

CURRICULUM VITAE

September 2016

Seraphim Voliotis

Date of Birth : 13th September 1968
Nationality : Greek
Marital Status : Married, father of one
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TEACHING

Oct. 2011 – : Assistant Professor of Strategy, ALBA Graduate Business School at the American College of Greece
Oct. 2014 – : Lecturer, Hellenic Air Force War School
May 2010 – : Visiting Faculty, University of Cyprus, MBA program
Oct. 2008 – : Lecturer, Hellenic Naval War School
Sep. 2006 – Oct. 2011 : Adjunct Professor of Strategy, ALBA Graduate Business School
Oct. 2003 – Aug.2006 : Visiting Lecturer, ALBA Graduate Business School
Sep. 1991 – Sep. 1993 : Teaching Assistant, Mathematics, Imperial College, University of London

COURSES OFFERED

- Negotiation area: Foundational, Advanced, Legal Aspects, Mediation
- Strategy area: Applied Game Theory for War, for Business; Strategic Law; Management of Legal Conflict
- Ethics are: Ethics of Negotiation, Business Ethics, Ethics of War
- Mathematics area: Business Mathematics, Mathematics for Lawyers

PUBLICATIONS (peer reviewed)

- 2016: Perception-induced effects of Corporate Social Irresponsibility (CSiR) for Stereotypical and Admired Firms. *Frontiers in Psychology*, 7: 970. (with Vlachos and Epitropaki).
- 2015: Establishing the Normative Standards that Determine Deviance in Organizational Corruption: Is Corruption Within Organizations Antisocial or Unethical?, *Journal of Business Ethics*, in press.
- 2011: Abuse of Ministerial Authority, Systemic Perjury, and Obstruction of Justice: Corruption in the Shadows of Organizational Practice, *Journal of Business Ethics*, 102: 537–562.
- 1997: A Homomorphic Integral, S. Voliotis & C. Barnett, *Soochow Journal of Mathematics*, Vol 23, No. 2, pp 119-140, April 1997.
- 1995: Stopping and Integration in a Product Structure, C. Barnett & S. Voliotis, *Journal Operator Theory* 34 (1995), 145-175.

RESEARCH CURRENTLY IN PROGRESS

- **Ethics:** Corruption, Ethical Decision Making, Deception
 - 2nd Order Corruption: Refining a Promising Concept
 - Corruption By Organizations: Do Corrupt Organizations commit Corruption?
 - The Institutional Foundations of Corruption
 - Deception in Business Venturing: Early Stages of Capital Venturing (with V. Theoharakis)
- **Deviance:** Corruption, Ethical Decision Making, Deception, Stereotypes
 - The Specification and Moral Evaluation of Organizational Deviance
 - The Functional Evaluation of Organizational Deviance
 - Moral Authority in the Organization
- **Stereotypes:**
 - The Accountant Stereotype (with P. Vlachos)
- **Corporate Social Responsibility**
 - Microfoundations of CSR (with P. Vlachos and O. Epitropaki)
 - CEP and CFP: the Mediating Role of Employees (with P. Vlachos and P. Avramidis)

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- Too Much of a Good Thing? From CER to Employee Satisfaction: A Moderated Mediation Theoretical Model (with P. Vlachos, P. Avramidis, D. Bacharach)
- Responsible by Proxy: Moral Identity and the Competitive Micro-dynamics of CSR (with A. Key, P. Vlachos, O. Epitropaki, and K. Aquino)
- **Law: Evidence in Criminal Litigation**
 - The Burden of Proof in Criminal Trials
- **Negotiation & Mediation:** research project
 - Negotiation Reloaded: Re-calibrating the Mathematical and Psychological approaches to Negotiation

