

## **CHARALAMPOS MAINEMELIS**

Professor of Organizational Behavior  
ALBA Graduate Business School  
The American College of Greece  
6-8 Xenias St., Athens, 115 28 Greece  
Web site: [www.mainemelis.com](http://www.mainemelis.com)  
email: [bmainemelis@gmail.com](mailto:bmainemelis@gmail.com)



## **PERSONAL HISTORY**

Born: 19/7/1970, Thessaloniki, Greece  
Nationalities: Greek, Italian  
Languages: English, Greek, Italian  
Marital: Married to Elena Elisa Negrato  
Children: Lydia, Iris, Gianluca

## **EDUCATION**

Ph.D., Organizational Behavior, Case Western Reserve University, Ohio, 2001  
MBA, University of San Francisco, California, 1996  
B.Sc., Economics, Aristotle University of Thessaloniki, Greece, 1994

## **ACADEMIC APPOINTMENTS**

Professor, ALBA Graduate Business School, Greece, 2016-  
Associate Professor, ALBA Graduate Business School, Greece, 2009-2016  
Assistant Professor, London Business School, United Kingdom, 2001-2009

## **VISITING & ADJUNCT POSITIONS**

Porto Business School, Portugal, 2004-  
London Business School, United Kingdom, 2009-2015  
Sogang University, South Korea, 2009  
ALBA Graduate Business School, Greece, 2005-2009  
University of San Francisco, California, 1998

## **RESEARCH AWARDS**

Best Article Award Finalist, *Academy of Management Annals*, 2015  
Outstanding Reviewer Award, *Academy of Management Review*, 2014  
Best Article Award Winner, *Academy of Management Review*, 2010  
Outstanding Reviewer Award, *Academy of Management Review*, 2009

## **TEACHING AWARDS**

MBA Innovation Award, *Association of MBAs*, 2015

## **EDITORIAL BOARDS**

*Academy of Management Review*, Member of the Editorial Board, 2009-  
*Frontiers in Psychology*, Member of the Editorial Board, 2015-

## **GUEST EDITORIALS**

*Journal of Organizational Change Management*, Guest Editor (with Y. Altman) of the special issue on “Work and Play”, 2010

## **EDITORIAL & SCIENTIFIC COMMITTEES**

*4<sup>th</sup> Israel Organizational Behavior Conference*, Member of the Scientific Committee, 2017  
*Academy of Management Review*, Member of the Best Paper committee, 2016  
*31<sup>st</sup> EGOS Colloquium*, Member of the Best Papers Committee, 2015  
*31<sup>st</sup> EGOS Colloquium*, Member of the Program Advisory Committee, 2015  
*Academy of Management Review*, Chair of the Best Paper committee, 2013  
*Academy of Management Review*, Member of the Best Paper committee, 2012  
*Academy of Management, Organizational Behavior Division*, Member of the Outstanding Paper in Organizational Behavior committee, 2011

## **ARTICLES IN REFEREED ACADEMIC JOURNALS**

1. Mayo, M., Kakarika, M., Mainemelis, C., & Deuschel, N. (2016). A metatheoretical framework of diversity in teams. *Human Relations*. DOI: 10.1177/0018726716679246.
2. Epitropaki, O., Kark, R., Mainemelis, C., & Lord, R. G. (2017). Leadership and followership identity processes: A multilevel review. *Leadership Quarterly*, 28, 104-129.
3. Lin, B., Mainemelis, C., & Kark, R. (2016). Leaders' responses to creative deviance: Differential effects on subsequent creative deviance and creative performance. *Leadership Quarterly*, 4: 537-556.
4. Mainemelis, C., Nolas, S-M., & Tsirogianni, S. (2016). Surviving a boundaryless creative career: The case of Oscar-nominated film directors, 1967-2014. *Journal of Management Inquiry*, 25: 262-285.
5. Mainemelis, C., Kark, R., & Epitropaki, O. (2015). Creative leadership: A multi-context conceptualization. *Academy of Management Annals*, 9, 393-482. (*AMA 2015 Best Article Award Finalist*)
6. Mainemelis, C., & Altman, Y. (2010). Work and play: New twists on an old relationship. *Journal of Organizational Change Management*, 23, 4-9.
7. Mainemelis, C. (2010). Stealing fire: Creative deviance in the evolution of new ideas. *Academy of Management Review*, 35, 558-578. (*AMR 2010 Best Article Award Winner*)

