



George K. Yiapanas | PhD, MA, AAT  
MAAT, FEMAB

**Current position:** Finance Manager at GSP Stadium and Sports Centre, Nicosia, CY

**Academic positions:** Adjunct Faculty at the University of Nicosia, CY  
Lecturer at the University of Roehampton, UK  
Research Fellow at GNOSIS | Mediterranean Institute for Management Science

**Appointments:** Owner of GKY Sports Management  
Board of Directors of Cyprus Association for Sport Management





**Education:** Ph.D. in Sports Management  
MA in Management [with distinction]  
AAT in Accounting  
Certificate in Football Management  
Certificate in Security Management

## Personal information

**Date and place of birth:** August 20<sup>th</sup> - 1975 | New York - U.S.A.

**Nationality:** Greek-Cypriot      **Marital status:** Married | Two children

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*Scan for detailed profile*

## Profile

**Dr. George Yiapanas** is the Finance Manager of GSP Stadium in Nicosia, CY, with more than twenty years of experience in the sports industry. Additionally, he is currently appointed by the University of Nicosia, CY as an Adjunct Faculty in the fields of Sports Strategic Management and Sports Marketing, and by the University of Roehampton, UK as a Lecturer, in the fields of Leadership, and Sustainable Business Strategy. He is also a Research Fellow at GNOSIS Mediterranean Institute for Management Science and is actively involved in funded research.

He holds a PhD in Business Administration in the field of Sports Management, an MA degree in Management, a degree in Accounting, and Certificates in Football Management, and in Security Management. He is a board member of the Cyprus Association for Sports Management [CyASM] and a Fellow member of the EuroMed Research Business Institute [FEMAB/EMRBI]. He is further a qualified stadium safety manager and a certified trainer for stadium stewards by the UEFA Stadium and Security Unit. Due to his wide professional and social contribution to sports, and his expertise in the field, he was invited in 2019 -until 2021- to become a member of the Parallel Parliament of Cyprus -a direct appointment by the President of the House of Representatives-. He also served as President of the Cyprus Squash Association for the period from 2010 to 2015.

His primary research interests lie in the areas of strategic management, sports governance, and sports safety management. His professional activities and expertise in the field allow him to take part in various projects and discussion panels. He attended numerous local and international conferences and has published a significant number of scientific papers on sports strategic management.

## Education by higher qualification

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Ph.D. in Sports Management, University of Nicosia, CY	2022
MA in Management [with distinction], University of Wolverhampton, UK	2016
AAT in Accounting, BPP University, UK	1999
Certificate in Football Management, Intercollege, CY	2007
Certificate in Security Management, Global College, CY	2014
High School Leaving Certificate in Economics, Kykkos A' Lyceum, CY	1993

## Subject-based academic qualifications

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English Language [G.C.E. O' Level], University of London, UK	1993
Accounting [Higher], London Chamber of Commerce and Industry, UK	1993

## Professional qualifications

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Qualified Stadium Safety Manager, by the Cyprus Stewarding Commission	2015
Certified Trainer for Stadium Stewards, by the UEFA Stadium and security unit	2013

## Other certificates for professional development

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### Non-credit certificates [online]:

Successful Negotiation: Essential Strategies and Skills, University of Michigan [through Coursera]	2019
Starting a Business, Santa Clara University [through My own Business Institute]	2018

## Industry experience

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### Current and past industry experience:

<b>Organisation:</b>	GSP Stadium and Sports Centre, Nicosia, Cyprus
<b>Position:</b>	Finance Manager
<b>Period:</b>	October 2000 to present
<b>Organisation type:</b>	Private sector   Non-profit organisation   Sports industry
<b>Organisation size:</b>	15-20 employees
<b>Main assignments:</b>	Providing and Interpreting financial information   Monitoring and interpreting cash flows   Predicting future trends   Developing financial management mechanisms that minimize financial risk   Researching and reporting on factors influencing business performance   Managing financial accounting   Formulating strategic business plans   Producing accurate financial reports to specific deadlines   Preparation and supervision of annual budget   Payroll   VAT control   Keeping abreast of changes in financial regulations and legislation   Internal controls and audit   Monitoring business performance   Risk analysis   Receipts, payments, and cash flow monitoring   Raising of funds   Strategic planning.
<b>Events organised:</b>	Football games   Outdoor concerts and events   Athletics events   Conferences and seminars   Workshops   Corporate events.

<b>Other tasks:</b>	Advertising and sponsorship   UEFA Media and TV facilities management   Event planning and management   Safety management.
<b>Highlights:</b>	<ul style="list-style-type: none"> <li>- Evaluated profitability by introducing new methods to reduce costs.</li> <li>- Re-organised all financial elements to survive throughout the Cyprus economic crisis of 2013, managing to reduce costs by 20% and minimise further financial risks.</li> <li>- Negotiated and agreed, as a committee member, on the financial terms of the revised contract with APOEL FC and Omonia FC in 2015, 2018, and 2022, maintaining stability and establishing continuity for the organisation.</li> <li>- Improved corporate image and raised brand awareness with the usage of various marketing and social media tools.</li> </ul>
<b>Other position:</b>	<b>Safety Manager - GSP Stadium, Nicosia, Cyprus</b>
<b>Tasks:</b>	Stewards training and coaching   Ground safety management   Crowd control   Emergencies and evacuation   Customer communication and crowds   Control and communication   Ground licensing   Regulatory compliance   Liaising with stakeholders   Risk analysis   Implementing safety policies   Staff performance supervision   Formulating strategic plans   Staffing   Safety audit   Keeping records   Ticketing   Safety plans evaluation.
<b>Highlights:</b>	<ul style="list-style-type: none"> <li>- Structured a fully operational stewarding system for GSP Stadium. The system complies with the Cyprus Sports Violence Act of 2012.</li> <li>- Raised stadium safety by launching a fully integrated electronic access system (ticketing, access system, and CCTV) in response to the UEFA regulations and requirements.</li> </ul>
<b>Other position:</b>	<b>Media operations - GSP Stadium, Nicosia, Cyprus</b>
<b>Tasks:</b>	Liaise with the clubs   Press conferences and interviews planning   Media communication and coordination   Implementation of UEFA regulations   Official documentation to UEFA   Media facilities management and event management   TV Production facilities management.
<b>Highlights:</b>	<ul style="list-style-type: none"> <li>- Head of media operations for the UEFA Champions League Quarterfinal game of APOEL FC vs. Real Madrid - March 2012.</li> <li>- Developed efficient communication methods and structured all necessary procedures to facilitate the media representatives in compliance with the UEFA media regulations.</li> </ul>
<b>Organisation:</b>	<b>Geo. Pavlides &amp; Araouzos Ltd, Nicosia, Cyprus</b>
<b>Position:</b>	<b>Accountant Assistant</b>
<b>Period:</b>	September 1998 to October 2000
<b>Organisation type:</b>	Private sector   Automotive industry
<b>Organisation size:</b>	80-100 employees
<b>Main assignments:</b>	Book-keeping   Debtors and Creditors control   Costing   Financial statements   Internal audit reports   Financial reports   Cash flow monitoring.
<b>Highlights:</b>	<ul style="list-style-type: none"> <li>- Evaluated the company's new integrated accounting software</li> <li>- Introduced a computerised financial reporting system.</li> </ul>

