



## Europass Curriculum Vitae

### Personal information

First name(s) / Surname(s) **Ioanna Deligianni**

Address Pefkon 95, 14451 Metamorfosi (Greece)

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E-mail(s) idelig@aueb.gr

Nationality Greek

Date of birth 07 December 1980

Gender Female

### Work experience

Dates 1 Jan 12 - 2 Nov 12

Occupation or position held Visiting Lecturer

Main activities and responsibilities Academic Personnel  
Courses:  
Principles of Business Administration  
Communication in Management  
Negotiations and Conflict Management

Name and address of employer University of Cyprus  
PO Box 20537, 1678 Nicosia (Cyprus)

Type of business or sector Education

Dates 1 Nov 11 - 28 Feb 12

Occupation or position held Adjunct Lecturer

Main activities and responsibilities Academic Personnel  
Courses:  
Principles of Business Administration

Name and address of employer Athens University of Economics and Business  
Patisision 76, 10434 Athens (Greece)

Type of business or sector Education

Dates 1 Oct 10 - 28 Feb 11

Occupation or position held Adjunct Lecturer

Main activities and responsibilities Academic Personnel  
Courses:  
Principles of Business Administration

Name and address of employer Athens University of Economics and Business  
Patisision 76, 10434 Athens (Greece)

Type of business or sector Education

Dates 1 Oct 11 - 28 Feb 12

Occupation or position held Scientific Fellow

Main activities and responsibilities Academic Personnel  
Courses:  
Principles of Business Administration

Name and address of employer	Technological Educational Institute of Athens Agiou Spiridonos, 12210 Aigaleo (Greece)
Type of business or sector	Education
Dates	1 Oct 10 - 28 Feb 11
Occupation or position held	Scientific Fellow
Main activities and responsibilities	Academic Personnel Courses: Management in Laboratories
Name and address of employer	Technological Educational Institute of Athens Agiou Spiridonos, 12210 Aigaleo (Greece)
Type of business or sector	Education
Dates	1 Jun 10 - 31 Jul 10
Occupation or position held	Scientific Fellow
Main activities and responsibilities	Youth Entrepreneurship Summer Program Course: Business Plan Development
Name and address of employer	Athens University of Economics and Business Patisision 76, 10434 Athens (Greece)
Type of business or sector	Education
Dates	1 Oct 09 - 28 Feb 10
Occupation or position held	Lecturer
Main activities and responsibilities	Academic Personnel Postgraduate course: Strategic Management for Engineers
Name and address of employer	University of the Aegean Fostini 31, 82100 Chios (Greece)
Type of business or sector	Education
Dates	1 May 06 - 31 Dec 11
Occupation or position held	Scientific Fellow
Main activities and responsibilities	Academic Personnel Postgraduate Course: Ethics and Corporate Governance
Name and address of employer	Athens University of Economics and Business Patisision 76, 10434 Athens (Greece)
Type of business or sector	Education
Dates	1 Jan 06 - 31 Dec 11
Occupation or position held	Scientific Fellow
Main activities and responsibilities	Academic Personnel Preparatory Course: Business Game
Name and address of employer	Athens University of Economics and Business Patisision 76, 10434 Athens (Greece)
Type of business or sector	Education
Dates	1 Sep 05 - 2 Nov 12
Occupation or position held	Research Fellow - Laboratory of Strategy & Entrepreneurship
Main activities and responsibilities	Research Areas: Strategic Management, New Venture Growth, Technology Adoption, Flexibility and Business Transformation, Competitiveness and Entrepreneurship. Indicative projects:

	<ul style="list-style-type: none"> <li>• Encouraging of Entrepreneurial Activity, Innovative Applications and Elective Courses III Research Center of the AUEB and Ministry of National Education and Religious Affairs, EPEAEK II, 2007-2013 Participation in: (i) the conduct of a field survey regarding entrepreneurial intention of under- and post-graduate students at the Athens University of Economics and Business and (ii) the development of a book chapter for educative purposes entitled "Hidden champions in crisis: Evidence from Greek case studies".</li> <li>• Performance of Technology Adoption: The Impact of Technological Capabilities and Managerial Socio-Cognitive Capacities, Basic Research Funding Program (PEVE) 3 Research Center of the AUEB, 2010-2011 Participation in the research regarding the effects of technological capabilities and managerial socio-cognitive capacities on the performance of technology adoption.</li> <li>• Effects of Functional and Numerical Flexibility on New Ventures Innovation, Basic Research Funding Program (PEVE) 2 Research Center of the AUEB, 2009-2010 Participation in the research regarding the effect of the use of flexible work practices on the innovation outcomes of new ventures.</li> <li>• Encouraging Entrepreneurial Activity, Innovative Applications and Elective Courses II Research Center of the AUEB and Ministry of National Education and Religious Affairs, EPEAEK II, 2005-2008 Participation in the development and the implementation of the project.</li> <li>• Postgraduate Studies Programme in Human Resources Management Research Center of the AUEB and Ministry of National Education and Religious Affairs, EPEAEK II, 2007 Participation in the research regarding the human resources management practices in Greek firms.</li> <li>• Leading Change and Business Transformation Research Center of the AUEB and General Secretariat for Research and Technology (Ministry of Development), 2005-2006 Participation as a researcher. Analysis and Preliminary Development of Tools for Managers.</li> <li>• Annual Report on Competitiveness, 2005 Research Center of the AUEB and Ministry of Development, 2005-2006 Data collection and analysis. Participation in the development of the report.</li> <li>• Statistical Analysis of the Criteria of the International Competitiveness Indicators: Independent Dimensions and Impact on the GDP Research Center of the AUEB and Ministry of Development, 2005 Statistical analysis of data bases concerning the criteria that compound the International Competitiveness Indicators. Country assortment based on the indicators. Comparisons between Greece and other European Countries. Interpretation of potential declinations.</li> </ul>
Name and address of employer	AUEB Research Centre Kefallinias 46, 11251 Athens (Greece)
Type of business or sector	Research
Dates	1 Sep 09 - 31 Dec 11
Occupation or position held	Project team member
Main activities and responsibilities	EFG Eurobank Ergasias Bank Financial Literacy Project Participation in the conduct of primary and secondary research regarding Financial Literacy
Name and address of employer	AUEB Research Centre Kefallinias 46, 11251 Athens (Greece)
Type of business or sector	Consulting
Dates	1 Sep 09 - 30 Jun 10
Occupation or position held	Project team member
Main activities and responsibilities	Prufrock Management S.A. Socioeconomic Impact Analysis for a Shopping Center Participation in the analysis of the economic and social impacts that stem from the construction and operation of a shopping center
Name and address of employer	AUEB Research Centre Kefallinias 46, 11251 Athens (Greece)

Type of business or sector	Consulting
Dates	1 Mar 09 - 31 May 09
Occupation or position held	Project team member
Main activities and responsibilities	Ministry of Finance Development of Evaluation Criteria for Small Enterprises in the Context of the Financial Support of Three Main Sectors: Manufacturing, Tourism and Trade
Name and address of employer	AUEB Research Centre Kefallinias 46, 11251 Athens (Greece)
Type of business or sector	Consulting
Dates	1 Jun 08 - 31 Jan 09
Occupation or position held	Project team member
Main activities and responsibilities	Hellenic Organization of Small Medium Sized Enterprises and Handicraft SA (EOMMEX SA) Entrepreneurship Forum – Topic: Innovative Entrepreneurship Development of an innovation guide for SMEs
Name and address of employer	AUEB Reseach Centre Kefallinias 46, 11251 Athens (Greece)
Type of business or sector	Consulting
Dates	1 Jul 07 - 31 Dec 07
Occupation or position held	Project team member
Main activities and responsibilities	Hellenic Organization of Small Medium Sized Enterprises and Handicraft SA (EOMMEX SA) Implementation of New Working Methods in Multicultural Groups Research on implementing e-commerce and teleworking methods in multicultural groups
Name and address of employer	AUEB Research Centre Kefallinias 46, 11251 Athens (Greece)
Type of business or sector	Consulting
Dates	1 Apr 07 - 30 Apr 07
Occupation or position held	Project team member
Main activities and responsibilities	Clothing Textile and Fibre Technology Development Company SA (CLOTEFI SA) Restructuring of the Production System in the Textile Industry Research and development of a crisis management tool in the textile industry - focus on HR
Name and address of employer	AUEB Research Centre Kefallinias 46, 11251 Athens (Greece)
Type of business or sector	Consulting
Dates	1 Sep 03 - 31 Oct 03
Occupation or position held	Project team member
Main activities and responsibilities	Internship Participation in the preparation of the laboratory for the ISO 9001 annual audit
Name and address of employer	Veterin SA PO Box 25, 19300 Aspropyrgos (Greece)
Type of business or sector	Pharmaceutical industry

