



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
Fellow Member of EuroMed Research Business Institute

Appointments: Owner of GKY Sports Management, CY
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 [FIFA supported program]
Certificate in Security Management

Personal information

Date and place of birth: 20th August 1975 | New York - U.S.A.

Nationality: Greek Cypriot [EU]

Marital status: Married | Two children

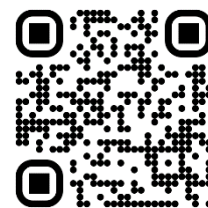
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detailed profile

Profile

George Yiapanas, Ph.D., is a distinguished professional in the field of sports management, holding a doctorate in Business Administration with a specialization in Sports Management. He also holds an MA degree in Management, a degree in Accounting, and certificates in Football Management (a FIFA-supported program) and Security Management. With over two decades of experience in the sports industry, Dr. Yiapanas currently serves as the Finance Manager of GSP Stadium in Nicosia, CY.

In addition to his managerial role, Dr. Yiapanas is actively involved in various professional organizations. 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). Due to his wide professional and social contribution to sports, and his expertise in the field, he has served as a member of the Parallel Parliament of Cyprus through direct appointment by the President of the House of Representatives, and as President of the Cyprus Squash Association.

Dr. Yiapanas is also engaged in academia, serving as an Adjunct Faculty member at the University of Nicosia, where he teaches Sports Strategic Management and Sports Marketing. Additionally, he lectures on Leadership and Sustainable Business Strategy at the University of Roehampton, UK. He is also a Research Fellow at GNOSIS Mediterranean Institute for Management Science. His primary research interests lie in the areas of strategic management, sports governance, and sports safety management. He has participated in numerous local and international conferences and has an extensive publication record in esteemed scientific journals and books, contributing valuable insights to the field of sports management.

Education by higher qualification

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, University of Nicosia, CY [FIFA supported program]	2007
Certificate in Security Management, Global College, CY	2014
High School Leaving Certificate in Economics, Kykkos A' Lyceum, CY	1993

Subject-based academic qualifications

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

Professional qualifications

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

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

Current and past industry experience:

Organisation:	GSP Stadium and Sports Centre, Nicosia, Cyprus
Position:	Finance Manager
Period:	October 2000 to present
Organisation type:	Private sector Non-profit organisation Sports industry
Organisation size:	15-20 employees
Main assignments:	Providing and interpreting financial information Monitoring 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 Strategic planning.
Other tasks:	Advertising and sponsorship UEFA Media and TV facilities management Event planning and management Safety management.

- Highlights:**
- Evaluated profitability by introducing new methods to reduce costs.
 - 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.
 - 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.
 - Improved corporate image and raised brand awareness with the usage of various marketing and social media tools.

Events organised: Football games | Outdoor concerts and events | Athletics events | Conferences and seminars | Workshops | Corporate events.

Other position: **Safety Manager - GSP Stadium**

Tasks: 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.

- Highlights:**
- Structured a fully operational stewarding system [and procedures] for GSP Stadium. The system complies with the Cyprus Sports Violence Act of 2012.
 - Raised stadium safety by initiating a fully integrated electronic access system [ticketing, access system, and CCTV] in response to the UEFA regulations and requirements.

Other position: **Media operations - GSP Stadium**

Tasks: Liaise with the clubs | Press conferences and interviews planning | Media communication and coordination | Implementation of UEFA regulations | Official documentation to UEFA | Media facilities management | Event management | TV Production facilities management.

- Highlights:**
- Head of media operations for the UEFA Champions League Quarterfinal game of APOEL FC vs. Real Madrid [March 2012].
 - Developed efficient communication methods and structured all necessary procedures to facilitate media in compliance with the UEFA media regulations.

Organisation: **Geo. Pavlides & Araouzos Ltd, Nicosia, Cyprus**

Position: **Accountant Assistant**

Period: September 1998 to October 2000

Organisation type: Private sector | Automotive industry

Organisation size: 80-100 employees

Main assignments: Book-keeping | Debtors and Creditors control | Costing | Financial statements | Internal audit reports | Financial reports | Cash flow monitoring.

- Highlights:**
- Evaluated the company's new integrated accounting software
 - Introduced a computerised financial reporting system.

Academic experience and administrative positions

Academic appointments and administrative tasks:

Organisation: University of Nicosia, Cyprus

Period: September 2022 to present.

