

S.NARASHIMA BOOPATHI

Full name: Narashima Boopathi Sivasubramanian

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Professional Experiences

- Vice President –International business development with Finpeda Oy (From January 2017 to present).
My duties with Finpeda includes international business development, sales, negotiations, partner network development, and product development for different markets. Finpeda offers training and consulting services in terms of pedagogy, architecture and technology based on Finnish best practices. Currently, Finpeda is developing next generation 3D learning platform which is final and piloting stage. Apart from my regular duties at the moment I am handling the development of 3D virtual learning environment. My duties include I am managing team of six people who are involved in developing 3D virtual learning environment.
- Post-Doctoral researcher, Finpeda Oy under PoDoCo grant issued by Finnish Cultural Foundation. PoDoCo is a joint initiative of Finnish universities, industries and foundation which is implemented by DIMECC Oy (From September 2018 to November 2019)
During this grant period I was involved in developing a business model for Indian market. Additionally I was involved in developing partner network, sales, and negotiation to promote Finnish education export.
- Entrepreneur – Cultural Analysis International (<http://www.culturalanalysisint.com/>) (From April 2014 onwards)
My company is specialised in Training and consulting in the areas of Global leadership, Cross-Cultural Management, Diversity, CQ (Cultural Intelligence) assessments, International business negotiations and Indian Business Operations.
- Researcher, teacher, and doctoral candidate at Department of Management, University of Vaasa, Finland (From January 2011 to December 2016)
My duties includes doctoral research, working on research projects, teaching, course administration, evaluation, assessment, student communication, thesis supervision, producing education materials.
- Chief Operating Officer and Partner – Koulu Educational Group Oy, Finland. (<http://www.koulugroup.com/> - From November 2015 - October 2016)
I was involved in business development, handling operations, international sales, negotiations, meeting with investors, help in product development specific to markets, and help in producing marketing materials.
- Freelance consultant – Doing business in India, Diversity management, Cross-cultural Management (From 2008-2014)
- Consulting manager with Brand Balance, Helsinki, Finland (2010 - 2011)
- Project manager with Vaasa ETT (Energy Think Tank) Global, Helsinki, Finland (2007 - 2008)
- Recruitment consultant, Hitech Recruits, Chennai, India (2005 - 2006)
- Project manager with CDFI, Chennai, India (2005)
- HR trainee with WG Chola Sheraton, Chennai, India (2005)

EDUCATION

- Doctor of Science in Economics and Business Administration (D.Sc.) in International Management, University of Vaasa, Finland. (December, 2016)
- M.Sc. in International Business (EPAS accredited) University of Vaasa, Finland (2010)
- Master of Commerce (M.Com), Madras University, India (2005)
- Post Graduate Diploma in Human Resource Management (PGDHRM), Pondicherry Central University, India (2005)
- Bachelor of Commerce (B.Com), Bharathiyar University, India (2003)

PEDAGOGICAL QUALIFICATION

- Post Graduate Certificate in Education – Qualified teacher status (60 ECTS), JAMK - Jyväskylä University of Applied Sciences (November 2015)

COURSES STUDIED ABROAD

- Research on leadership doctoral course -Norwegian Business School, Oslo, Norway (2012)
- Qualitative Research Techniques doctoral course - Aarhus Business School, Aarhus, Denmark- (2011)

INTERNATIONAL VISITS

- Guest Teacher at International week - ISC Business School Paris, France (2017)
- International Pedagogical study trip - Windesheim University of Applied Sciences, Netherlands (2015) –
- Nordic Institute of Asian Studies, Copenhagen, Denmark (2012) – Research Visit

ACADEMIC HONOURS AND AWARDS

- Received PoDoCo (Post Doc in companies) organized by DIMECC Scholarship from “The Finnish Cultural Foundation” (2018-2019).
- Received best paper award at the 4th International conference on Business, management and governance (ICBMG 2015) held at New York City, New York, USA.
- Received the best paper and best presenter award at First International Conference on Global Business, Economics, Finance, and Social Sciences January 4 - 5, 2014, Chennai, India.
- Received grant from Kaute Foundation from January 2014-April 2014
- Received Scholarship Evald and Hilda Nissi Foundation, Vaasa, Finland for two academic years from 2011 - 2012 and 2012 - 2013
- Received SUPRA Scholarship from Nordic Institute of Asian Studies, Denmark

PROFESSIONAL DEVELOPMENT

- Learning in Networks (LIN4) – (2014) Tritonia Edu Lab, University of Vaasa.
- Cultural Intelligence Quotient (CQ) facilitator – (2012) Certified by CQ centre, USA.

