

An experienced professional with a strong background in sustainable business excellence, management consulting, and project management across various sectors. He has demonstrated effective leadership on numerous high-profile projects at both national and international levels. Currently, he is engaged in the strategic development of the University of Nicosia's new branch in Athens, where he supports financial modelling, operational planning, and campus development initiatives. He possesses expertise in strategic planning, sustainability, financial planning, business process improvement, organizational development, and project management, with a consistent record of delivering successful outcomes.

Personal Details



Address: 18 Melpomenis Str.
2332, Lakatamia, Cyprus
Tel.: +357 99 616617
E-mail: dr_antonaras@hotmail.com
Nationality: Greek / British
Marital Status: Married

Education

- 1999 Cranfield University, Cranfield, Bedfordshire, UK
Ph.D. in Process Management and Improvement
Thesis: Improving the New Product/Service Introduction Process by the Application of System Dynamics
- 1996 Cranfield University, Cranfield, Bedfordshire, UK
M.Sc. in Quality Management
Thesis: Analysis of the Manufacturing Quality Related Costs of an Aerospace Industry
- 1995 Brunel University, Uxbridge, Middlesex, UK
B.Sc. (Hons) in Mathematics and Statistics with Management

Employment History

UNIVERSITY OF NICOSIA – Nicosia, Cyprus

Vice President of Student Services

Sep 2018 – to date

- Student Services
Oversee all student services related departments and offices (Academic Affairs Department, Academic Advising Department, Student Affairs Department, Career Success Centre, Accommodation Office, Erasmus+ Office, Sports Office, Alumni Office, and the Library) ensuring smooth operation and continuous improvement. Managing a team of 50+ employees and a budget of approximately 2M Euros. Chair of the CSR Committee, Member of the Operational Risk Committee and Environment, Health & Safety Committee.
- Strategic Development of UNIC Athens Branch (2022 - to date)
As part of my current responsibilities at the University of Nicosia, I am leading the strategic development project for the establishment of a new branch in Athens (UNIC Athens), which is scheduled to commence operations in October 2025. My involvement includes preparing comprehensive financial models to support financing efforts with banks and potential investors, as well as supporting all operational activities required for the branch to obtain its license and ensure a successful launch. In addition, I am coordinating the Request for Proposals (RfP) process for the selection of architects, consultants, project managers, and quantity surveyors as part of the second phase of the development plan, which will involve the construction of a new academic campus and student residences in Athens.

- CSRC aims to develop knowledge, skills, competences, and create awareness, innovative thinking and solutions on themes considered as material for Business, the State, Society and all stakeholders at large. CSRC provides advisory and training services to private and public organizations and is coordinating in many funded research projects.

Clients: Cyprus Football Association (Sustainability Strategy - advisory services), Internal Audit Service of the Republic of Cyprus (training services), HRDA (training services)

Research Projects: Cyprus ESG Barometer 2023, Mess4ge: ESG Reporting for SMEs

- Associate Professor at the School of Business (Department of Management) and responsible for teaching the undergraduate course *Quality Management (MGT450)* and the MBA courses *Corporate Social Responsibility (MBAN 751)* and *Consultancy Process (MBA705)*. As Visiting Professor, teaching the courses *Ethics, Corporate Sustainability and Responsibility* at the Mediterranean Institute of Management (Cyprus) and *Governance and Accountability* at CSR School organized annually by CSR Hellas and ALBA Graduate School (Greece).

- Review and re-design administrative processes, procedures, and policies, ensuring that the university's operations are continuously improved and that quality standards are met. Analyse University performance against defined key performance parameters and quality standards. Oversee the implementation of the HR policies, processes, and procedures (recruitment, training and development, performance appraisal, employee satisfaction, etc.). Oversee the implementation of health and safety policy, processes, and procedures. Coordinate the implementation of international business excellence and ethics frameworks and models like EFQM excellence model, EBEN SEE G Model, Investors in People, etc. Coordinate CSR related actions and reporting efforts.
- Coordinate and monitor all industry/business related services (Consultancy Unit and Training & Development Unit) of the University and operate them as profit centers. Coordinate and monitor the activities of the Industry Liaison Office. Responsible for improving the relations of the University of Nicosia with the Industry.

- The University of Nicosia Consultancy Unit is an affiliated unit of the University of Nicosia, providing a broad spectrum of consultancy, training & development services to the Cypriot and International Business Community, as well as to other organizations (governmental and non-governmental), on a commercial basis.
- Responsible for drafting and executing the Centre's strategy and managing its day-to-day activities. Establishing contacts with the industry and supporting the University's administration by providing business excellence services and advice. Coordinating and managing the Training & Development services provided to private and public organisations in Cyprus.
- *Consultancy projects include among others:*
 - ✓ Cyprus Academy of Public Administration (Training of 1500 members of Local Authorities),
 - ✓ Department of Labour Relations / Ministry of Labour & Social Insurance (Upgrading the Department's Inspection Mechanisms and Training of Department's Inspectors),
 - ✓ Photos Photiades Brewery Ltd (Implementation of a Performance Management program).
 - ✓ JCC Payment Systems (Business Process Improvement Program)
 - ✓ TNT Express Cyprus (Implementation of an Energy Management System – ISO50001)
 - ✓ Platonas Stylianou Ltd (Implementation of a Quality Management System – ISO9001)
 - ✓ INTRALOT SA (Implementation of EFQM Excellence Model – 5star award achieved)
 - ✓ Photos Photiades Brewery Ltd (Employee Opinion Survey).
- *European Funded Projects*
 - ✓ Growing on Ethics - LdV LLL / ToI (2013-15)
 - ✓ Learning Outcomes in Quality in Education & Training - LdV LLL / ToI (2012-14)
 - ✓ CSR MATRIX – LdV LLL / ToI (2011-13)

