

LIST of EBS recommended final thesis supervisors/EBSi poolt soovitatud lõputööde juhendajate nimekiri

Under the category, you will find the supervisor's name, contact information, and the specific topic they supervise.

Valdkonna alt leiate juhendaja nime, kontaktandmed ja konkreetse teema, mida ta juhendab.

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1. Innovation & Entrepreneurship/Innovatsioon ja ettevõtlikkus

Name	Contact	Language/keel	Teemad	Topics
Tiit Elenurm, PhD, Professor	tiit.elenurm@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Ettevõtlus - Rahvusvahelised tiimid ja võrgustumine, - Iduettevõtted, - Innovatsiooniprotsessi juhtimine 	<ul style="list-style-type: none"> - Entrepreneurship, - International teams and Networking - Start-ups, Innovation process management
Marge Täks	Marge.taks@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Ettevõtlus - Ettevõtluspädevused - Ettevõtlusmeeskonnad 	<ul style="list-style-type: none"> - Entrepreneurship - Entrepreneurial competencies development - Entrepreneurial teams
Jim Seltensrijch	jim.seltensrijch@ebs.ee	ENG		<ul style="list-style-type: none"> - Agile - Scrum - Product Management
Kätlin Pulk	Katlin.pulk@ebs.ee	EST/ENG		<ul style="list-style-type: none"> - Disruptive innovation
Rauno Pello	Rauno.pello@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Disainipõhine innovatsioon (disainimõtlemine) 	<ul style="list-style-type: none"> - Design-led innovation (design thinking)
Mari Kooskora	Mari.kooskora@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Vastutustundlik ja sotsiaalne ettevõtlus, - vastutustundlik ja sotsiaalne ettevõtja 	<ul style="list-style-type: none"> - Responsible and Social entrepreneurship, responsible and Social entrepreneur
Mohammad Toyon	mohammad.toyon@ebs.ee	ENG		<ul style="list-style-type: none"> - Ethnic start-up/entrepreneurship - International graduates/international students
Ülle Pihlak	Ylle.Pihlak@ebs.ee	EST	<ul style="list-style-type: none"> - Ärimudeli innovatsioon - Tehnoloogiaettevõtlus (startup ettevõtlus) - Startup ettevõtluse ökosüsteem 	

2. Management, Leadership, Organisations/Juhtimine, eestvedamine ja organisatsioonid

Name	Contact	language	Teemad	Topics
Guido Paomees	guido.paomees@ebs.ee	EST	<ul style="list-style-type: none"> - Müügiorganisatsiooni/-meeskonna töö korraldamine ja juhtimine 	
Tiit Elenurm	tiit.elenurm@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Strateegia arendamine ja rakendamine - Organisatsiooni struktuuri kujundamine - Teadmijuhtimine - Organisatsiooni valitsemine 	<ul style="list-style-type: none"> - Strategy development and implementation - Designing organization structure - Knowledge management - Corporate governance
Kätlin Pulk	Katlin.pulk@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Sensemaking - ANT - aeg ja ajalisus, - muutus versus kujunemine, - protsessiteooriad, - jätkuvus ja stabiilsus organisatsioonides, - aja -ja ajalisuse orientatsioonid 	<ul style="list-style-type: none"> - Sensemaking, - Actor-network theory, - time & temporality, - change versus becoming, - process theories, - continuity and stability in organizations, - time and temporal orientations
Rauno Pello	Rauno.pello@ebs.ee	ENG		<ul style="list-style-type: none"> - Sensemaking - strategy-as-practice
Mari Kooskora	Mari.kooskora@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Inimkeskne juhtimine, - inimeste käitumine organisatsioonis, - eetiline ja vastutustundlik juhtimine - juht kui eeskuju, - mitmekesisuse juhtimine, - tiimide ja talentide juhtimine, - enesejuhtimine, - väärtustel põhinev juhtimine 	<ul style="list-style-type: none"> - People-centred leadership - people's behaviour in organisation, - ethical and responsible leadership - leader as a role model - Diversity management, - team and talent management, - self-leadership - values-based management / leadership
Hala Abdelgaffar	Hala.abdelgaffar@ebs.ee	ENG		<ul style="list-style-type: none"> - Responsible Leadership, - organizational behavior - cultural diversity management - organizational inclusion

