

**CURRICULUM VITAE**

**Charis Vladoş,  
Doctor of Economics,  
Ph.D., DEA, Paris X, Nanterre**



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## **1. Personal Information**

Surname	Vlados
Name	Charis
Languages	Greek (native speaker) French, English
Email	<a href="mailto:vlad.coop@gmail.com">vlad.coop@gmail.com</a> , <a href="mailto:cvlados@econ.duth.gr">cvlados@econ.duth.gr</a>
University bio page	<a href="https://econ.duth.gr/author/cvlados/">https://econ.duth.gr/author/cvlados/</a>
Personal website	<a href="http://charis-vlados.blogspot.com/">http://charis-vlados.blogspot.com/</a>

### **Short Biographical Note**

Charis Vlados is a tenured Assistant Professor in the Department of Economics at Democritus University of Thrace where he teaches International Economics and Entrepreneurship and instructs two postgraduate programs in the Department of Law. In addition, he also teaches business dynamics and economics courses at the University of the Aegean's Executive MBA program, the School of Business at the University of Nicosia's MBA (distance learning) program, and the Hellenic Open University's BOA44: Entrepreneurship and Innovation Theory. Throughout his 30-year career, Charis has taught at various educational institutions including universities, specialized teaching institutes, primary business and in-business education programs, colleges, and independent study centers.

Charis earned his Ph.D. with "mention très honorable" from the University of Paris "Paris X-Nanterre" for his thesis on the integration of Greek firms into globalization, which introduced the Stra.Tech.Man triangle, illustrating the dialectical relationship between strategy, technology, and management in the context of globalization. He has established the Stra.Tech.Man approach in business dynamics and has pursued education and teaching, research, and business consulting throughout his career.

Charis' teaching portfolio covers topics such as Development Dynamics and Globalization, Competitiveness and Economic Policy, Innovation Economics and Entrepreneurship, Regional and Local Development, Corporate Strategic Analysis and Business Planning, and more. He has served in administrative positions, including as a scientific director for educational programs and as head of the consulting department for VADECON, which he co-owned for four years. Charis also spent six years as an independent business consultant specializing in strategic planning, marketing, and business planning.

Charis has made significant contributions to research and authorship, with over 100 published studies, including books and monographs that have been proposed as university textbooks in Greece. He has written more than 80 scientific articles in peer-reviewed journals, conference proceedings, and contributed to mixed academic-consulting research. He is also active in the media, having authored articles for the press and electronic media and notes for teaching material.

## **2. Education**

### **2.1. Ph.D. Studies**

➤ Title of Studies	<b>Ph.D. in Economic Studies (academic attribute)</b> <b><i>“Very Honorable Distinction”</i></b>
Place	Paris, France
University	Université de Paris X, Nanterre
Department	Economic Sciences
Starting Date	10/1998
Ph.D. Awarding Date	03/2004
Field of Ph.D. Research	<i>“La dynamique du triangle stratégie, technologie et management : l’insertion des entreprises grecques dans la globalisation”</i> ( <a href="http://www.theses.fr/2004PA100022">http://www.theses.fr/2004PA100022</a> )

### **2.2. Postgraduate Studies**

➤ Title of Studies	<b>Diplôme d’ Etudes Approfondies (D.E.A.) in the field: “Dynamics of Global Economics”</b>
Place	Paris, France
University	Université de Paris X, Nanterre
Department	Economic Sciences
Starting Date	10/1990
D.E.A. Granting Date	03/1992
Thesis	<i>“Politiques industrielles et stratégies des groupes multinationaux dans les secteurs de base-industrie des matériaux en Europe”</i>

### 2.3. Graduate Studies

➤ Title of Studies:	<b>“Ptychion” (BSc Honours–Four Year Degree Course) in Economics</b>
Place:	Athens, Greece
University:	National and Kapodistrian University of Athens School of Law, Economics and Political Science: <b>Faculty of Economics</b>
Starting Date:	10/1983
Date of Graduation:	02/1989

### 2.4. Further Academic Qualifications

➤ Certificate	<b>Training of Hellenic Open University Teaching Faculty in “Open and Distance Education”</b>
Place	Remotely
University	Hellenic Open University
Starting Date	10/1993
Completing Date	06/1994
➤ Certificate	<b>Participation in Postgraduate Program for Candidate Ph.D. Students</b>
Place	Mytilene, (Island of Lesbos), Greece
University	University of the Aegean
Department	Department of Environmental Studies
Starting Date	10/1993
Completing Date	06/1994
➤ Certificate	<b>Participation in Seminar: “Evaluation of investment projects in the domain of Energy”</b>
Place	Athens, Greece
Institution	E.L.K.E.P.A. (Greek Productivity Center)
Department	National Institute of Technological Applications
Starting Date	05/1992
Completing Date	06/1992

### **3. Academic and Professional Accreditations**

#### **3.1. Academic Rank Development**

- Assistant Professor (tenure) at the Democritus University of Thrace, in the field of “International Economics and Entrepreneurship” (Government Gazette No 177/01.02.2021), Department of Economics.
- Academic tenure as a Lecturer with the Democritus University of Thrace, Department of Economics: Decision of the Department’s General Assembly: “Α.Π.: ΔΠΘ/ΔΔΚ/42325/4578, Ημερομηνία: 13/5/2019.”
- Lecturer in the Department of International Economic Relations and Development (now Department of Economics). Elected on December 9<sup>th</sup>, 2009, in the field of “International Economics.” Appointed as faculty in December 2011 (Government Gazette No 1065/12.12.2011).
- Doctor in Economic Sciences (March 2004), PARIS X NANTERRE with “Very Honorable Distinction” (“Mention Très Honorable”).

#### **3.2. Professional Accreditations and Public Activity**

- Regular Member of the Insolvency Management Committee of the Greek Ministry of Justice (Ministry of Justice published decision: ΑΔΑ: Ψ6Π3Ω-2ΝΛ. Αρ. Πρωτ. 28894)
- Accredited instructor for both theoretical and practical examinations by The National Accreditation Center for Continuing and Vocational Training (it is a statutory body supervised by the Minister of Employment and Social Protection with administrative and financial autonomy): Personal Reference and Registration Number: 410543.
- Member of the Economic Chamber of Greece with Registration Number 30543 and license to practice the Economic and Accounting Profession, following the Chamber’s Administration Decision with number “Ε/93/13-12-94.”

#### 4. Participation in Research Teams-Communities

- **11/2023 — April 30, 2024:**  
Guest Advisor of the Article Collection “Rethink about Globalization in the New Era.” In the peer-reviewed journal Cogent Business & Management [Taylor, ABS(2021) 1, ABDC B, Scopus, WoS].
- **09/2023 — :**  
Co-director in the “Knowledge Management, Innovation and Strategy Center (KISC)” at the University of Nicosia ([link](#))
- **03/2023 — March 30, 2023:**  
Member with annual paid membership of the European Association for Evolutionary Political Economy.
- **03/2023 — March 5, 2024:**  
Guest Editor of the Special Issue “New Globalization vs. Anti-Globalization: Current Challenges in International Political Economy.” In the peer-reviewed journal Societies [MDPI, WoS and Scopus indexed] ([link](#)).
- **07/2022 — :**  
Editorial Board Member of the International Journal of the Energy-Growth Nexus ([link](#)).
- **07/2022 — :**  
Member of the Scientific Committee of the Mercados y Negocios ([link](#)).
- **01/2021 — :**  
Member of the Scientific Committee of GEOPOL. Scientific Advisor of Constantine Porphyrogenetus International Association (CP) and Co-Editor-in-Chief ([link](#)) of the Journal of Management Sciences and Regional Development (MSRD).  
**Research institute:** University of the Aegean, Chios Island, Greece.  
**Research director:** Karkazis Ioannis (Scientific Director, Laboratory of GIS, Geo-economy and Geopolitics (GEOPOL), University of the Aegean. President, Constantine Porphyrogenetus International Association (CP)).
- **10/2016 — :**  
Founder and Scientific Coordinator of the research team “**Stra. Tech. Man Lab**”  
**Research institute:** Democritus University of Thrace, Komotini, Greece.
- **02/2012 — 06/2014:**  
Scientific Coordinator of the International Economic Relations and Geoeconomics at the “**Laboratory of Location Information Systems, Geo-economy and Geo-politics.**”  
**Research institute:** University of the Aegean, Chios Island, Greece.  
**Research director:** Karkazis Ioannis (Dean, Business School, University of the Aegean, Chios, Greece).
- **02/2007 — 06/09:**



Member of the research team “**Laboratory of Location Information Systems, Geo-economy and Geo-politics.**”

**Research institute:** University of the Aegean, Chios Island, Greece.

**Research director:** Karkazis Ioannis (Dean, Business School, University of the Aegean, Chios, Greece).

- **10/1991 — 03/1992 & 10/1998 — 12/2003:**

Member of the research team “**Centre d’ Etudes et Recherches sur les Entreprises Multinationales,**” **LAREA-C.E.R.E.M..**”

**Research Institute:** Université de Paris X, Nanterre, Paris, France.

**Research coordinator:** M. Delapierre.

- **01/1998 — 01/2001:**

Founder and scientific coordinator “**Laboratory of Organization and Management (L.O.M.)**.”

**Research institute:** Private Institute of Vocational Training “V. Papaspyrou,” Piraeus, Greece.

- **04/1998 - 07/1999:**

Member of the scientific group “**ISENLORE**”

**Research institute:** University of New Brunswick, Canada.

**Research coordinator:** H.A. Eiselt.

- **11/1993 - 06/1994:**

Member of the research group “**Laboratory for Insular Development.**”

**Research institute:** Department of Environmental Studies, University of the Aegean, Mitylene (Island of Lesbos), Greece.

**Research coordinator:** I. Spilanis.

- **03/1986 - 08/1987:**

Assistant Researcher at the “**Foundation for Mediterranean Studies**”.

**Research Institute:** Foundation for Mediterranean Studies, Athens, Greece.

**Research coordinator:** S. Babanassis.

## **5. Main Topics of Research**

- ❖ International Political Economy, Dynamics of Development, and Globalization
- ❖ Economics of Innovation and Entrepreneurship
- ❖ Competitiveness and Economic Policy
- ❖ Energy Systems Analysis
- ❖ Economic Geography, Geoeconomics, and Geopolitics
- ❖ Development/Underdevelopment and Corruption
- ❖ Regional and Local Development and Business Ecosystems
- ❖ Start-up Entrepreneurship Development
- ❖ Corporate Strategic Analysis and Business Planning
- ❖ Marketing Planning and Trading Policies
- ❖ Knowledge and Change Management
- ❖ Evolutionary Economics and Industrial Policy
- ❖ Competition Dynamics and Industrial (Sectorial) Organization
- ❖ Multinational Enterprises in the Balkan and Greek Industry

## **6. Scientific Publications (In Peer-Review Process)**

### **B. Books**

- B3. Vlados, Ch., & Chatzinikolaou, D. (2024). *Ειδικά θέματα διεθνούς μάνατζμεντ και επιχειρηματικότητας: Εξελικτικές διαστάσεις οργανωσιακής ανάπτυξης στη νέα παγκοσμιοποίηση* [Special issues of international management and entrepreneurship: Evolutionary dimensions of organizational development in the new globalization]. Propobos Publications. (in progress)
- B.2. Vlados, Ch., & Chatzinikolaou, D. (2024). *Διεθνής πολιτική οικονομία στην εποχή της νέας παγκοσμιοποίησης: Ειδικά θέματα στην αναδιαμόρφωση της σύγχρονης παγκόσμιας οικονομίας* [International political economy in the era of the new globalization: Special issues in the reconfiguration of the modern global economy]. Propobos Publications. (in progress)

### **D. Book Chapters**

- D.2. Chatzinikolaou, D., & Vlados, Ch. (2023). Growth Poles. *Encyclopedia of Human Geography*. [Springer, Edited by B. Warf]
- D.1. Vlados, Ch., Chatzinikolaou, D. Innovation and change management for the new globalization: The STRATECHMAN–RASI scorecard. In R. Reiter-Palmon, Z. Ivcevic, M. Grohman, & M. Tang (Eds). *Crisis, Creativity, and Innovation*. Palgrave.

### **E. Publications in Peer-Reviewed International Scientific Journals**

- E.8. Chatzinikolaou, D., & Vlados, Ch. (2023). Ecosystems in Evolutionary Economics: A Biological Typology of Firm Physiology. *Journal of Evolutionary Economics* [Springer – ABS(2021) 2, ABDC A, Scopus, WoS (Impact Factor 2022, 1.962)]
- E.7. Chatzinikolaou, D., & Vlados, Ch. Why could the CPTPP be an impetus for the new globalisation? *International Journal of Global Environmental Issues*. [Special Issue: The Impact and Implications of Trans-Pacific Partnership (TPP) and Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) on Global Trade – Inderscience – Scopus]
- E.6. Chatzinikolaou, D., & Vlados, Ch. Exploring the nexus of transnational entrepreneurship and international political economy in the era of new globalization. *Thunderbird International Business Review*. [Wiley – ABS(2021) 2, Scopus, WoS]
- E.5. Vlados, Ch., & Chatzinikolaou, D. Russo-Ukrainian war and the evolutionary structural triptych of the new globalization: Stuck in a mediocre-performance global prospect? *The Japanese Political Economy*. [Special Issue “The economic consequences of the war” – ABS(2021) 1, ABDC B+, Scopus]

- E.4. Vlos, Ch. Is Heraclitean spirit present in contemporary evolutionary socioeconomic theory? Journal of Social Ontology [International Social Ontology Society – Scopus]
- E.3. Chatzinikolaou, D., & Vlos, Ch. Green organizational reorientations for the new globalization: The Green Stra.Tech.Man Scorecard. Journal of Sustainability Science and Management [Universiti Malaysia Terengganu – Scopus, WoS]
- E.2. Vlos, Ch., & Chatzinikolaou, D. The emergence of the new globalization: The evolutionary structural triptych perspective. Journal of Global Responsibility [Emerald – ABS (2021) 1, ABDC C, Scopus, WoS]
- E.1. Chatzinikolaou, D., & Vlos, Ch. The ecosystems perspective in the energy sector: Origins and trends. *Technological Forecasting and Social Change* [Elsevier – ABS (2021) 3, ABDC 1, Scopus, WoS (Impact Factor 2022, 10.884)]  
<https://track.authorhub.elsevier.com/?uui=1b0db897-4834-4c52-af6-824d39401792>

## **F. Presentations in Conferences and Scientific Workshops with Proceedings**

- F.1. Vlos, Ch., & Chatzinikolaou, D. (2023). The New Era of Globalization: Trajectories towards Innovative Liberalism. In *Επιστημονικό συνέδριο του Κέντρου Φιλελεύθερων Μελετών (ΚΕ.ΦΙ.Μ.) «Οι προκλήσεις της φιλελεύθερης δημοκρατίας σήμερα», 4-5 Δεκεμβρίου 2023, Αθήνα* [Scientific conference of the Centre for Liberal Studies (ΚΕ.ΦΙ.Μ.) “The challenges of liberal democracy today,” 4-5 December 2023, Athens, Greece]. Athens, Greece. 4-5 December 2023. (forthcoming)

## **7. Scientific Publications**

### **A. Fundamental Research Activity**

A.3. “La dynamique du triangle stratégie, technologie et management : L’insertion des entreprises grecques dans la globalisation”. Ch. Vlado, Thèse, Université de Paris X, Nanterre, École Doctorale, Marche 2004.

