

## CARRICULUM VITAE



NAME : NIKOLAOS G. THERIOU

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MARITAL STATUS: **Married with two boys.**

### ACADEMIC QUALIFICATIONS :

- a) B.Sc. (ECONOMICS), UNIVERSITY OF BRADFORD (1979-1981).
- b) M.B.A. (CORPORATE PLANNING & FINANCIAL MANAGEMENT), UNIVERSITY OF BRADFORD (1981-1982).
- c) PhD (STRATEGIC MANAGEMENT), UNIVERSITY OF DERBY (1997-2000).

### ACADEMIC EXPERIENCE:

- *Assistant professor* in Strategic Management: School of business and economics-department of business administration-TEI of EASTERN MACEDONIA & THRACE (former TEI of Kavala)-Greece (Feb. 1995-June 2002).
- *Associate professor* in Strategic Management: School of business and economics-department of business administration-TEI of EASTERN MACEDONIA & THRACE (former TEI of Kavala)-Greece (July 2002- Aug. 2006).
- *Professor* in Strategic Management: School of business and economics-department of business administration-TEI of EASTERN MACEDONIA & THRACE (former TEI of Kavala)-Greece (since Sept. 2006).

### TEACHING EXPERIENCE:

#### A. UNDERGRADUATE TEACHING COURSES

1. Eastern Macedonian and Thrace Institute of Technology (Department of Business Administration 1988-2019):
  - Financial Management
  - Economic Programming and Operations Research I
  - Business Ethics I and II

- Strategic Management
- Research Methods
- Management

1. **Democritus University of Thrace (Department of Production and Management Engineering 2003-2006):**

- Management Accounting
- Financial Management

**B. POSTGRADUATE TEACHING COURSES**

1. **Eastern Macedonian and Thrace Institute of Technology (Department of Business Administration 2000-2019):**

*(a) MSc in Finance and Financial Information Systems (in cooperation with University of Greenwich):*

- Financial Management
- Research Methods
- Computer Financial Modeling

*(b) Master in Business Administration-MBA:*

- Strategic Management
- Computer Financial Modeling

*(c) MSc in International Business Administration:*

- Innovation Management
- Strategic Management

*(d) Executive MBA:*

- Business Game

*(e) MSc in Gas and Oil Technology:*

- Strategic Management
- Change Management

2. **Democritus University of Thrace (Department of Law 2005-2007):**

*MSc in Southeastern European Studies:*

- Preparation of Strategic Plans for Growth in Southeastern European countries

**ADMINISTRATIVE EXPERIENCE:**

- Head of business administration department (1996-1998). Elected again (June 2001) for the period 2001-2004, and finally re-elected (June 2004-June 2007).

- Director of the post-graduate program “MSc in Finance and Financial Information Systems”, Eastern Macedonia & Thrace Institute of Technology in co-operation with the University of Greenwich, London (2005-1012).
- Director of the Master in Business Administration (2012-today).
- Director of the Scientific Lab “Innovation, Creativity and Competitiveness of Business-BICC” (2016-2020).
- Elected Vice Rector (Planning and Development) and President of the Research Committee of Eastern Macedonia & Thrace Institute of Technology (2008-2017).
- Dean of the School of Business and Economics (2017-2018).

### **INDUSTRIAL EXPERIENCE:**

- Financial manager in “ODETTE NICOS PETRIDES-TOBACCO TRADING COMPANY S.A.” KAVALA-GREECE (1982 – 1986).
- Financial director and responsible for the corporate planning of “SEKAP S.A. – CIGARETTE MANUFACTURING COMPANY S.A.”-XANTHI-GREECE (1989- 1995).
- Management consultant in strategic management (1989-today) & scientific advisor of “GRANT THORNTON HELLAS S.A.” (1999-today).

