

## Curriculum Vitae

**Name:** Andreas Hadjis  
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**Personal:** Birthday: 23.09.47

**Education:** **Undergraduate work:**  
1972, B.Sc. in Physics and Mathematics, Athens University,  
1990, Diploma in Marketing, Chartered Institute of  
Marketing, UK,  
**Graduate work:**  
1991, MBA Degree, University of Sheffield, UK,  
1995, PhD, University of St. Gallen, Switzerland,  
**Post- doctoral work:**  
1994-1996, Postdoctoral Research, University of St.Gallen,  
(Research Fellow)

**Languages:**

1. English, fluent
2. German, fluent
3. Greek, fluent
4. French, proficient

### Academic Positions Held:

1. 1989-1996, City University, Zurich, Frankfurt, Senior Lecturer in Organization, Marketing and Strategic Management, MBA level.
2. 1994-1996, Institute of Management, University of St.Gallen, Senior Research Associate in Systems Methodology, St.Gallen, Switzerland.
3. 1992-1997., WIFI, Dornbirn, Austria, Course Development, Lecturing, Middle and Senior Management training in Marketing Management und Marketing Logistics
4. 1996-2000, University of Applied Sciences Vorarlberg (Fachhochschule), Austria, Professor for Process Management and Business Reengineering as Core Competencies, School of Process and Project Management.
5. 1997-2002, Strathclyde University MBA-Program (St.Gallen, Zurich, Switzerland), Senior Lecturer in Operations and Operations Management.
6. 2000 up to day, Associate Professor of Management with specialization in Strategic Management.
7. 2001, Adjunct Professor, Strategic Management of Information Systems, Arkansas University MBA, Fall 2001

8. 2000-2004, Adjunct Professor, University of Applied Sciences Liechtenstein, Strategic Management of Information Systems, Masters Program.
9. 2004, Lecturer in Strategic Management, MIM, Cyprus Productivity Centre.
10. 2005-2010, Visiting Lecturer-Special Scientist in Marketing, University of Cyprus, Fall Semester 2005, Fall 2006, 2007, 2008, 2009, 2010, 2011,12,13,14.
11. 2011, promoted to the rank of full Professor.

#### **Administrative Academic Duties/Positions.**

1. 1997-2000, University of Applied Sciences Vorarlberg (Fachhochschule), Austria, **Director of Program** Business Process and Project Management, responsible for all budgets, more than 30 Lecturers, Project teams and 300 Students.
2. 2000 up to 2002, Head of Business Department, Cyprus College.
3. 2001-2006, ERASMUS Institutional Coordinator, Cyprus College.
4. **Elected Dean of Business School**, European University Cyprus, 2011-2014.
5. Editor/Assessor American Marketing Association.
6. Editor/Assessor, Decision Sciences Journal
7. **Dean School of Economics and Management, Philips University, 2019 - today.**

#### **Industry Positions Held**

1. 1972-1977 Sandoz Hellas, Athens, Basle, Nicosia, Product Manager.
2. 1979-1987 Peletico Group, Nicosia, Export Manager, 1977-1979.
3. LEANCOR LTD, General Manager, (Company owned by A.Hadjis and C. Damtsas)
4. Galatariotis Group, Nicosia, Manager Building Materials Division, 1987-1989.

#### **Applied Research**

1. 1991-1996, VMP Management Partners AG., St. Gallen, Management Consultant (PIMS Strategy Projects, Quality Management, Organization and Information Systems).
2. 1994-1995, Swiss Bank Corporation, Basle, Consultant Information Management and Controlling, Department IOS (Informatics und Organization).
3. 1994-1996, Strategy and Quality Management, Planning with System Dynamics Models, SIEMENS AG (20 Subsidiaries for software development), Munich, Senior Consultant in VMP Consultants.
4. 1995-1996, PICO, Project Inventory and Controlling, Swiss Bank Corporation, Basle Switzerland, Senior Consultant in INTRASOFT INTERNATIONAL.