<http://www.theses.fr/2004PA100022>

[https://www.researchgate.net/publication/330958535\\_La\\_dynamique\\_du\\_triangle\\_strategie\\_technologie\\_et\\_management\\_linsertion\\_des\\_entreprises\\_Grecques\\_dans\\_la\\_globalisation](https://www.researchgate.net/publication/330958535_La_dynamique_du_triangle_strategie_technologie_et_management_linsertion_des_entreprises_Grecques_dans_la_globalisation)

A.2. “Politiques industrielles et stratégies des groupes multinationaux dans les secteurs de base-industrie des matériaux en Europe”. Ch. Vlado, D.E.A. (majeur), Université de Paris X, Nanterre, École Doctorale, Février 1992.

A.1. “Les dimensions technologiques dans la théorie de la régulation et la contribution de Benjamin Coriat sur la conception analytique de la production, de la technique et de la science”. Ch. Vlado, D.E.A., (mineur), Université de Paris X, Nanterre, École Doctorale, Février 1992.

### **B. Books**

#### **B.1. Monographs/Textbooks**

B.1.4. Vlado, Ch. (2024). *Τα σταυροδρόμια της οικονομικής σκέψης: Η εξέλιξη της πολιτικής οικονομίας από την αρχαιότητα έως σήμερα* [The crossroads of economic thought: The evolution of political economy from antiquity to the present day]. Athens: Kritiki Publications. (forthcoming)

B.1.3. Vlado, Ch. (2017). *Παγκόσμια κρίση, καινοτομία και διαχείριση αλλαγής: Η οπτική STRA.TECH.MAN* [Global crisis, innovation and change management: The Stra.Tech.Man perspective]. Athens: Kritiki Publications. ISBN: 9789602188835.<sup>1</sup>

<https://kritiki.gr/product/pagkosmia-krisi-kainotomia-kai-diaxeirisi-allagis/>

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<sup>1</sup> The following University Departments have proposed or still proposing the textbook as basic manual for corresponding semester courses:

- Democritus University of Thrace, Department of Economics
- University of Piraeus, Department of International European Studies
- University of the Aegean, Department of Business Administration (Executive MBA)
- University of Nicosia, School of Business (MBA)
- Agricultural University of Athens, Department of Logistics

- B.1.2. Vlosos, Ch. (2016). *Στρατηγική μικρομεσαίων επιχειρήσεων σε συνθήκες κρίσης: Η προσέγγιση STRA.TECH.MAN* [Strategy of small and medium-sized enterprises: The Stra.Tech.Man approach]. Athens: Kritiki Publications. ISBN: 9789605861605.<sup>2</sup>  
<https://kritiki.gr/product/stratigiki-mikromeseon-epichiriseon-se-sinthikes-krisis/>
- B.1.1. Vlosos, Ch. (2006). *Η δυναμική της παγκοσμιοποίησης και οι επιχειρήσεις στην Ελλάδα* [Dynamics of globalization and the enterprises in Greece]. Athens: Kritiki Publications. ISBN: 9789602184677.<sup>3</sup>  
<https://kritiki.gr/product/i-dinamiki-tis-pagkosmiopiisis-ke-o/>

## B.2. Published Studies

- B.2.1. Vlosos, Ch. (2007). *Βασικά στοιχεία σχεδιασμού εκπαιδευτικών προγραμμάτων ενδοεπιχειρησιακής κατάρτισης* [Basic elements for designing in-business training programs]. Athens: Evrimatheia.  
[https://www.researchgate.net/publication/330958551\\_Basika\\_stoicheia\\_schediasmou\\_ekpaideutikon\\_programmaton\\_endoepicheiresiakes\\_katartises](https://www.researchgate.net/publication/330958551_Basika_stoicheia_schediasmou_ekpaideutikon_programmaton_endoepicheiresiakes_katartises)

## B.3. Collections of Economic and Political Essays

- B.3.3. Vlosos, Ch. (2022). *Φιλοδοξίες ανάπτυξης: Βελτιώσεις και εμπόδια* [Development ambitions: Improvements and obstacles]. Αθήνα: Athens: Kritiki Publications. ISBN: 9789605864118.  
<https://kritiki.gr/product/filodoxies-anaptixis/>
- B.3.2. Vlosos, Ch. (2018). *Παγιδευμένοι στην κρίση: Παθογένειες, ανασχές και διέξοδοι* [Trapped in the crisis: Pathogenies, haltings, and ways-out]. Athens: Kritiki Publications. ISBN: 9789605862664.  
<https://kritiki.gr/product/pagidevmenoi-stin-krisi/>
- B.3.1. Vlosos, Ch. (2014). *Τομές στην ελληνική κρίση* [Sections in the Greek crisis]. Athens: Kritiki Publications. ISBN: 9789602189955.  
<https://kritiki.gr/product/tomes-stin-elliniki-krisi/>

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<sup>2</sup> The following University Departments have proposed or still proposing the textbook as a basic manual for corresponding semester courses:

- Democritus University of Thrace, Department of Economics
- University of the Aegean, Department of Business Administration (Executive MBA)
- University of Nicosia, School of Business (MBA)
- International Hellenic University, Department of Organisation Management, Marketing and Tourism
- University of Western Macedonia, Department of Accounting and Finance

<sup>3</sup> The following University Departments have proposed or still proposing the textbook as a basic manual for corresponding semester courses:

- Democritus University of Thrace, Department of Economics
- University of Peloponnese, Department of Economics
- University of the Aegean, Department of Business Administration
- University of the Aegean, Department of Economics and Management
- University of Western Macedonia, Department of Balkan Studies
- University of Nicosia, School of Business (MBA)

#### B.4. Educational Material

B.4.2. Vlados, Ch. (2014). *Start-up: Επιχειρηματικότητα* [Startup: Entrepreneurship]. Athens: OTE Academy, EEDE, FOUNDATION.

[https://www.researchgate.net/publication/330958501\\_Start-up\\_epicheirematikoteta](https://www.researchgate.net/publication/330958501_Start-up_epicheirematikoteta)

B.4.1. Vlados, Ch. (1994). *Στοιχεία πολιτικής και ιδιωτικής οικονομίας* [Political and private economy elements]. Piraeus: Publications of Papaspyrou Institute of Vocational Training.

[https://www.researchgate.net/publication/338015015\\_Stoicheia\\_politikes\\_kai\\_idiotikes\\_oikonomias](https://www.researchgate.net/publication/338015015_Stoicheia_politikes_kai_idiotikes_oikonomias)

#### B.5. Editing of Textbooks

B.5.1. Bradford, T. (2021). *Οικονομικά της ενέργειας και ενεργειακό σύστημα: Τεχνολογικές διαστάσεις, αγορές και προτάσεις πολιτικής* [The energy system: Technology, economics, markets, and policy] (Vlados, Ch., Deniozos, N., Kounetas, K., & Chatzinikolaou, D. Scientific Editors for the Greek Translation; I. Melas, Translation). Athens: Papazisis Publications. ISBN: 9789600237962.

<https://papazissi.gr/product/oikonomika-tis-energeias-kai-energeiako-sistema/>

#### C. Collections of Published Articles in Peer-Reviewed Scientific Journals

C.6. Vlados, Ch., & Fakhry, B. (Eds.) (2021). *Pandemic economy: Covid-19 effects and consequences in the first year*. KSP Books. ISBN: 9786257501224.

<http://books.ksplibrary.org/978-625-7501-22-4>

C.5. Vlados, Ch. (Ed.), Chatzinikolaou, D., Deniozos, N., & Demertzis, M. (2019). *New globalization dynamics*. KSP Books. ISBN: 9786057736598.

<http://books.ksplibrary.org/978-605-7736-59-8/>

C.4. Vlados, Ch. (Ed.), Chatzinikolaou, D., Deniozos, N., Digkas, A., Katimertzopoulos, F., & Koutroukis, Th. (2019). *Local development dynamics*. KSP Books. ISBN: 9786057736611.

<http://books.ksplibrary.org/978-605-7736-61-1/>

C.3. Vlados, Ch. (Ed.), Chatzinikolaou, D., Deniozos, N., & Falaras, A. (2019). *Studies on Southeastern Europe and the Greek Economy*. KSP Books. ISBN: 9786057736550.

<http://books.ksplibrary.org/978-605-7736-55-0/>

C.2. Vlados, Ch., Deniozos, N., & Chatzinikolaou, D. (2019). *Global crisis and restructuring: Theory, analysis, and the case of Greece*. KSP Books. ISBN: 9786057602893.

<http://books.ksplibrary.org/978-605-7602-89-3/>

C.1. Vlados, Ch. (2019). *Stra.Tech.Man (strategy-technology-management): Theory and concepts*. KSP Books. ISBN: 9786057602831.

<http://books.ksplibrary.org/978-605-7602-83-1/>

## D. Book Chapters

- D.11. Chatzinikolaou, D., & Vlahos, Ch. (2023). Weak sustainable development trajectories and evolving organisational physiologies: Empirical evidence from Eastern Macedonia–Thrace. In D. Vrontis, A. Thrassou, L. Efthymiou, Y. Weber, R. Shams, & E. Tsoukatos (Eds). Vol.1 - Business for Sustainability: Strategic Avenues and Managerial Approaches. Palgrave Studies in Cross-Disciplinary Business Research, In Association with EuroMed Academy of Business (pp. 201-226). Cham: Palgrave Macmillan. [Scopus]  
[https://link.springer.com/chapter/10.1007/978-3-031-37361-9\\_10](https://link.springer.com/chapter/10.1007/978-3-031-37361-9_10)
- D.10. Koutroukis, Th., Vlahos, Ch., & Chatzinikolaou, D. (2023). Implications of the COVID-19 pandemic on human resource management and labor relations: Social dialogue for the new global era. In V. Kaya (Ed). *Social and Economic Studies within the Framework of Emerging Global Developments Volume 3* (pp. 237-248). Peter Lang Publishing. ISBN: 9783631904428.  
<https://www.peterlang.com/document/1383559>
- D.9. Vlahos, Ch. (2022). Conceptual mutations of change management and the strategy–technology–management innovation. In A. Thrassou, D. Vrontis, L. Efthymiou, Y. Weber, R. Shams, & E. Tsoukatos (Eds). *Business Advancement through Technology Volume II: The Changing Landscape of Industry and Employment* (pp. 109-133). Palgrave Studies in Cross-Disciplinary Business Research, In Association with EuroMed Academy of Business. Springer, Cham. ISBN: 9783031077647. [Scopus]  
[https://link.springer.com/chapter/10.1007/978-3-031-07765-4\\_6](https://link.springer.com/chapter/10.1007/978-3-031-07765-4_6)
- D.8. Vlahos, Ch., & Chatzinikolaou, D. (2022). Management conception challenges in the post-COVID-19 era and the Stra.Tech.Man analysis. In C. Machado, & J.P. Davim (Eds). *Organizational Management in Post Pandemic Crisis* (pp. 29-51). Springer, Cham. ISBN: 9783030980511.  
[https://link.springer.com/chapter/10.1007/978-3-030-98052-8\\_2](https://link.springer.com/chapter/10.1007/978-3-030-98052-8_2)
- D.7. Vlahos, Ch., Koutroukis, Th., & Chatzinikolaou, D. (2022). Change management, organizational adaptation, and labor market restructuring: Notes for the post-COVID-19 era. In Popescu, C.R (Ed). *COVID-19 Pandemic Impact on New Economy Development and Societal Change* (pp. 1-21). IGI Global. ISBN: 9781668433744.  
<https://www.igi-global.com/gateway/chapter/293587>
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F.3. Vlado, Ch. (2003). Ανταγωνιστικότητα και παγκοσμιοποίηση: Προς ένα πλαίσιο συνεκτικής προσέγγισης της τοπικής ανάπτυξης [Competitiveness and globalization: Towards a coherent approach to local development]. In *Αρχές και κατευθύνσεις στρατηγικών βιώσιμης ανάπτυξης στην Ανατολική Αττική κ ο ρόλος της αυτοδιοίκησης* [Principles and guidelines of sustainable development strategies in East Attica and the role of local government]. Δήμος Λαυρεωτικής (υπό την αιγίδα του Υπουργείου Εσωτερικών και της Τοπικής Ένωσης Δήμων και Κοινοτήτων της Περιφέρειας Αττικής) [Municipality of Lavreotiki (Under the auspices of the Ministry of the Interior and the Local Association of Municipalities and Communities of the Region of Attica)], Athens, Greece, September 26-28.

<https://www.researchgate.net/publication/330638695> *Antagonistikoteta kai pankosmiopieise Pro s ena plaisio synektikes prosengises tes topikes anaptyxes*

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<https://www.researchgate.net/publication/330638699> *International restructuring dynamics*

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## **G. Presentations in Conferences and Scientific Workshops (No Proceedings Published)**

G.18. Vlado, Ch. (2023). Επιχειρηματικότητα και σταδιοδρομία στη νέα παγκοσμιοποίηση: Τρέχουσες εξελίξεις και προκλήσεις [Entrepreneurship and career development in the new globalization: Current developments and challenges]. *CYF CONGRESS: Το μεγαλύτερο συνέδριο νεανικής επιχειρηματικότητας και σταδιοδρομίας* [CYF CONGRESS: The largest youth entrepreneurship and career conference]. Department of Economics, Democritus University of Thrace, 8 March 2023.