ACADEMIC CONFERENCES & REVIEWING

- September 2016: Corruption in Education: What is it Really About and why Does it Matter? *Integrity as a Way Forward, Inaugural Mediterranean Conference, American College of Greece.*
- June 2016: Science and Engineering Ethics, ad hoc reviewing.
- January 2016: Member of Editorial Board: *Frontiers in Psychology - Organizational Psychology* (IF: 2.6)
- September 2015: Member of Best Paper Awards committee, EGOS 2015 colloquium in Athens.
- July 2015: Co-convenor of the Postdoctoral and Early Career Scholars Pre-colloquium Workshop EGOS 2015 colloquium in Athens.
- May 2014 - : member of EGOS 2015 Athens colloquium Advisory Committee
- May 2014: Article reviewer for International Negotiations Research Association Colloquium in Iceland.
- September 2013: Member of local organizational committee of the EGOS 2015 conference in Athens.
- April 2013: Inaugural meeting of International Negotiations Research Association – founding member, Athens Greece
- September 2010: Integrating Emotions in the Practice of Strategy: A Natural Fit? *Strategic Management Society Annual Conference, Rome.*
- May 2010: Humanistic Management: Exploring the *Why?*, 16th International IESE Symposium of Business Ethics, Barcelona, Spain.
- March 2010: Integrating Cognition Research in the Strategy-as-Practice Agenda., *Strategic Management Society Special Conference: Intersections of Strategy Processes and Strategy Practices, Finland.*
- March 2010: Difference in Levels of Construal: Explaining the Implementation Gap and Strategy Emergence at a Micro-level, *Strategic Management Society Special Conference: Intersections of Strategy Processes and Strategy Practices, Finland.*

THE NEGOTIATION CHALLENGE: international business and law school negotiation competition

- 2011 – 2014: Coach of ALBA Graduate Business School team (3rd place, 2014, in Reykjavik competition)
- 2013 : Local organizer in Athens competition
- 2012 : Judge in Paris competition

ACADEMIC EDUCATION

- Sep. 1990 – Mar. 1994 : Ph. D. in Pure Mathematics (Stochastic Analysis and Operator Theory), Imperial College of Science and Technology, University of London
- Mar. 1994 : Diploma of Imperial College in Mathematics
- Mar. 1993 : M. A. College, University of Cambridge
- Sep. 1989 – Jun. 1990 : M. Math. (Diploma of Advanced Studies in Mathematics, Part III Mathematics Tripos, Honours), University of Cambridge
- Sep. 1986 – Jun. 1989 : B. A. (Parts Ia, Ib and II Mathematics Tripos, Honours), Trinity College, University of Cambridge – First Class, Junior and Senior Scholarships

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VOCATIONAL TRAINING

- Sep. 2006 – Jun. 2008 : Research Methods in Social Science (distinction), Research Degrees Programme, Aston University, UK
- August 2003 : Centre of Effective Dispute Resolution (CEDR), London - Mediator Accreditation
- Jan. 1999– Dec. 2000 : M.B.A. (Finance), ALBA Graduate Business School, (Highest Honours)
- Oct. 1995 : Bar of England and Wales (Barrister: employed practice 2002-2011)
- Sep. 1994 – Jun. 1995 : City, University of London (commendation; distinction in Negotiations; specialization in Company and Competition Law)
- Sep. 1993 – Jun. 1994 : University of Law, London, Diploma in Law (CPE)

ARTICLES IN THE PRESS, PROFESSIONAL PUBLICATIONS CONFERENCES

- “The Management of Conflict: Playing with Fire?” Business Partners, September-October 2016.
- “Out-of-court Settlement: When and How?” Greek Law Journal ΣΥΝΗΓΟΡΟΣ (advocate), Sept. 2016.
- “Moral Awareness and Amoralism in the Workplace” Leading-Association of Top Executives, July 2015.
- “Negotiations in the Workplace”, HERMES (Athens College Alumni Newsletter), March 2015.
- “Positive Negotiations”, HR Professional, 1/1/2014
- “The Artful Corporation: About Art and Logic in the Workplace”, Leading-Association of Top Executives, December 2013.
- “Efficiency Indexes and Resource Distribution in Organizations: Shades of Gray”, HR Professional, 1/2/2013
- “Negotiation Leverage” Kathimerini newspaper, 12/10/2012.
- “An Important Negotiation” Kathimerini newspaper, 7/10/2012.
- “Principled Negotiation in times of Crisis” ALBA Executive Briefings, November 2010.
- “Impact of Negotiations on Mediation & Mediation Ethics” Mediation in Cross Border Disputes, International Conference (CMAP, GEMM, EJTN, HMAC), Athens, Greece, October 2007.