8. Mainemelis, C., & Ronson, S. (2006). Ideas are born in fields of play: Towards a theory of play and creativity in organizational settings. *Research in Organizational Behavior*, 27, 81-131.
9. Mainemelis, C. (2002). Timelessness and nonephemeral knowledge. *Academy of Management Review*, 27, 340-343.
10. Mainemelis, C. (2002). Time and timelessness: Creativity in (and out of) the temporal dimension. *Creativity Research Journal*, 14, 227-238.
11. Mainemelis, C., Boyatzis, R. E., & Kolb, D. A. (2002). Learning styles and adaptive flexibility: Testing experiential learning theory. *Management Learning*, 33, 5-33.
12. Essex, E. M., & Mainemelis, C. (2002). Learning from an artist about organizations: The poetry and prose of David Whyte at work. *Journal of Management Inquiry*, 11, 148-159.
13. Mainemelis, C. (2001). When the muse takes it all: A model for the experience of timelessness in organizations. *Academy of Management Review*, 26, 548-565.
14. Bradbury, H., & Mainemelis, C. (2001). Learning history and organizational praxis. *Journal of Management Inquiry*, 10, 340-357.

## BOOK CHAPTERS

15. Epitropaki, O., & Mainemelis, C. (2016). The “genre bender”: The creative leadership of Kathryn Bigelow. In Peus, C., Braun, S., & Schyns, B. (Eds.) *Leadership Lessons from Compelling Contexts, Monographs in Leadership and Management, Vol. 8* (275-300). Bigley, UK: Emerald Group Publishing Limited.
16. Mainemelis, C., & Dionysiou, D. D. (2015). Play, flow, and timelessness. In C. Shalley, M. Hitt, & J. Zhou (Eds.), *The Oxford Handbook of Creativity, Innovation, and Entrepreneurship* (121-140). NY: Oxford University Press.
17. Mainemelis, C., & Epitropaki, O. (2013). Extreme leadership as creative leadership: Reflections on Francis Ford Coppola in the Godfather. In Giannantonio, C. and Hurley-Hanson, A. (Eds.), *Extreme Leadership: Leaders, Teams, and Situations Outside the Norm* (187-200). Northampton, MA: Edward Elgar Publishing.
18. Mainemelis, C. (2011). Δημιουργική ηγεσία και προσαρμοστική ευελιξία σε δύσκολους καιρούς. In Epitropaki, O., Kyriakopoulos, K., & Zarkos, S. (Ed.), *Το Μάνατζμεντ σε Καιρούς Κρίσης* (117-126). Athens: Kastaniotis.
19. Boyatzis, R. E., & Mainemelis, C. (2011). Assessing the distribution of learning and adaptive styles in an MBA program. In S. Rayner & E. Cools (Eds.), *Style Differences in Cognition, Learning, and Management: Theory, Research, and Practice* (pp. 99-114). NY: Routledge.

20. Kolb, D. A., Boyatzis, R. E., & Mainemelis, C. (2001). Experiential learning theory: Previous research and new directions. In R. J. Sternberg & L. F. Zhang (Eds.), *Perspectives on Thinking, Learning, and Cognitive styles* (pp: 227-247). Mahwah, NJ: Lawrence Erlbaum.