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- G.17. Chatzinikolaou, D., & Vlahos, Ch. (2021). A review of the transport sector: Notes from the post-COVID-19 era. In *2nd International Conference, Intermodal Transports: Innovations in Planning, Management, Business Development & Decision Making*. Alexandroupoli, Greece, 12-15 October 2021.  
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- G.16. Chatzinikolaou, D., & Vlahos, Ch. (2021). The resilience of business ecosystems in the post-COVID-19 era: Notes on the European Recovery and Resilience Facility. In *2nd International Conference, Intermodal Transports: Innovations in Planning, Management, Business Development & Decision Making*. Alexandroupoli, Greece, 12-15 October 2021.  
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- G.15. Vlahos, Ch. (2021). Πρέπει να σκεφτούμε το μέλλον με ένα νέο είδος «πατριωτισμού» [We must think of the future with a new kind of “patriotism”]. In *200 χρόνια από την επανάσταση: Ζητήματα και προκλήσεις συλλογικής ωρίμανσης* [200 years since the Greek revolution: Issues and challenges of collective maturation]. Διαδικτυακό Τηλε-Συμπόσιο από τον ΕΑΝΟΣ [Online Tele-Symposium by ΕΑΝΟΣ], April 18.
- G.14. Vlahos, Ch. (2021). Η επόμενη διετία θα είναι ιδιαίτερα τρικυμιώδης σε πάρα πολλά επίπεδα [The next two years will be particularly tumultuous on many levels]. In *Ενεργειακή Ασφάλεια και Δρόμοι Ευημερίας* [Energy Security and Prosperity Paths]. Διαδικτυακό Τηλε-Συμπόσιο από τον ΕΑΝΟΣ [Online Tele-Symposium by ΕΑΝΟΣ], January 31.
- G.13. Vlahos, Ch. (2020). Η πανδημία του COVID-19 και οι αλλαγές που θα προέλθουν από αυτήν στην εθνική και παγκόσμια οικονομία [The COVID-19 pandemic and the resulting changes in the national and global economy]. In *2<sup>η</sup> Εθνική Συνδιάσκεψη Εκλεγμένων στα Επιμελητήρια Ασφαλιστικών Διαμεσολαβητών* [2<sup>nd</sup> National Conference of Elected Representatives in the Chambers of Insurance Mediators]. Επαγγελματικά Επιμελητήρια Θεσσαλονίκης, Αθηνών και Πειραιά [Chambers of Commerce of Thessaloniki, Athens, Piraeus]. Thessaloniki, November 11<sup>th</sup>.
- G.12. Vlahos, Ch. (2020). Το μυαλό και η επιχειρηματικότητα είναι το «κλειδί» της οικονομικής ανάπτυξης και εξέλιξης [Mind and entrepreneurship are the “keys” to economic growth and development]. In *Πεδία & Πυλώνες Ευημερίας στη Θράκη* [Fields and Pillars of Prosperity in Thrace]. Διαδικτυακό Τηλε-Συμπόσιο από τον ΕΑΝΟΣ [Online Tele-Symposium by ΕΑΝΟΣ], November 8.
- G.11. Katimertzopoulos, F., & Vlahos, Ch. (2019). Design in action: Local stories on the spotlight according to the Stra.Tech.Man approach. In *1<sup>st</sup> Thessaloniki Design Week: INNOVATION ID19: STIMULATING GROWTH THROUGH DESIGN*. LABattoir, Thessaloniki, Greece, May 7<sup>th</sup>.
- G.10. Vlahos, Ch., & Chatzinikolaou, D. (2018). Επιχειρηματικά οικοσυστήματα και φυσιολογική μετεξέλιξη των επιχειρήσεων: Η περίπτωση των μικρομεσαίων επιχειρήσεων στην περιφέρεια Ανατολικής Μακεδονίας και Θράκης [Business ecosystems and physiological evolution of firms: The case of SMEs in the region of Eastern Macedonia and Thrace]. In *3η Ερευνητική Διημερίδα του Τμήματος Οικονομικών Επιστημών του Δημοκριτείου Πανεπιστημίου Θράκης* [Third Two-day Workshop of the Department of Economics of

Democritus University of Thrace]. Department of Economics, Democritus University of Thrace, Komotini, Greece, October 17-18.

G.9. Vlados, Ch., & Chatzinikolaou, D. (2018). Ανταγωνιστικότητα και σύγχρονη βιομηχανική πολιτική: Στοιχεία από την ευρωπαϊκή εμπειρία [Competitiveness and contemporary industrial policy: Elements from the European experience]. In *3η Ερευνητική Διημερίδα του Τμήματος Οικονομικών Επιστημών του Δημοκριτείου Πανεπιστημίου Θράκης* [Third Two-day Workshop of the Department of Economics of Democritus University of Thrace]. Department of Economics, Democritus University of Thrace, Komotini, Greece, October 17-18.

G.8. Katimertzopoulos, F., & Vlados, Ch. (2018). Οι τρεις διαστάσεις της καινοτομίας βάση της προσέγγισης Stra.Tech.Man σε τοπικά συστήματα παραγωγής [The three dimensions of innovation based on the Stra.Tech.Man approach to local production systems]. In *3η Ερευνητική Διημερίδα του Τμήματος Οικονομικών Επιστημών του Δημοκριτείου Πανεπιστημίου Θράκης* [Third Two-day Workshop of the Department of Economics of Democritus University of Thrace]. Department of Economics, Democritus University of Thrace, Komotini, Greece, October 17-18.

G.7. Deniozos, N., & Vlados, Ch. (2018). Από την παραδοσιακή περιφερειακή ανάλυση στην δυναμική της τοπικής ανάπτυξης: Θεμέλια και θεωρητικοί αναπροσανατολισμοί [From the traditional regional analysis to dynamics of local development: Foundations and theoretical reorientations]. In *3η Ερευνητική Διημερίδα του Τμήματος Οικονομικών Επιστημών του Δημοκριτείου Πανεπιστημίου Θράκης* [Third Two-day Workshop of the Department of Economics of Democritus University of Thrace]. Department of Economics, Democritus University of Thrace, Komotini, Greece, October 17-18.

G.6. Vlados, Ch., & Deniozos, N. (2018). Γεωπολιτική ανάλυση της γεωοικονομίας της ενεργειακής ασφάλειας στο σύμπλοκο Αίγυπτος-Ελλάδα-Ισραήλ-Κύπρος-Τουρκία: Η ανακατανομή ισχύος μέσω της γεωπολιτικής της ενέργειας [Geopolitical analysis of energy geoeconomics in the Egypt-Greece-Israel-Cyprus-Turkey complex: The redistribution of power through the geopolitics of energy]. In *3η Ερευνητική Διημερίδα του Τμήματος Οικονομικών Επιστημών του Δημοκριτείου Πανεπιστημίου Θράκης* [Third Two-day Workshop of the Department of Economics of Democritus University of Thrace]. Department of Economics, Democritus University of Thrace, Komotini, Greece, October 17-18.

G.5. Vlados, Ch. (2016). Κρίση και αναδιάρθρωση: Η δυναμική της παγκοσμιοποίησης στην Νοτιοανατολική Ευρώπη [Crisis and restructuring: The dynamics of globalization in Southeastern Europe]. In *Οικονομικές προοπτικές ανάπτυξης και μεταναστευτική πολιτική. Ελλάδα-Κύπρος στο πλαίσιο της γεωπολιτικής δυναμικής στη Ν.Α. Μεσόγειο* [Economic development prospects and immigration policy. Greece-Cyprus in the context of geopolitical dynamics in Southeastern Mediterranean]. Ίδρυμα Πολιτισμού και Εκπαίδευσης «Ανδρέας Λεντάκης» [Foundation of Culture and Education “Andreas Lentakis”], Athens, Greece, June 13<sup>th</sup>.

G.4. Vlados, Ch., & Katimertzopoulos, F. (2016). Local support mechanisms for entrepreneurship: The approach of local development and innovation institutions. In *2η Ερευνητική Διημερίδα του Τμήματος Οικονομικών Επιστημών του Δημοκριτείου Πανεπιστημίου Θράκης* [Second Two-day Workshop of the

Department of Economics of Democritus University of Thrace]. Department of Economics, Democritus University of Thrace, Komotini, Greece, May 17-18.

- G.3. Vlado, Ch. Βλάχος Χ. Μ. (2015). Ελκυστικότητα του επιχειρηματικού περιβάλλοντος και ανάπτυξη [Attractiveness of the business environment and development]. In *Κρίση και συνέπειες: Οχρωματική αντιμετώπιση* [Crisis and consequences: Fortification]. Σωματείο Εργαζομένων Τραπεζικής Επιχειρήσης E.F.G. EUROBANK [E.F.G. EUROBANK Banking Workers' Union], Hilton Hotel, Athens, Greece, November 28<sup>th</sup>.
- G.2. Vlado, Ch. (2009). Γυναίκεια επιχειρηματικότητα στην Ελλάδα: Παρελθόν, παρόν και μέλλον [Women's entrepreneurship in Greece: Past, present and future]. In *Γυναίκες ενάντια στο ρεύμα: Γυναίκεια επιχειρηματικότητα* [Women against the tide: Women's entrepreneurship], Δήμος Αθηναίων και «ΙΑΝΟΣ», στο πλαίσιο του Έργου: «Δράσεις Ενίσχυσης της Απασχόλησης με την Ενεργό Συμμετοχή των Μη Κυβερνητικών Οργανώσεων (Μ.Κ.Ο.)» [Municipality of Athens and "Ianos", within the framework of the project: "Employment Enhancement Actions with the Active Participation of Non-Governmental Organizations (NGOs)"], IANOS, Athens, Greece, July 2<sup>nd</sup>.
- G.1. Vlado, Ch. (2009). Παγκόσμια οικονομική κρίση και ελληνική οικονομία: Νέες απειλές και ευκαιρίες [Global economic crisis and the Greek economy: New threats and opportunities]. In *Γυναίκες ενάντια στον κοινωνικό αποκλεισμό - Ευρωπαϊκή οικονομική πραγματικότητα: Ευκαιρίες ανάπτυξης των ελληνικών επιχειρήσεων εν μέσω κρίσης* [Women against social exclusion - European economic reality: Opportunities for the development of Greek businesses in the midst of a crisis]. Εμπορικό & Βιομηχανικό Επιμελητήριο Αθηνών [Athens Chamber of Commerce and Industry], Athens, Greece, May 20<sup>th</sup>.

## H. Publications by Joint Academic and Consulting Activity

- H.3. «Προμελέτη Σκοπιμότητας για την ίδρυση κέντρου διάδοσης αποτελεσμάτων έρευνας στο Αριστοτέλειο Πανεπιστήμιο Θεσσαλονίκης» [Feasibility study for the establishment of a research dissemination center at the Aristotle University of Thessaloniki], **Αριστοτέλειο Πανεπιστήμιο Θεσσαλονίκης & Ελληνικό Κέντρο Μεταφοράς Τεχνολογίας [Aristotle University of Thessaloniki & Hellenic Technology Transfer Center]**, Athens, Greece, May 2002.
- H.2. «Μελέτη Σκοπιμότητας για το WIN (Wireless Internet Network)» [Feasibility Study for WIN (Wireless Internet Network)], **Εθνικό Κέντρο Ερευνών Δημόκριτος & ΟΤΕ-Consulting/OTENET** [National Research Center Democritus & OTE-Consulting/OTENET], Athens, Greece, September 2001.
- H.1. «Μελέτη σκοπιμότητας για την ανάπτυξη υπηρεσιών με την χρήση Έξυπνης Κάρτας [Feasibility study for the development of services using a Smart Card], **Πανεπιστήμιο Πειραιώς & ΟΤΕ-Consulting** [University of Piraeus & OTE-Consulting], Athens, Greece, November 2000.

## I. Business Project Activity

- I.8. «Επιχειρησιακό Πλάνο εκκίνησης για το compost - Κριτίας Α.Ε.» [Start-up Business Plan for the compost Kritias S.A.], Athens, Greece, VADECON Co., September 2003. (**Scientific project coordinator**).

- I.7. «Μελέτη Επενδυτικής Ευκαιρίας για την παραγωγή και διάθεση compost από την Κριτίας Α.Ε. στην Ελληνική Αγορά» [Investment opportunity study for the production and distribution of compost by Kritias S.A. in the Greek Market], Athens, Greece, VADECON Co., March-May 2003. **(Scientific project coordinator)**.
- I.6. «Στρατηγική ανάλυση για την ανάπτυξη του Δικτύου Πωλήσεων της Αρχής Τηλεπικοινωνιών Κύπρου (ΑΤΗΚ)» [Strategic analysis for the development of the Sales Network of the Cyprus Telecommunications Authority], Athens, Greece, OTE CONSULTING, December 2002. **(Researcher)**.
- I.5. «Στρατηγική ανάλυση επέκτασης δικτύου καταστημάτων ΓΕΡΜΑΝΟΣ στη Βουλγαρία» [Strategic analysis of the expansion of a network of GERMANOS stores in Bulgaria], Athens Greece, OTE CONSULTING, September 2001. **(Researcher)**.
- I.4. «Επιχειρησιακός Σχεδιασμός και Στρατηγική Ανάλυση για την ίδρυση της Management Development Consulting» [Business Planning and Strategic Analysis for the Setting up the Management Development Consulting], Athens, Greece, MADCON Co., May 2001. **(Scientific project coordinator)**.
- I.3. «Επιχειρησιακό Σχέδιο OTE Consulting για το έτος 2001» [Operational plan of OTE Consulting for the year 2001], Athens, Greece, OTE CONSULTING, December 2000. **(Researcher)**.
- I.2. «Σχεδιασμός, Οργάνωση και Διοίκηση του Δικτύου Πωλήσεων της Αρχής Τηλεπικοινωνιών Κύπρου (ΑΤΗΚ)» [Design, organization and management of the Sales Network of the Cyprus Telecommunications Authority], Athens, Greece,, OTE CONSULTING, October 2000. **(Researcher)**.
- I.1. «Μελέτη σκοπιμότητας για την εισαγωγή υπηρεσιών Interactive TV» [Feasibility study for the introduction of Interactive TV services], OTE CONSULTING, Athens, Greece, July 2000. **(Researcher)**

#### **J. Additional Scientific Publications (No Peer Review)**

- J.1. «Στοιχεία για την Επανεστίαση της Σύγχρονης Συμβουλευτικής των Μικρομεσαίων Επιχειρήσεων: η Περίπτωση της Συμβουλευτικής της Γυναικείας Επιχειρηματικότητας στην Ελλάδα» [Elements on refocusing today's consulting of SMEs: The case of women's entrepreneurship consulting in Greece], Ch. Vlados, Proceedings of the Conference on *«Ίσες δυνατότητες ίσες ευκαιρίες – Γυναικεία απασχόληση: Νέες ευκαιρίες τώρα' (υπό την αιγίδα της Νομαρχίας Αθηνών και της Γενικής Γραμματείας Ισότητας)»* ["Equal opportunities, equal possibilities – 'Women's employment: New opportunities now' (under the auspices of the Prefecture of Athens and the General Secretariat for Equality)"], Aigli Zappeiou, Athens, Greece, October 26<sup>th</sup>, 2005.

