

Prof. Alexandros Psychogios



Short Bio:

Prof. Alexandros Psychogios has a BSc in *Political Science & Public Administration* (University of Athens, Greece), MSc in *Public Policy & Public Finance* (University of Athens, Greece), MA in *Services Management* (University of York, UK) and a PhD in *Industrial & Business Studies* (University of Warwick, UK).

Dr. Alexandros Psychogios is a Professor of Leadership & International HRM in Birmingham City Business School at the Birmingham City University in UK and affiliated member of the Cyprus International Institute of Management (CIIM). He is also a Research Visitor in South Eastern European Research Centre (SEERC) and Associate Researcher in GNOSIS Research Group of the Management School at the University of Liverpool.

His specialization and research interests are on *Organizational Behavior, Leadership & Complexity, International Human Resource Management, and Total Quality & Performance Management*. His publication record focuses on a variety of OB/HR issues in different, but rather challenging, contexts like economies in transition, SMEs in crisis, the public sector, etc. He has published several articles in journals like the *International Journal of Human Resource Management* and *Journal of Human Resource Management*, *Emergence: Complexity & Organisation*, *Brain science & leadership*, *TQM & Business Excellence*, *Employee Relations*, the *International Journal of Quality & Reliability Management*, etc. Prof. Psychogios is the co-author of the book: *Neuroscience for leaders: A Brain Adaptive Leadership Approach*, published by Kogan Page in London (<https://www.koganpage.com/product/neuroscience-for-leaders-9780749475512>) that has been translated in both Japanese and Chinese.

Prof. Psychogios has more than 15 years of experience in teaching in undergraduate, postgraduate and executive level education programmes. He has also a wide-range experience of participating in various consultancy and research projects on issues like leadership, human resource management, total quality management, performance management and reward systems. He participated in many professional and executive training courses offered in both private and public organisations. He has been invited speaker in many professional and academic conferences.

In 2009 he has co-founded Entranet Ltd, a technology oriented company that develops variety of different technological innovations based on speech technology (www.Entranet.gr).

Prior to his current position, Dr. Psychogios was an Associate Professor on OB/HRM at Hull University Business School. He was also a Senior Lecturer and Research Director in the International Faculty of the University of Sheffield and a Research Track Leader of South Eastern European Research Centre. Furthermore, he was adjunct lecturer at the Hellenic Open University and an Instructor in The Greek National School of Public Administration.

Google Scholar: <http://scholar.google.co.uk/citations?user=Qs9gskkAAAAJ&hl=en>

Publications in Refereed Journals:

1. **Psychogios, A.**, Szamosi, L.T., Prouska, R. and Brewster, C. (Forthcoming): 'Varieties of crisis and working conditions: A comparative study between Greece and Serbia', *European Journal of Industrial Relations*.
2. **Psychogios, A.**, Szamosi, L., Brewster, C. & Prouska, R. (Forthcoming) Varieties of crisis and working conditions: A comparative study between Greece and Serbia, *European Journal of Industrial Relations*
3. **Psychogios, A.**, Blackori, F., Szamosi, L. & O'Regan N. (Forthcoming) From *Feeding-Back* to *Feeding-Forward*: Managerial Feedback as a Trigger of Change in SMEs, *Journal of Small Business & Enterprise Development*, Forthcoming.
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11. 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
12. **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
13. 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
14. **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
15. **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
16. Tsironis L., and **Psychogios A.**, (2012). Towards a systematic e-Business Excellence framework, *International Journal of Innovation and Regional Development*. 4(1): 28-43

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19. 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
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39. **Psychogios, G. A.** (2002) A Critical Review of Total Quality Management, *Greek Administrative Science Review*, 8, pp.127-149
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2. Dimitriadis, N. and **Psychogios A.** (2016) *Neuroscience for Leaders: A Brain Adaptive Leadership Approach*, 1st Edition, London: Kogan Page, ISBN: 978-0749475512

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- 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)
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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.

