CURRICULUM VITAE

Harry Kogetsidis

EDUCATION

MSc in Operational Research
London School of Economics and Political Science – University of London, United Kingdom, 1994.

BSc (Hons) in Computer Science with Management Science
University of Luton, United Kingdom, 1993.
Degree classification: Upper second class honours.

FULL-TIME EMPLOYMENT

Associate Lecturer in Management
School of Business, University of Nicosia, Cyprus.
October 2002 - Present.

Lecturer in Management Science
School of Business, University of Luton, United Kingdom.
October 1994 - September 2002.

OTHER CURRENT OR PREVIOUS POSITIONS

Visiting Lecturer in Management
Cyprus Police Academy, Nicosia, Cyprus.
October 2010 - Present.

Visiting Lecturer in Management
Intercollege, Limassol, Cyprus.
October 2014 – June 2019.

Visiting Lecturer in Management Science
Barnfield College, United Kingdom.
October 1999 - February 2000 & October 2000 - February 2001.

Operational Research Analyst
Department of Social Security, United Kingdom.
June 1994 - September 1994 (part of MSc in OR).

RESEARCH INTERESTS

Managing complexity. Problem structuring. Process of operational research (OR). Systems thinking and systems methodologies. Change management in social / organisational contexts. Organisational analysis.

PEER REVIEWED PUBLICATIONS

Kogetsidis, H. (forthcoming 2025). The contribution of problem structuring methods to managing sustainable development. *Progress in Industrial Ecology – An International Journal*.

Kogetsidis, H. (forthcoming 2025). The application of problem structuring methods as a response to problem complexity. *Global Business and Economics Review*.

Kogetsidis, H. (2025). Dealing with complexity – the use of problem structuring methods in management science. *International Journal of Organizational Analysis*. DOI: 10.1108/IJOA-08-2024-4746

Kogetsidis, H. (2024). *The Use of Problem Structuring Methods in the Non-Profit Sector: An Analysis of Applications* in Thrassou, A., Vrontis, D., Efthymiou, L., Weber, Y., Shams, S,M.R. and Tsoukatos, E. (eds), Non-Profit Organisations (Volume IV): Structures, Models and Technology. Palgrave Studies in Cross-disciplinary Business Research, in Association with EuroMed Academy of Business. Published by Palgrave Macmillan, Cham (ISBN: 978-3-031-62537-4), pp. 101-122.

Kogetsidis, H. (2024). Dealing with complexity – the contribution of problem structuring methods to management science. *International Journal of Organizational Analysis*. Vol. 32, No. 2, pp. 272-285.

Kogetsidis, H. (2023). Systems methodologies for handling problem complexity. *International Journal of Organizational Analysis*, Vol. 31, No. 5, pp. 1814-1825.

Kogetsidis, H., Ktoridou, D., Epaminonda, E. and Karayiannis, A. (2020). *Being an academic in an era of rapid technological change and distance learning education – Views of faculty members of a Business School*, in Antoniadou, M. and Crowder, M. (eds), Modern Day Challenges in Academia – Time for a Change, published by Edward Elgar: Cheltenham (ISBN: 978-1-78811-918-4), pp. 238-251.

Kogetsidis, H. (2016). Communicating systems ideas. *International Journal of Systems and Society*, Vol. 3, No 2, pp. 74-76.

Kogetsidis, H. (2013). Change management: The need for a systems approach. *International Journal of Information Technology and Systems Approach*, Vol. 6, No. 2, pp. 1-12.

Kogetsidis, H. (2012). Critical systems thinking – A creative approach to organisational change. *Journal of Transnational Management*, Vol. 17, No. 3, pp. 189-204.

Kogetsidis, H. (2011). Systems approaches for organisational analysis. *International Journal of Organizational Analysis*, Vol. 19, No. 4, pp. 276-287.

Kogetsidis, H. (2010). Change management needs systems ideas. *Systemist*, Vol. 32, No. 2, pp. 164-175.

Kogetsidis, H., Kokkinaki, A. and Clarke, S. (2008). Change management in higher education: The need for a systemic approach. *Systemist*, Vol. 30, No. 2, pp. 196-205.