#### **K. Development of Education Material for Distance Learning**

- K.11. «Διεθνές Μάρκετινγκ» [International Marketing], **Ch. Vlados, Democritus University of Thrace, MBA**, since FALL 2021 [Partial distance learning]
- K.10. «Διεθνές Μάνατζμεντ και Στρατηγική» [International Management and Strategy], **Ch. Vlados, Democritus University of Thrace, MBA**, since FALL 2021 [Partial distance learning]

- K.9. «Στρατηγική των Επιχειρήσεων και Οργανισμών» [Strategy of Businesses and Organizations], **Ch. Vlados, University of the Aegean**, Executive MBA, since FALL 2021 [Partial distance learning]
- K.8. «Διοικητική Οικονομική» [Managerial Economics], **Ch. Vlados, University of the Aegean**, Executive MBA, since SPRING 2021 [Partial distance learning]
- K.7. «Διαχείριση της Αλλαγής στην Τοπική Αυτοδιοίκηση» [Change Management in Local Government], **Ch. Vlados, University of Peloponnese**, Master of Arts (MA) in Local and Regional Development and Local Government, since FALL 2021 [Partial distance learning]
- K.6. «Managing SMEs & Family Businesses», **Ch. Vlados, University of Nicosia**, MBA, since SPRING 2019 [Exclusive distance learning]
- K.5. «Entrepreneurship and Startup Management», **Ch. Vlados, University of Nicosia**, MBA, since SPRING 2019 [Exclusive distance learning]
- K.4. «Διοίκηση Μικρομεσαίων και Οικογενειακών Επιχειρήσεων» [Managing SMEs & Family Businesses], **Ch. Vlados, University of Nicosia**, MBA, since SPRING 2019 [Exclusive distance learning]
- K.3. «Η Επιχειρηματικότητα στην ΕΕ» [Entrepreneurship in the EU], **Ch. Vlados, Democritus University of Thrace**, Post Graduate “Studies in Contemporary European Studies: Law, Economy”, Politics, since SPRING 2019 [Partial distance learning]
- K.2. «Επιχειρηματικότητα και Νεοφυείς Επιχειρήσεις» [Entrepreneurship and Startup Management], **Ch. Vlados, University of Nicosia**, MBA, since FALL 2018 [Exclusive distance learning]
- K.1. «Οικονομικά της Ενέργειας» [Economics of Energy], **Ch. Vlados, Democritus University of Thrace**, Post Graduate Studies in International and European Energy Law, since SPRING 2015 [Partial distance learning]

#### L. Published Hand-Outs for Educational Practice

- L.41. «Διεθνές Μάνατζμεντ» [International management], **Ch. Vlados, Democritus University of Thrace**, Department of Economics, September 2021.
- L.40. «Εισαγωγικά Μαθήματα στην Ιστορία και στη Μεθοδολογία της Οικονομικής Σκέψης» [Introduction to the history and methodology of economic thought], **Ch. Vlados, Democritus University of Thrace**, Department of Economics, September 2021.
- L.39. «Ειδικά Θέματα Διαχείρισης Αλλαγής και Καινοτομίας» [Special change management and innovation issues], **Ch. Vlados, Democritus University of Thrace**, Department of Economics, September 2021.
- L.38. «Στρατηγική των Επιχειρήσεων και Οργανισμών» [Strategy for firms and organizations], **Ch. Vlados, University of the Aegean**, Department of Business Administration, September 2021.
- L.37. «Καινοτομία και διαχείριση αλλαγής» [Innovation and change management (Innovation management)], **Ch. Vlados, University of the Aegean**, Department of Business Administration, September 2021.
- L.36. «Διεθνές Μάνατζμεντ και Στρατηγική» [International management and strategy, MBA], **Ch. Vlados, Democritus University of Thrace**, Department of Economics, September 2021.
- L.35. «Διεθνές Μάρκετινγκ» [International marketing, MBA], **Ch. Vlados, Democritus University of Thrace**, Department of Economics, September 2021.

- L.34. «*Διαχείριση της αλλαγής στην τοπική αυτοδιοίκηση*» [Managing change in local government], **Ch. Vlados, University of Peloponnese**, Department of Political Science and International Relations, January 2021.
- L.33. «*Εισαγωγή στην οικονομική της διοίκησης των επιχειρήσεων*» [Introduction to business and managerial economics], **Ch. Vlados, University of the Aegean**, Department of Business Administration, January 2021.
- L.32. «*Το σύγχρονο μανάτζμεντ μέσα στη δυναμική της παγκοσμιοποίησης*» [Modern management in the dynamics of globalization], **Ch. Vlados, Democritus University of Thrace**, Department of Economics, September 2020.
- L.31. «*Οικονομικά και γεω-οικονομία της ενέργειας για νομικούς επιστήμονες*» [Energy economics and geo-economy for legal scientists], **Ch. Vlados, Democritus University of Thrace**, Department of Law, April 2020.
- L.30. «*Διοίκηση: Το σύγχρονο μανάτζμεντ μέσα στη δυναμική της παγκοσμιοποίησης*», **Ch. Vlados, University of the Aegean**, Department of Business Administration, September 2019.
- L.29. «*Managing Small & Medium-sized Enterprises (SMEs) & Family Businesses*», **Ch. Vlados, University of Nicosia**, School of Business, September 2019.
- L.28. «*Entrepreneurship and Startup Management*», **Ch. Vlados, University of Nicosia**, School of Business, February 2019.
- L.27. «*Διοίκηση μικρομεσαίων και οικογενειακών επιχειρήσεων*» [Managing SMEs & Family Businesses], **Ch. Vlados, University of Nicosia**, School of Business, February 2019.
- L.26. «*Επιχειρηματικότητα και νεοφυείς επιχειρήσεις*» [Entrepreneurship and Startup Management], **Ch. Vlados, University of Nicosia**, School of Business, September 2018.
- L.25. «*Η επιχειρηματικότητα στην ΕΕ*» [Entrepreneurship in the EU], **Ch. Vlados, Democritus University of Thrace**, Τμήμα Νομικής, April 2020.
- L.24. «*Εισαγωγή στο Μάρκετινγκ*» [Introduction to Marketing], **Ch. Vlados, Democritus University of Thrace** Department of Economics, January 2017.
- L.23. «*Εισαγωγή στη στρατηγική των επιχειρήσεων*» [Introduction to business strategy], **Ch. Vlados, Democritus University of Thrace**, Department of Economics, September 2016.
- L.22. «*Εισαγωγή στην καινοτομία και τη διαχείρισης της αλλαγής*» [Introduction to innovation and change management], **Ch. Vlados, Democritus University of Thrace**, Department of Economics, September 2015.
- L.21. «*Εισαγωγή στη διαχείριση ανθρωπίνων πόρων και την οργανωσιακή συμπεριφορά*» [Introduction to human resource management and organisational behaviour], **Ch. Vlados, Democritus University of Thrace**, Department of International Economic Relations & Development, September 2012.
- L.20. «*Ιστορία οικονομικών θεωριών*» [History of economic theories], **Ch. Vlados, Democritus University of Thrace**, Department of International Economic Relations & Development, September 2012.
- L.19. «*Εισαγωγή στους οικονομικούς και πολιτικούς θεσμούς της Ευρωπαϊκής Ένωσης*» [Introduction to the economic and political institutions of the European Union], **Ch. Vlados, Democritus University of Thrace**, Department of International Economic Relations & Development, February 2012.

- L.18. «Εισαγωγή στην οικονομική πολιτική» [Introduction to economic policy], **Ch. Vlado**, **Democritus University of Thrace**, Department of International Economic Relations & Development, February 2012.
- L.17. «Εισαγωγή στα οικονομικά του ελεύθερου χρόνου» [Introduction to the economics of leisure], **Ch. Vlado**, **Democritus University of Thrace**, Department of International Economic Relations & Development, September 2010.
- L.16. «Διοίκηση Ι» [Management I], **Ch. Vlado**, **Democritus University of Thrace**, Department of International Economic Relations & Development, February 2010.
- L.15. «Ανάλυση ανταγωνιστικότητας και πολιτική για τις επιχειρήσεις» [Competitiveness analysis and business policy], **Ch. Vlado**, **University of the Aegean**, Τμήμα Μηχανικών Οικονομίας και Διοίκησης [Department of Financial and Management Engineering], October 2007.
- L.14. «Εισαγωγικά μαθήματα στη διεθνή οικονομική» [Introductory courses in international economics], **Ch. Vlado**, **University of the Aegean**, Τμήμα Μηχανικών Οικονομίας και Διοίκησης [Department of Financial and Management Engineering], October 2006.
- L.13. «Εισαγωγικά μαθήματα στη θεωρία οικονομικής ανάπτυξης» [Introductory courses in economic development theory], **Ch. Vlado**, **Democritus University of Thrace**, Department of International Economic Relations & Development, February 2006.
- L.12. «Το σύγχρονο management του δημόσιου τομέα: Μια συγκριτική προσέγγιση με βάση τη διεθνή εμπειρία» [Modern public sector management: A comparative approach based on international experience], **Ch. Vlado**, **Σχολή Επιμόρφωσης Υπάλληλων Υπουργείου Οικονομικών (Σ.Ε.Υ.Υ.Ο)** [School of Education of Employees of the Ministry of Finance], June 2004.
- L.11. «Η σύγχρονη διοίκηση ολικής ποιότητας και η δυναμική της παγκοσμιοποίησης» [Modern total quality management and the dynamics of globalization], **Ch. Vlado**, **Κέντρο Επαγγελματικής Κατάρτισης ΜΕΝΤΩΡ [MENTOR Vocational Training Center]**, June 2004.
- L.10. «Βασικές αρχές και τεχνικές επιχειρησιακού σχεδιασμού (Business Planning)» [Business Planning basics and techniques], **Ch. Vlado**, **Κέντρο Επαγγελματικής Κατάρτισης ΕΡΓΟΝ [ERGON Vocational Training Center]**, May 2004.
- L.9. «Σχεδιασμός Marketing (Marketing Planning) στη σύγχρονη παγκόσμια βιομηχανία του τουρισμού» [Marketing Planning in today's global tourism industry], **Ch. Vlado**, **Κέντρο Επαγγελματικής Κατάρτισης ΕΡΓΟΝ [ERGON Vocational Training Center]**, May 2004.
- L.8. «Εισαγωγή στο Project Management» [Introduction to Project Management], **Ch. Vlado**, **Κέντρο Επαγγελματικής Κατάρτισης ΤΕΧΝΟΠΟΛΙΣ [TECHNOPOLIS Vocational Training Center]**, January 2004.
- L.7. «Αξιοποιώντας την τεχνολογία της πληροφορίας στη σύγχρονη επιχείρηση» [Utilizing information technology in modern business], **Ch. Vlado**, **Κέντρο Επαγγελματικής Κατάρτισης ΔΕΛΤΑ SINGULAR ΕΚΠΑΙΔΕΥΤΙΚΗ [DELTA SINGULAR Vocational Training Center]**, January 2004.

- L.6. «Σύγχρονες μεθοδολογίες διοικητικού ελέγχου» [Modern management control methodologies], **Ch. Vlado**s, **Κέντρο Επαγγελματικής Κατάρτισης ΕΡΓΟΝ [ERGON Vocational Training Center]**, December 2003.
- L.5. «Σύγχρονες θεωρητικές προσεγγίσεις και τεχνικές *Management*» [Modern theoretical approaches and management techniques], **Ch. Vlado**s, **INSTITUTE of COMMERCIAL MANAGEMENT (ICM)-ISIHIDIS**, January 2000.
- L.4. «Η ανταγωνιστικότητα των ελληνικών επιχειρήσεων και η σύγχρονη παγκόσμια οικονομία» [The competitiveness of Greek firms and the modern global economy], **Ch. Vlado**s, **Εργαστήριο Οργάνωσης & Διοίκησης, Ι.Ι.Ε.Κ. «Β. Παπασπύρου» [Papasprou Institute of Vocational Training, Organization and Management Laboratory]**, February 1998.
- L.3. «Αναζητήσεις και καινοτομίες στο σύγχρονο *Management*: Εισαγωγή στη λογική του *Total Quality Management (T.Q.M.)*» [Research and innovation in modern management: Introduction to the logic of Total Quality Management], **Ch. Vlado**s, **Κέντρο Επαγγελματικής Κατάρτισης «Αποψη» [APOPSI Vocational Training Center]**, December 1996.
- L.2. «Εισαγωγικές προσεγγίσεις στην λειτουργία του *Marketing*» [Introductory approaches to the operation of marketing], **Ch. Vlado**s, **Δημόσιο Ι.Ε.Κ. Μυτιλήνης [Mytilene Public Institute of Vocational Training]**, February 1994.
- L.1. «Εισαγωγικά μαθήματα στην πολιτική οικονομία» [Introductory courses in political economy], **Ch. Vlado**s, **Ελεύθερο Δημοτικό Πανεπιστήμιο Πειραιά [Free Municipal University of Piraeus]**, November 1989.



