

Doctoral Candidates

Doctoral Research Chair: Dr. Katrin Muff, Dean

Bashar Y. ALGHANIM	Customers satisfaction and Service Quality Delivery in the Financial Institutions
Country: KUWAIT	Academic Background: <ul style="list-style-type: none"> ▪ 1993: Diploma in Marine Mechanical Engineering, College of Technological Studies, PAAET, Kuwait. ▪ 2002: BBA in International Business and Trade, Florida Atlantic University, USA. ▪ 2009: MBA in General & Strategic Management, Maastricht School of Business (MSM), Kuwait. Professional Background: Bashar Alghanim has held various senior positions in the service industry in the Middle East. In 2008 he became the Administrator and HR Manager at Al Razzi Holding Company in Kuwait, position that he still holds.
Research start: 2010	
Research domain: Alternative Business Models	
Doctoral research supervision: Dr. Alkis Tsiklis (Finance)	

Dwightford D. ANTHONY	Women Entrepreneurship in the Middle East
Country: CANADA	Academic Background: <ul style="list-style-type: none"> ▪ 1976 – 1977: BSc Fellow in Business Administration; Lake Superior State University, Canada. ▪ 1982 – 1984: BSc in Business Administration, Management; Canadian School of Management, Canada. ▪ 1984 – MBA, Northern Open University, Canada. Professional Background: Dwightford Anthony was the owner of various small businesses based in Canada. In 2006 he moved to the United Arab Emirates to become the head of the BA program at the Higher College HTC in Dubai. Anthony is actively involved with volunteer work outside his professional career.
Research start: 2008	
Research domain: Entrepreneurship, Alternative Business Models	
Doctoral research supervision: Dr. Edgar King (Entrepreneurship) Dr. David Gratton (Human Resources)	

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José Antonio CAMPOS CHAVES	On Corporate Finance: The Role of Environmental Governance as a Driver to Create Shareholder Value
Country: Brazil	<p>Academic Background:</p> <ul style="list-style-type: none"> ▪ 1976: BBA, Centro Universitario; Paiva, Brazil. ▪ 1980: MBA, Champagnat Business School, Brazil. <p>Professional Background:</p> <p>José Chaves has a professional career combined with academia. He has taught in several universities including Centro Universitario, Newton Paiva; Faculdade de Administração Champagnat, Brazil; the State University of New York; and the Eco Business School in the US. Professionally he has been involved with various Brazilian companies:</p> <ul style="list-style-type: none"> ▪ 1973 -1979: Broker and Stock investment Analyst for OGC Corretora SA, Brazil. ▪ 1979 – 1988: Chief of HR and Chief of Corporate Planning for Companhia de Saneamento de Minas Gerais, Brazil. ▪ 1988 – 2010: Partner and Chief Executive of Consix Consultoria Ltda., Brazil
Research start: 2009	
Research domain: Sustainability, Alternative Business Models	
Doctoral research supervision: Dr. Alkis Tsiklis (Finance) Dr. Katrin Muff (Sustainability)	

Anwar HABIB	Key Motivating Factors Leading to a Better Performance of a Sales Force in the UAE
Country: United Arab Emirates	<p>Academic Background:</p> <ul style="list-style-type: none"> • 1986: MBA in Marketing, University of Dhaka, Bangladesh. • 1984: Graduate in Finance (Hons), University of Dhaka, Bangladesh. <p>Professional Background:</p> <p>Anwar Habib started his professional career with Unilever Australia and Asia in 1987 soon after graduating from Dhaka University. In 1997 he became Marketing Manager at Johnson & Johnson's and in 2002 he was promoted to Country Manager of Johnson & Johnson's Vision Care at Middle East. And In 2006 become Director of New Markets, Europe, Africa and Middle East. He is an Adjunct Faculty teacher since 2006 at the Middlesex University Dubai and the University of Wollongong in Dubai.</p>
Research start: 2010	
Research domain: Alternative Business Models	
Doctoral research supervision: Dr. Alkis Tsiklis (Finance)	

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Syed Zakir HUSSAIN	Reasons why organizations should embrace a democratic and participative decision-making approach
Country: Canada	Academic Background: <ul style="list-style-type: none"> ▪ MBA; University of Leicester, United Kingdom. Professional Background: Syed Zakir Hussain is a faculty member at St. Clair College of Applied Arts & Technology in Widsor, Canada and is an Associate at the accounting firm Gerald Duthie & Co. Prior, Hussain was Director of North American Operations for Madni International Private in Faisalabad Pakistan. He has served as a member of the Executive Advisory Committee for the Canadian Provincial Parliament and as VP of External Operations for OPUS.
Research start: 2009	
Research domain: Performance Management	
Doctoral research supervision: Dr. David Gration (Human Resources)	