## PRESENTATIONS AT ACADEMIC CONFERENCES

21. Dionysiou, D., & Mainemelis, B. (2017). When flexibility is not an option: Play as an antidote to strong controls on routine performance. *77<sup>th</sup> annual meeting of the Academy of Management*, Atlanta.
22. Mainemelis, B., & Stierand, M. (2016). What if play were the core motive of work? *76<sup>th</sup> annual meeting of the Academy of Management*, Anaheim.
23. Epitropaki, O., Kark, R., & Mainemelis, C. (PDW Convenors, 2016). Creative leadership: Multi-context investigations. *32<sup>nd</sup> EGOS Colloquium*, Naples.
24. Stierand, M., Mainemelis, C., Dörfler, V., & Sadler-Smith, E. (2016). The role of aesthetic knowledge in the creative process of expert chefs. *32<sup>nd</sup> EGOS Colloquium*, Naples.
25. Dionysiou, D., & Mainemelis, C. (2016). Routines and anti-routines: The paradoxical symbiosis of routines and play behavior. *8<sup>th</sup> International Symposium on Process Organization Studies*, Corfu.
26. Korchagina, N., & Mainemelis, C. (2016). Exploring the relationship between skill and creativity: A phenomenological perspective. *8<sup>th</sup> International Symposium on Process Organization Studies*, Corfu.
27. Mainemelis, C. (2015). A theory of adaptive responses to the sociological ambivalence of creativity. *75<sup>th</sup> annual meeting of the Academy of Management*, Vancouver.
28. Dionysiou, D. D., & Mainemelis, C. (2015). Anti-routines: The paradoxical symbiosis of routines and play behavior. *75<sup>th</sup> annual meeting of the Academy of Management*, Vancouver.
29. Kark, R., Mainemelis, C., & Lin, B. (2015). Playful leaders: Walking the rope between creative deviance and conformity. *75<sup>th</sup> annual meeting of the Academy of Management*, Vancouver.
30. Komporozos-Athanasiou, A., Mainemelis, C., & Peretz, M. (sub-theme conveners, 2015). Organizations and the imagined life: Perspectives on imagination, creativity and novelty. *31<sup>st</sup> EGOS Colloquium*, Athens.
31. Korchagina, N., & Mainemelis, C. (2015). Finely honed skill and primordial familiarity in collective creative performance: Exploring the perennial question of optimal experience. *7<sup>th</sup> International Symposium on Process Organization Studies*, Kos.

32. Kark, R., Epitropaki, O., & Mainemelis, C. (2015). 'Follow the leader(?)': Creative leadership at play in multiple contexts. *10<sup>th</sup> Organisation Studies Summer Workshop*, Crete.
33. Dionysiou, D. D., & Mainemelis, C. (2014). Anti-routines: The paradoxical symbiosis of routines and play behavior. *6<sup>th</sup> International Symposium on Process Organization Studies*, Rhodes.
34. Lin, B., Kark, R., & Mainemelis, B. (2013). Leaders responses to creative deviance. *73rd annual meeting of the Academy of Management*, Orlando.
35. Mainemelis, C., & Epitropaki, O. (2013). F. F. Coppola and the making of the Godfather: A case study on creative leadership. *73rd annual meeting of the Academy of Management*, Orlando.
36. Mainemelis, C. (2013). Panel talk, Flourishing Europe Social Impact Dialogue, *EURAM 2013*, Istanbul. Co-panelists: Margarita Mayo (chair, IESE), John Antonakis (Lausanne), Ronit Kark (Bar-Ilan), Sim Sitkin (Duke), Maurizio Zollo (Bocconi).
37. Mainemelis, C. (2013). Panel talk, *5<sup>th</sup> International Conference on Process Organization Studies*, Crete. Co-panelists: Raghu Gharud (Penn State), Deborah Dougherty (Rutgers), Jacky Swan (Warwick).
38. Mainemelis, C. (2012). What do we know about creative leadership? Panel symposium co-chair and speaker. Panelists: Olga Epitropaki (ALBA, co-chair), Kimberly Jaussi (Binghamton SUNY), Ronit Kark (Bar-Ilan), Jennifer Mueller (Wharton), Pamela Tierney (Portland State). *72<sup>nd</sup> annual meeting of the Academy of Management*, Boston.
39. Mainemelis, C. (2011). Creativity research beyond boundaries: Multi- and interdisciplinary approaches. PDW speaker, *71<sup>st</sup> annual meeting of the Academy of Management*, San Antonio.
40. Mainemelis, C. (2010). Towards a better understanding of individual adaptability at work. Symposium discussant, *70<sup>th</sup> annual meeting of the Academy of Management*, Montreal.
41. Mainemelis, C., Nolas, S. M., & Tsirogianni, S. (2008). Auteurs as microcosms: Identity play and career creativity in Hollywood, 1967-2007. *24<sup>th</sup> EGOS Colloquium*, Amsterdam.
42. Mainemelis, C. (2008). Creativity and deviance at work. *INSEAD-London Business School Organizational Behavior Symposium*, London.
43. Mainemelis, C. (2007). Creative deviance and the evolution of new ideas. *67<sup>th</sup> annual meeting of the Academy of Management*, Philadelphia.
44. Mainemelis, C. (2007). Elegant minds in bête-noir suits: Why brilliant ideas trigger illegitimate acts. *PDMA Conference on Creativity*, Manchester Business School.