## Academic experience and administrative positions

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### Academic appointments and administrative tasks:

**Organisation:** University of Nicosia, Cyprus

**Period:** September 2022 to present.

**Rank:** Adjunct Faculty

**Fields:** Sports strategic management | Sports marketing

**Organisation:** University of Roehampton, UK

*The courses are offered via franchise agreement in Cyprus. The University of Roehampton is solely responsible for providing the teaching material and for checking the quality.*

**Period:** June 2018 to present.

**Rank:** Lecturer

**Fields:** Leadership | Sustainable business strategy | Business research methods

**Other duties:** Program convener (MBA) | from 2018 to 2021

Program convener (BSc in Accounting) | from 2018 to 2021

**Tasks:** Chair the program Board | Course and teaching planning | Liaise with University Link Tutor | Student induction and course delivery | Selection of educational resources | Evaluate teaching and assessment methods | Prepare the Program Annual Review (PAR)

**Organisation:** University of Wolverhampton, UK

*The courses were offered via franchise agreement in Cyprus. The University of Wolverhampton was solely responsible for providing the teaching material and for checking the quality.*

**Period:** January 2017 to June 2018

**Rank:** Lecturer

**Fields:** Change management | Cross-cultural management

**Organisation:** Global College, Cyprus

**Period:** October 2014 to present.

**Rank:** Senior Lecturer

**Fields:** Management | PR and Marketing | Safety management | Research methods

**Major duties:** Program Coordinator (BA in Security Management) | 2017 to 2021

Program Coordinator (Diploma in Security Management) | 2016 to 2021

Program Coordinator (Diploma in Security Management - DL) | 2019 to 2021

**Other duties:** Academic Director | 2020 to present.

Member of the Internal Quality Assurance Committee | 2020 to present.

Member of the Disciplinary Committee | 2020 to present.

Member of the Pedagogical Planning Unit | 2019 to present.

**Tasks:** Quality assurance of course delivery | Course planning | Program supervision and monitoring | Course design and development | Selection and coordination of educational resources | Assessment process | Students' learning outcomes and course evaluation | Student consulting | Liaising with management | Faculty recruitment.

## Volunteer experience

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### Volunteer activities in organisations:

**Organisation:** The Grammar School Parents and Guardians Association

**Period:** October 2023 - today

**Role:** Member of the Education and Sports Committee

**Organisation:** Engomi High School Parents and Guardians Association

**Period:** September 2020 - June 2021

**Role:** Member of the Sports Committee

**Organisation:** Chryseleousa Elementary School Parents and Guardians Association

**Periods:** September 2014 - June 2015 and September 2022 - June 2023

**Role:** Member of the Education Committee

## Current positions and positions held

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### Engaged as a board member in various organisations:

Cyprus Association for Sport Management	Board member - Treasurer	2017 to present.
GKY Sports Management	Owner and Managing Director	2015 to present.
The Parallel Parliament of Cyprus	Member of the Sports Committee	2019 to 2022
Cyprus Squash Association	Chairman of the Board	2010 to 2015
Cyprus Squash Association	Board member - Treasurer	2007 to 2009
Nicosia Squash Association	Board member - Treasurer	2006 to 2013

## Professional memberships

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### Member of several professional bodies and institutes:

EuroMed Research Business Institute / EMRBI	Fellow Member (F-EMAB)
The Cyprus Association for Sport Management	Member
The Association of Accounting Technicians	Member (MAAT)

## Languages

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**Greek:** Native language

**English:** Fluent [speaking, reading, writing]

## Skills and competencies

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### Key soft skills:

Leadership and management | Problem-solving | Team work | Critical thinking | Innovation | Communication | Analytical skills | Interpersonal skills | Stress resistance | Dedication | Emotional intelligence | Consistency | Efficiency | Work ethic | Honesty | Adaptability | Creativity | Reliability | Sociability.

### Key hard skills:

Sustainable strategy | Business analysis | Risk analysis | Market analysis and management | Analytical reporting | Performance tracking | Financial planning | Time management | MS office | Cost control | Social media | Presentations | Public speaking.

## Areas of concentration | research interests

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My research interests mainly lie [but not limited to] in the following areas:

- Strategic management
- Sports management
- Sports governance
- Sports marketing and sponsorship
- Sustainability
- Football hooliganism and sports violence

## Publications

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### Books authored:

- Yiapanas, G. (2018). **Can the new Football Violence Act provide the means for efficient safety management in football grounds in Cyprus?** München: GRIN Verlag | ISBN:978-3668-816-33-6 [\[Book\]](#)
- Yiapanas, G. (2016). **Sports grounds safety management.** Nicosia: Armida Publications | ISBN:978-9963-255-41-2 [\[Book\]](#)

