



# CURRICULUM VITAE—A RESUME

## GEORGIOS (YORGOS) MANDES

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### 1. Education/ Academic Degrees

- 1976-1979     **Universite de Grenoble**, Doctoral studies in Business Administration. Majors on Change Management, Organizational Behavior, Strategic Management, and Systems approach. (Degree equivalent to PhD). PhD thesis on “The Implementation of Modern Management Methods as a Change Process”.
- 1975-1976     **Universite de Grenoble.**  
DEA( Degree equivalent to Masters Degree) in Business strategy and Organization Behavior
- 1974-1975     DESS, Masters Degree in Business Administration
- 1965-1970     **National Technical University** Of Athens,  
Master’s Degree in Mechanical Engineering

## 2. Teaching Experience

### a) University faculty member

- 1979-1983 **Lecturer**, Athens University of Business and Economics. Management, Leadership and Organization Behavior.
- 1983-1985 **Lecturer** National Technical University, Industrial Management.
- 1982-1985 National Police Academy: **Associate Professor**, Leadership and Management.
- 1985-1988 National School of Public Administration: **Associate Professor** of Management, Leadership and Organization Behavior.
- 1983-1985 National Naval War Academy: **Associate Professor** of Organization Behavior.
- 2009- 2013 **Adjunct Professor** of Leadership in the newly founded MS in Leadership, at the Deree Graduate School of the American College of Greece. I was a member of the committee that prepared the Accreditation Proposal to the NEASC, for the MS in Leadership Degree.

2014-TODAY Visiting Professor of Leadership at the CIIM,  
Cyprus

## **b) Management Training**

Designed and delivered many executive-training seminars in such topics as: **Management, Leadership, Team Work, Time Management, Human Resources Management, Customer Service, Creativity, Presentation Skills, Developing Whole Brain Thinking and the Learning Organization.**

I have the following distinctions in the field of Management Training:

- ✨ A very experienced course leader, have led several Top Management workshops. One of Greece's pioneers in the field of management education, I have trained more than 30.000 persons so far in 10 countries and in four languages.
- ✨ I introduced in Greece the Whole Brain thinking model and I am the first authorized consultant in the country, to run **Whole Brain seminars.**
- ✨ A certified trainer and consultant on how to develop a **Learning Organization** trained in the US by Innovation Associates and MIT Professor Peter Senge.
- ✨ Have a special interest in the field of Leadership and was the one who first introduced an experiential Management Training program on Leadership. I have

trained several thousands of executives on Leadership and on how to develop Leadership competences in action.

**☀ I have created, developed and originated several training programs in various fields:**

- The first Experiential Training with outdoor activities, in Greece
- The first Leadership Training seminars, in Greece
- The first Presentation Skills in Greece
- The first Top Management team building programs
- The first Time Management seminar in Greece
- The first Team Building Seminar, in Greek language, in Cyprus

**c) Certified course leader for:**

*AMA, Whole Brain Seminars, Innovation Associates "the Learning Organization" seminars, GRID Seminars, Wilson Learning Corporation, Project Adventures experiential learning facilitator.*

### **More Specifically:**

- ▶ Certified Trainer for the **American Management Association** "Basic Management Course"
- ▶ Certified Course Leader for "Grid Management Seminars" by **Scientific Methods**, Austin Texas
- ▶ Certified Facilitator for the Learning Organization and Leading Change, by **Innovation Associates**, Boston
- ▶ Master Facilitator for Leadership, Coaching, Sales and Negotiation Skills, for **Wilson Learning International** based in Minnesota.
- ▶ Master Facilitator for Presentation Skills Seminars, **P. Rogen and Associates**, New York
- ▶ Certified Trainer for Whole Brain Development, **Herrmann International**, North Carolina
- ▶ Experiential Programs certified Facilitator, **PROJECT ADVENTURES**, Boston
- ▶ Experiential Programs Facilitator, **Eagle's Flight**, Guelph, Canada

### **3. Professional Experience**

#### **a) Managerial Experience**

1973-1974	Warner – Lambert Production Manager
1973-1974	Kartonpack S.A. Technical Advisor
1978-1979	Legrand Hellas

