



Keijo Varis

## **Curriculum Vitae**

### **PERSONAL INFO:**

Born in 1961 in Kuopio, Finland.

### **BASIC EDUCATION:**

**Master of Administrative Sciences (especially Public Financial Management)**, 12/2014, University of Tampere, Finland

**Doctor of Science** (Business Administration and Economics: Management and Leadership), 12/2012, University of Jyväskylä, Finland

**Vocational Teacher`s Pedagogical Studies**, 8/2012 - 4/2014, Jyväskylä University of Applied Sciences, Finland

**eMBA in Consulting**, 4/2011, Finland/International Studies

**MBA (Finance and Accounting)**, 1988, University of Jyväskylä, Finland

### **Working Experience:**

- **Principal Lecturer**, 1.8.2015- ,Turku University of Applied Sciences

- **Strategy & Business Controller and Risk Manager** Vapo Oy  
(Multibusiness Enterprise with the Turnover of 0,7 Billion Euros),  
12/2001 - 5/2012;

Responsibility Areas:

The Group`s Strategy process, Risk Management, Industrial Rights  
(Patents and Trade Marks) and Business Control of Business  
Development

- **Financial Manager/Business Controller/Member and Participant of the  
Management Group/Board of Directors**, Vapo Timber Oy (Sawmill Company with  
Turnover of 155 Million Euros), Years 1992 - 2001

- **Internal Auditor** ,Vapo Oy (MB EP with the Turnover of 0,7 Bill.€)  
Years 1990-1992

- **Controller**, Sandudd Tapetti Company, Years 1989-1990

- **Project Manager**, Keski-Suomen Tietotekniikka Oy, Year 1988

### **Further Education/Courses/Seminars/Conferences:**

- Academy of Management Annual Meeting 2017 (4.-8.8.2017), Atlanta, USA

- Strategic Management Society`s Annual Meeting 2016 (17.-20.9.2016),  
Berlin, Germany

- Senior Leadership in Action/Harvard Business School Strategy Section  
20.-23.4.2009), Boston, USA.

- Academy of Management Annual Meeting 2009 (7.-11.8.2009), Chicago, USA

- Exploring the Hidden Barriers to Organizational Change (17.-21.8.2008,  
North Eastham, Massachusetts, USA, prof. Bob Marshak)

- The Essence of Change (v.2008, USA: 5 days/prof. Edgar Schein)

- Consultation, Coaching and Change (v.2008,USA: 5 days/ prof. C.Seashore)

- **etc.; a long list with 12 pages**

### **Memberships:**

- Strategic Management Society of Finland (y.1995-2012, 2016-)

- Strategic Management Society (SMS) Chicago (y.2006 -2011)

- Academy of Management (2009-2010, 2017-2018)