## 8. Lectures After Invitation

Date	Presentation	Institution	School / Faculty / Department
12/12/2020	«Στρατηγική Καινοτομία και Διαχείριση Αλλαγής» [Strategic innovation and change management]. In <b>'The Chipita Future Leaders Learning Series: Developing a Growth Mindset'</b>	ALBA College	Graduate Business School
06/2007	«Εξαγορές και Συγχωνεύσεις: Η προβληματική των "δύσκολων γάμων"» [Acquisitions and mergers: The problem of 'difficult marriages']. In <b>Dr. A. Andrikopoulos' course</b> , «Εξαγορές και Συγχωνεύσεις» [Acquisitions and Mergers]	University of the Aegean	Department of Business Administration / Department of Financial and Management Engineering
05/1997	«Τα όρια των ποσοτικών προσεγγίσεων στην Οικονομική Επιστήμη» [The limits of quantitative approaches in the Economic Science]. In <b>Dr. I. Karkazis' course</b> , «Ποσοτικές Μέθοδοι Ι» [Quantitative Methods I]	Athens University of Economics and Business	Department of Marketing & Communication

## 9. Professional Background

### 9.1. Teaching Experience

#### I. Universities

##### A. Postgraduate

Course Title	Semester	Institution	School / Faculty / Department
21. Επιχειρηματικότητα [Entrepreneurship]	Spring 2023 (Co-lecturer)	University of the Aegean	Department of Business Administration, MBA
20. Ηγεσία και Καινοτομία [Leadership and Innovation]	Spring 2023	University of Nicosia	School of Business, MBA (Distance Learning)
19. Διεθνές Μάρκετινγκ [International Marketing]	Fall 2021, Fall 2022	Democritus University of Thrace	Department of Economics, MBA
18. Διεθνές Μάνατζμεντ και Στρατηγική [International Management and Strategy]	Fall 2021, Fall 2022	Democritus University of Thrace	Department of Economics, MBA
17. Διοίκηση Καινοτομίας [Innovation Management]	Fall 2021 (Co-lecturer)	University of the Aegean	Department of Business Administration, Executive MBA
16. Στρατηγική των Επιχειρήσεων και Οργανισμών [Strategy for Firms and Organizations]	Fall 2021, Fall 2022, Fall 2023	University of the Aegean	Department of Business Administration, Executive MBA
15. Διοικητική Οικονομική [Managerial Economics]	Spring 2021	University of the Aegean	Department of Business Administration, Executive MBA
14. Διαχείριση της Αλλαγής στην Τοπική Αυτοδιοίκηση [Change Management in Local Government]	Spring 2021, Spring 2022, Spring 2023	University of Peloponnese	Master of Arts (MA) in Local and Regional Development and Local Government
13. Οικονομική των Επιχειρήσεων [Business Economics]	Fall 2020, Spring 2021, Spring 2021, Spring 2021	University of Nicosia	School of Business, MBA (Distance Learning)

	2022, Fall 2022, Fall 2023		
<b>12. Business Economics</b>	Spring 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023	<b>University of Nicosia</b>	School of Business, MBA (Distance Learning)
<b>11. Διοίκηση Επιχειρήσεων [Business Administration]</b>	Fall 2019	<b>University of the Aegean</b>	Department of Business Administration, Executive MBA
<b>10. Managing SMEs &amp; Family Businesses</b>	Spring 2019, Fall 2020, Summer 2021, Summer 2023	<b>University of Nicosia</b>	School of Business, MBA (Distance Learning)
<b>9. Η Επιχειρηματικότητα στην ΕΕ [Entrepreneurship in the EU]</b>	Spring 2019, Spring 2020, Spring 2021, Spring 2022, Spring 2023	<b>Democritus University of Thrace</b>	Department of Law / Post Graduate Studies in Contemporary European Studies: Law, Economy, Politics
<b>8. Entrepreneurship and Startup Management</b>	Spring 2019, Summer 2019, Summer 2020, Spring 2021, Spring 2022, Summer 2023	<b>University of Nicosia</b>	School of Business, MBA (Distance Learning)
<b>7. Διαχείριση Μικρομεσαίων και Οικογενειακών Επιχειρήσεων [Managing SMEs and Family Businesses]</b>	Spring 2019, Spring 2020, Spring 2021, Spring 2022, Summer 2023	<b>University of Nicosia</b>	School of Business, MBA (Distance Learning)
<b>6. Επιχειρηματικότητα και Νεοφυείς Επιχειρήσεις [Entrepreneurship and Startups]</b>	Fall 2018, Spring 2019, Fall 2019, Spring 2020, Fall 2020, Spring 2021, Spring 2021, Fall 2021,	<b>University of Nicosia</b>	School of Business, MBA (Distance Learning)

	Summer 2022, Spring 2023		
<b>5. Οικονομικά της Ενέργειας</b> [Energy Economics]	Spring 2015, Spring 2016, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Spring 2022 Spring 2023	<b>Democritus University of Thrace</b>	Department of Law / Post Graduate Studies in International and European Energy Law
<b>4. Διεθνείς Επιχειρηματικές Σχέσεις και Επιχειρησιακή Στρατηγική</b> [International Business Relations and Business Strategy]	Spring 2013, Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2018	<b>Democritus University of Thrace</b>	Department of Law / Post Graduate Courses in South- Eastern European Studies
<b>3. Ο Ρόλος των Βαλκανίων στη Νέα Αρχιτεκτονική της Ευρώπης-Διαμόρφωση Βαλκανικού Πόλου</b> [The Role of the Balkans in Europe's New Architecture – Balkan Pole Formation]	Spring 2013, Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2018	<b>Democritus University of Thrace</b>	Department of Law / Post Graduate Courses in South- Eastern European Studies
<b>2. Παγκοσμιοποίηση και Πολυεθνικές Επιχειρήσεις</b> [Globalization and Multinational Enterprises]	Spring 2013	<b>Democritus University of Thrace</b>	Department of Law / Post Graduate Courses in South- Eastern European Studies
<b>1. Διεθνής Μακροοικονομία</b> [International Macroeconomics]	Fall 2006, Fall 2007, Fall 2008	<b>University of the Aegean</b>	Department of Financial and Management Engineering (Post Graduate Degree Course)

## B. Undergraduate

Course Title	Semester	Institution	School / Faculty / Department
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<i>23. Διεθνές Μάνατζμεντ</i> [International Management]	Spring 2022, Spring 2023	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>22. ΔΕΟ44: Θεωρία Επιχειρηματικότητας και Καινοτομίας</i> [BOA44: Entrepreneurship and Innovation Theory]	Fall 2021, Spring 2022, Fall 2022, Spring 2023	<b>Hellenic Open University</b>	School of Social Sciences, Business & Organisation Administration
<i>21. Ιστορία και Μεθοδολογία Οικονομικής Σκέψης</i> [History and Methodology of Economic Thought]	Fall 2021, Fall 2022, Fall 2023	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>20. Ειδικά Θέματα Διαχείρισης Αλλαγής και Καινοτομίας</i> [Special Change Management and Innovation Issues]	Fall 2021, Fall 2022, Fall 2023	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>19. Μάρκετινγκ</i> [Marketing]	Spring 2017, Spring 2020	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>18. Στρατηγική Επιχειρήσεων</i> [Business Strategy]	Spring 2013, Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Spring 2022, Spring 2023	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>17. Διαχείριση Ανθρώπινων Πόρων</i> [Human Resource Management]	Fall 2012, Fall 2013, Fall 2014	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>16. Οικονομική Πολιτική</i> [Economic Policy]	Spring 2011, Spring 2012, Spring 2013, Spring 2014	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)

			International Economic Relations and Development)
<i>15. Οικονομικοί και Πολιτικοί Θεσμοί της Ευρωπαϊκής Ένωσης</i> [Economic and Political Institutions of the EU]	Spring 2011, Spring 2012, Spring 2013, Spring 2014	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>14. Διοίκηση II</i> [Management II]	Fall 2011, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Fall 2018, Fall 2019, Fall 2020	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>13. Ιστορία Οικονομικών Θεωριών</i> [History of Economic Theories]	Fall 2011, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Fall 2018, Fall 2019, Fall 2020	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>12. Οικονομική του Ελευθέρου Χρόνου</i> [Economics of Leisure]	Fall 2011, Fall 2012, Fall 2013, Fall 2014	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>11. Διεθνείς Επιχειρηματικές Σχέσεις</i> [International Business Relations]	Spring 2009, Spring 2010, Spring 2011	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>10. Κλαδική Οικονομική</i> [Industrial Economics]	Spring 2007, Spring 2010	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<i>9. Βιομηχανική Κοινωνιολογία</i> [Industrial Sociology]	Spring 2007	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)

<b>8. Διοίκηση I [Management I]</b>	Fall 2006, Fall 2007, Fall 2008, Fall 2011, Fall 2012, Fall 2013, Fall 2014, Fall 2018, Fall 2019, Fall 2020	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<b>7. Θεωρία Οικονομικής Ανάπτυξης [Economic Development Theory]</b>	Spring 2005	<b>Democritus University of Thrace</b>	Department of Economics (Former Department of International Economic Relations and Development)
<b>6. Οικονομική Ολοκλήρωση [Economic Integration]</b>	Fall 2008, Fall 2009, Fall 2010	<b>University of Peloponnese</b>	Faculty of Management and Economics / Department of Economics
<b>5. Οικονομική Ανάλυση και Πολιτική [Economic Analysis and Policy]</b>	Fall 2008, Fall 2009, Fall 2010	<b>University of Peloponnese</b>	Faculty of Management and Economics / Department of Economics
<b>4. Πολιτική Οικονομία [Political Economy]</b>	Spring 2008	<b>University of Peloponnese</b>	Faculty of Management and Economics / Department of Economics
<b>3. Διαχείριση Αλλαγής &amp; Δυναμική Ομάδων [Change Management and Group Dynamics]</b>	Spring 2007	<b>University of the Aegean</b>	Department of Financial and Management Engineering
<b>2. Ανάλυση Ανταγωνιστικότητας και Πολιτική για τις Επιχειρήσεις [Competitiveness Analysis and Business Policy]</b>	Spring 2007	<b>University of the Aegean</b>	Department of Financial and Management Engineering
<b>1. Διεθνείς Οικονομικές Σχέσεις [International Economic Relations]</b>	Fall 2006, Fall 2007, Fall 2008	<b>University of the Aegean</b>	Department of Financial and Management Engineering

## II. Centers of Liberal Studies

### A. Postgraduate

Course Title	Academic Year	Institution	Faculty
<i>10. Οργανωσιακή Θεωρία I</i> [Organizational Theory I]	2012 – 2015	Greek Management Association (EEDE)	MBA Business Administration (Post Graduate)
<i>9. Οργανωσιακή Θεωρία II</i> [Organizational Theory II]	2012 – 2015	Greek Management Association (EEDE)	MBA Business Administration (Post Graduate)
<i>8. Στρατηγική Επιχειρήσεων</i> [Business Strategy]	2012 – 2015	Greek Management Association (EEDE)	MBA Business Administration (Post Graduate)
<i>7. Επιχειρηματικός Σχεδιασμός</i> [Business Planning]	2012 – 2015	Greek Management Association (EEDE)	MBA Business Administration (Post Graduate)
<i>6. Στρατηγική Διεθνών Επιχειρήσεων</i> [International Business Strategy]	2010 – 2011	LONDON METROPOLITAN-BCA	MA International Human Resources Management (IHRM)
<i>5. Στρατηγική για Μάνατζερς</i> [Strategy for Managers]	2010 – 2011	LONDON METROPOLITAN-BCA	MA Business Administration
<i>4. Καινοτομία και Διαχείριση Αλλαγής</i> [Innovation and Change Management]	2008 – 2011	LONDON METROPOLITAN-BCA	MBA Business Administration
<i>3. Επιχειρηματικότητα &amp; Διοίκηση Μ.Μ.Επιχειρήσεων</i>	2009 – 2010	IUKB - New York College	Post Graduate Courses



[Entrepreneurship and SME Management]			Business Administration
<i>2. Contrôle de Gestion</i> [Management Control]	2008 – 2009	Paris 13- Antenne	Post Graduate Courses Economie Bancaire
<i>1. Marketing Planning</i>	2008 – 2009	Mediterranean College	Post Graduate Courses: Marketing

## B. Undergraduate

Course Title	Academic Year	Institution	Faculty
<i>21. Διαχείριση Ανθρώπινων Πόρων</i> [Human Resource Management]	2011 – 2012	Royal Docks Business School- University of East London AMC- AKMI METROPOLITAN COLLEGE	Business Administration
<i>20. Αγοραστική Συμπεριφορά</i> [Purchasing Behavior]	2011 – 2012	Royal Docks Business School- University of East London AMC- AKMI METROPOLITAN COLLEGE	Business Administration
<i>19. Λειτουργίες Παροχής Υπηρεσιών</i> [Service Providing Operations]	2011 – 2012	Royal Docks Business School- University of East London AMC- AKMI METROPOLITAN COLLEGE	Business Administration
<i>18. Διεθνείς &amp; Ευρωπαϊκές Επιχειρήσεις</i> [International & European Enterprises]	2008 – 2011	LONDON METROPOLITAN-BCA	Business Administration
<i>17. Καινοτομία και Διαχείριση Αλλαγής</i>	2008 – 2011	LONDON METROPOLITAN-BCA	Business Administration

[Innovation and Change Management]			
16. Η Πρόκληση της Εταιρικής Διοίκησης [The Challenge of Corporate Management]	2008 – 2010	LONDON METROPOLITAN-BCA	Business Administration
15. Διεθνές Marketing [International Marketing]	2009 – 2010	IUKB - New York College	Business Administration
14. Διοίκηση Ολικής Ποιότητας [Total Quality Management]	2008 – 2010	IUKB - New York College	Business Administration
13. Marketing	2008 – 2010	IUKB - New York College	Business Administration
12. Στρατηγική Επιχειρήσεων [Business Strategy]	2008 – 2010	IUKB - New York College	Business Administration
11. Ολοκληρωμένο Management [Integrated Management]	2008 – 2010	IUKB - New York College	Business Administration
10. Παγκόσμιες Στρατηγικές Επιχειρήσεων [Global Business Strategies]	2008 – 2010	IUKB - New York College	Business Administration
9. Διεθνές Marketing [International Marketing]	2008 – 2009	Mediterranean College	Business Executive
8. Στρατηγική Επιχειρήσεων [Business Strategy]	2008 – 2009	Mediterranean College	Business Executive
7. Οργάνωση & Διοίκηση [Organization & Administration]	1994 – 2001	Private Institute of Vocational Training V. Papaspyrou, Piraeus, Greece	Accounting
6. Τεχνικές Συναλλαγών [Transaction Techniques]	1994 – 2001	Private Institute of Vocational Training V. Papaspyrou, Piraeus, Greece	Accounting

<i>5. Business Economics</i>	1999 – 2000	Institute of Commercial Studies (ICM), Athens, Greece	Business Studies
<i>4. Management</i>	1998 – 2000	Institute of Commercial Studies (ICM), Athens, Greece	Business Studies
<i>3. Microéconomie &amp; Macroéconomie</i> [Microeconomics - macroeconomics]	1994 – 1995	Université de Lille (Branch of Athens, Greece)	Sciences Économiques
<i>2. Μικροοικονομία</i> [Microeconomics]	1994 – 1995	S.B.E. College, Athens, Greece	Maritime Studies
<i>1. Marketing</i>	1993 – 1994	Public Institute of Vocational Training, Mytilene, Lesvos Island, Greece	Management

### III. Teaching in Municipal and Regional Center of Studies

Course Title	Academic Year	Institution	Faculty
<i>3. Νέα Επιχειρηματικότητα και Παγκοσμιοποίηση</i> [New Entrepreneurship and Globalization]	2007	Municipality of Chios, Chios Island, Greece	Liaison Committee of University of the Aegean with the Chios Society
<i>2. Marketing</i>	1994 – 1999	Studies Center of Argyproupoli Municipality, Athens, Greece	Accounting
<i>1. Πολιτική Οικονομία</i> [Political Economy]	1989 – 1990	Municipality of Piraeus, Greece	Liberal University of Piraeus Municipality

### IV. Specialised Courses

Seminar Title	Academic Year	Institution	Faculty
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<i>4. Διαχείριση Μικρομεσαίων Επιχειρήσεων [SME Management]</i>	1999	Private Institute of Vocational Training V. Papaspyrou, Piraeus, Greece	Laboratory of Organisation and Management
<i>3. Ανταγωνιστικότητα Ελληνικών Επιχειρήσεων [Competitiveness of Greek Enterprises]</i>	1998	Private Institute of Vocational Training V. Papaspyrou, Piraeus, Greece	Accounting
<i>2. Εξαγωγικό Marketing Management [Export-oriented Marketing Management]</i>	1995	Center of Vocational Training (K.E.K.), Municipality of Argypoupoli, Athens, Greece	Foundation and Operation of Small and Medium Enterprises
<i>1. Περιφερειακή Ανάπτυξη [Regional Development]</i>	1994	Manpower Employment Organisation (O.A.E.D.) – Euroqualification	Local Development Executives

## V. In-Company Teaching & Training

- **06/ 06/2011 – 10/ 11/2011: Seminar Instructor:**  
«Διαχείριση Αλλαγής» [Change management], Athens and Thessaloniki, Greece, ICAP, Saturn & Mediamarkt.
- **05/09/2008 – 08/10/2008: Seminar Instructor:**  
«Σύγχρονες Μεθοδολογίες Διοίκησης» [Modern management methods], Athens, Greece, PROFESSIONAL TEAM.
- **03/06/2005 – 08/06/2005: Seminar Instructor:**  
«Συμπληρωματική Εκπαίδευση Εργαζομένων, Επιχειρηματιών και Ανέργων με Στόχο την Αναβάθμιση Γνώσεων στο Σχεδιασμό και Προώθηση Τουριστικών Πακέτων Εναλλακτικού Τουρισμού» [Complementary training of workers, entrepreneurs and unemployed with the aim of upgrading knowledge in the design and promotion of alternative tourism packages], Athens, Greece, ERGON Vocational Training Center.
- **04/2005 – 05/2005: Seminar Instructor:**  
«Management – Επικοινωνία – Ηγεσία» [Management – communication - leadership], Athens, Greece, INTEGRATION.

