

CHARALAMPOS MAINEMELIS

Professor of Organizational Behavior
Director, The SEV Center of Excellence in Creative Leadership
ALBA Graduate Business School
The American College of Greece
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PERSONAL HISTORY

Born: 19/7/1970, Thessaloniki, Greece
Nationalities: Greek, Italian
Languages: English, Greek, Italian
Marital: Married to Elena Elisa Negrato
Children: Lydia, Iris, Gianluca

EDUCATION

Ph.D., Organizational Behavior, Case Western Reserve University, Ohio, 2001
MBA, University of San Francisco, California, 1996
B.Sc., Economics, Aristotle University of Thessaloniki, Greece, 1994

RESIDENT APPOINTMENTS

Professor, ALBA Graduate Business School, Greece, 2016-
Associate Professor, ALBA Graduate Business School, Greece, 2009-2016
Assistant Professor, London Business School, United Kingdom, 2001-2009

VISITING APPOINTMENTS

Porto Business School, Portugal, 2004-
London Business School, United Kingdom, 2009-
Sogang University, South Korea, 2009
ALBA Graduate Business School, Greece, 2005-2009
University of San Francisco, California, 1998

ACADEMIC LEADERSHIP POSITIONS

Director, The SEV Center of Excellence in Creative Leadership, ALBA Graduate Business School, Greece, 2018-

RESEARCH AWARDS

Best Article Award Finalist, *Academy of Management Annals*, 2015
Best Article Award Winner, *Academy of Management Review*, 2010

REVIEWER AWARDS

Outstanding Reviewer Award, *Academy of Management Review*, 2014
Outstanding Reviewer Award, *Academy of Management Review*, 2009

TEACHING AWARDS

MBA Innovation Award, *Association of MBAs*, 2015

EDITORIAL BOARDS

Academy of Management Review, Member of the Editorial Board, 2009-2017
Frontiers in Organizational Psychology, Member of the Editorial Board, 2015-

GUEST EDITORIALS

Journal of Organizational Change Management, Guest Editor (with Y. Altman) of the special issue on “Work and Play”, 2010

EDITORIAL & SCIENTIFIC COMMITTEES

4th Israel Organizational Behavior Conference, Member of the Scientific Committee, 2017
Academy of Management Review, Member of the Best Paper committee, 2016
31st EGOS Colloquium, Member of the Best Papers Committee, 2015
31st EGOS Colloquium, Member of the Program Advisory Committee, 2015
Academy of Management Review, Chair of the Best Paper committee, 2013
Academy of Management Review, Member of the Best Paper committee, 2012
Academy of Management, Organizational Behavior Division, Member of the Outstanding Paper in Organizational Behavior committee, 2011

BOOKS

1. Mainemelis, C., Epitropaki, O., & Kark, R. (Eds., 2018). *Creative Leadership: Contexts and Prospects*. New York & London: Routledge. ISBN: 978-1-138-55986-8.

ARTICLES IN REFEREED ACADEMIC JOURNALS

2. Mayo, M., Kakarika, M., Mainemelis, C., & Deuschel, N. (2017). A metatheoretical framework of diversity in teams. *Human Relations*, 70, 911-939.
3. Epitropaki, O., Kark, R., Mainemelis, C., & Lord, R. G. (2017). Leadership and followership identity processes: A multilevel review. *Leadership Quarterly*, 28, 104-129.