### **OTHER ACTIVITIES:**

- **Research Fellow** of the University of Greenwich.
- **Member of the following organizing committees:**

*2<sup>nd</sup> International Conference on Accounting and Finance in Transition, TEI of EASTERN MACEDONIA & THRACE, Kavala, Greece, 9-11 July, 2004.*

*7<sup>th</sup> International Symposium, 3-7 September 2008 ECONOMY & BUSINESS 2008 Economic Development and Growth Info Invest, Bulgaria*

*8<sup>th</sup> International Symposium, 1-5 September 2009 ECONOMY & BUSINESS 2009 Economic Development and Growth Info Invest, Bulgaria*

*2<sup>nd</sup> International Conference on Applied Business & Economics 2008, 2 – 4 October 2008, Aristotle University of Thessaloniki, Greece.*

*Management of International Business and Economics Systems 2010 Conference, 4-6 June, TEI of EASTERN MACEDONIA & THRACE, Kavala, Greece.*

*2<sup>nd</sup> International Conference, The Economics of Balkan and Eastern Europe Countries in the changed world-EBEEC 2010, 7-9 May, TEI of EASTERN MACEDONIA & THRACE, Kavala, Greece.*

*3<sup>rd</sup> International Conference, The Economics of Balkan and Eastern Europe Countries in the changed world-EBEEC 2011, 5-8 May 2011, Pitesti, Romania.*

*1<sup>st</sup> International Conference on Econophysics, 2-3 June, Kavala Institute of Technology, Kavala, Greece.*

*9<sup>th</sup> International Conference on Accounting and Finance in Transition, European and World Experience and Public Policy Consideration to be held on 11 – 13 October 2012, Riga, Latvia.*

- **Co-Chairman of the Organizing & Scientific Committees and Co-Chairman of the Conference :**

*3<sup>rd</sup> International Conference on Applied Business & Economics 2009 (ICABE 2009), 1 – 3 October 2009, TEI of EASTERN MACEDONIA & THRACE, Greece.*

- **Chairman of the Organizing and Scientific Committee and Chairman of the Conference:**

*10<sup>th</sup> Greek National Conference of Sport Management, 16-18 October 2009, TEI of EASTERN MACEDONIA & THRACE, Greece.*

- **Co-Chairman of the Conference and member of the Scientific Committee :**

*4<sup>th</sup> International Conference on Applied Business & Economics 2010 (ICABE 2010), 9 – 11 September 2010, Pedro Barrie de la Maza Foundation, Coruna, Spain.*

*5<sup>th</sup> International Conference on Applied Business & Economics 2011 (ICABE 2011), 29/09/-1/10/2011, University of Piraeus, Greece.*

**Chairman of the Organizing and Scientific Committees:**

*6<sup>th</sup> International Conference on Applied Business & Economics 2012 (ICABE 2012), 11/10/-13/10/2012, University of Cyprus, Nicosia, Cyprus.*

**Co-Chairman of the Organizing & Scientific Committees:**

*7<sup>th</sup> International Conference on Applied Business & Economics 2013 (ICABE 2013), 2/10/-4/10/2013, John Jay College of Criminal Justice-The Center for International Human Rights, Manhattan, New York, USA.*

- **Co-Chairman of the Organizing Committee and member of the Scientific Committee:**

*8<sup>th</sup> International Conference on Applied Business & Economics 2014 (ICABE 2014), 23/09/-25/09/2015, European Cultural Centre of Delphi (ECCD), Delphi, Greece.*

- **Chairman of the Scientific Committee and Co-Chairman of the Organizing Committee:**

*9<sup>th</sup> International Conference on Applied Business & Economics 2015 (ICABE 2015), 8/09/-10/09/2015, Touro College and University System, Brooklyn NY, USA.*

- **Member of the Scientific Committee:**

*Management of International Business and Economic Systems-MIBES 2006, 4-5 November, TEI of Larissa, Larissa, Greece.*

*Management of International Business and Economic Systems-MIBES 2007, 29-30 September, TEI of Larissa, Larissa, Greece.*

*Management of International Business and Economic Systems-MIBES 2008, 4-5 July, TEI of Larissa, Larissa, Greece.*

*Management of International Business and Economic Systems-MIBES 2009*, 18-20 September, TEI of Florina, Florina, Greece.

*Management of International Business and Economic Systems-MIBES 2010 International Conference*, 4-6 June, TEI of EASTERN MACEDONIA & THRACE, Greece.

*Management of International Business and Economic Systems-MIBES 2011 International Conference*, 16-18 September 2011, TEI of Serres, Greece.

*Management of International Business and Economic Systems-MIBES 2012 International Conference*, 25-27 May 2012, TEI of Larissa, Larissa, Greece.

*2<sup>nd</sup> International Scientific Conference “Advanced in Hospitality and Tourism Marketing & Management”*, 31-5-2012 to 3-06-2012, Grecotel Corfu Imperial Hotel & Resort, Corfu Island, Greece.