## Education and training

Dates	1 Jan 06 - 31 Oct 09
Title of qualification awarded	PhD in the Department of Management Science and Technology
Principal subjects / occupational skills covered	New Ventures' Strategic Growth Patterns: Antecedents and Outcomes
Name and type of organisation	Athens University of Economics and Business (University)

providing education and training Patission 76, 10434 Athens (Greece)

Dates 1 Sep 04 - 31 Dec 05

Title of qualification awarded Master in Business Administration

Principal subjects / occupational skills covered MBA - International

Name and type of organisation providing education and training Athens University of Economics and Business (University)  
Patission 76, 10434 Athens (Greece)

Dates 1 Oct 99 - 31 Jul 04

Title of qualification awarded Diploma in Chemical Engineering

Name and type of organisation providing education and training National Technical University of Athens (University)  
Iroon Polytexneiou 9, 15780 Zografou (Greece)

### Personal skills and competences

Mother tongue(s) **Greek**

Other language(s)

Self-assessment  
European level (\*)

**English**

**French**

**Spanish**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user

(\*) [Common European Framework of Reference \(CEF\) level](#)

Social skills and competences - Team work skills developed through my work experience in various types of teams (both as a member and as a coach)  
- Ability to adapt to multicultural environments, gained through my work experience abroad

Computer skills and competences - Good command of Microsoft Office tools  
- Competent with SPSS and EQS statistical software

Driving licence(s) B

### Additional information

Publications

Journal Publication (refereed)

1. Deligianni, I., and Voudouris, I. "New venture strategies in a catching-up economy: Identifying a strategic typology and trajectory through case studies", *Management Research Review*, 34(7): 732-753 (Outstanding Paper Award by Emerald)
2. Deligianni, I., Voudouris, I., and Lioukas, S. "Do effectuation processes shape the performance output of product diversification in new ventures?", *Journal of Business Venturing* (under 1st revision)
3. Deligianni, I., Voudouris, I., and Lioukas, S. "Growth patterns of small firms: A longitudinal investigation based on Greek cases", *Journal of World Business* (under 1st revision)
4. Voudouris, I., Deligianni, I., and Lioukas, S. "The relationship between labour flexibility and new ventures innovation: Does the entrepreneurs' political skill matter?", *Industrial and Corporate Change* (under review)
5. Deligianni, I., Dimitratos, P., and Petrou, A. "International entrepreneurial orientation and international performance: The missing link of international decision-making rationality", *International Small Business Journal* (under review)
6. Aharoni, Y., Deligianni, I., Dimitratos, P., and Petrou, A. "International decision-making rationality, international entrepreneurship, and the moderating effect of environmental dynamism", *Journal of*

#### Small Business Management (under review)

7. Deligianni, I., Voudouris, I., Lioukas, S., and Spanos, I. "Technological capability, entrepreneur-specific abilities and product innovation in new ventures", *Technovation* (under review)
8. Deligianni, I., Voudouris, I., and Lioukas, S. "The relationship between innovation and diversification in the case of new ventures: Unidirectional or bidirectional?", *IEEE Engineering Management* (under review)
9. Deligianni, I., Voudouris, I., and Lioukas, S. "Growth strategies of new ventures: The interplay between innovation and product diversification", *Strategic Entrepreneurship Journal* (under review)