5. 1996-1997, Market Planning Model (PIMS-System Dynamics) for MADAUS AG. Pharma-Konzern, Köln Germany,
6. 1998-1999, Knowledge Supply Chain Management, HILTI AG, Schaan, Liechtenstein.
7. 1999-2000, Quality Function Deployment at BALSERS AG, Liechtenstein.
8. 2004-2006, Management Training on the application of Balanced Scorecards, MPM Group and CTC Group. Projects approved by the Industrial Training Authority.
9. 2007-2011, Customer Relationship Management MANDA Navigation, Limassol, Cyprus.

### **Areas of Concentration/ Research Interests:**

Systems Theory, System Dynamics Modelling and Simulation, Quantitative Strategic Marketing Planning Models, Strategic Management and Information Systems, Process and Project Management, Operations Management

### **Professional Associations, Academic Societies.**

1. 1994-2011, GWS (Gesellschaft fuer Wirtschaft und Sozialkybernetic), Society for Economic and Social Cybernetics (member).
2. 1994-2011, System Dynamics Society (member)
3. Chartered Institute of Marketing (Chartered Marketer)
4. 1995-1999, Project Management Austria (member)
5. European Marketing and Management Association, (member)

### **Funding (grants, contracts)**

1. 1993-1994, Swiss Bank Corporation, SFr. 60000, Computerized Project Controlling and Management Information System
2. 1994-1996, University of St.Gallen Research Fund, SFr.150.000, Planning Models, Integration of PIMS and System Dynamics
3. 1997-2000, Ministry Of Science and Education, Austria, A Shilling 5.000.000, Cost Management of Value Adding Processes in the Transport Industry,
4. 1998-2000, German Society of Project Management, D.M. 10000, New Ways in Project Management,
5. 1999-2001, Hilti AG, Liechtenstein, Integrating Supply Chain Management and Quick Respond Models, 2 Master's Thesis, SFr 40000,.
6. 2007-2010, European University Cyprus, Stages of Strategic Management Development of Listed Companies, funded by Bank of Cyprus

### **Basic Research**

#### **Doctoral Dissertation:**

1. 1994, Composite Models in Strategy Development, University of St. Gallen,

### **Books Edited, Written or Translated (written books, chapters in books)**

- 1 1995, A. Hadjis, Composite Models in Strategy Development (published Ph. D. Dissertation), Rosch-Buch Publications, Germany.
- 2 1996, PICO, Projekt Inventar und Controlling: Informatisierung des Strategischen Managements von Projekten, Schweizer Bankverein, Basle Switzerland.
- 3 1997, Corporate Simulation Models with System Dynamics: Intelligente Organisationen, Wirtschaftskybernetik und Systemanalyse, ISSN 0720-6992, Dunker & Humbolt GmbH, Berlin, 1999, Band 19.

### **Monographs/Chapters in Books**

- 4 1997, A.Hadjis, Corporate Models: Integration of PIMS and System Dynamics, , University of St. Gallen.
- 5 Neue Wege in Projektmanagement 1996-2000, Deutsche Gesellschaft fuer Projektmanagement, Stuttgart, Germany
- 6 2000, System Dynamics as Innovation in Project-Management: How to master Dynamics of the Project Environment, Deutsches Projektmanagement Forum
- 7 Papageorgiou, G., Hadjis, A., **Chapter title:** Strategic Management and Systems Thinking: Developing an Archetypical Model in book: Systems Thinking: Foundation, Uses and Challenges. Editors: Frank, M., Kordova, S., Shaked, H. (under contract publication 2016). Hauppauge, NY: Nova Science Publishers

### **Refereed Journal Papers – in print or submitted for publication (indicative)**

1. 1998, Creating Foresight with Feedback-Loops: An Integration of two Planning Methodologies, Journal of Business and Society, ISSN 1012-2591, Cyprus College, April.
2. 2002, New Planning Methodologies: Unite and Thrive, Inter-paradigm Planning Models in Strategic Management, Journal of Business and Society, Vol.14, Nr.2.
3. 2006, Papageorgiou, & G. N Hadjis A., Creating the Brain of the Firm: A Knowledge Management - System Dynamics Approach, in Transactions on Business and Economics International Journal, Issue 4, Vol. 3, ISSN: 1109-9526.
4. 2008, May, Papageorgiou G, Hadjis A, Abrosimova C: Management Fight Simulators; a New Approach to the Development of Decision Support Systems. Transactions on Systems (WSEAS), Issue 5, Volume 7.
5. 2011, G. Papageorgiou, A. Hadjis: Strategic Management via System Dynamics Models. World