4. Lin, B., Mainemelis, C., & Kark, R. (2016). Leaders' responses to creative deviance: Differential effects on subsequent creative deviance and creative performance. *Leadership Quarterly*, 4: 537-556.
5. Mainemelis, C., Nolas, S-M., & Tsirogianni, S. (2016). Surviving a boundaryless creative career: The case of Oscar-nominated film directors, 1967-2014. *Journal of Management Inquiry*, 25: 262-285.
6. Mainemelis, C., Kark, R., & Epitropaki, O. (2015). Creative leadership: A multi-context conceptualization. *Academy of Management Annals*, 9, 393-482. (AMA 2015 Best Article Award Finalist)
7. Mainemelis, C., & Altman, Y. (2010). Work and play: New twists on an old relationship. *Journal of Organizational Change Management*, 23, 4-9.
8. Mainemelis, C. (2010). Stealing fire: Creative deviance in the evolution of new ideas. *Academy of Management Review*, 35, 558-578. (AMR 2010 Best Article Award Winner)
9. Mainemelis, C., & Ronson, S. (2006). Ideas are born in fields of play: Towards a theory of play and creativity in organizational settings. *Research in Organizational Behavior*, 27, 81-131.
10. Mainemelis, C. (2002). Timelessness and nonephemeral knowledge. *Academy of Management Review*, 27, 340-343.
11. Mainemelis, C. (2002). Time and timelessness: Creativity in (and out of) the temporal dimension. *Creativity Research Journal*, 14, 227-238.
12. Mainemelis, C., Boyatzis, R. E., & Kolb, D. A. (2002). Learning styles and adaptive flexibility: Testing experiential learning theory. *Management Learning*, 33, 5-33.
13. Essex, E. M., & Mainemelis, C. (2002). Learning from an artist about organizations: The poetry and prose of David Whyte at work. *Journal of Management Inquiry*, 11, 148-159.
14. Mainemelis, C. (2001). When the muse takes it all: A model for the experience of timelessness in organizations. *Academy of Management Review*, 26, 548-565.
15. Bradbury, H., & Mainemelis, C. (2001). Learning history and organizational praxis. *Journal of Management Inquiry*, 10, 340-357.

BOOK CHAPTERS

16. Mainemelis, C., Epitropaki, O., & Kark, R. (2019). Introduction: Connecting creative leadership's strands of research. In Mainemelis, C., Epitropaki, O., & Kark, R. (Eds.), *Creative Leadership: Contexts and Prospects*: 3-22. NY: Routledge.

17. Mainemelis, C. (2019). On the relationship between creative leadership and contextual variability. In Mainemelis, C., Epitropaki, O., & Kark, R. (Eds.), *Creative Leadership: Contexts and Prospects*: 23-38. NY: Routledge.
18. Epitropaki, O., & Mainemelis, C. (2016). The “genre bender”: The creative leadership of Kathryn Bigelow. In Peus, C., Braun, S., & Schyns, B. (Eds.) *Leadership Lessons from Compelling Contexts, Monographs in Leadership and Management, Vol. 8* (275-300). Bigley, UK: Emerald Group Publishing Limited.
19. Mainemelis, C., & Dionysiou, D. D. (2015). Play, flow, and timelessness. In C. Shalley, M. Hitt, & J. Zhou (Eds.), *The Oxford Handbook of Creativity, Innovation, and Entrepreneurship* (121-140). NY: Oxford University Press.
20. Mainemelis, C., & Epitropaki, O. (2013). Extreme leadership as creative leadership: Reflections on Francis Ford Coppola in the Godfather. In Giannantonio, C. and Hurley-Hanson, A. (Eds.), *Extreme Leadership: Leaders, Teams, and Situations Outside the Norm* (187-200). Northampton, MA: Edward Elgar Publishing.
21. Mainemelis, C. (2011). Δημιουργική ηγεσία και προσαρμοστική ευελιξία σε δύσκολους καιρούς. In Epitropaki, O., Kyriakopoulos, K., & Zarkos, S. (Ed.), *To Μάνατζμεντ σε Καιρούς Κρίσης* (117-126). Athens: Kastaniotis.
22. Boyatzis, R. E., & Mainemelis, C. (2011). Assessing the distribution of learning and adaptive styles in an MBA program. In S. Rayner & E. Cools (Eds.), *Style Differences in Cognition, Learning, and Management: Theory, Research, and Practice* (pp. 99-114). NY: Routledge.
23. Kolb, D. A., Boyatzis, R. E., & Mainemelis, C. (2001). Experiential learning theory: Previous research and new directions. In R. J. Sternberg & L. F. Zhang (Eds.), *Perspectives on Thinking, Learning, and Cognitive styles* (pp: 227-247). Mahwah, NJ: Lawrence Erlbaum.