Kogetsidis, H. and McRoy, I. (2008). Using SSM to facilitate management of change in an institution of higher education in Cyprus. *Systemist*, Vol. 30, No. 1, pp. 4-16.

Kogetsidis, A., Kokkinaki, A. and Soteriou, V. (2008). Enterprise resource planning implementation in the retail sector: a case study on the effects of the implementation of an ERP system in Cyprus. *Journal for International Business and Entrepreneurship Development*, Vol. 3, Nos. 3/4, pp. 270-283.

Vrontis, D. and Kogetsidis, H. (2008). Environmental analysis as a means to customer satisfaction: the case of Starbucks in Cyprus. *Journal for International Business and Entrepreneurship Development*, Vol. 3, Nos. 3/4, pp. 188-204.

Kogetsidis, H. (2007). *International Operations Management*, in Katsioloudes, M. and Hadjidakis, S. (eds), International Business – A Global Perspective, published by Butterworth-Heinemann/Elsevier: Oxford (ISBN: 0-7506-7983-2), pp. 355-385.

Kokkinaki, A., Kogetsidis, H. and Spanias, Y. (2007). Implementation of Enterprise Resource Planning at Carlsberg Brewery in Cyprus. *World Journal of Business Management*, Vol. 2007, No. 2, pp. 59-68.

Kogetsidis, H. (2007). Forecasting Payroll Costs for the Department of Social Security. *OR Insight*, Vol. 20, No. 1, pp. 30-39.

Vrontis, D., Kogetsidis, H. and Stavrou, A. (2007). Strategic Marketing Planning: A Critical Part of Market Success. *Strategic Direction*, Vol. 23, No. 4, pp. 13-15.

Vrontis, D., Kogetsidis, H. and Stavrou, A. (2006). Strategic Marketing Planning for a Supplier of Liquid Food Packaging Products in Cyprus. *The Journal of Business and Industrial Marketing*, Vol. 21, No. 4, pp. 250-261.

Vrontis D. and Kogetsidis, H. (2006). Marketing Environmental Analysis and Strategic Planning in the Services Sector – The Case of the Austrian Party Boat MS Elisa. *International Journal of Management Cases*, Vol. 8, No 4, pp. 36-48.

Tsamantanis, V. and Kogetsidis, H. (2006). Implementation of Enterprise Resource Planning Systems in the Cypriot Brewing Industry. *British Food Journal,* Vol. 108, No. 2, pp. 118-126.

Kogetsidis, H. (2005). Strategic Repositioning at the University of Luton. *International Journal of Management Cases*, Vol. 7, No. 3, pp. 56-61.

Kogetsidis, H. (2002). Strategic Repositioning in Higher Education. *Actual Issues in University Management*. Special edition, pp. 10-17, Published by the North-West State Technical University, Saint Petersburg, Russia.

Lehaney, B., Kogetsidis, H., Platt, A. and Clarke, S. (1998). Windows-Based Simulation Software as an Aid to Learning. *Journal of European Industrial Training*, Vol. 22, No. 1, pp. 12-17.

Lehaney, B., Clarke, S. and Kogetsidis, H. (1998). Simulating Hospital Patient Flows. *Journal of the Royal Society for the Promotion of Health*, Vol. 118, No. 4, 1998, pp. 213-216.

Lehaney, B., Kogetsidis, H., and Clarke, S. (1996). A case study of patient flows using Windows-based computer simulation. *Work Study*, Vol. 45, No. 6, 1996, pp. 17-21.

OTHER PUBLICATIONS

Kogetsidis, H., Pandya, K.V. and Lake, C. (2003). *Management Information for Decision Making – A Study Guide*. Published by the University of Luton through Wordhouse Publishing and Learning Services, United Kingdom, pgs 221.

PAPERS PRESENTED AT INTERNATIONAL CONFERENCES

'Dealing with complexity - The contribution of participatory modelling approaches to problem-solving'. Paper presented at the 17th Annual Conference of the EuroMed Academy of Business (EMAB) "Global Business Transformation in a Turbulent Era", Pisa, Italy, 11-13 September 2024.

'The contribution of participatory modelling approaches to problem-solving'. Paper presented at the UK Systems Society International Conference, University of Portsmouth, United Kingdom, 15 September 2023.

