implicit Leadership and Followership Theories “in the wild”: Taking stock of information-processing approaches to leadership and followership in organizational settings. **The Leadership Quarterly**, 24, Yearly Review Issue, 858-881.
7. Vlachos, P., Epitropaki, O., Panagopoulos, N. & Rapp, A. (2013). Causal Attributions and Employee Reactions to Corporate Social Responsibility. **Industrial and Organizational Psychology: Perspectives on Science and Practice**, 6 (4), 334-337.
8. Thomas, G., Martin, R., Epitropaki, O., Guillaume, Y. & Lee, A. (2013). Social cognition in leader-follower relationships: Applying insights from relationship science to understanding relationship-based approaches to leadership. **Journal of Organizational Behavior**, 34, S63-S81.

9. Epitropaki, O. & Martin, R. (2013). Transformational-transactional leadership and upward influence: The role of Relative Leader-Member Exchanges (RLMX) and Perceived Organizational Support (POS), *The Leadership Quarterly*, 24 (2), 299-315.
10. Epitropaki, O. (2013). A multi-level investigation of psychological contract breach and organizational identification through the lens of perceived organizational membership: Testing a moderated-mediated model. *Journal of Organizational Behavior*, 34 (1), 65-86.
11. Martin, R., Epitropaki, O., Geoff, T. & Topakas, A. (2010). A review of Leader-Member Exchange (LMX) research: Future prospects and directions. *International Review of Industrial and Organizational Psychology*, Volume 25, p.p. 35-88.
12. Van der Heijden, B. I. J. M., Scholarios, D., Van der Schoot, E., Jędrzejowicz, P. Bozionelos, N., Epitropaki, O., Knauth, P. M., Mikkelsen, I., Van der Heijde, C. & The Indicator Study Group (2010). Supervisor-subordinate age dissimilarity and performance ratings: The buffering effects of supervisory relationship and practice. *International Journal of Aging & Human Development* 71(3): 231-258.
13. Marzec, I., van der Heijden, B., Scholarios, D., Van der Schoot, E., Jędrzejowicz, P., Bozionelos, N., Epitropaki, O., Knauth, P., Mikkelsen, A., & Van der Heijde, C. (2009). Employability management practices in the Polish ICT sector. *Human Resource Development International*, 12 (2), 471-492.
14. Scholarios, D., van der Heijden, B., Bozionelos, N., Epitropaki, O. & Jędrzejowicz, P. et al.,(2008). Employability and the psychological contract in European ICT sector SMEs. *International Journal of Human Resource Management*, 19 (6), 1035-1055.
15. Epitropaki, O., & Martin, R. (2005). From ideal to real: A longitudinal study of Implicit Leadership Theories, Leader-Member Exchanges and employee outcomes. *Journal of Applied Psychology*, Vol. 90, No. 4, 659-676.
Paper to be reprinted in the "Benchmarks of Leadership" series by SAGE in the "Psychology of Leadership" volume edited by Alexander Haslam & Stephen D. Reicher.
16. Epitropaki, O. & Martin, R. (2005). The moderating role of individual differences in the relation between transformational/transactional leadership and organizational identification. *The Leadership Quarterly*, Vol. 16, 569-589.
17. Hogg, M. A., Martin, R., Epitropaki, O., Mankad, A., Svensson, A., & Weeden, K. (2005). Effective leadership in salient groups: Revisiting leader-member exchange theory from the perspective of the social identity theory of leadership. *Personality and Social Psychology Bulletin*, 31(7), 991-1004.
18. Martin, R., Thomas, G., Charles, K., Epitropaki, O., & McNamara, R. (2005). The role of Leader-Member Exchanges in mediating the relationship between locus of control and work reactions. *Journal of Occupational and Organizational Psychology*, 78, 141-146.
19. Totterdell, P., Wall, T., Diamond, H., Holman, D. & Epitropaki, O. (2004). Affect networks: A structural analysis of the relationship between work ties and job-related affect. *Journal of Applied Psychology*, Vol. 89, No. 5, 854-867.