### Published papers in refereed scientific journals:

- Yiapanas, G. and Thrassou, A. (*in progress*). **Sustainable business development in the football ecosystem through collaborative value creation.** *Sustainable Strategic Management of Business* [\[ABS 1\\*\]](#)
- Yiapanas, G., Thrassou, A. and Vrontis, D. (2023). **The contemporary football industry: a value-based analysis of social, business structural and organisational stakeholders.** *Accounting, Auditing & Accountability Journal*. Vol. & No. ahead-of-print | DOI:10.1108/AAAJ-06-2022-5855 [\[ABS 3\\*\]](#) [\[Scopus\]](#)
- Yiapanas, G., Thrassou, A. and Vrontis, D. (2022). **Football industry strategic contextualisation and developmental choices - the case of Cyprus, EU.** *Journal for Global Business Advancement*. Vol. 15 No. 3 pp. 318-343 | DOI:10.1504/JGBA.2022.129050 [\[ABS 1\\*\]](#) [\[Scopus\]](#)
- Yiapanas, G., Thrassou, A. and Vrontis, D. (2022). **A holistic strategic perspective of football stakeholders.** *Journal for International Business and Entrepreneurship Development*. Vol. 14 No. 3 pp. 349-377 | DOI:10.1504/JIBED.2022.10051858 [\[ABS 1\\*\]](#) [\[Scopus\]](#)
- Yiapanas, G. and Thrassou, A. (2022). **Football industry stakeholders' salience and attributes - the case of Cyprus, EU.** *Global Business and Economics Review*. Vol. 26 No. 3 pp. 231-251 | DOI:10.1504/GBER.2022.122383 [\[ABS 1\\*\]](#) [\[Scopus\]](#)

### Guest edited journals - special issues:

- Christos Anagnostopoulos, Alkis Thrassou, and George Yiapanas (Closes: 19 Jan. 2025). Special Issue on **Sports Industry and Organizations: Social Issues, Social Responsibility and Philanthropy**, *International Journal of Organizational Analysis* [\[ABS 1\\*\]](#) [\[Scopus\]](#)

### Published chapters in edited books:

- Yiapanas, G. and Thrassou, A. (*submitted*). **Strategy and environmental analysis in sports.** in Koronios, K. (ed). *International Encyclopedia of Business Management*. Elsevier [\[Encyclopedia chapter\]](#)
- Yiapanas, G., Constantinou, M. and Marcoulli, E. (2022). **The readiness of higher education academic staff in Cyprus for shifting the instructional delivery mode from face-to-face to emergency remote teaching.** In: Pego, A. (Ed), *Handbook of Research on Digital Innovation and Networking in Post-COVID-19 Organizations*, PA: IGI Global. pp. 301-323 | ISBN: 978-1799-888-56-7 | DOI:10.4018/978-1-6684-6762-6.ch031 [\[Book chapter\]](#) [\[Scopus\]](#)

- Yiapanas, G. (2022). **A value-based club-perspective stakeholder analysis of the football industry of Cyprus**. Ph.D. thesis. University of Nicosia [[Thesis](#)]
- Yiapanas, G., Thrassou, A. and Vrontis, D. (2021). **An integrated, multi-agency, consumer-focused, safety management approach in the sports industry**. In: Management Association, I. (Ed), *Research Anthology on Business Strategies, Health Factors, and Ethical Implications in Sports and eSports*. Hersey, PA: IGI Global. pp. 634-654. (Reprint) ISBN:978-1799-877-07-3 | DOI:10.4018/978-1-7998-7707-3.ch035 [Original chapter in Kaufmann, R. and Panni, M. (Eds), *Handbook of Research on Contemporary Consumerism*. Hersey, PA: IGI Global. pp. 222-241 | ISBN:978-1522-582-70-0 - Chapter republished after being deemed as “of the highest quality” by IGI Global] [[Book chapter | distinction](#)]
- Yiapanas, G., Thrassou, A. and Vrontis, D. (2020). **An integrated, multi-agency, consumer-focused, safety management approach in the sports industry**. In: Kaufmann, R. and Panni, M. (Eds), *Handbook of Research on Contemporary Consumerism*. Hersey, PA: IGI Global. pp. 222-241 | ISBN:978-1522-582-70-0 | DOI:10.4018/978-1-5225-8270-0.ch012 [Chapter evaluated as “of the highest quality” by IGI Global and re-published in their 2021 *Research Anthology on Business Strategies, Health Factors, and Ethical Implications in Sports and eSports*] [[Book chapter](#)]

#### Published papers and abstracts in refereed conference proceedings:

- Yiapanas, G, Thrassou, A. Vrontis, D. and Lamprinakos, G. (2023). **Value co-creating synergies in the football industry. A theoretical framework of primary and secondary stakeholders**. In: D. Vrontis, Y. Weber and E. Tsoukatos (Eds), *Business Transformation in Uncertain Global Environments: 16th Annual Conference of the EuroMed Academy of Business*, EuroMed Institute. pp. 1304-1309 | ISBN: 978-9963-711-98-7 [[Proceedings](#)]
- Yiapanas, G, Thrassou, A. and Vrontis, D. (2022). **A stakeholder framework of the football industry**. In: D. Vrontis, Y. Weber and E. Tsoukatos (Eds), *Sustainable Business Concepts and Practices: 15th Annual Conference of the EuroMed Academy of Business*, EuroMed Institute. pp. 1459-1462 | ISBN: 978-9963-711-96-3 [[Proceedings](#)]
- Yiapanas, G., Thrassou, A. and Vrontis, D. (2022). **Football industry managerial elucidations and strategic development - the case of Cyprus, EU**. International Conference on Global Economy in Business, *Social Science and Humanity Perspective (GEMSH-22)* [[Proceedings](#)]
- Yiapanas, G, Thrassou, A., Vrontis, D. and Kartakoullis, N. (2021). **A value-based club-perspective stakeholder analysis of the football industry of Cyprus**. In: D. Vrontis, Y. Weber and E. Tsoukatos (Eds), *Contemporary Business Concepts and Strategies in the new Era*. Proceedings: 14th Annual Conference of the EuroMed Academy of Business, EuroMed Institute. pp. 1030-1034 | ISBN: 978-9963-711-90-1 (Awarded the *Conference Highly Commended Student Presentation Award*) [[Proceedings](#)]
- Yiapanas, G, Thrassou, A., Vrontis, D. and Kartakoullis, N. (2019). **Remedies for the hooliganism factor in the football industry: The paradigm of Cyprus**. In: D. Vrontis, Y. Weber and E. Tsoukatos (Eds), *Business Management Theories and Practices in a Dynamic Competitive Environment*. Proceedings: 12th Annual Conference of the EuroMed Academy of Business, EuroMed Institute. pp. 1508-1519 | ISBN: 978-9963-711-81-9 [[Proceedings](#)]
- Yiapanas, G, Thrassou, A., Vrontis, D. and Kartakoullis, N. (2019). **A qualitative value-based club-perspective systemic strategic stakeholder analysis in the football industry of Cyprus**, *PhD. Colloquium, University of Nicosia*. pp. 1-7 [[Colloquium](#)]
- Yiapanas, G., Thrassou, A. and Kartakoullis, N. (2018). **Stakeholder analysis of the football industry in Cyprus**. In: D. Vrontis, Y. Weber and E. Tsoukatos (Eds), *Research Advancements in National and*

