



**Innovation Synergy**  
*Education & Business Design*

# CONSTANTINE TSINARIDIS



Constantine Tsinaridis is the co-founder of Innovation Synergy, a position and design firm for business and education, that collaborates with professionals and other thought leaders to increase their potential by developing strategic and innovative solutions with the goal of increasing profits and improving overall business performances and efficiencies.

Before co-founding Innovation Synergy, Constantine was the co-founder and chief operating director of various maritime companies in Greece, including Watership, Group of Companies, Hydrousa, Trust1, and Cyclades1. He was responsible for all the company's worldwide sales and operations, including end-to-end management of Watership's supply chain, sales activities, and support in all markets and countries.

He also headed Watership's and K Group's, sales and management division and played a key role in the continued development of strategic fleet management and supplier relationships with most of the Greek islands in which the company supplied liquid cargo, ensuring flexibility in response to an increasingly demanding marketplace.

Prior to Watership Group of Companies, Constantine was vice president of Hydrodotiki Shipping, and was responsible for procuring and managing all of Hydrodotiki's fleet and supply system. Constantine has also been critical in leveraging strategic financial planning and analysis, coupled with daily cash flow modeling to modify a frequently changing budget while targeting reductions in general and administrative expenses and increases in Sales.

His clients include :

- A former department head in the Greek Shipowners Group
- A speaker to the United Nations
- CEOs of major organizations
- A former head of the Strategy & Effective Learning Unit of the Virginia Tech School
- Government leaders and mayors
- TED and TEDx speakers

Constantine's extensive experience in progressive leadership roles includes the completion of a training program by Bloomberg and HelleniQ Petroleum Group of companies in which he has been instrumental in reviewing and maintaining pipelines for mergers and acquisitions and administering bid processes.

Constantine holds a PhD and Research Degree in Satellite Communications Technology from the Electrical and Electronic Engineering department of Bradford University and a Master's and Bachelor's degree in Electrical & Electronic Engineering from Bristol University. He is also pursuing his Ph.D in Education & Artificial Intelligence at the University of Minnesota.