

CURRICULUM VITAE (summary)

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Google Scholar H-index = 26; i-10 index = 42; Total Citations = 5,612.

Academic Qualifications: BA Economics, MBA, PhD in Management-Entrepreneurship (University of Nottingham, 1993)

Professional Qualifications: Fellow, Family Firm Institute (USA); Fellow, International Family Enterprise Research Academy

Current Positions:

- *Professor of Entrepreneurial Management at European Institute for Management & Finance*
- *Honorary Fellow, Centre for Circular Economics, Judge Business School, University of Cambridge*
- *Founding Partner ZATEON Consulting: Advising -Training -Coaching for family business leaders www.zateon.net*

Previous Position: Professor of Entrepreneurship & Family Business - Dean of the Business School (2012-2017) & Rector (2017-2022) of the University of Central Lancashire (Cyprus); *Founding Chair -Centre for Entrepreneurial Development Alliance & Research; Faculty and Visiting Associate Professor in Entrepreneurship and Family Business at Alliance Manchester Business School -University of Manchester (1993-2012), Visiting Professor at Beijing Institute of Technology (2010-2013)*

Awards of Recognition

- Family Firm Institute, FFI 2011 International Award for promoting family business initiatives across frontiers
- Family Firm Institute, FFI 2004 Barbara Hollander Award for Leadership in promoting the theme of family firms
- DTI-Small Business Service, 2002 Award for Best ISBA research – policy paper on Small Business Taxation

Research

- Founding Chair - Centre for Entrepreneurial Development Alliance and Research, since 2016
- Author of UK Family Business PLC Economy & London Stock Exchange Family Business Index 2005-2007, and co-author of Small Business Tax Barometer (1995-2001) that have culminated in extensive national and international interest, and significant media and professional attention –featured by the Financial Times, Sunday Times, Herald International Tribune
- €1.0 million in research grant funding from Erasmus +, European Institute of Innovation and Technology, UBS Wealth Management, OECD, UNDP, Sand Aire Private Equity, BDO Stoy Hayward, NatWest Bank, Tilney Fund Management, Small Business Research Trust, Leverhulme Trust,
- Project Coordinator for Erasmus **ARTISAN: Aspiring entrepreneurial families to perpetuate cultural business across generations** <http://www.euartisan.eu/> Reference No. 2016-1-CY01-KA204-017335), €300,000, 2016-2018
- Partner in **SPRING: Succession Planning and Regeneration in Family Businesses for New Growth through an innovative training programme** <https://www.platform.euspring.eu/>. Ref , Project Number 601117-EPP-1-2018-1-IT-EPPKA2-KA , , €1M 2019-2022
- International research collaborations involving University of Palermo, University of Bordeaux, EDHEC Business School, Beijing Institute of Technology; European Family Business, KPMG, Institute for Family Business (UK) etc.
- Chairing Global Conferences and Policy Forums in partnership with Family Firm Institute, International Family Enterprise Research Academy, Family Business Network International, European Institute for Advancement of Studies in Management, Beijing Institute for Technology etc.
- Over 80 manuscripts published in refereed international journals (FBR, SBE, ISBJ, JSBM, IJEBR, G+P) and conference proceedings, chapters in edited books; monographs. Non-refereed scholarly publications include research reports; professional industry-policy papers.
- Membership of Editorial Boards: *Family Business Review, Journal Family Business Strategy*, Reviewer for BAM, SBE, ETP, ISBJ, JSBM, JEBR,
- Guest Editor for Special Issues of Family Business Review, Journal Entrepreneurial Behaviour and Research, Government & Policy
- Co-editor of Elgar **Handbook of Research on Family Business**, 2007, 2013
- Supervision of 5 PhD scholars; external examination for 10 doctorates

Teaching & Training, Knowledge Transfer

- Co-Development of MBA in Entrepreneurship for KPMG Managers and SME Owner-Managers (Alliance Manchester Business School; MSc Enterprise Management (with Science Faculties), Manchester Science Enterprise Centre of UMIST, University of Manchester
- Development of MBA Modules: Starting a Business; Managing Growth SMEs; Family Business Management, Business Finance; Venture Capital-Private Equity, Managerial Economics. Entrepreneurship and Innovation, Entrepreneurship Project, Enterprising Families and Family Offices
- Development of Executive Programme in Family Business Succession Planning (2 day, plus half day consulting per firm)
- Development of Executive Programme in Innovation Based Strategic Growth Planning (2 day, plus half day consultancy per firm)
- Expert advice and consultancy to enterprising families; family business associations, development agencies and financial institutions,

Academic Leadership

- Leader for Family Business Entrepreneurship Cluster -Alliance Manchester Business School (2004-2012)
- Head of Post Graduate Programmes, Manchester Enterprise Centre, University of Manchester and UMIST (2000-2004)
- Leader for Entrepreneurship Cluster -CIIM Business School (2004-2012)
- Head of School of Business Management, University of Central Lancashire (Cyprus) (2012-2017)
- Founding VP and President of *International Family Enterprise Research Academy (2000-2007-2011)*
- *Trustee-Board Member of the Institute for Small Business Entrepreneurship (UK)*
- *Member of the Advisory, Institute for Family Business (UK) (2000-2004)*
- Chair of University of Central Lancashire (Cyprus) Research and Innovation Committee
- Member of the University of Central Lancashire (UK) Research and Innovation Committee
- Chair of University of Central Lancashire (Cyprus) Student Experience and Engagement Committee
- Member of the University of Central Lancashire (UK) Student Experience and Engagement Committee
- Member of the University of Central Lancashire (UK) Academic Board
- Chair of Course Planning Committee, University of Central Lancashire (Cyprus)
- Chair of Senate, University of Central Lancashire (Cyprus)

CURRICULUM VITAE:

Panikkos Zata POUTZIOURIS (BA Hons Economics, MBA, PhD)

Citizenships: British/Cypriot

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Current Position:

Professor of Entrepreneurial Management, European Institute for Management & Finance www.eimf.eu

p.poutziouris@eimf.eu

Honorary Fellow, Centre for Circular Economics, Judge Business School, University of Cambridge, Economics & Policy Group

p.poutziouris@jbs.cam.ac.uk

Education-Qualifications

1989-1993	<i>PhD in Economics, Management-Finance, University of Nottingham, UK</i>
1987-1988	<i>MBA, University of Nottingham, UK</i>
1984-1987	<i>B.A. Hons Economics, University of Nottingham, UK</i>

Other Professional Qualifications-Training

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- Fellow, Family Firm Institute
 - Fellow. International Family Enterprise Research Academy
 - 2021: Entrepreneurial Leadership, National Centre for Entrepreneurship in Education (UK) (6 days)
 - 2006: Harvard Business School, European Entrepreneurship Colloquium, Boston, USA (1 week)
 - 2003: MIT Sloan Entrepreneurship Development Programme, January, Boston, USA (1 week)
 - 1998: International Teachers Programme (ITP), London Business School, UK (2 weeks)

Employment & Career Development

2018-2022	Rector, University of Central Lancashire (Cyprus), www.uclancyprus.ac.cy
2017--2018	Vice-Rector, University of Central Lancashire - UCLan Cyprus
2012-2017	Head of School of Business & Management, University of Central Lancashire - UCLan Cyprus,
2010-2013	Visiting Professor in Entrepreneurship, Beijing Institute of Technology-China
2004-2012	Visiting Fellow & Visiting Associate Professor in Family Business, Manchester Business School (UK)
2004-2012	Associate Professor in Entrepreneurship & Family Business-CIIM Business School
1994-2001	Fellow in SME Management, Manchester Business School, University of Manchester
1990-1993	PhD Doctoral Researcher, Academic Tutor (PT) in Economics, University of Nottingham

Senior Academic Leadership

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- *UCLan Cyprus: Chair of Student Experience Committee, 2016-2018*
 - *UCLan Cyprus: Chair of Research and Innovation Committee, 2013-2016*
 - *CIIM Cyprus – Leader of Entrepreneurship Cluster, 2004-2012.*
 - *CIIM Cyprus – Leader of Entrepreneurship Cluster, 2010-2012; Founding Course Leader, MSc Business Management*
 - *Manchester Enterprise Centre, Director of Post Graduate Programmes, 2001-2004*
 - *Alliance Manchester Business School – Co-founder-Leader - MBA in Entrepreneurship (in partnership with KPMG); 1998-2006*
 - *Founding Chair of Centre for Entrepreneurial Development, Alliance, Research –CEDAR since 2012*
 - *President, International Family Enterprise Research Academy, 2007-2017*

BUSINESS RESEARCH, CONSULTING & ACADEMIC ACTIVITIES

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- *Research and academic activities focus on Entrepreneurship and Small Business Management; Entrepreneurial Finance-Venture Capital; SME - Financial Management; Strategic Financial Development of Entrepreneurial Family Enterprises; Heritage Entrepreneurship, Circular Economics and Entrepreneurial Growth*
 - *Consultancy work focuses on the strategic development of small and medium sized family enterprises and entrepreneurship education. In addition to advice and support offered to small-medium-large sized family enterprises, services are also offered world-wide to financial institutions, governments and enterprise development agencies, family business associations such as: Institute for Family Business (UK); Sand Aire Private Equity; SEED (Hungary); Government of Brunei, Government of Cyprus; Directorate General-Enterprise & Innovation - European Commission; OECD Entrepreneurship-LEAD*

External Examination

- University of East London , Undergraduate Business Studies Programmes @AKME Athens (2011-2012)
- University of Wales , Undergraduate and Post-Graduate Business Studies Programmes (2010-2012)
- Family Business Programme, Gloucestershire Business School (UK) , (2006-2008)
- MBA of Kingston University (UK) - International Centre for Business Studies, Greece UK (2000-2005)
- MBA of Nottingham Trent University (UK) - Athens School of Management , Greece UK (2000-2004)

Academic and Research Directorships

- *Chair of Centre for Entrepreneurial Development-Alliance-Research –CEDAR at UCLan Cyprus since 2012*
- *Director of Training Programme for the Cyprus Entrepreneurship Competition (benchmarked on MIT 50K Business Plan Competition led by the University of Cyprus and supported Cyprus Development Bank, Ministry of Commerce, and Industry-Tourism, CIIM, UCLan Cyprus Business School etc.) 2004-2012.*
- *CIIM –Director for MSc in Management; Director of the Entrepreneurship Initiative -Family Business Forum ; MBA Module Lead for Starting a New Business –Business Plan Competition , Venture Capital-Private Equity, Managing Growing Companies - SMEs, Innovation - Entrepreneurship, Family Business Continuity Planning; Director of Executive Entrepreneurship Programmes: Strategic Planning for Growing SMEs and Family Business Continuity Planning (2004-2011)*
- *Manchester Enterprise Centre (formerly MSEC): Director of Post Graduate Programmes , Masters in Enterprise and Enterprise Doctorate, University of Manchester (2001-2004)*
- *Manchester Business School: Director of Research Programme: Financial Affairs of Private and Family Companies 1997-2005*
- *Manchester Business School: Co-founder, MBA in Entrepreneurship (1998-2001) (with Professors Chittenden and Oakey)*
- *Manchester Business School: Co-director, Modelling SME Business Taxation (with Prof Chittenden, 1996-2004)*