				<ul style="list-style-type: none"> - organizational learning - talent management
Urmas Kaarlep	Urmas.kaarlep@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Juht kui coach, visionäär, arhitekt ja katalüsaator. 	<ul style="list-style-type: none"> - Leader as a coach, a visionary, an architect and a catalyst.
Arno Almann	Arno.Almann@ebs.ee	EST	<ul style="list-style-type: none"> - Kohalik omavalitsus kui ettevõtluskeskkond ja selle kujundamine - Kohaliku omavalitsuse ja ettevõtete koostöö avalike teenuste osutamisel - Kohaliku omavalitsuse üksuste (vallad/linnad) regionaalne koostöö 	
Mohammad Toyon	mohammad.toyon@ebs.ee	ENG		<ul style="list-style-type: none"> - Employee Relationship Management - Social capital of/within organisation
Piret Masso	piret.mass@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Inimeste juhtimine - Muudatuste juhtimine - Eetiline ja kaasav juhtimine. 	<ul style="list-style-type: none"> - People management. - Change management. - Ethical and inclusive management.
Maarja Murumägi	Maarja.murumagi@ebs.ee	EST/ENG		<ul style="list-style-type: none"> - Strategy innovation, - organizational growth - change management
Ester Eomois	Ester.Eomois@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Juhtide karjääriteekonnad - Naised ja juhtimine - Juhtimise arendamine ja juhi edutegurid. - Strateegiline eestvedamine - Kõrge tulemuslikkusega meeskonnad ja nende arendamine 	<ul style="list-style-type: none"> - Career paths of managers - Women and Leadership - Leadership development and managerial success models - Strategic Leadership - High performing teams and development

3. Human resource (HR) management /Inimeste juhtimine

Name	Contact	language	Teemad	Topics
Aleksandra Kekkonen	Alexandra.kekkonen@ebs.ee	ENG		<ul style="list-style-type: none"> - Human capital development on the country level, - macroeconomic perspective, - HDI and country development
Tiit Elenurm	tiit.elenurm@ebs.ee	EEST/ENG	<ul style="list-style-type: none"> - Eesmärgist lähtuv juhtimine ja motivatsioonisüsteemid 	<ul style="list-style-type: none"> - Management by objectives and motivations systems
Mari Kooskora	Mari.kooskora@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Inimeste arendamine organisatsioonis, inimkapitali juhtimine, - mitmekesisus, - töötajate kaasamine ja võimestamine 	<ul style="list-style-type: none"> - Human development in organisations, Human capital management, - Diversity, - talent management, - inclusion, - empowerment and employee engagement
Hala Abdelgaffar	Hala.abdelgaffar@ebs.ee	ENG		<ul style="list-style-type: none"> - Talent Management
Urmas Kaarlep	Urmas.kaarlep@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Psühholoogiline turvalisus, - sisemine motivatsioon, - töötajate arendamine 	<ul style="list-style-type: none"> - Psychological safety, - internal motivation, - staff development
Mohammad Toyon	mohammad.toyon@ebs.ee	ENG		<ul style="list-style-type: none"> - HRM for Gig workers - Trust/employee loyalty
Piret Masso	piret.mass@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Inimkapitali juhtimine. - Mitmelaadsus ja kaasamine. - Töötajate motiveerimine. - Tööandja hüved. 	<ul style="list-style-type: none"> - Human capital management. - Diversity and inclusion. - Employee motivation. - Employer benefits.
Marge Täks	Marge.taks@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Töötajate arendamine ja kaasamine. 	<ul style="list-style-type: none"> - Competence development and inclusion.

4. Education & Labour Markets / Haridus ja tööturg

Name	Contact	language	Teemad	Topics
Aleksandra Kekkonen	Alexandra.kekkonen@ebs.ee	ENG		<ul style="list-style-type: none"> - Macro and regional perspective of Labour market and Education system interaction - Future skills demand and supply
Camila Niño Fernández	Camila.nino-fernandez@ebs.ee	ENG		<ul style="list-style-type: none"> - Education's role on income inequalities, - precarisation of the labour market, - working poor
Kaire Põder	kaire.poder@ebs.ee	EST/ENG		<ul style="list-style-type: none"> - Estimating learning outcomes (grades, wages, university/school dropout, test scores, attitudes, etc) using data (PISA, PIAAC, Eurograduates, Eurostudents, Labor market survey, European social survey, world value survey, etc.). - Policy/managerial impact and (quasi) experimental studies using before-after design (how to treat outcomes and what is the impact of such treatment) -- self collected (survey) data. - Literature based theoretical thesis on "new areas" such as the impact of digital learning tools, personal learning trajectories, life-long learning, age of tracking, group/class size and ability