20. Epitropaki, O., & Martin, R. (2004). Implicit Leadership Theories in Applied Settings: Factor Structure, Generalizability and Stability Over Time. *Journal of Applied Psychology*, Vol. 89, No. 2, 293-310.
21. Epitropaki, O. (2003). Transformational leadership, psychological contract breach and organizational identification. *Academy of Management Conference Best Paper Proceedings*, OB: M1-M6.
22. Turner, N., Barling, J., Epitropaki, O., Butcher, V. & Milner, C. (2002). Transformational leadership and moral reasoning. *Journal of Applied Psychology*, 87, 304-311.
23. Clegg, C., Unsworth, K., Epitropaki, O., & Parker, G. (2002) Implicating trust in the innovation process. *Journal of Occupational and Organizational Psychology*, 75, 409-422.
24. Holman, D., Epitropaki, O., & Fernie, S. (2001). Understanding learning strategies in the workplace: A factor analytic investigation. *Journal of Occupational and Organizational Psychology*, 74, 675-681.
25. Martin, R., & Epitropaki, O. (2001). Role of organizational identification on Implicit Leadership Theories (ILTs), Transformational leadership and work attitudes. *Group Processes and Intergroup Relations*, 4, 247-262.
26. Holman, D., Epitropaki, O., & Fernie, S. (2000). Learning strategies, innovation and work design. *Academy of Management Conference Best Paper Proceedings*, OB: A1-A6.
27. Epitropaki, O., & Martin, R. (1999). The impact of relational demography on the quality of leader-member exchanges (LMX) and employees' work attitudes and well being. *Journal of Occupational and Organizational Psychology*, 72, 237-240.

Books and Book Chapters

1. Epitropaki, O. & Martin, R. (Forthcoming, 2015). Leader-Member Exchanges and work attitudes: Is there anything left unsaid or unexamined? In Bauer, T. & Erdogan, B. (Eds). **Oxford Handbook of Leader-Member Exchange**. Oxford University Press.
2. Epitropaki, O. & Mainemelis, C. (Forthcoming, 2015). The “genre-bender”: The creative leadership of Kathryn Bigelow. In Peus, C., Braun, S. & Schyns, B. (Eds). **Leadership in Compelling Contexts**. Monographs in Leadership and Management Series. Emerald Group.
3. Mainemelis, C., & Epitropaki, O. (2014). Extreme leadership as creative leadership: Reflections on Francis Ford Coppola in the Godfather (pp.187-200). In Giannantonio, C. and Hurley-Hanson, A. (Eds)., **Extreme Leadership: Leaders, teams, and situations outside the norm**. Northampton, MA: Edward Elgar Publishing.
4. Epitropaki, O., Kyriakopoulos, K. & Zarkos, S. (2011). *Management in times of crisis*. Athens: Kastaniotis (in Greek).
5. Epitropaki, O. (2011). Leadership in crisis. In Epitropaki, O., Kyriakopoulos, K. & Zarkos, S. (2011). (Eds). *Management in times of crisis* (pp. 127-136). Athens: Kastaniotis (in Greek).
6. Epitropaki, O. (2007). **Leadership and competitiveness**. Publication sponsored by the Greek Chief Executive Officers' Association and the Ministry of Development (in Greek).

7. Epitropaki, O. (2007). Diversity management practices in Greece. In Vakola, M & Apospori, E. (Eds), *Women in Business*, (pp. 265-291). Athens: Sideris (in Greek).

