

Triagon Research

Doctoral Catalogue and Publications

Triagon Academy

June 2026

This document presents Triagon Academy's research profile in two parts:
(1) Doctoral Catalogue and (2) Publications by Alumni, Triagon Family, and Staff.

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1 Doctoral Catalogue

Overview

Triagon Academy's doctoral research is organised around four interconnected research clusters that reflect the intellectual profile of the doctoral programme. Together, these clusters bring together work on digital transformation, artificial intelligence, and data-driven innovation; leadership, organisational behaviour, and the future of work; finance, strategy, and corporate governance; and sustainability, healthcare, and societal wellbeing. The cluster descriptions below summarise the scope and positioning of each research area.

Cluster Descriptions

The four research areas are:

- **Digital Transformation, AI and Data-Driven Innovation**
This cluster brings together research on the adoption, diffusion, and managerial implications of digital and intelligent technologies across industries. It includes work on artificial intelligence, analytics, automation, cyber-resilience, data governance, digital maturity, and smart platforms. It also addresses the regulatory and societal conditions of responsible digital innovation, including questions linked to standards and data protection. This cluster provides a strong basis for Triagon's visibility in applied digital research and industry-facing collaboration.
- **Leadership, Organisational Behaviour and the Future of Work**
This cluster reflects Triagon's strong focus on the human dimension of organisations. It includes work on leadership, resilience, engagement, hybrid and virtual work, agility, diversity, inclusion, and employer branding. The cluster explores how organisations and individuals respond to changing work environments and evolving expectations in professional life. It offers a strong foundation for Triagon's positioning in the field of the Future of Work.
- **Finance, Strategy and Corporate Governance**
This cluster combines research on finance, investment behaviour, banking, corporate governance, supply-chain strategy, and industrial marketing. The work is analytically rigorous but also strongly decision-oriented and applied. Topics include valuation, ownership structures, alternative lending, digital currencies, and strategic thinking in purchasing and supply management. The cluster strengthens Triagon's relevance for corporate and institutional partners in business and applied research.
- **Sustainability, Healthcare and Societal Wellbeing**
This cluster brings together research with a strong sustainability, public-interest, healthcare, or societal-impact orientation. It includes work on health-system transformation, patient-centred digitalisation, medical economics, inclusion, entrepreneurship education, renewable-energy markets, public-sector communication, and crisis communication. The cluster aligns strongly with current European and global policy agendas and broader societal challenges. It is particularly suitable for collaboration with hospitals, NGOs, public administrations, and external funding bodies.

Identifier System

Each thesis is assigned a unique identifier using the following structure:

TRC - [Cluster Code] - [Sequential Number]

TRC = Triagon Research Catalogue

DT = Digital Transformation

LOB = Leadership and Organisational Behaviour

FSC = Finance, Strategy and Corporate Governance

SHW = Sustainability, Healthcare and Wellbeing

***Note:** Dissertation titles listed in this catalogue may have been translated from the original language of submission or editorially adapted for consistency and clarity. Original titles are available upon request.*

Chronological Overview

Viva Session	Items	Cluster Distribution	Thematic Focus
April 2026	8	C1:2, C2:4, C3:1, C4:1	AI ethics, virtual leadership, cross-border governance
October 2025	10	C1:3, C2:4, C3:1, C4:3	Digital resilience, workplace flexibility, healthcare transformation
April 2025	12	C1:2, C2:6, C3:4, C4:0	Workplace optimisation, employer branding, agile teams, supply chain strategy
October 2024	10	C1:1, C2:3, C3:2, C4:4	Smart cities, virtual work, e-commerce returns, healthcare digitalisation
April 2024	6	C1:1, C2:2, C3:2, C4:1	Hybrid work, intangible valuation, municipal digitalisation
October 2023	5	C1:2, C2:1, C3:2, C4:0	AI adoption, digital coaching, private equity strategies
April 2023	7	C1:2, C2:0, C3:2, C4:3	Geomarketing AI, renewable energy markets, tourism loyalty

