



Khodor SHATILA

Assistant Professor in Entrepreneurship and Strategy

Contact

Email: khodor.shatila@ipag.fr

Telephone: +33 6 20 43 18 38

Campus: Paris and Thionville

Biography

Khodor Shatila is a scholar of entrepreneurship and strategic management who has completed his PhD in Entrepreneurship at ICN Business School, France, and is nearing completion of a second PhD at the Universitat Rovira i Virgili (URV) in Spain. His academic trajectory reflects a strong interdisciplinary grounding that bridges entrepreneurship, innovation, digital transformation, human resources, and sustainable business. He has developed an extensive teaching record across leading French institutions, where he has taught courses in Strategic Management, Leadership 4.0, Global HRM, Innovation and Lean Startup, Research Methods, Financial Analytics, Digital Transformation and Ethics, and Supply Chain Management. His pedagogical approach emphasizes experiential learning, critical thinking, and applied problem-solving, preparing students to navigate the demands of a rapidly evolving global economy.

Dr. Shatila's research lies at the intersection of entrepreneurship, innovation capabilities, digital literacy, and strategic resilience in emerging and transitional economies. He has published in well-recognized ABS-ranked and Scopus-indexed journals. His current works, many under review in journals, examine entrepreneurial ambidexterity, dynamic capabilities, gender and entrepreneurship, governance, and digital transformation-driven resilience.

He has presented his research at major international conferences across Europe and Asia and serves as a reviewer for several journals. Proficient in SPSS, AMOS, SmartPLS, NVivo, and advanced analytical tools, Dr. Shatila integrates methodological rigor with practical relevance. His academic mission is to advance knowledge on how digitalization, human capital, and entrepreneurial ecosystems shape innovation and sustainable value creation

Education

- 2026: PhD in Business & Management, Universitat Rovira i Virgili (URV), Spain
 - 2025: PhD in Entrepreneurship, ICN Business School, France
 - 2020: Master of Science in Supply Chain Management, Université La Sagesse, Lebanon
 - 2015: Certified Manager Certification, James Madison University, United States
 - 2013: Bachelor of Science in Management, Arts, Sciences, and Technology University in Lebanon, Lebanon
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Teaching Areas

- Innovation for Lean Startups
 - Fundraising and Startup Financing
 - Business Strategy
 - Strategic Management
 - Sustainability
 - Import/Export Operations
 - Project Management
 - Supply Chain
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Research Areas

- Entrepreneurship Behavior
- Gender Entrepreneurship
- Digital Entrepreneurship
- Strategy & Leadership

RESEARCH AFFILIATIONS

- Entrepreneurship & Family Business
 - CSR, Sustainability and Forecasting
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Professional experiences

Over the past decade, I have built a multifaceted professional career that spans consulting, academic training, international conference engagement, editorial responsibilities, and extensive industry experience in supply chain management. My professional journey reflects a strong commitment to bridging academic knowledge with practical expertise, particularly in entrepreneurship, digital transformation, and supply chain operations.

I possess 10 years of hands-on experience in supply chain management, working across various industries and operational environments. My specialization includes inventory management, warehouse control, procurement coordination, and optimization of logistics workflows. Throughout my career, I have contributed to the design and supervision of inventory systems, improved warehouse efficiency, implemented stock rotation and forecasting models, and supported organizations in establishing streamlined operational processes. This practical experience continues to inform my teaching and research, allowing me to integrate real-world supply chain challenges into academic discussions and applied training sessions.

In parallel to my industry practice, I have engaged in consulting and training activities focused on entrepreneurship development, innovation-driven business models, digital transformation strategies, and operational improvement. I have designed and delivered training programs for students, early-stage entrepreneurs, and business professionals, helping them develop competencies in strategic thinking, business model innovation, financial literacy, and technology adoption. My consulting work has supported small and medium-sized enterprises in refining their strategic direction, strengthening managerial practices, and adapting to competitive and technological shifts.