Industrial Marketing Manager

1979-1983 Greek Management Association  
Training Programs Director

1989-2013 Team Management Consultants  
Founding Partner and Managing Director

2013-TODAY Team Experiential Learning,  
Associate Consultant

## **b) Consulting Experience**

I have consulted and trained numerous important International and Local companies and organizations on topics relative to Management Development, Leadership, Teambuilding, Strategic Alignment. Among them:

**Colgate-Palmolive, PepsiCo, 3M, Citibank, Barclay's Bank, Janssen-CILAG, IDV, UDV-DIAGEO, Boehringer–Ingelheim, GLAXO, NOVARTIS, Mercedes-Benz, Toyota, VODAFONE, L'Oreal, ERICSSON, ING INSURANCE, ALICO, MICROSOFT, Bacardi – Martini, Alpha Bank, Nestle, COCA-COLA Hellas, HEINEKEN Breweries, Praktiker, Carrefour, AB VASILOPOULOS, HAPAG- LLOYD, COSCO SHIPPING, KNAUF, ELLINIKI BANK, VASSILIKO CEMENT etc.**

Some important consulting projects are the following:

- COLGATE-PALMOLIVE Greece ( Development of High Commitment Management System )

- COLGATE-PALMOLIVE ( Conflict Management and Enhancement of the Cooperation between the company and its Ad Agency)
- PEPSICO HELLAS ( Internal Customer Satisfaction project )
- JANSSEN CILAG PHARMACEUTICAL ( Creating a Customer Service oriented Culture)
- BARCLAYS BANK ( Customer Service Improvement )
- METAXA-IDV SPIRITS (Customer Oriented Culture )
- METAXA-IDV (Μεταφορά οράματος και αξιών της εταιρίας, )
- PEPSICO-HELLAS (establishing a Performance Management System )
- ATHENIAN BREWERIES/ AMSTEL-HEINEKEN (New Vision and Values for the Thessaloniki Plant )
- BOEHRINGER-INGELHEIM (Creating an Innovation Oriented Culture, )
- MERCEDES-BENZ ( Top Management Team Development )
- TOYOTA HELLAS ( Leadership Development for their Dealers )
- PRAKTIKER, ( Top Team Development, Customer Service culture, People Involvement )
- L'OREAL (creating the new updated vision for the Greek affiliate, Top Management Team Building)
- AB VASILOPOULOS (Management Development)
- BANK OF CYPRUS (Leadership Development)

#### **4. Research Projects**

Participated as head of project Team or senior researcher in numerous projects financed by the Ministry of Research and Technology, the Greek organization of small and medium sized firms, the Greek Productivity Center etc.

#### **5. Personal and Professional Aspirations**

- ▶ Help people learn, discover their vocation and coach them to live to their full potential
- ▶ Help Organizations Learn and Create their future
- ▶ A life dedicated to Teaching and Learning
- ▶ Determined disciple of Servant Leadership

#### **6. Skills and Competences**

- ▶ Whole Brain Thinker
- ▶ Strong Emotional Intelligence, human and social skills
- ▶ Able to inspire a shared vision, motivate and enlist others
- ▶ A team player, knows how to develop team spirit and synergy in a team.
- ▶ An experienced and effective communicator, trained in the fine art of the Dialogue
- ▶ Knows how to influence and persuade others and how to overcome defensive reasoning
- ▶ Open minded, creative and innovative,



## **7. Publications**

### **a) Articles**

As author or coauthor, published 16 articles in Greek and International Reviews and Journals

### **b) Books**

4 Books in Greek Language

## **8. Languages**

I am fluent in Greek, English, French, Dutch and speak moderate Italian.

## **9. SPECIAL INTERESTS**

- ▶ A lifelong Learner
- ▶ Passionate about people, I adore teaching, coaching and mentoring others
- ▶ Passionate student of the Human Brain and its astonishing possibilities
- ▶ Fitness and Integrative Health Disciple
- ▶ Rock and Mountain climber
- ▶ Fan of music, reading, cinema and the fine arts.