Rank: Adjunct Faculty | September 2022 to present

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 | September 2018 to present

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 | January 2017 to June 2018

Fields: Change management | Cross-cultural management

Organisation: Global College, Cyprus

Period: October 2014 to present.

Rank: Senior Lecturer | October 2014 to June 2021

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.

Current positions and positions held

Engaged as a board member in several organisations:

Cyprus Association for Sport Management	Board member - Treasurer	2017 to present.
GKY Sports Management	Owner	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

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]

Consulting

Provided business advice on several topics:

Developed a **Memorandum of Understanding on preventing and addressing violence and disorder incidents in sports** on behalf of the Democratic Alignment party [DEPA] to be introduced to the House of Representatives of Cyprus [March 2024].

Skills and competencies

Key soft skills:

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

Key hard skills:

Sustainable business strategy | Stakeholder management | Business analysis | Risk analysis | Sports safety management | Sports facilities management | Market analysis and management | Analytical reporting | Performance tracking | Financial planning | Time management | Public speaking.

Languages

Greek: Native language

English: Fluent [speaking, reading, writing]

Research interests | Areas of concentration

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

- Sports strategic management
- Governance and CSR in sports
- Sports marketing and sponsorship
- Sports safety management

Publications

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 [The book is in Greek] | ISBN:978-9963-255-41-2 [\[Book\]](#)

Published papers in refereed scientific journals:

Yiapanas, G. [\[work in progress\]](#). **Career longevity and post-retirement transition. Challenges and support strategies for professional football players.**

Yiapanas, G. [\[under review\]](#). **Assessing the impact of artificial intelligence on the Olympic Games.** *Journal of Olympic Studies*. Vol. xx No. x pp. xxx-xxx | [\[ABS 1*\]](#) [\[Scopus\]](#)

Yiapanas, G., Thrassou, A. and Vrontis, D. [\[accepted for publication\]](#). **Enhancing sustainability through collaborative value creation in the football ecosystem.** *FIB Business Review*. Vol. xx No. x pp. xxx-xxx | [\[ABS 1*\]](#) [\[Scopus\]](#)

Yiapanas, G., Thrassou, A. and Vrontis, D. [2024]. **The contemporary football industry: a value-based analysis of social, business structural and organisational stakeholders.** *Accounting, Auditing & Accountability Journal*. Vol. 37 No. 2 pp. 552-585 | 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. [2024]. **Strategy and environmental analysis in sports.** *Reference Module in Social Sciences*. Elsevier | DOI:10.1016/B978-0-443-13701-3.00045-1 [\[Encyclopedia chapter\]](#)

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 considered as “of the highest quality” by IGI Global] [\[Book chapter\]](#)

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*] [\[Book chapter | distinction\]](#)

Published papers and abstracts in refereed conference proceedings:

Yiapanas, G. [\[accepted for presentation\]](#). **The impact of crypto assets on the football industry**. In: D. Vrontis, Y. Weber and E. Tsoukatos [Eds], *Global Business Transformation in the Turbulent Era: 17th Annual Conference of the EuroMed Academy of Business*, EuroMed Institute. pp. xxxx-xxxx | ISBN: 978-9963-711-xx-x [\[Proceedings\]](#)

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 Global Business: Theory and Practice*. Proceedings: 11th Annual Conference of the EuroMed Academy of Business, EuroMed Institute. pp. 1429-1439 | ISBN: 978-9963-711-67-3 [\[Proceedings\]](#)

Editorial and review activities

I consider editorial work and reviewing to be the cornerstone of the academic publishing process:

Editorial Board:

Palgrave Studies in Cross-Disciplinary Business Research, in Association with EuroMed Academy of Business [Book Series] [\[Scopus\]](#)

Palgrave Intersections of Business and the Sciences, in Association with Gnosis Mediterranean Institute for Management Science [Book Series]

Guest Editor:

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*] [\[Scopus\]](#)

Reviewer for:

Journal of Knowledge Management [JKM] | Emerald [ABS 2*] [\[Scopus\]](#)

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

EuroMed Journal of Business [EMJB] | Emerald Publishing [ABS 1*] [\[Scopus\]](#)

Journal of Digital Strategy, Governance, and Business Transformation [IJDSGBT] | IGI Global [ABS 1*]

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

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

Conference Session chair, Reviewer, Paper discussant:

Session chair at the 16th Annual Conference of the EuroMed Academy of Business. *Business Transformation in Uncertain Global Environments: Lithuania - Vilnius* [September 2023]

Session chair at the 15th Annual Conference of the EuroMed Academy of Business. *Sustainable Business Concepts and Practices: Italy - Palermo* [September 2022]

Paper Discussant at the 12th Annual Conference of the EuroMed Academy of Business. *Business Management Theories and Practices in a Dynamic Competitive Environment: Greece - Thessaloniki* [September 2019]

Training guides, manuals, and handbooks issues

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

- Stadium Emergencies and Evacuation Planning Guide, 5th ed. Nicosia: GSP Stadium, 2023
- Stadium Emergencies and Evacuation Planning Guide, 4th ed. Nicosia: GSP Stadium, 2021
- Stadium Emergencies and Evacuation Planning Guide, 3rd ed. Nicosia: GSP Stadium, 2019
- Stadium Emergencies and Evacuation Planning Guide, 2nd 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

Involvement in international research institutes

Engaged in the following research institutes:

Institute: 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.

Institute: 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.

Honours, Awards, and Recognitions

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 14th 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 considered “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 in 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 "Cyprus, the only divided city in Europe", with which participated in a Pancyprian Art Competition [ages 14-16], titled "Day of the Schools of Europe" [April 1991].

Funded research portfolio

Involved in the following funded research projects:

- **Creative learning for boosting bio-economy within HEIs curricula [CL4BIO]**

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

Funded Agency | Call: EU - ERASMUS+ | KA2022-HED

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.

- **Tackling the mental health stigma in youth football [TEAM]**

Reference number: 101184222

Funded Agency | Call: EU - ERASMUS+ | ERASMUS-SPORT-2024-CCP

Role: Senior researcher

Project start date: 25.10.2024 **Duration:** 36 months **Project budget:** 400.000 EUR

Countries involved: Cyprus, Italy, Spain, Portugal, 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 understand 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.

Conference organising

Organised conferences and panel discussions:

The impact of AI on education. Conference organised for The Grammar School Parents and Guardians Association, Nicosia [April 2024].

Nurturing the social and emotional well-being of students. Conference organised for The Grammar School Parents and Guardians Association, Nicosia [March 2024].

The benefits of applied criminology for society. 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].

Teaching experience

Teaching experience in the following subjects:

Postgraduate courses taught:

University of Roehampton, UK

MBA

2018 - to present

Sustainable business strategy

Business research methods

Leadership and change management

University of Wolverhampton, UK

MSc in Leadership and Management

2016 - 2018

Leading transformation and change

Managing across borders

Research Methods

Undergraduate courses taught:

University of Nicosia, CY

BBA in Sports Management

2022 - to present

Strategic planning for sports organisations

Sports PR and marketing

University of Roehampton, UK

BSc in Accounting

2018 to 2021

Business readiness

Extended academic induction

Introduction to management

Business and management - Dissertation

Global College, CY

BA in Security Management

2014 to 2021

Management

Operations management

Sports grounds safety management

Research methods

Dissertation

Introduction to marketing

Introduction to public relations

Teaching and areas of knowledge

Extended knowledge and expertise in the following subjects:

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

Academic consulting and supervision experience

Supervised more than 50 students at Bachelor's and Master's level on topics related to business and management.

Curriculum innovation

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

Developed the curriculum and designed the syllabuses of the program [concentration] **BBA in Sports Management and eSports** for the University of Nicosia | **in progress** [2024].

Developed the curriculum and designed the syllabuses of the program **BA in Business Management** for Global College | Accredited program [2024].

Developed the curriculum of the program **Diploma in Security Management** for Global College | Accredited program [2024].

Developed the curriculum of the program **Diploma in Security Management** [distance learning program] for Global College | Accredited program [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 syllabuses of the program **MBA in Business Administration** for Global College | Accredited program [2020].

Developed the curriculum and designed the syllabuses of the program **Diploma in Business Administration** for Global College | Accredited program [2020].

Developed the curriculum and designed the syllabuses of the program **BA in Business Management** for Global College | Accredited program [2019].

Developed the curriculum of the program **Diploma in Security Management** [distance learning program] for Global College | 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.

