



## Short narrative biography

Assoc. Prof. Venera Krliu Handjiski, PhD is an Associate Professor in Organizational Behavior at the UACS School of Business Economics and Management. She is the deputy CEO, Chief Operations Officer, Vice President of the Board of Directors, and Vice Rector for Education.

During the period 2008-2012, she has served as the Council Member of the Macedonian Enterprise Development Foundation.

In 2012, Assoc. Prof. Krliu Handjiski, PhD has been awarded the “Business Leader of the Year” on part of the European Business Association in R.N.Macedonia.

She has completed her doctoral studies at the University “Euro-Balkan” in Skopje, R.N.Macedonia. She earned her MBA degree with a concentration in General Management at the University American College Skopje. Assoc. Prof. Krliu Handjiski, PhD has completed executive education courses, European Entrepreneurship Colloquiums by Harvard Business School in 2009 and 2015. In 2008 she has received the certificate for participation in the Young Managers Programme, organized by the IEDC-Bled School of Management, Slovenia.

## Contact information

III Makedonska brigada, 60, 1000 Skopje, R. N. Macedonia

Phone/Fax: + 389 (0) 2 2463 156; + 389 (0) 2 2463 159

E-mail: [vicepresident@uacs.edu.mk](mailto:vicepresident@uacs.edu.mk)

## Education

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| 2014      | PhD in Social and Gender Studies, Institute for Social and Humanities Research, University “Euro-Balkan” – Skopje, Macedonia   |
| 2005-2008 | Master of Business Administration (MBA) – General Management, School of Business Economics and Management, University American College Skopje (UACS) – Skopje, Macedonia                     |
| 2001-2005 | Bachelor of Arts in International Relations (Certificate in Refugee Studies) and Bachelor of Arts in Psychology (Certificate in Psychology), Webster University Geneva – Geneva, Switzerland |

## Training

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| 2015 | Training titled “A product or something more?”, December 4, 2015, University American College Skopje, Skopje, Macedonia               |
| 2015 | Women in Business – Leadership and Management Training, October 20-21, 2015 & October 26-27, 2017, Hotel TCC Plaza, Skopje, Macedonia |

2014	9 <sup>th</sup> Annual International Academic Conference on European Integration, “The Europe of Tomorrow: Creative, Digital, Integrated”, University American College Skopje, Skopje, Republic of Macedonia, May 15 <sup>th</sup> , 2014
2013	8 <sup>th</sup> Annual International Academic Conference on European Integration, “Out of the Crisis: EU Economic and Social Policies Reconsidered”, University American College Skopje, Skopje, Republic of Macedonia, May 16 <sup>th</sup> , 2013
2012	7 <sup>th</sup> Annual International Conference on European Integration, “Europe 2020: Towards Innovation and Inclusive Union”, University American College Skopje, Skopje, Republic of Macedonia, May 17 <sup>th</sup> , 2012
2011	6 <sup>th</sup> Annual International Conference on European Integration, “Constructing Europe as a Global Power: From Market to Identity”, University American College Skopje, Skopje, Republic of Macedonia, May 19 <sup>th</sup> , 2011
2010	5 <sup>th</sup> Annual International Conference on European Integration, “Europe after the Lisbon Treaty”, University American College Skopje, Skopje, Republic of Macedonia, 20 <sup>th</sup> May, 2010
2009	4 <sup>th</sup> Annual International Conference on European Integration, “Europe in crisis: threats and Opportunities”, University American College Skopje, Skopje, Republic of Macedonia, 29 <sup>th</sup> May, 2009
2008	3 <sup>rd</sup> Annual International Conference on European Integration, “ <i>Globalization of the Region: EU Perspectives and Challenges</i> ”, University American College Skopje, Skopje, Republic of Macedonia, 2008
2007	Mr. Brian Tracy Conference – “Strategies for Maximizing the Profit in the 21 <sup>st</sup> Century”, November, 2007
2007	Corporate Social Responsibility Conference, Brussels, Belgium, June 2007
2007	2 <sup>th</sup> Annual International Conference on European Integration, “Bringing Europe in: Different Mechanisms of Europeanization”, University American College Skopje, Skopje, Republic of Macedonia, 1 <sup>st</sup> June, 2007
2001-2005	UNHCR – Refugee and Migrants development office, Geneva, Switzerland, 2001 – 2005