## Training guides, manuals, and handbooks issues

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Developed, edited, and issued the following training guides, manuals, and handbooks:

- *Quality Framework Manual*, 3<sup>rd</sup> ed. Nicosia: Global College for Distance Learning Unit, 2023
- *Faculty Handbook*, 3<sup>rd</sup> ed. Nicosia: Global College for Distance Learning Unit, 2023
- *Student Handbook*, 3<sup>rd</sup> ed. Nicosia: Global College for Distance Learning Unit, 2023
- *Stadium Emergencies and Evacuation Planning Guide*, 5<sup>th</sup> ed. Nicosia: GSP Stadium, 2023
- *Quality Framework Manual*, 2<sup>nd</sup> ed. Nicosia: Global College for Distance Learning Unit, 2021
- *Faculty Handbook*, 2<sup>nd</sup> ed. Nicosia: Global College for Distance Learning Unit, 2021
- *Student Handbook*, 2<sup>nd</sup> ed. Nicosia: Global College for Distance Learning Unit, 2021
- *Stadium Emergencies and Evacuation Planning Guide*, 4<sup>th</sup> ed. Nicosia: GSP Stadium, 2021
- *Stadium Emergencies and Evacuation Planning Guide*, 3<sup>rd</sup> ed. Nicosia: GSP Stadium, 2019
- *Quality Framework Manual*, Nicosia: Global College for Distance Learning Unit, 2019
- *Faculty Handbook*, Nicosia: Global College for Distance Learning Unit, 2019
- *Student Handbook*, Nicosia: Global College for Distance Learning Unit, 2019
- *Stadium Emergencies and Evacuation Planning Guide*, 2<sup>nd</sup> ed. Nicosia: GSP Stadium, 2017
- *Stadium Stewarding Safety Handbook*, Nicosia: GSP Stadium, 2016
- *Stadium Emergencies and Evacuation Planning Guide*, Nicosia: GSP Stadium, 2015
- *Squash National Team Selection Manual*, Nicosia: Cyprus Squash Association, 2010
- *Rules and National Ranking Manual*, Nicosia: Cyprus Squash Association, 2010

## Editorial and review activities

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### Editorial:

Guest editor for the Special Issue on Sports Industry and Organizations: Social Issues, Social Responsibility and Philanthropy, *International Journal of Organizational Analysis (IJOA)* | Emerald Publishing [[ABS 1\\*](#)] [[Scopus](#)]

### Review:

Ad hoc reviewer for the *Journal of Digital Strategy, Governance, and Business Transformation (IJDSGBT)* | IGI Global [[ABS 1\\*](#)]

Ad hoc reviewer for the *EuroMed Journal of Business (EMJB)* | Emerald Publishing [[ABS 1\\*](#)]

Ad hoc reviewer for the *Handbook of Research on Digital Innovation and Networking in Post-COVID-19 Organizations* | IGI Global [[ABS 1\\*](#)] [[Scopus](#)]

Guest reviewer for the *Journal of Strategic Marketing (JSM)* | Taylor & Francis [[ABS 2\\*](#)] [[Scopus](#)]

Ad hoc reviewer for the *International Journal of E-Business Research (IJEBR)* | IGI Global [[ABS 1\\*](#)] [[Scopus](#)]

### Conference Session chair, Reviewer, Paper discussant:

Session chair at the 16<sup>th</sup> Annual Conference of the EuroMed Academy of Business. *Business Transformation in Uncertain Global Environments*: Lithuania - Vilnius (September 2023)

Session chair at the 15<sup>th</sup> Annual Conference of the EuroMed Academy of Business. *Sustainable Business Concepts and Practices*: Italy - Palermo (September 2022)



## Involvement in international research institutes

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### Engaged in the following research institutes:

**Organisation:** GNOSIS Mediterranean Institute for Management Science  
**Role:** Research Fellow  
**Period:** September 2022 to present.  
**Web:** <https://www.unic.ac.cy/gnosis>

**An overview of the Institute:** Gnosis is a dynamic organization that aims to produce cutting-edge scientific knowledge in the wider field of Management. Gnosis works with and for the industry and society to bridge academia and practice, instituting itself as a regional leader in its domain and a recognised top expert in the wider Mediterranean region. Through research, publications, training, and synergies, Gnosis explores needs and challenges, thus enabling positive change. Our in-house researchers and professionals are specialists in Business Strategy, Marketing and Management, the Social Sciences, and the Humanities.

**Organisation:** EMRBI - EuroMed Research Business Institute  
**Role:** Fellow Member (F-EMAB)  
**Period:** August 2018 to present.  
**Web:** <https://emrbi.org>

**An overview of the Institute:** The EuroMed Research Business Institute (EMRBI) aims to contribute to and share the understanding of different business environments and trends in the region through research, teaching, and consulting. It also seeks to provide an updated overview of emerging business practices and stimulate and nourish dialogue in the countries of the region and neighbouring countries. EMRBI is undertaking research and scholarly activities, while also offering a range of business-related professional services, both through its own resources and/or through associated organisations and individuals. EMRBI pursues funded and sponsored research from a wide scope of sources and aims to add value to local and international knowledge, but also to international collaboration and peace.