*Management of International Business and Economic Systems-MIBES 2013 International Conference*, 8-10 June 2013, TEI of Larissa, Larissa, Greece.

*Management of International Business and Economic Systems-MIBES 2014 International Conference*, 30 May-1 June 2014, Perrotis College, American Farm School, Thessaloniki, Greece.

*Management of International Business and Economic Systems-MIBES 2015 International Conference*, 15-17 October 2015, TEI of Thessaly, Larissa, Greece.

*5th International Conference on Information and Communication Technologies in Agriculture, Food and Environment (HAICTA 2011)*, September 8-11, 2015, Skiathos Island, Greece.

*6th International Conference on Information and Communication Technologies in Agriculture, Food and Environment (HAICTA 2013)*, September 19-22, 2013, Corfu Island, Greece.

*7th International Conference on Information and Communication Technologies in Agriculture, Food and Environment (HAICTA 2015)*, September 17-20, 2015, Kavala, Greece.

- Local Supervisor of 3 PhD research students (two from the University of Greenwich and one from Derby University). All three have successfully pass the viva voca exams and are now PhD degree holders).
- **Editor** of the Journal of Accounting and Taxation-(JAT) Published by Academic Journals (<http://www.academicjournals.org/JAT>).
- **Member of the Advisory Board** of the European Research Studies Journal, Published by the University of Piraeus, Greece (<http://www.ersj.eu>).
- **Member of the Editorial Board** of the *Journal of International Scientific Publications: Economy & Business*, Published by Info Invest, Bulgaria, ISSN: 1313-2555 ([www.Science-Journals.Eu](http://www.Science-Journals.Eu))

- **Member of the Editorial Board** of the *Journal of International Research Publications: Economy & Business*, Published Science & Education Foundation, Bulgaria, ISSN: 1313-8006 ([www.economy-business.eu](http://www.economy-business.eu))
- **Member of the Editorial Board** of the *International Journal of Economic Sciences and Applied Research (IJESAR)*, ISSN: 1791-3373 (<http://www.ijesar.org/>).
- **Editor in Chief** of the *International Journal of Business and Economic Sciences Applied Research (IJBESAR)*, Print ISSN: 2408-0098 Online ISSN: 2408-0101 (<http://ijbesar.teiemt.gr/>).

### **RESEARCH PROJECTS :**

- “The new strategy formation & the organizational change for SEKAP S.A. for the period 1995-2000” (a research project for the EU programme “MENTOR” (1994), (member of the research team)
- “Intertemporal analysis of the intraregional inequalities between the geographic regions of Kavala, Xanthi, Rodopi and Evros” (a research project financed by the Prefecture of Kavala), (project manager).
- “Integrated Digital Bridge Between Academic and Business Organizations- IDBABO”, The JTS of the European Territorial Cooperation Programme “Greece – Bulgaria 2007-2013”), (project manager).
- “Support of Social Enterprises and Enhancement of Employment / SoSEDEE”, The JTS of the European Territorial Cooperation Programme “Greece – Bulgaria 2014-2020”), (project manager).

### **PUBLICATIONS:**

#### **A. In Greek scientific journals with JEL and reviewing process (in English):**

1. **Theriou, N. G. (2001):** “The Relationship Between Strategy and Planning: A Survey of the Top Greek Companies”, *Review of Economic Sciences*, TEI of Epirus, School of Business Administration and Economics, **1** (1), pp. 177-193.
2. **Theriou, N. G. (2004):** “Productivity and performance at the firm level”, *SPOUDAI, The University of Piraeus Journal of Economics, Business, Statistics and Operations Research*, **52** (3), pp. 132-155.
3. **Theriou, N. G. (2004):** “The Long-Range Objectives and Targets and the Relationship Between Them: A Survey of the Top Greek Companies”, *Review of Economic Sciences*, TEI of Epirus, School of Business Administration and Economics, **4** (6), pp. 145-160.
4. **Theriou, N. G. (2004):** “The Relationship between Knowledge Capabilities and firm performance”, *SPOUDAI, The University of Piraeus Journal of Economics, Business, Statistics and Operations Research*, **54** (3), pp. 75-108.
5. **Theriou, N. and Theriou, G., (2006):** “Organizational Learning as a Strategic Resource in Supply Chain Management”, *SPOUDAI, The University of Piraeus Journal of Economics, Business, Statistics and Operations Research*, **56** (2), pp. 133-153.
6. **Theriou, N. G. (2006):** “Capital Project Evaluation with the use of Real Options”, *Review of Economic Sciences*, TEI of Epirus, School of Business Administration and Economics, **9** (2006), pp. 93-112.