				grouping, peer effects, job training, etc.
Tiit Elenurm	tiit.elenurm@ebs.ee	ENG/ EST	- Õppiva organisatsiooni arendamine	- Developing a learning organization
Ly Hõbe	Ly.Hobe@gmail.com	EST/ENG	- Kõrgkoolide ja ettevõtete koostöö	- Cooperation between universities and enterprises
Hala Abdelgaffar	Hala.abdelgaffar@ebs.ee	ENG		- Responsible Management Education; UNPRME
Riina Koris	riina.koris@ebs.ee	EST/ENG	- Tudengitega seonduv kõrgkoolis	- Research on students in Higher Education Institution
Karmo Kroos	karmo.kroos@ebs.ee	EST/ENG	- Inimkapitali teooria ja selle kriitika (alternatiivid - (Kõrg)haridus ja (majandus)areng - Diskrimineerimine tööturul - (Kõrg)hariduse sotsioloogia - Kihistumine	- Human Capital theory and its critique (alternatives) - (Higher) education and (economic) development - Labor market discrimination - Sociology of (higher) education - Stratification
Mohammad Toyon	mohammad.toyon@ebs.ee	ENG		- Student employment/Combining study and work - Prestige of profession and career choice - Vocational education in Gig economy
Piret Masso	piret.mass@ebs.ee	EST/ENG	- Tuleviku töö. - Tööturu trendid.	- Future work. - Trends of the labour market.
Gaygysyz Ashyrov	Gaygysyz.ashyrov@ebs.ee	ENG		- Job satisfaction and anti-social behaviour

5. Law & Ethics / Õigusteadus ja eetika

Name	Contact	language	Teemad	Topics
Jukka Veikko Mäkinen	Jukka.makinen@ebs.ee	ENG		- Business Ethics
Mari Kooskora	Mari.kooskora@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Ärietteika, - juhtimise eetika, - eetiline ja vastutustundlik juhtimine, organisatsiooni eetika, - eetikakoodeksid, - ärietteikaga korruptsiooni vastu, huvigruppide juhtimine, - jätkusuutlik tegevus, 	<ul style="list-style-type: none"> - Business Ethics, - leadership Ethics - ethical and responsible leadership - Digital Ethics, - Corporate / organisational ethics, codes of ethics, - fighting corruption with Business ethics, stakeholder management, - Sustainable performance, - Corporate / organisational sustainability
Karmo Kroos	karmo.kroos@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Kutse-eetika - Poliitfilosoofia ja moraalieetika - Teadustöö eetika 	<ul style="list-style-type: none"> - Professional ethics - Political philosophy and moral ethics - Research ethics
Kati Miller	kati.miller@millercolegal.com	EST/ENG	<ul style="list-style-type: none"> - Äriõigus - Ettevõtlus ja õigus - Ettevõtlus ja vastutus 	<ul style="list-style-type: none"> - Business Law - Entrepreneurship and Law - Entrepreneurship and Liability

6. Creative economies & Humanities / Loomemajandus ja humanitaarteadused

Name	Contact	language	Teemad	Topics
Ragnar Siil	Ragnar.Siil@ebs.ee	EST ENG	Loomettevõtlus Loovad linnad Loomemajanduse klastrid	Creative Industries Creative Cities Creative Clusters
Pablo Veyrat	pablo.veyrat@ebs.ee	ENG		Humanities in business, philosophy, literature, journalism.

Mohammad Toyon	mohammad.toyon@ebs.ee	ENG		1. Working life of creative workers
Ülle Pihlak	Ylle.Pihlak@ebs.ee	EST	Mängutööstus Äritegevuse mängustamine	2.