TEACHING & ACADEMIC EXPERIENCE

Post-Experience and Executive Development Seminars

- Cambridge Judge Business School -Executive MBA, Enterprising Families & Family Offices, 2 day, since Feb 2020
- HRDA supported Executive Development Programme (VITAL) , Innovation Toolkit in cooperation with Cyprus Chambers (2 days) since December 2019.
- Cambridge University –Judge Business School Executive Education: Leading and Governing the Enterprising Family for the 4 day programme Responsible Family Business and Wealth Ownership, 8-12 October 2018
- HRDA supported Executive Development Programme (ZOTIKIS), Family Business Succession Planning Toolkit in cooperation with Cyprus Chambers (2 days) since May 2018 in Greek
- UCLan Cyprus: Strategic Planning-Marketing for the University, Executive Development Programme for Russian RANEPa University (7 days), February 2017
- Cambridge University-Judge Business School Executive Education: Family Business Governance for Leadership Programme for ICICI Bank and Next Gen Leaders, 4 day programme, August 2016
- Cambridge University –Judge Business School Executive Education: Banking on Family Businesses and Business Families; part of Wealth Management for Private Banks (1 day) since September 2012
- HRDA supported Executive Development Programme (ZOTIKIS): Trans-generational Family Business Continuity Planning, in cooperation with Cyprus Chambers Cyprus (2 days) since 2010 (Greek and English)
- UCLan Cyprus HRDA supported Executive Development Programme: Strategic Planning for Growing Owner-Managed Enterprises, (2 days), 2010
- Family Business Continuity Planning, Future Generation Foundation, Cairo-Egypt. July 2009 (2 days)
- Strategic Development and Family in Business Succession Planning for VLM, March 2009 (1 day)
- Entrepreneurship in Education Workshops for Ministry of Education, Cyprus Government (Spring 2009; 2 days)
- Innovation: Entrepreneurialism for BP Commercial Explorations Team, 28 January, 2008 (tele-workshop)
- Banking on Family Business for Marfin Laiki Bank, Cyprus, 2007 (2 day)
- Strategic Succession Planning for Nest Organisation, Limassol Cyprus, June 2007 (2 day)
- Family Business Academy, Open Exchange-Programme for heirs, owner-managers (2005-2012), 5 days
- CIIM: Finance for non-finance managers, Papaellinas Group , September 2006, Cyprus (half a day)
- UNDP Programme: Family Business Continuity, January 2006, Nicosia Cyprus (2 day)
- CIIM Executive Programme, Family Business Succession Planning, May 12-13, Nicosia Cyprus, (2 day)
- Birmingham: Financial Affairs of Private Growing Companies, BT SME Team-UK, April 2002 (half a day)
- Liverpool: Understanding the SME Economy, Directorate of VAT Operations – HMCE (UK), 2001 (3 day)
- MBS: SME Development Training for Chinese Chong-Quing Managers (1999); Wuhan Managers (2001) 1 day
- MBS: Small Business Banking - Credit Assessment Course for Turkish Bankers (1997- 98) (half a day)
- MBS: The Entrepreneurial Family Business Economy, ESF Management Development (1998, 1/2 days)

- Small Enterprise Management, Series of Executive Development Seminars Cyprus-CIIM (1994-95) (2 day)

Masters -MBA Teaching and Course Direction

- Module Leader: Enterprising Families & Family Offices – Cambridge Judge Business School Executive MBA, since 2020
- MBA Workshops: Company Valuation Toolkit; Strategic Development of Family Firms; Innovation Strategies
- Module Leader for MBA 510_Leadership and Entrepreneurship, Cyprus University of Technology, May-June 2017
- Module Leader: Financial Management, MBA, Danube University Krems/Vienna University of Technology, Austria, 2011-13
- Module Leader: VC - Private Equity, MBA, Danube University Krems, Austria, 2011-12
- Company Valuation for VC, Masters in Management, ESCP Europe-London, September 2009 (2 days)
- Module Leader: Leading the Family Enterprise, MBA Programme, Alba Business School-Athens, March 2008, 2 days
- Director : Young Managers–Business Start Ups, Cyprus Government and CIIM Initiative, 1 month (2005-07)
- Director : Family Business Academy –Open MBA Exchange Programme , CIIM –Cyprus (2005-2012)
- Module Leader: Starting Up a New Business – CIIM MBA (2005-2012)
- Module Leader: Venture Capital – CIIM- MBA (2004-2012) and Manchester Business School-MBA (1999-2004)
- Module Leader: Business Foundation Financials, Master in Enterprise, (2001-04), University of Manchester
- Module Leader: Enterprise and the Entrepreneur, Master in Enterprise (2003-04), University of Manchester
- Module Leader: Business Planning for New HTSFs, Master in Enterprise (2002-04), University of Manchester
- Module Leader: Strategic Review for Innovations, Master in Enterprise (2002-04), University of Manchester
- Module Leader: Entrepreneurship Project, Executive MBA, Manchester Business School Bilgi University-Turkey 2000/02
- Module Leader: Business Finance, MBA in Entrepreneurship, Manchester Business School. 1999-2003
- Module Leader: Family Business Management, MBA, Manchester Business School, 1995-2011
- Module Leader: Managing SMEs- Growing Companies (CIIM , MBA Option (1996-2012)

Curriculum Development and Other Initiatives

- MBA Workshops 2020-22: Company Valuation Toolkit; Strategic Development of Family Businesses-Business Families; Innovation Strategies; Governance for Succession; Cambridge Judge Business School, Strathclyde Business School, Lebanese American University, Aegean University, UCLan Cyprus, University of Sofia, VUZF,
- CEDAR: Leading Coordinator: IDEODROMIO, Business Idea Competition for Secondary Schools in cooperation with Pedagogical Institute, and supported by Ministry of Education and KPMG since 2016
- CEDAR: Leading Coordinator: IDEODROMIO, Business Idea Competition for Youth in cooperation with local Universities, Youth Board, Junior Chamber, and supported by KPMG, since 2012
- Leading Partner of AYES Project - Action for Young Enterprises for Cyprus, a UNDP-ACT supported initiative fostering youth entrepreneurship across Cyprus in partnership with Cyprus Academic Forum and Management Centre of the Mediterranean. Key strands : youth entrepreneurship survey and start up business training which culminated into Business Plan Competitions (2006-08)
- Member of the UMIST/University of Manchester - MSEC team developed/accredited the Masters in Enterprise 2000/01; and Doctorate in Enterprise (for 2003/04) for Universities in Manchester.
- Member of Manchester team developing the MBA in Entrepreneurship Initiative; Co-ordinator of Recruitment and Admissions (2000-01) ; Marketing Director of the Initiative 1998-2000 (MBS)

Supervision of PhD and DBA and other post-graduate masters by research

- Fanos Tekelas, PhD –UCLan UK, SME Strategic Planning in the context of recession 2013-2018
- Demetris Markou, PhD –UCLan UK, Growth of Small Unquoted Company Sector (local advisor, since 2018)
- Elias Hadjielias, PhD - Lancaster University , Entrepreneurial Learning & Family Businesses (local advisor, 2008-13)
- Biling Dolmacı Part-time Professional PhD, of Middlesex University - The Institute for Work Based Learning , Thesis: Stakeholder Action to support the development of Small and Medium size Enterprises in the northern part of Cyprus (local advisor, 2007 --2010)
- Sihar Sitorus , DBA , University of Manchester, Manchester Business School ; Thesis : The Financial Development of Family and Private Companies (co-supervision with Prof Chittenden during 2000-2005)
- Khaled Soufani , PhD ,University of Nottingham , Thesis:SMEs & Factoring (advisor 1996-98)
- Nicos Michaelas , PhD , University of Manchester , Manchester Business School; Thesis: The Capital structure of privately held companies (co-supervision with Prof Chittenden, during 1996-1998)
- Terry Banham, Masters in Business Science by Research , University of Manchester, Manchester Business School; Thesis: Synergies in Family Business Culture and Corporate Strategy: The case of Warburtons (September 1997- December 1999)

External Examination of PhD and DBA and other post-graduate Masters research degrees

- Gregoris. Demetriou, PhD, European University, Title: Investigating the Relationship Among Learning Propensity, Capabilities and Effectiveness of Organisational Learning, March 2022
- Lucio Edward Dana PhD, RMIT Australia, Title: An examination of the concept of best practice as applied to families in business, June 2019
- Leigh Wharton DBA, Manchester Business School, Thesis: Investment readiness in the NW of England? Nov 2017
- Louise Pinfold, DBA, Manchester Business School, Thesis: Are current models of entrepreneurial decision-making and cognitive coping Relevant to novice entrepreneurs? October 2015
- Nathan Mpinganjira, Manchester Business School, University of Manchester, DBA Thesis: Minimisation of Tax Gap in the Insurance Industry of South Africa (November, 2013)
- Jie Wen Hang, RMIT University, Australia, PhD Thesis: Managing order fulfilment disruptions : A Multiple case study of Café Operation in Melbourne (August, 2013)
- Vincent Molly of the Universiteit Antwerp, Belgium ; PhD thesis : The heterogeneity of the family business: Goal orientation , inter-generational differences and succession (May 2009)
- Warawude Rurkwararuk , Australian National University, Australia ; PhD Thesis: The Effects of Cultural Dimensions of Ethnicity on Small Business Startup Decisions in Regional Thailand (October, 2008)
- Adrian Swan Kwong Han , Newcastle Graduate School of Business, Australia , DBA Thesis: A Study on the Impact of Confucian Philosophy on the Business Practices of Malaysian Chinese Entrepreneurs (April, 2008)
- Della Louise Victoria Fletcher , University of Salford , MPhil Thesis: Capitalising on Knowledge Management: the case for SMEs in the NW of England (November , 2004)
- Yong Wang , Southampton Business School, PhD Thesis: Family Business Succession (April 2002)
- Simon Patrick Gillie , University of Kingston , MPhil Thesis: Factoring and SMEs (January , 2002)

RESEARCH PROGRAMME and SPONSORSHIP FUNDS

- EIMF Partner: Erasmus+ project - COMPASS Combating barriers through education on social entrepreneurship, KA220-ADU - Cooperation partnerships in adult education, Led by Italian IERFOP , 01/09/2023 - 31/08/2026 400 000,00 € (unsuccessful)
- UCLan Cyprus: H.E.I.G.H.T.: Phase A + Phase B – Higher Education Innovation Growth and Training: promoting sustainable innovation in our HEIs and societies, €1,200,000; funded by the European Institute of Innovation and Technology (EIT) under the leadership of UCLan UK SME Centre in partnership with UCLan Cyprus, The Malta College of Arts, Science & Technology (MCAST), Özyeğin University in Turkey and the UK National Centre of Entrepreneurship in Education (Duration July 2021-December 2022; UCLan Cyprus team: P. Poutziouris, M. Raspopoulos, F. Tekelas).
- UCLan Cyprus: Erasmus+ Higher Education - Knowledge Alliances, Project Number 601117-EPP-1-2018-1-IT-EPPKA2-KA, “SPRING: Succession Planning and Regeneration In Family Businesses for New Growth through an innovative training programme”, €1M, 2019-2022 (Partner)
- UCLan Cyprus : Erasmus + - KA2: Cooperation for innovation and the exchange of good practices - KA2 - Agreement Number : 2020-1-BG01-KA201-079196-Integrating Sport and Recreational Activities into Entrepreneurial Education in Secondary Schools, €164.267,00 01.12.20-30.11.2022 (24 months) (Partner)
- UCLan-CEDAR, Erasmus Partnership Project on Heritage Entrepreneurship: ARTISAN - Artisan-aspiring-entrepreneurial-families-to-perpetuate-cultural-business-across-generations (Reference No. 2016-1-CY01-KA204-017335), €300,000, 2016-2018 (PI-Coordinator)
- UCLan Cyprus : ESF Funded Project on Connecting Universities with Labour Market, Be Connected 2.2, with University of Cyprus and other Universities in Cyprus , €7M, 2016-2021 (Partner and Co-Coordinator)
- UCLan-CEDAR, OECD commissioned consultancy case study report on Inclusive Entrepreneurship, €8,000, 2016
- UCLan: CEDAR Sponsorship of CEDAR ,Small Family Business Seminars and Business Idea Competition: KPMG (€6000); Alpha Bank (€2,000), Famagusta Coop Credit Union (€2,000) D. Koumandaris Foundation (€1,000) 2013-2016
- Local Partner in a European Union supported project on Restructuring SMEs—project led by Professor David Smallbone, Kingston University (2011-2012)
- CIIM–Cyprus Chambers of Commerce Industry 2010 Survey , Entrepreneurial Family Firms , Spring 2010
- CIIM-UNDP Project AYEC Youth Entrepreneurship (Cy€65,000) with CAF and the MC-MED (2006-08)
- MBS-IFB (UK) – The UK Family Business Index (£20,000) sponsored by UBS-Wealth Management (2005-06)
- MBS: DTI- Small Business Service (2002-2005) Modeling the Impact of Taxation on the Small Business Sector Research programme (with Chittenden): £70,046; supported by Barclays Bank (research advisor)
- MBS: Institute for Family Business UK (2004) MBA bursary (£3K) –UK Quoted Family Businesses ;

