



Dimis Michaelides

Business consultant, author, keynote speaker, professor and trainer, with substantial international experience in General Management, Marketing, Finance, mergers and change management.

Author **The Art of Innovation – Integrating Creativity in Organizations** (2007)

Delivered courses as Visiting Professor

INSEAD (Fontainebleau, France), **Royal Holloway University of London, CK Graduate School of Business** (Beijing), **Jiaotong University** (Shanghai), **Cyprus International Institute of Management, Neapolis University Pafos.**

Served as Board Member

Private companies: **Marbleton Advisers** and related companies (Russia), **Inova Inc** (Brazil), **POALIM Real Estate Fund (Cyprus) Ltd**

Private companies operating in Cyprus: **Trust International Insurance Company, Laiki Cyprialife, Interamerican Insurance, Paneuropean Insurance, Philiki Insurance, Cyprus Trading Corporation, Woolworth.**

Non-profit organizations: **The Creative Education Foundation** (USA), **Cyprus Magic Society** (Past President), **Nicolas Economou Foundation**(Cyprus).

Awards

Ambassador of Knowledge, Slovenia Academic Economic Congress, 2017

PROFESSIONAL EXPERIENCE

Thirty five years of international business experience in private and public organizations in CEO, General Management, Marketing and Finance positions in the insurance, agricultural chemicals and development banking sectors.

2003- PERFORMA CONSULTING, Nicosia FOUNDER and MANAGING DIRECTOR

Consulting and training for organizational performance principally in the areas of leadership, innovation, creativity, strategy, structure, marketing, change and transformation. Operating mainly in Europe and Cyprus with assignments also in Asia, the Middle East and USA. Certifying professionals around the world on Leading Innovation.

1999-2003 LAIKI CYPRIALIFE, Nicosia - Laiki Bank Group

Life & Health Insurance – Premium income \$80m. Staff 170. Salesforce 400 agents.

GENERAL MANAGER- Chief Executive Officer

Merged Cyprialife and Interamerican to create leading insurance company in Cyprus.

1997- 1999 INTERAMERICAN INSURANCE (CYPRUS), Nicosia

EXECUTIVE VICE-CHAIRMAN - Chief Executive Officer

Merged three insurance companies – Interamerican, Philiki and Paneuropean.

1995-1996 COUNCIL OF EUROPE DEVELOPMENT BANK, Paris

Annual long term loan portfolio exceeding EUR 4 billion mainly in small and medium-sized businesses, health, education, social housing and natural disaster relief.

DEPUTY DIRECTOR – DEVELOPMENT

Developed new business in Italy, Spain, Portugal, Greece, Cyprus and Malta.

1989-1994 SOPRA, subsidiary of ICI / ZENECA Agrochemicals, Paris

Turnover \$200 million. Staff 250.

1992-1994 **BUSINESS MANAGER- France and Belgium**

Full management, commercial and profit responsibility, leading a team of 150 people. Planned and implemented major reorganisation - 20% cost savings.

1989-1992 **MARKETING MANAGER- France**

Led a team of 20 people in Product Management, Market Research, Publicity and Public Relations. Directed strategy and operations during merger with Stauffer – market share rises by 4%.

1984-1989 WORLD BANK/IFC, Washington, DC

Joined the Young Professionals Program and, after two assignments in Africa and Latin America, took on a permanent post in IFC.

INVESTMENT OFFICER – Africa, Latin America

Appraised and supervised loan and equity investments in private projects- chemicals, textiles, cement and other businesses. Structured business deals with investors, technical partners, financial institutions and governments in Rwanda, Madagascar, Brazil and Uruguay.

1981-1984 SOPRA, subsidiary of ICI Agrochemicals, Paris

PRODUCT MANAGER- \$40 million product range responsibility

Launched decade's leading product. Led "Cercles de Progres" - creativity workshops.

PUBLICATIONS

"The Art of Innovation - Integrating Creativity in Organizations" (introduction - Constantinos Markides, art - Umit Inatci), book published in 2007.