CSR CYPRUS – Nicosia, Cyprus

Founder of the Cyprus Network for Corporate Social Responsibility (CSR Cyprus) and elected Chairman for the first 2 terms (2017-2021). CSR Cyprus is an independent, non-profit business-led membership organization aiming to promote the concepts of corporate sustainability and responsibility to Cypriot businesses and organisations. CSR Cyprus aspires to be the focal point for sustainability in Cyprus. CSR Cyprus is CSR Europe's National Partner Organisation (NPO) for Cyprus.

HELLENIC POSTBANK GREEN INSTITUTE / C&C INTERNATIONAL – Athens, Greece

Group Operations Excellence Manager

Jan 2010 – Jul 2010

Responsible for continuously promoting quality achievement, excellence and performance improvement throughout the Group. Re-design business processes, procedures and policies, ensuring that the company's operations are continuously improved and that quality standards are met. Analysing company performance against defined key performance parameters and quality standards and report findings to Top Management. Designing and implementing all new HR policies and procedures as well as managing strategic HR issues.

INTRALOT SA – Athens, Greece

Quality Manager

Nov 2006 – Dec 2009

Development, implementation and maintenance of ISO 9001 compliant Quality Management System (QMS). Monitoring and reporting key processes performance using a Balanced Scorecard for alignment to company's policy and strategy. Communicate quality program objectives and requirements to all staff levels and ensure staff's empowerment. Implementation of the EFQM Excellence Model and award of the Committed to Excellence in Europe (2007) and the Recognized for Excellence in Europe—4 Stars (2009) certifications. Implementation of the EBEN-GR Business Ethics Excellence Model and award of the Bronze (2008) and the Silver (2009) Certifications. Design and implementation of Customer and Employee Satisfaction Systems. Promotion of continuous improvement and culture of excellence philosophies.

INTRALOT is a global leader in the lottery sector with presence in 39 regulated jurisdictions. Being a technology-driven corporation, INTRALOT serves as a private partner for the public sector enabling lottery and gaming operators to establish a responsible gaming environment.

Centre for Sustainability and Excellence – Athens, Greece

Management Consultant [Part-time]

Nov 2004 – Dec 2006

Business Excellence and Performance Management consultant responsible for project in various organisations in Greece and Cyprus including among others: Enterprises Shipping and Trading SA, Cyprus Tourism Organisation, Dell Hellas SA, Piscines Ideales SA, ICTS Hellas SA, EFG Eurobank Ergasias, and AVEZ SA.

American College of Greece – Athens, Greece

Lecturer [Part-time]

Feb 2002 – Dec 2008

Lecturer at the School of Management and Graduate School (MBA Program) of the American College of Greece (Deree College). Lecturing the MBA course MG 6213 on Strategic Management and the undergraduate courses and on Business Strategy (MG4940) and Fundamentals of Total Quality (MG3345).

LAMDA Infrastructure Finance SA - Athens, Greece

Head of Quality & Process Management

Oct 2001 – Oct 2006

Responsible for the development, implementation, monitoring, control and improvement of the company's Quality Management System and all quality related activities of company's projects, as well as the certification according to ISO 9001:2000. Review and evaluation of business and investment plans. Preparation and coordination of technical proposals for public tenders. Contract review, negotiations and administration. Major projects included among others the consulting services provided to the **Athens Organizing Committee for the Olympic Games of 2004** regarding the design support process of the Aesthetic Reformation of the Olympic Stadium Complex, the financial advisory services provided to **Hellenic Olympic Properties SA** regarding the exploitation process for several Olympic venues including the IBC, the Kanoe Kayak Centre and the Olympic Beach Volleyball Centre, the Quality assurance services of the financial advisory services provided to the **Ministry of Economy and Finance** regarding the support and promotion of PPPs in Greece.

