

Curriculum Vitae

Personal information

First name(s) / Surname(s) **Irena Nikolovska**
Address
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E-mail(s) irenaniko@yahoo.com; inikolovska@mail.barry.edu
Nationality
Gender Female

Education

Dates 2012
Title of qualification awarded PhD - Leadership and Education
Name and type of organisation providing education and training Barry University, Miami, FL.

Dates 2007
Title of qualification awarded MSc - Global Communications
Name and type of organisation providing education and training Florida International University, Miami, FL.

Dates 2004
Title of qualification awarded MBA - Management
Name and type of organisation providing education and training Athens Laboratory of Business Administration (ALBA), Greece

Dates 1998
Title of qualification awarded BBA - Business Administration with International Trade
Name and type of organisation providing education and training University of Central Oklahoma, Edmond, Oklahoma

Certificates

Dates In progress
Title of qualification awarded Certified Performance and Learning Professional (CPLP),
Name and type of organisation providing education and training American Society of Training & Development

Dates 2000
Title of qualification awarded Certificate of Achievement of Tempus PHARE Joint European Project
Name and type of organisation providing education and training University of Saint Cyril and Methodius, Skopje, Macedonia

Dates 2000
Title of qualification awarded Certificate of Achievement in the International Seminar on Banking Activities
Name and type of organisation providing education and training Banca Nazionale del Lavoro, Rome, Italy

Employment history

Dates	2009- Present
Occupation or position held	Adjunct Professor
Main activities and responsibilities	Organizational learning and Leadership, Teaching on graduate level (in-class and online).
Name of employer	Barry University, Miami, FL
Type of business or sector	Education
Dates	2008- Present
Occupation or position held	Adjunct Professor
Main activities and responsibilities	Global Communications, Teaching on an undergraduate and graduate level: (in-class, on-line, and hybrid).
Name of employer	Florida International University, Miami, FL
Type of business or sector	Education
Dates	2009- 2011
Occupation or position held	Graduate Assistant of the Chair of Organizational Learning and Leadership Department
Name of employer	Barry University, Miami, FL
Type of business or sector	Education
Dates	2006-2007
Occupation or position held	Research Assistant of the Chair of Advertising and Public Relations Department
Name of employer	Florida International University, Miami, FL
Type of business or sector	Education
Dates	1999-2006
Occupation or position held	Worked on several positions across departments. Period: 2002- 2006, Senior Advisor in the General Managers' Office.
Name of employer	Stopanska Banka AD, Skopje, Member of the National Bank of Greece, Athens, Greece
Type of business or sector	Banking

Personal skills and competences

Mother tongue(s) **Macedonian**

Other language(s)

Self-assessment <i>European level (*)</i>	Understanding		Speaking				Writing	
	Listening	Reading	Spoken interaction		Spoken production			
English	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user
Serbian	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user
Croatian	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user	C2 Proficient user
German	A1 Basic User	A1 Basic User	A1 Basic User	A1 Basic User	A1 Basic User	A1 Basic User	A1 Basic User	A1 Basic User

(*) [Common European Framework of Reference \(CEF\) level](#)

Computer skills and competences Statistical research software SPSS, quantitative and qualitative research methods, Word Processing, Microsoft Office (Word, Excel); Microsoft PowerPoint.

Additional information

Memberships

- American Society of Training and Development (ASTD)
- Golden Key International Honour Society, Florida International University Chapter

Publications

- Nikolovska, I., Kopp, D.M., Matusevich, K. (2012). Review on Theoretical Relationship Between the Horizontal and Vertical Dimensions of Individualism and Collectivism and Conflict Management Styles. *Proceedings of the Academy of Human Resource Development 2012 International Research Conference in the Americas*. Denver, CO.
- Kopp, D.M., Nikolovska, I., Desiderio, K.P., Guterman, J.T. (2011). "Relax, I remember the recession in the early 1980s..." Organizational Storytelling as a crisis management tool. *Human Resource Development Quarterly*, 22(3), 373-385.
- Desiderio, K.P., Kopp, D.M., Nikolovska, I. (2011). The locus of flow: A framework for research and practice. *Proceedings of the Academy of Human Resource Development 2011 International Research Conference in the Americas*. Schaumburg, IL.
- Kopp, D.M, Nikolovska, I., Desiderio, K.P., Guterman, J. T. (2010). "Relax, I remember the recession in the early 1980s..." *Proceedings of the International Research Conference 2010: The Challenges to Economic Theory and Policy in the Aftermath of the Global Economic Crisis*. Skopje, Republic of Macedonia.
- McAtavey, J.M. & Nikolovska, I. (2010). Team Collectivist Culture: A Remedy for Creating Team Effectiveness. *Human Resource Development Quarterly*, 21(3), 307-316.
- Nakov, L., Nikolovska, I., Kopp, D.M, Desiderio, K.P., (2010). The insights of Social and Transitional Justice- Towards a New Global Perspective for HRD. *Proceedings of the 11th International Conference on Human Resource Development across Europe*. Pecs, Hungary.
- McAtavey, J.M. & Nikolovska, I. (2010) Team Collectivist Culture: A Remedy for Creating Team Effectiveness. *Proceedings of the Academy of Human Resource Development 2010 International Research Conference in the Americas*. Knoxville, Tennessee.

Conference presentations

Reviewer for HRD conference and journal articles