7. Economy & Society / Majandusteadus ja ühiskond

Name	Contact	language	Teemad	Topics
Jukka Veikko Mäkinen	Jukka.makinen@ebs.ee	ENG		<ul style="list-style-type: none"> - Business and Society - Economic and Social Justice
Wojciech Przychodzen	wojciech.przychodzen@esic.edu	ENG		<ul style="list-style-type: none"> - Economic growth; - business cycles; - post-socialist economies; - business and society; - sustainable development
Aleksandra Kekkonen	Alexandra.kekkonen@ebs.ee	ENG		<ul style="list-style-type: none"> - Sustainable development of the economy and society on country and regional level
Mari Kooskora	Mari.kooskora@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Ettevõtted ühiskonnas, - jätkusuutlik areng ühiskonnas ja organisatsioonides 	<ul style="list-style-type: none"> - Business in Society, - Sustainable development in the society and organisations
Camila Niño Fernández	Camila.nino-fernandez@ebs.ee	ENG		<ul style="list-style-type: none"> - Income inequality, - the economics of poverty
Kaire Põder	Kaire.poder@ebs.ee	EST/ENG		<ul style="list-style-type: none"> - Justification for income inequality (e.g. meritocratic beliefs). - Institutional economics (e.g. self-enforcing institutions.legitimisation of

				redistribution, trust and reciprocity, deservingness, free riding)
Karmo Kroos	karmo.kroos@ebs.ee	EST/ENG	- Ühiskonnateooria	- Social theory
Mohammad Toyon	mohammad.toyon@ebs.ee	ENG		- Social capital of migrant workers/self-initiated expatriate/international students/international graduates
Alar Kein	alar.kein@ebs.ee	EST/ENG	- Finantsökonoomika, - Nõudluse analüüs	- Financial economics, - Demand analysis.
Meelis Kitsing	Meelis.kitsing@ebs.ee	EST/ENG	- Rahvusvaheline ja võrdlev poliitökonoomia, - majanduspoliitika, - tehnoloogia, - rahvusvaheline kaubandus	- International and comparative political economy, - public policy, - economic policy, - technology, - international trade
Nivi Pankova	Nivi@ebs.ee	ENG		- International trade development - Institutional economics (commons, property rights, externalities, market failures), - policy, - applied microeconomics
Gaygysyz Ashyrov	Gaygysyz.ashyrov@ebs.ee	ENG		- Student's cheating behaviour and social norms, - Tax evasion perceptions of business school students - Corruption, - institutional economics
Ashim Kumar Kar	ashim.kar@helsinki.fi	ENG		- Development Economics (microfinance, poverty, and income inequality, growth and development, sustainability of

				<p>economies and institutions, Sustainable Development Goals (SDGs))</p> <ul style="list-style-type: none"> - International Economics (trade theories, policies, international finance) - Energy Economics (justice, poverty, intensity and finance) - Econometrics (panel data econometrics, time series econometrics, impact assessment, quantitative and statistical analysis)
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8. Marketing & Communication/Turundus ja kommunikatsioon

Name	Contact	language	Teemad	Topics
Pablo Veyrat	Pablo.veyrat@ebs.ee	ENG		<ul style="list-style-type: none"> - consumer behaviour - intercultural communication, communication, - market research - social media marketing, - marketing
Ilona Beliatskaya	Ilona.beliatskaya@ebs.ee	ENG		<ul style="list-style-type: none"> - Tourism and hospitality marketing, - digital marketing in service domains, destination branding, - sustainable tourism marketing
Anu Lehing	Anu.lehing@ebs.ee	EST/ENG		<ul style="list-style-type: none"> - (intercultural) communication, - internal marketing, client/customer/employee satisfaction, customer loyalty

				- advertising language
Riina Kerner	Riina.kerner@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Globaalsed ja regionaalsed väärtusahelad, - Väliskaubandus (kaubad, teenused) ja meetodika - Välisinvesteeringud - Firma ja riigi tasandi kvantitatiivne statistiline analüüs 	<ul style="list-style-type: none"> - Global and regional value chains, - International trade in services and goods - Foreign Direct Investment - Micro and macro level quantitative statistical analysis
Rauno Pello	Rauno.pello@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Strateegiline bränding, - rebränding, - organisatsiooni visuaalne identiteet; visuaalne analüüs. 	<ul style="list-style-type: none"> - Strategic branding, - rebranding, corporate visual identity. - visual research.
Riina Koris	Riina.koris@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Turunduskommunikatsiooni tööriistad; tarbija ostuotsuseprotsess; - kliendi/töötaja rahulolu 	<ul style="list-style-type: none"> - Marketing communication tools; - customers' decision-making process; - customer/employee satisfaction
Katri Kerem	Katri.kerem@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Turunduskommunikatsioon, - reklaam, - digitaalne turundus, - tarbijakäitumine, - käitumisökonomika, - innovatsioonide omaksvõtt, - turunduse ja jätkusuutlikkusega seotud teemad 	<ul style="list-style-type: none"> - Marketing communication, - advertising, - digital marketing, - consumer behaviour, - behavioural economics, - innovation adoption, - marketing and sustainability topics
Mari Kooskora	Mari.kooskora@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Tarbijakäitumise, turunduse ja jätkusuutlikkusega seotud teemad 	<ul style="list-style-type: none"> - Consumer behaviour, marketing and sustainability topics
Mohammad Toyon	mohammad.toyon@ebs.ee	ENG		1. Commodity fetishism and Brand Trust
Piret Masso	piret.mass@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Sisekommunikatsioon ja selle olulisus organisatsiooni juhtimises. 	<ul style="list-style-type: none"> - Internal communication in organisational management.
Scott Abel	scott.abel@ebs.ee	ENG		Media and social media related topics, communication

