



PRO- GRAMME

**THE FUTURE OF WORK:
IN SEARCH OF
THE NEW NORMAL**

**Saturday,
20th September 2025**
CIM Nicosia Campus

**8th
Annual
Academic
Conference**

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**8th ANNUAL ACADEMIC
CONFERENCE**

09:00 – 09:15	Registration & Coffee
09:15 – 09:30	Welcome - Dr Katerina Pavlou, CIM & Cyprus Centre for Business Research
09:30 – 10:00	Keynote Lecture Chair: Dr Christos Hadjiyannis, Dean, CIM “The Future of Work: In Search of the New Normal” - Prof. Eleni Stavrou, University of Cyprus
10:00 – 10:30	String 1: Business Chair: Dr Christiana Charalambidou, CIM “The Intrapreneurial 5 Step Process Improvement Model. An Academic Exercise or a Commercial Tool” - Dr Derek Watson, Sunderland University “Salary and Career Trends in the Era of AI and Automation” - Prof. Valerio Mancini, Rome Business School
10:30 – 10:45	Coffee Break
10:45 – 12:00	String 2: People Chair: Dr Georgia Thrasyvoulou, CIM “Disinformation and the Decline of Understanding: Why knowledge is our best defence” - Dr Stefano di Pietro, In Medias Res “Why NeuroInclusion Benefits the Entire Organisation” - Prof. Almuth McDowall, Birkbeck University of London “Building a Digital Identity: The Power of Personal Branding on LinkedIn” - Dr Zanete Garanti, City Unity College Nicosia - Ms Galina Berjozkina, City Unity College Nicosia “Co-creating the Future of Work: A Dialogic Perspective on Systemic Leadership” - Dr Elena P. Antonacopoulou, American University of Beirut
12:00 – 12:15	Coffee Break

12:15 – 12:45

String 3: Politics

Chair: Dr Louis Kangas, CIM

“Power and Politics in Government Projects: a UK Study”

- Prof. Laura Galloway, Heriot-Watt University
- Prof. Amos Haniff, Heriot-Watt University
- Ms Isabel Giller, Heriot-Watt University

**“Strategic Communications, Geopolitics and Hybrid Warfare:
Turkey’s acts vis-à-vis the Republic of Cyprus”**

- Dr Panayiotis Hadjipavlis, CERIDES – Excellence in Innovation and Technology,
European University Cyprus, Research Fellow
- Dr Constantinos Constantinou, CIM

12:45 – 13:00

Views from the Industry

Chair: Dr Constantinos Constantinou, CIM

**“Embracing AI Automation to Enhance Customer Experience,
Employee Knowledge and Build a Smarter Airport Ecosystem”**

- Mrs Ioanna Kalogiannaki, Swissport International

13:00 – 13:30

Round Table Discussion

Chair: Dr Maria Socratous, CIM

“The Future of Work: In Search of the New Normal”



Keynote Speaker

Prof. Eleni Stavrou

University of Cyprus

Professor Eleni Stavrou is Director of the MSc in HRM at the University of Cyprus and is involved in helping organizations with various human resource management issues. She has received her Ph.D. at the George Washington University, USA where she was Director of Programs and Operations at the Center for Family Enterprise. Her expertise includes: work-life issues; strategic and comparative human resource management; and intergenerational transitions in family firms. She has published widely including articles in various academic journals, like *British Journal of Management*, *Human Resource Management*, *Journal of Organizational Behavior*, *Journal of Business Ethics*, *Entrepreneurship Theory and Practice*, *International Journal of Human Resource Management* and *Journal of International Business Studies*. Largely as a result of her initiative, the University of Cyprus is one of the few in Southern Europe and the Middle East to promote and publish research in the emerging field of family enterprise.



Speaker

Prof. Almuth McDowall

Birkbeck University of London

Almuth is Professor of Organisational Psychology at Birkbeck University of London where she leads her department and is part of the school's executive team. Her research has been funded by the Ministry of Defence, the College of Policing, the Chartered Institute of Personnel and Development and the Home Office, as well as a range of other funders. Almuth has won awards for her research and her commitment to furthering the practice of psychology in the workplace in the UK. She regularly contributes to the media fuelled by her belief that research needs to speak to organisations directly to have impact and contemporary relevance. She is a Chartered Psychologist, Academic Fellow of the CIPD and Fellow of the International Society for Coaching Psychology. Alongside she is a practicing psychologist working with the private, public and third sector delivering bespoke assignments. Her research interests are varied and include diversity and neurodiversity, worklife balance and occupational health, and professional competence and coaching.



