

Konstantinos Tasoulis, Ph.D.

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EDUCATION

2002 – 2007 **Ph.D., Human Resource Management**, University of Bath, Bath, UK

Ph.D. Scholarship awarded by Alexander Onassis Public Benefit Foundation

1999 - 2000 **MSc in Management with Human Resource Management**, University of Bath, Bath, UK

Degree awarded with Distinction

1996 - 1999 **BA in Economics**, University of the West of England, Bristol, UK

Degree awarded with First class Honours, ranked 2nd in the School of Economics

EMPLOYMENT

Associate Professor, HRM

ALBA Graduate Business School

The American College of Greece

09/2016 – Today

Athens, Greece - www.alba.edu.gr

- Joint appointment at ALBA Graduate School and Deree School of Business

Associate Professor, HRM

School of Business, Deree – The American College of Greece

01/2014 – Today

Department of Management

Athens, Greece - www.acg.edu

- Assistant Department Head (2014 - 2016) - Led or contributed to a variety of academic and administrative issues (e.g. new program development, program validation, faculty selection, orientation, training & evaluation, assessment design, student advising). Represented the department in a variety of committees and events
- Taught courses in the areas of Strategic HRM, Leadership, Business Strategy, Research Methods, Organisational Behaviour, Training and Development.
- Conducted research studies in the fields of Leadership, HRM and Development (see list of publications)
- Led or participated in various ACG groups and committees (e.g. Teaching and Learning Centre, International Honors Program, Senior Exit Survey, Business Week Conference).
- Consulted the executive committee on the development of a performance management system for teachers at Pierce
- Supervised dissertations for the International Honors Program

Assistant Professor, HRM

Graduate School of Deree – The American College of Greece

07/2010 – 12/2013

Athens, Greece - www.acg.edu

- MBA Co-ordinator (11/2011 – 11/2013)
- MS Leadership Co-ordinator (01/2012 - 06/2014)
- Managed graduate students admissions and guided student development throughout their studies
- Co-determined the selection of faculty in the graduate programs
- Designed a graduate program in Strategic HRM; contributed to the redesign of the MBA and the MS in Leadership
- Conducted research studies and published articles in academic journals, leading national newspapers and industry journals
- Taught graduate-level courses (Strategic HRM, Leadership, Performance Management and Coaching)
- Designed customised HRM and Leadership seminars for international students, private organisations and professional groups (e.g. MBA Sharda University, Hellenic Institute of Insurance Studies)
- Promoted the Graduate School of Deree through invited talks and speeches at conferences and networking events
- Participated in various ACG groups and committees (e.g. Graduate Curriculum Committee, Graduate Studies Committee) and contributed to the design of the Graduate School Faculty Manual
- Initiated a partnership between ACG and 'Future Leaders'

Konstantinos Tasoulis, Ph.D.

Senior Consultant

PricewaterhouseCoopers

06/2007 – 06/2010, reported to the Director of HR Advisory Services

Athens, Greece – www.pwc.com/gr

- Managed HR consulting projects for multinational clients in various industry sectors (e.g. banking, construction, retail, leisure, sports)
- Gained expertise through projects in performance management, salary benchmarking and reward management, talent management, employee assessment and development, career management, and organisational restructuring.
- Trained executives, managers and HR teams on behalf of the PwC Academy (Indicative courses: Strategic HRM, recruitment and selection, performance management and development, HR metrics, train the trainer)
- Designed and conducted research studies (HRM in Greece, Performance management, The employment of graduates)
- Participated in PwC Marketing and CSR activities through presentations in conferences, preparation of speeches, articles in the press and company newspaper