1.1 April 2026

Cluster 1: Digital Transformation, AI & Data-Driven Innovation

- **TRC-DT-012** Beger, T. – *AI-supported qualitative content analysis of SDG-washing in DAX-companies*
- **TRC-DT-014** Schneider, F. – *Effects of chatbot-avatar match on service quality and recommendation acceptance*

Cluster 2: Leadership, Organisational Behaviour & Future of Work

- **TRC-LOB-018** Bröer, M. – *Effects of affective organisational commitment on performance in automotive retail*
- **TRC-LOB-019** Ertl, L. – *Profile of a manager in virtual settings: Personality and competence success determinants*
- **TRC-LOB-020** Fodiop Sop, E. D. – *Impact of work flexibility arrangements on engagement and felt accountability*
- **TRC-LOB-021** Hekmat, N. – *The glass ceiling: Corporate culture and career equality for women in leadership*

Cluster 3: Finance, Strategy & Corporate Governance

- **TRC-FSC-015** Schraft, C. – *Impact of ownership structure on firm performance: UK vs. DACH mixed-method comparison*

Cluster 4: Sustainability, Healthcare & Societal Wellbeing

- **TRC-SHW-014** Segelke, L. – *Crisis communication in the health sector: An integrated mixed-methods model*

1.2 October 2025

Cluster 1: Digital Transformation, AI & Data-Driven Innovation

- **TRC-DT-009** Polleichtner, A. – *Digitalisation in the DACH region: Digital maturity, effectiveness and sustainability*
- **TRC-DT-010** Spörrer, S. – *Acceptance of ISO 27001 and cyber-resilience in German SMEs*
- **TRC-DT-011** Tran, V. T. – *The role of centralised data platforms in asset-backed securities*

Cluster 2: Leadership, Organisational Behaviour & Future of Work

- **TRC-LOB-014** Stelljes, A.-K. – *Flexibilisation of the work framework at Telefónica Deutschland: A case study*
- **TRC-LOB-015** Pfister, D. – *Change readiness and organisational resilience in the German automotive industry*
- **TRC-LOB-016** Mann, C. – *Value creation through appreciation of human capital*
- **TRC-LOB-017** Meisenbichler, B. – *HR-Systeme als Erfolgsfaktoren in der Lehrlingsausbildung der Generation Z am Beispiel österreichischer Ausbildungsbetriebe – Eine empirische Untersuchung*

Cluster 3: Finance, Strategy & Corporate Governance

- **TRC-FSC-014** Kapp, S. – *Globalisation dynamics and trade theories: EU trade policy and German MNE strategy*

Cluster 4: Sustainability, Healthcare & Societal Wellbeing

- **TRC-SHW-010** Padberg, T. – *Transformation acceptance in the German healthcare system through organisational learning*
- **TRC-SHW-011** Brandl, A. – *Influence of maximal eccentric trunk exercises on erector spinae connective tissue*
- **TRC-SHW-012** Birzer, B. – *Families with children with disabilities as a target group for sports organisations*

1.3 April 2025

Cluster 1: Digital Transformation, AI & Data-Driven Innovation

- **TRC-DT-007** Hajduk, R. – *Digital transformation — potentials in state disaster protection*
- **TRC-DT-008** Riffel, R. – *Data and process mining as support for strategic risk management in SCM and production*

Cluster 2: Leadership, Organisational Behaviour & Future of Work

- **TRC-LOB-008** Hesser, E. – *Strong in times of crisis: Measuring the resilience of organisations*
- **TRC-LOB-009** Woelk, M. – *Company and workplace characteristics as determinants of employer recommendation*
- **TRC-LOB-010** Retzlaff, N. – *Agility, conflict dynamics and job satisfaction in software development*
- **TRC-LOB-011** Marder Nottrodt, J. – *The influence of workplace location on efficiency: An optimisation analysis*
- **TRC-LOB-012** Schiffler, V. – *Ambiguity in healthcare: Differentiated effects on leadership styles in MedTech SMEs*
- **TRC-LOB-013** Duong, T. T. – *LinkedIn corporate influencers as employer brand multipliers in German retail*