- **03/2005 — 04/2005: Seminar Instructor & Scientific Coordinator:**  
 «Χρηματοοικονομικό Management» [Financial management], Athens, Greece, Delta Singular Vocational Training Center.
- **03/2005 — 05/2005: Seminar Instructor & Scientific Coordinator:**  
 «Έρευνα Αγοράς Προϊόντων Ευρείας Κατανάλωσης» [Consumer products market research], Athens, Greece, ERGON Vocational Training Center.
- **03/2005 — 04/2005: Seminar Instructor:**  
 «Human Resources Development – Management στον Τουρισμό» [Human resources development-management in tourism], Athens, Greece, INTEGRATION.
- **02/2005: Seminar Instructor & Scientific Coordinator:**  
 «Διαχείριση & Λειτουργία της Σύγχρονης Επιχείρησης» [Management and operation of modern business], Corinth, Greece, Delta Singular Vocational Training Center.
- **02/2004 — 02/2005: Seminar Instructor & Scientific Coordinator:**  
 «Σύγχρονες Τεχνικές Management για Εμπορικές Επιχειρήσεις» [Modern management techniques for commercial enterprises], Athens, Greece, ERGON Vocational Training Center.
- **01/11/2004 — 06/11/2004: Seminar Instructor:**  
 «Προώθηση Εναλλακτικών Μορφών Τουρισμού» [Promotion of alternative forms of tourism], Kythnos, Greece, ERGON Vocational Training Center.
- **06/2004: Seminar Instructor:**  
 «Management Ολικής Ποιότητας» [Total quality management], Athens, Greece, MENTOR Vocational Training Center.
- **24/05/2004 — 28/05/2004: Seminar Instructor:**  
 «Management Τουριστικών Επιχειρήσεων» [Management of tourist enterprises], Chania, Greece, ERGON Vocational Training Center.
- **02/2004 — 03/2004: Seminar Instructor:**  
 «Στελέχη Ανάπτυξης Λογισμικού Εφαρμογής» [Application software development executives], Athens, Greece, Delta Singular Vocational Training Center.
- **01/2004 — 02/2004: Seminar Instructor:**  
 «Διοίκηση & Οικονομική Διαχείριση για Μεσαία Στελέχη» [Management and financial management for middle executives], Athens, Greece, Technopolis Vocational Training Center.

- **01/2004 — 02/2004: Seminar Instructor:**  
*«Έρευνα Αγοράς Προϊόντων ευρείας κατανάλωσης»* [Consumer product market research], Athens, Greece, ERGON Vocational Training Center.
- **12/2003 — 01/2004: Seminar Instructor:**  
*«Τεχνικές Αξιολόγησης Ανθρώπινου Δυναμικού»* [Human resource evaluation techniques], Athens, Greece, ERGON Vocational Training Center.
- **04/2003 — 07/2003: Seminars Instructor & Scientific Coordinator:**  
*«Ειδικός Εμπορίας Διαφήμισης και Προώθησης Προϊόντων» και «Έρευνα Αγοράς Προϊόντων ευρείας κατανάλωσης»* [Advertising and product promotion specialist and consumer market research], Athens, Greece ANAPTIKSI S.A.
- **09/2002 — 12/2002: Seminar Instructor & Training Coordinator:**  
*«Time Management»*, Athens, Greece, FORD CREDIT plc.
- **08/2000 — 12/2000: Educational consultant of OTE's (Hellenic Telecommunications Organization S.A.) sales network executives, OTE CONSULTING, Marousi, Athens, Greece.**
- **12/1999 — 05/2000: Scientific Coordinator & Programmes Instructor:**  
*«Διοίκηση Ολικής Ποιότητας με βάση το Ευρωπαϊκό μοντέλο» και «Τεχνικές Προώθησης βιοτεχνικών προϊόντων»* που απευθυνόταν σε ανέργους, απόφοιτους τριτοβάθμιας εκπαίδευσης [“Total Quality Management based on the European Model” and “Techniques for the promotion of manufactured products,” aimed at unemployed, higher education graduates], NOMAPXIA ΠΕΙΡΑΙΑ, σε συνεργασία με το Κέντρο Επαγγελματικής Εκπαίδευσης «Ευρωεργασιαή» [Piraeus Prefecture, in cooperation with the Vocational Training Center “Evroergasiaki”].
- **12/1998 — 01/1999: Instructor:**  
*«Διοίκηση ολικής ποιότητας (TQM)»* που απευθυνόταν σε διοικητικά στελέχη και εργαζόμενους του οργανισμού ΔΗΜΟΥ ΚΟΡΥΔΑΛΛΟΥ [“Total quality management,” addressed to executives and employees of the organization Korydallos Municipality], Πρόγραμμα της Νομαρχιακής Επιτροπής Λαϊκής Επιμόρφωσης Πειραιά, σε συνεργασία με το Κέντρο Επαγγελματικής Κατάρτισης «Αποψη» [Program of the Prefectural Committee of Popular Education of Piraeus, in cooperation with the Vocational Training Center “APOPSI”].
- **11/1996 — 02/1997: Instructor:**  
*«Διοίκηση Ολικής Ποιότητας (TQM)»* που απευθυνόταν σε διοικητικά στελέχη και εργαζόμενους του οργανισμού, ΔΗΜΟΣ ΚΟΡΥΔΑΛΛΟΥ [Total quality management,” addressed to executives and employees of the organization Korydallos Municipality], Πρόγραμμα της Ν. Ε. Λαϊκής Επιμόρφωσης Πειραιά, σε συνεργασία με το Κέντρο Επαγγελματικής Κατάρτισης «Αποψη» [Program of the

Prefectural Committee of Popular Education of Piraeus, in cooperation with the Vocational Training Center “APOPSI”].

## VI. Team-Action: In-Company Training

- **09/2001 – 10/2001: Team Action:** Introduction to the program  
*«Ομαδικότητα – Ηγεσία – Καινοτομικότητα»* [Teamwork – leadership - innovation], FORD CREDIT HELLAS, Athens, Greece.
- **11/2001: Team Action:** Experience education program  
*«Εκπαίδευση Ομαδικής Δράσης»* [Group action training], COCA COLA S.A., Athens, Greece.

## 9.2. Educational Administration & Project Design

### I. Administration & Coordination

- **03/2005: Scientific Coordinator:**  
*«Χρηματοοικονομικό Management»* [Financial management], Delta Singular Educational Services S.A., Center of Vocational Training, Lambrou Katsoni 39, Athens, Greece.
- **02/2005: Scientific Coordinator:**  
*«Διαχείριση & Λειτουργία της Σύγχρονης Επιχείρησης»* [Management and operation of modern business], Delta Singular Educational Services S.A., Center of Vocational Training, Lambrou Katsoni 39, Athens, Greece.
- **12/2004 – 02/2005: Scientific Coordinator & Internship Supervisor:**  
*«Σύγχρονες Τεχνικές Management για Εμπορικές Επιχειρήσεις»* [Modern management techniques for commercial enterprises], ERGON – Center of Vocational Training, Kolokythous 23, Athens, Greece.
- **05/2001 – 06/2002: Scientific Coordinator:**  
*«Οικονομία και Διοίκηση»* [Economics and management], PREFECTURE OF PIRAEUS, Regional Committee of Popular Adult Education, Markou Mpotsari 124, Piraeus, Greece.
- **04/2000 – 07/2001: Director** of strategic planning and marketing:  
MADCON S.A., Management and Development Consulting, D. Bofor 6, Heraklion, Island of Crete, Greece.
- **06/1999 – 06/2000: Scientific Coordinator** of higher business courses:

INSTITUTE of COMMERCIAL MANAGEMENT (ICM)-ISIHIDIS, El. Venizelou 18, New Smyrni, Athens, Greece.

- **12/1999 – 05/2000: Scientific Coordinator** of educational projects:  
Piraeus Center of Vocational Training, Prefectural Committee of Popular Education, M. Mpotsari 124, Piraeus, Greece.

## II. Design of Integrated Seminar Programmes (In-Company & Training of Unemployed)

- **«Διαχείριση Αλλαγής» [Change management]**  
Training provider: ICAP Hellas.  
Supervisor: Pastidis G., Papadiamantopoulou 7, Athens, Greece.  
Date of submission: 06/2011.
- **«Σύγχρονες Τεχνικές Διοίκησης & Ανάπτυξης Εμπορικών Επιχειρήσεων» [Modern business management and development techniques]**  
Training provider: ERGON – Center of Vocational Training.  
Supervisor: A. Defigou, ERGON – Center of Vocational Training, Kolokythous 23, Athens, Greece.  
Date of submission: 06/2004.
- **«Ανάπτυξη Νέας Επιχειρηματικότητας & Επιχειρηματικός Σχεδιασμός (Business Planning)» [Development of new entrepreneurship and business planning]**  
Training provider: Delta Singular Educational Services S.A., Center of Vocational Training.  
Supervisor: Savvidis K., Delta Singular Educational Services S.A., Center of Vocational Training, Lambrou Katsoni 39, Athens, Greece.  
Date of submission: 04/2004.
- **«Διοίκηση ολικής ποιότητας με βάση το Ευρωπαϊκό μοντέλο» [Total quality management based on the European model]**  
Training provider: PREFECTURE OF PIRAEUS, Regional Committee of Popular Adult Education, Markou Mpotsari 124, Piraeus, Greece.  
Supervisor: Grammatikogiannis K., Center of Vocational Training “Evroergasiaki”.  
Date of submission: 06/1999.
- **«Τεχνικές προώθησης βιοτεχνικών προϊόντων» [Techniques for the promotion of manufactured products]**  
Training provider: PREFECTURE OF PIRAEUS, Regional Committee of Popular Adult Education, Markou Mpotsari 124, Piraeus, Greece.  
Supervisor: Grammatikogiannis K., Center of Vocational Training “Evroergasiaki”.  
Date of submission: 06/1999.



- **«Επιμόρφωση στελεχών επιχειρηματικής δραστηριότητας στις Βαλκανικές χώρες» [Training of executives for business activity in Balkan countries]**  
Training provider: Center of Vocational Training “Αποψι”, Markou Mpotsari 33, Drapetsona, Piraeus, Greece.  
Supervisor: Smyrniotis M.  
Date of submission: 05/1997.
- **«Επιμόρφωση στελεχών εξαγωγικών δραστηριοτήτων» [Training business executives for export-oriented activities]**  
Training provider: Center of Vocational Training “Αποψι”, Markou Mpotsari 33, Drapetsona, Piraeus, Greece.  
Supervisor: Smyrniotis M.  
Date of submission: 05/1997.
- **«Διοίκηση ποιότητας και στρατηγική επιχειρήσεων» [Quality management and business strategy]**  
Institution: Center of Vocational Training “Αποψι”, Markou Mpotsari 33, Drapetsona, Piraeus, Greece.  
Supervisor: Smyrniotis M.  
Submission Date: 05-1997.

### 9.3. Consulting Services

- **03/2003 — 03/2007: Co-owner and Director of the respective consulting department**  
VADECON Co., Business Consultants L.P., Technological Cultural Park of Lavrion, “Roloι” Building, 19500, Lavrion Attica, Greece.
- **04/2000 — 12/2002: Specialized consultant on strategic, marketing and business planning issues**  
OTE CONSULTING, Kifisias Ave. 32 (ATRINA CENTER, Building B), Marousi, Athens, Greece.
- **02/2002 — 05/2002: Consulting cooperation** “Προμελέτη Σκοπιμότητας για την ίδρυση κέντρου διάδοσης αποτελεσμάτων έρευνας στο Αριστοτέλειο Πανεπιστήμιο Θεσσαλονίκης.” [Preliminary feasibility study for setting up a center for research results dissemination at the Aristotle University of Thessaloniki]  
HELLENIC TECHNOLOGY TRANSFER CENTER, Mitsaion 17, Athens, Greece.
- **02/2000 — 08/2000: Consultant on business planning**  
S.L.S., Travel and Shipping Agents, Mitsotaki 19, 71202, Heraklion, Island of Crete, Greece.