VOLUNTEER EXPERIENCE

- Mentor – Chamber of Multicultural Enterprises (COME - <http://come2.fi/>) project organized by Helsinki Chamber of Commerce, Helsinki. (From October 2017 – April 2018)

ACADEMIC EXPERIENCE

Teaching Experience

- Diversity Management and Cross - Cultural Management for International Students courses in the Master's degree programme in International Business (EPAS accredited) 2013, 2014, 2015 and 2016
- Leadership course - for international students in the Master degree programme in International Business (EPAS accredited) – 2014 and 2016
- Diversity Management course in the Tampere open University Programme – 2014

International Teacher Exchange

- Erasmus teacher exchange - ISC Business School Paris, France (2016)/ During my visit I was lecturing the topics Working with Multicultural Teams, Culturally Intelligent Leadership & Doing Business in India

Guest Lectures

- Doing Business in India 2020, 2019, 2018, – University of Vaasa, Finland
- Doing business in India (online lecture) 2017, 2018, 2019- University of Southern Denmark, Denmark
- Courage and Cultural Sensitivity, Summer School 2016 - Jyvaskyla University of Applied Science, Finland (2016)
- Cross-Cultural Leadership, Metropolia University of Applied Sciences, Finland (2016)
- Cross-Cultural view to Leadership, Metropolia University of Applied Sciences, Finland (2014)
- Human Resource Management component in the Business Operations course for two sections, Helsinki Metropolia University of Applied Sciences, Finland (2010)
- Doing Business in India, Haaga-Helia University of Applied Sciences, Finland (2009, 2010, 2011)
- Culture in International business at Cultural contacts course, Haaga-Helia University of applied sciences 2009.

Publications

Summary- Managing across cultures with Cultural Intelligence Quotient (CQ) – Study of Finnish business leaders experience in India (2017) published in *Research on India in Finland- Past, Present and Future* edited by Xenia Zeler published by *Faculty of Arts, Helsinki University and Embassy of India in Finland*, ISBN 978-952-93-9012-0

Managing across cultures with Cultural Intelligence Quotient (CQ) – Study of Finnish business leaders experience in India (2016) Published by *Acta Wasaensia*, University of Vaasa, Finland.

Case Study (2016) – Implementing a Global Diversity Management Initiative in Finland- Global Human Resource Management Casebook published by *Routledge*. (Authors -Adam Smale, Ingmar Bjorkman, Risto Sääntti and S.Narashima Boopathi)

Contemporary approaches in Leadership – LARD model (Authors: S. Narashima Boopathi and Professor Vesa Routamaa) Published in peer reviewed *Journal International Proceedings of Economics Development and Research*, 2015, ISBN 978-981-09-8068-9

A Detailed Comparison of Finland and India through Hofstede & GLOBE Study” -published in the peer reviewed journal *Global Review of Research in Tourism, Hospitality and Leisure Management*, January 2014, ISSN2311-3189.

International Conference Publications

- Fourth international conference on business, management and governance (ICBM2015) New York City, New York, USA. Presented paper titled “Contemporary approaches in leadership - LARD model written along with Professor Vesa Routamaa.
- First International Conference on Global Business, Economics, Finance and Social Sciences 2014, Chennai, India: Presented paper titled “A Detailed Comparison of Finland and India through Hofstede and GLOBE Study”. Presented research proposal “Leading Business in India- CQ Perspectives of Finnish Leadership Behaviour”.
- Oxford Education Symposium 2013, Oxford, United Kingdom: Presented a paper titled “Sense Making Diversity – Evidences from International Business Students”.
- EIASM 2012, Reykjavik, Iceland: Presented a paper “Leading business in India – A Cultural Intelligence Quotient (CQ) perspective”
- European Academy of Management EURAM 2012, Rotterdam, Netherlands: Presented a paper titled “CQ as a Strategic Prowess for Finnish Business Leaders for Leading Business in India”