Rolf ILLUM-ENGSIG	A Cosmopolitan Generation, Motivation and Human Resource Management: Understanding the New Generational entering the labour market in liquid times of Globalization and the requirements they put forward on Human Resource Management to match their motivation.
Country: Denmark	Academic Background: <ul style="list-style-type: none"> ▪ 1985: BSc in Economics; Copenhagen Business School, Denmark. ▪ 1987: MSc in Economics, Major in Marketing Management and International Economics; Copenhagen Business School, Denmark. Professional Background: Rolf Illum-Engsig has held various senior positions in major multinationals including IBM and Hewlett-Packard. In 2008 he relocated to Switzerland to become the Manager of the Learning and Organization Development for Nestlé - Nespresso.
Research start: 2010	
Research domain: Performance Management, Alternative Business Models	
Doctoral research supervision: Dr. David Gration (Human Resources)	

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Larry IZAMOJE	Changing Work Values: Catalyst for Labour Mobility in Small and Medium Scale Organizations in Nigeria.
Country: Nigeria	<p>Academic Background:</p> <ul style="list-style-type: none"> ▪ 1974: BSc in Sociology (Hons); University of Lagos, Nigeria. ▪ 1986: MSc in Sociology; University of Lagos, Nigeria. <p>Professional Background:</p> <p>Larry Izamoje has held senior positions with national newspapers and large broadcasting channels in Nigeria. Since 2002, Izamoje serves as the Chairman and Chief Executive of Brila FM Abuja and Printing Press in Lagos, Nigeria. In 2005 Izamoje was awarded with the Excellence Award from the National Body of Sports Writers Association of Nigeria (SWAN). He is highly involved with Nigerian national charities.</p>
Research start: 2009	
Research domain: Performance Management	
Doctoral research supervision: Dr. David Gratton (Human Resources)	

Claudia KRAENEFUSS	Improving Results in Companies through Responsibility and Success in Teams
Country: Netherlands	<p>Academic Background:</p> <ul style="list-style-type: none"> ▪ 1996: Masters Degree in History; Universiteit Vrije Amsterdam, Netherlands. ▪ 1994: BA in Marketing, NIMA; Universiteit Vrije Amsterdam, Netherlands. ▪ 1990: Westfälische Wilhelms-Universität Münster, Germany. <p>Professional Background:</p> <p>Claudia is the CEO of ExtraMile Academy. Kranefuss began working with ExtraMile Academy as a co-trainer in 2000, and as CEO, she is now responsible for the company's strategy. Prior to ExtraMile Academy, Kranefuss worked for ANWB Publications, where she served as Marketing Manager until 2001, when she became a Publisher for the group.</p>
Research start: 2009	
Research domain: Performance Management, Alternative Business Models	
Doctoral research supervision: Dr. David Gratton (Human Resources)	

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Munif MOHAMMED	Accountability and Valuation of Externalities - Connecting Social Progress and Economic Value of the Firm's Strategy
Country: Australia	Academic Background: <ul style="list-style-type: none"> ▪ 1981: Graduate of Bachelor of Economics, University of Auckland ▪ 1999: Graduate of Executive MBA, Australian Graduate School of Management Professional Background: <p>Munif Mohammed has held various senior positions in finance and general management in Australia. Mohammed has worked for companies such as Nestlé, ANZ Bank, and Toys'R'Us and is now focusing on becoming a consultant for sustainability issues.</p>
Research start: 2011	
Research domain: Sustainability	
Doctoral research supervision: Dr. Alkis Tsiklis (Finance)	

Yiftach SAGIV	Communication styles – a method for improving performance of management processes in companies
Country: Israel	Academic Background: <ul style="list-style-type: none"> ▪ 1977: Graduate of the Regiment of Commanders in IDF, Israel. ▪ 1970: Graduate of the Officers School in IDF, Israel. ▪ 1969: Graduated from the Hebrew Ewali School in Haifa, Israel. Professional Background: <p>Yiftach Sagiv retired from the Israeli military in 1975, and became a shareholder and director of A.M.I. Supplies LTD, a company specializing in marketing and building constructions. In 1986 he managed the R&D department for a large company in textile products. In 1989 Sagiv became a coach and a trainer for personal and organizational development. He founded the Dutch company ExtraMile Academy and, since 2003, has dedicated himself to creating learning tracks in personal development and business performance.</p>
Research start: 2009	
Research domain: Performance Management	
Doctoral research supervision: Dr. David Gratton (Human Resources)	