



**Europass
Curriculum Vitae**



Personal information

First name(s) / Surname(s) **Theodore Kokkoris**
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Nationality Greek
Date of birth 04.08.1949
Gender Male

**Desired employment /
Occupational field**

Business Development Consultant/Expert/Advisor

- SMEs Expert-Advisor
- Business consulting & coaching
- Marketing & management
- Export & investment promotion
- Business restructuring
- Assessment-evaluations
- Teaching & Training
- International –EU development donor aided programmes
- Organisation of events
- Publications

Work experience

Dates ...To date (please see annexes for analysis of work experience)
Occupation or position held **Business development expert / advisor, Coach ,trainer**

Main activities and responsibilities

Short description of Key qualifications

Dr Theodore Kokkoris dispose of more than 30 years' extensive experience providing expertise to SMEs and business in general. He is considered one of the best SMEs adviser/expert internationally.

Dr Theo Kokkoris expertise covers the following areas of business operations: Business development, Business restructuring, Export promotion, International investment opportunities, organisation of business, business & marketing plans, management, Training, H.R. Promotion & Public relations, renovations, expansion, business cooperation, business strategy, communication, P.R., Distribution, negotiations, transfer of know-how, business match making , sales, etc.

As an SMEs development consultant-expert he provides Business advisory services to improve SME's competitiveness, business orientation, exports promotion and international cooperation, promoting their services and products globally, advising on entrepreneurship, sales, marketing, innovation, reorganising the business, business plan and related business topics.

In sectors: Tourism, Service companies, Printing Packaging, Real Estate, Coffee & Pastry, Car repair, Renewable energy, Fashion, trade, food staff ,trade, services, etc.

He served as Professor for 18 years at ATEI and he is also associated expert with the Nelson Mandela Metropolitan Univ. at Port Elisabeth South Africa. Courses: Marketing, Int'l marketing, Entrepreneurship, management, SMEs and all related subjects. To both graduate and undergraduate students.

Professional trainer for: training of trainers, consultants, training of entrepreneurs, SMEs managers, unemployed people, university students, women entrepreneurs, social enterprises, etc. He is organiser and coordinator of numerous training programmes schemes throughout Greece and abroad (Europe, Georgia, Bulgaria, Africa, etc.). Topics: Entrepreneurship, Business plan, Marketing plan, new business, International management & marketing, promotion & communication, International relations & exports promotion, innovation, franchising

Assessor - Evaluator of EU development programmes in Greece and Internationally in sectors as: investment development projects, SMEs, Regional, Tourism, Manufacturing, trade, services, etc. (See table of assessments).

Author of business books and articles. i.e. Business plan (a practical guide for SMEs), Marketing plan (practical guide for SMEs), Small Business management (a roadmap to success), sales, communication, marketing, customer service, promotion-advertising, Starting your own business. Author of e-books, articles on entrepreneurship practical issues

Key speaker and lecturer in seminars, conferences, for entrepreneurship, marketing, starting own business, Development, Restructuring, Training, establishing SMEs structures, strategic plans

He disposes of extensive organizational experience in training courses, study visits, conferences, and workshops. Highly experienced promoter – coordinator and bridge head of setting up SMEs business units, match making, business cooperation, foreign investments, joint ventures, exports and transfer of knowhow and technology throughout the world.

Long experience and implementation of Business studies, investment and restructuring proposals, marketing policies and techniques in various companies (franchise and private) in almost all business sectors. Good knowledge and extensive practical work experience in EU candidate countries and with EU Regulations on Structural Funds management.

Excellent P.R. skills, communication skills, written skills, speaker in events.

Education and training

Dates	2017
Title of qualification awarded	Diploma and certification
Principal subjects/occupational skills covered	Tourism & hotel classification evaluator
Name and type of organisation	BQC Certification & evaluation Accreditation body
Dates	2015-----
Title of qualification awarded	Associate expert
Principal subjects/occupational skills covered	Ph.D. Thesis examiner , speaker ,
Name and type of organisation	Nelson Mandela Metropolitan University, Port Elisabeth, South Africa
Date	1995 – 2012
Title of qualification awarded	Professor
Principal subjects/occupational skills covered	Courses taught: Business plan to Master degree students Courses taught: Marketing 1 (first year students), International Marketing both to Greek students (3d year) and ERASMUS programme (in English), Corporate finance (ERASMUS), Tourism marketing, Business plan.
Name and type of organisation providing education and training	University of Piraeus. TEI Technological University of Athens Marketing Dept. (Greece)
Dates	1997 - 2000
Title of qualification awarded	Ph.D. in Business Administration
Principal subjects/occupational skills covered	Thesis: Marketing of SMEs in developing countries. The case of ex-Soviet Union countries
Name and type of organisation providing education and training	Preston University Wyoming, USA
Dates	09/ 1968 - 06/1973
Title of qualification awarded	Bachelor
Principal subjects/occupational skills covered	Business Administration, Management and Marketing
Name and type of organisation providing education and training	University of Piraeus, Graduate School of Industrial Studies
Dates	09/1974 – 12/1974
Title of qualification awarded	Diploma
Principal subjects/occupational skills covered	American Business Economy

Name and type of organisation providing education and training	Management Laboratories of American (MLA)
Dates	1975-1976
Title of qualification awarded	Diploma in Continuing Education (Master's level)
Principal subjects/occupational skills covered	Fields: SME Organizational Development, Policy Advice, Public Relations, Environment.
Name and type of organisation providing education and training	North Texas State University, Dallas, Texas USA Professional Development Institute, College of Business, Dallas
Dates	09/1974 – 06/1976
Title of qualification awarded	Master of Science
Principal subjects/occupational skills covered	International Management & World Trade, Emphasis in International Co-operation, Business relations, Marketing & World Trade
Name and type of organisation providing education and training	University of Dallas, Graduate School of Management
Dates	09/1983 – 06/1988
Title of qualification awarded	Bachelor
Principal subjects/occupational skills covered	Public Admin. and Politics Emphasis in Third World countries relations
Name and type of organisation providing education and training	Pantion University of Athens Dpt. of Political Sciences
Dates	1999 - 2000
Title of qualification awarded	Diploma
Principal subjects/occupational skills covered	Training of Trainers
Name and type of organisation providing education and training	Hellenic Management Association
Dates	2000
Title of qualification awarded	Diploma and Certificate
Principal subjects/occupational skills covered	ISO and Quality standards - Registered Lead Assessor
Name and type of organisation providing education and training	URS ISO Quality England