PRESENTATIONS AT ACADEMIC CONFERENCES

24. Mainemelis, C., & Sakellariou, E. (2018). Bootlegging, creative deviance, and formal creative project evolution. *78th annual meeting of the Academy of Management*, Chicago.
25. Mainemelis, C., & Coget, J. F. (2018). The evolution of originals: Creativity and tradition across multiple points in time. *78th annual meeting of the Academy of Management*, Chicago.
26. Mainemelis, C., & Coget, J. F. (2018). The evolution of originals: Creativity and tradition across multiple points in time. *10th International Symposium on Process Organization Studies*, Chalkidiki.
27. Kark, R., Mainemelis, C., & Lin, B. (2018). Creative leaders: The balance between creative deviance vs conformity. *4th Israel Organizational Behavior Conference*, Tel Aviv.
28. Dionysiou, D., & Mainemelis, B. (2017). When flexibility is not an option: Play as an antidote to strong controls on routine performance. *77th annual meeting of the Academy of Management*, Atlanta.

29. Mainemelis, B., & Stierand, M. (2016). What if play were the core motive of work? *76th annual meeting of the Academy of Management*, Anaheim.
30. Epitropaki, O., Kark, R., & Mainemelis, C. (PDW Conveners, 2016). Creative leadership: Multi-context investigations. *32nd EGOS Colloquium*, Naples.
31. Stierand, M., Mainemelis, C., Dörfler, V., & Sadler-Smith, E. (2016). The role of aesthetic knowledge in the creative process of expert chefs. *32nd EGOS Colloquium*, Naples.
32. Dionysiou, D., & Mainemelis, C. (2016). Routines and anti-routines: The paradoxical symbiosis of routines and play behavior. *8th International Symposium on Process Organization Studies*, Corfu.
33. Korchagina, N., & Mainemelis, C. (2016). Exploring the relationship between skill and creativity: A phenomenological perspective. *8th International Symposium on Process Organization Studies*, Corfu.
34. Mainemelis, C. (2015). A theory of adaptive responses to the sociological ambivalence of creativity. *75th annual meeting of the Academy of Management*, Vancouver.
35. Dionysiou, D. D., & Mainemelis, C. (2015). Anti-routines: The paradoxical symbiosis of routines and play behavior. *75th annual meeting of the Academy of Management*, Vancouver.
36. Kark, R., Mainemelis, C., & Lin, B. (2015). Playful leaders: Walking the rope between creative deviance and conformity. *75th annual meeting of the Academy of Management*, Vancouver.
37. Komporozos-Athanasίου, A., Mainemelis, C., & Peretz, M. (sub-theme conveners, 2015). Organizations and the imagined life: Perspectives on imagination, creativity and novelty. *31st EGOS Colloquium*, Athens.
38. Korchagina, N., & Mainemelis, C. (2015). Finely honed skill and primordial familiarity in collective creative performance: Exploring the perennial question of optimal experience. *7th International Symposium on Process Organization Studies*, Kos.
39. Kark, R., Epitropaki, O., & Mainemelis, C. (2015). ‘Follow the leader(?)’: Creative leadership at play in multiple contexts. *10th Organisation Studies Summer Workshop*, Crete.
40. Dionysiou, D. D., & Mainemelis, C. (2014). Anti-routines: The paradoxical symbiosis of routines and play behavior. *6th International Symposium on Process Organization Studies*, Rhodes.
41. Lin, B., Kark, R., & Mainemelis, B. (2013). Leaders responses to creative deviance. *73rd annual meeting of the Academy of Management*, Orlando.
42. Mainemelis, C., & Epitropaki, O. (2013). F. F. Coppola and the making of the Godfather: A case study on creative leadership. *73rd annual meeting of the Academy of Management*, Orlando.