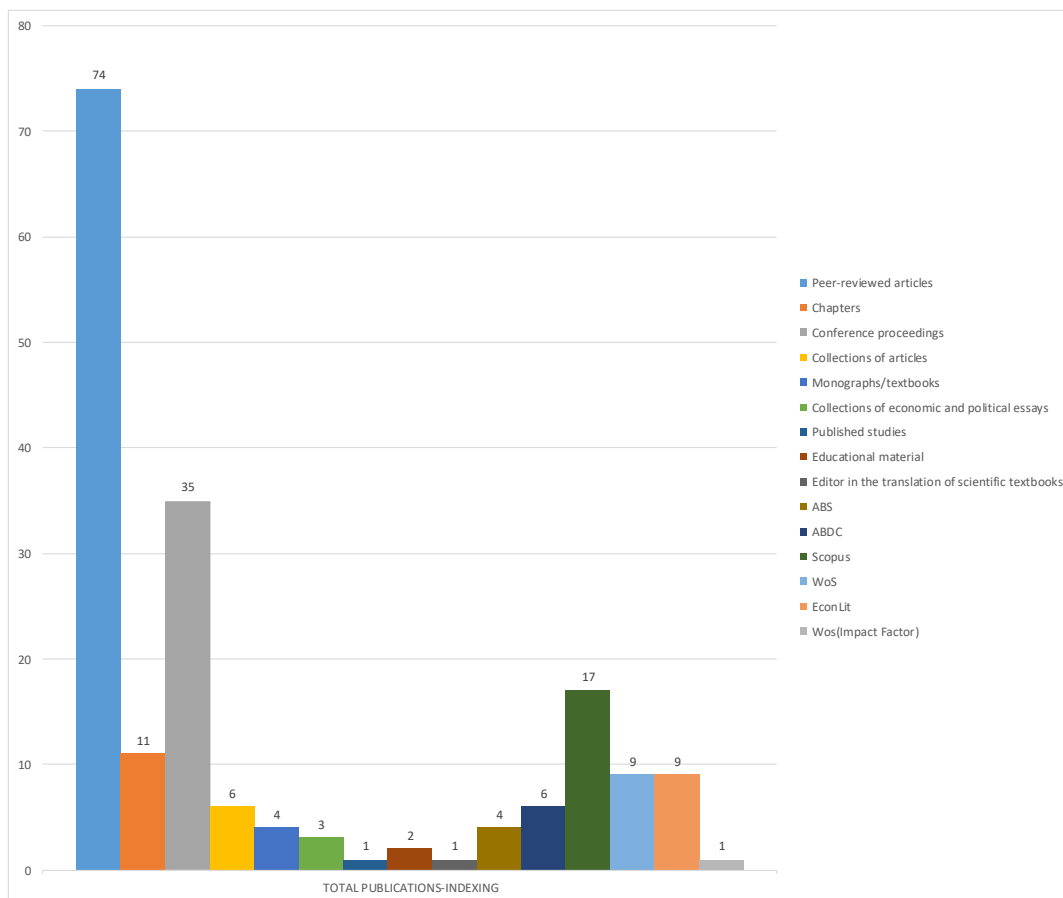
- **09/1997 – 02/1998: Consulting on strategy, management and marketing issues**

VENTOURIS GROUP ENTERPRISES S.A., Pireos 91, Piraeus, Greece.

## 10. Publication Progress

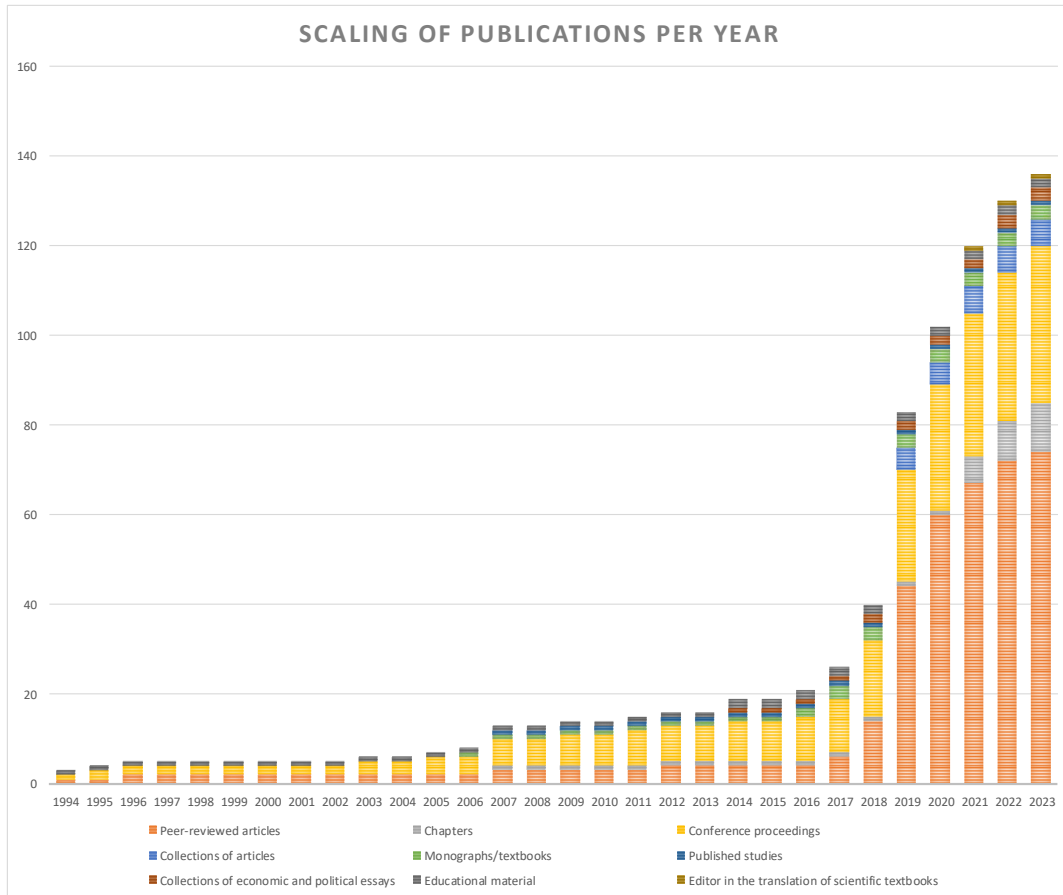
### 10.1. Total Publications-Indexing

This graph represents the total number of publications produced in various categories and their respective indexing status. It provides a comprehensive overview of academic output, including peer-reviewed articles, chapters, conference proceedings, collections of articles, monographs/textbooks, and more, as well as their visibility in different academic databases such as Scopus, WoS, EconLit, etc.



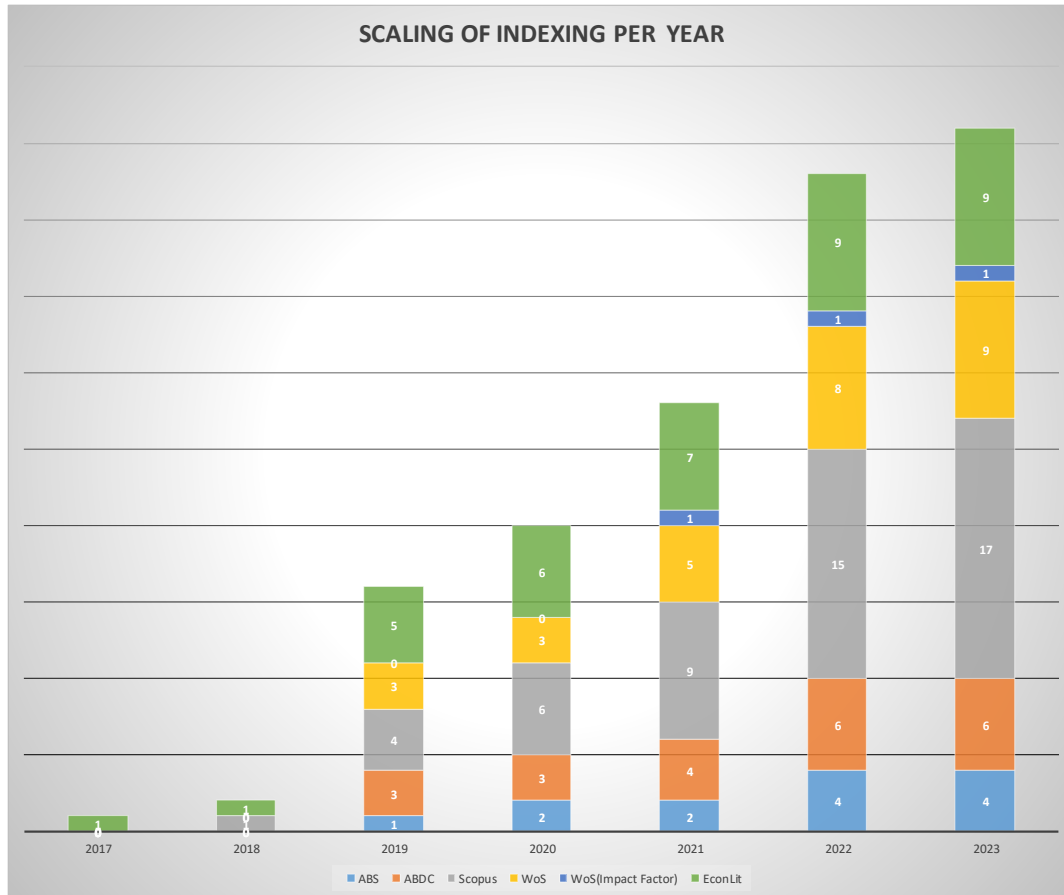
## 10.2. Scaling of Publications per Year

This graph shows the yearly distribution and growth of publications across different categories from 1994 to 2023. It allows for a year-by-year analysis of productivity in terms of peer-reviewed articles, chapters, conference proceedings, etc., helping to visualize trends and patterns in academic output over time.



### 10.3. Scaling of Indexing per Year

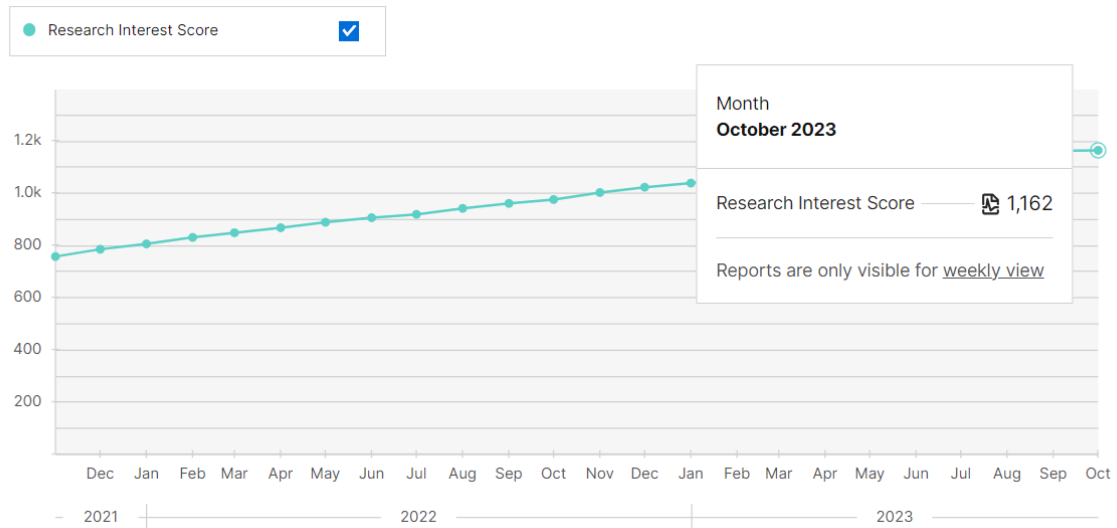
This graph depicts the yearly distribution and scaling of indexed publications in various academic databases, such as ABS, ABDC, Scopus, WoS, and EconLit, from 1994 to 2023. It provides insights into the progression and expansion of scholarly influence and recognition in these databases over the years.



## 11. Scientific Ranking and Distinctions

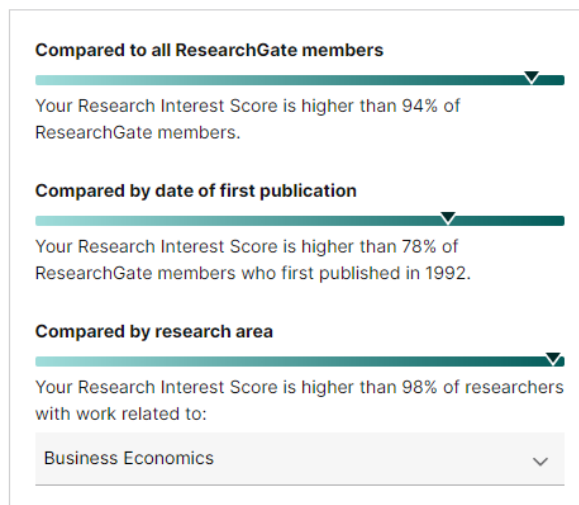
### 11.1. Researchgate

#### Research Interest During the Past Months

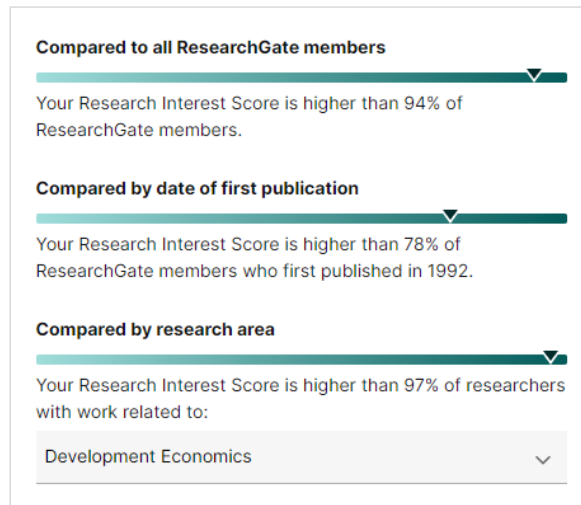


#### Ranking in Three Main Areas of Research Interest

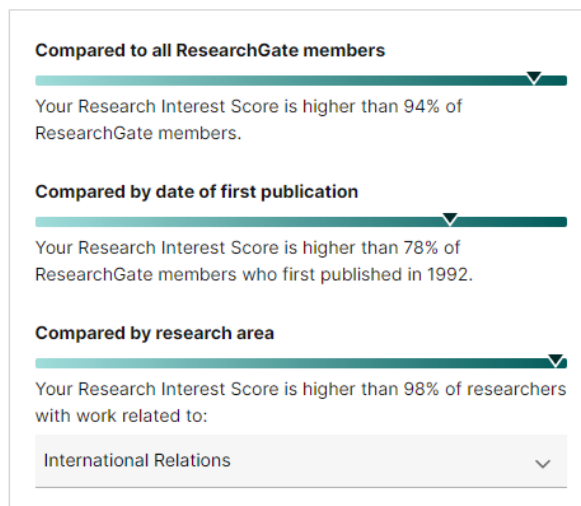
##### Business Economics (top 2%)



## Development Economics (top 3%)



## International Relations (top 2%)



## 11.2. IDEAS RePEc (Research Papers in Economics)

37th place among the top 25% of economists in Greece across all scientific topics over the last ten years<sup>4</sup>

**Top 25% Institutions and Economists in Greece, as of August 2023**

Explanations | Institutions | Institutions 10/10 | Authors | **Authors 10** | More

