

Dr. Markos Perrakis is an international speaker, psychologist, consultant and trainer of individuals and teams, founder of Fractality (www.fractality.gr) which specializes in coaching, supervision, human capital development, training and assessment.

He holds a Ph.D. in the effectiveness of leadership styles in the Balkans. He is the author of several publications in the field of organisational psychology and coaching.

He develops projects and participates in organizational development programs, strategic planning and education in the public and private sector (municipalities, embassies, educational organizations, NGOs and multinational companies, such as PwC, Interamerican, Ethniki-Asfalistiki, EIAS, among others)

He is

- Representative and Scientific Partner of iOpener Institute-Oxford (Scientific Consultant of LBS London Business School) and ANSE (Association of National Organizations for Supervision in Europe)
- Scientific assistant of EUMU-Hellas (European Union of Small and Medium Enterprises) in issues of Strategic Planning, Human Resources, Development and European Programs
- Member of the International Supervision Group 'Advantage of Differences'
- Founding Member of Greek Society for Organizational Learning (SOL Greece)
- Mentor and Consultant of EOMMEX and seminar conductor for OAED
- Lead auditor in Quality Management Systems (QMS) ISO 9001:2008
- Scientific Partner of Portuguese National Centre Villa Ramadas – Portugal, licensed by BACP & EATA

In the last 15 years he has offered counseling and coaching services to more than 3000 individuals, HR- and senior managers.

Dr. Perrakis is one of the first persons in Greece who applied the methodology of Appreciative Inquiry, which is used in the UN Summit by UN leaders. In contrast to the traditional management approaches that focus on problems, the appreciative approach makes use of the potential of the human capital of organizations.

His company, Fractality, was the first Greek company to design and install in selected schools a quality management system according to the prototype ELOT PRD 1433-2008 "Education Services-Evaluation Criteria of the Service Quality of Private and Language Schools". These schools were then accredited by TÜV AUSTRIA HELLAS. (June 2010)

Fractality team also designed and installed the QMS (Managerial capacity of final beneficiaries) in the public sector for the municipality of Atalanti, according to ELOT (National Organisation for Standardisation).

Indicative presentations and writing of material

- Presentations on appreciative inquiry and leadership in international conferences.
- Croatia, University of Zadar, through ANSE. Topic: Training in Methods of Participatory Design for Supervisors, Coaches, Trainers and other Experts. (2015)
- Training and material co-authoring for executive directors in the framework of the European program PROGRESS 2015. “Positive actions for the promotion of equality between men and women in the financial decision centres.”
- Responsible for training and co-authorship of material on learning by acting and doing, based upon modern methods of team cooperation and tools of participatory design. This training was designed for citizens that want to apply new methods of cooperation in businesses, schools, public organisations, clubs, NGOs and municipalities, based on the “Political Innovation Platform” of the program ‘We are all citizens’, which is part of the total Funding Mechanism of EOX for Greece (2015).
- Participation in Mission for Growth 2014 GR 2014EU
- Preparation and Implementation of funded workshops for Non Greek EU Citizens in Greece. (2014, 2015)
- Workshop for Professional Career and Counseling guidance under the aegis of the Greek Open University (2013)
- Lecturer for business planning, marketing, public relations and organisational development at EIAS (Greek Institute for Insurance Studies)
- Education of young executives in issues of sales and client-centred communication, communication skills and stress & change management (2006-2014)
- Participation at Money Show Forums Athens and Thessaloniki. Keynote speaker on behalf of the Greek Society for Organisational Learning (2013, 2014, 2016)
- Lithuania, Kaunas University through ANSE. Topic: Trust in Appreciative Supervision (2014)
- Estonia, Training at the International Supervision and Coaching Institute (ISCI). Topic: Introduction to the Appreciative Inquiry methodology (2012).
- Latvia, Practical Intercultural Workshops for the private sector (2012)
- Participation in the project THINK GREEN “Green Business Angels in Mentoring Issues” of the Chamber of Commerce (Athens 2012)
- Design and Installation of QM-Systems according to ISO 22000/HACCP & ISO 9001
- Educational seminars on Prevention and Health for health professionals, under the aegis of the Ministry of Health (2004)