

Constantinos S. Mammassis, Ph.D.

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Current Position

02/2025 - now	Appointed Lecturer , Department of Industrial Management & Technology, University of Piraeus, Greece.
05/2023 - now	Senior Innovation Advisor , Directorate of Research & Innovation, Hellenic Electricity Distribution Network Operator (HEDNO), Greece.
10/2022 - now	Adjunct Lecturer , Hellenic Open University, MSc in Innovation Management & Entrepreneurship.

Academic & Work Experience

10/2020 – 09/2023	Academic Fellow & Postdoctoral Researcher , Department of Industrial Management & Technology, University of Piraeus, Greece.
05/2020 – 12/2021	Postdoctoral Researcher , Department of Business Administration, Athens University of Economics & Business (AUEB), Greece.
01/2019 – 04/2020	Ass. Manager, PI-Strategy & Data n Analytics , Ernst & Young (EY), Athens, Greece. <i>Indicative Projects:</i> CX/ Design thinking for redesigning the web banking of a large Greek bank; Agile methods (and training) in organizing the teams of a large retail commerce organisation; Greek Leadership Survey (thought leadership report/ expert contributor); Data analytics for revenue improvement in Banking.
10/2015 – 09/2018	Postdoctoral Researcher & Lecturer , Department of Management, Technology and Economics, Swiss Federal Institute of Technology - ETH Zürich, Switzerland.
6/2015 – 12/2017	Instructor & Recognised Teacher (Part-time) , University of Roehampton, London Online.
02/2014 – 09/2015	Postdoctoral Researcher (Part-time) , Department of Business Administration, Athens University of Economics & Business (AUEB), Greece.
02/2014 – 08/2014	Visiting Postdoctoral Fellow (State Scholarship Foundation Competitive Grant) , Norwich Business School (NBS), University of East Anglia, U.K.
09/2013 – 01/2014	Assistant Professor of Management , American University of the Middle East, Eqaila, Kuwait.
03/2013	Visiting PhD Scholar , Department of Industrial Engineering & Management (Host: Prof. Markku Maula), Aalto University, Finland.
11/2009 – 05/2013	PhD Researcher & Tutor , Department of Business Administration, University of Patras, Greece.

Teaching Experience

- 10/2022 - now **Assistant Director of the MSc Programme/ Adjunct Lecturer of IME51 (Part-time)**, Hellenic Open University, MSc in Innovation Management & Entrepreneurship (IME).
Course: Strategic Innovation Management (IME51).
- 11/2019 – now **Adjunct Lecturer (Part-time)**, Department of Industrial Management & Technology, University of Piraeus, Greece.
Course: Introduction to Negotiations (MSc).
- 10/2020 – 09/2023 **Academic Fellow**, Department of Industrial Management & Technology, University of Piraeus, Greece.
Course Leader: Marketing (TEMAP01/ Undergraduate); Total Quality Management (TEΠAP24/ Undergraduate).
- 03/2020 – 04/2020 **Adjunct Lecturer (Part-time)**, Department of Management Science & Technology, Athens University of Economics & Business, Greece.
Course: Innovation and Creativity & the Management of Technology (iMBA).
- 09/2017-01/2018 **Adjunct Lecturer (Part-time)**, Department of Management, Technology and Economics, Swiss Federal Institute of Technology - ETH Zürich, Switzerland.
Course: Power & Leadership (MAS); *Thesis supervision.*
- 8/2015 – 12/2017 **Instructor & Recognised Teacher (Part-time)**, University of Roehampton, London Online.
Courses: Strategy & Innovation (MSc); Learning & Leading in a Dynamic Era (MBA; MSc); *Thesis supervision.*
- 09/2013 – 01/2014 **Assistant Professor of Management**, American University of the Middle East, Eqaila, Kuwait.
Courses: Business Organisation & Management (Undergraduate), Academic Character & Skills' Development (Undergraduate).
- 11/2009 – 05/2013 **PhD Researcher & Tutor**, Department of Business Administration, University of Patras, Greece.
Courses: Business Strategy (Undergraduate & MBA), Entrepreneurship (Undergraduate & MBA); *Thesis supervision.*

Education

- 11/2009 – 05/2013 **PhD in Innovation Management (awarded with Distinction)**, Department of Business Administration, University of Patras, Greece.
 - *Thesis Title:* "Innovation Management and Firms' Performance: The Role of Business Strategy, Organisational Capabilities & External Environment."
- 09/2008 – 09/2009 **MSc in Management with Entrepreneurship (awarded with Merit)**, Cass Business

School, City University, London, U.K.