#### Book Chapters (refereed)

1. Plakoyiannaki, E., and Deligianni, I. "Growth and Learning Spillovers from International Markets: Empirical Evidence from Greece", in M.V. Jones, P. Dimitratos, M. Fletcher & S. Young "Internationalization, Entrepreneurship, and the Smaller Firm" (2009), UK: Edward Elgar Publishing, pp. 37-53

#### Papers in Conference Proceedings (refereed)

1. Deligianni, I., Dimitratos, P., and Petrou, A. "International Entrepreneurial Orientation and Micromultinationals: The Moderating Effect of Being an International New Venture", *European International Business Academy (EIBA)*, December 2012, Brighton, UK.
2. Salavou, H., Deligianni, I., and Lioukas, S. "Examining Entrepreneurial Intentions of Greek Business Students", *Research in Entrepreneurship and Small Business (RENT)*, November 2012, Lyon, France.
3. Deligianni, I., Voudouris, I., and Lioukas, S. "Do effectuation processes shape the performance output of product diversification in new ventures?", *International Federation of Scholarly Associations of Management (IFSAM)*, June 2012, Limerick, Ireland.
4. Deligianni, I., and Voudouris, I. "The Relationship between Innovation and Diversification in the Case of New Ventures: Unidirectional or Bidirectional?", 2010 Babson College Entrepreneurship Research Conference (BCERC), June 2010, Lausanne, Switzerland.
5. Voudouris, I., and Deligianni, I. "Labor Flexibility and New Ventures' Innovation", 2010 Babson College Entrepreneurship Research Conference (BCERC), June 2010, Lausanne, Switzerland.
6. Deligianni, I., Voudouris, I., and Lioukas, S. "The Impact of Technological Capability, Entrepreneurial Locus of Control and Political Competence on New Venture Innovation", *Dynamics of Institution and Markets in Europe (DIME) Conference*, May 2010, Athens, Greece.
7. Voudouris, I., Deligianni, I., and Lagara, P. "Effects of Functional and Numerical Flexibility on New Ventures Innovation", *Research on Entrepreneurship (RENT) XXIII Conference*, Nov 2009, Budapest, Hungary.
8. Deligianni, I., and Voudouris, I. "New Venture Strategies and Performance in a Catching-Up Economy: Identifying a Strategic Typology and Trajectory Through Case Studies", *Research on Entrepreneurship (RENT) XXII Conference*, Nov 2008, Covilha, Portugal.
9. Plakoyiannaki, E., Deligianni, I. and Dimitratos, P. "Growth and Learning Spillovers from International Markets: Empirical Evidence from Greek Firms", 33rd *European International Business Academy (EIBA) Annual Conference*, Dec 2007, Catania, Italy.
10. Deligianni, I., and Voudouris, I. "Strategic Growth Trajectories Predicting New Venture Performance: An Analysis through Case Studies", 52nd *International Council of Small Business (ICSB) World Conference*, June 2007, Turku, Finland.
11. Deligianni, I. "Strategic Growth Trajectories of New Ventures: Analysis through Case Studies", 4th *Students' Conference of Strategic Management and Technology*, May 2007, Athens.
12. Deligianni, I. "New Venture Strategic Growth Trajectories Predicting Performance: The Case of a Greek Food Company", 3rd *Students' Conference of Strategic Management and Technology*, May 2006, Athens.

#### Memberships in Scientific Communities

- ECSB (European Council for Small Business and Entrepreneurship)
- BCERC (Babson College Entrepreneurship Research Conference)
- ICSB (International Conference for Small Business)

- TCG (Technical Chamber of Greece)

Awards and Scholarships

- Propontis Foundation

(Full Scholarship for Doctoral Studies: 2006-2008)

- Bodossaki Foundation

(Full Scholarship for Postgraduate Studies: 2004-2005)

- State Scholarship Foundation (IKY)

(Award for Excellent Performance: 2000-2001, 2001-2002)

- Greek Organization for Nautical Allowances

(Award for Excellent Performance: 2000-2001, 2001-2002, 2002-2003, 2003-2004)