Dates 2005-2006
 Title of qualification awarded Certification and Diploma
 Principal subjects/occupational skills covered Training of Trainers
 Name and type of organisation providing education and training Hellenic National Certification Authority. Training of trainers Programme

Personal skills and competences

Mother tongue(s)

Greek

Other language(s)

English, Italian, Spanish, French

Self-assessment

European level ()*

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	
fluent	fluent	fluent	fluent	fluent
fluent	fluent	fluent	fluent	fluent
good	good	good	good	good
good	good	good	good	good

(*) *Common European Framework of Reference for Languages*

Greek

English

Italian

Spanish

Social skills and competences

Member of the board of several social bodies and associations. Sports, business, local community.

Organisational skills and competences

- Extensive experience in restructuring, reorganisation, development, marketing, management, communication-promotion, public relation. As well as missions, conventions, fairs, exhibitions, conferences, and social and tourism events.
- Extensive experience (more than 25 years) (as Team Leader- Project manager) in managing and co-ordinating development aid programmes in Business as well as technical assistance to SMEs development (both in private and social business sector).
- Highly experienced promoter – coordinator and bridge head of setting up SMEs business units, foreign investments, joint ventures, exports and transfer of knowhow and technology throughout the world (sectors: trade, tourism, graphic arts, quality systems ISO, etc.).

Technical skills and competences

- Extensive experience and implementation of management & marketing policies, techniques and procedures in various companies of the aforesaid sectors.
- Business studies and proposals for various business sectors
- Long experience as Professor and Trainer in various business training programs and seminars, International Marketing, Business Development, Management.
- Extensive knowledge of the EU development aided programmes.
- Evaluator of EU development programmes in Greece and Internationally in sectors of: start up SMEs, Tourism, Manufacturing, trade, services, etc.

Computer skills and competences

Familiar with many word processing and financial applications for PC's.

Other skills and competences Excellent P.R. skills, communication skills, written skills (author of books & articles on SMEs), Public speaker, and presentation skills.
Author of books for the SMEs. Best sellers: The Business plan for SMEs, The Marketing plan for SMEs. Practical guides for all entrepreneurship ,4 e-books, numerous articles for SMEs

Driving licence Category B

Additional information Member of the following professional bodies:

- Hellenic Evaluation Society (Founding member & member of the board of Directors)
- Hellenic Institute of Marketing
- Hellenic Management Association
- American Management Association
- ICSB International Council for Small Business
- Hellenic Chamber of Commerce
- Hellenic Economic Chamber
- EURO Business Association (Secretary General)
- TEAM Europe. Pool of excellence of Experts for European Affairs

Annexes Extensive travelling to Africa, Middle East, All Europe, Balkan & Eastern Europe, Central Asia and developing countries
Professional experience. List of projects

Specific international experience

Country	Date from - Date to
Kenya- Somalia, Dubai	2003
Africa(Nigeria-Gabon-Cameroun-Senegal-etc.)	1997- to date
Eastern Europe	2004-10
Ukraine	2011
Dominican Republic-Cuba	2003
Bulgaria	1997, 2008
Romania	1997,2004,2005,2006,2007
Kazakhstan	1994-1995
Uzbekistan	1994-1995
Georgia	1997
Russia	1997
Europe (France, Italy, Poland, Ireland, Serbia, Slovenia, Germany, Spain, Portugal, Syria)	2004-2010
Romania	2008
Ukraine	2010
Spain	2014
South Africa	2014/ 2016/2017-18

Professional experience. List of projects

Dates	Address of employer	Name of employer	Position	Main activities / Responsibilities
1993 - To date	Athens Greece	Inter-K Consulting Business development consultants	CEO - Director Senior Business Advisor	<ul style="list-style-type: none"> • Consultant – expert – Advisor to SMEs in Greece and abroad regarding: development - Investment promotion- Export development- International Trade-restructuring- strategic plan - management-marketing- sales- promotion & P.R.- match making and transfer of know how- business & marketing plan – innovation-quality issues (ISO) – reorganization (modern products, competition, packaging, logistics, etc.) – Technical assistance – financial studies – market research – market segmentation & approach methods – best use of resources • Team Leader / Key expert in many EU development aided programmes internationally • EU expert advisor for establishment of SME agencies in non-EU countries. Technical assistance. Management of business study tours. • Promoter of business and investments for Greek and foreign firms. • EU funded investment proposals for Greece and abroad i.e. Hotels, logistics, medical care, food staff, printing, trade, packaging, recreation industry, services • Assignments & projects for technical assistance in developing countries in Central Asia, Africa, Latin America, USA, West and Eastern Europe. • Consulting services to the Federation of Greek Industries including: Business plans, market research, feasibility studies, follow up strategies, export promotion and co-operation, • Feasibility and investment studies for tourist resorts and Hotels in various areas of the Greek territory • Organization of events such as: conferences, forums, seminars, study tours, missions abroad • Trainer in management and marketing of SMEs and other entrepreneurial operations • Registered Assessor for business investment plans with the Greek Ministry of Development and Industry, EOMMEX, Ministry of Labor, Hellenic Tourist Organization • Associate professor & visiting professor in various International Universities (Nelson Mandela Metropolitan Univ. Port Elisabeth S. Africa, Un. Of Piraeus Greece, TEI of Athens & Piraeus
2015 -16	Athens	INTER-K Business development consultants kokoris2@otenet.gr	Consultant Business expert	Set up and implementation for an investment. The building up of a small hotel in Syros Island. Investment proposal, business plan, construction, implementation, follow up, financing, equipment, strategic plan, promotion