Papers under review/ in progress

1. Friis, A., Martin, R. & Epitropaki, O. A study of the relationship between leader-follower value congruence, need fulfilment, Leader-Member Exchanges (LMX) and work outcomes.
2. Epitropaki, O. & Tsihla, K. Authentic leadership and positive psychological capital as buffering mechanisms of the relation between employment uncertainty and meaning in life and stress: The moderating role of job embeddedness.
3. Epitropaki, O., Thomas, G. & Martin, R. Betrayal and forgiveness in Leader-Member Exchanges.
4. Voliotis, S., Vlachos, P. & Epitropaki, O. Micro-foundations of Corporate Social Responsibility: CSR induced perceptions of communality and their behavioural effects.
5. Constantinidou, E. & Epitropaki, O. Employee perceptions of Corporate Social Responsibility (CSR), High Performance Work Systems (HPWS) and work attitudes: The moderating role of perceived prosocial impact.
6. Epitropaki, O., Bozionelos, N., van der Heijden, B. & the Indicator Group. When does LMX influence career outcomes? A cross-cultural investigation of the joint effects of career salience variables and work-related flow.
7. Vlachos, P., Kay, A., Voliotis, S., Epitropaki, O. & Aquino, K. Corporate Social (Ir)responsibility and stakeholder support: A moral identity model.

Refereed Conference Presentations

1. Epitropaki, O. (2015). The “genre-bender”: The creative leadership of Kathryn Bigelow. Presented at the Annual Meeting of the Academy of Management, Vancouver, 7-11, August.
2. Topaka, A., Martin, R. & Epitropaki, O. (2015). Implicit Leadership Theories congruence and its effect on outcomes: The mediating role of LMX. Presented at the Annual Meeting of the Academy of Management, Vancouver, 7-11, August.
3. Epitropaki, O. & Budhwar, P. (2015). Empowering leadership and thriving at work: The moderating role of leader-follower value congruence. Paper presented at the 31st EGOS Colloquium, 2-4 July, Athens, Greece.
4. Chair of the *Meet the Editors session* (Academy of Management Review, Business Ethics Quarterly, Strategic Organization, European Management Journal) at the 31st EGOS Colloquium, 2-4 July, Athens, Greece.
5. Kark, R., Epitropaki, O. & Mainemelis, C. (2015). ‘Follow the Leader(?)’: Creative Leadership at Play in Multiple Contexts. Organization Studies Summer Workshop, 21-23 May, Chania, Crete.

6. Epitropaki, O., Kapoutsis, I., Ferris, G., Drivas, K. & Ntotsi, A. (2014). Navigating on Uneven Terrain: Political Skill, LMX Differentiation and Employee Outcomes. Presented at the Annual Meeting of the Academy of Management, Philadelphia, PA, 1-5 August.
7. Martin, R., Thomas, G., Guillaume, Y., Lee, A. & Epitropaki, O. (2014). Leader-member Exchange (LMX) and Performance: A Meta-Analytic Review. Presented at the Annual Meeting of the Academy of Management, Philadelphia, PA, 1-5 August.
8. Chair of the session titles “Leaders and Followers Seeing Eye to Eye: The Influence of Leader-Follower Congruence on Outcomes”. Presented at the Annual Meeting of the Academy of Management, Philadelphia, PA, 1-5 August.
9. Chair of the session titled “The facilitation and consequences of employee voice”. Presented at the Annual Meeting of the Academy of Management, Orlando, Florida, 9-13 August.
10. Epitropaki, O. (2013). Employment uncertainty and the role of authentic leadership and Positive Psychological Capital. Paper presented at the Annual Meeting of the Academy of Management, Orlando, Florida, 9-13 August.
11. Mainemelis, B. & Epitropaki, O. (2013). F. F. Coppola and the making of the Godfather: A case study on creative leadership. Paper presented at the Annual Meeting of the Academy of Management, Orlando, Florida, 9-13 August.
12. Discussant in the session titled “Exploring the effects of culture”. Presented at the European Academy of Management Conference, Istanbul, Turkey, 26-29 June.
13. Epitropaki, O., Thomas, G. & Martin, R. (2013). When things go wrong in Leader-Follower Relationships: Examining forgiveness processes. Paper presented at the European Academy of Management Conference, Istanbul, Turkey, 26-29 June.
14. Topakas, A., Martin, R. & Epitropaki, O. (2013). The central role of Leader-Member Exchange (LMX) in the relationship between follower perceptual processes and leadership outcomes. In Pundt, A. & May, D. (Symposium organizers), Current Perspectives on Relationship Oriented Leadership and Leader-Member Exchange (LMX). Paper presented at the 16th congress of the European Association of Work and Organizational Psychology, Münster, Germany, 22-25 May.
15. Epitropaki, O., Kapoutsis, I. & Drivas, K. Political Skill, LMX, LMX Differentiation, and Employee Outcomes (2013). Poster presented at the Society of Industrial & Organizational Psychology Conference, Houston, Texas, 10-13 April.
16. Epitropaki, O., Thomas, G. & Martin, R. (2012). Betrayal and forgiveness in Leader-Member Exchanges (LMX). In Epitropaki, O. (Symposium Organizer), “Leadership, Betrayal and Forgiveness”. Presenter Symposium. Annual Meeting of the Academy of Management, Boston, 3-7 August.
17. Epitropaki, O. (2012). Implicit Leadership Theories and Creative Leadership. In Epitropaki, O. & Mainemelis, B. (Symposium Organizers), “What do we know about Creative Leadership?”. Panel Symposium. Annual Meeting of the Academy of Management, 3-7 August, Boston.