My academic presence is strengthened by my participation in numerous international conferences, where I have presented peer-reviewed research across Europe and Asia. I have delivered papers at leading academic platforms, including ACIEK (Academy of Innovation and Entrepreneurship Conference), EFMA, the International Symposium on Entrepreneurship Education in Asia, and the Vietnam Symposium in Entrepreneurship, Finance and Innovation. These conferences have enabled me to engage with global academic communities, exchange insights with international scholars, and contribute to ongoing discussions in entrepreneurship, innovation, and digital capabilities.

I have supervised numerous students at both the Bachelor's and Master's levels, guiding them through the full research process—from topic development and methodological design to data analysis and final thesis defense. My supervision experience spans a wide range of topics in entrepreneurship, innovation, digital transformation, human resources, sustainability, and management, enabling students to produce academically rigorous and practically relevant research. I provide structured, personalized support to help each student build strong analytical, writing, and critical-thinking skills while ensuring their work meets high academic standards.

In recognition of my academic expertise, I serve as a reviewer for multiple respected journals, contributing to the advancement of scholarship in entrepreneurship, management, and digital transformation. My reviewing roles support the evaluation of empirical and conceptual research, ensuring academic rigor, methodological soundness, and relevance to the field.

Across all facets of my professional experience industry practice, consulting, teaching, research dissemination, and editorial service I remain committed to cultivating impactful knowledge and advancing organizational excellence in both academic and applied contexts.

Selected publications

1. Shatila, K., Aránega, A. Y., Soga, L. R., & Hernández-Lara, A. B. (2025). Digital literacy, digital accessibility, human capital, and entrepreneurial resilience: a case for dynamic business ecosystems. *Journal of Innovation & Knowledge*, 10(3), 100709.
2. Shatila, K., Aránega, A. Y., Soga, L. R., & Hernández-Lara, A. B. (2025). Unequal Opportunities? Examining Gender, Financial Access, and Innovation in UAE Digital Entrepreneurship. In *Gender in Digital Entrepreneurship: Recent Issues in Emerging Countries* (pp. 141-159). Singapore: Springer Nature Singapore.
3. Shatila, K., Martínez-Climent, C., Enri-Peiró, S., & Perez-Ruiz, P. (2025). The impact of gamification on academic performance: the case of digital marketing in Lebanon. *European Journal of Innovation Management*, 28(8), 4061-4082.

4. Shatila, K., & Nigam, N. (2025). The interplay between emotional skills and leadership efficacy: Examining the mediating role of transformational leadership. *Strategy & Leadership*.
 5. Shatila, K., Nigam, N., & Mbarek, S. (2025). Entrepreneurial resilience in turbulent times: the role of entrepreneurial orientation and innovation in the Middle East. *Journal of Enterprising Communities: People and Places in the Global Economy*.
 6. Shatila, K. (2025). Artificial intelligence and organizational resilience: the mediating role of agility, innovation, and digital leadership. *Strategy & Leadership*, 1-25.
 7. Nigam, N., & Shatila, K. (2024). Entrepreneurial intention among women entrepreneurs and the mediating effect of dynamic capabilities: empirical evidence from Lebanon. *International Journal of Entrepreneurial Behavior & Research*, 30(4), 916-937.
 8. Shatila, K., Nigam, N., & Mbarek, S. (2024). Seeds of change: nurturing entrepreneurial ecosystems for sustainable enterprises in Lebanon and Jordan. *The Journal of Entrepreneurship*, 33(4), 897-924.
 9. Aloulou, W. J., Shatila, K., & Ramadani, V. (2024). The impact of empowerment on women entrepreneurial intention in Lebanon: the mediating effect of work–life balance. *FIIIB Business Review*, 23197145241241402.
 10. Shatila, K., Agyei, F. B., & Aloulou, W. J. (2024). Impact of transformational leadership on leadership effectiveness: the mediating effect of emotional skills in the Lebanese small and medium-sized enterprises context. *Journal of Enterprising Communities: People and Places in the Global Economy*, 18(4), 857-878.
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