

# Vicky Katsiolouides, Ph.D.

Assistant Professor | Director of MSc Human Resource Management and Organizational Behavior  
Cyprus International Institute of Management | Nicosia, Cyprus  
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## EDUCATION

Louisiana State University (LSU), Baton Rouge, Louisiana, USA  
**Ph.D., Human Resource Leadership Development**

London School of Economics and Political Science (LSE), London, UK  
**M.Sc., Organisational Social Psychology**

West Chester University (WCU), West Chester, Pennsylvania, USA  
**B.A., Psychology - Minor: Women's Studies**

## ACADEMIC EXPERIENCE

**Assistant Professor  
& Director of MSc Human Resource Management and Organizational Behavior** (2020 – present)  
Cyprus International Institute of Management  
Nicosia, CYPRUS

Research Interests: Employee training & development; training transfer; student leadership development; leadership development pedagogy

### Courses

Leadership Development  
Leading & Managing People & Organizations  
Training & Employee Development  
Leadership & Team Building

### **Scientific Collaborator** (2020)

Department of Management & Marketing, School of Business Administration, European University of Cyprus  
Nicosia, CYPRUS

### Courses Taught:

Human Resource Management & Leadership: Graduate Course/MBA (conventional & 100% online)

### **Assistant Professor of Management** (2017 – 2019)

Department of Management, College of Business & Public Management, West Chester University  
West Chester, Pennsylvania/USA

### Main Duties:

- *Course Design & Development:* Expertise in the areas of Leadership, Human Resources Management, Training & Development. Streamlined online training methods, creating greater course uniformity; interfaced with colleagues, addressing modernization of materials to meet and exceed accreditation standards.
- *Class Management & Course Delivery:* Delivered online, face-to-face courses, and workshops to executives, graduate and undergraduate learners. Optimized educational strategies, including role-play, and discussions; evaluated course outcomes using advanced analytics, ensuring repeatable success.

- *Community Outreach*: Established fruitful collaborations with business and community leaders to ensure a mutually beneficial relationship between the business school and the wider community.
- *Advising & Career Development*: Provided guidance and support to HRM graduate students & HR Minor undergraduate students.
- *Performance Evaluations*: Conducted Performance Evaluations for Adjunct Professors.

#### Courses Taught

Components of Effective Leadership: Graduate Course MBA/MSc in HRM (100% online)  
 Ethics, Social Responsibility & Sustainability in HRM: Graduate Course MBA/MSc in HRM (100% online)  
 Staffing & Development: Undergraduate Course (hybrid)  
 Human Resources Management: Undergraduate Course  
 Organizational Behavior: Undergraduate Course  
 Senior Management Seminar in Leadership Development: Undergraduate Course

#### **Graduate Associate Co-Director** (2018 – 2019)

Human Resource Management Graduate Program, College of Business & Public Management, West Chester University  
 West Chester, Pennsylvania/USA

#### Committees

Graduate Council Committee | Strategic Management Committee, School of Business

#### **Course Designer & Developer** (2016)

School of Leadership and Human Resource Development, Louisiana State University  
 Baton Rouge, Louisiana/USA

Global Leadership: Graduate Course (online)

#### **Teaching Assistant** (2011-2014)

School of Leadership and Human Resource Development, Louisiana State University  
 Baton Rouge, Louisiana/USA

#### Courses Taught

Leadership Concepts & Principles: Undergraduate Course (100% online)  
 Principles of Human Resource Development: Undergraduate Course  
 Leadership Development Strategies in Organizations: Graduate Course

#### **Research Officer** (2006 - 2008)

London Multimedia Lab (LML) for Audiovisual Composition & Communication, LSE  
 London, UK

#### Main Duties:

- *Data collection, analysis & reporting*: Collected data using multimedia field research methods and compiled results in different forms including a final project report, executive summaries, leaflets, booklets, and short films. Coauthored the research report *Creative Partnerships London Pathways to Value: Regional Research Programme*.
- *Program evaluation*: Evaluated the value of engaging creative practitioners in curriculum delivery at schools in underserved communities in London.
- *Workshop design & delivery*: Designed and facilitated specialized workshops in Flexible Learning Environments with diverse populations including school administrators and teachers.