18. Epitropaki, O., Bozionelos, N., van der Heijden, B. & the Indicator Group. (2012). A cross-cultural study of the relationships among work-related flow, LMX and employee career outcomes. In B. Erdogan, & L. Mansfield, (Symposium Chairs), "Whistle while you work: Happiness and the workplace". Presented at the annual meeting of the Society of Industrial and Organizational Psychology (SIOP), 25-28 April, San Diego.
19. Epitropaki, O. & Martin, R. (2010). A longitudinal study on transformational leadership and upward influence tactics. Paper presented at the Annual Meeting of the Academy of Management, Montreal, 6-10 August.
20. Bozionelos, N., Kostopoulos, K. , Van der Heijden, B., van der Heijde, C., Epitropaki, E., Mikkelsen, A., Marzec, A., Scholarios, D., Van der Schoot, E. & Jedrzejowicz, P. (2010). Mentoring Receipt and Employability: How They Relate to Career Success in the Polish ICT Sector. Paper presented at the Academy of Management Conference, Montreal, 6-10 August.
21. Epitropaki, O., Bozionelos, N., van der Heijden, B. & the Indicator Group. (2010). The mediating role of flow and family-work conflict in the relation between leader-member exchanges (LMX) and career outcomes. Paper presented at the 27th International Congress of Applied Psychology, 11-16 July, Melbourne, Australia.
22. Epitropaki, O. (2010). Diversity management and organizational performance: The role of strategic orientation and climate of inclusion in a Greek context. Paper presented at the 11th International Human Resource Management Conference, 9-12 June, Birmingham, U.K.
23. Epitropaki, O., Martin, R. & Thomas, G. (2010). Betrayal and forgiveness in leader-follower relationships. Paper presented at the 26th EGOS Colloquium, 30 June- 3 July, Lisbon, Portugal.
24. Epitropaki, O. (2009). Toward an integrative framework for understanding the relation between psychological contract breach and organizational identification: Exploring the role of individual and organizational variables", Academy of Management Conference, Chicago, 7-11 August.
25. Bourantas, D., Epitropaki, O. & Papalois, E. (2007). The Leader's call for solitude: Solitude as a mechanism for authentic leadership development. Paper presented at the Academy of Management Conference, 3-10 August, Philadelphia.
26. Epitropaki, O. (2006). "Leading the show": The impact of leader's emotional labor on subordinates' transformational leadership perceptions and collective emotional labor. Paper presented at the Academy of Management Conference, 11-16 August, Atlanta.
27. Epitropaki, O., Axtell, C. & Holman, D. (2006). "My manager tries to put himself/herself in my shoes": The role of leader's empathy on leadership perceptions and employee creativity. Paper presented at the 26th International Congress of Applied Psychology, 16-21 July, Athens.
28. Epitropaki, O & Martin, R. (2005). The moderating role of individual differences in the relation between transformational/transactional leadership and organizational leadership. Poster presented at the Society of Industrial and Organizational Psychology (SIOP) conference, 14-17 April, Los Angeles.
29. Epitropaki, O. (2003). Transformational leadership, psychological contract breach and organizational identification. Paper presented at Academy of Management Conference, 1-6 August, Seattle (*in the Best Paper Proceedings*).