- IFERA-FBN (IMD): International Family Enterprise Research Academy and Family Business Network : Global Survey on Leadership 2003 (with Prof Smyrniotis , RMIT, Australia), € 15K (co-research director)
- MBS: The Leverhulme Trust Research Project (2000-2002); Compliance costs of business taxes in the UK (with Chittenden and Kauser); £57,960 (appointment of 1 researcher, myself as co-manager).
- MBS: DTI-Small Business Service, Small Business Taxation – Workshop, September 2001, £5,000 .
- MBS: DTI-Small Business Services (2000-01); Review of The Burden of Regulations on Small Firms (with Chittenden and Kauser); £ 18,781 (co-supervisor).
- MBS: Institute of Chartered Accountants England and Wales Research Programme into Performance of Entrepreneurial Business (2001-02); Capital Budgeting in Entrepreneurial Businesses (with Prof. Chittenden and Prof. Stark) £42,978 (appointment of one researcher, myself as co-manager)
- MBS: Sand-Aire Private Equity Ltd (2000-2); The Financial Affairs of Private and Family Companies, supported by Grant Thornton –Accountants (£10,000) (research director).
- MBS: Stoy Centre for Family Business - BDO Stoy Hayward-Accountants (2000) Venture Capital and Family Companies ; £18,124 (active researcher, manager).
- MBS: National Westminster Bank –Small Business Services (1996-2000) Modeling the Impact of Taxation on the Small Business Sector Research programme (with Chittenden): (1996/97, £45,171; 1997/98, £70,046; 1998/99, £59,350; 1999 £50,395; 2000 £50,700; TOTAL £275,661; also supported by Grant Thornton Accountants and the Federation of Small Businesses (myself as active researcher and project manager)
- MBS: Tilney Group Research Programme (1997-99): The Financial Development of Private and Public SMEs (£25,000) 1998-99; The Financial Affairs of Private Companies (£20,000) 1997-98; (active researcher and manager)
- MBS: European Regional Development Fund Project (1998): Working Capital and Financial Management Practices in SMEs (with Francis Chittenden and Nicos Michaelas) £34,000; also supported by NatWest Bank and KPMG business advisers, (co-supervision, active researcher).
- MBS: *A Survey of the Small Family Business Sector (SMEs)* on behalf of Institute for Small Business Affairs (sponsored by National Westminster Bank) 1995; (£5,000; active researcher).
- MBS: *International Study of Family Business* Top Management Team with University of Connecticut (USA); Ulster Business School (N. Ireland); Glasgow Caledonian University (Scotland); 1997-98.
- MBS: *The Development of Family Business Entrepreneurship in Transitional Economies* in association with University of Bucharest (Romania); Hohai University (China); 1997
- MBS: (SBRT) Small Business Research Trust Project (with Dr Francis Chittenden): *A Study of BS5750/ISO9000 and Small Medium Enterprises* (supported by National Westminster Bank, Department of Trade & Industry, British Standards Institute, Forum of Private Enterprise, Federation of Small Business and Rural Development Commission), (£15,000; active researcher, 1994-95)
- Nottingham University: The Development of Small Firms in Cyprus, Doctoral Research Survey (137 company visits) supported by Larnaca Chamber of Commerce and Industry (1991-93).

RESEARCH PUBLICATIONS

Edited Books, Conference Volumes, Journal Special Issues

1. Mateev, Miroslav, and Panikkos Poutziouris, eds. ***Creative Business and Social Innovations for a Sustainable Future: Proceedings of the 1st American University in the Emirates International Research Conference—Dubai, UAE 2017.*** Springer, 2019.305 pages
2. Smyrniotis, K. , Poutziouris, P, Goel, S. (editors) (2013) **Handbook of Research on Family Business II**, Cheltenham: Edward Elgar Publishers (March 2013)
3. Poutziouris P. and Soufani, K., Davide Sola , Guest Editors: ***International Journal of Management Case - Special Issue: Entrepreneurial Business Families-Family Businesses***, March 2011
4. Torsten Pieper , Christi McMillan and Poutziouris Guest Editors: ***Family Business Case Annual***; Special Issue on Family Businesses Entrepreneurship, March 2010
5. Justin Craig, Carole Howorth, Ken Moores, Panikkos Poutziouris (2009) Guest Editors of Special Issue: ***Journal of Management - Organization*** –Family Business: Theory and Practice , Volume 15 , Issue 3 – 2009
6. Poutziouris Panikkos and Hadjielias Elias (2009) **Global Perspectives on Family Business Development: Theory-Practice-Policy**, Book of Conference Proceedings, 9th Annual World IFERA Family Business Research Conference, Limassol, Cyprus, June ISBN:978-9963-9665-0-9
7. Ramona K. Z. Heck, Frank Hoy, Panikkos Z. Poutziouris, Lloyd P. Steier (2008), Guest Editors: ***Journal of Small Business Management*** – Special Issue on Family Entrepreneurship , Volume 46 Issue 3,
8. Poutziouris P, Smyrniotis, K., Klein, S. (editors) (2007) **Handbook of Research on Family Business**, Cheltenham: Elgar Publishers pp 631. ISBN: 1-84542-410-7 ,
9. Poutziouris P and David Pistrui (2004) Guest Editors: ***International Management Case Journal- Special Issue: The Case of Family Businesses*** , Summer 2004
10. Poutziouris P. and Soufani, K., Guest Editors: ***Family Business Case Annual- Special Issue: Family Businesses and Business Families***, Summer 2004.

11. Poutziouris P, Steier, L. and Smyrniot K., (2004) Guest Editors: **International Journal of Entrepreneurial Behaviour & Research**, Special Issue: Entrepreneurial Developments in Family Firms volume 10, issues 1+2
12. Poutziouris P and Steier, L. (2003) Editors: **Family Business: Exercising and Supporting Leadership in Family Business** Book of Conference Proceedings: 14th Annual Family Business Network World Conference, FBN-Lausanne Publication, pp. 450 (ISBN 0-903808846) €50
13. Poutziouris, P. and Chittenden (2003) Guest Editors: **Environment and Planning C: Government and Policy**- Special issue on Impact of Tax & Regulation of SMEs , volume 21, , Number 4, August
14. Poutziouris Panikkos (2001) Guest Editor: **Family Business Review** – Special Issue: **Family Business Dimensions in the Context of the New Economy**, September 14 (3). (ISSN:0894-4865) pp. 291
15. P. Poutziouris and D. Pistrui (2001) **Family Business Research in the 3rd Millennium: Building Bridges Between Theory & Practice**, FFI Publication , Sponsored by Wharton School,- University of Pennsylvania October 2001, pp 151 (ISBN: 0-9715042-0-2)
16. Poutziouris Panikkos (2000) Editor: **Family Business: Tradition or Entrepreneurship in the New Economy**, Book of Conference Proceedings: 11th Annual Family Business Network World Conference , FBN-London Publication (ISBN : 090380882X), pp. 422

Refereed Academic Journal Articles

1. Poutziouris, P., Markou, D, Glyptis, L, Hadjielias, E, (2022) **Capital Structure of UK SMEs: An Integrated Understanding** , International Journal of Entrepreneurship and Small Business, 46/1 pp 64-95.
2. Yong Wang , Panikkos Poutziouris, Chris Graves , (2015) "Social capital and competitive advantages of family businesses", International Journal of Entrepreneurial Behavior & Research, Vol. 21 Issue: 6
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4. Khaled Soufani, Panikkos Poutziouris and Nicos Michaelas (2006), Bank Credit and Trade Credit- The Case of Small Medium Sized Enterprises", 13th Annual Conference of the Multinational Finance Society, June 25-27, Edinburgh, UK
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2. P. Poutziouris and D. Markou (2015), "Capital structure of UK mid-sized companies: Evidence of non-linear behaviour", Multinational Finance Society Symposium, CUT and Durham University, April, Larnaka
3. P. Poutziouris and D. Markou (2014), "Capital structure of growing companies, Multinational Finance Society Symposium, CUT and UCLan, April, Larnaka
4. Panikkos Poutziouris (2012) *Entrepreneurship-Clustering -The case of Oleastro-Anogyra* , November *East meets West International Congress , Innovation and Entrepreneurship, September 2012, Cyprus*
5. Panikkos Poutziouris (2007) *The MSEC Model , Science +Enterprise =Entrepreneurship, IDEA- Sofo Conference , Adding value to Entrepreneurship Education and Training*, Cleopatra Hotel, Nicosia, 15th November
6. Panikkos Poutziouris (2007) *The HRM function and SMEs* , Cy-HRMA - HR Annual Conference 2007, "Innovations In Human Capital Management", Nicosia, Hilton , 17-18 May,
7. Panikkos Poutziouris (2003) *The MSEC Model of technology transfer in action: The case of Mangoballs*, 11th High Technology Small Firms Conference, 12-13 June , 2003, Manchester Business School , UK
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11. Kauser, S. , Chittenden, F. and Poutziouris P. (2002) Regulatory Burdens of Small Business: The Corporate Tax agenda, 5th International Conference on Tax Administration, ATAX- the University of New South Wales, Sydney April 2002.
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13. Soufani, K., and P. Poutziouris (2002) Modelling Trade Credit : Evidence from UK SME and Large Firms , Financial Management Association, FMA European Conference, Copenhagen, Denmark , June.
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15. Poutziouris, P. , Chittenden, F. Michaelas, N. Modelling the Impact of European Taxation on the UK Small Company Sector, 23rd ISBA National Small Firms Policy & Research Conference- *Small Firms: Adding the Spark*, Aberdeen, Scotland. November 2000.
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22. Chittenden, F., Poutziouris, P. and Michaelas, N.. *The UK Tax System: Promoting or Hindering the Development of High Technology Small Firms* 7th International Conference on High Technology Small Firms, Manchester, May 1999. pp. 28.
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24. Michaelas N., Chittenden, F. and Poutziouris, P., *The Capital Structure of SMEs across Business Economic Cycles, Funding SMEs* Conference, Warwick University, April 1999, pp. 25
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13. Poutziouris, P., *International Entrepreneurship* by Candida Brush, *International Small Business Journal*, vol 15, number 1, 1996
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Other Research Achievements

- Unpublished PhD thesis: A Growth Model for Small Manufacturing Firms in Cyprus, *Department of Economics-School of Management and Finance, University of Nottingham*, England, December 1993.
- Unpublished MBA dissertation: The Cypriot Manufacturing Industry at the crossroads: Diagnosis, Prognosis, Strategy, *Institute of Management Studies* (MBA Dissertation), University of Nottingham, England, 1989 .