## INDUSTRY EXPERIENCE

### **HR Manager (2019 – 2020)**

Research Centre on Smart Systems, Interactive Media and Emerging Technologies (RISE)

Nicosia, CYPRUS

Main duties:

- Implementation of HR strategy and objectives in accordance with company's goals and targets
- Development and delivery of HR policies
- Support of people management functions including recruitment, talent management, and performance management

### **Performance Auditor (2015 – 2016)**

Louisiana Legislative Auditor, Performance Audit Services

Baton Rouge, Louisiana/USA

Main duties:

- *Program evaluation:* Evaluated the effectiveness and efficiency of government functions using diverse assessment methods including quantitative data analysis (e.g., Excel, ACL), survey development and analysis (e.g., Qualtrics, Survey Monkey), interviews, and thorough review of public policies and legislation (e.g., Westlaw).
- *Learning needs analysis:* Conducted an in-house needs assessment of the Performance Audit Services Unit.
- *Training design & development:* Developed curriculum on “Receiving Feedback” for the in-house Peer Mentoring program.

### **Training & Development Manager (2014 – 2015)**

Louisiana Workforce Commission (LWC), Office of Human Resources

Baton Rouge, Louisiana/USA

Main duties:

- *Learning needs analysis:* Applied evidence-based approaches to develop and implement customized learning solutions for a large-scale project regarding the transition to new software impacting the workflow of over 300 employees; managed learning activities to meet the performance needs of cross-functional teams including supervisory, leadership, and technical training.
- *Training delivery:* Conducted managerial workshops, classroom training courses, and webinars.
- *Training design & development:* Expanded the LWC University Catalog via the development of web-based and classroom training courses (e.g., New Employee Orientation, Purchase Card Procedures).
- *Cross-functional collaboration:* Collaborated with diverse stakeholders including supervisors, subject matter experts, and vendors and shifted the “customer service” mindset to a “partnership” mindset where the T&D team is a strategic partner that offers learning solutions to support business/performance outcomes.
- *Management/Supervision:* Streamlined the business processes of the Training & Development Unit and developed relevant metrics; supervised a team of three Training Specialists.

### **E-learning Program Coordinator (2008 - 2011)**

ATEExcelixi S.A. Training & Conference Center, ATEbank Group

Athens, GREECE

Main duties:

- *Training design & development:* Designed and developed the first in-house e-learning program to cover the training needs of over 1,500 bank employees. Managed and updated course content using Articulate and the Virtual Teaching Platform Moodle.

- *Training coordination*: Ensured the smooth implementation of all in-house e-learning programs by providing day-to-day support to the instructional team and to over 1,500 trainees.
- *Relationship building*: Developed trusting relationships across the organization to achieve program buy-in.
- *Training delivery*: Instructed managerial workshops including “From Training to Learning to Work Performance” and “Train the Trainer.”

### **Welfare Officer (2002 - 2005)**

Ministry of Labor and Social Insurance, Welfare Services Department  
Nicosia, CYPRUS

## **INTELLECTUAL CONTRIBUTIONS**

### Journal Articles

Cannonier, N., & **Katsioloudes, V.** (to be published in 2020). Leadership self-efficacy: Development of a measure for college students. *International Journal of Business and Public Administration*.

**Katsioloudes, V.**, & Cannonier, N. (2019). Investing in critical leadership development with undergraduate students: A qualitative examination of a semester-long internship. *Journal of Leadership Education*, 18(4), 50-66.

Ndinguri, E., Prieto, L., Phipps, S., & **Katsioloudes, V.** (2013). The synergy between minority business enterprises and corporations: A proposed supplier diversity relationship framework. *International Journal of Supply Chain Management*, 2(3), 1-7.