Speaker

Prof. Amos Haniff

Heriot-Watt University

Professor Amos Haniff is an expert in the field of project management. He has published research on project success, leadership, and the implementation of organisational strategy through projects. His current research area focuses on the strategic alignment of project networks, the implication of politics in projects and multi-agency theory.

He is a member of the APM Research Advisory Group and former Chair of the Association for Project Management (APM) Scotland where he has provided leadership, consultancy, and guidance to public and private sector organisations.

From 2017 to 2023, he also held the position of Pan-Dean of Heriot-Watt University providing academic leadership across campuses in Scotland, Dubai, and Malaysia. He is the university's Armed Forces Champion and serves as the Convenor of the Edinburgh Universities Military Education Committee. Professor Haniff teaches undergraduate, postgraduate, and executive-level courses in project management, including those aligned with APM professional qualifications.



Speaker

Dr Constantinos Constantinou

CIM

Dr Constantinos Constantinou is the Director of Research and Head of Undergraduate Studies, Nicosia at CIM-Cyprus Business School. He is also the Editor-in-Chief of *The Market: International Journal of Business* and has previously served as a post-doctoral Research Fellow and Associate Director of the Cyprus Centre for Business Research – CIM. He has also worked as a Research Fellow at the Centre for European and International Affairs at the University of Nicosia (UNIC), and in the Media and Communication Department of the European Defence Agency in Brussels. Further, he is a Senior Research Fellow at the CCBR – CIM and a reviewer for journals such as the *Journal of Marketing Communications*, the *Journal of the Academy of Marketing Science*, the *International Journal of Business Performance Management*, and the *Review of Marketing Science*.

At CIM-Cyprus Business School, he holds the position of Associate Professor of Marketing, acting as a lecturer for UWL/CIM undergraduate and postgraduate modules. In addition, he acts as a supervisor for UWL/CIM Masters students' dissertations and has served as the Project Manager for the launch of CIM's online MBA. Constantinos holds a PhD in Business Administration from the European University Cyprus (EUC), an MA in International Relations and European Studies from UNIC and an MBA/BA in European Studies from EUC. His research focuses on political marketing and communication.



Speaker

Dr Derek Watson

Sunderland University

Dr Derek Watson is an Associate Professor and Senior Fellow of the Higher Education Academy, founder of the Faculty 'Business Clinic' and the Doctoral lead for the University's 'Research Fridays' programme. Dr Watson has extensive links and networks as a result of sourcing and embedding external engagement opportunities across the curriculum, with an international portfolio of clients and contacts, such as the British Cabinet Office, Indian Government Council of Scientific and Industrial Research, Dubai Police and Canon International.

His research focuses on Food Safety Cultural Compliance and Academic-Industry collaboration, investigating the impact of knowledge exchange on practice in both the classroom and the workplace. He actively documents his consultancy experience via international academic journals and has delivered lectures and seminars at universities and symposiums on a global scale. He has been appointed on the editorial board for the 'International Journal of Academic Research in Management'. Dr Watson is also a Doctoral External Examiner, academic reviewer of several international journals and currently employed as 'External Examiner' for the University of West London doctoral programmes. In addition, he is also a Visiting Professor at the University of Panama in Food Culture and a Senior Research Fellow at the Cyprus Centre for Business Research – CIM-Cyprus Business School.



Speaker

Ms Galina Berjozkina

City Unity College Nicosia

Galina Berjozkina is a Senior Lecturer in the Department of Hospitality and Tourism Management at City Unity College Nicosia. She holds a Bachelor's Degree in Tourism and Hospitality Management and an MBA from BIA University of Applied Sciences, Latvia, and is currently pursuing a PhD at the University of Strathclyde, UK, where she represents her department and organizes an annual academic seminar series for postgraduate students. Berjozkina is actively engaged in research and seminar organization, having served as Guest Editor for a Special Issue of the journal *Worldwide Hospitality and Tourism Themes* (WHATT) and maintaining a robust publication record. She has presented, chaired sessions, and delivered keynote speeches at international conferences in various countries. Her research interests encompass tourism and hospitality management, sustainable tourism, and tourism planning and development, and she has authored a book on Destination Marketing.