- Academy of Science, Engineering and Technology, Issue 59, November 2011.
6. 2012, Hadjis A: Model Validation: Bringing Economy and Robustness in Parameter Testing: A Taguchi Methods Approach. System Dynamics Review Vol. 17, Nr 14, October 2012.
  7. 2013, Hadjis AG. Papageorgiou: Sustainable New Product Development Planning Methods, submitted accepted but not presented paper for the 2nd Symposium of Business Systems Laboratory, to be presented in the 3rd Symposium in Perugia January 2015.
  8. 2014, Hadjis A., G.Papageorgiou: A Systems approach to Strategy Development, submitted paper under review for the International System Dynamics Society, Amsterdam, Holland

### **Invited papers, speeches**

1. 1999, Quick Respond Programs: A new Competitive Weapon after the Liberization of Electricity Supply in Vorarlberg, Austria, Wirtschafts Forum (Economic Forum), University of Applied Sciences Liechtenstein.
2. 1999, Supply Chain Management in HILTI AG: A Model of Integration, Chamber of Commerce, Vorarlberg.
3. 2000, An IT-Architecture to Support Organizational Change: The Case of Computing Centre of Basoft AG, Federation of Industrialists, , Vorarlberg, Austria.
4. 2001, Market Oriented Evaluation of Business Processes: An Application of Conjoint Analysis in the case of WEBAMAG, Logistic Forum Austria, University of Applied Sciences Vorarlberg,
5. 1999, Measuring Market Success, Kaderschule, St. Gallen Switzerland, for Strathclyde MBA Students.
6. 2001, Strategic Management of Information Systems, for Masters Students and Managers, University of Applied Sciences Liechtenstein,
7. 2001, Outsourcing of IT/IS Services and Cultural Change, Seminar for Masters' Students, University of Applied Sciences, Liechtenstein.
8. 2002, The 6 sigma approach, Master's Seminar, for Strathclyde University MBA program, Swiss Campus.
9. 2008, Creating the Brain of the Firm, A. Hadjis and G. Papageorgiou, 9th WSEAS International Conference on MATHEMATICS & COMPUTERS IN BUSINESS & ECONOMICS (MCBE '08) Bucharest, Romania, June 24-26.

### **Refereed Conference Proceedings**

1. 1997, A. Hadjis, "An Integrative Approach for Formal Validation of System Dynamics Models", in: Proceedings, International Conference of Society for

- Economic and Social Cybernetics (GWS), University of St. Gallen, Switzerland.
- 2 1998, M. Schwaninger, A. Hadjis,: Model Building and Validation: Proceedings International Conference of System Dynamics Society, Quebec, Canada,.
  - 3 1998, A. Hadjis et al, “ Neue Wege in Projektmanagement”: Das Modell Lebensfaehiger Systeme und seine Anwendung Im Projektmanagemet, Deutsche Gesellschaft fuer Projektmanagement, Proceedings.
  4. 2000, A. Hadjis: System Dynamics as Innovation in Project-Management: How to master Dynamics of the Project Environment, Deutsches Projektmanagement Forum.
  5. 2006, Hadjis A & Papageorgiou, G. N., Strategic Skills for the Learning Organization: A System Dynamics Computer Simulation Approach, Proceedings of the 7th Int. Conf. on Mathematics & Computers in Business and Economics, June, Cavtat, Croatia.
  6. 2006, Hadjis, A. & Papageorgiou, G. N., Combining Relativism with Logic and Empirical Knowledge: Integration of PIMS with System Dynamics for Formulating Effective Strategies, Proceedings of the 24th International Conference of the System Dynamics Society, July, Nijmegen, The Netherlands.
  - 8 2007, Hadjis A, Papageorgiou G. N., Validation of System Dynamics Models, Proceedings, 25<sup>th</sup> International Conference of the System Dynamics Society, Boston, MIT, July.
  - 9 2008, Hadjis A, Papageorgiou G.: New Planning Methodologies in Strategic Management: An Inter-paradigm System Dynamics Approach, Parallel Session and Proceedings, 26<sup>th</sup> International Conference of the Systems Dynamics Society, Athens Greece.
  9. 2012, Hadjis A, Papageorgiou G.: Planning with System Dynamics: Product Life Cycle Management, International Conference of the System Dynamics Society, University of St. Gallen, July 2012.