1995 – to date	Athens	Athens Technological Univ. Univ. of Piraeus, Nelson Mandela Metropolitan Univ Port Elisabeth S. Africa	Professor	<p>Courses:</p> <p>Marketing, International marketing, management, sales, SMEs, entrepreneurship, and all related business topics</p> <p>Supervision of thesis of graduate students and Doctoral students Examiner-evaluator of Doctoral candidates</p>
2015-2018	Port Elisabeth S. Africa	WALMER Dry Cleaners ccc	Consultant Business Development expert	<p>Dry cleaning company. 13 employees. Business analyst</p> <p>Reorganisation of the business and its operation according to modern standards of the sector and market. New business and marketing plan, New promotion approach to attract customers from other sectors that have not been approached to date.</p> <p>Objective: To increase clientele, expand into other market sectors, be more competitive and efficient, increase revenues</p>
2016-7	All Greece	Ministry of Industry and Development ELANET (Intermediary Body)	Assessor – evaluator Controller	<p>Development of Greek SMEs PEP-ESPA O.P Competitiveness</p> <p>80 assessments of business investment proposals.</p> <p>The proposals refer to new and existing Greek companies in all sectors to assist them in reorganizing – restructuring and developing their operations, become competitive and create opportunities for international cooperation through research, business cooperation, e-commerce, e business and increase turnover.</p>
2012 -13	Athens	INTER-K consultants kokoris2@otenet.gr	Consultant Business expert	<p>Preparing investment proposals for new entrepreneurs under the EU-Greek substitution programme for new start-ups. young, women would be and existing entrepreneurs. The proposals are covering plans and actions for investments, expansion, export opportunities, development of new products and services, management & marketing training.</p> <p>Objective: To create a viable implementation plan and follow up of the establishment and investment</p>
2011-13	Athens	Sahinoglou & Partners Engineers	Economist	<p>New IERAPETRA (Crete island) port Technical & financial study</p> <p>Study on the new port facilities in IERAPETRA (Crete island Greece)</p> <p>Responsible for the financial & economical part of the study</p> <p>Member of the consortium of engineers, economists, environment experts, etc.</p>
2012 -13	Athens	INTER-K Business development consultants	Consultant Business expert	<p>KAT Hospital. Technical & financial Study for the creation of a new unit (bank of osteobiol & osteo implants) in the Hospital premises. Organisation plan, production and marketing plan</p> <p>Objective: The products to be produced are destined for exports due to their competitive price and quality.</p> <p>Training of staff in exports</p>
March 2012	Athens All Greece	Ministry of Industry and Development ELANET (Intermediary Body)	Assessor – evaluator Controller	<p>New Innovative entrepreneurship O.P Competitiveness</p> <p>110 assessments of business investment proposals.</p> <p>The proposals refer to assist existing Greek companies in all sectors to introduce innovations that will assist them in developing their operations, become competitive and create opportunities for international cooperation through research, business cooperation, ecommerce & e-business and increase turnover.</p>

Jan-May /2009 Jan-May /2012	EU	EU-JTS Joint Technical Secretariat Budapest Hungary	Assessor – evaluator Controller	South East Europe programme initiative SEE Assessment of business development project proposals for the SEE (South East Europe) initiative in the context of the SEE programme. This is an EU initiative for development & cooperation of regional development of the countries of South Eastern Europe financed by EU. All sectors 12 assessments in 2009 9 assessments in 2012
July 2013	All Greece	Ministry of Industry and Development ELANET (Intermediary Body)	Assessor – evaluator Controller	Development of Greek SMEs PEP-ESPA O.P Competitiveness 40 assessments of business investment proposals. The proposals refer to new and existing Greek companies in all sectors to assist them in reorganizing – restructuring and developing their operations, become competitive and create opportunities for international cooperation through research, business cooperation, e-commerce, e business and increase turnover.
March 2014	All Greece	Ministry of Interior Hellenic agency for local development & local government SA (EETA	Assessor – evaluator Controller	Digital integration- Of Greek Municipalities ESPA O.P Competitiveness 70 assessments evaluations of proposals of the Greek local municipalities. Title: Digital Integration. The proposals refer to launch new facilities and services to citizens of local governments in order to provide better – simpler – faster – cost effective and results oriented services. These services cover: info provision of the municipalities, traffic control of garbage carriers, facilities to elderly and more sensitive citizens, city guides, city planning, etc.
2009-2012	All Greece	Ministry of Industry & development EOMMEX Hellenic Support Org for SMEs	Assessor – evaluator Controller	More than 2000 assessments -evaluations – on sight check & control for business project proposals , implementation of the investment , check on business viability Beneficiaries: SMEs (existing) , new SMEs , Women entrepreneurship , Development of Women entrepreneurship , business proposals in specific Greek regions suffering from unemployment and nonexistence of business opportunities , specific categories of population with difficulties, startups , expansion & improvement of business , restructuring of existing business , export promotion opportunities , match making , technology transfer & know how.
2012	Athens	EPAEY Consulting company	Trainer	Training (in house) for the EU programme “development of employee competence in Large Greek Companies. Topics: Marketing, customer service, communication, management, sales, etc. Education – SMEs – Training-exporting
2012	Athens	Mediterranean consulting system S.A Mrs Fani Doni fanidoni@gmail.com	Trainer-Speaker	Training (in house) for the EU programme “Regions for jobs” Romania - Greece EU programme POSDRU 2007-2013 Training of. Start-ups, existing SMEs and young entrepreneurs in : Marketing , customer service , communication, management , sales , exports, entrepreneurship, etc.
2009 -to date	Athens Greece	EOMMEX (Hellenic Organisation of SMEs) kek@eommex.gr	Professor - Trainer	EY ΕΠΙΧΕΙΡΕΙΝ Enterprise in 360” Full training programme for entrepreneurs without business background in entrepreneurship. The company from scratch to full business. All sectors (service, tourism, trade, manufacturing, franchising). All business topics covered