9. Sales & Customer Service/Müük ja klienditeenindus

Name	Contact	language	Teemad	Topics
Guido Paomees	guido.paomees@ebs.ee	EST	<ul style="list-style-type: none"> - Müük ja müügikorraldus B2B, B2C - Positiivse teenindamise põhimõtted ja tegevused 	
Ilona Beliatskaya	Ilona.beliatskaya@ebs.ee	ENG		<ul style="list-style-type: none"> - Customer-relationship management in hospitality, - online reputation in tourism, - service quality
Gürsel ilipinar	Gursel.ilipinar@ebs.ee	ENG		<ul style="list-style-type: none"> - Services Marketing and Design, - Fashion Marketing and Branding, - Customer-relationship management in Fashion and Telecom
Katri Kerem	Katri.kerem@ebs.ee	EST/ENG	Kliendisuhted, klientide rahulolu uuringud	<ul style="list-style-type: none"> - Customer relationships - customer satisfaction
Mohammad Toyon	mohammad.toyon@ebs.ee	ENG		<ul style="list-style-type: none"> - Trust in contactless payment system

10. Finance, Accounting & Taxation/Rahandus, raamatupidamine ja maksundus

Name	Contact	language	Teemad	Topics
Wojciech Przychodzen	wojciech.przychodzen@esic.edu	ENG		<ul style="list-style-type: none"> - Corporate finance; - corporate valuation; - corporate governance; - green finance;

				<ul style="list-style-type: none"> - sustainable finance
Emre Guven	Emre.guven@ebs.ee	ENG		<ul style="list-style-type: none"> - Financial markets, - green finance, - ESG, - behavioral finance
Eve Lamberg	Eve.Lamberg@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - E-arved versus PDF- või paberarved digi- ja rohepöörde elluviimiseks ettevõtlussektoris. 	<ul style="list-style-type: none"> - E-invoices versus PDF or paper invoices for implementing the digital and green turn in the business sector.
Ly Hõbe	Ly.Hobe@gmail.com	EST/ENG	<ul style="list-style-type: none"> - Panganduse tulevikutrendid - FinTech ettevõtete areng ja tegevused 	<ul style="list-style-type: none"> - Future trends in banking - Development and activities of FinTech companies
Urmas Kaarlep	Urmas.kaarlep@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Auditeerimine, - auditikomiteed, - hea ühingujuhtimise tava 	<ul style="list-style-type: none"> - Auditing - Audit Committees - Corporate governance
Mark Kantšukov	Ecomark@ut.ee	EST/ENG	<ul style="list-style-type: none"> - Ettevõtte väärtuse hindamine ja juhtimine - Finantsturud ja -instrumendid, - Investeerimisstrateegiad - Käitumuslik rahandus - Roherahandus 	<ul style="list-style-type: none"> - Corporate valuation and value management - Financial markets and instruments - Investment strategies - Behavioral finance - Green finance
Alar Kein	alar.kein@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Finantsturud, - käitumuslik rahandus, - riigirahandus. 	<ul style="list-style-type: none"> - "Financial Markets", - "Behavioral Finance", "Public Finance"
Aet Toots	aet.toots@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Finantsaruandlus (näit. IFRSi ja EFSi erinevused); 	<ul style="list-style-type: none"> - Financial communication; - Financial reporting (e.g. IFRS-related issues, the impact of accounting methods and

			- erinevate arvestusmeetodite valiku ja hinnangute mõju aruannetele)	estimates on financial reports)
Ashim Kumar Kar	ashim.kar@helsinki.fi		-	<ul style="list-style-type: none"> - Investment Management (portfolio analysis, behavioural finance, financial markets and instruments) - Special topics in Finance (crowdfunding, microfinance) - Banking (sustainability in banking and financial institutions)