### **Administrative Projects managed for**

#### **(a) University of St. Gallen**

1. Development of System Dynamics Team and Industry network.
2. Curricula development for teaching System Dynamics
3. Organization of International Conferences in Systems Thinking.
4. Development of System Dynamics Doctoral Seminar

#### **(b) University of Applied Sciences Vorarlberg:**

1. Development of Program Business Process and Project Management
2. Core and support processes in the FH (Fachhochschule).

3. Organizational Development in the FH.
4. Quality Management in the FH.
5. Evaluation and new Accreditation of study program Business Process and Project Management.
6. Development of new Curriculum of study program Business Process and Project Management.
7. Development and Accreditation of Masters Program „Integrated Product Development“.
8. Development and Accreditation of Executive Study Masters Program “International Management Studies”.
9. Pilot Project Distance Learning, development of the Module Project Management with Open University UK
10. Pilot Project Distance Studies in Law (video-conferencing) with the University of Linz Austria and Open University UK

**(c) Graduate Business School St. Gallen**

1. 1999-2000, Development of Module Operations and Operations Management for the Swiss Masters Programm,
2. 1998-2003, Development and Teaching of Module Operations and Operations Management for the Swiss Campus of Strathclyde University.

**(d) University of Applied Sciences Liechtenstein**

1. 2000-2003, Development and Teaching of Seminar Strategic Management of Information Systems,

**(e) Cyprus College and EUC, 2000-2003**

1. Re-examination and Proposal for Research activities
2. Development of Bachelor's' Study Programs for Registration and Accreditation.
3. Re-examination and proposal for the Faculty self-evaluation system
4. Proposal and Implementation of a new Grading Policy
5. Organisation of participation in Socrates/Erasmus program
6. Organization of internal training seminars (Effective Lecturing)
7. Introduction of ECTS.
8. Development of a Doctorate Program
9. Development of the MBA Program (accreditation)
10. Development of new courses (Supply Chain, Ethics and Society).
11. Development of a PhD program.
12. Development of Distant Learning Unit

**(f) Philips University**

13. Philips University assisted Institutional, Departmental and Program Accreditations.

**Advisory (students supervised, theses directed etc)**

Advisor to more than 1700 students in Austria, Switzerland, Germany and Cyprus. Theses directed

more than 200 (in above countries) at Bachelors, Masters and Postgraduate level

**Teaching (selected seminars designed, courses taught)**

1. 1996, Seminar on Process and Project Management for Jacobs Suchard, Switzerland
2. 1997, Seminar for Masters Students on Strategic Management of Information Systems, University of Applied Sciences in Liechtenstein
3. 1998, Seminar on Project Management, Productivity Center, Vorarlberg Austria
4. 1997-1999, Seminar on Supply Chain Management and Computerized Integration Models, Federation of Industrialists, Vorarlberg, Austria,
5. 1989-2011, Hundreds of hours of teaching, in Switzerland, Austria, Germany and Cyprus, at undergraduate, graduate and postgraduate level in various Management Fields (see Working experience)

**Extra Curricular Activities:** Management Consultant.

**References:**

- a. Prof. P. Gomez, Rector, University of St. Gallen.
- b. Prof. M. Schwaninger, Institute of Management, University of St. Gallen.
- c. Prof. L. Leonidou, School of Business and Public Administration, University of Cyprus