'Mixing Problem Structuring Methods in OR Interventions'. Paper presented at the 61st Conference of the Operational Research Society, University of Kent, United Kingdom, 3-5 September 2019.

'The Contribution of Problem Structuring Methods in OR'. Paper presented at the 30th European Conference on Operational Research, University College Dublin, Ireland, 23-26 June 2019.

'The role of stakeholders in OR Interventions'. Paper presented at the 60th Conference of the Operational Research Society, University of Lancaster, United Kingdom, 6-8 September 2018.

'Use of problem structuring methods in OR interventions – Evidence from JORS'. Paper presented at the 59th Conference of the Operational Research Society, University of Loughborough, United Kingdom, 12-14 September 2017.

'Critical systems thinking and information systems development'. Paper presented at the 58th Conference of the Operational Research Society, University of Portsmouth, United Kingdom, 6-8 September 2016.

'Flipped-classroom teaching and learning – Delivering management courses in flipped mode'. Paper presented at the Internationalization, Cross-border Education and E-learning Conference, University of Nicosia, Cyprus, 4 June 2015.

'Using critical systems thinking in the Cyprus Police Force'. Paper presented at the 56th Conference of the Operational Research Society, Royal Holloway – University of London, United Kingdom, 9-11 September 2014.

'The contribution of critical systems thinking to successful organisational change'. Paper presented at the International Conference of the Eurasia Business and Economics Society, Rome, Italy, 11-13 January 2013.

'The limitations of non-systemic approaches to change management'. Paper presented at the International Conference of the UK Systems Society, University of Oxford, United Kingdom, 1-2 September 2011.

'Why Do Change Initiatives Fail? - A Systems Thinking Perspective'. Paper presented at the International Conference of the Eurasia Business and Economics Society, Istanbul, Turkey, 1-3 June 2011.

'A Systems Approach to Change Management'. Paper presented at the 3rd Annual Conference of the EuroMed Academy of Business (EMAB), Nicosia, Cyprus, 4-5 November 2010.

'Change Management Needs Systems Ideas'. Paper presented at the International Conference of the UK Systems Society, University of Oxford, United Kingdom, 1-2 September 2009 (an updated version of this paper has been published in *Systemist*).

'Managing Transformation in Higher Education – The Case of Cyprus'. Paper presented at the Higher Education Academy's Business, Management, Accountancy and Finance (BMAF) International Conference, Cardiff, United Kingdom, 28-29 April 2009.

'Change Management in Higher Education: The need for a systemic approach'. Paper presented at the International Conference of the UK Systems Society, University of Oxford, United Kingdom, 1-3 September 2008 (an updated version of this paper has been published in *Systemist*).

'Using SSM to facilitate management of change in an institution of Higher Education in Cyprus'. Paper presented at the International Conference of the UK Systems Society, University of Oxford, United Kingdom, 3-5 September 2007 (an updated version of this paper has been published in *Systemist*).

'Implementation of Enterprise Resource Planning at Carlsberg Brewery in Cyprus'. Paper presented at the 47th Conference of the Operational Research Society, Chester University, United Kingdom, 13-15 September 2005.

'Forecasting Payroll Costs for the Department of Social Security'. Paper presented at the 24th International Symposium on Forecasting in Sydney, Australia. July 2004.

'University Management in Market Conditions'. Paper presented at the Regional Academic Partnerships International Conference in London, United Kingdom. September 2000.

'Statistical Forecasting Technique Awareness in the British Industry'. Paper presented at the 42nd Conference of the Operational Research Society, University of Swansea, United Kingdom, 12-14 September 2000.

'Have Forecasting Practices in British Industry changed? Evidence from a New Survey'. Paper presented at the 41st Conference of the Operational Research Society, University of Edinburgh, United Kingdom, 14-16 September 1999.

'Forecasting Practices in British Industry: An Empirical Assessment'. Paper presented at the 19th International Symposium on Forecasting in Washington D.C, United States. June 1999.

'Windows-Based Simulation Software as Innovation for Learning'. Paper presented at the 38th Conference of the Operational Research Society, University of Warwick, United Kingdom, 3-5 September 1996.