45. Mainemelis, C. (2005). An empirical examination of timelessness and creativity. *65<sup>th</sup> annual meeting of the Academy of Management*, Honolulu.
46. Ronson, S., & Mainemelis, C. (2005). Exploring the functions of play behaviors in organizational life. *65<sup>th</sup> annual meeting of the Academy of Management*, Honolulu.
47. Mainemelis, C. (2005). Adventures, often difficult, creative people: Is emotional intelligence important for creativity in the workplace? *Emotional & Interpersonal Skills Conference*, University of Macedonia, Thessaloniki.
48. Mainemelis, C., & Ronson, S. (2004). Reconceptualizing the role of play in organizational research. *64<sup>th</sup> annual meeting of the Academy of Management*, New Orleans.
49. Mainemelis, C. (2003). Always beautiful, usually suspect: Play versus work as instrumental topsy-turvy. *63<sup>rd</sup> annual meeting of the Academy of Management*, Seattle.
50. Mainemelis, C. (2003). Discovering play in work, in identity, and in social life. Symposium organizer and chair. Participants: Teresa Amabile (Harvard), Alan Filipowicz (Insead), Herminia Ibarra (Insead), Mark Marotto, Matt Statler, Johan Roos (Imagination Lab Foundation), Sarah Ronson (LBS), Lloyd Sandelands (Michigan), and Bart Victor (Vanderbilt). *63<sup>rd</sup> annual meeting of the Academy of Management*, Seattle.
51. Druskat, V. U., & Mainemelis, C. (2001). A model of team learning and performance in MBA project teams. *General Electric Fund Conference on Advances on Team Learning*, School of Management, Boston University.
52. Mainemelis, C. (2000). The time of creativity: Towards a typological framework. *60<sup>th</sup> annual meeting of the Academy of Management*, Toronto.
53. Boyatzis, R. E., & Mainemelis, C. (2000). An empirical study of the pluralism of learning and adaptive styles in an MBA program. *60<sup>th</sup> annual meeting of the Academy of Management*, Toronto.
54. Bilimoria, D., & Mainemelis, C. (1999). Emerging technologies, pedagogy, and management education in the 21<sup>st</sup> century. *“Reorganizing knowledge, transforming institutions” Conference*, University of Massachusetts at Amherst.

#### **ARTICLES IN PRACTITIONER JOURNALS**

55. Mainemelis, B. (2016). Thrills and risks of creative careers. *Business Partners*, May-June 2016: 12.
56. Mainemelis, B. (2014). The power of words. *Business Partners*, January-February 2014: 12.
57. Mainemelis, C. (2013). “Looks like you wanted it bad enough”: Red Bull, Sebastian Vettel, and creative deviance in the workplace. *ALBA Thinking Out Loud* blogspot.

58. Mainemelis, C. & Harvey, S. (2010). Ideas are born in fields of play: Creativity and play at work. *Rotman Magazine*, Spring 2010: 40-45.
59. Mainemelis, C. & Harvey, S. (2010). Un juego beneficioso para las organizaciones. *Harvard Deusto Business Review*, 196: 38-44.
60. Mainemelis, B. (2010). Η δημιουργικότητα αγαπάει το παιχνίδι. *People Edge*, 38-39.
61. Mainemelis, B. (2009). Οι μορφές του παιχνιδιού στον εργασιακό χώρο. *HR Professional*, 59: 68-69.
62. Mainemelis, B., & Harvey, S., & Peters, G. (2008). Grow and play. *Business Strategy Review*, 19 (1): 38-43.
63. Mainemelis, B. (1992). Τα μεταπτυχιακά διώχνουν μακριά την ανεργία. *Information*, 74: 91.