Hellenic Air-Force – Anchialos and Athens, Greece

Administrative Support Airman

Mar 2000 - Nov 2001

Hellenic Aerospace Industry (HAI) - Tanagra, Viotia, Greece

SPC Analyst (Internship)

Apr 1994 - Sept 1994

HITEC - Modern Technology & Computer Applications - Athens, Greece

Market Researcher (Internship)

Apr 1993 - Sept 1993

Ernst & Young - Athens, Greece

Junior Auditor (Internship)

Apr 1992 - Sept 1992

Professional Qualifications / Honours / Awards

- Honorary Award for promoting Sustainability in Cyprus. Awarded by the President of the Republic of Cyprus and the Commissioner of the Environment (5 June 2019)
- Certified Project Management Professional (PMP no. 1204016) by the Project Management Institute
- Certified Chief Sustainability Officer (CSO) Professional by ILM
- Certified European Excellence Assessor by EFQM / EEDE
- Certified VET Trainer (Certificate No.: E000285) by Human Resources Development Authority (CY)
- Member of the CYS / Mirror Committee of the CEN TC 465 on Sustainable Cities and Communities
- Member of the CYS / Mirror Committee MC 14.04 on Sustainable Finance
- Visiting Professor of Ethics, Corporate Sustainability and Responsibility at Mediterranean Institute of Management (MIM)
- Technical Expert in Entrepreneurship for the Ministry of Commerce, Industry and Tourism
- Greek Quality Leader of the Year (2009) Shortlisted Candidate
- Assessor of the EBEN GR Business Ethics Excellence Model
- Best Paper Award - 3rd Annual Quality Congress of the Middle East [April 2009]
- Beneficiary of an A.G. Leventis Foundation Scholarships [1991-1994 and 1997-2000]

Other Activities / Memberships

- Chairman of CSR Cyprus [2017 – 2021]
- Board Member of Cyprus Industrialists & Employers Federation (OEB) [2020 – 2021]
- CSR Committee Member of the Institute of Certified Public Accountants of Cyprus [2019 – to date]
- Board Member of the Cyprus Association for Quality [2011-2015]
- Executive Director and Board Member of the Cyprus Institute for Business Ethics [2011-2016]
- Founding Member of the Cyprus Institute of Business Ethics [EBEN Cyprus]
- Founding Member of the Hellenic Institute of Business Ethics [EBEN GR]
- Member of the Review Committee of EBEN GR Business Ethics Excellence Model [2009].
- President of the Scholars' Association of the A.G. Leventis Foundation (Greece) [2005-2011]

Books

Cases on Corporate Social Responsibility and Contemporary Issues in Organizations (2019), IGI Global, ISBN 9781522577157, pp. 426

Management Consultancy Services (2016), e-book, CARDET PRESS, ISBN 978-9963-2802-6-1, pp.140

Quality Culture to Improve Vocational Education and Training (2014). Book published under the LLP - Tol – LdV project (2012-1-PL1-LEO05-27444) Learning Outcomes in Quality in Education and Training.

Book Chapters

Alexandros Antonaras and Despoina Sfountouri (2025)

The EU, the UNSDG Agenda and our Corporate Social Responsibility in Phellas C and Petrikkos P Eds: "Making Sense of the Policy and Practice of Sustainable Development in the European Union", Part of Springer's Sustainability Book Series, Chapter 2

Melpo Iacovidou and Alexandros Antonaras (2025)

Perspectives of the South: Sustainable Development in the Mediterranean in Phellas C and Petrikkos P Eds: "Making Sense of the Policy and Practice of Sustainable Development in the European Union", Part of Springer's Sustainability Book Series, Chapter 7

Alexandros Antonaras (2019)

Fundamental Concepts of Corporate Social Responsibility and Sustainability in Antonaras A and Dekoulou P Eds: "Cases on Corporate Social Responsibility and Contemporary Issues in Business", IGI Global, ISBN 9781522577157, Chapter 1, pp.1-14

Antonaras, A. and Kostopoulos A. (2017)

Stakeholder Agriculture: Innovation from farm to store. In Tarnanidis T., Vlachopoulou M. and Papathanasiou J. Ed. "Driving Agribusiness with Technology Innovations", IGI Global, ISBN: 978-1-5225-2107-5, pp125-147.

Antonaras A. and Dekoulou E. (2016)

Enterprising culture: Innovation and value-network. In Hans Ruediger Kaufmann, and S M Riad Shams Ed. "Entrepreneurial challenges in the 21st century: Creating stakeholder value co-creation". Palgrave Macmillan, ISBN 978-1-137-47974-7, pp. 94-106.

Journal Articles

Pakhalov, A., Antonaras A. Efthimiou L. and Memtsa C. (2024)

“Consumer perception of corporate social responsibility in tourism and hospitality: A systematic literature review”, Submitted to the EuroMed Journal of Business

Despoina (Sheila) Sfountouri, Alexandros Antonaras, Melpo Iacovidou, Ioanna Papasolomou (2024)

“Towards a commonly accepted ESG Reporting Template for Greek and Cypriot small and medium enterprises (SMEs)”, Cyprus Review, Vol. 36, Issue 2

A. Antonaras, H.R. Kaufmann, D. Sanchez Bengoa, E. Konstantinidou, C. Memtsa, W. Zaki Fraij (2023)

“Factors Influencing Ethical Behaviour in the Workplace: The case of Schools in Kuwait”, Journal for Global Business Advancements, Vol. 16, No. 3, pages 413-439.