02/2004 – 02/2008 **BSc in Business Administration (awarded with Merit)**, Department of Business Administration, University of Patras, Greece.

Publications

Journal Papers (Peer-Reviewed)

1. Syrigos E.D., Kostopoulos K.C., **Mammassis C.S.** (2023). Multiple corporate and functional performance feedback and problemistic search. *European Management Review*. In Press. <https://doi.org/10.1111/emre.12617>
2. **Mammassis C.S.**, Schmid P.C. (2022). Individuals' power persistence in teams: A study examining the effects of individuals' competence, uncooperative behavior and team performance in the National Basketball Association. *Frontiers in Psychology*, 13, 813346. <https://doi.org/10.3389/fpsyg.2022.813346>
3. **Mammassis C.S.**, Kostopoulos K.C. (2019). CEO goal orientations, environmental dynamism and organizational ambidexterity: An investigation in SMEs. *European Management Journal*, 37(5), 577-588. <https://doi.org/10.1016/j.emj.2019.08.012>

Book Chapters (Peer-Reviewed)

1. **Mammassis C.S.**, Kostopoulos K.C., Papalexandris A. (2024) The Influence of Knowledge Breadth and Knowledge Depth on Team Radical Innovation and Performance: The Contingency Role of Team Participative Leadership. *Volume in Honor of Professor Emeritus Leonidas Chytiris*. University of Piraeus. [Link](#)
2. **Mammassis C.S.** & Schmid P.C. (2018). The role of power asymmetry and paradoxical leadership in software development team agility. In Sund K., Galavan R. & Brusoni S. (Eds.). *Cognition and Innovation (New Horizons in Managerial and Organizational Cognition Volume 3)*. Emerald. pp.125-139. <https://doi.org/10.1108/978-1-78769-431-620181006>

Conference Proceedings (Peer-Reviewed)

1. Ennis S. F., **Mammassis C.S.**, Markellos R.N., Manos A., Tracey N., "Regulatory and business innovation in uncharted waters: Mandatory cold ironing", International Symposium in Finance (ISF2024), 26-28 July, 2024, Preveza, Greece.
2. **Mammassis C.S.**, Goutas L., Syrigos E.D., "Not so fast: The impact of AI and decision speed on strategic decision-making performance", 43rd Strategic Management Society Annual Conference: Aligning Strategy, Corporate Governance, and Resource Allocation in Turbulent Environments, 30 September - 3 October, 2023, Toronto, Canada.
3. **Mammassis C.S.**, Panagopoulos G., Kostopoulos K.C., Papalexandris A., "The emergence of team ambidexterity: Individual characteristics and the moderating role of social integration in achieving team performance", 36th British Academy of Management (BAM) Annual Conference, 31 August-2 September, 2022, Manchester, U.K.
4. Syrigos E.D., **Mammassis C.S.**, Goutas L., "Micro-entrepreneurs' thinking style and decision-making performance in platforms: The role of Artificial Intelligence (AI) tools", 24th Annual "Cognition in the Rough" Workshop at the 81st Academy of Management (AOM) Annual Meeting: Bringing the Manager back in Management, 30 July - 3 August, 2021, Virtual Conference.
5. Syrigos E.D., Kostopoulos K.C., **Mammassis C.S.**, "Corporate- and Functional-level Performance Feedback in New Product Development", 81st Academy of Management (AOM) Annual Meeting: Bringing the Manager

back in Management, 30 July - 3 August, 2021, Virtual Conference.

6. **Mammassis C.S.**, Schmid P.C., "Power Persists! The Determinants and Dynamics of Individuals' Power in NBA Teams from 1997 to 2015", 19th European Association of Work & Organizational Psychology (EAWOP) Congress, 29 May – 01 June, 2019, Turin, Italy.
7. **Mammassis C.S.**, Schmid P.C., "Power persists! The dynamics of individuals' power in teams", 4th Interdisciplinary Perspectives on Leadership Symposium, 16-18 May, 2019, Corfu, Greece.
8. **Mammassis C.S.**, Schmid P.C., "How does leadership affect agility in software development teams? The boundary role of requirements' uncertainty", 20th Annual "Cognition in the Rough" Workshop at the 77th Academy of Management (AOM) Annual Meeting: At the Interface, 4-8 August, 2017, Atlanta, U.S.A.
9. **Mammassis C.S.**, Schmid P.C., "Leading for agility in software development teams: The moderating role of requirements' uncertainty", 2017 Frontiers in MOC & TIM Conference, 29-30 June, 2017, ETH Zurich, Switzerland.
10. **Mammassis C.S.**, Kostopoulos K.C., De Jong S.B., "Power and learning ambidexterity: A unit-level study on mediators", 75th Academy of Management (AOM) Annual Meeting: Opening Governance, 7-11 August, 2015, British Columbia, Canada.
11. **Mammassis C.S.**, Kostopoulos K.C., De Jong S.B., "Does unit power lead to ambidexterity? Examining unit-level mediators", 31st European Group of Organization Studies (EGOS) Colloquium, 2-4 July, 2015, Athens, Greece.
12. **Mammassis C.S.**, Polychroniou P.V. "Linking top management team characteristics with ambidexterity: The effect of top managers' creative efficacy, performance and learning goal orientation to firms' ambidextrous orientation", 27th British Academy of Management (BAM) Annual Conference, 10-12 September, 2013, Aintree Racecourse, Liverpool, U.K.