'The Contribution of Information Systems Development Methodologies into an Effective Information System'. Paper presented at the 9th Young Conference of the Operational Research Society, University of York, United Kingdom, 25-27 March 1996.

INVITED TALKS AND OTHER PRESENTATIONS

Invited Talks

'Strategic Repositioning in Higher Education'. Talk organised by the Association of Vice-Rectors of St Petersburg Universities and given in May 2002 at the North-West State Technical University in St Petersburg, Russia (Invited speaker).

'University Strategy in Market Conditions'. Talk organised by the Association of Vice-Rectors of St Petersburg Universities and given in March 2001 at the North-West State Technical University in St Petersburg, Russia (Invited speaker).

'Change in University Management - Themes in University Management in Market Conditions'. Talk organised by the Association of Vice-Rectors of St Petersburg Universities and given in Jule 2000 at the North-West State Technical University in St Petersburg, Russia (Invited speaker).

Invited Lectures

Seminar on Linear Programming methods & applications. Given over a 3-day period in September 1997 at the Department of Economics at the University of Czestohowa, Poland as part of the university's weekend MBA programme (Invited lecturer).

Other Presentations

'A Critical Systems Thinking Approach to Change Management in Higher Education'. Presentation at the School of Business of the University of Hull, United Kingdom, in October 2010.

'Results from a Survey of Sales Forecasting Practices in Britain'. Presentation at the Inter-disciplinary Institute of Management of the London School of Economics, United Kingdom, in October 1999.

ADVISORY WORK

Member of the International Editorial Review Board of the International Journal of Systems and Society (IJSS).

Reviewer for the International Journal of Organisational Analysis and the EuroMed Journal of Business.

MEMBERSHIPS

- Member of the British Operational Research Society
- Member of the UK Systems Society (UKSS)

FUNDED PROJECTS

Representative from the University of Nicosia in the Erasmus Intensive Programme 'Sono un Migrante'. The themes of this programme were migration and collaborative learning. A total of seven universities from six European countries participated in the programme, which took place at the University of Salerno, Italy between 7-19 July 2014.

Project co-ordinator from the University of Luton in a Regional Academic Partnership (REAP) project, funded by the British Council, on university management. The project was in co-operation with the University of Huddersfield in the United Kingdom and the North-West State Technical University in Russia and ran between 1999 and 2002.

VISITS TO UNIVERSITIES ABROAD FOR TEACHING OR TRAINING ACTIVITIES UNDER THE ERASMUS+ MOBILITY PROGRAMME

SRH University of Applied Sciences Berlin, Faculty of Business (Germany, February 2025).

Jaume I University at Castello de la Plana, Department of Business Administration and Marketing (Spain, October 2023).

University of Rijeka, Faculty of Economics (Croatia, April 2022).

Manchester Metropolitan University (MMU), Faculty of Business and Law – Department of People and Performance. (United Kingdom, July 2018).

University of Novi Sad, Faculty of Technical Sciences – Department of Industrial Engineering and Management (Serbia, June 2017).

University of Leeuwarden, Netherlands (March 2017).

CURRENT & RECENT JOB RESPONSIBILITIES

University of Nicosia – 2002 to present

- Member of the Department and the School Councils.
- MBA dissertation and final-year undergraduate project supervisor.
- Course leader for a number of postgraduate and undergraduate courses on management and management science.
- In charge of the development and delivery of blended intensive programmes (BIP) in management.
- Member of internal committees for programme curriculum development and quality assurance.

University of Luton – 1994 to 2002

- Programme manager for the MSc Business Decision Management.
- Chair of the MSc Business Decision Management Programme Committee.
- MBA and MSc dissertation supervisor and final-year undergraduate project supervisor in the Business Field.
- Co-ordinator of final-year undergraduate projects in Business.
- Member of the postgraduate and undergraduate Boards of Examiners.
- Member of Business Field Committees.
- Course leader for a number of postgraduate and undergraduate courses on management science.
- Author of distance learning material on forecasting methods for the Distance Learning MBA in International Business programme.
- Training provider on forecasting methods delivered to middle and senior managers in Vauxhall Motors and the Camelot Group.

LANGUAGES

English & Greek (fluent).