SPEECHES, SEMINARS & OTHER ACADEMIC ACTIVITIES

- *Negotiations for Lawyers, Nomiki Vivliothiki* (premier Legal Publisher in Greece – October 2016).
- *Legal Conflict: Negotiation and Strategy* (Athens College Alumni, Lawyers Group, June 2016).
- *Negotiations for Lawyers, Nomiki Vivliothiki* (premier Legal Publisher in Greece – April 2016).
- *Negotiations: Executive Seminar, Eurobank* (series of 10 seminars: November 2015 – June 2016).
- *Negotiations in the Euro-zone*, Field-trip speech German, US and Indian Business Schools (2015 & 2016).
- *Negotiations: Executive Seminar, NN Hellas* (December 2015).
- *Negotiations: Executive Seminar, ING Hellas* (December 2015).
- *Negotiations: Executive Seminar, Titan Cement* (November 2015).
- *Negotiations: Executive Seminar, Novo Nordisk Hellas* (November 2015).
- *The Artful Corporation: Art and Logic in the Workplace: Speech at Herakledon Museum*, (January 2015)
- *Women in Leadership Conference: Women as Negotiators* (December 2014)
- *SAKA Athens College Development Series: Negotiation as Communication* (November 2014)
- *SEV Start-up Initiative: Start-up Negotiations* (November 2014)
- *Negotiations(Foundational): Executive Seminar, Interamerican* (September 2014)
- *Negotiations(Foundational): Executive Seminar, ING* (June 2014)
- *Negotiations(Foundational): Executive Seminar, Novo Nordisk* (Dubai) (May 2014)
- *Commercial and Workplace Mediation: Speech at SEV-ALBA conference on Mediation* (February, 2014)
- *The Artful Corporation: Art and Logic in the Workplace: Speech at Herakledon Museum*, (Dec. 2013)
- *Workplace Mediation: A New Tool for an Old Organizational Problem: Speech* (December 2013)
- *Mastering Negotiations: Executive Seminar, Eurobank Financial Planning Services* (December 2013)
- *Foundational Negotiations: Open Executive Seminar* (November 2013)
- *Foundational Negotiations: Executive Adriaki Shipping* (November 2013)
- *Foundational Negotiations: Executive Interamerican* (June 2013)
- *Negotiations(Advances): Executive Seminar, Eurobank* (March 2013)
- *Negotiations(Foundational): Executive Seminar, Novo Nordisk* (Dubai) (Feb. 2013)

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- *Behavioural Decision Making*: Graduation Speech, EFG Eurobank (Jan. 2013)
- *Negotiations(Basic)*: Executive Seminar, EMMA S.A. (Nov. 2012)
- *Negotiations(Basic)*: Open Executive Seminar, ALBA (Oct. 2012)
- *Negotiations(Advanced)*: Open Executive Seminar, ALBA (June. 2012)
- *Dealing with Difficult Customers*: AlphaBank (July 2011)
- *Behavioural Decision Making*: Graduation Speech, EFG Eurobank (Jan. 2011)
- *Negotiations(Basic and Advanced)*: Open Executive Seminar, ALBA (Sep. 2010)
- *Negotiations*: Executive Seminar, Carrefour Marinopoulos (Sep. 2008)
- *Strategic Thinking*: Executive Seminar, EFG Eurobank, Salonica (Apr. – May. 2008)
- *Mediation practice for businesses*: Speech at Athens Money Show (Feb. 2008)
- *Negotiations*: Executive Seminar, Novo Nordisk (Jan. 2008)
- *Mediation and Negotiation Ethics*, International Conference on Mediation, Athens (Dec. 2007).
- *Behavioural Decision Making*: Executive Seminar, Vodafone Hellas (Nov. 2007)
- *Negotiations*: Executive Seminar, Overseas Shipholding Group Inc. (Oct. 2007)
- *The Evolution of Cooperation*: Executive Seminar, ELVAL S.A. (ASE listed) (Jul. 2007)
- *Mediation; from theory to practice*: Speech at Piraeus Bar Association (Jun. 2007)
- *Co-opetition: balancing between competition and cooperation*: Microsoft Hellas (May 2007)
- *The Evolution of Cooperation*: Microsoft Hellas (Mar. 2007)