43. Mainemelis, C. (2013). Panel talk, Flourishing Europe Social Impact Dialogue, *EURAM 2013*, Istanbul. Co-panelists: Margarita Mayo (chair, IESE), John Antonakis (Lausanne), Ronit Kark (Bar-Ilan), Sim Sitkin (Duke), Maurizio Zollo (Bocconi).
44. Mainemelis, C. (2013). Panel talk, *5th International Conference on Process Organization Studies*, Crete. Co-panelists: Raghu Gharud (Penn State), Deborah Dougherty (Rutgers), Jacky Swan (Warwick).
45. Mainemelis, C. (2012). What do we know about creative leadership? Panel symposium co-chair and speaker. Panelists: Olga Epitropaki (ALBA, co-chair), Kimberly Jaussi (Binghamton SUNY), Ronit Kark (Bar-Ilan), Jennifer Mueller (Wharton), Pamela Tierney (Portland State). *72nd annual meeting of the Academy of Management*, Boston.
46. Mainemelis, C. (2011). Creativity research beyond boundaries: Multi- and interdisciplinary approaches. PDW speaker, *71st annual meeting of the Academy of Management*, San Antonio.
47. Mainemelis, C. (2010). Towards a better understanding of individual adaptability at work. Symposium discussant, *70th annual meeting of the Academy of Management*, Montreal.
48. Mainemelis, C., Nolas, S. M., & Tsirogianni, S. (2008). Auteurs as microcosms: Identity play and career creativity in Hollywood, 1967-2007. *24th EGOS Colloquium*, Amsterdam.
49. Mainemelis, C. (2008). Creativity and deviance at work. *INSEAD-London Business School Organizational Behavior Symposium*, London.
50. Mainemelis, C. (2007). Creative deviance and the evolution of new ideas. *67th annual meeting of the Academy of Management*, Philadelphia.
51. Mainemelis, C. (2007). Elegant minds in bête-noir suits: Why brilliant ideas trigger illegitimate acts. *PDMA Conference on Creativity*, Manchester Business School.
52. Mainemelis, C. (2005). An empirical examination of timelessness and creativity. *65th annual meeting of the Academy of Management*, Honolulu.
53. Ronson, S., & Mainemelis, C. (2005). Exploring the functions of play behaviors in organizational life. *65th annual meeting of the Academy of Management*, Honolulu.
54. Mainemelis, C. (2005). Adventures, often difficult, creative people: Is emotional intelligence important for creativity in the workplace? *Emotional & Interpersonal Skills Conference*, University of Macedonia, Thessaloniki.
55. Mainemelis, C., & Ronson, S. (2004). Reconceptualizing the role of play in organizational research. *64th annual meeting of the Academy of Management*, New Orleans.
56. Mainemelis, C. (2003). Always beautiful, usually suspect: Play versus work as instrumental topsy-turvy. *63rd annual meeting of the Academy of Management*, Seattle.

57. Mainemelis, C. (2003). Discovering play in work, in identity, and in social life. Symposium organizer and chair. Participants: Teresa Amabile (Harvard), Alan Filipowicz (Insead), Herminia Ibarra (Insead), Mark Marotto, Matt Statler, Johan Roos (Imagination Lab Foundation), Sarah Ronson (LBS), Lloyd Sandelands (Michigan), and Bart Victor (Vanderbilt). *63rd annual meeting of the Academy of Management*, Seattle.
58. Druskat, V. U., & Mainemelis, C. (2001). A model of team learning and performance in MBA project teams. *General Electric Fund Conference on Advances on Team Learning*, School of Management, Boston University.
59. Mainemelis, C. (2000). The time of creativity: Towards a typological framework. *60th annual meeting of the Academy of Management*, Toronto.
60. Boyatzis, R. E., & Mainemelis, C. (2000). An empirical study of the pluralism of learning and adaptive styles in an MBA program. *60th annual meeting of the Academy of Management*, Toronto.
61. Bilimoria, D., & Mainemelis, C. (1999). Emerging technologies, pedagogy, and management education in the 21st century. *“Reorganizing knowledge, transforming institutions” Conference*, University of Massachusetts at Amherst.

ARTICLES IN PRACTITIONER JOURNALS

62. Μαινεμελής, Χ. (2017). Οι περιπέτειες της δημιουργικής σταδιοδρομίας. *Leading ΕΑΣΕ*, 36-33.
63. Mainemelis, B. (2016). Thrills and risks of creative careers. *Business Partners*, May-June 2016: 12.
64. Mainemelis, B. (2014). The power of words. *Business Partners*, January-February 2014: 12.
65. Mainemelis, C. (2013). “Looks like you wanted it bad enough”: Red Bull, Sebastian Vettel, and creative deviance in the workplace. *ALBA Thinking Out Loud* blogspot.
66. Mainemelis, C. & Harvey, S. (2010). Ideas are born in fields of play: Creativity and play at work. *Rotman Magazine*, Spring 2010: 40-45.
67. Mainemelis, C. & Harvey, S. (2010). Un juego beneficioso para las organizaciones. *Harvard Deusto Business Review*, 196: 38-44.
68. Mainemelis, B. (2010). Η δημιουργικότητα αγαπάει το παιχνίδι. *People Edge*, 38-39.
69. Mainemelis, B. (2009). Οι μορφές του παιχνιδιού στον εργασιακό χώρο. *HR Professional*, 59: 68-69.
70. Mainemelis, B., & Harvey, S., & Peters, G. (2008). Grow and play. *Business Strategy Review*, 19 (1): 38-43.