30. Totterdell, P., Diamond, H., Holman, D., & Epitropaki, O. (2003). The impact of interpersonal networks on job-related affect. XIth European Congress in Work and Organizational Psychology, Lisboa, May 14-17.
31. Epitropaki, O. & Martin, R. (2001). "Getting my way with my manager": Transformational leadership, upward influence tactics and employee outcomes. Paper presented at the Academy of Management Conference, 3-8 August, Washington, DC.
32. Epitropaki, O. (2000). A "real-world" test of the information-processing approach to leadership: Implicit Leadership Theories (ILTs), Leader-Member Exchanges (LMX) and employee outcomes. Paper presented at the Academy of Management Conference, 4-9 August, Toronto, Canada. Among the six finalists of the Newman Best Dissertation Award of the Academy of Management.
33. Holman, D., Epitropaki, O., & Fernie, S. (2000). Learning strategies, innovation and work design. Paper presented at the Academy of Management Conference, 4-9 August, Toronto, Canada (*in the Best Paper Proceedings*).
34. Epitropaki, O. (2000). Implicit Leadership Theories in an Organisational Context: Factor structure, generalizability and stability across time. Poster presented at the Society of Industrial and Organizational Psychology (SIOP) Conference, 14-16 April, Hyatt Regency, New Orleans, USA.
35. Martin, R., & Epitropaki, O. (1999). In search of the ideal manager: Leadership prototypes, transformational leadership, and employees' perceptions of leader effectiveness. Paper presented at the Third Australian Industrial and Organizational Psychology Conference, 26 – 27 June, Brisbane.
36. Epitropaki, O., & Martin, R. (1998). Leadership prototypes and their impact on Leader Member Exchanges (LMX) and employees' perceptions of organisational climate. Paper presented at the International Conference of Work Psychology, 1-3 July, University of Sheffield, Sheffield.
37. Epitropaki, O. (1997). Relational demography and Leader-Member Exchanges (LMX). Poster presented at the Postgraduate Occupational Psychology Conference, 10-11 September 1997, City University, London.
38. Epitropaki, O. (1997). How important are age and tenure differences within the manager-employee dyad context? Investigating the moderating role of relational demography on the relation between LMX and work outcomes. Paper presented at the 28th Welsh Psychology Students Conference, 19 April 1997, College Glan Hafren, Cardiff.

Editorial Board Member

- **Organization Studies** (2002-2006; 2015-present)
- **European Journal of Work & Organizational Psychology** (2013- present)
- **Journal of Organizational Effectiveness: People and Performance** (2013-present).
- **Leadership Quarterly** (2010 - present)
- **Leadership Quarterly, Guest Editor** (with Roseanne Foti & Tiffany Hansborough): Dynamic viewpoints on ILTs and IFTs (Call for papers published in April 2014)

- Associate Editor, *Leadership Quarterly*
- Associate Editor, *Frontiers in Psychology: Organizational Psychology*

Ad hoc Reviewer

- Academy of Management Journal
- Academy of Management Review
- Applied Psychology: An International Review
- Canadian Journal of Administrative Sciences
- Group & Organization Management
- International Journal of Human Resource Management
- Human Relations
- Journal of Occupational Health Psychology
- Journal of Occupational and Organizational Psychology
- Journal of Organizational Behavior
- Work & Stress