PROFESSIONAL ACTIVITIES & CORPORATE POSITIONS

- Sep. 2007 – : Mediation & Negotiation: Practice, Consulting, Coaching
- Nov. 2015 – : Part-time Legal Counsel (employed barrister) LINAI S.A.
- Sep. 2004 – Apr. 2010
- May 1997 – : Member of Board of Directors: LINAI S.A., PROMETRIKI S.A. AKIS S.A.,
DIPROTIPON S.A., Public Works and Property Developing
Legal Counsel DIAKENTROS S.A., LINAI S.A.
- May 1997 – Oct. 2011 : Managing Director AKIS S.A.
- Jan. 2001 – Jun. 2002 : Managing Director TECHN-ER S.A.
- Sep.1995 – May 1997 : Air Force (Sergeant – Legal Officer), stationed at the Press Office of the
Hellenic National Defence General Staff

CONTINUING PROFESSIONAL DEVELOPMENT: SEMINARS and COURSES ATTENDED

- *Company Law Refresher*: The Legal Practitioner, London (Dec. 2008)
- *Criminal Law Refresher*: The Legal Practitioner, London (Dec. 2006)
- *Advanced Advocacy and Ethics*: Lincoln’s Inn, Bar of England and Wales, London (Nov. 2005)
- *Forensic Accounting*; Financial Training Centre, Bar of England and Wales, London (Sep. 2005)
- *The Economics of Pricing*: prof. K. Axaroglou. ALBA Graduate Business School (Mar. 2004)
- *Leadership and Emotional Intelligence*: prof. R. Boyatzis, Case Western Reserve University (Jun. 2003)
- The Third European Conference on Organizational Knowledge, Learning and Capabilities (Apr. 2002)
- *Corporate Valuation*: prof. A. Damodaran , Loenard Stern School of Business, N.Y.U. (May 2001)
- *Option Pricing*: prof. M. Rubinstein, University of California at Berkley (Jun. 2000)

LANGUAGES & COMPUTER LITERACY

- Greek : Native
- English : Near native
- MS: Word, Excel, Outlook, Power Point, Access, Project, VBA (basic working knowledge for Excel)

AWARDS – SCHOLARSHIPS

- Aston University Research Methods in Social Science: Distinction (2008)
- ALBA Graduate Business School: Highest Honours (2000)
- Inns of Court School of Law: Commendation (1995)
- S.E.R.C. research grant, Imperial College, University of London (1990-1994)
- University of Cambridge, Trinity College: Junior and Senior scholarships (1986-1989)
- Athens College: Mathematics Prize (1986)

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MEMBERSHIPS – ASSOCIATIONS

- Bar of England and Wales (1995 -)
- Academy of Management (2008 - 2015)
- Strategic Management Society (2008 - 2014)
- CEDR mediator accreditation (2003 -)
- Lincoln's Inn (May 1994 -)
- ALBA Graduate Business School Alumni Association (2003 -)
- Chairman of the Board, ALBA Graduate Business School Alumni Association (2003)
- College of Law – Alumni Association (1995 -)
- Imperial College, University of London – Alumni Association (1994 -)
- Trinity College, University of Cambridge – Alumni Association (1989 -)
- Athens College - Alumni Association (1986 -)
- Athens College – A (athletics) Association (1984 -1986)