2012	Athens Greece	INTERLINGUA Training Centre	Trainer	In house training for the GOLDAIR employees in business management. The training covered all aspects and topics of business
2008-09	Athens Greece	Univ. of Piraeus Prof. Josef Hassid	Adjunct Professor	Teaching & training of the Univ. students and new entrepreneurs in business, Management and marketing topics in creating their new business whether private or franchise. Project leader of the team for follow up courses and consultation
2008-09	EU- Greece	Bank of Piraeus Marketing department Athens GR	Trainer Project Manager- Planner Motivator Consultant	Planning and organising the seminars of SMEs in quality oriented product and quality development of the company; <ul style="list-style-type: none"> Activities oriented on regional development programmes, Banking sector, SMEs and local entrepreneurs, all business sectors including franchising Remark: 200-400 participants (existing SMEs) in each training stimulus presentations;
1995- to date	EU- Greece	EOMMEX (Hellenic Organisation of SMEs) t.kokoris@eommex.gr INTER-K Development consultants	Assistance to SMEs Trainer Motivator Consultant	<ul style="list-style-type: none"> Training of SMEs and women entrepreneurs throughout Greece. in business, marketing and entrepreneurial topics. More than 2000 entrepreneurs trained either in franchise or owned SMEs from sectors such as: tourism, service, trade, food, catering, logistics, etc. Objective: Training, coaching and seminars delivered to Greek entrepreneurs throughout Greece. The topics delivered concerned improvement of entrepreneurial skills, product development and sales capacities, business plan development, marketing tools and marketing plans development, promotion, advertising, Public relations, communication, exports. Three-day seminars were organized in selected regions of Greece, duration of seminars 2-24 hours. Groups of 20 SME attendants in classes. Especially designed for women cooperatives, tourism SMEs, service firms, Franchise business Remark: 200-600 participants in training stimulus presentations
2005 - 6	Athens Greece	Hellenic National Certification Authority	Trainer	Training of trainer's programme: <ul style="list-style-type: none"> Certified trainer of trainer's programme. Duration one year. Mandatory prerequisite for all those trainers interesting in deliver training of any kind. The programme covers all aspects of professional training to young and older people, to unemployed work force, to women, etc.
12/ 2010	Kiev Ukraine	European Profiles SA info@europeanprofiles.gr	S /T Expert	INNOENTREPRISE Support to knowledge based and innovative enterprises and technology transfer to business in Ukraine Expert on delivering 2 curricula for training of entrepreneurs, engineers and scientists in Marketing of Innovation and Outsourcing innovation leading to new investments and exports.
2009-10	Athens	Sahinoglou & Partners Engineers	Economist	New PREVEZA port Technical & financial study Study on the new port & marina facilities in Preveza (central 0 west Greece) Responsible for the financial & economical part of the study Member of the consortium of engineers, economists, environment experts, etc.

2005 – 2009	EU INTERREG IIC Budget 1,5m	EOMMEX (Hellenic Organisation of SMEs) And consortium of EU partners t.kokoris@eommex.gr	Project Leader - Manager	<p>INTERREG IIC: “INNOVINT” project.</p> <ul style="list-style-type: none"> Internationalisation of EU innovative SMEs; matching events for business cooperation: preparation of organisation and methodology; creation of experts’ platform; selection of partners for cooperation and platform cooperation with Business Support Organisations created; organisation of training events for BSO members and selected SME’s, dissemination of experience and information; coaching advisory services to SMEs and public organisations in succeeding business partnerships for entrepreneurship and business functions. Project objective: Improvement and development of quality and availability of business support services to SMEs by developing the professional expertise, skills and enhancing capacities of business service providers and local business support institutions and best practise dissemination and preparing them for future. Structural and development funds as well as business cooperation in B2B , ecommerce , e-business , exports , marketing , business development , cooperation, etc.
2005 – 2008	EU Article 6 Employment and Social works unit Budget 1,5m	Leader EOMMEX (Hellenic Organisation of SMEs) And consortium of EU partners from Spain, Portugal, Italy, France, etc. European Profiles SA t.kokoris@eommex.gr	ACTIONLINK Project Leader SMEs in Leather and clothing sector	<p>ACTIONLINK</p> <ul style="list-style-type: none"> The project was aiming at the unemployed and/or would be unemployed workers of the leather sector mainly that are in a mature age. Includes several actions such as: Workshops, seminars, training, conferences, studies, preparation of questionnaires, exchange of visits to exhibitions and other events. <ul style="list-style-type: none"> The objective: to <u>create an able business environment</u> for development in <u>opening new business opportunities</u> within the EU member states workers (cooperation, exchange of expertise, exporting to 3d countries and EU, joint marketing efforts, etc.) The programme created a framework which reflects the existing situation in several European countries (partners in the project) and proposes measures to the commission and to entrepreneurs to face and /or overcome the problem of unemployment. Organizer of the events in Greece (conference, match making days, study tours, company visits, PR, missions of Greek SMEs to EU, business meetings, training, etc.) and active participation in the rest of the partner countries activities. Preparation of unemployed for new business through e-business, e-commerce, export efforts, marketing, tools and methods
2004 – 2006	EU Budget 1,0 m	EOMMEX (Hellenic Organisation of SMEs) in consortium of EU partners t.kokoris@eommex.gr	CBC EU-Greece-Bulgaria Project Leader-manager	<p>Cross Border Cooperation programme</p> <ul style="list-style-type: none"> enhancement of cooperation among EU SMEs and SMEs from new EU member states; code of cooperation for development between SMEs and Business Support Organisations; promotion of matching opportunities for successful business partnerships of all sectors through seminars, conferences, visits to SMEs, Workshops for e-commerce and e-business. Objective: Joint commercial <u>efforts to place common products to other EU countries through sales, marketing, exports, etc.</u> Organizer of the planned events in Greece (conference, match making days, study tours, company visits, PR, missions of Greek SMEs to EU, business meetings, etc.