Creative , Innovative Work , Awards

- Author of the Institute for Family Business – Manchester Business School **LSE-Family Business Index** , monitoring the performance of a basket of shares representing family controlled public limited companies quoted on the London stock market – the FB-Index is benchmarked against the London Stock Exchange FTSE Index; has been featured by Financial Times , Sunday Times and other leading business press e.g. Investor Chronicle etc.
- Co-author of **NatWest/MBS Tax Index**; tax models simulating the financial and tax affairs of 10,000 small firms representative of the UK small business economy that track the impact of Budget announcement on the small business economy over time . The models have been presented to UK Government (DTI- Minister for Small Firms; Treasury team, VAT Customs and Excise,

Department of Social Security, Inland Revenue) and to European Union partners (DG 23 officials, C.N.A. of Italy etc). Moreover, the models have been employed to compare the SME tax regimes of UK, US, France, Netherlands, Germany, Cyprus.

- **SBS AWARD 2002** : The Small Business Service (DTI-SME arm) for best methodology ISBA 2002 paper : Poutziouris, P., Chittenden, F. Watts, T. and Soufani, K. (2002) A Comparative Analysis of the Impact of Taxation on the SME Economy : The case of UK and US-New York State tax regimes, 25th ISBA National Small Firms Policy and Research Conference : Competing Perspectives of Small Business and Entrepreneurship, Brighton, November Best Methodology Paper
- **RICHARDSON AWARD 2000** : *Best Paper in Small Business and Enterprise Development 1999*: Poutziouris, P., Binks, M. and Bruce, A., *A Problem-Based Phenomenological Growth Model for Small Firms*, *Journal of Small Business and Enterprise Development* volume 6, no. 2., 1999, pp. 139-152 (ISSN:1462-6004).
- **FPB AWARD 1998** : The Forum of Private Business Prize for the Best Policy Paper: Chittenden, F., Poutziouris, P. and Watts, T. *The NatWest/MBS Model of the Impact of Taxation on Self-Employed, Sole Traders and Partnerships*, 20th Institute for Small Business Affairs (ISBA) National Small Firms Conference: Belfast (UK), November 1997. pp. 901-921 (ISBN: 1-900862-20-4)

ORGANISATION AND PROMOTION OF RESEARCH

Organisation of Conferences, Workshops, Symposiums

- Chair of the Organising Committee - Family Firm Institute Global Summit @ London, 18-23 October, 2021
- Co-Chair of the Family Business Policy Forum: Theory-Practice-Policy, Cambridge Judge Business School, 23 October, 2021
- Co Chair 14th EIASM Family Business Conference-Entrepreneurial Families Across Generations, UCLan Cyprus, Larnaca, Cyprus, May 17-19, 2018
- Co-Chair, Multinational Finance Society Symposium, Larnaka, Cyprus, April 4-5, 2014.
- Chair : Panorama of European Funding Schemes for Support Schemes, UCLan Cyprus, February, 2013
- Chair : Panorama of Entrepreneurship Support Schemes, UCLan Cyprus, January, 2013
- Deputy-Chair, IFERA@Americas Family Business Conference - Research Forum: Promoting the Development and Profesionalisation of Family Business, Bogota, Colombia, March 23-26, 2011
- Coordinator of CIIM and PWC Conference: The Strategic Development of Family Businesses – Business Families: Leading the Owner-Managed Family Business to the next Stage of Growth, May 5, Hilton, Nicosia, Cyprus
- Co-Chair, IFERA@China Family Business Conference - Research Forum: Opportunities and Challenges of Family Business, co-hosted with Beijing Institute of Technology and IFERA, Shuhai –China 10-15 January 2010
- Chair, 9th IFERA Annual World Family Business Research Conference: Global Perspectives on the Development of Family Business: Theory - Practice – Policy Grand Resort Hotel, Limassol, Cyprus, June 24th- 27th, 2009
- Chair, IFERA Family Business Policy Forum, Cyprus, 27th of June 2009
- Chair, Awards Committee, 8th IFERA World Family Business Research Conference, Nyenrode, 2008
- Chair, Awards Committee, Global IFERA Family Business Research Conference, Finland, 2005
- Chair, Academic Research Forum: 14th Family Business Network World Conference, Lausanne September, 2003
- Chair, Family Business Entrepreneurship Track: 48th World Conference-International Council for Small Business, Belfast, June, 2003.
- Chair, Family Business Research Forum, Institute for Family Business (UK) National Conference, Manchester, May, 2003
- Chair, Family Firms Institute - London 2001 Annual Conference –Research Forum: The Challenges Facing The 21st Century Family Business, October 2001
- Member of the Research Committee Review Panel, 24th Institute for Small Business Affairs - ISBA National Small Firms Policy & Research Conference: *Small Firms - Exploring the Frontiers of Small Business*, Leicester, UK, November 2001,
- Member of the Academic Research Forum Committee, 12th World Family Business Network Conference: The role of the Family in Family Business Rome, Italy, October 2001
- Chairperson of the Academic Research Forum: 11th Family Business Network International Conference (London, October 11-12, 2000) and Member of Steering Conference: 11th Family Business Network International Conference: Tradition or Entrepreneurship London, October 12-14, 2000.
- Member of the International Committee-5th International Conference of Decision Sciences Institute-DSI 99 Athens, Organising the Theme Track: Entrepreneurship, Family Business and Venture Capital, June 1999
- Member of the Organising Committee: Cyprus Community Conference-Cypriots in the Year 2000, University of North London, 1997.
- Member of the Organising Committee of 20th ISBA Conference: Doctoral Workshop, Belfast, November 1997

Organisation of Workshop – Knowledge Transfer Seminars

- Host ; European Erasmus Funded Project City Zen Roadshow-The role of UCLan Cyprus model in Urban Development of Pyla region, @UCLan Cyprus 11th of May, 2019
- Chair: Forum with Ambassador of Republic of China to Cyprus - Mr Huang Xingyuan, The One Belt and Silk Road Initiative and Opportunities for Cyprus, 12th of April 2019
- Chair : Forum with CEO of British Council –Sir Devane : There is *Such Thing as an Island*’.- Education, collaboration and cultural exchange across frontiers, 22 February 2019 @ UCLan Cyprus

- Chair: Forum -Οίος & Πνεύμα, The Dark Side of Family Business Entrepreneurship, Pierides Museum Foundation, Larnaka, Cyprus 19th of May . 2018
- Chair : European Conference on Heritage Entrepreneurship-ARTISAN Summit , UCLan Cyprus, 12th of June , 2018
- Chair : Panorama of Social Enterprise , in coop with Cyprus Chambers , May 2017 , Nicosia Cyprus
- Chair: The Development of Greek Shipping Dynasties across generations, Hellenic Centre, London, April 2014
- Chair of Policy Workshop: Panorama of European Funding, CEDAR @UCLan Cyprus , 6th February, 2014
- Enterprise Education , Hellenic Society, UCLan and University of Manchester , March 2013
- Enterprise Education and Education in Enterprise , Hellenic Centre, London , April 2013
- Start up Business Training , with Junior Chamber International@ Limassol Chambers, March 2103
- Chair of Policy Workshop: Panorama of Entrepreneurship CEDAR @UCLan Cyprus , 29th January, 2013
- Chair of Family Business Policy Forum, 11th IFERA World Family Business Research Conference, Palermo-Sicily, sponsored by Ernst & Young Business Advisers , July 1 , 2011
- Chair : Marcus Evans Elite Summit on Family Office -Wealth Management, Geneva, 28-30 May 2008
- UNDP-ACT : AYC Youth Entrepreneurship 2007 Workshop, September 27th and October 25th , Nicosia, Cyprus
- Chair- Lloyds TSB Business Banking- Roundtable on Family Firms, November, London 2002
- Chair- *Small Business Taxation*, ISBA-SBS Workshop, MBS, September , 2001
- Chair – Seminar: *Finance, Spring Board for Growth , Business Access* – University of Manchester, May 2001.
- Director: *The Financial Development of Private and Public Ltd Companies: The Final Report*, Manchester Business School in association with Tilney Fund Management, Manchester & London, September, 1999
- Co-Director: *The NatWest/MBS Tax Index*, NatWest Bank, April, 1998
- Co-Director:, Financial Management and Working Capital Practise in UK SMEs, European Regional Development Fund Workshop (supported by NatWest Bank and KPMG), MBS, December, 1998.
- Director: *The Financial Affairs of Private Companies: The Final Report*, Manchester Business School in association with Tilney Fund Management, Mottram Hall Hotel , Prestbury, June 1998.
- Co-Director: *Modelling Small Business Taxation*, Series of tax research seminars at NatWest Bank, Institute of Fiscal Studies, H.M. Inland Revenue, Department of Social Security, London, Summer 1996
- Director: Business Development Centre Series of Small and Family Business Research Seminars, 1996
- Director : ISBA Workshop 1995: Development of the Family Business, Manchester Business School (UK)

Keynotes, Plenary and other Presentations at Conferences, Workshops (by invitation)

-
- *Οικογενειακές Επιχειρήσεις στη Λεωφόρο της Ανάπτυξης, ICBS Forum - Οικογενειακές Επιχειρήσεις στη Νέα Εποχή, Αθήνα, Μάρτιος 16, 2021*
- The strategic development of family businesses and business families: the role of the family office, Lebanese American University, Institute of Family and Entrepreneurial Business, March 12, 2021
- The Development of Family Businesses across generations- Is succession on course ? 2nd Family Business Palladian Conference , Athens 16 December, 2020
- [The Development of Family Businesses across Generations, The Italian Model, Sino-Italian Family Business Summit 2020, Beijing Institute of Technology, 2 December 2020.](#)
- *The Strategic Development of Family Businesses and Business Families* , Executive MBA workshop – Athens University of Economics, 21 February , 2020
- *Back to Basics -Back to the Future: Family Business Continuity Planning* , 10th Hydra Shipping Conference: Controversy in Shipping , Fraternity of the Athenian Hydriots, 14th of September, 2019, Hydra Island
- Governance for Owner-Managed Family Firms , IMH Family Business Succession Planning Conference , Tuesday, 24th September 2019 , Hilton Park Hotel, Nicosia, Cyprus.
- Doing Business with Owner-Managed Family Firms , Credit Info - Credit Risk Management Forum Wednesday, 25 September 2019, Landmark Nicosia, Cyprus
- AnPaNi Forum with practitioners; The effect of Brexit on the Cyprus Economy: The role of education , 17th of April, 2019 @UCLan Cyprus
- The role of family business in the era of circular economics at Cyprus University of Technology Forum on Entrepreneurship and Sustainable Development, March 28th , 2019 @CUT Limassol, Cyprus
- Speaker: COOPilot : Entrepreneurship Education and Coop Enterprises, COOPilot Summit , Nicosia, January 2018
- OECD LEED /European Commission Policy Workshop: Experts on Social Entrepreneurship, Brussels, May 2014
- Round-Table Experts on Youth Employability-Enterprise, Microsoft Cyprus, Hilton, Nicosia September 2013
- Plenary: Tourism & All inclusive, Famagusta TEBEA Conference: Entrepreneurship Development, Ayia Napa-Cyprus, 8th February 2014
- Public Lecture: Poutziouris on SME-Family Business Policy Matters, Aradippou Free University, November 2013
- OECD LEED/ European Commission Policy Workshop: Experts on Social Entrepreneurship, Brussels, May 2013
- Plenary, *Financing Growth-Small family firms*, Cyprus EU Presidency-SME Summit, Nicosia, November 2012,