Richards, B. W., Holton, E. F., & **Katsioloudes, V.** (2014). The use of discrete computer simulation modeling to estimate return on leadership development investment. *The Leadership Quarterly*, 25(5), 1054-1068.

### Book Chapters

Katsioloudes, M., & **Katsioloudes, V.** (2017). Leaders as Masters of Change. In W. Amann & K. Kruckeberg (Eds.), *Advanced leadership insights: How to lead people and organizations to ultimate success*. Charlotte, NC: Information Age Publishing.

### Conference Proceedings

**Katsioloudes, V.**, & Cannonier, N. (2018). Student Leadership Self-efficacy. *Conference Proceedings of the 2018 Academy of Human Resource Development International Conference in the Americas*. **(refereed)**

**Katsioloudes, V.**, Beard, C., Bates, R. A., & Holton, E. F. (2013). Exploring College Students' Experiences during a Leadership Development Internship. *Conference Proceedings of the 2013 Academy of Human Resource Development International Conference in the Americas*. **(refereed)**

## **CONFERENCE PRESENTATIONS**

2019 **Katsioloudes, V.** *Engaging Adult Learners in an online MBA leadership class*. Presentation at the Scholarship of Teaching, Learning and Assessment Conference (January 18), West Chester University, West Chester, PA.

2018 **Katsioloudes, V.**, & Cannonier, N. *Student Leadership Self-efficacy* (Refereed Full Manuscript).

Presentation at the Academy of Human Resource Development International Conference (February 15-17) in the Americas, Richmond, VA.

- 2015 Katsiolouides, M. I., Howe-Walsh, L. J., Younis, H. S., & **Katsiolouides, V.** *Female Entrepreneurship in Qatar: Enhancing Policy to Support Business?* Symposium presentation at the Academy of Management Annual Conference (August 7-11), Vancouver, British Columbia.
- 2014 **Katsiolouides, V.**, & Cannonier, N. *Transactional, Transformational, or Laissez-Faire Leadership: Exploring Gender Differences in Leadership Behaviors among Undergraduate Students in a Leadership Development Minor* (Refereed Abstract). Presentation at the Academy of Human Resource Development International Conference (February 20-22) in the Americas, Houston, TX.
- 2013 **Katsiolouides, V.**, Beard, C., Bates, R. A., & Holton, E. F. *Exploring College Students' Experiences during a Leadership Development Internship* (Refereed Full Manuscript). Presentation at the Academy of Human Resource Development International Conference (February 14-16) in the Americas, Washington D.C.
- 2013 **Katsiolouides, V.**, & Cannonier, N. *In pursuit of leadership credentials: An interactive session for undergraduate students.* Presentation at the Multicultural Student Leadership Conference of Louisiana State University, Baton Rouge, LA.

## EXECUTIVE EDUCATION

**The role of Leaders in Attracting, Retaining, and Developing Talent** (2019)  
West Chester Chamber of Commerce, West Chester, PA

**Individual Differences & Diversity** (2012)  
Department of Transportation and Development, Baton Rouge, LA

**Human Resources Transformation Plan** (2011)  
Department of Health and Hospitals, Baton Rouge, LA

**From Training to Learning to Work Performance: Workshop for HR Professionals** (2009)  
ATEExcelixi S.A., Training & Conference Center ATEbank Group, Athens, GREECE

## SPECIAL PROJECTS

**Diffusion of Training** (2011-2012)  
U.S. Department of Homeland Security National Center for Biomedical Research and Training  
Louisiana State University, Baton Rouge, LA

**Age Discrimination in the Workplace** (2006)  
A case study funded by Wolters Kluwer, London, UK

## SERVICE

Reviewer (Ad Hoc) - *Career Development International* | Reviewer, Academy of Human Resource Development International Conference in the Americas, Louisville, 2019 (Leadership & Career Development track) | Reviewer, Eastern Academy of Management - International, Dubrovnik, Croatia, 2019 (Management Education & Development track)

## **PROFESSIONAL AFFILIATIONS**

Academy of Human Resource Development  
International Leadership Association  
Society for Human Resource Management