Speaker

Dr Elena P. Antonacopoulou

American University of Beirut

Dr Elena P. Antonacopoulou PhD is full time faculty at the American University of Beirut - Mediterraneo, in Cyprus. She previously served as tenured faculty (full professor) at Universities in the UK (Warwick, Manchester, Liverpool) and Canada (Western) and visiting professor in the UK (Lincoln University), Norway (Royal Norwegian Airforce Academy) and Cyprus (University of Cyprus, Nicosia) where she contributed through her teaching in the design and delivery of prominent programs at postgraduate (MSc and MBA) and post-experience levels (e.g. DBA). Her principal research expertise lies in The Future of Work, Organisational Learning and Strategic Resilience and Renewal, with a focus on the Leadership implications. She is published widely in international journals, edited books and policy reports. Her practice-relevant scholarship has earned her many research grants, awards and accolades recognising the impact of the ideas developed. She has and served (appointed or elected) in multiple leadership roles in the top professional bodies in the management field (AOM, EURAM, EGOS, BAM) and has received several awards for her outstanding leadership and service contributions and teaching excellence. She has successfully secured funding and led interdisciplinary, international multi-stakeholder research teams on high profile research programs funded by Research Funding Councils in the UK, EU and was invited to co-author policy and evaluation reports by professional bodies and Think Tanks designed to improve professional practices. She is frequently invited to deliver keynote speeches in international conferences, and workshops that inspire and promote action choices that serve the common good. She is a certified coach from the International Coaching Federation (and practises as an axiologist – enabling true-self breakthroughs) and she has founded the GNOSIS Institute to promote knowledge philanthropy and to avert 'humane poverty' by designing innovative leadership and organisational development programs.



Speaker

Mrs Ioanna Kalogiannaki

Swissport International

Ioanna Kalogiannaki is a management professional with over 20 years of experience in the aviation and ground handling industry. She holds a master's degree in business administration and currently serves as a Global Senior Operational Key Account Manager for Swissport International. Ioanna is leading the operational key account management for the organization's top 10 global customers, ensuring seamless alignment with performance standards and strategic objectives.



Speaker

Prof. Isabel Gillert

GNOSIS Research

Isabel Gillert is a final year PhD researcher in psychology at Heriot-Watt University specialising in cognition, visual perception, and robot human interaction. She has a specific interest in face perception, trustworthiness, and technological applications in research, and she is passionate about applying research insights to innovation.



Speaker

Prof. Laura Galloway

Heriot-Watt University

Prof Laura Galloway has a research background in entrepreneurship and leadership. She is joint Editor in Chief of the *International Journal of Entrepreneurship & Innovation* and sits on the editorial board of several other journals. She has published widely in academic journals and books, and is author of *Leadership Perspectives from Practice* textbook published by Sage. Laura currently teaches Entrepreneurship and Leadership at MBA and Executive levels, delivering courses for SME, corporate and public organisations.

Professor Galloway founded and led the Edinburgh Business School Incubator, supporting early-stage businesses in a wide range of sectors including tech, social enterprise and consumer and business services. She also sits on the cross-party group on women's enterprise at the Scottish Parliament and is a member of UNESCO Inclusive Policy Lab as enterprise and self-employment expert.



Speaker

Dr Stefano di Pietro

In Medias Res

Stefano Di Pietro (PhD) is a film director whose work spans documentary and fiction, with a strong focus on social and political impact. His films have received multiple international awards, including the Berlin Independent Film Festival (2021), FICTS Milan (2022), and The Hague International Film Festival (2023). His work has been screened in over 30 countries and showcased in prestigious venues such as the MACRO Museum, the Royal Academy of Spain, and the Círculo de Bellas Artes in Madrid, as well as institutions like the Council of Europe in Strasbourg and the European Parliament in Brussels. Stefano has directed films commissioned by the Anne Frank House, FIFA, and UNESCO, tackling critical themes such as antisemitism, reconciliation, and education. Alongside his film work, he has led courses, workshops, and guest lectures on philosophy and cinema at universities including Sapienza University of Rome, the University of Amsterdam, and Stockholm University and he is Adjunct Professor at Rome City Institute. He Lives between Rome (IT) and Amsterdam (NL).