#### **ARTICLES IN NEWSPAPERS**

64. Mainemelis, B. (2010). Οι σημερινοί εικοσάρηδες. *Καθημερινή*, 19/6: Οικονομία, 15.
65. Mainemelis, B. (2009). Η σημερινή κρίση φωνάζει «τα κεφάλια έξω από το γραφείο.» *Καθημερινή*, 27/9: Οικονομία, 11.
66. Mainemelis, B. (2009). Παραβατικότητα και ελληνικότητα. *Καθημερινή*, 12/8: 11.

#### **OTHER WORKS**

67. Mainemelis, B. (2012). *Ένατος Μήνας* (Book of lyrics). Athens.

#### **REVIEWING**

Academy of Management Journal, Academy of Management Learning & Education, Academy of Management Review, British Journal of Management, Creativity Research Journal, Cross Cultural Management, Entrepreneurship Theory and Practice, Frontiers in Psychology, Human Resources Development Quarterly, Icelandic Research Fund, International Journal of Play, Journal of Business Venturing, Journal of Occupational and Organizational Psychology, M@n@gement, Organization, Organization Science, Organization Studies, Poetics, Small Group Research.

#### **INVITED ACADEMIC PRESENTATIONS**

University of Cyprus, Nicosia, 2016  
Nova School of Business & Economics, Lisbon, 2015  
Bocconi University, Milan, 2013  
University of Bath, Bath, 2008

ALBA Graduate Business School, Athens, 2007  
London School of Economics & Political Science, London, 2006  
INSEAD, Fontainebleau, 2001  
London Business School, London, 2001  
Cleveland Institute of Art, Cleveland, 2000

### **SELECTED KEYNOTE ADDRESSES & PUBLIC SPEECHES**

KEA Copenhagen School of Design & Technology, 2016  
TEDx Academy, Athens, 2010  
Athens College, Athens, 2010  
Moraitis School, Athens, 2010  
London Media Summit, London, 2004  
Institute for Public Policy Research, London City Stock Exchange, 2004  
National Maritime Museum & Royal Observatory at Greenwich, 2002  
Full list available at <http://www.mainemelis.com/en/index.php?about=29>

### **INTERVIEWS AND MENTIONS IN POPULAR MEDIA**

Several interviews and research mentions in *Financial Times*, *Sunday Times*, *Times*, *CBS News*, *Forbes*, *Kathimerini*, *MEGA Channel*, *Exame*, *Media Life*, and other media.  
Full list available at [www.mainemelis.com/en/index.php?about=13](http://www.mainemelis.com/en/index.php?about=13).

### **DOCTORAL SEMINARS TAUGHT**

Creativity & Positive Psychology (London Business School)  
Micro-Organizational Behavior (London Business School)

### **SLOAN FELLOWSHIP COURSES TAUGHT**

Biography (London Business School)  
Leadership Capability (London Business School)

### **EMBA COURSES TAUGHT**

Creativity & Innovation (ALBA Graduate Business School, Sogang University)  
Leadership Development (ALBA Graduate Business School, London Business School)  
Developing Effective Managers in Organizations (London Business School)  
International Assignment, South Africa (London Business School)  
Organizational Behavior (Porto Business School)

### **MBA COURSES TAUGHT**

Creativity & Innovation (ALBA Graduate Business School, co-awarded the *Association of MBAs MBA Innovation Award, 2015*)  
Creativity & Innovation (London Business School)



Leadership Development (ALBA Graduate Business School)  
Global Leadership Assessment for Managers (London Business School)  
Organizational Behavior (London Business School, Porto Business School)  
Managing People & Organizations (ALBA Graduate Business School)  
Global Management (University of San Francisco)  
Managerial Assessment & Development (Case Western Reserve University)  
Human Value in Organizations (Case Western Reserve University)