Research and Teaching Associate

09/2002 – 03/2007

**University of Bath, School of Management
Work and Employment Research Centre
Change Management Consortium**

Bath, UK - <http://www.bath.ac.uk/management>

- Taught graduate and undergraduate level courses (Bath MBA, Bath MBA in Athens, MSc in Management, BBA) related to Strategy and HRM; Industrial Relations; Cultures, Work and Society; Action and Portfolio Projects.
- Supervised over 30 MBA / MSc dissertations
- Contributed to a range of research projects as a member of the Work and Employment Research Centre and the Change Management Consortium (e.g. research design, data collection, qualitative and quantitative analysis, report writing, dissemination of findings)

Cadet / Second Lieutenant (Part of Military service obligations)

Signals Corps, Hellenic Army

10/2000 – 09/2002

Various locations, Greece – www.army.gr

- Trained as reserve military officer
- Led small teams of soldiers in military guardhouses responsible for signal corps activities
- Managed warehouses with military camp supplies and outdoor equipment

SCHOLARLY & PROFESSIONAL ACTIVITIES

Adjunct Instructor

New York University

School of Continuing and Professional Studies

06/2015

New York, NY, US - www.nyu.edu

- Taught "Leading Global Organisations" to NYU graduate students
- Organised experiential leadership activities and site visits to Expedia, John Laing Group, Viacom

Scholar-In-Residence

New York University

06/2014 - 07/2014

New York, NY, US - <http://www.nyu.edu/frn>

- Selected by NYU as a Scholar in Residence for the Faculty Resource Network
- Initiated a research project in progress: "Leader Integrity: Antecedents, contextual influences, and outcomes"
- Delivered invited lectures at New York University

Editorial Board Member

International Leadership Journal, Thomas Edison State College

02/2014 – Today

Trenton, NJ, US - <http://www.tesc.edu/business/leadership-journal.cfm>

- Reviews academic articles submitted to the International Leadership Journal

PhD Supervisor

International School of Management

01/2013 – Today

Paris, France - <http://www.ism.edu/>

Konstantinos Tasoulis, Ph.D.

- Supervises 2 PhD student in the areas of emotional intelligence across cultures and leadership in higher education

Strategic HRM Consultant

SOFMAN

06/2012 – Today

Athens, Greece - <http://www.sofman.gr/en>

- Advises the CEO of SOFMAN S.A. on leadership and strategic HRM
- Led the design of policies and practices in the areas of selection, training and performance management

Trainer

Various organisations

Various dates

- Soft Management Skills, Nomiki Vivliothiki (05. 2016)
- Leadership training for middle-level managers at Deloitte (06.2013)
- Management skills training for managers and employees in the Insurance industry - EIAS (2012 / 2013)
- Management skills for trade union representatives, Xanthi, Greece (2011)

PROFESSIONAL DEVELOPMENT

- Creative teaching
- Designing effective assessments, American College of Greece (seminar, 2015)
- On-line course design, New York University (1 day, 2014)
- Pedagogical methods, New York University (1 day, 2014)
- Big blue button (on-line training), New York University (1 day, 2014)
- Case Study Teaching, ECCH (1 day, 2011)
- Presenting Magically, Stockdale & Associates (3 days, 2011)
- Consulting Skills, PricewaterhouseCoopers (3 days, 2009)
- United Nations Global Compact, Corporate Social Responsibility Institute Hellas (1 day, 2009)
- Finance for Non-Financial Managers, PricewaterhouseCoopers (1 day, 2008)
- Advanced Negotiation Skills, Shapiro Negotiations Institute (Half day, 2008)
- Teaching Development, University of Bath Staff Development Unit (30 days, 2002-2004)

CERTIFICATIONS / ACCREDITATIONS

- Investors in People Specialist Adviser Training, Investors in People UK (3 days, 2009)
- Certified trainer for LAEK programs
- Saratoga Accreditation Programme, PricewaterhouseCoppers (3 days, 2008)

