

## Curriculum Vitae

**Dr IOANNA KINTI**

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### Higher Education

2008: Doctorate of Philosophy (DPhil)

University of Oxford, Wolfson College

Doctoral Thesis: **‘Balancing at the boundaries of organisations: Knowledge co-configuration between experts in an e-Science project’** - archived and classified by the University in the area of **‘Knowledge Management and Organisational Learning’**.

DPhil and Post Doc research (2002-2010) was conducted with the **ESRC Research Centre for Skills, Knowledge & Organizational Performance (SKOPE)**, at the **Oxford University Department of Education** in collaboration with the Department of Economics and the Said Business School. In the context of SKOPE, **Skills Development** in organizational and business settings emerged as a key theme of debate and research.

1998: MSc in Politics of the World Economy (with Scholarship Grant)

London School of Economics and Political Science

1997: BA in Politics, Erasmus Program in Brussels (ULB) - GPA: 8.37 /10

Panteion University of Social and Political Sciences

### Employment History

#### **Academic Teaching** (full responsibility)

2014-2022: Visiting Lecturer in Organization and Management, MBA International Program, Department of Management Science & Technology, Athens University of Economics and Business

Courses taught:

- **Personal Skills Development** with a focus on Leadership Skills, Teamwork Skills, Conflict Resolution & Negotiation Management Skills

- **Knowledge Management (until 2018)**

MBA International Teaching Excellence Award for the academic year 2015-2016 on teaching the Course Knowledge Management.

2020-2021: Instructor in HRM and Organizational Behaviour & Leadership,  
Hellenic-American Educational Centre (HAEC), Athens.

2017- 2022: Visiting Lecturer in Organization and Management,  
MSc Program in Management Science and Technology,  
Department of Management Science and Technology,  
Athens University of Economics and Business

Course Taught:

**Skills Development for Management and Innovation**

Teaching Excellence Award in 2018

2019-2020 Visiting Lecturer in Organization and Management,  
MSc Program in Public Policy and Public Management,  
Cross-Departmental MSc Program,  
Athens University of Economics and Business

Course Taught:

**Human Resource Management**

2017&2018: Visiting Lecturer in Organization and Management,  
MBA FULL  
Department of Business Administration,  
Athens University of Economics and Business

Course Taught:

**Organizational Behaviour**

Teaching responsibility assigned in mid Fall 2017 semester  
& Fall 2018 semester

**2013: Visiting Lecturer in Organization & Management**  
**Department of Business Administration, University of Cyprus, (UCY)**

Jan2013- Dec2013: Developing and Teaching for 3hours x 13weeks (undergrad):

**Organizational Behaviour** (class 1, 2nd year, Spring semester)

**Organizational Behaviour** (class 2, 1st- 4th year, Spring semester)

**Qualitative Research Methods for Management and Organization** (3rd - 4th year, Fall semester). Theory combined with field project undertaken by students in organizations in Cyprus.

**Principles of Management** (e-learning Course) for the **Open University of Cyprus** as visiting lecturer at UCY, Fall semester 2013

**2012: Visiting Lecturer in Organization & Management at Undergraduate level, Department of Business Administration, University of Cyprus (UCY)**

Jan 2012 - Dec 2012: Developing and Teaching for 3hours x 13 weeks (undergrad):

**Organizational Behaviour** (class 1, 2<sup>nd</sup> year, Spring semester)

**Organizational Behaviour** (class 2, 1<sup>st</sup> - 4<sup>th</sup> year, Spring semester)

**Leadership** (3<sup>rd</sup>- 4<sup>th</sup>year, Fall semester) Leadership theory combined with an applied leadership project undertaken by students in collaboration with organizations in Cyprus. (Praised by the Rector of UCY, Professor Costas Christofides).

**Qualitative Research Methods for Management and Organization** (3<sup>rd</sup> - 4<sup>th</sup> year, Fall semester) Theory combined with applied fieldwork project undertaken by students inside organizations in Cyprus.

