

Curriculum Vitae

Dr Nick Theodorakopoulos

Aston Business School

Work & Organisational Psychology Research Group

Social Responsibility Centre & Sustainability Group



Employment

2012 - Date: Senior Lecturer (Associate Professor) in Strategic Entrepreneurship & Management Aston Business School, Aston University, Birmingham, UK

- Visiting Professor in Entrepreneurship University of Cauca, Popayan, Colombia

Administration Responsibilities:

- Director of the MSc HRM & Business PT course and leader of course and module teams, at both undergraduate and postgraduate levels
- Contributing to the design and delivery of the Goldman Sachs 10,000 Small Businesses Programme, at Aston Business School
- Learning and Teaching Convenor of the Work and Organisation Psychology Group

Also responsible for:

- Delivering various modules in management, strategic change and entrepreneurship in academic and executive development programmes
- Undertaking curriculum development of academic and executive development programmes relating to strategic development and performance management
- Managing research projects in the areas of entrepreneurial learning, innovation, and diversity
- Supervising MBA, MSc and Doctoral students
- Producing, publishing and disseminating relevant scholarly work, including academic articles and project reports

2010 – 2012 Lecturer (Assistant Professor) in Strategic Entrepreneurship & Management Aston Business School, Aston University, Birmingham, UK

2004 – 2009 Senior Lecturer in Strategic Management
Department of Strategy & Management – Leicester Business School

1999 – 2004 Lecturer in Management & Enterprise
Department of Business & Management Studies – Leicester Business School

Funding Applications and Awards

ESRC award ES/J001538/1 - £83,150, Principal Investigator
Business incubation related, follow-on, one year project (2012 – 2013).

An Online Assessment and Development Tool for Business Incubators: Measuring to Improve Business Incubation Management Skills, Performance and Impact

This project constitutes a collaborative venture with UKBI, the professional body of business incubation management in the UK. It aims to provide proof-of-concept for an online tool, which assesses the competencies of business incubation management, as well as the performance and impact of business incubators, longitudinally. By engaging an array of stakeholders concerned with business incubation, the tool will serve as a catalyst for nurturing a community of incubation management practitioners, which will be using it to align itself to best practice. Beyond influencing business incubation management practice, the tool is expected to have an impact on policy-making and future research in this field.

ESRC award RES-185-31-0060 - £98,500, Co-Investigator

Facilitating Supplier Diversity: A Collaborative Approach to Engaging Underrepresented Suppliers and Large Firms, with Prof. M. Ram

Qualifications

- 2008 PhD in Strategic Entrepreneurship, De Montfort University, UK
Award winning project – partially sponsored by the Centre for Enterprise (CfE)
- 1997 Master in Business Administration (MBA), University of Leicester, UK
- 1996 BSc in Business Administration, The American College of Greece

Research interests

Specialist areas of research and funding relate to Entrepreneurial Learning and Innovation, Strategic Entrepreneurship and Change, Diverse Entrepreneurship and Inclusive Procurement.

Teaching Activity

At both undergraduate and postgraduate levels in the UK, France, Malaysia and Singapore

Postgraduate

MBA - Entrepreneurship & Innovation

MSc - Entrepreneurship for the World -
Strategy, Change and Leadership

International Strategic Management, Markets and Resources

DMS - Strategic Management

Undergraduate (BA Business Studies; BA Business & Management):

Year 1- Business in Context (comprising principles of HRM, Marketing & Operations)

Year 2- International Perspectives in Organisations

Management and Strategy, year 2

Year 3- Managing Small & Medium Sized Enterprises (SMEs)

Strategic Aspects of Organisational Performance

Strategic Management

Contemporary Business Issues

With regard to executive development, I have designed, developed and delivered management development courses to a diverse array of organisations in the private and public sectors, such as the Russian Space Agency in Moscow and small firms in various programmes in England. Moreover, I have acted as a consultant to a host of organisations in the private and public sectors on issues relating to strategic development and performance management.