NATIONAL LEVEL CONFERENCES

- India Research in Finland (2017), Helsinki, Finland. Organised by South Asian studies department at University of Helsinki and Indian Embassy in Finland: Presented my thesis findings: Managing across cultures with Cultural Intelligence Quotient (CQ) – Study of Finnish business leaders experience in India.
- 30th Anniversary of Management tutorial 2014, Tampere Organized by KATAJA, Finland (Presented my research update)
- Management Tutorial 2013, Porvoo Organized by KATAJA (Presented my research update)
- Management Tutorial 2012, Jyväskylä Organized by KATAJA (Presented my research update)

PROFESSIONAL & SOCIAL AFFILIATIONS

- Member, Junior Chamber International, Vaasa, Finland. (From November 2015 to 2019)
- Board member, Mira Multicultural Society, Vaasa, Finland. (From January 2015 to December 2018)
- Regional Ambassador- Ostrobothnia Region, British and Commonwealth Chamber of Commerce (From June 2016- December 2017)
- Head- International Affairs – Junior Chamber International, Vaasa Chapter (From January to December 2016)

PUBLIC SPEAKING

- Key Speaker - Business Culture in India –Myths and Realities (19th March 2018) Business seminar organized by Indian Embassy in Finland.
- Guest Speaker – Managing across cultures with CQ (Study of Finnish Business Leaders experience in India) Seminar event during Indian Ambassador visit to University of Vaasa (February 21, 2017)
- Speaker- Doing Business in Incredible India organized by University of Helsinki, Finland. (January 17, 2017)

- Panel Speaker – National, Regional, and Global trends and issues in Edtech industry at World Learning Summit 2016 organized by Future Learning Lab, Kristiansand, Norway (June 14-16 2016)
- Guest Speaker – India Today, Indian Business Opportunities Seminar organised by the Ministry centre for Economic Development, Transport and the Environment, Tekes, Finpro and Viexpo, Finland (02.03.2016)
- Guest Speaker – India Overview, Indian Business Opportunities Seminar organised by the Ministry centre for Economic Development, Transport and the Environment, Tekes, Finpro and Viexpo, Finland (29.4.2015) Press Release: <http://online.vasabladet.fi/Artikel/Visa/61807>
- Guest Speaker - Leading Multicultural Workforces at Work Organizations, Multiculturalism Seminar organized by National Institute of Health and Welfare (THL), Pietarsaari, Finland (November 12, 2013)
- Guest Speaker – The Benefits of Cultural Diversity at Work – International Seminar on Immigrants Employment and Well-being - Regional Co-operation Opportunities and Challenges organized by National Institute of Health and Welfare (THL), Vaasa, Finland (October 23 - 24, 2013)
- Guest Speaker - Leading Multicultural Workforces at Work Organizations, Multiculturalism Seminar organized by National Institute of Health and Welfare (THL), Vaasa, Finland (September 19, 2013)
- Guest Speaker - Cultural View to Personal Branding, Personal Branding Seminar organized by AIESEC Helsinki University Ry and Aalto University Ry, Helsinki, Finland (September 5, 2013)

LANGUAGE SKILLS

- English, (Native level Fluency)
- Tamil (Mother Tongue)
- Telugu (Able to speak and understand)
- Hindi (Basic level)
- Finnish (Basic Level)

REFERENCES

References and academic credentials will be provided upon request.

TEACHING PORTFOLIO

Name: Narashima Boopathi Sivasubramanian
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I. APPROACH TO TEACHING AND LEARNING

About my experience and professional profile, I always try to provide students with a balanced approach between academic and practical knowledge, and this is the basis of my teaching philosophy. On the educational front, I have equipped myself by completing studies in Commerce, Human Resource Management (HRM), and International Business (IB). Furthermore, to deepen my academic knowledge, I have studied and received a doctoral of science degree in economics and business administration with an emphasis in international management and business. Also, I had taught in the internationally recognised University of Vaasa master's degree programme and several other international universities in Finland and abroad.