## Funded research portfolio

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### Involved in the following research projects:

- [Enhancing the sustainability of cycle-based tourism \[Re.Cycling\]](#) [*Under evaluation*]

**Funded Agency:** EU - Pilot Projects & Preparation Actions

**Call:** PPPA-SPORT-2023

**Role:** Senior researcher

**Submitted:** October 2023

**Duration:** 18 months

**Project budget:** 399.324 EUR

**Countries involved:** Cyprus, Greece, Lithuania, Belgium, and Italy

**Project aim:** **Re.Cycling** is a ground-breaking initiative that aims to give a comprehensive metric tool for measuring the social, economic, and environmental benefits of cycling activities. Its primary goal is to provide a powerful tool to both responsible cyclists and local communities for improving the positive effects of cycling tourism and events while limiting any potential negative consequences. The

project highlights the growing popularity of cycling as a sustainable and environmentally friendly mode of transportation and recreation. It also recognizes that major cycling events, such as races and tours, can have a wide range of consequences on the towns and areas through which they cycle.

▪ [Tackling the mental health stigma in youth football \[TEAM\]](#) *[For resubmission]*

**Funded Agency:** EU - ERASMUS+

**Call:** ERASMUS-SPORT-2024

**Role:** Senior researcher

**Submitted:** March 2024

**Duration:** 30 months

**Project budget:** 400.000 EUR

**Countries involved:** Cyprus, Italy, Spain, and Greece

**Project aim:** TEAM aims to conduct evidence-based research amongst youth football on the challenges and effects of mental health and the need for mental well-being. The project will identify and map the general mental health issues/symptoms in youth football, and track and comprehend the level of awareness and knowledge of youth football players and staff in recognising and responding to mental health issues/symptoms. TEAM will introduce a Handbook to raise awareness, provide insights, and introduce good practices to the youth football stakeholders, practitioners, and policymakers on how to recognize, respond, and tackle youth mental health stigma.

▪ [Creative learning for boosting bio-economy within HEIs curricula \[CL4BIO\]](#) *[Running]*

**Funded Agency:** EU - ERASMUS+

**Call:** KA2022-HED

**Reference number:** 2022-1-PL01-KA220-HED-000087008

**Role:** Researcher

**Project start date:** 01.11.2022.

**Duration:** 36 months

**Project budget:** 400.000 EUR

**Countries involved:** Poland, Italy, Portugal, and Cyprus

**Project aim:** CL4BIO aims at providing academic teachers with skills and instruments for innovative and creative teaching, thus developing excellence in innovative and/or online pedagogical approaches, including transdisciplinary approaches, and new curriculum development methods, and providing and assessing linking education with research and innovation. Increasing teaching competencies will allow better and more effective education of students in bioeconomy, which is necessary to respond to market demand.

▪ [The impact of crypto assets on the European football ecosystem \[ACCRUE\]](#) *[Not funded]*

**Funded Agency:** EU - Internal Security Fund (ISF)

**Call:** ISF-2022-TF1-AG-CORRUPT

**Role:** Principal Investigator

**Submitted:** August 2022

**Duration:** 24 months

**Project budget:** 983.512 EUR

**Countries involved:** Cyprus, Italy, Luxembourg, and Greece

**Project aim:** ACCRUE aimed to examine and assess the impact of crypto assets on football fans and players and formulate recommendations for better engagement, introducing a framework of good practices and creating awareness, including informative tools for understanding the effects. The project's objective was to identify and map the possible risks of corruption and support anti-corruption actions by reinforcing awareness in society and across the industry's fan community.

## Honours, Awards, and Recognitions

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**Conference Highly Commended Student Presentation Award**, for the paper titled: A value-based club-perspective stakeholder analysis of the football industry of Cyprus. by Yiapanas, G., Thrassou, A. and Vrontis, D. (2021), at the 14<sup>th</sup> Annual Conference of the EuroMed Academy of Business (EMAB) (September 2021).

The chapter titled: An integrated, multi-agency, consumer-focused, safety management approach in the sports industry by Yiapanas, G., Thrassou, A. and Vrontis, D. (2021), was republished by IGI Global after being deemed as “of the highest quality.”

**Honorary President of Cyprus Squash Association** for the outstanding contribution to the development of squash in Cyprus, from 2007 to 2015.

**Award of recognition by the University of Wolverhampton** for excellent performance at the MA in Management, during the years 2015 - 2016 (July 2016).

**Honoured by the Cyprus Olympic Committee (COC)** for the efforts that had, as a result, Cyprus to be designated by FICTS as “Country of Sports 2012”.

**Commendation by the Ministry of Education and Culture** for the outstanding artwork named "Cyprus, the only divided city in Europe", participated in a Pancyprrian Art Competition (ages 14-16), titled "Day of the Schools of Europe" (April 1991).

## Conference organising

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### Organised conferences and panel discussions:

***The benefits of applied criminology for society.*** A panel discussion organised for Global College, Nicosia (October 2018).

***Sports Grounds Safety Management - Comparison: Cyprus and Greece.*** Conference organised for Global College, Nicosia (June 2016).

***Stadium Safety Managers and Police Officers in Cyprus: An integrated approach.*** Conference organised for UEFA Stadium and Security Unit, Cyprus Stewarding Commission, Cyprus Football Association, and GSP Stadium, Nicosia (January 2015).

## Invited talks, conference speaks and invited lectures

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**Value co-creating synergies in the football industry. A theoretical framework of primary and secondary stakeholders.** [EN], Abstract presenter at the 16<sup>th</sup> Annual Conference of the EuroMed Academy of Business: Business Transformation in Uncertain Global Environments, (September 2023).

**Strategic planning at sports organisations** [EN], Guest lecturer during the in-service training for sports managers organised by the University of Nicosia and The Academic College at Wingate of Israel, Nicosia (May 2023).

**Sports facilities management** [EN], Guest lecturer during the in-service training for sports managers organised by the University of Nicosia and The Academic College at Wingate of Israel, Nicosia (November 2022).

**A stakeholder framework of the football industry** [EN], Abstract presenter at the 15<sup>th</sup> Annual Conference of the EuroMed Academy of Business: Sustainable Business Concepts and Practices, (September 2022).

**A value-based club-perspective stakeholder analysis of the football industry of Cyprus** [EN], Abstract presenter at the 14<sup>th</sup> Annual Conference of the EuroMed Academy of Business: Contemporary Business Concepts and Strategies in the New Era, Online (September 2021).