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2. Prouska, R., **Psychogios, A.** & Wilkinson, A. (2018), Employee involvement in a transition context: Lessons from Central and Eastern European Economies, ***Annual Meeting of the Academy of Management***, August 2018, Chicago, Illinois, US (Conference Proceedings – Paper 13228)
3. **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)
4. **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)
5. 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)
6. **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)

7. 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)
8. 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)
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10. 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)
11. 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)
12. 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)
13. **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)
14. 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)
15. **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.
16. **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)
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28. **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)**
29. 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)
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34. 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)
35. Bibikas, D., Paraskakis, I, **Psychogios, G. 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)
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37. **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)
38. **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)
39. **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)
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2. **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/>
3. **Psychogios A.** (2017) In Search of Illusions of Leadership, Kogan Page - <https://www.koganpage.com/article/in-search-of-illusions-of-leadership>
4. Szamosi, L. and **Psychogios, G.A.** (2012), "Is Knowledge, Adaptability, and Resilience the Key to Survival Today? Yes, yes, and yes!!" *Blic* May 26, 2012 Page 6 (in Serbian)
5. Szamosi, L. and **Psychogios, G.A.** (2011), "Romania about China: To fear or not to fear?", *Cariere & Leadership*, February 2011 (in English)
6. Tsironis, L. and **Psychogios, G.A.** (2009), "Modern Methods in Operations Management: Lean Six Sigma Approach", Newspaper *TA NEA*, Monday 6th of April 2009 (in Greek)
7. **Psychogios, G.A.** (2007), "Human Resource Development: The key success factor in the age of change", Newspaper: *AGGELIOFOROS*, Sunday 27th of May 2007 (in Greek)
8. **Psychogios, G.A.** (2006), "Electronic Governance and Administrative Reform", Newspaper: *KATHIMERINI, BUSINESS*, Saturday 21st of January 2006 (in Greek)
9. **Psychogios, G.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)
10. Mpitzenis, A. and **Psychogios, G.A.** (2005), "Economy of Market Reforms: The Dilemma of Shock Therapy or Gradualism", *Liberal Emphasis*, vol. 24, July-August-September
11. **Psychogios, G.A.** and Michalopoulos, N. (2002), "Managing Knowledge in Greek Public Organizations", *Greek Economist*, vol. 26, 29/06/2002 (in Greek)
12. **Psychogios, G.A.**, and Mpertoli, D. (1995) Towards a Common System of Social Security in EU? (1995), *Greek Economist*, vol, 47, 14/11/1995 (in Greek)

Funded Research Projects:

- **2011-2015:** Spin-Out financial support of innovative knowledge intensive companies. 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*. Leonardo da Vinci Programme, European Union, PIs - **Psychogios, A.** Szamosi, L.T., Zacharis, N. - Total Funding: 170,000 €
- **1998-2002:** Greek State Research Scholarships Grant, Greek State Scholarship's 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 €

Edition of Special Issues in Academic Journals:

1. Edited by: Wood, G., Wilkinson, A, **Psychogios, A.** and 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.** and Szamosi, L. (2010). Employee Relations in South East European Countries, *Employee Relations*
3. Edited by: Wood, G., Fang-Peng, L. **Psychogios, A.** and Szamosi, L. (2011). HRMizing Economies of Transition: HRM Practice-Based Learning in Multinationals, *Human Resource Management Journal*

Invited Speaker:

- 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

Reviewer in the following list of Journals and Conferences:

- British Journal of Management
- Journal of Business Ethics
- Human Relations
- 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 Management Research review
- The TQM Journal (former The TQM magazine)
- Journal of Quality and Reliability Management
- Reviewer in the European Academy of Management Conference
- Reviewer of European Group of Organisation Studies
- Reviewer in SEERC Doctoral Conference

Reviewer for the following Institutions:

- FP7 EU Programmes
- Romanian Ministry of Education
- Greek Ministry of Education
- Cyprus Ministry of Education

Entrepreneurial Activities:

- Shareholder and Part-time Advisor on Management, Marketing & Communications 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*.