The rankings

Top 25% authors in Greece, publications last 10 years

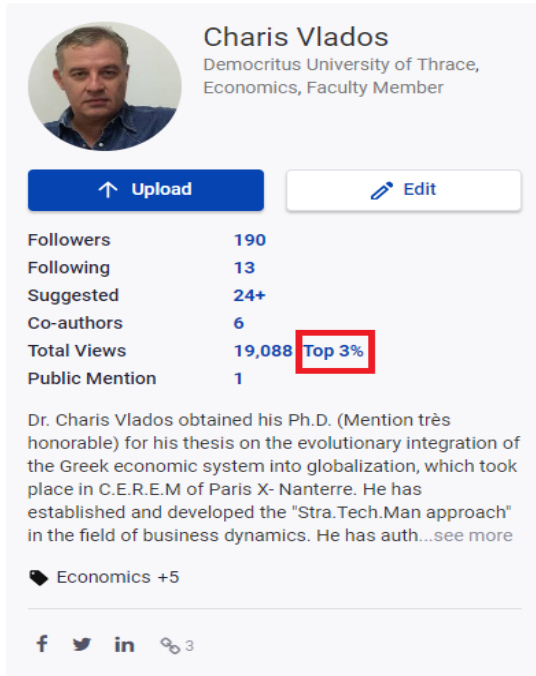
Rank	W.Rank	Author	Score
1	[1]	Nicholas Apergis Department of Banking and Financial Management, University of Piraeus, Piraeus	1.44
2	[2]	George Filis Department of Economics, University of Patras, Patras	3.52
3	[3]	Stelios Bekiros Athens University of Economics and Business (AUEB), Athens	4.38
4	[4]	George E. Halkos Department of Economics, University of Thessaly, Thessaly	5.2
5	[6]	Theodore Panagiotidis Department of Economics, University of Macedonia, Thessaloniki	6.02
6	[5]	Ioannis Chatziantoniou Department of Accounting and Finance, School of Management and Economics, Hellenic Mediterranean University, Heraklion	6.64
7	[14]	Anastasia Litina Department of Economics, University of Macedonia, Thessaloniki	7.84
8	[8]	Stavros Antonios Degiannakis Department of Economic and Regional Development, Panteion University of Social and Political Sciences, Athens Bank of Greece, Athens	9.13
<hr/>			
35	[31]	Christos Kollias Department of Economics, University of Thessaly, Thessaly	35.18
36	[40]	Chrysovalantis Gaganis Department of Economics, University of Crete, Rethymnon	36.55
37	[16]	<b>Charis Vlados</b> Department of Economics, Democritus University of Thrace, Komotini	<b>36.55</b>
38	[35]	Konstantinos Pouliakas European Centre for Development of Vocational Training (CEDEFOP), European Union, Thessaloniki	36.56
39	[26]	Chrysovalantis Malesios Department of Agricultural Economics and Rural Development, Agricultural University of Athens, Athens	36.74
40	[43]	Anthony N. Rezitis Department of Agricultural Economics and Rural Development, Agricultural University of Athens, Athens	38.76
41	[42]	Theophilos Papadimitriou Department of Economics, Democritus University of Thrace, Komotini	39.36
42	[30]	Kostantinos Elias Kounetas Department of Economics, University of Patras, Patras	39.53
43	[21]	Theodore Metaxas Department of Economics, University of Thessaly, Thessaly	40.73
44	[63]	Dimitris Christopoulos Department of International and European Economic Studies, Athens University of Economics and Business (AUEB), Athens	41.56

<sup>4</sup> According to the explanation provided by RePEc for this indicator (see [link](#)): “Authors with multiple affiliations have their score distributed across regions according to the affiliation shares they provided. The ranking is performed using the set of authors or institutions within the region, recomputing the scores within the set. The ranking done by simply looking up the worldwide ranking for those authors or institutions from this region is provided in the W.Rank column and put in [square brackets].”



### 11.3. Academia

#### Top 3%



Profile card for Charis Vloudos, Faculty Member at Democritus University of Thrace, Economics. The card shows a profile picture, name, affiliation, and a list of statistics. The 'Total Views' statistic is highlighted with a red box and labeled 'Top 3%'. Below the statistics is a bio paragraph and social media icons.

Category	Value
Followers	190
Following	13
Suggested	24+
Co-authors	6
Total Views	19,088 <b>Top 3%</b>
Public Mention	1

Dr. Charis Vloudos obtained his Ph.D. (Mention très honorable) for his thesis on the evolutionary integration of the Greek economic system into globalization, which took place in C.E.R.E.M of Paris X- Nanterre. He has established and developed the "Stra.Tech.Man approach" in the field of business dynamics. He has auth...see more

Economics +5

f t in 3

### 11.4. Participation and Compensation Deriving from the Research Recognition Policy Awards by the University of Nicosia

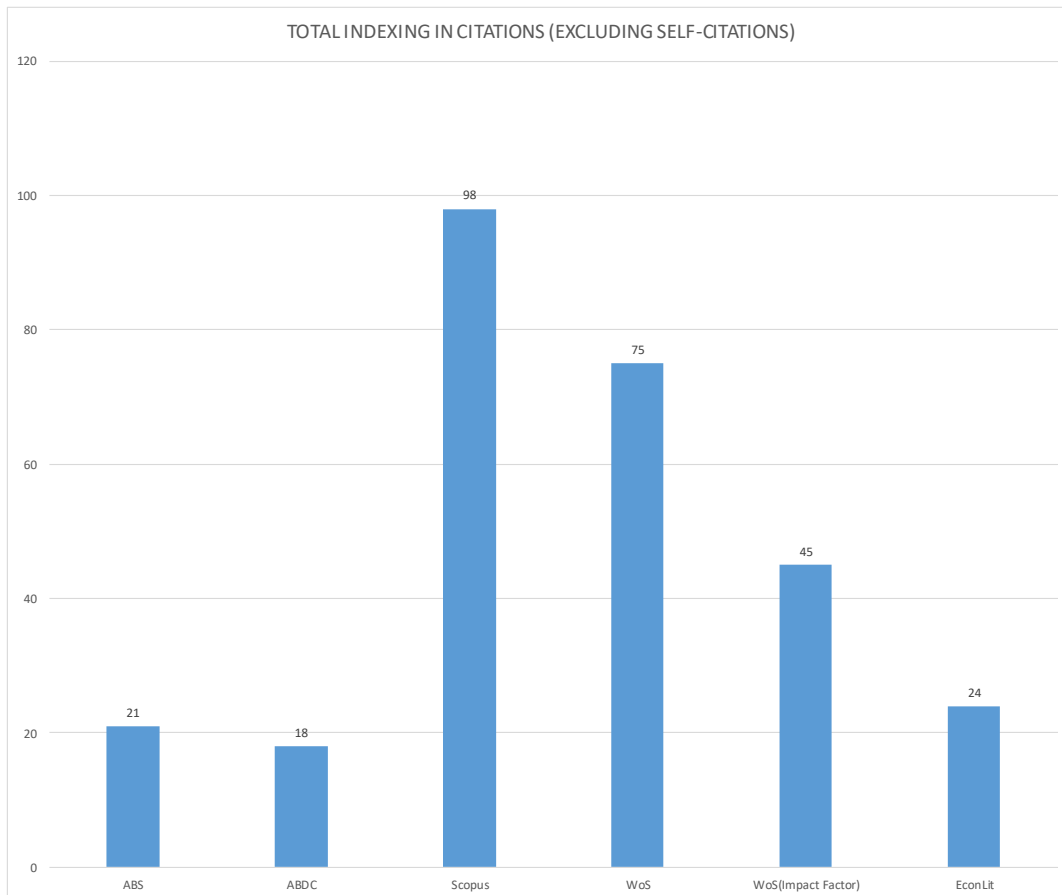
Awarded on:

5. September 30, 2023
4. March 2, 2023
3. September 26, 2022
2. December 3, 2020
1. June 25, 2020

## 12. Citation Development<sup>5</sup>

### 12.1. Total Indexing in Citations (Excluding Self-Citations)

This graph represents the total number of times my work has been cited in different academic indices, excluding self-citations.

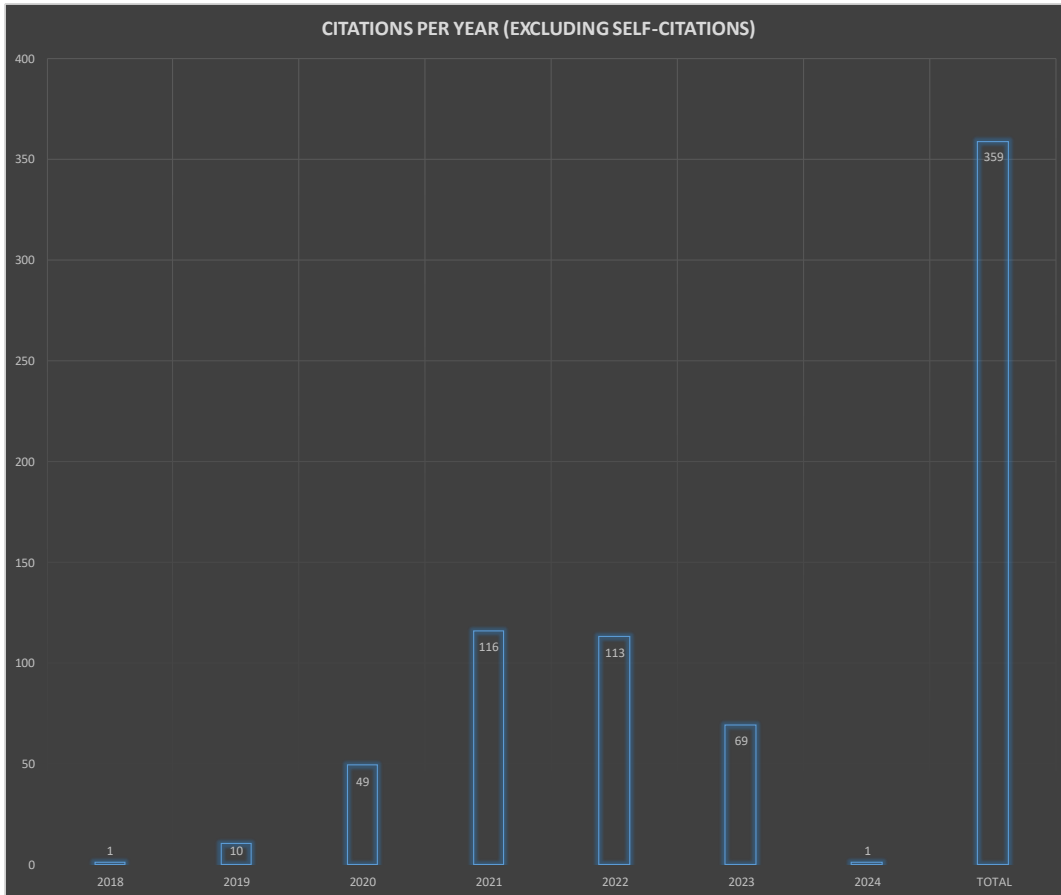


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<sup>5</sup> The complete list of citations: <https://1drv.ms/b/s!AtmwMUiMWG04h9AVVADoyaFePaDpbq?e=RJRzPA>

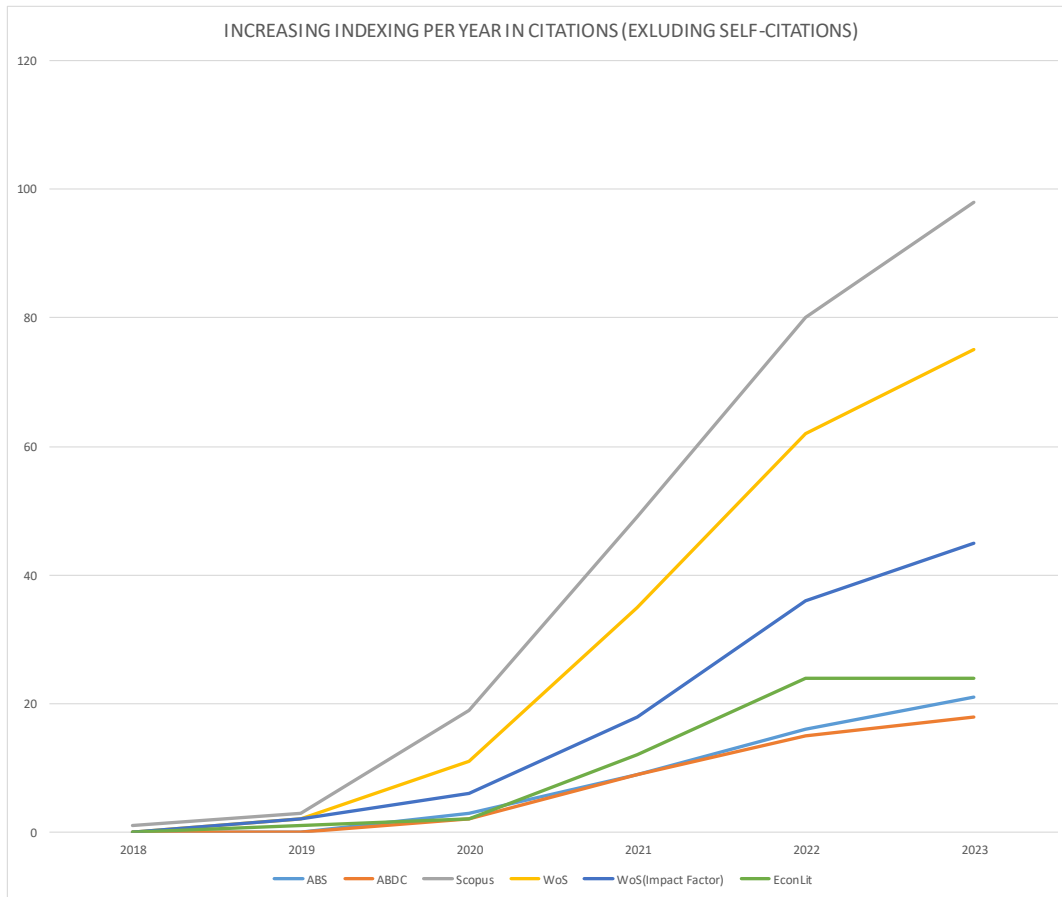
## 12.2. Citations per Year (Excluding Self-Citations)

This graph showcases the annual citations of my works in various indices, with self-citations removed from the count.



### 12.3. Increasing Indexing per Year in Citations (Excluding Self-Citations)

This graph depicts the annual growth in citations from different indices, again excluding self-citations, highlighting the increasing impact of my work over time.



#### 12.4. WoS(Average Impact Factor) in Citations (Excluding Self-Citations)

This graph charts the annual average impact factor from the Web of Science index for my cited works, excluding self-citations, serving as an indicator of the influence of my research within the academic community.