Research Grants

- | | |
|-----------------------|---|
| 2014-present | International Network of Implicit Leadership Theory (ILT) Scholars (with Bob Lord, Birgit Schyns, Tiffany Keller-Hansbrough, Roseanne Foti, Susan Murphy, Stephanie Johnson, Tom Sy, and Ron Riggio), Leverhulme Trust Grant. |
| 2014-2015 | HR Metrics in Greek organizations. Grant by the Federation of Greek Industries. |
| 2012 - 2013 | Youth Employability Study (with C. Koritos). Grant by the Citibank Foundation, USA. |
| 2006 - present | Recruitment Confidence Index in Greece. |
| 2003 - present | Best Workplaces in Greece. |
| 2005 - 2008 | Self-leadership towards innovation and well-being (with Kerrie Unsworth and Claire Mason, Queensland University of Technology, QUT). Grant by the Australian Research Council. |
| 2005 - 2008 | Project ANTHISI on “Equal Opportunities & Personal Development: Creation of a Mechanism for the Facilitation & Support of Equality Principle in the Working Environment” funded by the EQUAL EU Project. |
| 2001 – 2005 | EU project Indic@tor: A cross cultural study on the measurement and enhancement of employability in small and medium-sized ICT-companies. |

Invited University Presentations

Epitropaki, O. (2015). Current MBA trends and insights from theater. **Business School Innovation Forum, Association of MBAs (AMBA)**, Athens, June 2015.

Epitropaki O. (2015). Does creativity come with a price for leaders? Exploring the paradoxical and multi-context nature of creative leadership. **Warwick Business School**, March, 2015.

Epitropaki, O. (2015).Sustaining trust and an inclusive organizational environment amidst adversity. **ESRC seminar on Equality, Diversity and Inclusion**, London, March 2015.

Epitropaki O. (2013).Positive Leadership in times of uncertainty. **University of Cyprus**, Cyprus, May 2012.

Epitropaki, O. (2005). “When organisations break their promises...” : Exploring the role of transformational leadership, fairness and psychological contract breach on organisational identification. **Durham Business School**, UK, November 2005.

Epitropaki, O. (2004). Reflections of self in the organizational pond of broken promises. **London Business School**, UK, 19 March 2004.

Epitropaki, O. (2003). The impact of transformational leadership, fairness perceptions and psychological contract breach on organizational identification, **Queens School of Business**, Queens University, Canada, 7 August, 2003.

Selected (most recent) Practitioner-oriented presentations and articles

Epitropaki, O. (May, 2015). Best Workplace: The Greek face of excellence. (Best Workplaces: Το ελληνικό πρόσωπο της αριστείας). **HR Professional**.

Epitropaki, O. (December, 2014) Leadership and Theater: Ambidexterity and paradox (Ηγεσία και Θέατρο. Αμφιδεξιότητα και διαχείριση του παράδοξου), **Leading EAΣΕ** (publication of the Greek Association of Chief Executive Officers).

Epitropaki, O. (December, 2014). From HR Metrics to HR Analytics. Event organized by ALBA and the Federation of Greek Industries.

Epitropaki, O. & Koritos, C. (November, 2013). Youth Employability Study: Presentation of Findings and Policy suggestions. Event organized by ALBA & Citibank and endorsed by the Greek Ministry of Labor.

Epitropaki, O. (September, 2013). Positive Leadership: The pressing need for “incorrigibly optimistic” leaders (Θετική Ηγεσία: Η επιτακτική ανάγκη για «αθεράπευτα αισιόδοξους» ηγέτες). **Leading EAΣΕ** (publication of the Greek Association of Chief Executive Officers).

Epitropaki, O. (May, 2013). Employability: The new form of job security (Απασχολησιμότητα: Η νέα μορφή εργασιακής ασφάλειας). **HR Professional**.

Epitropaki, O. (November, 2012). “Institutions: From the fall to the rise”, **Transparency International Annual Conference**, “State & Corruption”, Panel Moderator for the Public Sector Roundtable.

Epitropaki, O. (September, 2012). Happiness in the Workplace: How is it achieved and how does it contribute to organizational development?", Panelist at the CEO & CSR Money Conference.

Epitropaki, O. (Sept. 2012). "What holds women back?: Gender barriers at work". Presentation at the International Conference of "Gender Equality in the Workplace - Learn from the Best!" GECO project, Athens.

(A full list of more than **100** public speeches, articles in the press and TV appearances can be found at: <http://www.alba.edu.gr/faculty/pages/epitropaki.aspx>).