2008-2010: **Teaching assistantship** to Prof. Anne Edwards,  
Department of Education, University of Oxford,  
as 'Skills, Knowledge and Organizational Performance (SKOPE)  
Research Fellow (Post Doc)  
Course taught: **Advanced topics in Activity Theory (AT)**

## **Employment History**

### **Research and academic related roles**

February 2020 – July 2024

HORIZON 2020 DIGYMATEX Research and Innovation Project of the European Commission:

Researcher (research officer during 2020 and until end 2021) joining the core research team based at the Department of Management Science and Technology, IST Lab, Athens University of Economics and Business. Domain of research responsibility: young people ICTs related Skills and Digital Maturity (Grant agreement ID: 870578)

January 2015 - 2021

Human Resource Development Consultant, with a focus on innovation teams:

Providing consulting and coaching to the Start-Up Teams developing in the context of the Innovation Incubator of AUEB, at the Athens Centre for Entrepreneurship and Innovation (ACEiN), Athens University of Economics and Business.

January 2011- December 2011

Part-time research collaborator, Athens University of Economics and Business.

Researcher affiliated with the Human Resources Lab under the lead of Professors D.Bourantas and N.Papalexandris, involved in the research team that undertook the evaluation of AUEB graduates by employers.

January 2008 – September 2010

**SKOPE Research Fellow, University of Oxford - <http://www.skope.ox.ac.uk/>**

Working as a core member of the ESRC Research Centre for Skills, Knowledge and Organisational Performance (SKOPE) at the Department of Education. SKOPE is a multi-disciplinary research centre seeking to examine the links between the acquisition and use of skills and knowledge, product market strategies and performance (measured in a variety of ways). Responsibilities included the production of two book chapters.

March 2007 – March 2008

**Research Officer, University of Oxford**

**ESRC (TLRP) ‘Learning in and for Interagency Working’ (LIW)-  
<http://www.bath.ac.uk/research/liw/team.html>**

Working in a distributed project across sites and interacting with colleagues from different universities and research labs across the UK, the ESRC Teaching and Learning Research

Project ‘Learning in and for Interagency Working’, one of the first research projects with a focus on professional learning at organisational boundaries in the UK, enabled me to improve my skills in qualitative data analysis, analysing data on communicative interaction. Working here involved analysis of a vast amount of qualitative data where I became competent user of a new discourse analysis technique - the D Analysis - to analyse discourse at practice boundaries. The findings of the LIW project are reported in an edited volume *‘Activity Theory in Practice’* (Routledge, 2009), including articles from major contributors in socio-cultural and activity theory research on organisations.

As a research officer in the ESRC (TLRP) LIW Project, was involved in analysing interview and observational data from school meetings between a variety of specialists and stakeholders concerned to operate creatively around ‘the child’. Participation, also, included interviewing research participants in ‘focus groups’ during visits of the LIW team in school settings, with the research team employing the British Educational Research Association (BERA) code of ethics to treat data and research participants in school settings during the conduct of interviews and workshops with them.

January 2004 – February 2007

### **Research Officer, SKOPE, University of Oxford**

Working with the ESRC SKOPE Research Centre in the Department of Education, undertaking research on inter-organisational collaboration and producing conference papers for the Organisational Knowledge Learning and Capabilities (OKLC), the American Educational Research Association (AERA) Annual Meeting, the European Group for Organisation Studies (EGOS) and the Researching Work & Learning Conference (RWL).

## **Academic Publications**

### **Papers in submission to refereed journals:**

1. ‘Collaborative Expertise as a Negotiation Struggle’, with Prof Haridimos Tsoukas
2. ‘Bricolage capability in innovation teams’, with Prof Eric Soderquist
3. ‘Relational Agency in Software Development Collaborations’: the case of the e-Demon project team in the UK e-Science Programme, with Prof Nancy Pouloudi – a version of this paper was accepted for presentation at the MCIS 2019, in September 2019.

### **Chapters in Books**

1. Kinti, I. and Hayward, G. (2013) ‘Developing skills for relational collaborative research skills in higher education: a cultural historical analysis’. in Wells, G. and Edwards, A. *Pedagogy in Higher Education*. Cambridge: Cambridge University Press.
2. Edwards, A. and Kinti, I (2009). ‘Working relationally at organisational boundaries: negotiating expertise and identity’ in H. Daniels, A. Edwards, Y. Engeström, T. Gallagher, & S. Ludvigsen (Eds), *Activity Theory in Practice: promoting learning across boundaries and agencies*. London: Routledge.

