

## CARRICULUM VITAE



NAME : NIKOLAOS G. THERIOU

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MARITAL STATUS: Married with two sons.

### ACADEMIC QUALIFICATIONS :

- a) B.Sc. (ECONOMICS), UNIVERSITY OF BRADFORD, UK (1979-1981).
- b) M.B.A. (CORPORATE PLANNING & FINANCIAL MANAGEMENT), UNIVERSITY OF BRADFORD, UK (1981-1982).
- c) PhD (STRATEGIC MANAGEMENT), UNIVERSITY OF DERBY, UK (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).
- *Professor* in Strategic Management: School of Economics and Business - Department of Management Science and Technology-International Hellenic University-Greece (since November 2019).

### 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 (Strategic 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, Eastern Macedonia & Thrace Institute of Technology (2017-2018).
- Appointed, by the Ministry of Education, Science and Religion, member of the "Merger Committee" for the merger of four (4) higher education institutions of Northern Greece (International Hellenic University, TEI of Thessaloniki, TEI of Serres, and Eastern Macedonia and Thrace Institute of Technology) under the name of International Hellenic University.

### **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. (ΔΠ20) [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., Mlekani, 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.
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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.