**FORM NUM: 500.1.03**

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| **Academic Personnel Short Profile / Short CV** |

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| **University:** | Neapolis University Pafos |
| **Surname:** | Theodorakopoulos |
| **Name:** | Nicholas |
| **Rank/Position:** | Professor  |
| **Faculty:** | Economics, Administration & Computer Science |
| **Department:** | Economics & Business |
| **Scientific Domain: \*** | Entrepreneurship Development |

*\* Field of Specialization*

I am Professor of Entrepreneurship Development at the School of Economics, Administration & Computer Science of Neapolis University Pafos, Cyprus. Prior to my current role, I was Professor of Entrepreneurship Development at Aston Business School (triple accredited: AACSB, AMBA & EQUIS) of Aston University in Birmingham, UK, where I have been a member of the School’s Senior Management Team in my capacities as Associate Dean (International) and Head of Work and Organisation Department. Formerly I was Academic Deputy Director of the Goldman Sachs ‘10,000 Small Businesses’ programme at Aston University. My specialist areas of teaching, research and industry engagement include strategic entrepreneurship, learning & development, change management & innovation, and diversity & inclusion. I have received substantial financial support from various bodies, including European Commission, Economic & Social Research Council, Department for Business, Innovation and Skills, Leicestershire Learning and Skills Council, Centre for Enterprise, and UK Trade and Investment to examine entrepreneurship in different contexts and deliver impact. Apart from contributing to a number of books and special issues as an editor, my research papers have won prizes in international conferences and have been published in reputable academic journals (highly rated by the Chartered Association of Business Schools), including *British Journal of Management*, *Human Resource Management*, *Public Administration, Work, Employment and Society, International Small Business Journal and Technovation*. I am an elected member of the *European Academy of Sciences and Arts* and over the years I have been a Visiting Professor at academic institutions based in different countries, including India, Italy, France and Greece. My experience and engagement with industry spans across the private, public and third sectors, in the UK and far beyond.

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| **Academic qualifications****(list by highest qualification)** |
| **Qualification** | **Year** | **Awarding Institution** | **Department** | **Thesis title (Optional Entry)** |
|  |  |   |  |  |
| PhD in Strategic Entrepreneurship | 2008 | De Montfort University | Business School |  |
| Masters in Business Administration (MBA) | 1997 | University of Leicester | School of Business |  |
| BSc in Business Administration | 1996 | The American College of Greece | School of Business & Economics |  |

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| **Employment history in Academic Institutions/Research Centers – List by the three (3) most recent** |
| **Period of employment** | **Employer** | **Location** | **Position** |
| **From** | **To** |
| 2017 | 2024 | Aston University | Birmingham, UK  | Professor of Entrepreneurship Development |
| 2015 | 2017 | Aston University | Birmingham, UK | Reader in Entrepreneurship Development |
| 2012 | 2014 | Aston University | Birmingham, UK  | Senior Lecturer in Strategic Entrepreneurship Development |

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| **Key *refereed* journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)** |
| **Ref. Number** | **Year** | **Title** | **Other authors** | **Journal and Publisher / Conference** | **Vol.** | **Pages** |
| 1 | 2025 | Unveiling the Potential of Digital Human Avatars in Modern Marketing Strategies | Goncalves De Oliveira, F., Belitski, M., and Kakabadse, N. | *International Marketing Review*(CABS 3) | Forth-coming |  |
| 2 | 2025 | Community Socio-emotional Wealth as The Glue That Binds Distinct Communities in Enterprising: A Tale of Success from Colombia | Siraz, S., Claes, B. and Sanchez, D. | *Journal of Management Inquiry*(CABS 3) | Forth-coming |  |
| 3 | 2024 | The Moderating Role of Individual and Social Resources in Gender Effect on Entrepreneurial Growth Aspirations | Mickiewicz, T. and Nyakudya, F.  | *International Journal of Entrepreneurial Behaviour and Research*(CABS 3) | 30 | 1576-1599 |
| 4 | 2023 | Managerial Coaching Skill and Team Performance: How does the relationship work and under what conditions?, ,  | Nyfoudi, M., Shipton, H., and Budhwar, P | *Human Resource Management Journal***(CABS 4)** | 33 | 328–345 |
| 5 | 2022 | Do Small Firms Fare Better without a Professional Human Resource Manager | Wang, W. and Seifert, R. | European Management Review(CABS 3) | 19 | 625–638 |
| 6 | 2019 | Deciphering the Relationship between Adverse Working Conditions and Organizational Citizenship Behaviour of Employees in SMEs during a Severe Economic Crisis  | Psychogios, A., Nyfoudi, M., Samozi, L. and Prouska, R | *British Journal of Management* **(CABS 4)** | 15 | 17-31 |
| 7 | 2015 | Procedural Justice and Inclusive Interorganisational Relations: An Institutional Perspective’ | Ram, M. and Kakabadse, N. | *British Journal of Management***(CABS 4)** | 26 | 237-254 |
| 8 | 2015 | Diversity and Inclusion in Different Work Settings: Emerging Patterns, Challenges, Implications and Research Agenda’ | Budhwar, P. | *Human Resource Management***(CABS 4)** | 54 | 177-197 |
| 9 | 2008 | Forms of Capital, Mixed Embeddedness and Somali Enterprise | Ram, M., Theodorakopoulos, N. and Jones, T. | *Work, Employment and Society***(CABS 4)** | 22 | 427-446 |
| 10 | 2007 | Policy Transfer in Practice: Implementing Supplier Diversity in the UK | Ram, M. and Worthington | *Public Administration***(CABS 4)** | 85 | 1-25 |