10/2006 – 12/2007	Bucharest and regions, Romania Budget 1,5m	European Commission, Europe Aid Dimitra Ioannou dioannou@methods.com.gr	Development expert & Trainer on Structural Funds' management	<p>TA project “Horizontal Training for EU Structural Instruments”.</p> <ul style="list-style-type: none"> • TA for the Ministry of Public Finance (CSF Managing Authority) for strengthening the institutional structures at central, regional and local levels in order to achieve upon accession, sound and efficient management of EU Structural Funds, understanding of European Policies, train the capable main negotiating team. • Training needs assessment, training modules and delivery of training and capacity building of key players within Romanian institutions involved in managing EU Structural Funds, i.e. Managing Authorities, Intermediate Bodies and Final Beneficiaries at local level. • Capacity building was focused on the development of basic skills and knowledge to programme preparation, implementation, monitoring and evaluation of the programmes and projects. • Enhanced capacity of business support institutions throughout Romania in providing support to SMEs of all sectors, especially to start ups, business beginners, and enhanced capacity of business support institutions in understanding the role of Structural Funds, strengthening the capacities and knowledge based coaching at local and regional level for better understanding of economic and business development; global business through ecommerce and e-business <p>Member of the consulting team of experts for the restructuring of ROMEXPO (Romanian Expo company)</p>
12/2004– 11/2005	Bucharest , Romania	European Commission, Europe Aid Dimitra Ioannou dioannou@methods.com.gr	Expert in Regional Development	<p>TA project “Development of Schemes for Regional Development Programmes”.</p> <ul style="list-style-type: none"> • Technical Assistance to the Ministry of European Integration (MEI) for the development of the ROP 2007-2013 (ERDF). Strengthened quality of business service professionals’ service through establishment of a national professional development network. Close cooperation with various SMEs of all sectors and development bodies (such as Chambers, regional institutions, etc.) in order to finalise the creation of an amble environment in which the Romanian SMEs can work and develop in National and regional level, through training in all business topics (management, marketing, sales, exports, promotion, etc.) • Certain studies were carried out to draw conclusions so that The Romanian Government would be able to take certain measures for the improvement of the business development environment in Romania, especially in topics as ecommerce and e-business.
2004	Athens Greece	Ministry of Tourism	Project coordinator - Team Leader	<p>The programmes cover the creation of high class training material in electronic and paper form for all the professions employed in the Tourism industry. This was a need that was evident due to the low level of services offered to tourists in all levels.</p> <ul style="list-style-type: none"> • Objective: Targeted to give practical instructions and tips (in the form of guide) to tourism professionals through video presentations. • A low-cost training method resulting in better rich of objectives and at the same time highly functional and results productive.
2004	Damascus Syria	EU development aid	S/T Expert	<ul style="list-style-type: none"> • Graduate School of Management MBA programme • Candidacy for the position of Vice dean • S/T expert providing consultation for T/A and teaching conditions of the institution

2003	Kenya – Somalia- Dubai UAE	P.E. International G. Vasilakopoulos info@hypodomi.gr	Team Leader SMEs Expert	<p>“Future Business development in Somalia “</p> <ul style="list-style-type: none"> Creation of a Business Support Centre for SMEs in Somalia and its development. The project involved extensive on-site research, analysis and preparation of reports, focusing on local business needs and prospects, organisation of events (training, etc.) according to minimum set criteria, delivery of seminars and training addressed to social partners’ staff and executives, in local organisations in Kenya, Somalia and Dubai in various sectors such as: local tourism development, development of local SMEs so that they can be competitive and able to sell and export their products to other countries, service companies, manufacture firms. Objectives: business opportunities exploitation, business and marketing potential and development, strengthening of business executive’s capabilities, consultancy and professional capacities, creation of new ventures, exposure to foreign markets and cooperation, ecommerce and e-business;
2000 – 2001	Greece Athens- Alexandro- upolis- Heraklion	EOMMEX - Min. of National Economy t.kokoris@eommex.gr	Project Leader – Manager	<p>Development, consulting and Training programme called “Telecommunications”:</p> <p>The programme dealt with the provision of distance consulting and training of entrepreneurs and franchisees and medical doctors in 3 different geographical areas in Greece.</p> <p>Objectives: analysis of the sector, design of training modules, selection of trainees and delivery of training, consulting services individually;</p> <p>This requires use of IT and elements of e-commerce and e-business so the beneficiaries be able to take advantage of the modern IT tools in performing their business</p>
1985 – 2000	EU	EOMMEX (Hellenic Organisation of SMEs) International Business Relations dept. t.kokoris@eommex.gr	Director Project Manager Consultant - Advisor	<p>Marketing and product development, exports, International relations. Marketing, business development and sales consultancy related to establishment of domestic and international marketing, sales and communication channels;</p> <ul style="list-style-type: none"> Analysis of market and competitive position; Management and marketing consultancy; Product development consultancy; <p>Services rendered to all SMEs sectors: Tourism, service firms, trade, production through missions in EU, Africa, Caribbean</p> <p>Objectives: Contacts for export and foreign trade opportunities with respective SMEs from Middle East (Egypt-Syria-Lebanon-Libya, etc.), from Balkan countries, East European countries, African countries.</p> <ul style="list-style-type: none"> ➤ Official Greek representative of CDE (Centre of development of Enterprises). A European body dealing with development of SMEs in ACP countries(Africa-Caribbean-Pacific) . Team leader in numerous EU missions, conferences and related events that were organised by CDE in ACP countries.
1997	Moscow Russia	Euro- Consultants European Profiles info@europeanprofiles.gr	Policy Advice and P.R. L/T expert	<p>Resource Centre for SMEs (SMERUS 9501) TACIS</p> <ul style="list-style-type: none"> Design the P.R. policy of the centre. The project dealt with the establishment of an SMEs support centre. The centre provided services to Russian SMEs such as: Consulting, coaching, training, international cooperation, exports, foreign investment advises, office support, PR. Human resources training and provision. This was a two-year programme financed by the EU. The objective was to create at the end a self-financed SMEs support centre
January - June 1997	Tbilisi Georgia	REMACO Consultants Dimitra Ioannou dioannou@methods.com.gr	Consultant - Instructor and Trainer	<p>Consulting services to the Association of Georgian Industries:</p> <ul style="list-style-type: none"> Objective: to identify possible investments and business partners for Georgia. The assignment included the development of a series of focused handbooks on investments and business partnerships’ , development methods and tools, and the organisation of training addressed to the staff of the Association, on topics such as : SMEs , Tourism , manufacturers , trade , service companies, real estate , exports , international marketing , promotion