### **Working Experiences (academic, research, other)**

2019 - present	Associate Professor, teaching Organizational Behavior (OB) course at undergraduate study level, University American College Skopje
2017 – present	Vice-Rector for Education
2006 – 2019	Assistant professor, teaching Organizational Behavior (OB) course at undergraduate study level, University American College Skopje
2005 – present	Deputy CEO, Chief Operations Officer (COO), Vice President of the Board of Directors, Graduate Studies Coordinator, University American College Skopje

## Memberships in professional associations

- 2008 – present      Member of the Management Board of “Mother Theresa” Association  
Member of Rotary Club Skopje – Centar
- 2008 – 2012        Council Member of the Macedonian Enterprise Development Foundation

## Recent Certificates

- 2015    Certificate for “A product or something more?” training obtained at University American College Skopje, Skopje, Macedonia
- 2015    Certificate for Women in Business – Leadership and Management Training organized by the European Bank for Research and Development, obtained in Skopje, Macedonia
- 2015    Certificate for 12<sup>th</sup> European Entrepreneurship Colloquium (EEC) obtained in Munich, Germany
- 2009    Certificate for European Entrepreneurship Colloquium (EEC) obtained in Maastricht, the Netherlands
- 2008    Participating at the Young Managers Programme at the IEDC-Bled School of Management, Bled, Republic of Slovenia
- 2007    Corporate Social Responsibility Conference, Brussels, Belgium

## Recent publications

- Kovachevski D., Petrovska I., Krliu-Handjiski V. (2019). Measuring Brand Performance: From Customer Based Brand Equity to Brand Financial Value, Fourteenth Annual International Academic Conference on European Integration Innovating Europe, University American College Skopje, 2019, pp. 115-128
- Kostovski, N., Mrsic, J., Krliu Handziski, V. (2017). Accounting for Socially Responsible and Environmentally Friendly Operations. *Annals of the “Constantin Brâncuși” University of Târgu Jiu, Economy Series. Issue 4/2017*, pp. 66-73.
- Bojadziev, M., Kostovski, N., Krliu Handjiski, V., Shindilovski, D. (2017). Organizational Culture and Strategic Alignment in Fast Moving Consumer Goods Company. *Annual of ISPJR – Institute for Sociological, Political and Juridical Research – Skopje, University “Ss. Cyril and Methodius” – Skopje. XLI (1)*, pp. 45-55. ISSN 1857-7350.
- Bojadziev, M., Kostovski, N., Krliu Handjiski V., Klisarovska, E. (2017). Entrepreneurial Climate in Republic of Macedonia according to Global Entrepreneurship Monitor. *Annual of ISPJR – Institute for Sociological, Political and Juridical Research, University Ss. “Cyril and Methodius” – Skopje, XLI (1)*, pp. 125-135, ISSN 1857-7350.
- Stefanovska-Petkovska, M., Bojadziev, M., Handjiski, V. K., Trajkovska, V. (2017). The “Blue-collar” Motivation: Personal and Work Environment Predictors of Job Satisfaction Among Construction Workers. *Universal Journal of Management. Vol. 5 (3)*, pp. 149-159.
- Bojadziev M., Stefanovska-Petkovska M., Krliu Handziski V., Barlakoska G. (2016). Age Related Preferences of Leadership Style: Testing McGregor’s Theory X and Y, *Journal of Management Research, Journal of the Macrothink Institute. Vol. 8 (4)*, pp. 187-207
- Krliu-Handjiski, V., Tomovska-Misoska, A., Stefanovska-Petkovska, M., Krleska, A., Petrovska, I. (2015). Job Diagnostic Survey – Longitudinal Study on the Balkan Countries – Macedonia, Bulgaria and Kosovo. *Journal of Management Research, Vol. 7 (4)*, pp. 39-55, ISSN 1941-899X
- Tomovska-Misoska, A., Stefanovska-Petkovska, M., Ralev, M. and Krliu-Handjiski, V. (2014). Workspace as a factor of job satisfaction in the banking and ICT industries in Macedonia. *Serbian Journal of Management, 9 (2)*, pp. 159-171. DOI: 10.5937/sjm9-6347