Publications

Unveiling faculty conceptions of academic risk taking: a phenomenographic study

Figueira, C., Theodorakopoulos, N. & Caselli, G. 16 Nov 2016 In : Studies in Higher Education. Early online

Contribution to journal › Article

Resource endowment and opportunity cost effects along the stages of entrepreneurship

Mickiewicz, T., Nyakudya, F., Theodorakopoulos, N. & Hart, M. 13 Oct 2016 In : Small Business Economics. In press

Contribution to journal › Article

Migrant entrepreneurs as cosmopolitan change agents: a Bourdieuan perspective on capital accumulation

Figueira, C., Caselli, G. & Theodorakopoulos, N. 23 Aug 2016 In : Society and Business Review. 11, 3

Contribution to journal › Article

Guest editors' introduction : diversity and inclusion in different work settings: emerging patterns, challenges, and research agenda

Theodorakopoulos, N. & Budhwar, P. Mar 2015 In : Human Resource Management. 54, 2, p. 177-197 21 p.

Contribution to journal › Editorial

Procedural justice in procurement management and inclusive interorganizational relations: An institutional perspective

Theodorakopoulos, N., Ram, M. & Kakabadse, N. 2015 In : British Journal of Management. 26, 2, p. 237-254 18 p.

Contribution to journal › Article

Diversifying into technical clothing manufacture as entrepreneurial learning: a situated learning theory perspective

Theodorakopoulos, N., McGowan, C., Bennett, D., Kakabadse, N. & Figueira, C. 2 Jun 2014 In : *Journal of Manufacturing Technology Management*. 25, 5, p. 676-693 18 p., 17112715

Contribution to journal › Article

HRM in Small to Medium Sized Enterprises (SMEs)

Theodorakopoulos, N. 12 Apr 2014 *Human resource management: strategic and international perspectives*. Crawshaw, J., Budhwar, P. & Davis, A. (eds.). London (UK): SAGE Publications, (Human resource development)

Chapter in Book/Report/Conference proceeding › Chapter (peer-reviewed)

An online assessment and development tool for business incubators: optimising business-incubation management practice, performance and impact, Project Report

Theodorakopoulos, N., Drapier, A. & McGowan, C. 11 Mar 2014 Aston University. 171 p.

Book/Report › Other report

Intermediation for technology diffusion and user innovation in a developing rural economy: a social learning perspective

Theodorakopoulos, N., Bennett, D. & Sánchez Preciado, D. J. 2014 In : *Entrepreneurship and Regional Development*. 26, 7-8, p. 645-662 18 p.

Contribution to journal › Article

What matters in business incubation? A literature review and a suggestion for situated theorising

Theodorakopoulos, N., Kakabadse, N. K. & McGowan, C. 2014 In : *Journal of Small Business and Enterprise Development*. 21, 4, p. 602-622 21 p.

A framework for assessing business-incubation input, process and output performance: proceedings of the RENT XXVII Conference, 20-22 November 2013, Vilnius, Lithuania

Theodorakopoulos, N. 20 Nov 2013 *Proceedings of the RENT XXVII Conference, 20-22 November 2013, Vilnius, Lithuania*.

Chapter in Book/Report/Conference proceeding › Conference contribution

Human resource development for inclusive procurement by intermediation: a situated learning theory application

Theodorakopoulos, N., Ram, M. & Martin, B. Jun 2013 In : *International Journal of Human Resource Management*. 24, 12, p. 2321-2338 18 p.

Contribution to journal › Article

A management tool for developing the relationships between large purchasing organisations and small ethnic minority suppliers

Theodorakopoulos, N. 2013 In : *Journal of Management Development*. 32, 1, p. 113-126 14 p.

Contribution to journal › Article

What can situated learning theory tell us about leading to develop organizational learning capabilities for entrepreneurial performance? lessons from a knowledge-intensive small firm

Theodorakopoulos, N. & Figueira, C. Nov 2012 In : *Thunderbird International Business Review*. 54, 6, p. 859-873 15 p.