PUBLICATIONS / CONFERENCE PAPERS

- **Tasoulis**, K. and Purcell, J. (under review). "Employee reactions to change management interventions: The role of perceived organisational support" (in progress).
- Theriou, G, **Tasoulis**, K. and Kelsidou, E. (2016). "Experiential Learning in Leadership: A leadership development simulation exercise". *International Leadership Journal*. June, 8 (2), pp 104-115. Available at: http://www.tesu.edu/documents/ILJ_Summer_2016.pdf
- Vlachos, P. Krepapa, A. Koritos, C. **Tasoulis**, K. and Theodorakis, I. (2016). "Containing CSR Scepticism: A comparison of Cause-Related Marketing Quantifiers on Customer Attributions of Corporate Motives". *Corporate Reputation Review*. February, Vol 19, 1, pp4-21.
- **Tasoulis**, K. (2015). Love responsibility. *Kathimerini*, English Edition. Available at: <http://www.ekathimerini.com/201504/opinion/ekathimerini/comment/love-responsibility>
- Syed, K. **Tasoulis**, K. and Progoulaki, M. (2015). "Onshoring high rank sea farers: A source of competitive advantage?" Paper presented at the European Conference on Shipping, Intermodalism and Ports. June, Chios, Greece.
- Sharmad, F. and **Tasoulis**, K. (2014). Emotional Intelligence, Team Learning Effectiveness, and Academic Performance: A Quantitative Study of Middle Managers Attending Corporate Education Programs. *Global Review: A Biannual Special Topics Journal*, Vol1. No2, pp57-72.
- Patra E. and **Tasoulis** K. (2013). "HRM Practices in the Greek crisis: Retrenching Engagement?" Paper presented at the ILERA HRM Conference. Amsterdam, June.

Konstantinos Tasoulis, Ph.D.

- **Tasoulis, K.** (2011). "Facing the labour market". Kathimerini (Leading national newspaper in Greece), Special Edition, 17.09.2011
- PricewaterhouseCoopers. (2010). "Performance Management in the Shipping Sector." Research Report. Role: Project Team Member.
- PricewaterhouseCoopers. (2008). "Dreams and Realites: Studies and Employment of Graduates." Research Report. Role: Project Manager.
- **Tasoulis, K.** (2007). "Case Study: E-shop creation and barriers of e-business / Fleria Floral Creations, Greece". European Union, Sectoral e-Business Watch.
- **Tasoulis, K.** (2006). "The causal powers of human resource management and employee work values in the employment relationship". Unpublished doctoral thesis, University of Bath.
- Work and Employment Research Centre. (2006). "Front line managers and the link with performance". Research Report, University of Bath. Role: Research Officer.
- **Tasoulis, K.** and Purcell, J. (2005). "HRM, employee multiple value systems and work attitudes: A conceptual framework". Paper presented at the 55th annual British Universities Industrial Relations Association Conference, Newcastle, Great Britain
- **Tasoulis, K.** and Purcell, J. (2005). "Relationships of perceptions of organisational culture, people management and employee attitudes". Paper presented at the International Management Conference on Knowledge, Culture and Change, Rhodes, Greece.
- Change Management Consortium. (2005). "Performance management for senior civil servants". Research Report. Role: Research Assistant
- Change Management Consortium, (2004). "Organisational and cultural change in the British Ministry of Defence". Research Report. Role: Research Assistant
- Purcell J. et al, (2003). "Understanding the People and Performance link: Unlocking the black box", CIPD, London. Role: Research Assistant

MEMBERSHIPS

- EMRBI, Leadership Group / HRM Group
- Hellenic Management Association (ΕΕΔΕ) / EIMAD - Hellenic Institute of HRM (ΙΜΑΔ)
- HR Professionals Group, University of Bath

LANGUAGES

- Greek: Mother tongue
- English: Fluent – Holder of Cambridge Proficiency Certificate in English
- French: Good – Holder of Certificat de Langue Francaise
- Spanish: Moderate

COMPUTER SKILLS

- Proficient user of MS-Office tools (Word, Excel, PowerPoint, Visio) and various internet applications
- Proficient user of SPSS, NVIVO and Microfit