***Remedies for the hooliganism factor in the football industry. The paradigm of Cyprus*** [EN], Paper presenter at the 12<sup>th</sup> Annual Conference of the EuroMed Academy of Business: Research Management Theories and Practices in a Dynamic Competitive Environment, in Thessaloniki, Greece (September 2019).

**Sports facilities management** [GR], Guest lecturer during the Sports Management educational program organised by Cyprus Sports Organisation and Cyprus Association for Sports Management, Nicosia (July 2019).

***A qualitative value-based club-perspective systemic strategic stakeholder analysis in the football industry of Cyprus*** [EN], Abstract presenter at the PhD. Colloquium organised by the School of Business - University of Nicosia, Nicosia (April 2019).

**Sports facilities management** [EN], Guest lecturer during the in-service training for sports managers organised by the University of Nicosia and The Academic College at Wingate of Israel, Nicosia (April 2019).

***Case studies of Cyprus football games*** [EN], Panellist speaker during the joint training for stadium safety and security managers and police commanders in Cyprus - UEFA Stadium and Security Unit, Nicosia (November 2018).

***Stakeholder analysis of the football industry in Cyprus*** [EN], Paper presenter at the 11<sup>th</sup> Annual Conference of the EuroMed Academy of Business: Research advancements in national and global business theory and practice, in Valletta, Malta (September 2018).

**Sports facilities management | Promotional activities to sports events** [EN], Guest lecturer during the in-service training for sports managers organised by the University of Nicosia and The Academic College at Wingate of Israel, Nicosia (February 2018).

**Sports facilities management** [GR], Guest lecturer, during the course of Sports Management (BA), delivered by the European University, Nicosia (November 2017).

***Technology has changed the level and form of services at football grounds*** [GR], Panellist speaker during the international football conference "The Business of Football" organised by IMH Business and the University of Nicosia, Nicosia (June 2017).

**Sports violence and racism** [GR], Guest speaker during the educational students' workshop and conference "Under the same sky" organised by Kokkinotrimithia Gymnasium, Nicosia (April 2017).

**Media facilities management in sports** [GR], Guest lecturer, during the course of Sports Management (BA), delivered by the European University, Nicosia (March 2017).

**Sports grounds safety management | Racism - Sports violence - Discrimination** [GR], Key speaker during the educational conference "Racism and violence in sports" organised by Latsia Lyceum, Nicosia (March 2017).

**Sports events management and Sports safety management** [EN], Guest lecturer during the in-service training for sports managers organised by the University of Nicosia and The Academic College at Wingate of Israel, Nicosia (February 2017).

**The necessity of sports events safety management** [GR], Presentation on behalf of Global College for the program BA in Security Management, during the "Cyprus International Education and Career Exhibition 2017", Nicosia (February 2017).

**Sports grounds safety management** [GR], Guest speaker during the conference "Sports Grounds Safety Management - Comparison: Cyprus and Greece" organised by Global College, Nicosia (June 2016).

**The necessity of establishing a stewarding system in Cyprus** [EN], Presentation to the UEFA stadium and security unit, for the program "The Training of Super Trainers for Stewards", Nicosia (July 2013).

## International conferences and summits

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### Participated in several international conferences and summits:

Participated in the **16<sup>th</sup> Annual Conference of the EuroMed Academy of Business**. Business Transformation in Uncertain Global Environments, (September 2023).

Participated in the **15<sup>th</sup> Annual Conference of the EuroMed Academy of Business**. *Sustainable Business Concepts & Practices*, Italy - Palermo (September 2022).

Participated in the **14<sup>th</sup> Annual Conference of the EuroMed Academy of Business**. Contemporary Business Concepts & Strategies in the New Era, online (September 2021).

Participated in the **13<sup>th</sup> Annual Conference of the EuroMed Academy of Business**. Business Theory & Practice Across Industries and Markets, online (September 2020).

Participated in the **12<sup>th</sup> Annual Conference of the EuroMed Academy of Business**. *Business Management Theories & Practices in a Dynamic Competitive Environment*: Greece - Thessaloniki (September 2019).

Participated in the **11<sup>th</sup> Annual Conference of the EuroMed Academy of Business**. *Research Advancements in National & Global Business: Theory & Practice*: Malta - Valetta (September 2018).

Represented Cyprus at the **39<sup>th</sup> ESF Annual General Meeting** of the European Squash Federation, in Finland - Helsinki (May 2011).

Represented Cyprus at the **37<sup>th</sup> ESF Annual General Meeting** of the European Squash Federation, in Sweden - Malmö (May 2009).

## Teaching and areas of knowledge

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### Extended knowledge and expertise in the following subjects:

- Strategic management
- Management and leadership
- Sustainable business strategy
- Change management
- Sports management and marketing
- Sports grounds management and safety management

## Curriculum innovation

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### Developed and implemented innovative curricula for a variety of educational programs:

Developed the curriculum and designed the syllabus of the program **BA in Business Management** for Global College | **under evaluation - 2024**

Developed the curriculum of the program **Diploma in Security Management** for Global College | **under evaluation - 2024**

Developed the curriculum of the program **Diploma in Security Management** for Global College (distance learning program) | **under evaluation - 2024**

Designed the syllabi of the course **International Sports Management** [in MA in Olympic Studies: Culture, Sports, and Education] (distance learning program) for the University of Nicosia

**Developed the curriculum** of the program **BA in Security Management** for Global College | Accredited program (2021).