Contribution to journal › Article

Transferring technology from university to rural industry within a developing economy context: the case for nurturing communities of practice

Theodorakopoulos, N., Sánchez Preciado, D. J. & Bennett, D. Sep 2012 In : *Technovation*. 32, 9-10, p. 550-559 10 p.
 Contribution to journal › Article
 Diversifying into technical clothing manufacture: a situated learning theory perspective

Theodorakopoulos, N., Kakabadse, N., Bennett, D., Figueira, C. & Nunes, B. 2012 *Managing technology-service convergences in the post-industrialized society: proceedings of the 21st international conference of the international association for management of technology, IAMOT/National Tsing Hua University, Hsinchu, Taiwan, s. 00464*. Khalil, T., Hosni, Y. & Hung, S-C. (eds.).
 Chapter in Book/Report/Conference proceeding › Conference contribution
 Editorial: knowledge flows, learning and development in an international context

Theodorakopoulos, N., Patel, C. & Budhwar, P. 2012 In : *European Journal of International Management*. 6, 1, p. 1-9 9 p.
 Contribution to journal › Editorial
 Philosophy, theory, and practice of green operations management

Nunes, B., Bennett, D., Shaw, D. & Theodorakopoulos, N. 2012 *Managing technology-service convergences in the post-industrialized society: proceedings of the 21st international conference of the international association for management of technology, IAMOT/National Tsing Hua University, Hsinchu, Taiwan, s. 00464*. Khalil, T., Hosni, Y. & Hung, S-C. (eds.).
 Chapter in Book/Report/Conference proceeding › Conference contribution
 Dynamic learning as entrepreneurial action in the context of open innovation: an instrumental case from a communities-of-practice perspective

Theodorakopoulos, N., Figueria, C., Kakabadse, N. & Kakabadse, A. Dec 2011 *SMEs and open innovation: global cases and initiatives*. Rahman, H. & Ramos, I. (eds.). Hershey, PA (US): Business Science Reference, p. 199-223 25 p. (Premier Reference Source)
 Chapter in Book/Report/Conference proceeding › Chapter (peer-reviewed)
 ICT adoption and ebusiness development: Understanding ICT adoption amongst ethnic minority businesses

Martin, B., Ram, M. & Theodorakopoulos, N. Jun 2011 In : *International Small Business Journal*. 29, 3, p. 193-219 27 p.
 Transnationalism as a force for ethnic minority enterprise? The case of Somalis in Leicester

Jones, T., Ram, M. & Theodorakopoulos, N. Sep 2010 In : *International Journal of Urban and Regional Research*. 34, 3, p. 565-585 21 p.
 Contribution to journal › Article
 Communities of practice: a useful theory for those concerned with international entrepreneurship and small firm growth

Theodorakopoulos, N. 2010 In : *Enterprising Matters*. 2010, Spring
 Contribution to journal › Article
 Entrepreneurship, sustainability and CSR: the role of values in SME

Kakabadse, N., Lee-Davies, L. & Theodorakopoulos, N. 2010 In : *Enterprising Matters*. 2010, Summer
 Contribution to journal › Article

Nurturing communities of practice for effective university-to-industry technology transfer: two exemplar cases from the Cauca Region of Columbia

Theodorakopoulos, N., Sánchez Preciado, D. J. & Bennett, D. 2010 *17th International Annual EurOMA Conference: managing operations in service economies, 6-9 June 2010, Porto, Portugal : proceedings*. Hosni, Y. (ed.).

Chapter in Book/Report/Conference proceeding › Conference contribution

Transnationalism, mixed embeddedness and Somali entrepreneurs in Leicester

Jones, T., Ram, M. & Theodorakopoulos, N. 31 Aug 2009 *Entrepreneurship and growth in local, regional and national economies: frontiers in European entrepreneurship research*. Smallbone, D., Landstom, H. & Jones-Evans, D. (eds.). Cheltenham (UK): Edward Elgar, p. 312-338 27 p.

Chapter in Book/Report/Conference proceeding › Chapter

Forms of capital, mixed embeddedness and Somali enterprise

Ram, M., Theodorakopoulos, N. & Jones, T. Sep 2008 In : *Work, Employment and Society*. 22, 3, p. 427-446 20 p.