- Presidential Forum: Poutziouris on IFERA and Family Business Research frontiers, European Academy of Management , EURAM 2011, Estonia, June 2011.
- Plenary: Poutziouris on Research Triangulation, IFERA@Americas Family Business Conference - Research Forum, Bogotá, Colombia, March 23-26, 2011
- Plenary: Poutziouris on The Strategic Development of Families in Business in turbulent times , CIIM-PWC Family Business Conference , Nicosia , 5 May, Cyprus
- Plenary: Poutziouris on *Mastering Risk Management in Family Business*, Syrian Family Business Conference Damascus, 15 November 2009.
- Keynote: Poutziouris on *Mastering Family in Business Transitions*, 3rd FBN Bulgaria Summit, Sandanski, 31 October 2009.
- Keynote: Poutziouris on *The Emergence of Family Business*, SEED Conference , Budapest, September , 2008
- Plenary: Poutziouris on *Mastering Family in Business Growth Dynamics* , Campden Family in Business European, Madrid-Spain, September, 2008
- Plenary Poutziouris , *Family Business Research Landscape*, Italian Family Enterprise Research Conference Bocconi University, Italy , June 2007
- Plenary: Poutziouris on Governance and Financial Markets in Europe – the case of Family Firms, organized by Allied Business Consultants, 26-27 April 2007, Palm Beach Hotel, Larnaca, Cyprus
- Public lecture: Poutziouris on the 10 commandments for family business continuity, for Pafos Chamber of Commerce November 8th, 2006
- Public Lecture: Poutziouris on The Survival & Growth of the Family Business for Bank of Cyprus, Nicosia, March 2005
- Poutziouris on Financial Development of Family Firms, 2nd Global Family Firms Executive Conference, organized by Middle East Economic Digest, December 2004.
- Poutziouris on the Entrepreneurial Development of Family Firms, Cyprus Chamber of Commerce and Industry, Young Entrepreneurs Club, June , 2003
- Lloyd Steier and Panikkos Poutziouris on Family Business Research Initiatives, Plenary- 48th World Conference, International Council for Small Business, Family Business Track, June 2003
- Poutziouris on Theories of the Family Enterprise, 2002 Academic Conference, organized by University of Alberta and University of Calgary and The Wharton School, University of Pennsylvania, Wharton School of Business. December 2002.
- Chittenden, Kauser and Poutziouris: on Tax Regulation of Small Firms, Kingston University-Small Business Research Centre and SBS Series of Seminars, Sheffield, November 2001.
- Poutziouris, *Succession Planning*, Developing Family Firms, Institute of Directors Day Conference, London, October 2001.
- Poutziouris, *Stages of Business Development*, Business Access Seminar, University of Manchester & UMIST, May 2001.
- Poutziouris et al, *Financial Research in Family Companies*, IFERA-International Family Enterprise Research Academy Workshop, INSEAD, France, March ,2001
- Chittenden F, and P. Poutziouris, *Modelling small business taxation in the UK*, HM Inland Revenue, London, July 2000.
- Poutziouris, P., *Modelling the impact of taxation (direct and compliance cost) on the UK small business economy*, ATAX Compliance Costs Symposium, The University of New South Wales, Sydney April 2000.
- Poutziouris, P. *The Development of the Ethnic Cypriot Small Family Business Economy*, presented at Cypriot Society into the New Millennium: Globalisation and Social Change, The University of Greenwich under the auspices of the Inter-University Research Committee on Cyprus, December 1999.
- Michaelas, N. Chittenden, F., Poutziouris, P., *Modelling the impact of taxation on the UK small company economy*, 9th Institute of Chartered Accountants in England and Wales -Tax Research Workshop, University of Wales, September, 1999
- Poutziouris, P., *The Development of Family (&) Business Ventures*, Greenwich University, Department of Economics, April, 1999
- Poutziouris, P. Chittenden, F. and Michaelas, N., *The Financial Structures of SMEs*, ESRC-Royal Bank of Scotland Workshop, Middlesex University, January 1999
- Poutziouris, P., *The Financial Affairs of the Small Company Economy*, Manchester Metropolitan University- School of Business and Management, November 1998.
- Poutziouris, P. and Michaelas, N. *Modelling the Behavioural Side of Small Company Financing*, Manchester Federal School of Business and Management Seminar Series, October 1998.
- Family Business Round Table of Experts, ISBA and Lloyds TSB Forum , London, September 1998
- Chittenden, F., Poutziouris, P. and Michaelas, N, *Modelling the impact of taxation on the small business economy: self-employed, sole traders and partnerships*, 8th Institute of Chartered Accountants in England and Wales -Tax Research Workshop, Chartered Accountants Hall, London, September 1998.
- Chittenden, F., Poutziouris, P. and Michaelas, N. , *Does the present taxation and finance regime support high quality SMEs?* ISBA & Lloyds Bank-Small Business Policy Forum, ACCA, London, September 1998.
- Poutziouris, P., *The Impact of the EU-Euro on your Business*, British-Cypriot Chamber of Commerce and Industry (sponsored by Popular Bank - member of the HSBC Group), Hellenic Centre, London, February 1998.
- Poutziouris, P. and Chittenden, F., *Modelling Trends in Small Business Taxation: UK Evidence*, Creating a Fiscal Context for the Growth of SMEs-Craft Firms, European Parliament, Brussels, December 1997.
- The Development of the Anglo-Cypriot Enterprising Economy, North London University, June 1997
- Poutziouris, P., *Understanding the Development of Family Firms*, Luton Business School, October 1997.
- Chittenden, F. and Poutziouris, P., *Small Business Taxation-An Agenda for Growth*, Centre for Small-Medium Enterprises, Warwick Business School, England, July 1997.

- Chittenden, F. and Poutziouris, P., *Small Company Taxation : An Alternative Agenda for Growth*, ESRC-ISBA-Royal Bank of Scotland Workshop, Manchester Business School, April 1997, pp.28.
- Michaelas, N., Chittenden, F. and Poutziouris, P. , *The Capital Structure of Small Firms*, ESRC-ISBA-Royal Bank of Scotland Research Workshop, Manchester Business School, April 1997, pp. 23.
- Poutziouris, P., *The European Frontiers*, Galileo Academy, Chicago, Illinois, USA, March 1996.
- Poutziouris, P., “Cyprus towards Europe” Public Lecture, Estia, Birmingham, England, December, 1996.
- Poutziouris, P., *Modelling Growth Dynamics of Small Firms*, Small Business Research Workshop, Sheffield Business School, Sheffield Hallam University, England, Spring 1993.
- Poutziouris, P., *Small Business Economics*, Department of Economics; and *Small Business Entrepreneurialism*, Concordia University, Canada (Fall,1993)
- Poutziouris, P., *Re-gensis of Small Firms* Gothenburg School of Economics, Sweden (Spring,1992)

ATTENDANCE AT CONFERENCES, WORKSHOPS, SEMINARS etc.

- Family Business Research in the UK: Insights on COVID-19 and Social Impact, IFB-UK and Lancaster University Management School, 5 February 2021
- Family Business in the Arab World Conference, American University of Sharjah, United Arab Emirates, 4-5 November, 2020
- Family Firm Institute : FFI Global Summit , New York, October, 2020
- INSEAD and Columbia Business School- Academic Practitioner Conference :New Ideas in Family Business, Fontainebleau May 16th, 2019 [by invitation]
- The 7th Asia Europe Foundation Rectors Conference and Students Forum [ARC 7] , Bucharest 12-14 May 2019
- The 2nd Inno-Frugal UK Conference Cambridge Judge Business School, March 19th , 2019 [by invitation]
- The Third Smart Blue City Euro-Mediterranean Conference 2018 – Larnaca, 5-8 October, 2018
- Family Firm Institute : FFI Summit , Brussels , October, 2016
- International Conference in Family Business Research, Raya Strauss Center for Family Business Research, The Recanati Business School Tel Aviv University, May 2015 [by invitation]
- Family Business Network, 23rd World Summit, London, October , 2012
- Family Firm Institute : FFI Summit , Brussels , October, 2012
- Family Firm Institute : FFI Summit : Wealth Management , Boston , October, 2011
- The Institute for Family Business Entrepreneurship: 32nd ISBE Conference, Liverpool, November , 2009
- The Institute for Family Business Entrepreneurship: 31st ISBE Conference, Belfast November , 2008
- The International Family Enterprise Research Academy: 8th IFERA Conference , Nyenrode, Netherlands June 2008
- The International Family Enterprise Research Academy: 7th IFERA Conference , EBS-Germany, June 2007
- The Babson STEP Project- Brussels Meeting : Strategic Trans-generational Entrepreneurial Planning , September 15-16, 2005
- The Babson STEP Project- Milano Summit : Strategic Trans-generational Entrepreneurial Planning , July 1-2, 2005
- Family Firm Institute : FFI Advising Family Firms , Family Firms Institute, London , June 2005.
- The Future of the Family Business-Values & Social Responsibility, FBN 13th World Conference, Helsinki, Finland , Sept 2002.
- Managing Corporate Governance, Institute of Family Business, 2002 Conference, London , June 2002
- The role of the Family in Family Business, 12th World Family Business Network Conference, Rome, Italy, October 2001
- The Next Generation, Family Business Network, 10th World Conference, Stockholm, Sweden, September, 1999
- Tax Research Agenda, Tax Research Network and ICAEW Workshop, University of Birmingham, May 1999
- Company Exits, Chairing the Birmingham and Manchester Seminars, organised by Tilney Investment Management, Dibb Lupton Alsop (Solicitors) , and Moore Stephen (Chartered Accountants), November 1998
- Ethnic Minority Entrepreneurship: New Directions in Policy and Research Seminar, University of Central England, Birmingham, September, 1998.
- Any Other Business-The Drama of the Family Business 3rd Conference of Glasgow Caledonian Centre for Family Enterprise, Scotland, September 1997.
- Creating the Conditions for Sustainable Family Enterprise, The Family Business Network 7th World Conference, Edinburgh, Scotland, September, 1996
- Family Business Education for the Future, Family Firm Institute Conference, Loyola University-Chicago, USA, March 1996.
- Entrepreneurship in the 1990's, 18th-ISBA National Small Firms Research & Policy Conference, Scotland, November, 1995.
- Challenges Facing Scotland's Family Enterprise, Glasgow Caledonian Centre for Family Enterprise Conference, Sept 1995.
- High Technology Small Firms, 3rd International Conference, MBS, Manchester UK, September, 1995.
- Small Firms in the Rural Economy, Rural Development Commission, London, March 1995.
- Developing the Family Business, Ulster Business School, Belfast, N. Ireland, November 1994.
- Ethnic Minority Business: Developing Good Practise, ISBA Workshop, Birmingham, UK, March 1994.