On the professional front, I have developed my skills by working as an entrepreneur, vice president-international business development, chief operating officer (COO), and as a consultant in various contracts for different international companies. Being an expatriate for the last 15 years, I have continuously worked in a global environment and I am a certified Cultural Intelligence Facilitator, which gives me the propensity and strength in teaching management, leadership, and business-related topics and courses. Therefore, in my teaching, I combine the best part of my educational and professional backgrounds to supply a sensible approach where students gain knowledge from the academic and practical world. I believe this is the best way to prepare high-quality graduates who are ready to face the highly demanded work-related challenges that we face in a changing and challenging business environment as we see today and will see in the future.

The world is rapidly changing, and the role of the teacher has become even more crucial than ever before. The reason why that I am pointing out the importance of the teacher is, these days, information is everywhere, especially after the development of information technology (IT), the internet and especially, social media, students have more options to learn freely without the help of a teacher. However, only teachers can channelise and direct the learning of the students. Moreover, a good teacher can truly inspire and motivate the student's betterment for their career and the ever-changing business environment. Right from my childhood, I was inspired by great teachers whom I still remember. I want to be and work tirelessly at as a teacher who can inspire and bring positive change in the student's mindset and for their development and career.

I would like to be a mind catalyst, who can bring positive changes through my teaching for inclusive learning. Through my instruction, I want the students to be critical thinkers to get in-depth knowledge of the topics so that they remember concepts and develop ideas learned in all of their professional life situations. I present thought-provoking questions that help students to advance their thinking on desired topics. Teaching students how to think, think critically, analyse, relate theory to real-life situations, be innovated, be inclusive, think outside the box, and look for being updated about changing business environments is my underlying goal while teaching.

I use a wide range of methods and techniques in teaching. For instance, I usually start the lectures with some warm-up exercises to motivate the students. I have integrated drama, debate, poster presentation,

etc. I combine the information and communication technology (ICT) in my teachings as well. For example, I encourage students to use social media, ThingLink, Zoom, Skype, Google Meet, YouTube, blogs and other channels for classes, the assignments and instruction. Likewise, I also use materials from TED Talks, YouTube, Daily Motion, and Vimeo to connect with the latest happenings. Apart from conventional teaching, I have also done online-classes and blended learning which is gaining momentum these days. I believe that students have to get excited and motivated to attend the lectures; therefore, it is vital to use a wide range of methods by being creative to give diverse experiences for the students.

It is essential to understand that in a classroom, there are diverse learners who learn in different ways. Therefore, it is crucial to use various assessment methods to evaluate learners in a contemporary way. In the courses, I have used a wide range of feedback and assessment methods. For instance, I have utilised book exams, blog presentations, role play, creative assignments, case analysis, individual, pairs, group, and teamwork, executive reports, etc. for feedback and grading.

2. TEACHING EXPERIENCE

I have been involved in teaching courses both at bachelors and master's levels in EPAS accredited programs. I have supplied the classes, courses, and seminars that I have taught in the appendices section. At the University of Vaasa, I was involved in all kinds of activities that were related to teaching. As a teacher I contributed in the designing of the curriculum, course administration, producing teaching materials, student's communications, assessments, evaluation, conducting examination both online and offline, thesis supervision, and guest lectures. As a university teacher in Finland, to gain international teaching experience, I went on an Erasmus teacher exchange to the ISC Business School, Paris, France, during the year 2016. Based on my teaching performance and assessment, I was invited back as the guest lecturer for international week conducted by the ISC Business School, Paris, during the year 2017.

I have also done several executive corporate training projects and seminars. From the year 2014 until the present, as an entrepreneur, I have run a consulting company called Cultural Analysis International (<http://www.culturalanalysisint.com/>) specialising in training and consulting in the areas of Cross-Cultural Management, Diversity, Cultural Intelligence (CQ) and Indian Business Operations. Through my consulting company, I have consulted with Finnish companies on cross-cultural and diversity issues. Besides, I have trained many top management executives on different topics and areas. Also, I had contracts with and consulted for Finnish companies working in India and for Finnish companies who wanted to expand their business to the Indian market. Most notably, I was also involved in Finnish Educational Export to India whose mission is to spread the Finnish educational best practices. My entrepreneurial activities are very much intertwined with the training of executives at all levels from top management to line managers.