11. Green & sustainability/ Rohemajandus ja jätkusuutlikus

Name	Contact	language	Teemad	Topics
Jukka Veikko Mäkinen	Jukka.makinen@ebs.ee	ENG		- Environmental Ethics
Wojciech Przychodzen	wojciech.przychodzen@esic.edu	ENG		<ul style="list-style-type: none"> - Environmental, social and governance (ESG) and its impact on performance; eco-innovation; - corporate sustainability
Renee Pesor	renee.pesor@ebs.ee	EST/ENG	- Riikide sotsiaalne/keskkondlik vastutus ja selle mõju riigi tasandi finantsnäitajatele	- The social/environmental responsibility of countries and its effect on country level financial indicators
Aleksandra Kekkonen	Alexandra.kekkonen@ebs.ee	ENG		- Sustainability issues, green economy theory, circular economy umbrella concepts (e.g. cradle to cradle, laws of ecology,

				<p>looped and performance economy, regenerative design, industrial ecology, biomimicry and blue economy) and new emerging theories (e.g. Doughnut economics)</p> <ul style="list-style-type: none"> - EU Policy & Legislation (incl. EU Green Deal and Circular Economy Action Plan) - Main principles and different business models of circular economy - Sustainable Development Goals (SDGs) - Macro-systemic enablers and barriers to circular business transition
Emre Guven	Emre.guven@ebs.ee	ENG		<ul style="list-style-type: none"> - Green finance, country and firm-level ESG scores, - environmental performance, - greenhouse gas emissions and their relationship with financial performance
Mari Kooskora	Mari.kooskora@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Jätkusuutlik areng, - ettevõtte väärtused ja jätkusuutlik tegutsemine, - sotsiaalse ja juhtimiselase jätkusuutlikkusega seotud teemad, - ESG tähendus ja strateegiad, - inimõiguste teemad 	<ul style="list-style-type: none"> - Sustainable development, - Corporate values and Sustainable performance, - Topics related to Social and Governance sustainability, ESG meaning and strategies, Human rights issues

Tiit Elenurm	tiit.elenurm@ebs.ee	ENG		- Corporate values and care for the environment and business sustainability
Ly Hõbe	Ly.Hobe@gmail.com	EST / ENG	- Rohepöore ja jätkusuutlikkus panganduses	- Green and sustainability in banking
Rauno Pello	Rauno.pello@ebs.ee	EST/ENG	- Ringdisain ja disaini rakendamine ringmajanduses	- Circular design and design for circularity
Hala Abdelgaffar	Hala.abdelgaffar@ebs.ee	ENG		- Education for Sustainable Development; Responsible and Sustainable Universities
Nivi Pankova	Nivi@ebs.ee	ENG		- Resource management, - deforestation, - sustainable development

12. CSR, equality, diversity, inclusion/Ettevõtete sotsiaalne vastutus, võrdsus, mitmekesisus, kaasamine

Name	Contact	language	Teemad	Topics
Jukka Veikko Mäkinen	Jukka.makinen@ebs.ee	ENG		CSR and its economic, social, and political dimensions
Mari Kooskora	Mari.kooskora@ebs.ee	EST/ENG	Vastutustundlik tegevus ja juhtimine, ettevõtte vastutus, sotsiaalne kaasatus ja võimestamine, mitmekesisuse ja naisjuhtimisega seotud teemad	CSR, Responsible performance and management, Corporate Responsibility, Social inclusion and empowerment, Diversity and Women leadership Topics
Wojciech Przychodzen	wojciech.przychodzen@esic.edu	ENG		CSR and its impact on performance
Renee Pesor	renee.pesor@ebs.ee	EST /ENG	Tingimused, mis kujundavad seost ettevõtete sotsiaalse tulemuslikkuse ja	The conditions shaping the relationship between corporate social and financial

			finantstulemuslikkuse vahel; ettevõtte ESG skooride mõju finantstulemuslikkusele	performance; the effect of firms' ESG scores on their financial performance
Aleksandra Kekkonen	Alexandra.kekkonen@ebs.ee	ENG		Societal impact and policy; ESG reporting; Green Deal; metrics; ESG performance, Green and sustainable performance of public and private sector
Pablo Veyrat	pablo.veyrat@ebs.ee	ENG		
Tiit Elenurm	tiit.elenurm@ebs.ee	ENG		Challenges and solutions in global diverse teams (incl. using X-Culture database)
Hala Abdelgaffar	Hala.abdelgaffar@ebs.ee	ENG		cultural diversity management, organizational inclusion,
Piret Masso	piret.mass@ebs.ee	EST/ENG	Sotsiaalselt vastutustundlik ettevõtte. Mitmelaadsus ja kaasmaine.	CSR, Diversity and inclusion.