According to Google Scholar 47 citations, June 2018

**Papers accepted and presented in peer-reviewed International Conferences include:**

**European & UK Conferences (Selected)**

1. Kinti, I. (2020) 'Creative collaboration between different experts: understanding knowledge emergence as a negotiation struggle' Paper accepted for presentation at the *Process Symposium for Organization Studies (PROS)* Rhodes, 24-27 June. Paper Accepted but Symposium cancelled due to Covid 19 Pandemic
2. Kinti, I. and Pouloudi, A. (2020) 'How does an inter-organizational software collaboration move forward in the light of different backgrounds? Relational agency in the e-Demon project team' Paper accepted for presentation at the *European Group from Organization Studies (EGOS)* Colloquium, Sub-theme 34: New Approaches to Organizing Collaborative Knowledge Creation'. Hamburg 2-3 July. Paper Accepted but Special Group cancelled due to Covid 19 Pandemic
3. Kinti, I. and Pouloudi, A. (2019) 'Relational Agency in software development collaborations: the case of the e-Demon project team in the UK eScience Programme' Proceedings of the *Mediterranean Conference for Information Systems (MCIS)*, Naples 27-28 September.
4. Kinti, I. and Hayward, G. (2015) 'Skills and capabilities for scientific collaboration' *European Group for Organization Studies (EGOS)*, Athens 2-4 July.
5. Kinti, I. (2014) 'Collaborative expertise as a negotiation struggle: insights from e-Science' *Process Symposium for Organization Studies*, 19-21 June, Rhodes.
6. Kinti, I. and Hayward G. (2008). 'Balancing at the boundaries of organisations: knowledge co-configuration in an e-Science project'. *Proceedings of the 9<sup>th</sup> European Conference on Organizational Knowledge, Learning and Capabilities (OKLC)* 28-30 April, Copenhagen.
7. Kinti, I. (2006). 'When Researchers meet Developers: developing the knowledge sharing capability of a multi-professional team'. Paper presented at the *British Educational Research Association Conference (BERA)*, 6-9 September, Warwick. (CHAT Symposium).
8. Kinti, I., Lloyd, S., Simpson, A. and Hayward, G. (2005). 'Managing Collaborative Expertise: Issues and Challenges'. *Proceedings of the 6<sup>th</sup> European Conference on Organizational Knowledge, Learning and Capabilities (OKLC)* 18-19 March, Boston.
9. Kinti, I. and Hayward G. (2004). 'Constructing a high-performance work system: challenging the dominant discourse'. *Proceedings of the 6<sup>th</sup> International Conference on Organizational Discourse, (INCROD)*, Amsterdam, 28-30 July.

10. Kinti, I. (2004). 'Expansive learning in project teams? A case study and a critique'. Paper presented at the *European Group for Organization Studies (EGOS) Annual Colloquium*, Ljubljana, 1-3 July (sub-theme No 28: Organizational Analysis).
11. Kinti, I. (2003). 'Accomplishing cooperative work: a case study of an IT systems design team'. Paper presented at the Doctoral Colloquium, *8<sup>th</sup> European Conference on Computer Supported Cooperative Work (ECSCW)*, Helsinki, 14-18 September.

### **North American Conferences**

12. Kinti, I. and Hayward, G. (2011). 'When worlds collide: implications for practice from studies of collaborative expertise'. Paper presented at the *American Educational Research Association (AERA)*, New Orleans.
13. Kinti, I. and Hayward, G. (2008) 'Higher Education-Business collaborations: challenges for educating new researchers' Paper presented at the *ISCAR Conference*, San Diego, 6-9 September 2008.
14. Kinti, I. and Hayward, G. (2007). 'On the making of networked expertise: developing webs of signification across organisational boundaries'. Paper presented at the *American Educational Research Association (AERA)*, Chicago, April 9 -13, Division 1: **Learning in the Professions** (CHAT Symposium).
15. Kinti, I. and Hayward, G. (2006). 'Managing experts is like herding cats: Challenges of coordinating inter-organisational collaborative teamwork'. Paper presented at the *American Educational Research Association (AERA) Annual Meeting*, San Francisco, 7-11 April (**Workplace Learning SIG**).
16. Hayward, G. and Kinti, I. (2004). 'Struggles at the cutting edge of technology: Learning to construct a high-performance work system'. Paper presented at the *American Educational Research Association (AERA) Annual Meeting*, San Diego 12-16 April, (**Workplace Learning SIG**).

### **Grants and Awards Received for Training**

- Annual Studentship during MSc year at the LSE (1of 3 offered)
- Erasmus Scholarship Grant at the University of Brussels as part of my BA.

### **Membership of Research Societies**

- European Group for Organisation Studies (EGOS) since 2004
- American Educational Research Association (AERA) since 2004
- PROCESS Organization Studies (PROS) since 2010