7. **Aggelakis, G., Mandilas, A., Tsamis A. and Theriou, N., (2007)**, “Using the method of Multiple Factor Approach-AQPC in Greek Firms”, *Review of Economic Sciences*, TEI of Epirus, School of Business Administration and Economics, **11** (2007), pp. 29-48.
8. **Mandilas, A., Aggelakis, G., and Theriou, N., (2007)**, “Personnel Training and Organizational Performance: The Case of Business Consultants industry in Greece”, *Review of Economic Sciences*, TEI of Epirus, School of Business Administration and Economics, **12** (2007), pp. 85-100.
9. **Theriou, N., Theriou, G., and Chatzoglou, P., (2007)**: “The Relationship Between Learning Capability and Organizational Performance: The Banking Sector in Greece”, *SPOYDAI, The University of Piraeus Journal of Economics, Business, Statistics and Operations Research*, **57** (2): 9-29

**B. In international scientific journals with reviewing process:**

1. **Theriou, N. G. and Tsirigotis, G. (2000)**: “The Construction of an Anticipatory Model for the Strategic Management Decision Making Process at the Firm Level”, *International Journal of Computing Anticipatory Systems*, vol. **9**, pp. 127-142.
2. **Theriou, N., D. Maditinos, P. Chatzoglou, V. Aggelidis (2004)**: ‘The Cross-Section of Expected Stock Returns: An Empirical Study in the Athens Stock Exchange’, in Ž. Šević ed., *Accounting and Finance in Transition*, Volume **1**, London: Greenwich University Press, pp. 529-551.
3. **Theriou, N. G., Demetriades, E., and Chatzoglou, P., (2004)**: “A Proposed framework for integrating the balanced scorecard into the strategic management process”, *Operational Research An International Journal*, **4** (2): 147-165.
4. **Theriou, N., Chatzoglou, P., Maditinos, D., and Aggelides, V., (2005)**: “The Cross-Section of Expected Stock Returns: An Empirical Study in the Athens Stock Exchange”, *Managerial Finance*, **31** (12): 58-78.
5. **Prodromos D. Chatzoglou, Nikolaos G. Theriou, Efstathios Dimitriadis and Vasilios Aggelides (2005)**: “Software project Management and Planning: The Case of the Greek IT Sector”, *International Journal of Applied Systemic Studies*, **6** (2).
6. **Maditinos, D., Ž. Šević and N. Theriou (2006)**: ‘Users’ Perceptions and the Use of Fundamental and Technical Analyses in the Athens Stock Exchange: A Second View’, AFFI06.

**Electronic publication at:**

<http://www.iae.univ-poitiers.fr/affi2006/Coms/027.pdf>

7. **Theriou, N. Theriou, G., and Papadopoulos, A., (2007)**: “Integrating the Balanced Scorecard and Activity Based Costing”, *Cost Management*, **21**(3): 42-48.
8. **Maditinos, D., Ž. Šević and N. Theriou (2007)**: “Investors’ Behavior in the Athens Stock Exchange (ASE)”, *Studies in Economics and Finance*, **24**(1), pp. 32-50.  
<http://emeraldinsight.com/10.1108/10867370710737373>  
<http://info.emeraldinsight.com/authors/literati/awards.htm?year=2008>  
<http://info.emeraldinsight.com/products/journals/journals.htm?id=qrfm#samples>
  - Highly Commended Award Winner at the Literati Network Awards for Excellence 2008.
  - *Sample Article in the Qualitative Research in Financial Markets journal (ISSN: 1755-4179) – Emerald.*
9. **Maditinos, D., Ž. Šević, N. Theriou and E. Dimitriadis (2007)**: “The Use of Traditional and Modern Value-Based Performance Measures to Evaluate Companies’ Implemented and Future Strategies in the Greek Capital Market: The Case of EPS and EVA”, *Electronic Multi-topical Journal of International Research Publication*, ISSN 1313-8006, **Volume 2**, Issue (Economy and Business): 38-55.