13. Digitalisation & Data/Digitaliseerimine ja andmeanalüüs

Name	Contact	language	Teemad	Topics
Jukka Veikko Mäkinen	Jukka.makinen@ebs.ee	ENG		Data/Surveillance capitalism
Aleksandra Kekkonen	Alexandra.kekkonen@ebs.ee	ENG		- Disruptive technologies in circular economy business models' implementation
Ilona Beliatskaya	Ilona.beliatskaya@ebs.ee	ENG		- Smart cities and smart societies, disruptive technologies in service industries, - technostress and digital wellbeing
Renee Pesor	renee.pesor@ebs.ee	EST/ENG	- Vajaliku tingimuse analüüs	- Necessary condition analysis
Tiit Elenurm	tiit.elenurm@ebs.ee	EST/ENG	- Digiõppe võimalused ja riskid	- Opportunities and risks of digital learning

Regina Erlenheim	Regina.erlenheim@ebs.ee	EST/ENG		<ul style="list-style-type: none"> - Digital transformation, - proactive services
Riina Kerner	Riina.kerner@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Andme analüüs ja visualiseerimise tehnikad; 	<ul style="list-style-type: none"> - Data management and visualization techniques;
Hala Abdelgaffar	Hala.abdelgaffar@ebs.ee	ENG		<ul style="list-style-type: none"> - Digitalizing management curricula; management MOOCs;
Karmo Kroos	Karmo.kroos@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Andmehaldus - Avatud teadus - Ärianalüütika - (Lean) Six Sigma - Andmeanalüüs Excelis 	<ul style="list-style-type: none"> - Data management - Open science - Business Intelligence - (Lean) Six Sigma - Data analysis in Excel

14. Foresight, Design & Methods/ tuleviku trendid, disain ja meetodid

Name	Contact	language	Teemad	Topics
Rauno Pello	rauno.pello@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Disainmõtlemine, - teenusedisain, disainiuringud; mittetraditsioonilised kvalitatiivsed uurimismeetodid (nt visuaalsed uuringud, netnograafia jne.). 	<ul style="list-style-type: none"> - Design thinking, - service design, - design (science) research; non-traditional qualitative research methods (e.g. visual research, netnography, etc.)
Kätlin Pulk	Katlin.pulk@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Juhtumiuuring, - autoetnograafia 	<ul style="list-style-type: none"> - Case study, - autoethnography
Kaire Põder (it applies more to data to foresight)	Kaire.poder@ebs.ee	EST/ENG		<ul style="list-style-type: none"> - Applications of various regression-based (quasi) experimental techniques (differences in differences, instrumental variables, matching designs, regression discontinuity, panel data-based causal estimations,

				structural equation models, mediating and moderating models, etc.)
Meelis Kitsing	meelis.kitsing@ebs.ee	EST/ENG		<ul style="list-style-type: none"> - Foresight methods - scenario planning
Tiit Elenurm	tiit.elenurm@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Tulevikutrendide mõju ärimudelite valikule 	<ul style="list-style-type: none"> - Impact of future trends on choosing business models
Regina Erlenheim	Regina.erlenheim@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Teenusedisain, - avalikud teenused 	<ul style="list-style-type: none"> - Service design, - public services
Karmo Kroos	Karmo.kroos@ebs.ee	EST/ENG	<ul style="list-style-type: none"> - Teadusfilosoofia ja sotsioloogia - Uurimistö disain (plaan) - Uurimisstrateegiad - Valimi koostamine - Kombineeritud uurimisviisid - Alternatiivsed uurimisviisid ja traditsioonid 	<ul style="list-style-type: none"> - Philosophy and sociology of science - Research design - Research strategies - Sampling methods - Mixed Method Research - Multi - Alternative research techniques and traditions
Nivi Pankova (Data)	Nivi@ebs.ee	ENG		<ul style="list-style-type: none"> - Regression analysis (difference-in-differences, IV, panel-data causal estimations FE, RE) etc.