Cluster 3: Finance, Strategy & Corporate Governance

- **TRC-FSC-009** Schweers, M. – *Value co-creation in industrial marketing: An application of the DART model*
- **TRC-FSC-010** Dunker, M. – *Strategic reactions of banks to alternative-lending competition in real estate*
- **TRC-FSC-011** Breckle, S. – *Quality risks and development maturity in product development for SMEs*
- **TRC-FSC-012** Freye, C. – *Strategic thinking in purchasing and supply management: Model development*

1.4 October 2024

Cluster 1: Digital Transformation, AI & Data-Driven Innovation

- **TRC-DT-006** Pongratz, T. – *The digital upheaval in mechanical and plant engineering*

Cluster 2: Leadership, Organisational Behaviour & Future of Work

- **TRC-LOB-005** Camilleri, C. – *Barriers for women seeking leadership positions in Maltese business organisations*
- **TRC-LOB-006** Eßer Wehrend, S. – *Participation in smart-city projects: Employee-side determinants of willingness*
- **TRC-LOB-007** Schäfer, C. – *Crucial factors in change management to foster a beneficial virtual work environment*

Cluster 3: Finance, Strategy & Corporate Governance

- **TRC-FSC-007** Duong, T. – *Returns strategies in e-commerce: How return policies steer customer behaviour*
- **TRC-FSC-008** Köberle, D. – *Integration of contextual knowledge in demand forecasts: A tier-1 automotive case*

Cluster 4: Sustainability, Healthcare & Societal Wellbeing

- **TRC-SHW-006** Bade, F. – *Digitalisation in healthcare: Patient-side acceptance of administrative processes*
- **TRC-SHW-007** Bergmann, A. – *Effects of the AOP catalogue on German hospitals: Comparing change processes*
- **TRC-SHW-008** Grech, E. – *The cost of absenteeism and presenteeism on the Maltese economy and the obesity link*
- **TRC-SHW-009** Hübner, A. – *Development of work quality among preschool pedagogues in daycare centres*

1.5 April 2024

Cluster 1: Digital Transformation, AI & Data-Driven Innovation

- **TRC-DT-005** Zahn, L. – *Use of AI technologies in the sales function of German start-ups*

Cluster 2: Leadership, Organisational Behaviour & Future of Work

- **TRC-LOB-003** Farrugia, J. – *The interrelations of leadership: An exploratory study in 21st-century Malta*
- **TRC-LOB-004** Ehgartner, A. – *Effects of hybrid work forms on individual and collective engagement in higher education*

Cluster 3: Finance, Strategy & Corporate Governance

- **TRC-FSC-005** Jao, K. – *Intangible valuation of single and joint dental practices in Germany*
- **TRC-FSC-006** Stelzer, A. – *Negotiation processes in supply-chain transactions*

Cluster 4: Sustainability, Healthcare & Societal Wellbeing

- **TRC-SHW-005** Cilia, J. – *Entrepreneurship education in higher vocational institutions: A Maltese case study*

1.6 October 2023

Cluster 1: Digital Transformation, AI & Data-Driven Innovation

- **TRC-DT-003** Lemm, M. – *Acceptance of advanced driver assistance systems by vehicle drivers*
- **TRC-DT-004** Lindner, T. – *Smart robo accounting — success factors for AI-bots in accounting*

Cluster 2: Leadership, Organisational Behaviour & Future of Work

- **TRC-LOB-001** Packmor, M. – *Digital coaching: Performance and effort expectations of communication technologies*

Cluster 3: Finance, Strategy & Corporate Governance

- **TRC-FSC-003** Forster, T. – *Investment strategies in start-up and private-equity holdings: A German comparison*
- **TRC-FSC-004** Kraft, M. – *Optimal diversification of real estate considering investor risk appetite*

1.7 April 2023

Cluster 1: Digital Transformation, AI & Data-Driven Innovation

- **TRC-DT-001** Benbrahim Ansari, O. – *Geomarketing intelligence in the era of AI and computer science*
- **TRC-DT-002** Yogeswaran, P. – *Value of BIM 7D as a decentralised network in Germany*

Cluster 3: Finance, Strategy & Corporate Governance

- **TRC-FSC-001** Hobelsberger, F. – *Incremental joint decision processes, transaction cost economics and agency theory*
- **TRC-FSC-002** Goretzki, T. – *Interim financial statements via inter- or extrapolation in prime standard companies*