Contribution to journal › Article

A framework for assessing and managing large purchaser: minority supplier relationships in supplier diversity initiatives

Theodorakopoulos, N. & Ram, M. 1 Feb 2008 *Supply chain*. Kordic, V. (ed.). Vienna (AT): I-Tech Education and Publishing, p. 41-58 18 p.

Chapter in Book/Report/Conference proceeding › Chapter

Policy transfer in practice: implementing supplier diversity in the UK

Ram, M., Theodorakopoulos, N. & Worthington, I. Sep 2007 In : *Public Administration*. 85, 3, p. 779–803 25 p.

Contribution to journal › Article

Forms of capital, mixed embeddedness and Somali enterprise

Ram, M., Theodorakopoulos, N. & Jones, T. 2007 *2007 Glasgow conference: proceedings*. ISBE

Chapter in Book/Report/Conference proceeding › Conference contribution

SDEM: a supplier diversity initiative as a vehicle for supply-chain learning

Theodorakopoulos, N., Ram, M. & Boyal, H. Apr 2006 1-85721-377-7: De Montfort University, 48 p.(DMU Occasional Paper Series; no. 78)

Implementing supplier diversity in the UK: SDEM as mindful policy transfer

Ram, M., Theodorakopoulos, N. & Worthington, I. Jan 2006 Leicester (UK): De Montfort University, 37 p.(DMU Occasional Paper Series; no. 77)

Working paper

Supplier diversity intermediation: nurturing and bridging communities of practice

Theodorakopoulos, N. & Ram, M. 2006 *2006 Cardiff conference: proceedings*. ISBE

Chapter in Book/Report/Conference proceeding › Conference contribution

Experimenting with supply chain learning (SCL): supplier diversity and ethnic minority businesses

Theodorakopoulos, N., Ram, M., Worthington, I. & Boyal, H. Dec 2005 In : *International Entrepreneurship and Management Journal*. 1, 4, p. 461-478 18 p.

Contribution to journal › Article

Policy transfer in practice: implementing supplier diversity in the UK

Ram, M., Theodorakopoulos, N. & Worthington, I. 2005 *2005 Blackpool conference: proceedings*. ISBE

Chapter in Book/Report/Conference proceeding › Conference contribution

Exploring the role of people management in enhancing SME competitiveness for the achievement of sustainable growth

Mason, J., Theodorakopoulos, N. & Wyer, P. 20 Dec 2000 *Dimensions of competitiveness: Issues and policies*. Lloyd-Reason, L. & Wall, S. (eds.). Cheltenham (UK): Edward Elgar, p. 58-75 18 p.

Chapter in Book/Report/Conference proceeding › Conference contribution

Research methodology for addressing the issue of growth-oriented SMEs strategic development

Theodorakopoulos, N. & Wyer, P. 2000 *The 2000 small business and enterprise development conference: conference proceedings*.

Chapter in Book/Report/Conference proceeding › Conference contribution

Small business development and the “learning organisation”

Wyer, P., Mason, J. & Theodorakopoulos, N. 2000 In : *International Journal of Entrepreneurial Behavior and Research*. 6, 4, p. 239-259 21 p.

Projects

1. An Online Assessment and Development Tool for Business Incubators

Theodorakopoulos, N.

£83,145.00, Economic and Social Research Council

Costed

2. Innovation Vouchers 2012

Theodorakopoulos, N., Budhwar, P., Parkes, G. & Tapinos, E.

£225,052.00, European Regional Development Fund

Costed

3. Innovation Vouchers Phase 2

Theodorakopoulos, N., Budhwar, P., Parkes, G. & Tapinos, E.

£822,882.00, European Regional Development Fund

Costed

4. Sociology of Enterprise research

Hart, M., Theodorakopoulos, N., Burke, G., Stephan, U. & Mickiewicz, T.

£34,675.00, Department for Business, Innovation and Skills (BIS)

Costed

Student Theses

- An examination of the determinants of entrepreneurship at the regional level: the case of East Midlands region - Doctoral Thesis › Doctor of Philosophy

- Antecedents and consequences of perceived effective managerial coaching: an individual, team-level and cross-level examination - Doctoral Thesis › Doctor of Philosophy