Kastratovic E., Bojadziev M. and Krliu-Handjiski V. (2013). Creating a market oriented organizational structure as a key to overcoming the crisis – a comparative study. Conference proceedings of the 8<sup>th</sup> Annual International Conference on European Integration “*Out of the Crisis: EU Economic and Social Policies Reconsidered*”, pp. 377-396, University American College Skopje, Skopje, Republic of Macedonia, ISBN: 978-608-4607-28-1

Bojadziev, M., Mojsoska-Blazevski, N., Boshnjakovska, D., Stefanovska, M., Krliu V., Janakievskaa, J. and Saracini, V. (2010). The Workplace as motivator – Comparative Study of Employees in Business and Public Administration in Macedonia and neighboring countries. Conference proceedings of the 5<sup>th</sup> Annual International Conference on European Integration – “*Europe after the Lisbon Treaty*”, pp. 182-204, University American College Skopje, Skopje, Republic of Macedonia, ISBN: 978-608-4607-04-5

Bojadziev, M. and Krliu, V. (2009). The Aspect of Human Resources Training and Development with Other Supporting Measurements Over the Total Sustainable Management. IV May Conference on Strategic Management, Kladovo 2009, ISBN 978-86-80987-73-6

Bojadziev, M., Barisin, M., Milovanovic, Z. and Krliu, V. (2008). Survey on Decision Making Practices of Macedonian Managers”. Book of abstracts of the 3<sup>rd</sup> Annual International Conference on European Integration “*Globalization of the Region: EU Perspectives as a Challenge*”, University American College Skopje, Skopje, Republic of Macedonia

Bojadziev, M. and Krliu, V. (2007). Organizational Culture as a Driving Force in Modern Organizations. Conference proceedings of the 2<sup>nd</sup> Annual International Conference on European Integration “*Bringing Europe In: Different Mechanisms of Europeanization*”, pp. 116-127, University American College Skopje, ISBN 978-9989-2673-2-1

Bojadziev, M. and Krliu, V. (2006). Application of Herzberg Theory in the Emerging Market – The example of Macedonia. Compilation of papers of the 1<sup>st</sup> Annual International Conference on European Integration “*Changes Arising from the EU Member Status*”, University American College Skopje, Skopje, Republic of Macedonia, ISBN 978-9989-2673-0-7

## Awards

2017 – ‘Mother Theresa’ Award for 2017 for outstanding achievements of state interest in the field of humanity and human solidarity, and for encouraging, promoting mutual understating and development of cooperation, both – between nations, and among members of different communities, cultures and religions (August 2017)

2012 – ‘Business Leader of the Year’, awarded on part of the European Business Association in Macedonia (May 2012)

2011 – ‘Best Corporate Social Responsibility Practices in Macedonia’ Award for 2011 for the project *International Family Day Celebration 15.05.*, in the category of ‘Investment in the community’, awarded by the National Coordination Body on Corporate Social Responsibility

2010 – Certificate of Recognition for participation in the National Award for Best Corporate Social Responsibility Practices in Macedonia for 2010 for the project *Professional Development*, in the category of ‘Employee Relations’, awarded by the National Coordination Body on Corporate Social Responsibility

## Language skills

Albanian as a mother tongue; excellent knowledge of Macedonian, English and Serbian language; good knowledge of French language