1985-90	Greece	EOMMEX Marketing Dpt.	Project manager Export promotion	<ul style="list-style-type: none"> • Leader of mission of Greek exporters participating in International exhibitions: • ANUGA International exhibition for Food staff Germany • BOAT SHOW Dusseldorf Germany • GIFTS & Home staff Birmingham England • Thessaloniki International Exhibition (EOMMEX stand leader)
1994-1995	Uzbekistan, Kazakhstan TACIS	LDK consultants- engineers and planners Ltd Mr. Christos Zacharias main@ldk.gr	L/T Senior business advisor	<p>Export and investment promoter for the Uzbek and Kazak companies with counterparts in Europe</p> <p>Design of SME development projects financed by Tacis in Almaty, Kazakhstan and in Tashkent Uzbekistan Responsible for the promotion of the BCC's in Europe and the supervision of the promotional material prepared by the centers. Participant in a TACIS program (1995-96) as member of the SMEs policy advisory committee to the Government of Kazakhstan. Bridge head between Uzbek and EU SMEs.</p> <p>Responsible for the organization of study and visit tours in EU of the Uzbek SMEs and officials as well for the various events they were attended throughout the duration of the implementation of the programme</p> <p>Study placement tour for the BCC -Business Communication Centre (Tasked Uzbekistan) in EU countries (UK-Italia-France-Holland-Denmark – Greece-Germany-Belgium) . Responsible for the planning and implementation of the programme with duration of 6 months</p> <ul style="list-style-type: none"> • Bridge head between Uzbek and EU SMEs. • Organization of study and visit tours in EU of the Uzbek SMEs and officials as well for the various events they were attended throughout the duration of the implementation of the programme • Organisation of a Study placement tour for the BCC -Business Communication Centre (Tasked Uzbekistan) in EU countries (UK-Italia-France-Holland-Denmark – Greece-Germany-Belgium) . • Responsible for the planning and implementation of the programme with duration of 6 months • Conference on the Infrastructure of companies of the Eastern European and CIS countries organised by UNIDO, • Geneva, 11/1995 Speaker, representative of Greece and EU • 1st conference on SMEs development in Kazakhstan, Almaty 11/1995• Speaker and monitor • Workshop organised by the EURO-Business Ass. and HEPO (Hellenic Export Promotion Org., Almaty, Kazakhstan 3/1996 • “Privatisation in Uzbekistan” , Geneva Swiss, Conference organised by UNIDO 10/1995 • “Doing business in Uzbekistan” Conference, London 11/1995