OTHER RESEARCH COLLABORATION & APPLICATIONS

- *SPRING & European Family Business and KPMG Barometer for Family Business Economy, February 2019*
- *FBN-I Gallup: European Barometer for Family Business , 2007, 2008-09*
- *EFMD-FBN, Family Business Case Study Competition , 2007, 2008*

- *Capital Economics, Institute Family Business –UK, The UK Family Business Economy*
- *IFERA-FBN Survey: International Study of Family Business Leadership (2003)*
- *Babson STEP European Project – European Region, Research Fellow – Phase A*
- *MSEC-Athena High Technology Incubator Ltd, “ISLATEC”, Leonardo Da Vinci pilot project proposal: The development of high tech start-ups by new and recent university graduates in the EU islands.*
- *CIIM , Research Proposal on Determinants of new technology adoption and impact on performance of Cypriot SMEs via the Research Promotion Foundation- Framework Programme for Research and Technological Development 2003-05 (unsuccessful)*
- *ESRC Research Project Application by LBS/Babson led Consortium (including MBS) - Panel Study of UK Business Start-ups Purpose: To provide an initial determination of the relative impact of geographic and sector context, personal, career and life milieu, and contact with government programs on initiating business start-ups, infant firm births, and the growth trajectory of adolescent firms in the UK. (unsuccessful)*
- *Project 1:The Financial Performance of Small PLC; Project 2: The Role and Skills of Accountancy Practitioners proposals to ICAEW - Centre for Business Performance (with Chittenden and Michaelas) – (unsuccessful)*
- *Measuring the Compliance Cost of UK Business to the Tax Regime. (with Chittenden and Kauser) A bid for the 2000 research project invited by the IR (123,082) (unsuccessful)*
- *Innovation Policy Issues in six Applicant Countries: the challenges (Lot 2) according to the EU DG23 tender led by the Centre for Enterprise & Economic Development Research at Middlesex University Business School, London UK and other partners from the CEE countries including Manchester Business School (£20K to represent Cyprus (unsuccessful)*
- *Small and Medium Sized Enterprise Transfer from Generation to Generation , Proposal to DG23 of European Union by Horning Business College (Denmark), BDO Scan Revision (Denmark), BDO Stoy Hayward (UK), Consorzio Scuole Lavoro (Italy) , Carl Duisberg Centren (Germany); and Manchester Business School (£50K) (unsuccessful)*
- *Banking Skills for Romanian SMEs, Research Proposal under the Leonardo European Programme, in partnership with Institute for Technology (Cyprus); Afxentiou Partners (Cyprus); CRIMM (Romania); Dedalus Informatics (Greece); (unsuccessful)*
- *Economic and Social Research Council (ESRC) – ROPA Proposal for the Investigation of Business Transfers across familial and market based owners (with Francis Chittenden); (£118,000 - unsuccessful)*
- *Economic and Social Research Council (ESRC) Proposal for Seminar Competition featuring Tax and Fiscal Affairs of Small Firms (with Francis Chittenden) (Rated A- unsuccessful)*
- *IT and Multi-Media Tools for Small Medium Enterprises, Research Proposal under the Leonardo European Programme, in partnership with Murcia University (Spain) (unsuccessful)*
- *Economic and Social Research Council (ESRC) Proposal (with Professor Ray Oakey): An Empirical Study of Cypriot Ethnic Entrepreneurship across geographic borders and familial-generations (£138,815 –unsuccessful)*

Prospects of Cyprus

- Το επιχειρηματικό πανεπιστήμιο, **Phileleftheros**, Dec 2021
- Πλώρη για μια Ισορροπημένη Αειφόρο Ανάπτυξη, **Phileleftheros**, Dec 2020
- Το Επιχειρείν και η Καινοτομία στην Ενίσχυση της Ανταγωνιστικότητας, **Phileleftheros**, Dec 2019
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On Family Business

- On family Business Continuity, **Politis**, January 2020
- On family business succession, **In Business**, January 2016
- Family Business under the Microscope, **Cyprus Weekly**, December 22, 2010
- Family Business or Business Families, **Politis**, May 9th, 2010
- The pillars of the successful family business model, **Raconteur on Family Business -The Times**, May 5th, 2009
- Dekalogos for the success of family firm, **H NAYTEMPORIKH- Executive**, 17th March, 2008
- Dek entoles, Recipe for family business success, **Cyprus Weekly**, 7th of March, 2008
- The Family Business PLC Model, **Families in Business**, November-December, 2006,
- *Family Business Superior Performance*, **Phileleftheros**, 31 December, 2006
- *The superiority of Family Business*, **IFB Yearbook**, 2006
- *Family Business PLCs add value*, **Kathimerini**, 19 November, 2006
- *Dynastic Ties – Boost for Performance of Quoted Family Firms*, **Financial Mirror**, 4-10 October 2006
- *Family Business outperforms rivals*, **Financial Times**, September 19, 2006
- *Family Business Under Pressure*, **Phileleftheros**, 25 February, 2005
- *Family Business Relatively Stronger*, **Financial Times**, 28th January 2005
- *Shut up and get rich: Family business are profitable* **Investors Chronicle**, 15th of August, 2003
- *Tea and Sympathy*, **Real Finance**, November-December 2002
- *A business at the cross roads*, **Strategic Planning**, November 2002
- UK firms like to keep it in the family, **Financial Sunday Express**, 24 November, 2002
- *Keep it in the family and reap the rewards –* **Western Daily Express** 16 October, 2002
- Buy-out firms have little luck with family-owned companies, **E-Financial News**, 25 September 2002
- The Money Gene: family businesses worth backing, **Investors Chronicle**, July 25, 2002
- Business keeps it in the family, **E-Financial News** - 15 July 2002
- *Why family firms are scrapped*, **Sunday Express**, June 9th, 2002
- *Family Affairs- Growing Business*, March 2002
- *Bad Blood runs thick at Blackwell*, **Financial Mail**, 20 January, 2002
- Family firms face survival rate of 25%, **Daily Telegraph**, 2 April, 2001
- Running firms should not be a family affair, **The Sunday Times**, 4 March, 2001.
- Finance gap threatens future of family firms, **Telegraph (Derby)**, 27 February 2001
- How to drive up the price when selling the firm, **The Sunday Times**, 25 February, 2001.
- Family support, **Evening Post**, 23 February 2001
- Family Businesses – a thing of the past, **Business 365**, 7 February, 2001.
- Business struggles to keep in the family, **Sunday Business**, 28 January, 2001.
- Why family firms can no longer afford to be clannish, **Evening Standard**, 11 October, 2000
- You'll need flair to spare, **The Times**, 10, October, 2000
- Family firms need new blood, **The Times** – 7 October, 2000
- MBS Survey reports: Family Business is opening up, **Sunday Times**, September 17, 2000
- Conference to tackle change for family firms, **Financial Times**, June 22, 2000.
- All in the family, **ISBA Policy and Research Issues**, August 1999
- When It's a Family Affair, **International Herald Tribune**, 25 November, 1998.
- Management Matters, **The Sunday Telegraph**, 30 August, 1998
- The answers that lead to more questions, **Telegraph**, 27 August, 1998.
- Spotlight on Small-Medium Sized Enterprises & Family Companies, **Tilney Focus**, February 1998
- On the research agenda of Small Business Academia; **ISBA-Small Business Issues**, 5: 1, Fall 1997
- When business is all in the family; **Herald International Tribune**, 12 December, 1996
- Learning culture diversifies; **CBI News**, September, 1997
- Manchester Leading the Way, **ISBA-Small Business Issues**, Winter, 1995/96
- Family Business Issues Matter, **ISBA-Small Business Issues**, Winter, 1995/96

On the Financial Affairs of Private and Public Ltd Companies (SMEs)

- The SME Policy Manifesto, **Politis**, February 23, 2014

- Is the Loan Guarantee Scheme –Panacea in Closing Finance Gap for SMEs, *Financial Mirror*, February 2012
- A little adventure adds sparkle, ***The Times***, March 4, 2000
- SmallCap Index still shunned, ***Shares***, October 21, 1999
- Capital Adventure, ***Financial Times***, October 16, 1999
- Lack of access to cash hampers SMEs, *The Journal (Newcastle)*, 13 October, 1999.
- 'Minnows' equity woes charted, ***Guardian***, 12 October, 1999.
- Small firms experience problems finding funding, ***Investment Week***, October 11, 1999
- Angels may not always show you heaven, *The Herald (Glasgow)*, 8 October, 1999.
- National Association of Pension Funds, Monitor, Investment Research , 8 October, 1999
- Equity Gap hits development of smaller firms , *Derby Telegraph*, 5 October 1999
- Smaller Companies stifled by a lack of investment, ***Investment Advisor***, 4 October, 1999
- Equity Gap, *Western Mail*, 2 October 1999
- Small business shunning flotations, ***Financial Times***, September 29, 1999
- Moving into gear, ***Insider***, February 1999
- MBS is hired for a second report, ***Manchester Evening News***, 16 February 1999
- Tilney backing SME Research, ***Insurance Times***, 11 February 1999
- Phase II for MBS Research Programme, ***Manchester Evening News***, 9 February 1999
- MBS Research Funding, ***Professional Pensions***, 4 February 1999
- Small companies need tax break, ***CBI News***, November, 1998
- How SMEs behave financially , ***QED 3i-PLC***, October, 1998
- Tilney/MBS Research hits the headlines, *Focus*, Summer 1998
- Short-termism of private companies, ***Strategy***, September 1998.
- Business with the breaks on, ***Your Business***, KPMG Magazine Issue No 3, 1998, pp.2
- Time to Tune into family matter, ***Financial Times***, Thursday 02 July 1998
- External finance shunned, *The Daily Echo-Bournemouth*, 7 July 1998
- Short-term view is posing threat to smaller firms, *Lincolnshire Echo-Monthly*, July 1998
- SOS for firms using profits to aid growth; ***Manchester Evening News***, 18 June, 1998
- Smaller companies under-capitalised; *Daily Post*, 17 June, 1998
- Small firm owners 'prefer an overdraft'; *Lincolnshire Echo*, 17 June, 1998
- Private company finances are put under microscope, ***Manchester Evening News***, 5 June, 1998

On the Financial Management and Working Capital Practises of SMEs

- Pay and Save, ***Accountancy***, June 1999
- Comment: Who Pays late, ***Professional Manager***, March 1999
- How to get a grip, *Telegraph & Argus (Bradford)*, 16 March 1999
- Today's Trends: Trade Discounts, ***Real Business***, February 1999
- In brief: Small Business-reactive approach, ***Enterprise***, January/February 1999
- How prompt payment could boost profits, ***Better Business***, February 1999
- Better use of Capital needed, ***Manchester Evening News***, 14 January
- Credit management "poor", *Mind your Own Business*, January 1999
- Finance and Law: Small Enterprises can boost Profits, *Business Briefings*, January 1999
- Pay up and Save, *Daily Post (Liverpool)*, 13 January, 1999
- Time to strengthen care with cash flow, *Lincolnshire Business Echo*, 12 January, 1999
- Small Firms could boost their profits, ***Sunday Times***, 20 December 1998
- Small Finance Update, ***The Independent***, 16 December 1998
- Firms can save cash by paying their bills early, *Derby Evening Telegraph*, 15 December 1998
- The cheque is in the post, *EN-The magazine for entrepreneurs*, December 1998
- Direct approach to capital, *Evening Gazette*, 14 December 1998
- Paying late is a false economy, *Glasgow Evening Times*, 11 December 1998
- Living in a "late payment world", *The Journal-Newcastle*, December 10, 1998
- Volatile reaction, *Evening Post-Nottingham*, December 10, 1998
- Cash flow warning, *The Western Mail*, 7 December 1998

On NatWest MBS - Small Business Taxation Models

- Comparative Euro Small Business Taxation, , ***The Sunday Times***, 11 March ,2000
- Lightening little firms' load, ***Director***, February 2000
- Thinning the Blood of the Economy, ***Daily Telegraph***, 11 October, 1999
- High Tech small firms 'stifled by the tax system', *In Business*, ***The Times***, 20 July 1999
- NatWest-Small Business News, Ibbetson column, Summer, 1999
- Incorporation beckons firms as tax benefits increase, ***Daily Telegraph***, 17 May 1999