"The Art of Innovation in the Public Sector", International Journal of Innovation Science, Vol 3, No 3, September 2011

"The Art of Innovation and the learning organization", article in "Innovation and Transformation Through Knowledge Management" edited by Evie Serventi, published by the ARK Group, December 2012

"The Art of Innovation: a model for organizational creativity", Encyclopedia of Creativity, Invention, Innovation, Entrepreneurship published by Springer, 2014, revised 2017

ACADEMIC TEACHING EXPERIENCE

Visiting Lecturer, Neapolis University, Pafos, 2016 – present. Teaching “Entrepreneurship” and “Leadership and Organizational Behavior” to undergraduates and MBAs.

Visiting Professor INSEAD, Fontainebleau, France, from 2011 – Executive MBA Program, Senior Executives from China

CK Graduate School of Business, Beijing, China, 2014 – Executive MBA Program.

Jiaotang University, Shanghai, China, from 2014 – Executive MBA Program

Visiting Professor, Royal Holloway University of London, 2013 – Masters in Project Management

Non-resident Faculty, Cyprus International Institute of Management, 2008 – present – MBA program, Masters in Management of Education, Masters in HR Management, Masters in Project Management

Visiting Lecturer, Queen Mary, London University, 2004 – 2006.

SELECTED CONFERENCE SPEAKING ENGAGEMENTS

European Union 9th Quality Conference, Malta (2017)

European School of Administration, Brussels and Luxembourg (2015)

Slovenian Chamber of Commerce, Ljubljana (2014)

DISPA – Directors of Institutes and Schools of Public Administration (2012)

Creative Problem Solving Institute – Chicago (2005), Minneapolis (2006), Atlanta (2007, 2008, 2011, 2012), Boston (2009), Buffalo (2010, 2013).

Harvard Business Review (China), Chengdu (2013)

TEDx Gramercy, New York (2012)

Mindcamp, Toronto (2012)

Slovenia Marketing Conference, Porto Roz (2012)

DISPA – Directors of Institutes and Schools of Public Administration (2012)

European Foundation for Open & Digital Learning, Hertogenbosch, Netherlands (2011)

Lifelong Learning Conference, Luxembourg (2010, 2011)

European Conference for Creativity & Innovation, Brussels, Lisbon (2009, 2011)

Leading Innovation & Change Conference (co-organizer), Athens, Greece (2011)

CREA France, Paris (2010)

i7 Innovation Summit, Chantilly, France (2010)

Africa Creativity & Education Conference, Klein Kariba, South Africa (2007, 2009)

Greenwich University Conference for Creativity & Entrepreneurship, UK (2008, 2009)

CREA Conference, Sestri Levante – keynote and workshops (2006 and 2008)

Dubai Quality Group, UAE (2008)

Challenge of Change Conference, Nicosia, Cyprus (2007)

International Conference - Communication, Media, Technology & Design, Istanbul (2012)

European School of Administration, Brussels & Luxembourg (2016)

Universidad del Rosario, Bogota, Colombia (2016)

SELECTED CLIENTS

Oiltanking GmbH, PricewaterhouseCoopers, Columbia ShipManagement, Belfast Metropolitan College, AMDOCS, O2, IBM, NCR, MSD, IKEA, Bayer, Syngenta, Bank of Cyprus, Trust Reinsurance, Societe Generale, BNP Paribas Cardif, Chambre de Commerce du Nord de France, Cyprus Telecommunications Authority, Dubai Land Department, Government of Cyprus, University of Cyprus.

EDUCATION

1979-1981 MSc (renamed MBA) in Business Administration, London Business School. Participated in International exchange program - HEC Paris, fall 1980.

1978-1979 M.A. in Development Economics, University of Sussex.

1975-1978 B.Sc. (Econ) London School of Economics. Honours, Upper 2nd. Commonwealth Scholar.

1995-1997 Leadership in Organizations. INSEAD Fontainebleau, France

1982-2016 Short courses on management topics – average 5 days/year – subjects include Leadership, Creativity, Innovation, Business Strategy, Organizational Design, Organizational Structure, Organizational Culture, Financial Projections, Time Management, Project Management, Marketing, Publicity, Communications, Recruiting, Performance Management, Negotiations, Life Insurance, Office Technology.

LANGUAGES

Fluent Greek, English, French. Operational Spanish and Portuguese.

PERSONAL

Married, one child. Loves music and magic (performance), theater, history, the arts.

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