Invited talks, conference speaks and lectures

The impact of crypto assets on the football industry, Paper presenter at the 17th Annual Conference of the EuroMed Academy of Business: Global Business Transformation in the Turbulent Era, in Pisa [September 2024].

Emerging careers in sports, Presenter at the Careers in Sport: An education showcase conference in India, online [April 2024].

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

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

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

A stakeholder framework of the football industry, Abstract presenter at the 15th Annual Conference of the EuroMed Academy of Business: Sustainable Business Concepts and Practices, in Palermo [September 2022].

A value-based club-perspective stakeholder analysis of the football industry of Cyprus, Abstract presenter at the 14th 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, Paper presenter at the 12th Annual Conference of the EuroMed Academy of Business: Research Management Theories and Practices in a Dynamic Competitive Environment, in Thessaloniki [September 2019].

Sports facilities management, Guest lecturer for the Sports Management educational program organised by Cyprus Sports Organisation and Cyprus Association for Sports Management, in Nicosia [July 2019].

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

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

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

Stakeholder analysis of the football industry in Cyprus, Paper presenter at the 11th Annual Conference of the EuroMed Academy of Business: Research advancements in national and global business theory and practice, in Valletta [September 2018].

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

Sports facilities management, Guest lecturer, for the course of Sports Management [BA], delivered by the European University, in Nicosia [November 2017].

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

Sports violence and racism, Guest speaker at the educational students' workshop and conference "Under the same sky" organised by Kokkinotrimithia Gymnasium, in Nicosia [April 2017].

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

Racism - Sports violence - Discrimination, Key speaker for the educational conference "Racism and violence in sports" organised by Latsia Lyceum, in Nicosia [March 2017].

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

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

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

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

International conferences and summits

Participated in several international conferences and summits:

Participated in the **17th Annual Conference of the EuroMed Academy of Business**. Global Business Transformation in the Turbulent Era, Italy - Pisa [September 2024].

Participated in the **16th Annual Conference of the EuroMed Academy of Business**. Business Transformation in Uncertain Global Environments, Lithuania – Vilnius [September 2023].

Participated in the **15th Annual Conference of the EuroMed Academy of Business**. *Sustainable Business Concepts & Practices*, Italy - Palermo [September 2022].

Participated in the **14th Annual Conference of the EuroMed Academy of Business**. Contemporary Business Concepts & Strategies in the New Era, online [September 2021].

Participated in the **13th Annual Conference of the EuroMed Academy of Business**. Business Theory & Practice Across Industries and Markets, online [September 2020].

Participated in the **12th Annual Conference of the EuroMed Academy of Business**. *Business Management Theories & Practices in a Dynamic Competitive Environment*: Greece - Thessaloniki [September 2019].

Participated in the **11th Annual Conference of the EuroMed Academy of Business**. *Research Advancements in National & Global Business: Theory & Practice*: Malta - Valetta [September 2018].

Represented Cyprus at the **39th ESF Annual General Meeting** of the European Squash Federation, in Finland - Helsinki [May 2011].

Represented Cyprus at the **37th ESF Annual General Meeting** of the European Squash Federation, in Sweden - Malmo [May 2009].

Podcasts, Media interviews, and Newspaper articles

Podcast episodes:

- **Sports grounds and sports safety management** [122 min] on Netcast E397 - 26 January 2024
- **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 [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

Attended several conferences and seminars for own advancement:

Embracing Olympism: Cultivating Olympic Values and Olympic Education Beyond the Games organized by the International Council of Sport Science and Physical Education e.V. Webinar [June 2024].

34th Session of the National Olympic Academy of Cyprus "Olympic Games - Paris 2024 and the promotion of Olympic Values" organized by the Cyprus National Olympic Academy, Nicosia [June 2024].

3rd Mental Health in Sports Cyprus organized by GDA Sports, Nicosia [May 2024].

2nd 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].

4th Football Conference - The business of football organized by IMH Business and University of Nicosia, Nicosia [June 2022].

5th Conference on Investments in Sport organized by iSport Investments in Sport and Cyprus Sports Organisation, Nicosia [March 2020].

3rd 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].

2nd 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].

1st 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].

Volunteer experience

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 - September 2021

Role: Member of the Sports Committee

Organisation: Chryseleousa Elementary School Parents and Guardians Association

Periods: September 2014 - September 2015 & September 2022 - September 2023

Role: Member of the Education Committee

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