

# PANAGIOTA SAPOUNA

## Curriculum Vitae

### I. PERSONAL DETAILS

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| <b>First Name</b>     | Panagiota | <b>Address</b> | 16, Fintia St.,<br>174 55, Alimos,<br>Athens, Greece |
| <b>Surname</b>        | Sapouna   |                |  |
| <b>Date of Birth</b>  | 27/1/1985 |                |  |
| <b>Nationality</b>    | Greek     | <b>Mobile</b>  | +30 697 9595933                                      |
| <b>Marital Status</b> | Single    | <b>E-mail</b>  | <a href="mailto:sapouna@aeub.gr">sapouna@aeub.gr</a> |

### II. HIGHER EDUCATION

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- 2009-to Date **Ph.D. in International Business and Strategy**  
(2012) Title: “Mergers and Acquisitions (M&As): The Effect of Competitive Strategy and International Environment on Post-acquisition Financial Performance”  
Athens University of Economics and Business  
Department of Management Science and Technology  
Laboratory of Strategy and Entrepreneurship
- 2006-2008 **Master in Business Administration - MBA**  
Athens University of Economics & Business  
(GPA: 8.2 / 10, top 5%)
- 2002-2006 **BSc in Accounting & Finance**  
Athens University of Economics & Business  
(GPA: 7.62/10, top 10%)

### III. JOURNAL PUBLICATION

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- An Investigation into International Assignment Directions of R&D MNE Employees: Evidence from Greece. D. Manolopoulos, P. Dimitratos & P. Sapouna. **The International Journal of Human Resource Management**: 22(5), 2011, 1093-1108. (ABS= 3/4, ISI Impact factor 2011=1.043)

### IV. JOURNAL PUBLICATION UNDER REVIEW

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- Beyond Typical Expatriation: the Impact of Organizational Characteristics and Employees' Diversity on International Assignments. D. Manolopoulos, P. Sapouna & P. Dimitratos. *Journal of World Business*. (ABS= 3/4, ISI Impact factor= 2.383)

## V. WORKING PAPERS

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- Market Withdrawal, International Marketing and International Orientation: Effects on SME International Performance. P. Dimitratos, P. Sapouna, J. Larimo, R. Lehmann, A. Zucchella (to be sent to the British Journal of Management, ABS:4\*).
- Environmental Considerations of Subsidiaries' Corporate Strategy: the Impact of the Organizational Context. P. Sapouna, E. Sofikitis & D. Manolopoulos. (to be sent to the Journal of management Studies, ABS:4\*)

## VI. CONFERENCE PUBLICATIONS

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- *Global staffing practices for knowledge professionals: Key drivers for the selection of international assignees.* P. Sapouna, D. Manolopoulos, P. Dimitratos & E. Sofikitis. 38<sup>th</sup> European International Business Academy Annual Conference. December 2012, Brighton, United Kingdom.
- *Environmental Considerations of Subsidiaries' Corporate Strategy: the Impact of the Organizational Context.* P. Sapouna, E. Sofikitis & D. Manolopoulos. 37<sup>th</sup> European International Business Academy Annual Conference. December 2011, Bucharest, Romania.
- *Problem-solving Dissension and Entry Mode Decision Effectiveness: The Moderating Role of Decision Rationality.* J. J., Tongji, P. Dimitratos, E. Plakoyiannaki & P. Sapouna. 37<sup>th</sup> European International Business Academy Annual Conference. December 2011, Bucharest, Romania.
- *Being an Expatriate: Influential Factors in MNC Subsidiaries.* P. Sapouna, P. Dimitratos & D. Manolopoulos. 36<sup>th</sup> European International Business Academy Annual Conference. December 2010, Porto, Portugal.
- *Mergers and Acquisitions (M&As): The Effect of International Market Coverage and Competitive Strategy on Financial Performance.* P. Sapouna, 36<sup>th</sup> European International Business Academy Annual Conference (Doctoral Session). December 2010, Porto, Portugal. (selected among the top 10 out of 44 doctoral proposals)
- *Market Withdrawal, International Orientation and Marketing Resources: Effects on SME International Performance.* P. Dimitratos, P. Sapouna, J. Larimo, R. Lehmann & A. Zuchella. Academy of International Business Conference. June 2010, Rio de Janeiro, Brazil.
- *Mergers and Acquisitions (M&As): Geographical perspectives.* P. Sapouna. 70 Student Conference Department of Management Science and Technology «Youth Entrepreneurship and Digital Environment». May 2010, Athens, Greece.
- *International Assignment Directions of R&D Employees in Multinational Enterprise Subsidiaries.* D. Manolopoulos, P. Dimitratos & P. Sapouna. 35<sup>th</sup> Academy of International Business Conference. December 2009, Valencia, Spain.
- *Multinational Enterprises (MNEs) Regional Orientation and the Myth Behind Global Players.* P. Sapouna. 60 Student Conference Department of Management Science and Technology «Management Science and Technology in the Modern Business Environment». May 2009, Athens, Greece.
- *Market Withdrawal, International Marketing and International Orientation: Effects on SME international Performance.* P. Dimitratos, P. Sapouna, J. Larimo, R. Lehmann & A. Zuchella. 36<sup>th</sup> Academy of International Business Conference (UK & Ireland Chapter). April 2009, Glasgow, UK.