- The money man knows the pitfalls and problems, **Manchester Evening News**, 13 May ,1999
- Could Do better, Mr Brown, **The Express**, 2 April 1999
- Off forms in the red tape, **The Guardian**, 23 March 1999
- Its time to cut red tape, **Evening Mail (North West)**, 22 March 1999
- Little sign of relief, **Financial Times**, 18 March 1999
- Small Business to pay less tax, **Financial Times**, 16 March 1999
- Do not increase the little man's burden, **The Sunday Telegraph**, 7 March 1999
- Give owners incentives to grow their businesses, **The Express**, 26 February
- Fairer Business Taxation, **Industrial Nottinghamshire-Monthly**, September,1998.
- Bad Feeling over feel-good factor? **Harlow Star-Weekly**, 9 July 1998
- Bad Feeling over feel-good factor? **Epping Star-Weekly**, 9 July 1998
- Small Benefits; **Business Scotland**, June 1998
- Red Tape stifling growth of small businesses; **Evening Advertiser-Swindon**,10 June, 1998
- Small firms are being strangled; **Dorset Evening Echo**, 3 June, 1998
- We won't VAT' say firms; **Evening Argus**, 2 June,1998
- 'VAT is barrier to growth'; **The Journal**, 23 May,1998
- VAT nightmare stifles growth in small firms; **Manchester Evening News**, 23 May,1998
- Higher VAT barrier call; **Evening Press**, 21 May,1998
- Tax Laws deter small firm investment; **Business & Premises**, April 1998
- The Budget balance sheet: little for small firms; **Business Monitor/Daily Telegraph**,23 March 1998
- Entrepreneurs to reap big rewards; **The Express**, 18 March,1998
- How Gordon Brown may held small businesses; **Daily Express**, 17 March 1998
- System hampers the small businesses; **The Daily Echo**, 13 March,1998
- Tax deterrent; **Western Mail**, 13 March,1998
- Britain's system 'against the small company', **Evening Chronicle**, 12 March 1998
- Gordon's tax grab gains; **Sussex Argus**, 12 March,1998
- Tax system hits small firms' expansion aims; **Daily Post**, 11 March,1998
- Tax System "hits small firm investment"; **Manchester Evening News**, 11 March,1998
- SMEs hurt by taxation-report; **Press & Journal** ,11 March,1998
- 'Give us a break Gordon', experts on tax plea; **Teeside Evening Gazette**, 11 March,1998
- Experts say tax rules failing us; **South Wales Evening Post**, 11 March, 1998
- UK tax system works against small firms failing us; **Kent Today**, 11 March, 1998
- Best Policy Award for MBS tax experts , **The Forum of Private Business Referendum**, January 1998
- That's £1 tax-plus 45 p to comply with the rules; **Business Monitor/Daily Telegraph**, November 1997
- The Ibbetson column on the First Labour Budget; **NatWest in Business**, Summer 1997
- Budget fails to make the difference; **Financial Times**, 8 July 1997
- Supporting Small Firms –Budget watch; **Sunday Times**, 22 June, 1997
- Would the winner please strike a balance between boom and bust; **The Times**, April 1997

On the Entrepreneurship Initiative

- Panorama of Innovation, Simerini, 17 Feb , 2015
- Young aspiring entrepreneurs , **Philelefttheros**, November, 4th, 2007
- Young Entrepreneurs are looking to start, **SUNDAY MAIL**, October 28th , 2007
- Entrepreneurship MBA offer for FSB and Small Business Economy, First Voice , October/November 2000
- Prophet of Boom, **Financial Mail on Sunday** , 26 August 2000
- Can you learn to be an Entrepreneur, Enterprise, July/August, 1999
- Calling all Scholars, The Director, August 1999

On ISO9000 and Small Firms

- Quality standard rigidity raped; **Financial Times**, 27 October,1994
- Standard prices itself out of reach; **Manchester Evening News**, 28 October,1994
- Failing to meet our standards; Enterprise Money Mail, **Daily Mail**, October, 31, 1994

T.V., Radio Programmes

- Anikti Grammi -RIK on SMEs and family firms, December 5th, 2013
- Loan Guarantee Scheme for SMEs, SigmaLive News, 29 February 2012
- On entrepreneurial pathways, Syn+Plin CyBC , TV, September , 2011
- On small business economy, Syn+Plin CyBC , TV, March , 2010
- The growth of the family business economy, Syria TV, 16th of November, 2009
- The family business model, CyBC TV, Tel-oikonomia, June 17th, 2009
- On traditional – authentic produce-Made in Cyprus, Syn+Plin CyBC TV, 10th March , 2009

- On SME-family business entrepreneurs, CyBC English Programme, 15th February, 2008.
- The superior performance of family firms, BBC World Service News, 19 September, 2006
- The Family Business Academy, Sigma interview, June 2006
- The Family Business Economy – CyBC interview, April 26th, 2006
- *Family Business Matters, ECONOMIA, Alpha TV interview, May 22, 2005*
- The Cyprus Entry, BBC –Politics Northwest, On European Enlargement, May 2, 2004

CONSULTANCY AND PROFESSIONAL ADVICE

- Consultancy–Advisory services offered to a number of small-medium-large sized family enterprises; finance houses/banks, governmental, enterprise support agencies and universities world-wide:
 - Entrepreneurship Expert for OECD Entrepreneurship Policy Best Practise (2012-18)
 - Family Business Expert for European Commission, Directorate of Enterprise and Industry , 2007-2009
 - Advice and consultancy to 7th Observatory Project, TR6, (Taxation and the Growth of SMEs), 2001
 - Advice and research consultancy to Sand Aire Private Equity on Family Business Economy, UK (2000/01)
 - Industrial Development Plan : Brunei Government (Ministry of Industry 1994/95)
 - *Phase I : Terms of References for Investigation-Reports* : Establishment of Bruneian Development Bank; Orchestration of Industrial Development Fund; Human Resource Development and Industrial Training; Export Incentives; International Export Marketing and Industrial Promotion
 - *Phase II: Consultancy Reports:*
 - Poutziouris, P, Report of the Industrial Development Plan-Finance Export Incentives, Ministry of Industry and Primary Resource, Brunei Darussalam, March 1995 pp. 20-36.
 - Poutziouris, P , Report of the Industrial Development Plan-Enterprise Development Programme: Industrial Promotions (with Chittenden, Mukhtar and Oakey), Ministry of Industry and Primary Resource, Brunei Darussalam, March 1995, pp. 78-98.
 - Poutziouris, P., Report of the Industrial Development Plan-Enterprise Development Programme: Human Resource Development, Industrial Research & Development Report, Ministry of Industry and Primary Resource, Brunei Darussalam, March 1995, pp. 136-157
 - Poutziouris, P., Report of the Industrial Development Plan-Sectoral Development: Manufacturing Sector (Food and Beverages, Clothing and Furniture Industries, Ministry of Industry and Primary Resource, Brunei Darussalam, March 1995, 91-110.
- *Matrik Project*: A consultant's perspective on Poland in Transition: Training Trainers in the Krakow Region of Poland; Know-How Fund (1996)
- *Steep Project*: A consultant's perspective on Russia in Transition : Training Trainers in St Petersburg Region of Russia; Know How Fund (1996)
- *Other projects*: Financing Schemes for Micro-Enterprise Development in Transition Economies: Direct Foreign Investment and Joint-Ventures in China (1997)

ESTEEM INDICATORS

EXTERNAL REVIEWER , EXAMINER / REFEREE - EDITORSHIPS

- Chair of Student Experience Engagement Committee, UCLan Cyprus, 2017-2018
- Chair of Research Innovation Committee, UCLan Cyprus, 2014-2017
- Chair of Awards Committee for Academic Achievements, Family Firm Institute, 2014/15, 2015/16, 2017/18, 2018/19
- Guest co-Editor, *International Journal of Entrepreneurial Behaviour and Research, Special Issue on Trust and Social Capital in SMEs and family firms*
- Guest co-Editor, Edward Elgar –Handbook of Research in Family Business , published in 2013
- Member of Editorial Board of the Family Business Review (Journal of the Family Firm Institute); Journal of Small Business Management (Journal of the International Council of Small Business) ; Journal of Family Business Strategies (Elsevier), Journal of Entrepreneurship Research (Berkeley Press)
- Guest co-Editor, International Journal of *Management Cases* Special Issue on Family Business (2010)
- Guest Editor, Family Business Case Annual – 2010
- Guest co-Editor, Journal of *Management and Organisation* Special Issue on Family Business (2009)
- Guest co-Editor, Journal of *Small Business Management* Special Issue on –Family Entrepreneurship (2008)
- Guest Editor, *International Journal of Entrepreneurial Behaviour and Research – 2003* Special Issue on - The Entrepreneurial Dynamics in Family Businesses and Business Families (underway with Prof Smyrniotis of RMIT University, Australia and Prof Steier of University of Alberta , Canada)

- Guest Editor, Management Case Quarterly and Family Business Case Annual - 2003 Special Issues on - The Entrepreneurial Development of Family Businesses and Business Families (underway with Prof Soufani of Concordia University, Canada ; and Dr Pistrui of Illinois Institute of Technology, USA)
- Guest Co-Editor, *Journal of Environment and Planning – C: Government and Policy* – 2003 Special Issue on Regulation & Taxation of Small Firms and Growing Businesses (underway with Prof Chittenden, MBS)
- Facilitator; International Teachers Programme January-July 2002 (MBS)
- Guest Editor for Family Business Review Special Edition: The Family Business in the New Entrepreneurial Economy, 2001
- Ad hoc Reviewer: Small Business Economics, International Journal of Venture Capital; Journal of Small Business and Enterprise Development, International Small Business Journal; British Management Journal; Journal of Developmental Entrepreneurship
- Rapporteur: ESRC Research Project: Growing Global (1999); ACCA –funded research: UK Credit Unions (2001);
- International Assessor of Research Proposal for Australian Research Council (1998);
- Advisor to Elgar Publishers on Family Business Matters

DIRECTORSHIPS & MEMBERSHIP OF PROFESSIONAL BODIES

- Board Member, European Office Cyprus, 2016-2018
- Board Member, Cyprus –UK Business Association, Cyprus Chambers since 2014
- Member –Ambassador of UK-Cyprus Enterprise Council, since 2014
- Member of the Board, Laiki Bank Group, July 2012-March 2013
- Member of the Interim Governing Body, University of Central Lancashire Cyprus (September 2012-15)
- President of IFERA- International Family Enterprise Research Academy (2007-2011)
- Member of the Board: Cy Finance (UK) Ltd (2000-2010)
- Chair of the Board of Euro Freight Logistics Ltd (Cyprus) Ltd 2012-2015.
- Member of the Academy of Management, British Academy of Management and ISBE
- Board of Directors - Trustee: Institute for Small Business Entrepreneurship (UK) -International Affairs 2000-04
- Member of the Advisory Board, Institute of Family Business - UK. 2002-04

PUBLIC SERVICE

- Board Member, D Koumandaris Foundation, Cyprus (since 2008)
- Board Member, Tsavlis Cultural Foundation, Cyprus (since 2016)
- Board Member of the American Academy Alumni Foundation-Cyprus (1,000 pupils) (2006-2011)
- President of the Hellenic Association of Scientists and Professionals in Manchester 2003-04
- Member of Family Firm Institute -International Awards Committee, 2005-07
- Jury for EFMD – FBN Best Family Business Research Case Competition 2007-2010
- Family Firms Institute - International Awards Committee, 2005-07
- Member of the Tertiary Education Accreditation Group (Ministry of Education) Cyprus Republic, 1997
- Board Member of the Anglo-Cypriot Association of Scientists and Professionals – Director of Research 1998-2002
- President of SEEM-Association of Greek Scientists in Manchester, 2002-04

AWARDS-SCHOLARSHIPS-PRIZES

- **The FFI 2011 International Award for promoting family business initiatives across the globe**
- **The FFI 2004 Barbara Hollander Award for Leadership in promoting the theme of family firms**
- The DTI-Small Business Service Award for best ISBA 2002 research – policy paper
- Richardson Prize : Best Paper in Small Business and Enterprise Development Journal for 1999.
- The Forum of Private Business Award for Best Policy Paper, 20th Institute for Small Business Affairs (ISBA)-Small Firms Research and Policy Conference, 1997
- Willoughby Hall-University of Nottingham, Travel Bursary to Israel (1986)
- American Academy Alumni. Scholarship for my undergraduate studies in U.K, 1984-87.
- Rotary Prize for Leadership and Spirit of Co-operation; American Academy , 1982.