TEACHING AND STUDENT ADVISING

Graduate Courses taught

- 2015 – present** **Managing and Leading People** (ALBA Executive MBA)
- 2014 – present** **Management Acts: A Theatrical Integration** (Capstone course of the ALBA MBA). *Awarded the AMBA MBA Innovation Award 2015.*
- 2014- present** **Entrepreneurial Leadership in Action** (MSc in Entrepreneurship, ALBA)
- 2008 – present** **Research Methods & Communication** (RMC IV) (PhD & DBA, Aston Business School, Aston University)
- 2008 – present** **Organizational Behavior** (European Masters in Management, EMM-Lyon, Aston & LMU)
- 2009-2011** **Leadership Development** (European Masters in Management, EMM-Lyon, Aston & LMU)
- 2007-present** **Emotional Intelligence** (full-time MBA, part-time MBA, University of Cyprus)
- 2007-present** **Human Resource Management** (full-time MBA, part-time MBA, University of Cyprus)
- 2012-2013** **Organizational Behavior** (full-time MBA, University of Cyprus)
- 2001 – present** **Understanding Organizations** (full-time MBA, MSc in Strategic HRM, Eurobank-EFG MBA, MBA in Banking, ALBA)
Understanding Individual Behavior at Work (MSc in Strategic HRM, ALBA)
Emotional Intelligence for Leadership Excellence (professional MBA, Eurobank-EFG MBA, MBA in Banking, MSc in Strategic HRM, ALBA)
Leadership and Career Potential Development (full-time MBA, ALBA)
Leadership Development (ALBA MBA, MSc in Strategic HRM)
Creativity and Innovation (professional MBA, ALBA)
Creativity Workshop (full-time MBA, ALBA)
Diversity Management (MSc in Strategic HRM, ALBA)
- 1999 – 2001** **Organizations at Work** (MSc in Occupational Psychology, University of Sheffield)

Executive Education Open Enrollment Seminars

- **Managing and Leading teams** (ALBA Graduate Business School)
- **Positive Leadership** (ALBA Graduate Business School)
- **Emotional Intelligence** (ALBA Graduate Business School)
- **Employer Branding** (ALBA Graduate Business School)

Executive Education Customized Company Programs

- **Positive Leadership** (senior management positions): Boehringer Ingelheim.
- **Leadership Development** (senior management positions): EFG-Eurobank, Sanofi Aventis, Piraeus Bank
- **Leadership & Team Effectiveness** (middle management positions): Carrefour, Hellenic Navy Academy, TIM Hellas, Titan Group, Sanofi Aventis, Shell, Viohalco Group, Xerox Hellas, Interamerican
- **Leading and energizing people for high performance** (middle and senior management positions): Bancpost (Roumania)
- **Human Resource Management:** Athens International Airport, GlaxoSmithKline, Minerva, Management Organization Unit of the Ministry of Development, National Bank of Greece, National Power Corporation, National Bank of Greece, Neochimiki, Novo Nordisk, Phillip Morris, Tasty Foods, Vodafone
- **Performance Management:** EFG-Eurobank, Mellon Financial services, Sanofi Aventis, Xerox Hellas
- **Emotional Intelligence:** EFG-Eurobank, Frigoglass, GlaxoSmithKline, National Bank of Greece, Titan Group, Vodafone, Interamerican
- **Employer Branding:** Novo Nordisk
- **Personal effectiveness & stress management:** EFG-Eurobank

PhD Student Supervision (*Aston University*)

- Ana Radulovic: Forgiveness processes in leader-follower relations (Aston Business School, started in 2013).
- John Blakey. Servant leadership and organizational trustworthiness (Aston Business School, started in 2012).

- Anders Friis: An examination of the relationship between work value similarity, value fulfillment, LMX quality and employee outcomes (Aston Business School, thesis completed in 2013).
- Anna Topakas: Measurement of Implicit Leadership Theories (ILTs) and their effect on leadership processes and outcomes (Aston Business School, thesis completed in 2011).
- Mariam Shebaya: Leadership Development: The role of developmental readiness, personality dispositions and employee values (Aston Business School, thesis completed in 2011).