During my tenure at the University of Vaasa, I had collaborated with other professors and colleagues for my teaching assignments and activities. At the University of Vaasa, the courses are usually conducted as pair and team teaching. The course Diversity Management, I had taught with my colleague Dr Risto Sääntti from 2012 until 2016. Likewise, with the courses Cross-Cultural Management and Leadership, I was part of a teaching team that consisted of esteemed professors and colleagues.

My experience from business, entrepreneurship and academia has been a tremendous strength for my teaching career. My extensive knowledge of teaching for years has contributed to the positive learning experience and outcome of my students. Also, during my lectures, I give future, current, and past insights from the business world by combining some of my developed novel teaching methods and strategies.

Therefore, I strongly believe that my extensive knowledge is contributing to having a long-lasting impact on students learning and development.

I have done thesis supervision both at the bachelors and the masters' levels. In the bachelor level, I have been the principal supervisor, and at the master level, I have been the second supervisor. My duty was to evaluate the master thesis for grading. During my bachelor thesis supervision, I set a high standard for the students so that they are giving the best outcomes. Also, I motivate the students and guide them to follow the milestones and deadlines. I have taken extra measures to develop myself as a supervisor by doing the reading and researching on the topics and subject matter that the students were doing their theses.

I have produced online teaching materials and videos, as well. At the University of Vaasa, I produced learning videos and also recorded video lectures. For instance, most recently, I also delivered a recorded video lecture for the Finnish University Network for Asian Studies, which is coordinated at the University of Turku, Centre for East Asian Studies. The following is the case study which I was involved in developing with the esteemed professors and colleagues.

Case Study (2016) – Implementing a Global Diversity Management Initiative in Finland- Global Human Resource Management Casebook published by *Routledge*. (Authors -Adam Smale, Ingmar Bjorkman, Risto Sääntti & S.Narashima Boopathi)

3. CURRICULUM DEVELOPMENT AND EDUCATIONAL LEADERSHIP

I have been actively involved in developing the curriculum for the courses Diversity Management, Leadership and Cross-Cultural Management. In terms of the Diversity Management course, I developed the curriculum from scratch. This Diversity Management course had so much practical relevance, my colleague Dr Risto Sääntti and I designed the path that was perfectly balanced between theory and practice.

We created this course as an experience-based course, which means the students are exposed to experience various aspects of diversity. To strengthen the cause, we have included many activities that give a high-quality learning experience. Using thought-provoking methods in our teaching that supports, drama group work, debate, presentation (Not another PowerPoint), video analysis, news analysis, country analysis group work, short films, film analysis, commercial advertisement analysis, executive report etc. have been very effective in delivering quality classes for students.

In the drama workshop, participants are expected to act and react on a given topic or situation that is related to diversity management. At the end of the session, we conducted debates on diversity topics which were based on the iSquared Debate Format. Likewise, I was also involved in developing curriculum for courses such as Cross-Cultural Management and Leadership courses. However, my contribution to curriculum development of the later courses is a team contribution.

4. DEVELOPMENT AS A TEACHER

To strengthen my pedagogical competence, I have completed Postgraduate in Education in the year 2016. I have completed this pedagogical certification from Jyväskylä University of Applied Sciences (JAMK) programme. This programme is 60 ECTS course which also includes observed teaching practice. Besides, this course also included a study exchange and trip to the Netherlands, where we went on a learning and discovery mission and exchange to study the Dutch educational system. My studies at JAMK comprised of vocational pedagogy, teaching practice, educational sciences and other studies. Additionally, I have

completed the Learning in Networks course at Tritonia Edu lab at the University of Vaasa, the Learning in Network course is a 10 ECTS course which is a project-based learning course, which focused on the integration of digital media in teaching and learning. As a part of this course, I aided in producing pedagogical design and digital learning materials. I would also highlight that I am trained in both conventional teaching methods as well as through online. Thus, I am comfortable in teaching via face to face, blended and inclusive learning and complete online learning.

I was involved in teaching the Diversity Management course. To understand, evaluate, and assess the learning of the students, my colleague Dr Risto Sääntti and I researched the student's assignment, which was part of our course. We have taken the data for two years and analysed it. Furthermore, we have made an article named "Sensemaking diversity – Evidence from international business students. I presented the research paper at the Oxford Education Symposium held at Oxford University in the UK in 2013.