### **MSc COURSES TAUGHT**

Creativity & Innovation (ALBA Graduate Business School)  
Creating Entrepreneurship (ALBA Graduate Business School)  
Personal Assessment & Development (London Business School)

### **BSc COURSES TAUGHT**

Strategic Management (University of San Francisco)

### **PHD COMMITTEES**

Samuel West, Lund University (opponent, 2015)  
Naoum Mylonas, Aristotle University of Thessaloniki (2011-2015)  
Ben Bryant, London Business School (transfer, 2002)

### **EMBA/MBA PROJECT SUPERVISION AT LONDON BUSINESS SCHOOL**

Fedja Hadzic & Joe Haj Ali (DLEMBA 2009)  
Eric Cohen (SEMBA 2007)  
Chris Hampson (JEMBA 2006)  
Stefan Nicodemou (MBA 2006)  
Malgorzata Grzyb (Sloan 2005)  
Messias Pedreiro Neto & Virgilio de Carvalho Pinto (MBA 2004)  
Juliana Aparo & Diana Maisel (MBA 2003)

### **MSc DISSERTATION SUPERVISION AT ALBA GRADUATE BUSINESS SCHOOL**

Villy Klada (MSc HRM 2015)  
Ioanna Katsavria (MSc HRM 2012)  
Aristeidis Paraskevopoulos (MSc HRM 2010)

### **EXECUTIVE EDUCATION CUSTOMIZED COMPANY PROGRAMS**

ACS, AIG, Barclays, Boehringer Ingelheim, British Telecom, Carrefour, Elval, Ericsson, Eurobank, Henkel, Info Quest, ING, Interamerican, iSquare, iStorm, Kafkas SA, Ladakis SA, Lloyds, London Borough of Waltham Forest, Mars, Nea Odos, NovoNordisk, Oman Oil, PwC, Piraeus Bank, Philip Morris, Public Power Corporation, Quest Holdings, Rabobank, Sanofi-

Aventis, Siemens, Sonae, Sonaecom, Tasty Foods, TITAN, The Walt Disney Company, Uni.systems, Vodafone, Zain.

### **EXECUTIVE EDUCATION OPEN ENROLLMENT SEMINARS**

Positive Psychology (ALBA Graduate Business School)  
Advanced Leadership Program (Porto Business School)

### **INSTITUTIONAL SERVICE AT ALBA GRADUATE BUSINESS SCHOOL**

Member of the Associate Professor Promotion committee, 2016-  
Member of the Ethics committee, 2015-  
Member of the Faculty Tenure Evaluation committee, 2011-  
Member of the Faculty Annual Evaluation committee, 2009-  
Member of the Dean's Search committee, 2015

### **INSTITUTIONAL SERVICE AT LONDON BUSINESS SCHOOL**

Member of the Exam Review Board, 2006  
Member of the MBA Core Course Committee, 2005-2006  
Coordinator of the MBA core Organizational Behavior course, 2003-2005  
Coordinator of the Organizational Behavior Seminar Series, 2002-2004  
Member of the Ph.D. Programme Selection Committee, 2002-2007

### **OTHER INSTITUTIONAL SERVICE**

AIIESEC Hellas, member of the Advisory Board, 2012-2015  
Hellenic Marketing Institute, Founding Member & President of the Student Body, 1993-1994  
AIIESEC Hellas, Vice-President, 1992-1993  
AIIESEC Aristotelian University of Thessaloniki, Founding member & President, 1990-1992

### **GRANTS & FELLOWSHIPS**

London Business School, Research Development Fund Award, 2001-2008  
Case Western Reserve University, Doctoral Fellowship, 1997-1999

### **PAST INDUSTRY POSITIONS**

PictureWorks Technology Inc., Danville, California, Italian localization specialist, 1996-1997

### **PROFESSIONAL AFFILIATIONS**

Academy of Management, American Psychological Association, Creative Education Foundation, European Group for Organizational Studies, Society for Industrial & Organizational Psychology, Society for Personality & Social Psychology, Society for the Psychology of Aesthetics, Creativity, & the Arts.