Electronic publication at:

**Electronic publication at:**

<http://www.economy-business.eu/volume-2/economy-2-3.swf>

Published at: [www.economy-business.eu](http://www.economy-business.eu)

and <http://economy-business.ejournalnet.com>

Publishing by Science & Education Foundation [www.science-edu.eu](http://www.science-edu.eu)

10. **Maditinos, D.I., Šević, Ž., Theriou, N.G. and Tsinani, A.V. (2007):** “Individual investor’s perceptions towards dividends: the case of Greece”, *International Journal of Monetary Economics and Finance*, **1** (1): 18-31.

**Electronic publication at:**

<http://www.inderscience.com/browse/index.php?journalID=218&year=2007&vol=1&issue=1>

<http://www.inderscience.com/storage/f122976108351114.pdf>

11. **Theriou, N., D. Maditinos and V. Aggelides (2007):** ‘Testing the Relation between Beta and Returns in the Athens Stock Exchange: A Second Attempt’, *Journal of Economy and Business – International Scientific Publications*, Vol. 1, ISSN 1313-2555.

**Electronic publication at:**

<http://www.sciencebg.net/download/economy/Journal-ISP-Economy&Business-1-2007.swf>

12. **Maditinos, D., Ž. Šević and N. Theriou (2009):** ‘Modelling Traditional Accounting and Value-based Performance Measures to Explain Stock Market Returns in the Athens Stock Exchange (ASE)’, *Journal of Modelling in Management*, **4** (3) : 182-201, DOI: 10.1108/17465660911006431 (<http://www.emeraldinsight.com/journals.htm?issn=1746-5664&volume=4&issue=3>).

13. **Maditinos, D., Ž. Šević and N. Theriou (2009):** ‘A Review of the Empirical Literature on Earnings and Economic Value Added (EVA<sup>®</sup>) in Explaining Stock Market Returns. Which Performance Measure is More Value Relevant in the Athens Stock Exchange (ASE)?’, OPPAPERS.COM / Research Papers and Essays for All (ημερομηνία δημοσίευσης: 10-04-2009).

**Electronic publication at:**

<http://www.oppapers.com/essays/A-Review-Of-The-Empirical-Literature/238250>

14. **Maditinos, D., N. Theriou and E. Dimitriadis (2009),** ‘The Effect of Mergers and Acquisitions on the Performance of Companies – The Greek Case of Ioniki-Laiki Bank and Pisteos Bank’, *European Research Studies Journal*, **12** (2):111-130.

15. **Theriou, NG, Aggelidis, V., and Theriou, GN (2009),** ‘A Theoretical Framework contrasting the Resource-Based Perspective and the Knowledge-Based View’, *European Research Studies Journal*, **12** (3):177-190.

16. **Theriou, N., Ž. Šević, D. Maditinos and G. Theriou (2009),** ‘The relationship between the use of strategic human capital, the design of the Management Control System and organisational performance: an empirical study in the Greek context’, *International Journal of Economic Policy in Emerging Economies*, (IJEPEE), **2** (3): 202-227 (<http://www.inderscience.com/browse/index.php?journalID=219&year=2009&vol=2&issue=3>).

17. **Maditinos, D., Ž. Šević and N. Theriou (2009),** ‘Performance measures: traditional accounting measures vs. modern value-based measures. The case of earnings and EVA in