Alexandros Antonaras (2018)

“The Cyprus Tourism Sector and the Sustainability Agenda 2030”, Cyprus Review, Vol. 30, Issue 2

Alexandros Antonaras, Melpo Iacovidou, Paraskevi (Evi) Dekoulou (2018)

“Employee Business Ethics: A comparative study on employee perceptions”. International Journal of Research in Management & Business Studies, Vol. 5, Issue 3 (Jul – Sept. 2018)

Alexandros Antonaras, Melpo Iacovidou, Paraskevi (Evi) Dekoulou (2018)

“Developing a University CSR Framework using Stakeholder Approach: a Case Study of a Private University”. Special Issue on: University Social Responsibility International Models and Impacts of: World Review of Entrepreneurship Management and Sustainable Development, Vol. 14, Nos. 1/2, 2018.

Alexandros Antonaras, Melpo Iacovidou, Chrysi Memtsa (2011)

“Measuring social return on investment using the EBEN GR Business Ethics Excellence Model”, Current Issues of Business and Law, Volume 6 Issue 1, pages 69–89.

Melpo Iacovidou, Alexandros Antonaras, and Chrysi Memtsa (2010)

“Service Quality: Quality Management in Higher Education using a Stakeholder’s Approach”, International Journal for Excellence in Public Sector Management, ISSN: 1993-8640, Vol.3, Issue 2, Hamdan Bin Mohammed e-University Journals

Alexandros Antonaras, Chrysi Memtsa and Marios Katsioloudes (2009)

“The Strategic Importance of Benchmarking as a Tool for Achieving Excellence in Higher Education”, International Journal of Excellence in Education, ISSN: 1993-8675, Volume: 2, Issue 2, Hamdan Bin Mohammed e-University Journals.

Reports

Phellas, C., Papadopoulos, A., Adonis, M., Kokkalou, C., Stylianou, A., Christoforou, C., & Antonaras, A. **Cypriots’ Knowledge, Views and Experience of Gambling and Gambling Harm**, Report commissioned by the Cyprus National Betting Agency (2018).

PhD Supervisions

<u>S/N</u>	<u>Student name</u>	<u>Topic</u>	<u>Completion</u>
1	Waleed Zaki Fraij	Factors Influencing Ethical Behaviour in the Workplace: The case of Schools in Kuwait	2021
2	Rawda AbdelaZiem	Developing a Holistic Risk Management Framework for Corporate Sustainability Using a Stakeholder Approach	Active
3	Despoina Sfountouri	Towards a commonly accepted framework for ESG indicators. The case of Greece and Cyprus.	Active
4	Alexander Pakhalov	Tell me if you care: measuring consumer perception of corporate sustainability disclosure in tourism	Active

PhD Examinations

External Examiner

2020

University of Gloucestershire / Candidate: Mr. Christian Zwerenz

Thesis Title: Exploring Corporate Compliance – New Perspectives on How Companies Deal with Regulatory Requirements.

Internal Examiner

2022

University of Nicosia / Candidate: Mr. Simon Kallinger

Thesis Title: Developing of a Lean Warehousing Model – A German Case Study

Journal Reviews

Business Ethics, the Environment & Responsibility, Wiley

Journal of Enterprising Communities People and Places in the Global Economy, Emerald

Progress in Industrial Ecology, An International Journal, Inderscience Publishers

Conference Presentations

- Nov 2024 ***“Too little, too late: Online CSR disclosure in the Cyprus hotel sector”***. Presented at the Mediterranean Tourism Knowledge Exchange and Policy Forum 2024, Valetta, Malta, 25-27 November 2024.
- Nov 2024 ***“Sustainable Steps: Designing an ESG Reporting Framework for SMEs”***. Presented at the 6th International Conference on Production Economics and Project Evaluation, Guimarães, Portugal, 14-15 November 2024
- Sept 2024 ***“Small steps, big impact: ESG reporting in European SMEs”***. Presented at the 17th Annual Euromed Academy of Business Conference, organised by the University of Pisa, Pisa, Italy, 11-13 September 2024
- Oct 2023 ***“Synthetic data generation based on grid deformation for waste recycling applications”***. Presented at the International Conference on Imaging Systems & Techniques organised by IEEE, Copenhagen, Denmark, 17-19 Oct 2023.
- Sep 2023 ***“Measuring the Socioeconomic Impact of Using Robotic Systems in Recycling: The case of Greece and Cyprus”***. Presented at the 16th Annual EUROMED Academy of Business Conference, organised by EuroMed Research Business Institute, Vilnius, Lithuania, 27-29 Sep 2023
- July 2023 ***“The Importance of Corporate Responsibility and Sustainability”***. Presented at the 15th Corporate Sustainability and Responsibility Conference, organized by IMH and CSR Cyprus, Nicosia, Cyprus, 7 July 2023
- July 2022 ***“Society’s perceptions on Social Responsibility and Sustainability”***. Presented at the 14th CSR Conference, organised by IMH and CRS Cyprus, Nicosia, Cyprus, 5 July 2022
- June 2017 ***“Defining CSR: Do’s and Don’ts”***. Presented at the Conference: Reporting - Corporate Responsibility and Sustainability, organised by the Ministry of Finance, Cyprus, 12 June 2017
- May 2016 ***“Whistleblowing. The Business Ethics Perspective”***. Presented in the Cyprus Internal Audit Forum 2016 organised by The Cyprus Institute of Internal Auditors, Nicosia, 18 May 2016.
- Sep 2015 ***“Prompt payments: an issue of business ethics and CSR”***. Presented in the Growing on Ethics Conference for Responsible Entrepreneurship, organised by CSR Hellas, Athens, Greece, 23 September 2015
- Jun 2015 ***“Customer-Oriented Quality Management System in Cyprus Higher Education”***. Presented and published in the proceedings of the 59th EOQ Congress, Athens, Greece, 11-12 June 2015.
- Jun 2015 ***“Perceptions of Employees Towards Business Ethics: A Comparative Study Between Greece and Cyprus”***. Presented and published in the proceedings of the 28th European Business Ethics Conference, Istanbul, Turkey, 26-28 June 2015.
- Sept 2012 ***“A Conceptual Framework for Corporate Business Ethics: An Exploratory Paper”***. Presented and published in the proceedings of the 25th European Business Ethics Conference, Barcelona, Spain, 19-22 September 2012.
- June 2011 ***“In Search of Ethical Governance and CSR using the Business Ethics Excellence Model”***. Presented and published in the proceedings of the 55th EOQ Congress (World Quality Congress), Budapest, Hungary, 21-23 June 2011.
- Feb 2011 ***“EBEN GR Business Ethics Excellence Model Implementation as a Tool for Measuring Social Return on Investment”***. Presented and published in the proceedings of the 5th Quality Conference in the Middle East, organised by HbMe-University, Dubai, UAE, 1-3 February 2011.
- Feb 2011 ***“Stakeholder Expectations and Perceptions in Implementing CSR Programs in Higher Education Institutions”***. Presented and published in the proceedings of the 5th Quality