Other Publications

1. "The future is here: What about leadership? Sketching the profile of the ideal future leader in Greece, today" (in Greek), Ernst & Young (EY) Greece, Thought Leadership Report, 2021. [Link](#)

Honors & Awards

2014	Competitive Research Grant (Short-term) , Greek State Scholarship Foundation (IKY).
2008	Cass Business School Scholarship , City University, London, U.K.

Ad-Hoc Reviewing

Human Resource Management (ABS 4, FT-50 list), Human Relations (ABS 4, FT-50 list), Journal of Business Research (ABS 3), European Management Review (ABS 3), European Management Journal (ABS 2), Academy of Management Annual Meeting (2013 - now), European Conference on Information Systems (2018).

Research Funding

08/2021 – 06/2023	MANINN: MANaging Organizational INNOvation: A Multilevel Examination of Antecedents and Performance Implications <u>Research Team Member</u> , Funded by the 1st Call for H.F.R.I. Research Projects to support Faculty members and Researchers and the procurement of high-cost research
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equipment - Project Number: 2236. Budget: €153.000. Link: www.maninn.gr

11/2021 – 11/2022 **Analysis and Measurement of the Economic Impact of the Hellenic Electricity Distribution Network Operator (HEDNO) S.A.**

Co-investigator, Funded by HEDNO. Budget: €29.500.

09/2021 – 11/2022 **Development of the Innovation Hub of the Hellenic Electricity Distribution Network Operator (HEDNO) S.A.**

Co-investigator, Funded by HEDNO. Budget: €28.000.

05/2020 – 12/2021 **ORGLearn: ORganizational LEARNING and Performance Outcomes: A Multilevel Longitudinal Study.**

Research Team Member, Funded by the 1st Call for H.F.R.I. Research Projects to support Faculty members and Researchers and the procurement of high-cost research equipment - Project Number: 1799. Budget: €152.000. Link: www.orglearn.gr

02/2014 – 08/2014 **State Scholarship Foundation Competitive Grant.**

Principal Investigator, Financed by the operational programme “Education and Life-long Learning” of the European Social Fund, NSRF 2007-2013. Budget: €9.000.

06/2010 – 07/2011 **2InS Clusters: SMEs’ Innovation and Internationalisation Support Clusters.**

Co-investigator, Financed by the European Regional Development Fund, MED Programme. Budget: €1.808.000.

01/2010 – 11/2011 **Governmental Social Responsibility (GSR) Model: An Innovative Approach of Quality in Governmental Operations and Outcomes.**

Co-investigator, Financed by the European Regional Development Fund, South East Europe Programme. Budget: €1.985.000.

10/2010 – 12/2010 **KNOW-IN-TARGET Framework: KNOWledge and Innovation TARGETed Dissemination Framework.**

Co-investigator, Financed by the European Regional Development Fund, MED Programme. Budget: €1.762.000.

10/2009 – 11/2009 **Creation of Educational Material for Adults, Alumni of the University of Patras.**

Co-investigator, Financed by the Greek Ministry of Labor and Social Security.

Executive Education

1/2008 **The Art and Science of Negotiation**, Kokkalis Program at Harvard Kennedy School and A.I.T. Athens, Greece. Instructor: Dr. Brian Mandell, Director, HKS Negotiation Project.

Skills

Languages	Greek	■■■■■ [Mother Tongue]
	English	■■■■■ [C2 E.U. Level / Working Proficiency]
	Italian	■■■□□ [B1 E.U. Level / Intermediate]
IT /Computers	Operating Systems	Windows, Macintosh
	Statistical Packages	SPSS, Stata, SQL, HLM, EQS, MPlus

Affiliations

Academy of Management (AOM), European Group of Organization Studies (EGOS), Strategic Management Society (SMS), European Academy of Management (EURAM), Economic Chamber of Greece (OEE).