- the Athens Stock Exchange (ASE)', *International Journal of Economic Policy in Emerging Economies*, (IJEPEE), **2** (4): 323-334 (<http://www.inderscience.com/browse/index.php?journalID=219&year=2009&vol=2&issue=4>).
18. **Angelakis, G., Theriou, N. and Floropoulos, I. (2010)**, 'Adoption and benefits of management accounting practices: Evidence from Greece and Finland', *Advances in Accounting, incorporating Advances in International Accounting* (issn 08826110), **26** (1): 87-96 (<http://www.sciencedirect.com/science/journal/08826110>).
  19. **Theodoros Spyridis, Zeljko Sevic and Nikolaos Theriou (2010)**, 'The Long-Run Relationship between Stock Indices and Economic Factors in the ASE: An Empirical Study between 1989 and 2006', *International Journal of Business*, **15** (4): (<http://www.craig.csufresno.edu/IJB/Volumes.htm>).
  20. **Theriou, N., V. Aggelides, D. Maditinos and Ž. Šević (2010)**: 'Testing the Relation between Beta and Returns in the Athens Stock Exchange', *Managerial Finance*, **36** (12) 1043-1056. (ΑΠ20) [www.emeraldinsight.com/10.1108/03074351011088441](http://www.emeraldinsight.com/10.1108/03074351011088441)
  21. **Theriou, N., D. Maditinos and G. Theriou (2011)**, 'Knowledge Management Enabler Factors and Firm Performance: An Empirical Research of the Greek Medium and Large Firms', *European Research Studies Journal*, **14** (2): 101-142.
  22. **Theriou, N., Mlekanis, G., and D. Maditinos (2011)**, Herding by mutual fund managers in the Athens Stock Exchange, *European Research Studies Journal*, **14** (4): 131-154.
  23. **Theodoros Spyridis, Željko Šević and Nikolaos Theriou (2012)**, 'Macroeconomic vs Statistical APT Approach in the Athens Stock Exchange', *International Journal of Business*, **17** (1), 39-64. (<http://www.craig.csufresno.edu/IJB/Volumes.htm>).
  24. **Theriou N., Aggelidis V. and Theriou G. (2014)**, The Mediating Effect of the Knowledge Management Process to the Firm's Performance: A Resource-Based View, *International Journal of Economics and Business Administration*, **2** (1), 87-114.
  25. **Theriou N. and Aggelidis V. (2014)**, Management Accounting Systems, TMT's Risk Characteristics and Their Effect on Strategic Change, *International Journal of Economics and Business Administration*, **2** (2), 3-38.
  26. **Theriou NG (2015)**, Strategic Management Process and the Importance of Structured Formality, Financial and Non-Financial Information, *European Research Studies Journal* **18** (2): 3-28.
  27. **Nikolaos Theriou, Dimitrios Maditinos and Georgios N. Theriou (2017)**, Management Control Systems and Strategy: A Resource based Perspective. Evidence from Greece, *International Journal of Business and Economic Sciences Applied Research (IJBESAR)*, **10** (2), pp. 35-47.

**C. International Conferences (with reviewing process):**

1. **Chatzoglou, P., Aggelides, V, Maditinos, D., and Theriou, N. (2002)**: "Evaluating Web Sites: A Practical Approach" *3<sup>rd</sup> World Congress on the Management of Electronic Commerce*, January 16-18, 2002, Hamilton ON, Canada.
2. **Theriou, N.G., Chatzoglou, P., and Maditinos, D. (2002)**: "Knowledge Assets and Firm Performance: An Empirical Approach Examining the Causal Ambiguity Paradox", *The 3<sup>rd</sup> European Conference on Organizational Knowledge, Learning, and Capabilities—OKLC*, April 5-6, 2002, Athens, Greece.
3. **Theriou, N., Maditinos, D., Chatzoglou, P., and Aggelidis, V., (2003)**: "The Cross-Section of Expected Stock Returns: An Empirical Study in the Athens Stock Exchange", *1st International Conference on Accounting and Finance in Transition, ICAFT 2003*, July 2003, Greenwich, London, UK.