71. Mainemelis, B. (1992). Τα μεταπτυχιακά διώχνουν μακριά την ανεργία. *Information*, 74: 91.

ARTICLES IN NEWSPAPERS

72. Mainemelis, B. (2010). Οι σημερινοί εικοσάρηδες. *Καθημερινή*, 19/6: Οικονομία, 15.

73. Mainemelis, B. (2009). Η σημερινή κρίση φωνάζει «τα κεφάλια έξω από το γραφείο.» *Καθημερινή*, 27/9: Οικονομία, 11.

74. Mainemelis, B. (2009). Παραβατικότητα και ελληνικότητα. *Καθημερινή*, 12/8: 11.

REVIEWING

Academy of Management Journal, Academy of Management Learning & Education, Academy of Management Review, British Journal of Management, Creativity Research Journal, Cross Cultural Management, Entrepreneurship Theory and Practice, Frontiers in Communication, Frontiers in Psychology, Human Relations, Human Resources Development Quarterly, Icelandic Research Fund, International Journal of Play, Journal of Business Venturing, Journal of Management Studies, Journal of Occupational and Organizational Psychology, M@n@gement, Organization, Organization Science, Organization Studies, Poetics, Research Policy, Small Group Research.

INVITED ACADEMIC PRESENTATIONS

University of Bath, Bath, 2018

University of Cyprus, Nicosia, 2016

Nova School of Business & Economics, Lisbon, 2015

Bocconi University, Milan, 2013

University of Bath, Bath, 2008

ALBA Graduate Business School, Athens, 2007

London School of Economics & Political Science, London, 2006

INSEAD, Fontainebleau, 2001

London Business School, London, 2001

Cleveland Institute of Art, Cleveland, 2000

SELECTED KEYNOTE ADDRESSES & PUBLIC SPEECHES

KEA Copenhagen School of Design & Technology, 2016

TEDx Academy, Athens, 2010

Athens College, Athens, 2010

Moraitis School, Athens, 2010

London Media Summit, London, 2004

Institute for Public Policy Research, London City Stock Exchange, 2004

National Maritime Museum & Royal Observatory at Greenwich, 2002

Full list available at <http://www.mainemelis.com/en/index.php?about=29>

INTERVIEWS AND MENTIONS IN POPULAR MEDIA

Several interviews and research mentions in *Financial Times*, *Sunday Times*, *Times*, *CBS News*, *Forbes*, *Kathimerini*, *MEGA Channel*, *Exame*, *Media Life*, and other media.

Full list available at www.mainemelis.com/en/index.php?about=13.

DOCTORAL SEMINARS TAUGHT

Creativity & Positive Psychology (London Business School)

Micro-Organizational Behavior (London Business School)

SLOAN FELLOWSHIP COURSES TAUGHT

Biography (London Business School)

Leadership Capability (London Business School)

EMBA COURSES TAUGHT

The Cultured Leader (ALBA Graduate Business School)

Leadership Development (ALBA Graduate Business School, London Business School)

Creativity & Innovation (Sogang University)

Developing Effective Managers in Organizations (London Business School)

International Assignment, South Africa (London Business School)

Organizational Behavior (Porto Business School)

MBA COURSES TAUGHT

Creativity & Innovation (ALBA Graduate Business School, co-awarded the *Association of MBAs MBA Innovation Award, 2015*; London Business School, University of Cyprus)

Leadership Development (ALBA Graduate Business School)

Global Leadership Assessment for Managers (London Business School)

Organizational Behavior (London Business School, Porto Business School)

Managing People & Organizations (ALBA Graduate Business School)

Global Management (University of San Francisco)

Managerial Assessment & Development (Case Western Reserve University)

Human Value in Organizations (Case Western Reserve University)