**Developed the curriculum** and designed the syllabus of the program **MBA in Business Administration** for Global College | Accredited program (2020)

**Developed the curriculum** and designed the syllabus of the program **Diploma in Business Administration** for Global College | Accredited program (2020)

**Developed the curriculum** and designed the syllabus of the program **BA in Business Management** for Global College | Accredited program (2019)

**Developed the curriculum** of the program **Diploma in Security Management** for Global College (distance learning program) | Accredited program (2019)

**Developed the curriculum** of the program **Diploma in Security Management** for Global College | Accredited program (2018)

**Designed the syllabi** of the course **Introduction to the Sports Industry [in BA in Sports Management]** (distance learning program) for the University of Nicosia

**Designed the syllabi** of the course **Major Sports Events and Competitions [in BA in Sports Management]** (distance learning program) for the University of Nicosia

## Teaching experience

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Teaching experience in the following subjects:

**Postgraduate courses taught:**

University of Roehampton, UK

MBA	Sustainable business strategy
2018 - to present	Business research methods
	Leadership and change management

University of Wolverhampton, UK

MSc in Leadership and Management	Leading transformation and change
2016 - 2018	Managing across borders

**Undergraduate courses taught:**

University of Nicosia, CY

BBA in Sports Management	Strategic planning for sports organisations
2022 - to present	Sports PR and marketing

University of Roehampton, UK

BSc in Accounting	Business readiness
2018 to 2021	Extended academic induction
	Introduction to management
	Business and management - Dissertation

Global College, CY

BA in Security Management	Management
2014 to 2021	Operations management
	Sports grounds safety management
	Business research methods
	Introduction to marketing and public relations

## Academic consulting and supervision experience

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### Supervision of Masters' theses:

- Tarabay, S. (2023). *Remote work and employees' motivation*. University of Roehampton, School of Business, UK
- Seraphim, C. (2023). *Leadership and organizational performance: A case study in the telecommunication industry in Cyprus*. University of Roehampton, School of Business, UK
- Nikiforou, A. (2023). *Do managers play a role in influencing employee emotions during mergers and acquisitions? Evidence from expanding businesses in Cyprus*. University of Roehampton, School of Business, UK
- Christodoulou, A. (2023). *Analysis of the factors that condition the purchase channel choice by consumers: Empirical evidence in the cosmetics industry in Cyprus*. University of Roehampton, School of Business, UK
- Grigoropoulou, E. (2023). *Key factors for implementing a successful medical aesthetic resort in Cyprus*. University of Roehampton, School of Business, UK
- Loizidou, C. (2023). *Consumers' behavior in the fitness industry: An exploration of motivating factors and influences*. University of Roehampton, School of Business, UK
- Protopapas, K. (2023). *Occupational stress and the role of leadership in the banking sector*. University of Roehampton, School of Business, UK
- Christofi, N. (2023). *Investigating the role played by HRM in enhancing gender roles in the cruise ship sector*. University of Roehampton, School of Business, UK
- Damianou, M. (2023). *Variables affecting employee satisfaction at the Ministry of Finance in Cyprus*. University of Roehampton, School of Business, UK
- Iasonos, G. (2023). *The role of leadership in initiating cultural change: An explorative study of local municipalities in Cyprus*. University of Roehampton, School of Business, UK
- Kyprianou-Papachristoforou, K. (2023). *The influence of work environment on job performance: A case study of the finance industry in Cyprus*. University of Roehampton, School of Business, UK
- Loizou, E. (2023). *How does a business motivate its employees without investing surplus money?* University of Roehampton, School of Business, UK
- Papadopoulou, S. (2023). *Implementing CSR activities: A comparison between large organisations and SMEs*. University of Roehampton, School of Business, UK
- Achilleos, G. (2022). *Comparing the implementation of corporate social responsibility activities among businesses' managerial perceptions*. University of Roehampton, School of Business, UK
- Constantinou, A. (2022). *The importance of leadership in successfully managing employee perceptions and emotions prior-during-after mergers and acquisitions: a mixed methods approach*. University of Roehampton, School of Business, UK
- Erotokritou, M. (2022). *Which ELS:2002 data set assessment elements/factors are included in teacher-assigned grades in Cyprus public- schools?* University of Roehampton, School of Business, UK
- Stavrou, D. (2022). *The effect of the COVID-19 pandemic on company financial performance in Cyprus*. University of Roehampton, School of Business, UK
- Eleftheriou, M. (2022). *What are the factors motivating healthcare professionals in the Republic of Cyprus?* University of Roehampton, School of Business, UK
- Georgiou, G. (2022). *The different ways that social media could be used in a business to achieve competitive advantage*. University of Roehampton, School of Business, UK

- Kleovoulou, M. (2022). *The importance of digital transformation in SMEs in Cyprus, due to the economic crisis from the Covid-19 pandemic outbreak*. University of Roehampton, School of Business, UK
- Eleftheriou, C. (2022). *The Cypriot Electric Vehicle (EV) market and the factors deterring consumers from buying them*. University of Roehampton, School of Business, UK
- Panayi, A. (2022). *The impact of social media on consumer behavior during the Covid-19 pandemic crisis: The case of Cyprus*. University of Roehampton, School of Business, UK
- Frangoulidou, E. (2021). *The motivation volume that teaching staff receives from their headmasters in higher education in Cyprus, and how it enhances their personal development*. University of Roehampton, School of Business, UK
- Kremma, M. (2021). *Investigating the role and contribution of a human resources department in technology companies via education*. University of Roehampton, School of Business, UK
- Michael, A. (2021). *To what extent do the internal marketing strategies used by the Hellenic Bank of Cyprus boost employee motivation?* University of Roehampton, School of Business, UK
- Hadjivasiliou, L. (2021). *Promoting Cyprus as an eco-tourism destination. prospect mapping and future proposal*. University of Roehampton, School of Business, UK
- Constantinou, M. (2021). *The readiness of higher education teachers in Cyprus, in adapting to the new online teaching environment due to the Covid-19 pandemic outbreak*. University of Roehampton, School of Business, UK
- Koutsiou, C. (2021). *The impact and the effects of workplace conflicts and collaboration*. University of Roehampton, School of Business, UK
- Kyprianou, K. (2021). *Gender equality in leadership positions in the employment sector*. University of Roehampton, School of Business, UK
- Shiatis, R. (2021). *Cross-cultural influence communication factors, in multinational corporations*. University of Roehampton, School of Business, UK
- Economou, E. (2020). *The role of leaders in managing employees during organizational change*. University of Roehampton, School of Business, UK
- Paspalide, A. (2020). *Green marketing and factors that affect consumer behaviour: The case of Cyprus*. University of Roehampton, School of Business, UK

## Podcasts, Media interviews, and Newspaper articles

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### Podcast episodes:

Football in Cyprus and NFTs (74 min) on Netcast E240 - 18 February 2022

Improving the football product in Cyprus (94 min) on Netcast E209 - 1 November 2021

Sports Management - Football in Cyprus (93 min) on Netcast E176 - 30 June 2021

Sports grounds and sports events management (55 min) on Alfa sports E11 - 10 December 2016

### Media interviews | Audio - Radio:

How does the war in Ukraine affect the global sports ecosystem, especially the football industry in Cyprus? (15 min) on Sport FM radio (March 2022).