	Conference in the Middle East, organised by HbMe-University, Dubai, UAE, 1-3 February 2011.
Mar 2010	"The Challenge of Measuring the Cost of Quality" . Presented and published in the proceedings of the 4 th Annual Quality Congress of the Middle East, organised by e-University in partnership with MEQA, Berkley University of California and the International Academy for Quality, Dubai, UAE, 22-24 March 2010.
Mar 2010	"Service Quality: Quality Management in Higher Education using a Stakeholder's Approach" Presented and published in the proceedings of the 4 th Annual Quality Congress of the Middle East, organised by e-University in partnership with MEQA, Berkley University of California and the International Academy for Quality, Dubai, UAE, 22-24 March 2010.
Oct 2009	"EBEN GR Business Ethics Excellence Model: A Framework for Corporate Governance and Corporate Social Responsibility" published in the proceedings of the 6 th Conference for Standardization, Prototypes and Quality: A means for Balkan Countries Collaboration, organized by the Union of Hellenic Scientists for Prototyping and Standardization, Thessaloniki, 9-10 October 2009.
July 2009	"The PMI Code of Ethics and Professional Conduct vs the EBEN-GR Corporate Code Principles" . Keynote speaker in the event titled: The Contribution of Project Management in achieving Business and Ethics Excellence, organised by PMI Greece and EBEN-GR, Athens, 9 July 2009.
Apr 2009	"Business Ethics and Sustainable Excellence" . Presented and published in the proceedings of the 3 rd Annual Quality Congress of the Middle East, organised by e-University in partnership with MEQA, Berkley University of California and the International Academy for Quality, Dubai, 6-7 April 2009.
Apr 2009	"The Strategic Importance of Benchmarking as a Tool for Achieving Excellence in Higher Education" . Presented and published in the proceedings of the 3 rd Annual Quality Congress of the Middle East, organised by e-University in partnership with MEQA, Berkley University of California and the International Academy for Quality, Dubai, 6-7 April 2009.
Nov 2008	"European Excellence Model and Standards" , Presented at and published in the Proceedings of the 3 rd Pan-Hellenic Congress on Standardization, Prototypes and Quality, 21-22 Nov 2008.
Feb 2007	"Competitive differentiation through CSR" . Published in the Leventis Scholars Association Newsletter, Vol 1, 2007.
Apr 2003	"A framework for Business Reengineering & Improvement and the Role of Supply Chain Management" . Presented at the 6 th Defence Forum, Athens, 10-11 April 2003.
Apr 2001	"The Cost of Quality" . Published in the Hellenic Air Force Review, Vol. 64, pp 67-73.
Aug 1999	"Modelling the New Product/Service Introduction Process - A System Dynamics Approach" . Presented at and published in the Proceedings of the 12 th International Conference on Engineering Design at Technische Universitat Munchen, 24-26 Aug 1999.
Jul 1999	"Managing Engineering Changes Throughout the New Product/Service Introduction Process using a System Dynamics Approach" . Presented at and published in the Proceedings of the 6 th International Product Development Management Conference at Cambridge University, 5-6 July 1999.
Apr 1999	"Using Modelling and Simulation for Improving the New Product / Service Introduction Process - A System Dynamics Approach" . Presented at and published in the Proceedings of the Conference on the "The Use of Modelling and Simulation in Product Development" at Salford University, 13-14 Apr 1999.
Mar 1999	"Process Improvement through Modelling and Simulation" . Presented at the 2 nd Conference on "Quality and the Hellenic Defence Industry" and published in the ECO-Q magazine, Vol. 15, pp 20-28.
Nov 1997	"The Cost of Quality in the Hellenic Defence Industry" . Presented at the 1 st Conference on "Quality and the Hellenic Defence Industry" and published in the ECO-Q magazine, Part I in Vol. 9, pp 20-28 and Part II in Vol.10, pp 28-33.