Speaker

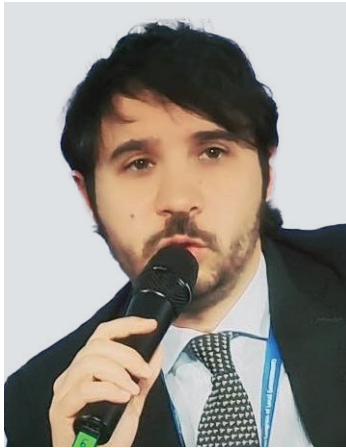
Dr Panayiotis Hadjipavlis

CERIDES – Excellence in Innovation and Technology,
European University Cyprus, Research Fellow

Dr Panayiotis Hadjipavlis is a defence and aviation specialist with more than 30 years of experience in defence strategic analysis, military aviation, airspace geopolitics and flight safety issues. He is characterised by a comprehensive and interdisciplinary approach to analysing political and security related issues, a virtue attributed to his diverse academic background. Panayiotis graduated as a jet pilot from the Hellenic Air Force Academy, where he also earned a BSc in Aviation Science. He also holds a BA in European Studies (European University Cyprus), an MBA (University of Sunderland, UK), an MSc in Aviation Safety Management (City University, UK), a Master II in Religions, Cultures and Politics in Modern and Contemporary Europe (École Pratique des Hautes Études, France) and a Professional Master in Superior Military Studies from the French War College. In July 2021, he earned a doctoral degree in Geopolitics of the Airspace from Newcastle University, UK.

Panayiotis is a visiting lecturer at the Centre for Security and Intelligence Studies (BUCSIS) of the University of Buckingham, UK, a Research Associate of the Centre for European and International Affairs of the University of Nicosia, a Research Fellow of the Defence and Security Research Institute (DSRI) of the University of Nicosia and a Research Fellow at CERIDES Research Centre of the European University Cyprus. At the same time, he has been an associate editor to several academic publications while he has published several academic articles in various journals and books. Panayiotis' research interests include geopolitics of the airspace, techno-geopolitics, the geopolitics of the Eastern Mediterranean, Near East and Sahel regions, issues of state sovereignty and European defence cooperation.

As regards his professional career, Dr Panayiotis Hadjipavlis has been a Defence Director at the Cyprus Ministry of Defence since October 2023, Head of the General Procurement and Defence Capabilities' Development. Under his remit among other issues, are the European Defence Agency affairs and all the Defence Capabilities' Developments within the EU, the development of the local Defence Industry and the Research and Innovation for the Cyprus Armed Forces. As a retired Colonel, Dr Hadjipavlis has served in several critical posts at the Cyprus Ministry of Defence. In 2019 he was posted as a strategic analyst for the Sahel region in Africa at the EU Military Staff/ European External Action Service, while in August 2021 he assumed the post of the Head of the Africa Section of the EUMS Strategic Analysis Section.



Speaker

Prof. Valerio Mancini

Rome Business School

Professor Valerio Mancini serves as Director of Research at Rome Business School and holds teaching positions in different topics at RBS' Master programs and at leading institutions globally. With extensive experience in international relations, he collaborates with prestigious organizations like the UNODC, UNICRI, EU and OECD. His recent publications include "Football & Geopolitics" (Mondo Nuovo, 2021), "Football, Politics and Power" (Mondo Nuovo, 2023), and "Art, Fashion, Geopolitics" (Egea, 2023). Professor Mancini also teaches at Sapienza University of Rome (Enterprise Communication Management), University of Perugia (Master Sport Management), and Unicollege Florence (Geopolitics, Diplomacy and Peacekeeping). He is a Brand Ambassador for L'Aquila Calcio 1927, a Business Advisor for the "Thatsfan" sports tokenization platform, and a Brand Ambassador for Rome Future Week. Additionally, his book "Football, Politics and Power" has been translated into Spanish and Catalan and presented in more than 10 countries worldwide.



Speaker

Dr Zanete Garanti

City Unity College Nicosia

Dr. Zanete Garanti is Head of Research and Associate Professor at City Unity College Nicosia. She earned her PhD, Master's, and Bachelor's degrees from the Latvia University of Life Sciences and Technologies. Her research delves into sustainable and smart development, with a focus on the tourism and hospitality sectors and social media marketing. Dr. Garanti has published extensively in prestigious journals like *Worldwide Hospitality and Tourism Themes* and the *International Journal of Bank Marketing* (Emerald). She also holds the position of Editor for the *Worldwide Hospitality and Tourism Themes* journal.