Oct. 1992 – to date	Greece	INTER-K Ltd Development consultants Theodore Kokkoris Kokoris2@otene t.gr	Independent Training Consultant and Trainer	<ul style="list-style-type: none"> • Professional trainer in training of trainers, training of entrepreneurs, SMEs managers, unemployed persons and university students. • Trainer, organiser and coordinator of numerous training programmes schemes throughout Greece and abroad (Europe, Georgia, Bulgaria, etc.) • Logistics: All relevant steps are taken for the best execution of the training sessions, i.e. catering, transportation, accommodation, communication, etc. • Trainer to public organisations, foreign universities, large and medium corporations such as (non-exhaustive list): • Ministry of Education, Greece: Training of employees for the evaluation of training centres • Hellenic Post Office: Training in communication, sales, Public Relations • Univ. of Piraeus: Training of the post graduate students in business planning • Pantion Univ.: training in International business • Hellenic Export Organisation: Training of Greek exporters in international marketing and exports • Association of Greek Printing companies: Training in EU project management • Chamber of Commerce of South Aegean islands: Training of local SMEs managers • Entrepreneurship and Globalization Greek –International conference for the SMEs and New entrepreneurs, Athens, 12 /1998 • Investment forum in Athens, UNICE and Greek Industrialist Ass., 9/ 1997 • General Annual meeting of CESCE (European Committee of Management Consultants), Athens 1994, Head and general co-ordinator • Organisation of numerous training courses for SMEs in entrepreneurship and related topics • GRAPHICOM '93 Athens 2day Pan-Hellenic conference of the Graphic arts companies, General coordinator and organizer • SMEs Sales Week conference, Hellenic Management Association, Athens 3/1987 Speaker and monitor • Annual Marketing Conference Hellenic Marketing Association, Athens, 3/1987 Speaker • THALASSA '86 Conference for the Marine professionals, Athens, 6/1986 member of organizing committee and speaker
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1990 - 96	Greece	EOMMEX International relations Directorate Export promotion Investment promotions	<p>Director</p> <p>In charge of international organizations (UNIDO, CDI, WASME, etc.).</p> <p>Link (Liaison Officer) for the CDI (Centre for the Development of Industry).</p> <p>Responsible for Business missions of entrepreneurs</p>	<ul style="list-style-type: none"> ➤ Head of International Relations Dept. responsible for all the international activities and programmes in which the organization participated. ➤ Head of EU delegation to several African countries. Nigeria-Senegal-Cameroun – Gabon- Cuba-Santo Domingo-S. Africa ➤ Team leader and head of European SMEs business delegations visited the above countries planning business cooperation –exports- transfer of know how-etc. ➤ Organization and participation in events in ACP countries regarding policy, exports, matchmaking. ➤ WASME 17th session of the Governing body, Athens Sept.1992, Head of organizing committee and general coordinator. LOME convention, Athens 1992 ➤ SMEs after Maastricht, International conference in Thessaloniki 1994, Head of the project and general coordinator. (500 participants). ➤ CESCE (European org. of business and training consultants) Annual general assembly in Athens 1994 ➤ Santo Domingo Caribbean July 1994 Seminar – workshop –mission of Greek SMEs in marble sector Head of the mission and general coordinator and organizer of the planned events with the local SMEs ➤ Head of mission (organizer) comprising of EU companies in various products (marbles, timber, furniture, foodstuff, construction, exporters, tourism, etc). During the missions have participate as organizer and/or speaker and monitor of several local seminars, congresses and conferences. ➤ Bridge head and representative of Greece in CDI (center for the development of industry in ACP countries) ➤ Investment opportunities and exports to the CIS countries, Athens, Project manager, speaker and head of organizing committee ➤ Promotion of Greek SMES for partnerships in business-production – export facility in the ACP countries and exports to Europe, creation of joint venture enterprises in furniture, sports, food staff, marbles, clothes, machineries. ➤ Contacts with buyers of large foreign companies on behalf of Greek manufacturers. ➤ Cooperation for transfer of technology and know-how to ACP operators in SME sectors: Agriculture, Aquaculture, bread and dairy food staff, bottling water, fruit processing, tourism, etc. with respective enterprises of the ACP (Africa-Caribbean-Pacific). ➤ Project leader, head of mission of Greek and EU Entrepreneurs-exporters-investors in ACP countries for meeting respective African & Caribbean entrepreneurs and conclusion of agreements for future cooperation as follows. <ul style="list-style-type: none"> • Trade and investment mission in Senegal. Participation in the annual LOME forum with CDI • Investment cooperation mission of Greek entrepreneurs to Gabon and participation in the annual LOME-CDI forum • Organizing of other Greek business missions i.e. Madagascar, Bali, etc. • Business mission of Greek and EU entrepreneurs in marble and related products in Dominican Republic-Costa Rica and Cuba for export and investment promotion with local entrepreneurs.
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1985-90	Greece	EOMMEX Marketing Dpt.	Project manager Export promotion	<ul style="list-style-type: none"> • Leader of mission of Greek exporters participating in International exhibitions: • ANUGA International exhibition for Food staff Germany • BOAT SHOW Dusseldorf Germany • GIFTS & Home staff Birmingham England • Thessaloniki International Exhibition (EOMMEX stand leader)
1980-95	Greece	4K Enterprises.	CEO Owner of business	<ul style="list-style-type: none"> • Imports, Distribution, Representation of Sporting and fashion goods for Greece and the Balkans <p>Responsibilities: business operations, management, marketing, sales, P.R., Promotion, Advertisement, , distribution network, organisation of events, participation in expo's</p>
1978-80	Greece	Heracles Cement co. AGET.	Sales/Export promotion Planning Dpt.	<ul style="list-style-type: none"> • Sale of cement to Greek market and foreign customers • Bank procedures, vessel and truck loading, distribution • Planning management for the evolution of the company
1970-76	Greece	KOKKORIS Salami & Sausage factory.	PR Sales - Distribution- Customer relations-	<ul style="list-style-type: none"> • Responsible for the distribution of salami products to Super markets • Sales to existing and new customers • P/R/ and customer relations to increase business, introduce new products, relations for financing, etc.

Other professional experience:

Have organized numerous business events and missions (non-exhaustive list):

- Trade and investment mission in Senegal. Participation in the annual LOME forum with CDI
- Investment cooperation mission of Greek entrepreneurs to Gabon and participation in the annual LOME-CDI forum
- Team leader of many other similar Greek business missions i.e. Madagascar, Bali, etc
- Dallas Public Relation Association: Conference on advertisement and advertising agencies, 3/1975
- North American Petroleum Accounting Conference, Dallas TX, Conference of the Accounting Assoc. of North America, 4/1976
- Hellenic Management Association (EEDF), Seminar: Human relations in industry. Thorough examination of inter-relations within the business environment, 2/1978
- Import - Export under EEC, Hellenic Management Association, Athens, 4/1979
- Risk Management Seminar, Hellenic Management Association Athens, 2/1982
- How to motivate Subordinates", Seminar of the Hellenic Management Association, Athens, 4/1982
- "Managerial decisions in high management level", Hellenic Management Association, 3/1985
- Transfer of technology for SMEs in developing countries, Conference organized by World Bank and UNIDO, Budapest Hungary, 7/1985
- Marketing policy in a competitive environment, Hellenic Management Association, Athens, 3/1986
- Improving Organizational effectiveness, Hellenic Management Association, Athens, 6/1986
- THALASSA '86 Conference for the Marine professionals, Athens, 6/1986
- Annual Marketing Conference Hellenic Marketing Association, Athens, 3/1987
- SMEs Sales Week conference, Hellenic Management Association, Athens 3/1987
- Human Resources in Management Seminar Hellenic Management Association, Athens, 9/1989
- Conference on the Infrastructure of companies of the Eastern European and CIS countries, organized by UNIDO, Geneva, 11/1995
- WASME 17th session of the Governing body, Athens Sept.1992, Head of organizing committee and general coordinator. LOME convention, Athens 1992
- 1st conference on SMEs development in Kazakhstan, Almaty 11/1995

- Investment opportunities and exports to the CIS countries, Athens,
- Greek SMEs and the EEC, Athens 1993, Head of the organizing committee.
- SMEs after Maastricht, International conference in Thessaloniki 1994, Head of the project and general coordinator. (500 participants).
- Communication and Printing, Athens 1993, Organization consultant.
- General Annual meeting of CESCE (European Committee of Management Consultants), Athens 1994, Head and general coordinator.
- Workshop in Santo Domingo, (CDI) Dominican Republic 1994 Head of Greek delegation.