MSc Student Supervision (*ALBA Graduate Business School*)

- Kyriaki Chalkiadaki: Implicit Leadership Theories, Ethical Leadership and Employee Outcomes. (ALBA MSc in SHRM, 2014).
- Eleni Tsitouna: the perceived psychological contract breach and/or violation within the work place? (ALBA MSc in SHRM, 2014).
- Anastasia Ntotsi: Perceived overqualification and employee outcomes: The moderating role of proactive personality and positive psychological capital (ALBA MSc in SHRM, 2013).
- Eleni Konstantinidou: The relationship between Corporate Social Responsibility and employee work attitudes: The mediating effect of High Performance Work Systems and the moderating role of perceived pro-social impact of work (ALBA MSc in SHRM, 2013).
- Anastasios Dimitriadis & Panagiotis Broustas: Emotional Intelligence and Transformational Leadership in sports. A research report on coach leadership and individual performance (ALBA MSc in SHRM, 2012).
- Pinelopi Tsiplakidi: Total rewards in 3M (ALBA MSc in SHRM, 2012).
- Konstantinos Drivas: Examining the moderating role of LMX in the relationship between political skill and employee performance (ALBA MSc in SHRM, 2011).
- Kyriaki Tsihla: Emotional processes in organizations (ALBA MSc in SHRM, 2011).
- Konstantinos Pardalis: Modeling the individual-organization relationship: A multidisciplinary approach (ALBA MSc in SHRM, 2011).
- Eleni Gaki: Formulating a framework for ethical dismissal policies (ALBA MSc in SHRM, 2011).

INSTITUTIONAL SERVICE

Institutional Service at ALBA Graduate Business School

2003-present Academic Director of the ALBA MSc in Strategic Human Resource Management.

2005-present Member of the Junior Faculty Annual Evaluation committee.

2008-present Member of the Faculty Tenure Evaluation committee.

2015-present Member of the new Dean search committee.

Other Institutional Service (most recent)

- 2016** **Chair** of the Evaluation Committee of the **Network of Leadership Scholars ‘Eminent Leadership Scholar Award’** for 2016.
- 2016** **Co-chair** of the **European Academy of Occupational Health Psychology** Conference, 11-13 April 2016, Athens, Greece.
- 2016** **Organizer** of the **1st Interdisciplinary Perspectives in Leadership Symposium** in Rhodes, Greece
Topic: Beyond Exchange: Revisiting Leadership as a Relationship
www.leadership-symposium.com
- 2013-2015** **Co-chair** of the local **Organizing Committee of the European Group of Organization Studies (EGOS) 2015 Conference** in Athens, Greece.
- 2015** Member of the Evaluation Committee of the **Network of Leadership Scholars ‘Eminent Leadership Scholar Award’** for 2015.
- 2014** Member of the **Alvah H. Chapman Jr. Outstanding Dissertation Award** Review Committee of the FIU’s Center for Leadership and the Network of Leadership Scholars (NLS) of the Academy of Management.
- 2013-2015** **Chair** of the local **Organizing Committee of the European Group of Organization Studies (EGOS) 2015 Conference** in Athens, Greece.
- 2013-** Member of the **EFMD Steering Committee** for the research project on the role and advancement of women in European Business Schools.
- 2013** Member of the **Evaluation Committee for the 2013 HR Awards**. Hellenic Management Association.
- 2013** Member of the **Evaluation Committee for the European CSR Awards**. Hellenic Network for Corporate Social Responsibility.
- 2012** Member of the **EFMD Peer Review Committee** for the EPAS re-accreditation of the MBA and MSc programs at CIIM, Cyprus.
- 2010** Member of the **Ministry of Citizen Protection Committee** focusing on the development of a new performance management system and leadership succession program for the Police force.
- 2010-present** Ambassador for Greece for the HR Division of the **Academy of Management**.

Professional Associations

Academy of Management (AoM), American Psychological Association (APA), European Group for Organizational Studies (EGOS), Society of Industrial and Organizational Psychology (SIOP), Society for Human Resource Management (SHRM).