INTERESTS & SKILLS

- Poetry, musical and cultural festivals
- Member of Hellenic Centre (London); Green Peace and Amnesty International
- Travelling and Conferencing: Australia , Austria, Brunei, Belgium, Bulgaria, Canada, Colombia, Cyprus, China, Denmark, Dubai, Estonia, Egypt, Finland, France, Germany, Greece, Hong Kong, Holland , Hungary, Italy, Ireland , Israel, Jordan, Lebanon, Malta, Norway, Portugal, Peru, Sicily, Spain, Slovenia, Slovakia, Switzerland, Sweden, Singapore, Syria, Slovakia Romania, Russia , Turkey, Thailand, USA, UK
- Languages: Fluent in Greek (native) and English; sporadic French, Italian, Spanish, Bulgarian.

Dr Panikkos Poutziouris is Professor of Entrepreneurial Management at EIMF and Honorary Fellow at the Centre for Circular Economics - Cambridge Judge Business School (CJBS), where he also leads Executive MBA module - Enterprising Families and Family Offices , and supports the design and delivery of executive education and leadership programmes geared for private banks and their next generation owner-managed family business clients. For a decade he was the Professor of Entrepreneurship and Family Business at UCLan Cyprus - serving as Dean of the School of Business (2012-2017) and then as Rector (2017-2022), where he has launched the Centre for Entrepreneurial Development, Alliance & Research and has led a number of European Union funded projects with a focus on strategic growth and succession planning of family firms-SMEs. Prof. Poutziouris served for almost two decades on the Faculty of Alliance Manchester Business School where he co-developed the MBA in Entrepreneurship for KPMG managers and SME entrepreneurs; offering master entrepreneurship modules and executive development workshops on Family Business Continuity Planning, often in partnership with other stakeholders e.g. UNDP, Future Generation Foundation, HRDA Cyprus. Over the years, Panikkos has held a number of visiting positions in institutions across the globe including CIIM, ESCP Europe, Beijing Institute of Technology, Krems University -Vienna Technical University, ALBA of Athens, Cyprus University of Technology etc.

Dr Poutziouris lectures, researches, publishes and advises internationally on Entrepreneurship, Entrepreneurial Management, Entrepreneurial Finance, and Strategic Development of Family Businesses and Business Families. He is the [co]-author of the Family Business Index – London Stock Exchange and NatWest Bank / Manchester Business School Tax Index and numerous chapters, reports, journal articles and monographs including: The Performance of the UK Family Business PLC Economy , Financial Affairs of UK Family Companies, the Financial Affairs of Private Companies, Financial Development of Private and Public Smaller Companies; Family Businesses or Business Families, Financial and Working Capital Management in SMEs. His research focuses on the growth models of entrepreneurial firms and the structure and performance of owner- managed family businesses and he has published extensively in leading journals (FBR, JFBS, SBE, ISBJ, IJEBR, JSBM, GP) and co-edited the Elgar Handbook on Family Business Research (2014, 2017). His research and commentaries have been featured by leading business press such as Financial Times , Sunday Times , Kathimerini, International Herald Tribune, Financial Mirror, Financial Mail etc..

On the consultancy front, Dr Poutziouris has been offering his advice and support to a number of small-medium-large sized family enterprises; finance houses/banks, governments, enterprise support agencies and universities worldwide, including SandAire Private Equity on Family Business, Family Business Network International, Institute for Family Business, PWC. Moreover, he has enjoyed sponsorship and collaborations with Family Firm Institute, UBS Wealth Management, Tilney Fund Management, Saggita Fund Management, BDO Stoy Hayward, KPMG, National Westminster Bank, and Grant Thornton etc.

He is an experienced trainer and a regular presenter in international conferences and he has delivered training programmes in Cyprus, UK, Greece, Israel, Bulgaria, and Egypt. His Family Business Academy which has been offered as part of Executive MBA programmes and as an open executive training for family business entrepreneurs and service providers (including bankers), has been commended by the European Commission as exemplar good practice.

Prof Poutziouris is a Fellow of the Family Firm Institute , founding Fellow and former President of IFERA (International Family Enterprise Research Academy) and previously served on the advisory board of IFB (UK), board of the UK - Institute for Small Business Entrepreneurship (ISBE) and as consultant to the European Commission and OECD on family business and entrepreneurship policy matters. As a research active faculty, he acted as academic host of research forums part of the 2000 London FBN World Conference, 2001 London FFI Global Conference, 2003 Lausanne FBN World Conference, He co-chaired the 2009 Cyprus IFERA-World Family Business Research Conference, the 2018 Cyprus EIASM Family Business Research Conference and regional forums : IFERA@Egypt 2009, IFERA@China 2010 and IFERA@Americas 2011. More recently, he chaired the organising committee for the 2021 London FFI Global Conference and led the Family Business Policy Forum @ Cambridge Judge Business School.

In 2011, Family Firm Institute has honoured Dr Poutziouris with the FFI International Award in recognition for his contribution to the development of family business initiatives across the globe.

Brief Bio 200 words
Prof. Panikkos Poutziouris (PhD , University of Nottingham)

Dr Panikkos Poutziouris is Professor of Entrepreneurial Management at EIMF and Fellow at Judge Business School, University of Cambridge, where he leads the Executive MBA module - Enterprising Families and Family Offices , and supports the design and delivery of executive education and leadership programmes geared for family business leaders and next generation heirs. For a decade he was the Professor of Entrepreneurship and Family Business at UCLan Cyprus - serving as Dean of the School of Business (2012-2017) and then as Rector (2017-2022), where he has launched the Centre for Entrepreneurial Development, Alliance & Research and has led a number of European Union funded projects with a focus on strategic growth and succession planning of family firms-SMEs. For a decade he has been the Professor of Entrepreneurship and Family Business , Dean of the School of Business and then Rector at UCLan Cyprus, where he has founded the Centre for Entrepreneurial Development Alliance and Research. Professor Poutziouris, who has served on the Faculty of Alliance Manchester Business School-UK as Senior Lecturer and later a visiting Associate Professor of Entrepreneurship and Family Business has been leading and supporting educational, training, research and engagement initiatives with a focus on strategic entrepreneurship and the development of owner-managed family businesses across generations . On the consultancy front, Prof Poutziouris has been offering his expertise and support to a number of small-medium-large sized family enterprises (in conjunction with HRDA approved vital training programmes) finance houses/banks, governments and enterprise association-support agencies and universities, including Sand Aire Private Equity, Family Business Network International, Institute for Family Business, Family Firm Institute etc. He has enjoyed sponsorship from National Westminster Bank, UBS Wealth Management, Tilney Fund Management, Sagitta Fund Management, BDO Stoy Hayward, KPMG, PWC and Grant Thornton etc. As a Fellow of Family Firm Institute, founding Fellow and former President of the International Family Enterprise Research Academy he has served as an advisor–consultant for the Family Business Expert Group working for the European Commission, Directorate of Enterprise and Industry and for OECD on Family Business and Entrepreneurship Policy Matters.

He is a graduate of the University of Nottingham with BA in Economics, MBA , PhD in Economics & Entrepreneurial Management.

Καθηγητής Πανίκκος Πουτζιουρής (PhD , University of Nottingham)

Ο Δρ Πανίκκος Πουτζιουρής είναι Καθηγητής Επιχειρηματικότητας στο European Institute for Management and Finance και Fellow στο Judge Business School, University of Cambridge όπου διδάσκει στο Executive MBA και παραδίδει και υποστηρίζει προγράμματα κατάρτισης ηγετών και διαδόχων σε θέματα Στρατηγικής Ανάπτυξης Οικογενειακών Επιχειρήσεων και Επιχειρηματικών Οικογενειών. Διετέλεσε κοσμήτορας στη Σχολή Διοίκησης Επιχειρήσεων (2012-2017) και Πρύτανης (2017-2012) στο βρετανικό Πανεπιστήμιο UCLan Cyprus και σαν Καθηγητής Επιχειρηματικότητας και Οικογενειακών Επιχειρήσεων ίδρυσε το Κέντρο Επιχειρηματικότητας – CEDAR (Centre for Entrepreneurial Development -Alliance – Research) ηγήθηκε πολλών πρωτοβουλιών και μεγάλων ερευνητικών προγραμμάτων. Για δύο δεκαετίες, διετέλεσε μόνιμος Ανώτατος Λέκτορας (Senior Lecturer) και μετέπειτα επισκέπτης Αναπληρωτής Καθηγητής Επιχειρηματικότητας και Οικογενειακών Επιχειρήσεων στο Manchester Business School του Πανεπιστημίου του Μάντσεστερ, όπου ηγείτο του Ερευνητικού Προγράμματος για τη Χρηματοοικονομική Ανάπτυξη των Οικογενειακών Επιχειρήσεων.. Ως Fellow και μέλος το Διοικητικού Συμβουλίου του Family Firm Institute (U.S.A) και πρώην πρόεδρος της Διεθνούς Ακαδημίας Οικογενειακών Επιχειρήσεων έχει 30 χρόνια πρακτική εμπειρία στο σχεδιασμό και παράδοση προγραμμάτων διδασκαλίας, κατάρτισης, έρευνας και συμβουλευτικών υπηρεσιών για την ανάπτυξη και διαδοχή στις οικογενειακές επιχειρήσεις και επιχειρηματικές οικογένειες δια μέσου γενεών. Έχει ηγηθεί εκπαιδευτικές και ακαδημαϊκές πρωτοβουλίες σε Ηνωμένο Βασίλειο, Κίνα, Ιταλία, Αυστρία, Τουρκία, Ισραήλ, ΗΠΑ, Βουλγαρία, Κολομβία, Συρία, Αίγυπτο, Ρωσία, Ελλάδα και στην Κύπρο (ως εγκεκριμένος εκπαιδευτής της ANAD και συνεργάτης του ΚΕΒΕ). Επίσης, διετέλεσε μέλος της Ομάδας Εμπειρογνημόνων της Ευρωπαϊκής Επιτροπής για Στρατηγική Υποστήριξη Οικογενειακών Επιχειρήσεων και σύμβουλος του ΟΟΣΑ –OECD σε θέματα Επιχειρηματικότητας. Είναι ο ιδρυτικός συντάκτης της Zateon Consulting – Coaching family business leaders. Τιμήθηκε από το Family Firm Institute (USA) με το International Award για το αξιόλογο έργο που επιτελεί, προωθώντας διεθνώς το θέμα της οικογενειακής επιχειρηματικότητας στο ακαδημαϊκό και κοινωνικό-οικονομικό τομέα.

Σπούδασε στο Πανεπιστήμιο του Νότινγκαμ και κατέχει Πτυχίο Οικονομικών “BA (Hons) Economics”, MBA, καθώς και Διδακτορικό στην Επιχειρηματικότητα και Διοίκηση “PhD in Entrepreneurship and Management .