Professional Training Courses and Conferences

Oct 2022	Cyprus Future of Work: Reinventing a new World of Work organised by Boussias Cyprus, 25 October 2022, Nicosia, Cyprus
June 2020	EFQM Certified Assessor Transformation course organised by EFQM and EEDE, 12-13 June 2020, Athens, Greece
Oct 2019	Chief Sustainability Officer Professional , organised by CSR Cyprus in collaboration with Sustainability Knowledge Group, 17-18 October 2019, Nicosia, Cyprus
May 2019	Business and Human Rights, organised by CSR Cyprus, 30 May 2019
Feb 2018	Employee engagement and Commitment in CSR and Sustainability activities , organized by CSR Cyprus, 21 February 2018

Jan 2018	Cooperation and Engagement with stakeholders and interested parties , organized by CSR Cyprus, 17-18 January 2018
Dec 2017	Linking strategy, policies, and CSR to the 17 Sustainable Development Goals organized by CSR Cyprus, 13-14 December 2017
Nov 2017	Accountability and Non-financial Reporting , organized by CSR Cyprus, 29 November 2017
Nov 2017	1st Business - Education Summit organized by the European Commission and held in Brussels, Belgium, 23 November 2017.
Nov 2017	2nd European Vocational Skills Conference , organized by the European Commission and held in Brussels, Belgium, 22 November 2017.
July 2017	10th CSR Conference , organised by IMH, Nicosia, Cyprus, 7 July 2017
May 2017	European Business Summit , organised by VBO and Business Europe and held in Brussels, Belgium, 22-23 May 2017
June 2016	GRI Certified Training Course based on G4 Reporting Guidelines , organised by Ernst & Young, 23-24 June 2016, Athens, Greece
July 2016	9th CSR Conference , organised by IMH, Nicosia, Cyprus, 15 July 2016
Apr 2016	Enhancing Employee Performance by Creating Positive, Paperless and Productive Appraisals , Organised by the Cyprus Employers & Industrialists Federation, 12-13 April 2016, Nicosia, Cyprus.
Mar 2016	New Approaches in Sustainability Reporting. From Theory to Practice , Organised by PwC Academy, 21-22 March 2016, Nicosia, Cyprus.
July 2015	8th CSR Conference , organised by IMH, Nicosia, Cyprus, 8 July 2016
Dec 2014	Health & Safety Management System and OHSAS18001 , Organised by Consulting and Risk Management as an in-house training program, 10 and 17 December 2014, Nicosia, Cyprus.
Nov 2014	Health & Safety Risk Assessments , Organised by Consulting and Risk Management as an in-house training program, 12 and 26 November 2014, Nicosia, Cyprus.
June 2014	Ice House Entrepreneurship Program: Facilitator's Training , Organised by ELI at Kauffman Foundation, 2-4 June 2014, Kansas City, USA.
Dec 2010	Asia – Europe Meeting (ASEM) Conference on Quality Assurance and Recognition in Higher Education: Challenges and Prospects . Organised by the Department of Higher and Tertiary Education, Ministry of Education, Republic of Cyprus, 6-7 December 2010, Limassol, Cyprus.
Nov 2010	Project Management Congress 2010 – Project Leadership in a Project Oriented World . Organised by PMI-GR Chapter, 25 November 2010, Athens, Greece.
Nov 2010	Financial Management Conference – Next Generation Performance Management . Organised by CFO Agenda Conferences, Boussias Communications, 11 November 2010, Athens, Greece.
May 2010	3rd Annual Climate and Energy Security Summit for Southeast Europe and the Mediterranean , organized by Financial Times in cooperation with the Institute for Climate and Energy Security and C&C International, Athens, Greece,
Nov 2009	Project Management Congress 2009 – In search of excellence: the advantage of the Project Management Office (PMO) . Organised by PMI-GR Chapter, Athens, Greece.
Oct 2009	The Importance of Ethics throughout the Years . Two-day event organised by the Scholars' Association of the A.G. Leventis Foundation, Athens, Greece, comprising of: Theatrical Play: Plato's Apology of Socrates with Y.Simonides (Mikro Pallas, 27/10/09). Open discussion: The Socratic Challenge in Modern Greece with Y.Simonides, V.Karasmanis and I.Papadopoulos (Spiti tis Kiprou, 29/10/09)
Sep 2009	"Pathos for Ethics, Business Excellence, Leadership and Quest for Sustainability" , EBEN Annual Forum, Organised by EBEN GR, Athens, Greece, 9-12 September 2009
Mar 2009	SEI Official Introduction to CMMI v. 1.2 (dev) . Organised by TÜV Hellas, Athens, Greece
Nov 2008	Project Management Congress 2008 - Investigating failure to ensure success . Organised by PMI-GR Chapter, Athens, Greece.
Jun 2008	Project Risk Management Symposium , Organised by PMI-GR Chapter, Athens, Greece
Feb 2008	Globalisation, Culture and National Identities , Conference organised by the Scholars' Association of the A.G. Leventis Foundation, Athens, Greece.
Nov 2007	Project Management Congress 2007 . Organised by PMI – GR Chapter, Athens, Greece
Oct 2007	"PMP® Exam Preparation Course by Rita Mulcahy" and "Project Management Tricks of the Trade® by Rita Mulcahy" . Organised by ITEC, Athens, Greece.
Oct 2007	EFQM Forum 2007 - Building High Performing Organisations in Europe . Annual EFQM Conference hosted by Hellenic Management Association. Athens, Greece.
Jun 2007	Information Security ISO 27001:2005 Lead Auditor Training Course (5-days). Organised by Encode SA and conducted by BSI Management Systems, Athens, Greece.
Mar 2007	Negotiating under Pressure . Conference organised by the Scholars' Association of the A.G. Leventis Foundation, Athens, Greece.