The pedagogical methodology tools which I gained through pedagogical studies has opened my eyes. Even though I was using innovative methods in teaching, the pedagogical studies enhanced that thought process, which paved the way to implement new methods, strategies and techniques. I have improved and supported my pedagogical competence by reading books, journals, and other works of literature related to pedagogy. Additionally, I watch YouTube videos, TEDx speeches etc. Besides, being in corporate training and consulting while working with businesses, I always get lots of ideas how to integrate new methods and also out of box thinking to have a high impact while teaching and as well as for corporate training. As the world is increasingly becoming digitalised, I have become very proficient in using and integrating digital technology in my teachings. In recent months, I have been working on a 3D virtual learning environment which is very futuristic to enhance learning interestingly.

My communication and networking skills, my impartiality perspective and broad-mindedness, my innovative and critical thinking skills, my life and multicultural experiences, my education, and my professional ability, are all part of my developed core strengths and expertise.

My aim is to improve and develop better skills in understanding the psychology of students at a deeper level as the preferences of students are rapidly changing in this era due to various advancement, challenges, and transformation that are happening right now globally.

I can easily step into any academic institution depending on their needs, culture, and propriety and adapt from the first day on in any business programme and be effective for the students, colleagues and staff as a teacher, supervisor, and researcher.

5. STUDENT AND PEER FEEDBACK

As a teacher, I believe strongly in feedback from the students. In the courses that I have taught, I had collected live feedback and assessment about my teaching, classes, and the course itself. For instance, in the last class, I would group the students into teams to discuss and present what their expectation were before coming to the course and whether if it had been fulfilled. Therefore, I supply a forum for the students to give their open feedback and critique.

I have taught courses in Diversity Management, Cross-Cultural Management, and Leadership. The course Diversity Management usually had forty to fifty students in total; Cross-Cultural Management course had around one hundred fifty students as it is a general course for both bachelor and master's degree students. Likewise, the Leadership course which I was teaching had twenty to thirty students.

At Tampere Open University, I had taught ten executive-level students. Additionally, I have been subcontracted for training people from different companies from top-level management to mid-level managers for the past six years. Therefore, I would highlight that I have experience in teaching students as well as executives from business corporately and the working life.

I have received positive feedback from my colleagues and peers who were involved in teaching with me in the courses that I have taught. Additionally, I was doing my teaching practice as a part of my pedagogical requirement, which was also evaluated by my teacher Helena Anttila and I received positive feedback. During my practice, I received constructive criticisms from my colleagues who had helped to recognise my areas for improvement, which had played a significant role in developing my competence.

In addition to feedback for improvement, it is always lovely and gratifying to see students getting back to me later on or leaving their comments via social media. Below is just one of the examples:

"Narashima has been my Lecturer at the University of Vaasa for the course Diversity Management. He made the course really interesting and interactive. He was really well prepared and allowed students to understand the roots of diversity features in the business of several countries." Salvatore Cultrera, Area Sales Manager at Hilti Italia S.p.A. (July 19, 2013)

APPENDICES

Teaching experience

Name of the course	University	My role in the course	Level of the course	Teaching years
Diversity Management	University of Vaasa	I was involved in designing the curriculum, course administration, student's communication, supporting the Moodle page, lecture materials creation, student communication, assignment evaluation, assessment	Master-level course (EPAS accredited)	2012 2013 2014 2015 2016
Cross-Cultural Management	University of Vaasa	Part of the teaching. I was involved in teaching part of the course, and I was also involved in curriculum development, evaluation and assessments.	Bachelor and master-level (EPAS accredited)	2012, 2013, 2014, 2015
Leadership	University of Vaasa	I was involved in coordinating the course, part of the teaching team, course administration, student's communication, assessment, maintaining the Moodle course page, part of curriculum development	Masters-level (EPAS Accredited)	2014, 2016
Diversity Management	University of Tampere (Open University)	I was involved in designing the curriculum, course administration, student's communication, supporting the Moodle page, lecture materials creation, student communication, assignment evaluation, assessment	Open University	2014

Erasmus teacher exchange

University	Teaching topics	Year
ISC Business School, Paris, France	Working with Multicultural Teams Culturally Intelligent Leadership Doing Business in India	2016