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| **Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.** **(max total 10)** |
| **Ref. Number** | **Date** | **Topic** | **International / Local** | **Location\*** | **Role in Exhibition** |
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\**Specify venue, geographic location etc*

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| **Research Projects. List the five (5) more recent and other five (5) selected** **(max total 10)** |
| **Ref. Number** | **Date** | **Title** | **Funded by** | **Project Role\*** |
| 1 | Nov 2020 – Jan 2023 | *Diverse Supply Chains* | ESIF£547,218 | Principal Investigator/Project Director |
| 2 | Oct 2019-Mar 2023 | *Diversity Innovation Support Scheme for SMEs* | Horizon 2020 €334,136 | Co-Investigator |
| 3 | Jul 2019-Jun 2022 | *Enhancing SME competitiveness through Innovation -**Innovation Vouchers, Phase 3* | ESIF£624,684 | Principal Investigator/Project Director |
| 4 | Jul 2016 – Jun 2019 | *Enhancing SME competitiveness through Innovation -**Innovation Vouchers, Phase 2* | ERDF £853,416 | Principal Investigator/Project Director |
| 5 | May 2014 – Jun 2015 | *Sociology of Enterprise: Growth Disposition’* | Department for Business, Innovation & Skills£74,980 | Principal Investigator |
| 6 | Oct 2013 – Jun 2015 | *Enhancing SME competitiveness through Innovation -**Innovation Vouchers* | ERDF£450,183 | Principal Investigator/Project Director |
| 7 | Jan 2012 – Mar 2013 | *An Online Assessment and Development Tool for Business Incubators: Measuring to Improve Business Incubation Management Skills, Performance and Impact* | ESRC£83,150 | Principal Investigator |
| 8 | 2010-2011 | *Facilitating Supplier Diversity: A Collaborative Approach to Engaging Underrepresented Suppliers and Large Firms* | ESRC£98,500 | Co-Investigator |
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*\*Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

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| **Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees.** **List the five (5) more recent (Optional Entry)** |
| **Ref. Number** | **Period** | **Organization** | **Title of Position or Service** | **Key Activities** |
| 1 | 2014-Date | Small Business Charter | Assessor  |  |
| 2 | 2024-Date | *University of Reading, Henley Business School* | External Examiner |  |
| 3 | 2019 | *De Montfort University/Ahlia University* | External Validation Panel Member |  |
| 4 | 2014-2018 | *University of Winchester/ICBS* | External Examiner |  |
| 5 | 2008-2013 | *University of Hertfordshire/IST* | External Examiner |  |

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| **Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected.** **(max total 10) (Optional Entry)** |
| **Ref. Number** | **Date** | **Title** | **Awarded by:** |
| 1 | 2018 | Elected member of the European Academy of Sciences & Arts  | *European Academy of Sciences &Arts*  |
| 2 | 2017 | Editorial Board Member | *British Journal of Management* ***(CABS4)*** |
| 3 | 2014 | Member of the Peer Review College | *Economic & Social Research Council (ESRC)*  |
| 4 | 2013 | Fellow  | *Higher Education Academy* |
| 5 | 2012 | *Member of the Board of Directors* | *International Association for the Management of Technology* |
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| **Other Achievements. List the five (5) more recent and other five (5) selected.** **(max total 10) (Optional Entry)** |
| **Ref. Number** | **Date** | **Title** | **Key Activities:** |
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