

# Ioannis Blatsos

*Ph.D. in Conflict Management & Negotiations, M.Sc in Information Systems & Organizations (L.S.E.),  
B.Sc. in Business Administration.*

---

**Tel.:** (+30) 6949934390  
**E-mail:** i.blatsos@gmail.com  
**Url:** <http://www.cirn.aueb.gr/index.php/en/omada-m/ioannis-blatsos>

## EDUCATION

---

**PhD in Conflict Management and Negotiations, 2008-2016**  
**Athens University of Economics and Business**

Supervisor: Prof. Andreas Nikolopoulos

- Thesis title: "Conflict Asymmetry: a multi-method, multi-level approach for its impact to individual and group outcomes"

This research examines how group and individual asymmetry affect outcome variables, and in particular, performance, satisfaction, and organizational behaviors towards both individuals and the organization. In addition, the research also examines the causal factors that impact on the individual conflict asymmetry, the factors that may mediate the relationship between the individual conflict asymmetry and the outcomes, as well as the factors that may shape and / or mitigate the impact of conflict asymmetry on group results (group level). The main findings of this research show that conflict asymmetry exerts a negative and strong effect on individual outcomes (satisfaction, performance) as well as on group outcomes (group performance).

**MSc in Information Systems and Organisations (Research), 2006-2007**  
**London School of Economics and Political Science (L.S.E.)**

Supervisor: Associate Prof. Edgar Whitley

- Dissertation Title: "The Exercise of Expertise in the Information Age"

**BSc in Business Administration, 2002-2006**  
**Athens University of Economics and Business**

## PROFESSIONAL EXPERIENCE \*

---

**Freelance Consultant September 2012 – Present**  
**Consultant specialized in Negotiations, Industrial Relations, and Conflict Management**

- Developing and formulating negotiation strategies for organizations as well as consulting organizations (Pan-Hellenic Employee Unions, firms in telecommunication sector, firms in banking sector) and working unions (Pan-Hellenic Employer Unions in several sectors, working union of a top telecommunication firm) on industrial relations aspects (Collective Agreements, Constitution, Rules of Procedure).
- Consulting firms in telecommunication and energy sector on conflict resolution among workers, groups, and top management.
- Consulting firms on performance appraisal strategies as well as on the development and implementation of training programs.

**SNG Business Advisors, September 2011 – Present**  
**Consultant**

- Developing and exercising negotiation strategies for new product inputs in new markets and market expansions in agricultural, food-industry and solar energy sectors
- Dispute resolutions between suppliers and buyers in food-industry and insurance sectors

**INTELL FINANCE S.A.**

**April 2005-January 2006**

**Consultant**

- Developed business and feasibility plans for telecommunication, banking and construction firms
- Explored alternative ways of funding methods for existing or new businesses
- Analyze and evaluate any business - banks related disputes

**ACADEMIC EXPERIENCE**

**Athens University of Economics and Business, Diploma in Negotiations September 2012 - Present**

**Lecturer in Strategic Negotiations**

- Teach and assess postgraduate students from various backgrounds (lawyers, finance, army officers, etc.) on “Strategic Negotiations”. The module includes all possible ways of negotiation, as well as all the possible negotiating techniques, and formulating a specific negotiation strategy to deal with a specific problem or situation.
- Teach students to apply negotiation techniques in real-life via role-playing negotiation games

**Athens University of Economics and Business,  
Center of Industrial Relations and Negotiations**

**2010 – Present**

**Researcher**

Main research areas and research projects

- **Industrial Relations:**
  1. Key concepts that characterize the Greek Model of Industrial Relations, how these concepts change, and ideas and solutions for a “win-win” model of industrial relations in Greece
  2. Relationships among the Social Actors and how these interplays may shape and reform the industrial relations model that exists.
- **European Union:**
  1. The influence of the EU policies, mainly through its Regulations and Directives, in European industrial relations.
  2. The influence of the Greek model of industrial relations by the EU policies. Specifically, my research is focused on the issues of information, consultation and workers’ participation, on EWCs and on the European Company (SE).
- **Conflict Management and Negotiations:**

Introduced, analyzed and researched the impact of conflict asymmetry, i.e. the differing perceptions of individuals about conflict levels and how these impact the individual and team outcomes and performance.
- **Other projects**

Developed and formulated an e-learning platform for the “Diploma in Negotiations”

**Harvard Square Sustainability Advisors, LLC**

**October 2016-February 2017**

**Researcher**

- Research Project: “Conflicts in Large Infrastructures in Latin America” (in collaboration with Harvard Zofnass Program).

**Business College of Athens (BCA)**

**2012-2013**

**Lecturer, Module Leader**

- Teaching and assessing undergraduate students on “Global Challenges for Management, Leadership and Business”.
- Responsible for the way the specific module will be taught from other lecturers (which areas will be covered, what will be the assessment policy)

## **WORKING PAPERS**

---

- Antecedents of conflict asymmetry in organizations.
- Consequences of conflict asymmetry to individual and team outcomes.
- Formulating efficient and flexible negotiation strategies
- Health care management as a new profession and doctors' resistance to change

## **LANGUAGES & IT SKILLS**

---

- English (excellent); Greek (native)
- Oracle ERP, SPSS, EndNote, HLM, Lisrel
- Microsoft Office (Word, Excel, Access, Visio, Outlook, Powerpoint)