SEMINARS AND CONFERENCES (selection of most important)

- "How to motivate Subordinates" Seminar EEDE Athens 4/1982
- "Managerial decisions in high management level" EEDE Athens 3/1985
- Transfer of technology for SMEs in developing countries, Conference organized by World Bank and UNIDO, Budapest Hungary 7/1985
- Marketing policy in a competitive environment, EEDE, Athens 3/1986
- Improving Organizational effectiveness, EEDE, Athens 6/1986
- Annual Marketing Conference Hellenic Marketing Association Athens 3/1987
- SMEs Sales Week conference, EEDE, Athens 3/1987
- FICAC '91, Libreville Gabon, International convention sponsored by EEC-CDI-ACP countries. A 4 days' convention for business co-operation between EEC and ACP countries
Within the LOME treaty. Head of Greek entrepreneur's delegation. 12/1991
- WASME (World Assembly of SMEs), Athens, 17th session of the Governing body. Head of organizing committee, General coordinator 10/1992
- DAKAR '92, Industrial development Forum for SMEs business co-operation between EEC and ACP countries.
Sponsored by DG I and CDI. Head of Greek delegation. 12/1992
- "The prospects of SMEs after Maastricht", Thessaloniki Greece, an international conference sponsored by the EEC, and the Greek Ministry of Industry.
Organized by EOMMEX (Hellenic Organization for SMEs) under the auspices of the Greek EEC Presidency. Head of Organizing committee.
General coordinator. 5/1994
- Annual General Assembly of CESCE (European Committee of Management Consultants) Athens, General coordinator 6/1994
- "Privatization in Uzbekistan", Geneva Swiss, Conference organized by UNIDO 10/1995
- "Doing business in Uzbekistan" Conference, London 11/1995
- Conference on the Infrastructure of companies of the Eastern European and CIS countries, organized by UNIDO, Geneva 11/1995
- 1st conference on SMEs development in Kazakhstan, Almaty 11/1995
- Investment opportunities and exports to the CIS countries, Athens,
- Workshop organized by the EURO-Business Ass. and HEPO (Hellenic Export Promotion Organization), Speaker in the case of Kazakhstan 3/1996
- Investment forum in Athens. UNICE and Greek Industrialist Ass. 9/ 1997
- Young Entrepreneurs 2nd Forum European Parliament Brussels 12 / 1998
- Entrepreneurship and Globalization Greek –Intern's conference for the SMEs and New entrepreneurs 12 /1998
- EU Business missions for international trade in: Senegal, Nigeria, Cameroun, Gabon, Dominican Republic, S. Africa
- Workshop organized by the EURO-Business Ass. and HEPO (Hellenic Export Promotion Organization), Almaty, Kazakhstan 3/1996
- Young Entrepreneurs Forum, European Parliament, Brussels, 12/1997
- Venture Capital conference, Athens, 2000
- Exports and Investments conference HEPO (Hellenic Export Organization) Athens, 2004
- Internationalization of EU innovative SMEs Athens 2008. INNOVINT programme
- Conference on unemployed people. The case of leather industry workers Athens 2008 & 2009 ACTION LINK programme
- Senior Entrepreneurship Laboratory. Speaker: Reasons for entrepreneurial failure. Barcelona 2015
- ATINER Academia organization. Athens 2016 1. BRICS an overview 2. Water management in South Africa

Articles

- Entrepreneurship: 11 secrets to keep the company ...alive April 2012
- Competitiveness: Crisis and ...survival Feb. 2011 accompanied by respective seminar
- Secrets for the development of entrepreneurs May ,2010
- 5 basic rules for sustainable development Jan. 2010
- The business plan March 2006
- Practical guide for the creation of a business plan Feb. 2002
- Simple marketing technics for the SMEs June 2002
- Direct marketing April, 2002
- Marketing plan 1 , March 2002
- Marketing plan 2 . Jan 2002
- Business plan Dec. 2001
- Practical guide for business administration Dec. 2001
- We got the money and the vision but..... Sept. 1995
- Long term planning 1980
- Communication in business 1980

Interviews

- TV presentation and interview (Drama-net) on entrepreneurship 2005
- The LOME convention and the role of CDI 1994
- The international business congress in Gabon and CDI 1992

Author

- The business plan A practical guide to SMEs
- Marketing plan A practical guide to SMEs
- Small business management. A roadmap to success.
- A package of modules covering all business aspects and functions. In practical way... a". How to do ..." guide for the existing and new entrepreneurs
In all business areas (franchise and private)
 - 3 e-books 1. Marketing in practice, 2 boost your sales with online marketing, 3 Manage your finances,

Other publications

- Virtual enterprises, Entrepreneurship
- Sales, Marketing, communication, Promotion –PR-Advertisement, Customer service, Negotiations, International Marketing-Exports,

SCHOLARSHIPS/AWARDS

- Diploma European Athletic Union 1969
- Full assistantship Univ. of Dallas 1975-76
- 2nd prize in windsurfing races 1983
- WHO IS WHO (Marquise, USA) in the world 1985-to date
- Actively involved as Head or coordinator in sporting events
- Member of the organization and Jury committees for the Euro surf regattas
- Member of the council and president of many athletic Associations and professional Ass.