4. **Maditinos, D., Sevic, Z., Theriou, N., (2004):** “User’s perception and investment strategies employed in Athen’s Stock Exchange”, *2<sup>nd</sup> International Conference on Accounting and Finance in Transition- ICAFT 2004*, 9-11<sup>th</sup> July 2004, Kavala, Greece.
5. **Theriou, N., Aggelidis, V., Spiridis, T., (2004):** “Empirical Testing of Capital Asset Pricing Model”, *2<sup>nd</sup> International Conference on Accounting and Finance in Transition- ICAFT 2004*, 9-11<sup>th</sup> July 2004, Kavala, Greece.
6. **Theriou, N., Maditinos, D., Aggelidis, V., (2004):** “ Testing the Relationship between Beta and Returns in Athens Stock Exchange”, *2<sup>nd</sup> International Conference on Accounting and Finance in Transition- ICAFT 2004*, 9-11<sup>th</sup> July 2004, Kavala, Greece.
7. **Theriou, N., Aggelidis V., and Maditinos, D., (2005):** “Testing the Relationship between Beta and Returns in ASE: A Second Attempt”, *3<sup>rd</sup> International Conference on Accounting and Finance in Transition- ICAFT 2005*, 13-16<sup>th</sup> July 2005, University of Greenwich, London, UK.
8. **Maditinos, D., Sevic, D. Z., and Theriou, N., (2005):** “Performance measures: Traditional accounting measures versus Modern value-based measures. The case of earnings and EVA in the Athens Stock Exchange”, *3<sup>rd</sup> International Conference on Accounting and Finance in Transition- ICAFT 2005*, 13-16<sup>th</sup> July 2005, University of Greenwich, London, UK.
9. **Theriou, N., Ž. Šević, D. Maditinos and G. Theriou (2006):** “The Relation between the use of Strategic Human Capital and the Design of the Management Control System”, *4th International Conference on Accounting and Finance in Transition, ICAFT 2006*, April 2006, Adelaide, Australia. ISSN 1751-830X (CD Rom).
10. **Theriou, N., V. Aggelidis and D. Maditinos (2006):** “Testing the Relation between Risk and Returns using CAPM and APT: The Case of Athens Stock Exchange (ASE)”, *4th International Conference on Accounting and Finance in Transition, ICAFT 2006*, April 2006, Adelaide, Australia. ISSN 1751-830X (CD Rom).
11. **Maditinos, D., Ž. Šević and N. Theriou (2006):** “Users’ Perceptions and the Use of Fundamental and Technical Analyses in the Athens Stock Exchange”, *AFFI06*, June 2006, Poitiers, France.
12. **Maditinos, D., Ž. Šević, N. Theriou and E. Dimitriadis (2006):** “The Use of Traditional and Modern Value-Based Performance Measures to evaluate Companies’ Implemented and Future Strategies in the Greek Capital Market: The Case of EPS and EVA”, *Economy & Business 2006*, September 2006, Bulgaria.
13. **Theriou, N. G., Ž. Šević, D. Maditinos, and G. N. Theriou (2007),** “The Relationship between the Use of Human Capital, the Design of the Management Control Systems and Organisational Performance: An Empirical Study in the Greek Context”, *5th International Conference on Accounting and Finance in Transition, ICAFT 2007*, 12-14 July 2007, Greenwich, London, UK.
14. **Maditinos, D., Ž. Šević, N. G. Theriou, and A. Tsinani (2007),** “Individual Investors’ Perception Towards Dividends: The Case of Greece”, *5th International Conference on Accounting and Finance in Transition, ICAFT 2007*, 12-14 July 2007, Greenwich, London, UK.
15. **Theriou, N. G., D. Maditinos, and G. N. Theriou (2007),** “Is the BSC Really a New Performance Measurement System?” *5th International Conference on Accounting and Finance in Transition, ICAFT 2007*, 12-14 July 2007, Greenwich, London, UK.
16. **Maditinos, N. Theriou and E. Dimitriadis (2008):** The Effect of Mergers and Acquisitions on the Performance of Companies – The Greek Case of Ioniki-Laiki Bank and Pisteos Bank, *International Conference on Applied Business & Economics 2008*, 2 – 4 October 2008, Aristotle University of Thessaloniki, Greece.
17. **Theriou, NG, Aggelidis, V., and Theriou, GN (2008):** The Complementarity of the two perspectives, the Resource-Based and the Knowledge-Based Views. *International Conference on Applied Business & Economics 2008*, 2 – 4 October 2008, Aristotle University of Thessaloniki, Greece.
18. **Angelakis G., Theriou N., and Mandilas A. (2008),** Traditional and Currently Developed Management Accounting Practices: A Greek Study, *International*

- Conference on Applied Business & Economics 2008*, 2 – 4 October 2008, Aristotle University of Thessaloniki, Greece.
19. **Theriou, N., D. Maditinos and Ž. Šević (2009)**, Management Control Systems and Strategy: A Resource based Perspective. Evidence from Greece, *7<sup>th</sup> International Conference on Accounting and Finance in transition - ICAFT*, 23 – 25 July 2009, Greenwich University, London, UK.
  20. **G. Angelakis, N. Theriou and I. Floropoulos (2009)**, Management Control Systems Combinations and Improvement in Financial Performance, *7<sup>th</sup> International Conference on Accounting and Finance in transition - ICAFT*, 23 – 25 July 2009, Greenwich University, London, UK.
  21. **T. Spyridis, Z. Sevic and N. Theriou, (2009)**, The Relationship Between Developed and Emerging Markets: An Empirical Approach Between 1997 and 2009, *7<sup>th</sup> International Conference on Accounting and Finance in transition - ICAFT*, 23 – 25 July 2009, Greenwich University, London, UK.
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#### **RESEARCH INTERESTS:**

- Strategic planning and management.
- Knowledge Management

- Learning Organizations
- Portfolio theory, CAPM and APT
- Performance Measurement & Improvement.
- Productivity measurement at the firm level.
- Management Control Systems.