How may the Covid-19 pandemic outbreak affect the football industry in Cyprus? (20 min) on Sport FM radio (January 2022).

Recommendations on how to improve the football product in Cyprus. [Presenting primary data from my PhD thesis] (20 min) on Politis radio (November 2021).



The football industry in Cyprus - Current situation, solutions, and challenges (20 min) on Sport FM radio (January 2020).

Football violence in Cyprus - The current legislation and the possible improvement measures, (2 hrs) on Radio Astra (January 2018).

Football disorder incidents in Cyprus - Current legislation, actions, and suggestions (20 min) on Sport FM radio (January 2018).

Sports grounds safety management - Evaluating the current situation in Cyprus and suggesting actions for improvement (35 min) on Active radio (October 2017).

#### Media interviews | Video - TV:

Football stadium branding development (5 min) for the portal [www.reporter.com.cy](http://www.reporter.com.cy) (June 2017).

Sports grounds safety management (10 min) for Cyprus Broadcasting Corporation (March 2016).

#### Newspaper articles:

Football in Cyprus cannot transform unless we first change our mindset: We are lagging in football culture, determination, and knowledge, Published: Politis newspaper (7 September 2019).

Dependences and challenges of the Cypriot football teams based on the UEFA benchmarking, Published: Politis newspaper (3 February 2019).

Football grounds management: Myths and realities, Published: Politis newspaper (23 December 2018).

The fans turned their backs to football: Ways to reverse the situation, Published: Politis newspaper (9 December 2018).

The role of football Marketing: Actions and activities, Published: Politis newspaper (4 August 2018).

Cyprus football industry: Is the development of football a feasible target or not? Published: Politis newspaper (8 July 2018).

Banning the away fans in football: Solution to the problem or downgrading the sport, Published: Phileleftheros newspaper (16 December 2017).

Measures and half measures on sports grounds safety - It is necessary to create and implement a national strategic framework, Published: Phileleftheros newspaper (4 November 2017).

Sports Grounds Safety: The trinity of safety, security, and service, Published: Phileleftheros newspaper (10 December 2016).

## Seminars, conferences, training, and personal development

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#### Attended several conferences and seminars for own advancement:

*2<sup>nd</sup> Mental Health in Sports Cyprus* organized by GDA Sports, Nicosia (November 2023)

*Tackle - Combating Racism and Discrimination in Grassroots Football* organized by the UEFA Foundation, online conference (June 2023)

*ChatGPT Uprising: Provocative Perspectives on its Role in Higher Education* organized by the eContent Pro and IGI Global, Webinar (June 2023)

*The history of financial regulation in football* organized by the Stockholm School of Economics and LaLiga, Webinar (May 2023)

*Promoting sports and Olympic values* organized by the Cyprus Olympic Committee and the Polish Olympic Committee, Nicosia (March 2023)

*Eliminating Inequalities in Sports [ELIS]* organized by Goal sti Zoi [Erasmus+ Project Ref. 2020-1-CY02-K347-001792], Nicosia (November 2022)

*The EU, the international developments, and the prospects for the economy in Cyprus* organized by the Cyprus Centre for European and International Affairs, Nicosia (October 2022)

*4<sup>th</sup> Football Conference - The business of football* organized by IMH Business and University of Nicosia, Nicosia (June 2022)

*5<sup>th</sup> Conference on Investments in Sport* organized by iSport Investments in Sport and Cyprus Sports Organisation, Nicosia (March 2020)

*3<sup>rd</sup> Football Conference - The business of football* organized by IMH Business and Cyprus Football Association, Nicosia (September 2019)

*Joint training for stadium safety and security managers and police commanders in Cyprus* organized by the UEFA Stadium and Security Unit, Nicosia (November 2018)

*Panel discussion: The benefits of applied criminology for society* organized by Global College | Security Management, Nicosia (October 2018)

*Stadium and security strategy summit: Legal responsibilities for clubs and board members* organized by the UEFA Stadium and Security Unit, Nicosia (October 2018)

*2<sup>nd</sup> Football Conference - The business of football* organized by IMH Business and Cyprus Football Association, Nicosia (June 2018)

*General Data Protection Regulation workshop* organized by the International Data Corporation (IDC), Space Hellas, and Hellenic Technical Enterprises, Nicosia (March 2018)

*Sports Tourism Conference - Maximising the impact of sports tourism in Cyprus* organized by the University of Nicosia, Cyprus Tourism Organisation, and Cyprus Sports Organisation, Nicosia (February 2018)

*1<sup>st</sup> Football Conference - The business of football* organized by IMH Business and the University of Nicosia, Nicosia (June 2017)

*Risk management* organized by Global College, Nicosia (December 2016)

*Incident analysis following a disaster in the business - Establishing continuity* organized by Global College, Nicosia (December 2016)

*An integrated approach - Stadium safety managers and police officers* organized by The Cyprus Stewarding Commission, Nicosia (November 2016)

*Global Security - "Terrorism"* organized by Global College, Nicosia (April 2016)

*Stadium safety managers and police officers in Cyprus: An integrated approach* organized by the UEFA Stadium and Security Unit, Nicosia (January 2015)

*Foul to Racism* organized by FARE (Football Against Racism in Europe) and UEFA, Athens (October 2014).

*For the Prevention and Tackle of Violence in Sports Venues Law of 2008* organized by The Parliament of Cyprus - Legal Committee, Nicosia (July 2008)

*VAT treatment in the sports industry* organized by the Cyprus Sports Organisation, Nicosia (February 2008)

*The structure of the commercial program of the Hellenic Football Federation and the strategic planning for the UEFA EURO 2004* organized by the Hellenic Football Federation, Nicosia (April 2007)

*Health and safety* organized by PriceWaterhouseCoopers, Nicosia (June 2006)

*Club management* organized by FIFA (Fédération Internationale de Football Association), Nicosia (May 2005)

*Fire safety and emergency management* organized by AP Fire Prevention Ltd, Nicosia (April 2005)