June 2005	Corporate Social Responsibility and Stakeholders Management. Organised by DIRECTION SA, Athens, Greece.
Nov 2004	EFQM Business Excellence Model Assessor's Certified Training (EFQM registered). Organised by the Hellenic Management Association, Athens, Greece.
Oct 2004	EFQM Business Excellence Model Validator's Certified Training (EFQM registered). Organised by the Hellenic Management Association, Athens, Greece.
Oct 2004	Introduction to the EFQM Business Excellence Model. Organised by the Hellenic Management Association, Athens, Greece.
May 2003	Health & Safety Internal Auditor's Course. Organised by TÜV Hellas, Athens, Greece.
May 2000	Diploma in Business Excellence (EFQM Excellence Model) awarded by Newcastle College, UK. Nine (9) month distance learning course.
May 1997	ISO 9001 Lead Auditor Training Course (5 days). Organised by Eurospace S.A. and conducted by Cranfield University (IRCA registered), Athens, Greece.
Sep 1994	Boeing's SPC Training Course. Organized by HAI's Training Division, Tanagra, Greece.

Conference and Panel Discussion Moderations

2022	Cyprus ESG Forum 2022, organised by Boussias Cyprus, 12 May 2022, Nicosia, Cyprus
2022	Democracy Forum, Panel Discussion on Democracy and Sustainability, organised by the Office of the Commissioner of the Citizen of the Republic of Cyprus, 6 May 2022, Nicosia, Cyprus
2022	The Importance of Biodiversity of Cyprus, organised by the Cyprus Centre of European and International Affairs – University of Nicosia and Terra Cypria, 17 March 2022, Nicosia, Cyprus
2021	Sustainable Development Goals: Citizens, Politicians, Policies – The power of Cooperation for achieving Agenda 2030 Goals. Organised by the Office of the Commissioner of Citizens, the DG for European Programmes, Coordination and Development and the Pedagogical Institute, 9 December 2021, Nicosia, Cyprus,
2021	European SDG Summit – Roundtable: Education & Certification as Multi-Trust Creators Towards Sustainability. Organised by CSR Europe, 14 October 2021, Brussels, Belgium
2021	13 th CSR Conference, organised by IMH, 27 May 2021, Nicosia, Cyprus
2020	European SDG Summit – Roundtable: Education for Sustainable Development: from Choice to Necessity. Organised by CSR Europe, 26 October 2020, Brussels, Belgium
2019	12 th CSR Conference, organised by IMH, 5 July 2019, Nicosia, Cyprus
2018	11 th CSR Conference, organised by IMH, 6 July 2018, Nicosia, Cyprus
2017	10 th CSR Conference, organised by IMH, 7 July 2017, Nicosia, Cyprus
2016	9 th CSR Conference, organised by IMH, 7 July 2016, Nicosia, Cyprus

Media Interviews

2.06.2016	Sigma TV, invited at the Mesimeri kai Kati show to present a public opinion research on the public's preferences regarding the election of the President of the Parliament.
14.05.2015	U-Radio, Interview by Vaso Komninou on the subject of occupational gender segregation
11.05.2015	CyBC, "Kali sas Mera", Interview by Gavriela Christodoulou on the subject of occupational gender segregation
30.04.2015	Sigma TV, Interview by Andreas Dimitropoulos on the subject of youth entrepreneurship
10.12.2014	CyBC, "Proini Enimerosi", Interview by Kyriakos Pierides on the subject of University Industry Liaison Offices
23.05.2013	CyBC Interview by Mikis Kasapis on the subject of business ethics
22.03.2013	Mega Channel, "Mega Gekonota". Interview by Victoras Papadopoulos on the subject of Cyprus Financial Crisis.
05.03.2013	CyBC Third Program, "Proines Diadromes". Interview by Kyriakos Pierides on the subject of gender equality and the pay gap.
18.01.2012	ASTRA FM, Interview by N. Tsoulftas on the subject of business ethics.