Cluster 4: Sustainability, Healthcare & Societal Wellbeing

- **TRC-SHW-001** Brakemeier, S. – *Destination-wide customer loyalty programmes in recreational tourism*
- **TRC-SHW-002** Porsch, F. – *Consumer switching behaviour in the German electricity market under renewable integration*
- **TRC-SHW-003** Borkenhagen, S. – *Morbidity-oriented risk adjustment and effects on health-care provision research*

Metadata Appendix

ID	Graduate	Title
TRC-DT-001	Benbrahim Ansari, O.	Geomarketing intelligence in the era of AI and computer science
TRC-DT-002	Yogeswaran, P.	Value of BIM 7D as a decentralised network in Germany
TRC-DT-003	Lemm, M.	Acceptance of advanced driver assistance systems by vehicle drivers
TRC-DT-004	Lindner, T.	Smart robo accounting — success factors for AI-bots in accounting
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TRC-DT-006	Pongratz, T.	The digital upheaval in mechanical and plant engineering
TRC-DT-007	Hajduk, R.	Digital transformation — potentials in state disaster protection
TRC-DT-008	Riffel, R.	Data and process mining as support for strategic risk management in SCM and production
TRC-DT-009	Polleichtner, A.	Digitalisation in the DACH region: Digital maturity, effectiveness and sustainability
TRC-DT-010	Spörrer, S.	Acceptance of ISO 27001 and cyber-resilience in German SMEs
TRC-DT-011	Tran, V. T.	The role of centralised data platforms in asset-backed securities
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TRC-LOB-004	Ehgartner, A.	Effects of hybrid work forms on individual and collective engagement in higher education
TRC-LOB-005	Camilleri, C.	Barriers for women seeking leadership positions in Maltese business organisations
TRC-LOB-006	Eßer Wehrend, S.	Participation in smart-city projects: Employee-side determinants of willingness

TRC-LOB-007	Schäfer, C.	Crucial factors in change management to foster a beneficial virtual work environment
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TRC-SHW-002	Porsch, F.	Consumer switching behaviour in the German electricity market under renewable integration
TRC-SHW-003	Borkenhagen, S.	Morbidity-oriented risk adjustment and effects on healthcare provision research
TRC-SHW-005	Cilia, J.	Entrepreneurship education in higher vocational institutions: A Maltese case study
TRC-SHW-006	Bade, F.	Digitalisation in healthcare: Patient-side acceptance of administrative processes
TRC-SHW-007	Bergmann, A.	Effects of the AOP catalogue on German hospitals: Comparing change processes
TRC-SHW-008	Grech, E.	The cost of absenteeism and presenteeism on the Maltese economy and the obesity link

TRC-SHW-009	Hübner, A.	Development of work quality among preschool pedagogues in daycare centres
TRC-SHW-010	Padberg, T.	Transformation acceptance in the German healthcare system through organisational learning
TRC-SHW-011	Brandl, A.	Influence of maximal eccentric trunk exercises on erector spinae connective tissue
TRC-SHW-012	Birzer, B.	Families with children with disabilities as a target group for sports organisations
TRC-SHW-014	Segelke, L.	Crisis communication in the health sector: An integrated mixed-methods model

2 Publications by Alumni, Triagon Family, and Staff

A growing body of publications, books, articles, conference papers, and preprints is associated with Triagon Academy alumni and the wider Triagon academic family. The following list presents all verified items, ordered alphabetically by first author.