Thesis supervision experience

Name of the student	University	Title of thesis	My role	Status
Bachelor Theses				
Kalle A. Lepola	University of Vaasa	Effective Global Leadership Competencies	Principal supervisor	Completed 2015
Elias Speeti	University of Vaasa	Technology in Project Management	Principal supervisor	Completed 2015
Master Theses				
Tarita Memonen	University of Vaasa	Serving more than one master – Consequences of job demands and resources on intrinsic career success in a multinational matrix organisation	Second supervisor and evaluator	Completed 2015
Ha Thu Nguyen	University of Vaasa	The effects of performance appraisal in employee retention – A comparison of Finnish and Vietnamese enterprises	Second supervisor and evaluator	Completed 2015
Filippo Lanza	University of Vaasa	Frontier Markets in the banking industry: market analysis for a multi-channel bank willing to expand in emerging Asia	Second supervisor and evaluator	Completed 2015
Emilia Wahlbeck	University of Vaasa	Global Mindset in Global Leaders	Second supervisor and evaluator	Completed 2014
Joni Lindholm	University of Vaasa	The Internationalisation processes of cloud service providers in Finland	Second supervisor and evaluator	Completed 2014
Maria Pavlova	University of Vaasa	Cultural intelligence of host country nationals and its effect on the cross-cultural adjustment of expatriates	Second supervisor and evaluator	Completed 2014
Emil Nikula	University of Vaasa	Beliefs of corruption from Finnish and foreign professionals	Second supervisor and evaluator	Completed 2013

Guest lectures

Name of the university	Topics	Mode of teaching	Year
University of Vaasa, Finland	Doing Business in India	Online – Via Zoom	2020
University of Vaasa, Finland	Doing Business in India	Face to face teaching	2019
University of Southern Denmark, Denmark.	Doing Business in India	Online –Via Skype	2019
University of Vaasa, Finland.	Doing Business in India	Face to face teaching	2018
University of Southern Denmark, Denmark	Doing Business in India	Online – via Skype	2018

University of Southern Denmark, Denmark	Doing Business in India	Online-via Skype	2017
Jyväskylä University of Applied Sciences, Finland (Summer School)	Courage and Cultural Sensitivity	Face to face teaching	2016
Metropolia University of Applied Sciences, Finland	Cross-Cultural Leadership	Face to face teaching	2016
Metropolia University of Applied Sciences, Finland.	Cross-Cultural Leadership	Face to face teaching	2014
Metropolia University of Applied Sciences, Finland	Human Resource Management	Face to face teaching	2010
Haaga-Helia University of Applied Sciences, Finland	Doing Business in India	Face to face teaching	2009 2010 2011

International academic visits

Name of the organisation	Activity	Year
ISC Business School, Paris, France	I was invited to teach in the International week. I gave lectures on cultural intelligence, doing business in India.	2016
Windesheim University of Applied Sciences, Netherlands	As a part of the pedagogical study trip, I was visiting to understand the Dutch educational system in comparison with the Finnish educational system.	2015
Nordic Institute of Asian Studies Copenhagen University, Denmark	I received a scholarship to visit NIAS for two weeks and to do my doctoral research.	2012

International certification

Name of the certification	Organiser	Location	Purpose
Cultural Intelligence Quotient (CQ) Facilitator	CQ Centre, USA	Konstanz, Germany	I have undergone training to become a CQ Facilitator as part of getting practitioner experience.

Courses studied abroad

Name of the course	University	Level	Year
Qualitative Research Techniques	Aarhus Business School, Denmark	Doctoral course	2011
Research on Leadership	Norwegian Business School, Norway	Doctoral course	2012

List of pedagogical courses completed

Name of the course	Organiser	Year	ECTS
Learning in Networks	Tritonia Edu Lab University of Vaasa, Finland	2014	10 ECTS
Post Graduate Certificate in Education. Qualified Teacher Status. As a student of pedagogy, I also gave the following interview for JAMK in promoting its pedagogical studies. https://www.youtube.com/watch?v=H5oz4f3JwSM	Jyvaskyla University of Applied Sciences (JAMK) Finland	2015	60 ECTS