## VII. RESEARCH INTERESTS

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International Business, Strategic Management, Mergers and Acquisitions (M&As), Competitive Strategies, Global business environment, Management of the Multinational Enterprise and Subsidiaries, International Human Resource Management

## VIII. RESEARCH ASSISTANT & TEACHING EXPERIENCE

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| November 2011 – to Date       | <b>Unit of Innovation and Entrepreneurship - Athens University of Economics and Business</b><br>Development of the manual for the new business game version   |
| November 2011 – to Date       | <b>Athens University of Economics and Business</b><br>Teaching undergraduate students, “Business Game” preparatory course, Department of Management Science and Technology  |
| October 2011 – January 2012   | <b>Foundation for Economic and Industrial Research</b><br>Research on the exploration of the obstacles in the commercialization of innovation in Greece and the development of policy recommendations   |
| September 2011 – January 2012 | <b>Unit of Investment and Corporate Strategies – Economic Commission for Latin America and the Caribbean (ECLAC)</b><br>FDI report on “EU Multinationals in Latin America and the Caribbean Investments, Strategies and Perspectives”   |
| July 2011 - February 2012     | <b>Unit of Innovation and Entrepreneurship - Athens University of Economics and Business</b><br>Development of educational material for a university textbook in the field of “Guide to practical implementation of a new enterprise”   |
| June 2011 - July 2011         | <b><i>BRAVO 2011- Sustainability Dialogue</i></b><br>Participation in the development and analysis of a joint business research under the responsibility of Athens University of Economics and Business in the field of “Stakeholders’ perception about the sustainability reports (CSR)” |
| June 2011 - July 2011         | <b>Athens University of Economics and Business</b><br>Tutor in the 2 <sup>nd</sup> Y.E.S. (Youth Entrepreneurship School) program   |

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|------------------------------|--|
| January 2011 – February 2011 | <b>The international financial crisis, crisis in the eurozone and the Greek financial system (Greek Banks Association)</b><br>Statistical analysis for the book chapter: “Greek companies post-crisis: Prospects and Strategies for International Competitiveness”, S. Lioukas |
| October 2010 - November 2010 | <b>Athens University of Economics and Business</b><br>Teaching undergraduate students, “Business Game” preparatory course, Department of Management Science and Technology   |
| September 2010               | <b>“Resources, Efficiency &amp; Globalization”, P. Dimitratos &amp; M. V. Jones (eds). Houndmills, Basingstoke, U.K.: Palgrave MacMillan, 2010.</b><br>Reviewer of book chapters   |
| July 2010 - September 2010   | <b>Athens University of Economics and Business</b><br>Tutor in the 1 <sup>st</sup> Y.E.S. (Youth Entrepreneurship School) program  |
| November 2009 - April 2010   | <b>Athens University of Economics and Business</b><br>Teaching undergraduate students, “Business Game” preparatory course, Department of Management Science and Technology   |

## **IX. CONSULTING EXPERIENCE**

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| September 2009 - February 2011 | <b>EFG Eurobank</b><br>Member of the Project Team developing the EFG’s “Entrepreneurship” educational website  |
| May 2010 – June 2010           | <b>OIKOSTEEL Ltd – Construction Company</b><br>NSRF 2007-2013: Funding of Innovative Enterprises<br>Preparation of the Company’s Business Plan & Application Brochure<br>Funding Budget: ca. €500k |
| October 2009 - December 2009:  | <b>THEMELI SA – Wind Parks Construction Company</b><br>Prepare the Investment Study for constructing a Wind Park<br>Construction Cost Budget: €27mn  |

## **X. CONFERENCES & SEMINARS**

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|------------|---|
| April 2010 | “Transfer Pricing”<br>Athens Chamber of Commerce & Industry |
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|----------------|---|
| March 2009     | “The Financial Crisis: Managing in challenging times”, Prof. Paul Krugman(Nobel in Economic Sciences), Greek Institute of Entrepreneurial Ethics EBEN GR                            |
| February 2009  | “International Accounting Standards. Implementation problems? The scope of the companies, the auditors and the authorities”,<br>MSc in Taxation and Auditing<br>Panteion University |
| November 2007  | 6 <sup>th</sup> FCM (Fédération des Experts Comptables Méditerranéens) Conference   |
| September 2007 | Total Quality Management seminar<br>(Brainstorming, 25 hrs)   |
| March 2006     | International Accounting norms and new assessment standards   |
| December 2005  | New methods application in an accounts department management. International Accounting Standards  |

## **XI. OTHER RESEARCH AND TEACHING-RELATED ACTIVITIES**

- Participation in the 1<sup>ST</sup> MediSim Challenge 2011 Business Game: winning team
- Reviewer in the European International Business Academy (EIBA) 2011 Conference, Bucharest, Romania
- Participation in the Cross cultural Management in the Mediterranean Area Project ““Mediterranean Cross Cultural Management at Stake”, 26-27 November, 2010, Nice, France.
- Reviewer in the Academy of International Business (AIB) 2011 Conference, Nagoya, Japan.
- Participation in the Organisation and Conduct of the International Conference “For the increase and dissemination of financial management knowledge”, European Management Association, 25 – 28 June, 2008.
- “Experiential Marketing: The BMW case”, (2008), Athens University of Economics and Business.
- 6 Sigma & Ordic Method: Methodology to provide practical consultancy to a business.
- Participation in business games: e-strat challenge 2007, awarded by entering in the top world class teams.

## **XII. MEMBERSHIPS**

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**European International Business Academy** (2010 – onwards)

**Laboratory of Strategy and Entrepreneurship**, Department of Management Science and Technology, Athens University of Economics and Business (January 2009 - onwards).

**Economic Chamber of Greece** (2006 – onwards)

## **XIII. ADDITIONAL SKILLS**

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**Computer skills** Computer Knowledge State Certification (CKSC),  
Windows, MS Office, Access, SPSS, E-Views

**Languages** **Greek:** native language

**English:** excellent reading and writing skills  
Certificate of Proficiency in English (University of Cambridge)  
Certificate of Proficiency in English (The University of Michigan)

**French:** good reading and writing skills  
Diplôme D' Études En Langue Française (Delf) 1<sup>er</sup> Degré