- Ahrens, H. H. E. (2024). *The ecological modernization of the chemical industry: Predictors for adoption of innovations to reach carbon neutrality in the chemical industry*. Springer Fachmedien Wiesbaden. <https://doi.org/10.1007/978-3-658-45389-3>
- Arica, M., & Freye, C. (Eds.). (2026). *Digital consulting: Methoden, Werkzeuge und Fallbeispiele in der Ära der künstlichen Intelligenz*. Springer Fachmedien Wiesbaden. <https://doi.org/10.1007/978-3-658-49843-6>
- Forster, T. (2024). *Investmentstrategien bei Startup- und Private-Equity-Beteiligungen: Ein Vergleich von Industrie-Unternehmen, Family Offices und Investment-Gesellschaften*. Springer Fachmedien Wiesbaden. <https://doi.org/10.1007/978-3-658-45566-8>
- Freye, C., & Akseki, S. (2026). *Spiel als Methode—Eine praktische Einführung*. Springer Gabler Wiesbaden.
- Gili, N., Micallef Stafrace, K., Laybats, F., & Mifsud, T. (2024). The role of extracorporeal shock wave therapy in keloids and hypertrophic scars: A systematic review. *Cureus*. <https://doi.org/10.7759/cureus.71869>
- Hu, K., Schneider, C., Hutchinson, M., Ergen, E., Geistlinger, M., Killoughery, I., Braumann, K.-M., Lazzoli, J. K., Seto, J., Bigard, X., Debruyne, A., Jegier, A., Papadopoulou, T., Manonelles, P., Arroyo, F., Ghrairi, M., Cintron, A., Zupet, P., Leitao, M. B., ...Bachl, N. (2025). Perspectives of sports medicine professionals on treating and supporting 'enhanced athletes' in the context of the enhanced games: 2445. *Medicine & Science in Sports & Exercise*, 57(10S), 797–798. <https://doi.org/10.1249/01.mss.0001161804.04601.a5>
- Hu, K., Schneider, C., Hutchinson, M. R., Ergen, E., Geistlinger, M., Killoughery, I., Braumann, K.-M., Lazzoli, J. K., Seto, J., Bigard, X., Debruyne, A., Jegier, A., Papadopoulou, T., Manonelles, P., Arroyo, F., Ghrairi, M., Cintrón, A. V., Zupet, P., Leitão, M. B., ...Pitsiladis, Y. (2025). Health

and performance challenges in the era of human enhancement: Insights from sport medicine professionals. *Sports Medicine*, 55(10), 2627–2640. <https://doi.org/10.1007/s40279-025-02258-7>

- Nowy, T., Duong, T. T., Farrugia, G., & Werner, C. H. (2026). Multi-cue person-environment congruence in digital employer branding: The role of corporate influencers in shaping employer of choice. *Employee Relations: The International Journal*, 1–16. <https://doi.org/10.1108/ER-08-2025-0673>
- Nowy, T., Werner, C., Werner, A., Kainz, F., & Spörrle, M. (2026). AI-supported digital health interventions to counter belief vulnerabilities: Performance-enhancing substance use intentions are predicted by social cynicism. *Proceedings of the 59th Hawaii International Conference on System Sciences*. <https://doi.org/10.24251/HICSS.2026.457>
- Retzlaff, N. (2024). Political biases of ChatGPT in different languages. *Computer Science and Mathematics* [Preprint]. <https://doi.org/10.20944/preprints202406.1224.v1>
- Retzlaff, N. (2025). From automation to certification: Benchmarking AI chatbots in software testing. *Computer Science and Mathematics* [Preprint]. <https://doi.org/10.20944/preprints202501.0770.v1>
- Retzlaff, N., & Spörrle, M. (2025). Measuring agility in software development teams: Development and initial validation of the Agile Team Practice Inventory for Software Development (ATPI-SD). *Frontiers in Computer Science*, 7, 1626456. <https://doi.org/10.3389/fcomp.2025.1626456>
- Thornhill, R., Spiteri, D., Cilia, C., & Farrugia, G. (2025). Hospitality and tourism education in Malta: Students' reflections on the dissertations process. *Malta Review of Educational Research*, 19(2), 24–45.
- Woelk, M., Nam, M., Häckel, B., & Spörrle, M. (2025). From questionnaires to heatmaps: Visual classification and interpretation of quantitative response data using convolutional neural networks. *Applied Sciences*, 15(19), 10642. <https://doi.org/10.3390/app151910642>
- Zahn, L., & Binckebanck, L. (2025). *KI im Vertrieb von Start-up-Unternehmen: Einsatzfelder und Beitrag zum Vertriebs Erfolg*. Springer Fachmedien Wiesbaden. <https://doi.org/10.1007/978-3-658-47450-8>