MSc COURSES TAUGHT

Leadership Development (ALBA Graduate Business School)

Creativity & Innovation (ALBA Graduate Business School)

Creating Entrepreneurship (ALBA Graduate Business School)

Personal Assessment & Development (London Business School)

BSc COURSES TAUGHT

Strategic Management (University of San Francisco)

PHD COMMITTEES

Nicolas Till Deuschel, IE Business School (2018-)
Samuil Samouilidis, IE Business School (2017-)
Samuel West, Lund University (opponent, 2015)
Naoum Mylonas, Aristotle University of Thessaloniki (2011-2015)
Ben Bryant, London Business School (transfer, 2002)

EMBA/MBA PROJECT SUPERVISION AT LONDON BUSINESS SCHOOL

Fedja Hadzic & Joe Haj Ali (DLEMBA 2009)
Eric Cohen (SEMBA 2007)
Chris Hampson (JEMBA 2006)
Stefan Nicodemou (MBA 2006)
Malgorzata Grzyb (Sloan 2005)
Messias Pedreiro Neto & Virgilio de Carvalho Pinto (MBA 2004)
Juliana Aparo & Diana Maisel (MBA 2003)

MSC DISSERTATION SUPERVISION AT ALBA GRADUATE BUSINESS SCHOOL

Villy Klada (MSc HRM 2015)
Ioanna Katsavria (MSc HRM 2012)
Aristeidis Paraskevopoulos (MSc HRM 2010)

EXECUTIVE EDUCATION CUSTOMIZED COMPANY PROGRAMS

ACS, Athens International Airport, AIG, Barclays, Boehringer Ingelheim, British Telecom, Carrefour, Elval, Ericsson, Eurobank, Henkel, Info Quest, ING, Interamerican, iSquare, iStorm, Kafkas SA, Ladakis SA, Lloyds, London Borough of Waltham Forest, Mars, Nea Odos, NovoNordisk, Oman Oil, PwC, Piraeus Bank, Philip Morris, Public Power Corporation, Quest Holdings, Rabobank, Sanofi-Aventis, Siemens, Sonae, Sonaecom, Tasty Foods, Teleperformance, TITAN, The Walt Disney Company, Uni.systems, Vodafone, Zain.

EXECUTIVE EDUCATION OPEN ENROLLMENT SEMINARS

Leading the Learning Enterprise (ALBA Graduate Business School)
Positive Psychology (ALBA Graduate Business School)
Advanced Leadership Program (Porto Business School)

INSTITUTIONAL SERVICE AT ALBA GRADUATE BUSINESS SCHOOL

Member of the Dean's Search committee, 2017-2018
Member of the Associate Professor Promotion committee, 2016-
Member of the Ethics committee, 2015-
Member of the Faculty Tenure Evaluation committee, 2011-
Member of the Faculty Annual Evaluation committee, 2009-
Associate Dean of Faculty & Research, 2016
Member of the Dean's Search committee, 2015

INSTITUTIONAL SERVICE AT LONDON BUSINESS SCHOOL

Member of the Exam Review Board, 2006

Member of the MBA Core Course Committee, 2005-2006

Coordinator of the MBA core Organizational Behavior course, 2003-2005

Coordinator of the Organizational Behavior Seminar Series, 2002-2004

Member of the Ph.D. Programme Selection Committee, 2002-2007

OTHER INSTITUTIONAL SERVICE

AIIESEC Hellas, member of the Advisory Board, 2012-2015

Hellenic Marketing Institute, Founding Member & President of the Student Body, 1993-1994

AIIESEC Hellas, Vice-President, 1992-1993

AIIESEC Aristotelian University of Thessaloniki, Founding member & President, 1990-1992

GRANTS & FELLOWSHIPS

London Business School, Research Development Fund Award, 2001-2008

Case Western Reserve University, Doctoral Fellowship, 1997-1999

PAST INDUSTRY POSITIONS

PictureWorks Technology Inc., Danville, California, Italian localization specialist, 1996-1997

PROFESSIONAL AFFILIATIONS

Academy of Management, American Psychological Association, Creative Education Foundation, European Group for Organizational Studies, Society for Industrial & Organizational Psychology, Society for Personality & Social Psychology, Society for the Psychology of Aesthetics, Creativity, & the Arts.