Newspapers / Business Magazines Articles

12.04.2024	"Cyprus Businesses in the "game" of Corporate Sustainability & Responsibility" Interview to Andri Hadjichristodoulou, Politis newspaper
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Dec 2023	"Cyprus ESG Barometer 2023" in Economy Today (Special Issue for CSR)
Dec 2022	"Sustainability and the Future of Work" in Economy Today (Special Issue for CSR)
Dec 2021	"Sustainable Entrepreneurship and the Role of Education" in Economy Today (Special Issue for CSR)
Oct 2021	"Sustainable Corporate Governance" in Economy Today
June 2021	"Corporate Sustainability & Responsibility and the forthcoming changes in Phileleftheros' CSR Special Issue
Feb 2021	"CSR – The new trends in 2021" in IN Business Magazine
Dec 2020	"From CSR to New CSR" in Economy Today
Nov 2020	"Corporate Volunteerism and CSR activities" in IN Business Magazine
Aug 2020	"Corporate Sustainability and Governance" in Phileleftheros' CSR Special Issue
July 2020	"CSR – New management Model" in IN Business Magazine
10.05.2020	"Transparency leads to Responsibility and Responsibility to Implementation" in Phileleftheros
05.04.2020	"The New Era" in Phileleftheros newspaper
Sept 2018	"Work Life Balance" in Eurokerdos
May 2018	"Towards Socially Responsible Investments" in Eurokerdos
March 2018	"Sustainable Development Goals and Businesses" in Eurokerdos
Jan 2018	"Sustainable Development and Corporate Responsibility" in Eurokerdos
Feb 2017	"Corporate Social Responsibility" in In Business Magazine
05.11.2017	"Responsible Entrepreneurship", Interview for a special issue of Phileleftheros newspaper
11.03.2013	"5 minutes with Dr. Alexandros Antonaras" in Phileleftheros newspaper
12.11.2012	"Cyprus Memorandum: a Bet of Trust" in Simerini newspaper
28.10.2012	"The key to the negotiations with Troika is trust" in Politis newspaper
02.09.2012	"The road of Areti and Kakia" in Politis newspaper
15.01.2012	"Business Ethics is the answer to the crisis" in Politis newspaper
06.12.2010	"Business Ethics Model: The road to sustainable excellence" Phileleftheros newspaper

Languages: Greek (Native), English (Bilingual)

Other Skills

- PC literate [MS Windows, MS Office, MS Project, MS Visio, MS SharePoint, MS Outlook].
- Excellent knowledge of EFQM Excellence Model, EBEN GR Business Ethics Excellence Model.
- Very good knowledge of CCA Standard and Great Places to Work Model.
- Very good knowledge of EFQM's Framework for Risk Management.

Funded and Other Projects

2014-2016

Coordinator for the implementation by the University of Nicosia of the EFQM Excellence Model. Following external assessments the University of Nicosia received the *Recognised for Excellence in Europe – 5 Star* award in October 2014 and 2016.

2015-2016

Project coordinator for writing (in Greek), editing and publishing the book: ***The European Union in Today's World – A Guide to European Politics***. Also, project coordinator for the translation of the book in the English language. The project was funded by the European Commission Representation in Cyprus.

2013-2015

Project coordinator for the project: ***"Reducing the occupational segregation by gender. Development of Manuals and Toolkits for training purposes and provision of training services for 130 Career Counsellors, 10.000 teachers in primary and secondary education, and 5.000 parents"***.

Awarding Authority: Department of Labour Relations, Ministry of Labour, Welfare and Social Insurance



2012

Project coordinator for the project: ***“Provision of Labour Policy Consultancy Services to the Department of Labour during the Cyprus Presidency of the European Council”***. University of Nicosia was responsible for providing services regarding labour policy making and was the scientific advisor for the Presidency Conference on Youth Employment. Awarding Authority: Department of Labour, Ministry of Labour, Welfare and Social Insurance

2011-2013

Project coordinator for the project: ***“Provision of Services for the empowerment and upgrade of the inspection mechanisms for the legislations on equal payment and equal treatment between men and women at work, and the relevant training (110 hours) of all inspectors of the departments of Labour and Labour Relations”***. Awarding Authority: Department of Labour Relations, Ministry of Labour, Welfare and Social Insurance

2011-2014

Project coordinator for the project: ***“Learning activities on management and leadership for 1500 executives and employees of the Local Authorities of the Republic of Cyprus within the project “Education for the development of administrative and leadership skills to local authorities.”*** University of Nicosia was responsible for the design, implementation and evaluation of more than 250 training programs (458 days of training) for local authorities executives and personnel”. Awarding Authority: Cyprus Academy of Public Administration

Project Manager / Technical Expert in the European Funded Projects:

- Erasmus+ KA2 - Mess4ge (2023-25)
- Interreg Greece - Cyprus – INTERRECYCLE (2021-23)
- Erasmus+ KA2 – Value & Future (2020-23)
- Erasmus+ KA2 – Mentor Your Future (2020-23)
- Erasmus+KA3- AppHelp4SMEs - Apprenticeship Helpdesk for Small and Medium Size Enterprises (2016-18)
- Leonardo da Vinci Life Long Learning / Transfer of Innovation - *Growing on Ethics* - (2013-15)
- Leonardo da Vinci Life Long Learning / Transfer of Innovation - *Learning Outcomes in Quality in Education & Training* - (2012-14)
- Leonardo da Vinci Life Long Learning / Transfer of Innovation - *CSR MATRIX* – (2011-13)