

Joanna Konstantinou

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SUMMARY

Joanna Konstantinou is a scholar and practitioner specializing in leadership, organizational transformation, and strategic innovation. Her academic research explores the intersection of leadership theory, change management, and innovation, with a focus on developing frameworks for sustainable organizational growth. Dr. Konstantinou has authored and contributed to research in leadership and organizational development, ensuring her work remains at the forefront of academic and practical application. Her extensive professional experience includes working closely with C-level executives and boards to design and implement strategies that address complex business challenges. She is dedicated to bridging the gap between academic theory and business practice to foster impactful leadership and transformative change.

WORK EXPERIENCE

2001 – Present

Deree, The American College of Greece – Athens, Greece

Assistant Professor, International Business Department

- Academic Contribution: Extensive teaching experience focusing on Computer, Hospitality, and Tourism Management courses, with an emphasis on Entrepreneurship, Innovation, and Business Strategy.
- Engagement in Research: Member of the Research and Technology Innovation Center, participating in initiatives related to Digital Leadership, Innovation, and Digital Transformation.
- Curriculum Development: Designed and taught courses that reflect current trends in digital transformation and innovation, supporting students' understanding of practical and theoretical concepts.

2020 – Present

JK Executive Consulting, Ltd.

- Expert Leadership Coaching: Over 15 years of experience working with C-level executives across diverse industries, offering tailored interventions that enhance leadership competencies and navigate complex business challenges.
- Specialization in Digital and Crisis Leadership: Expertise in digital transformation and leadership in crisis contexts, combining academic rigor with practical strategies to deliver impactful results.
- Strategic HR Management and Organizational Development: Proven ability to align leadership development with strategic HR initiatives, fostering continuous improvement and resilience within organizations.
- Academic and Practical Integration: Doctoral research at Sheffield University enriches her methodologies, blending cutting-edge insights with practical applications to address evolving business needs.

Indicative Projects undertaken: EY Greece, Vodafone, Novartis, Ayvens, Playmobil, Roche, Jungheinrich, OTE Group, AW Group

Executive Leadership Coach

2018 – 2024

inwards

- Executive Coaching and Personal Advising: Providing tailored guidance to executives, entrepreneurs, and professionals to enhance their leadership capabilities and personal development.
- Specialized Consulting: Expertise in Performance Appraisal, Leadership Development, and fostering Leadership Alignment and Organizational Culture to drive sustainable growth.
- Digital Leadership Focus: Supporting leaders in navigating the complexities of digital transformation, equipping them with strategies to excel in modern, technology-driven business environments.

2018 – 2022

Thrive Global Greece

- Workplace Wellness Advocacy: Facilitated Thrive Global workshops tailored for managers of multinational teams and companies, promoting resilience, mindfulness, and productivity.
- Stress Management Expertise: Guided leaders in adopting practical strategies to manage stress and foster well-being in diverse and demanding business environments.
- Sustainable Leadership Development: Empowered managers to integrate wellness practices into their routines, enhancing performance and fostering sustainable success across global teams. on Wellness

2016 – 2017

Leadership Psychology Institute

- Leadership Development Facilitation: Designed and facilitated workshops focused on executive leadership, supporting personal and professional growth for senior leaders.
- Assessment Center Design: Developed and implemented comprehensive assessment centers to evaluate leadership competencies and align talent with organizational needs.
- Customized Executive Consulting: Provided tailored consulting services to address the unique challenges faced by leaders, enhancing their decision-making and strategic capabilities.

1991 – 1993

Product Manager, ALEX.KIKIZAS AVEET

- Brand Strategy Development: Led the creation and execution of marketing strategies for Pummaro, encompassing both imported and locally produced tomato products.
- Market Analysis and Positioning: Conducted in-depth market research to identify consumer needs and trends, ensuring competitive positioning of the Pummaro brand.
- Campaign Implementation: Managed end-to-end marketing campaigns, driving brand awareness and product growth in domestic and international markets.

OTHER EXPERIENCES

2014 - Present

Judge, Mentor and Evaluator of Startup Businesses

MIT Forum, American Hellenic Chamber of Commerce , EGG (Eurobank Incubator), Athens Chamber of Commerce, Mellon Accelerator, Venture Garden – ALBA, Junior Achievement Lending

2015 - 2018

Leading Steering Committee Member (PRO BONO)

European Commission Steering Committee on Digital Tourism - DG for Internal Market, Industry, Entrepreneurship and SMEs

EDUCATION

PhD, University of Sheffield, UK: "Exploring Entrepreneurial Leadership and HRM practices in a Crisis Context"

IMD Executive Education: "Digital Transformation: The Digital Vortex" (2022)

Harvard School of Business Executive Education, "Disruptive Strategy" (2021)

INSEAD Executive Education, "Leadership in Crisis" (2020)

Master of Science in Leadership, ACG, Deree (2013)

Master of Science in TOTAL QUALITY MANAGEMENT, Cranfield University U.K., 1998. Thesis Quality in Education.

Bachelor of Science ACG, Deree in Computer Information Systems and Marketing Management, June 1990

Registered Consultant trainer of the National Accreditation Center for Continuing Vocational Training. Reg.# EA 20589

PIERCE COLLEGE High School (1980-1986)

Certifications

NVivo workshop for Qualitative Research (September 2019)
Qualtrics Workshop (October 2019)
Certified by the Business Coaching Institute (2017)
Coaching for Change Professional Certificate Programme, accredited by ICF (June 2017), UK
Certification by the National Organization for the Certification of Qualifications & Vocational Guidance (EOPPEP), January 2017 (Reg.Number EB 20589)
SAP ERP Training, July 2015.
SAP ERP Configuration training, September 2014 (Berlin).
Design Thinking Training on Innovation Process (July 2014)

Academic Papers

Konstantinou J, Scordia, M., BAM, "Leadership under Crisis: Change of leader behaviors under the Greek crisis", Achieving transformation for greater good: Societal, organisational and personal barriers and enablers, Nottingham, 2024, ISBN: 978-9-9956413-7-2

Konstantinou, J., "Undeclared employment in the retail sector", Work and Employment at Multiple Crossroads: Building Better Futures from the Present, EGOS, Milan 2024

Konstantinou, Joanna. 'Leadership in a Crisis Context', European Conference on Management, Leadership & Governance; Oxford (Nov 2019), DOI:10.34190/MLG.19.123

Konstantinou J, "Factors that Promote a Sustainable New Business Venture", International Conference for Entrepreneurship, Innovation and Regional Development, (ICEIRD 2018), (pp.123-128). Doha-Qatar, ISBN: 978-960-9416-21-4

Konstantinou, Joanna. 'Human Resource Practices Implemented by Entrepreneurs and Owners Of Greek SMEs in a Crisis Context', (EGOS 2015), Athens