



Professional Development Academy for Aspiring Business Leaders

International Students
Face to Face Advanced Training and
Internship Program

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1 Grant Thornton Profile

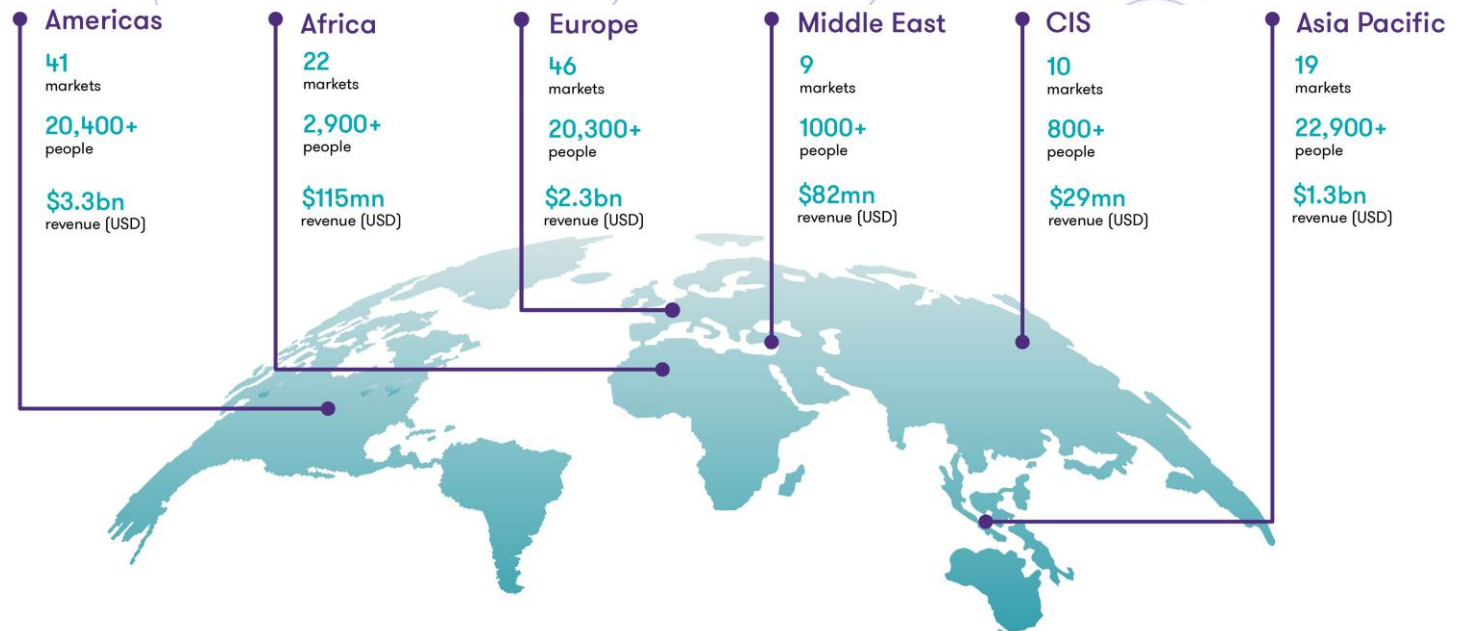
Our global presence

We are a network of independent assurance, tax and advisory firms, made up of 68,000+ people in over 145 countries. And we are here to make business more personal and build trust wherever you need it, with the quality you expect.

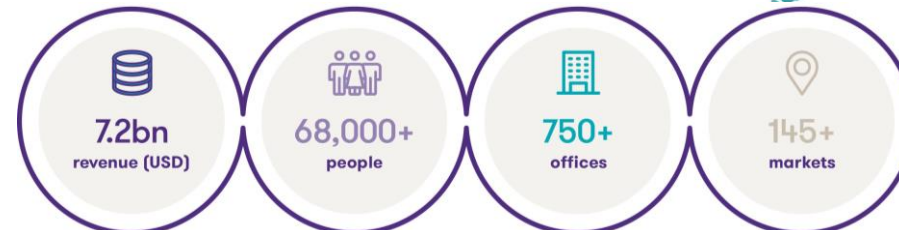
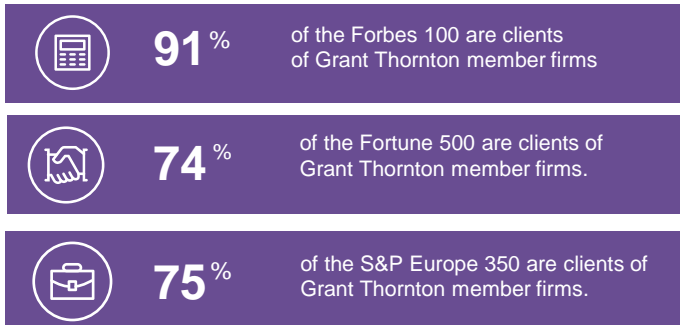
Embedded in the business and wider communities in which they operate, Grant Thornton people adapt to your team, culture, language and business operating and regulatory context, wherever you are in the world.

That means we are everywhere you are, as well as where you want to be. We have got scale, combined with local market understanding.

For more than 100 years, we have helped dynamic organisations realise their strategic ambitions. Whether you are looking to finance growth, manage risk and regulation, optimise your operations or realise stakeholder value, we can help you.




Global index statistics



Our local presence

Grant Thornton Cyprus is one of the leading professional services firm in the country. We offer a full range of **assurance, tax, specialist advisory and outsourcing services** to clients – ranging from public companies and multinationals to private business across a broad spectrum of industries.

We pride ourselves on having partner-led services for all our clients. We combine **excellent technical knowledge** with the intuition, insight and confidence gained from our **extensive sector experience** and a **deep understanding of our clients**.




2
Offices
Nicosia & Limassol



€8.89m
Total revenue
for 2022



170+
People with **62%**
of **women** across
all levels



17
Partners and Directors
with nearly **40%** of
women at partner level



Our services
Assurance
Tax & VAT
Advisory
Digital Risk
Insolvency & Asset Recovery
Distributed Ledger Technologies
Business Consulting
Outsourcing
Quantitative Risk
ESG & Sustainability
Risk & Compliance
Regulatory Compliance & Funds



Award winning culture
Great Place to Work
Sound Industrial Relations 2014
Equality ALLies at Work
Equality Employer
ISO 14001:2015.



“

As a member of a global network, you can expect the resources, skills and experience of a large, international firm, but with the accessibility and attention of a local firm meaning you get the best of both worlds.

What really sets us apart though; is our culture. We invest in listening, building relationships and understanding your concerns to deliver an experience that's more personal, agile and proactive. We work at the pace that matters. Yours.

We don't predict the future. We help you shape it. ”

Stavros Ioannou, CEO Grant Thornton Cyprus

Our local presence

We've never been a typical professional services firm.

We discover what's important to you and make it important to us.

Our culture is built on a genuine interest in our clients – their challenges, growth ambitions and wider commercial context. You get the attention you deserve from senior professionals who ask the right questions, listen and provide real insights and a clear point of view.

The bottom line

- a relationship-led approach with more time and attention from partners and senior advisers
- a deeper understanding of your business for more meaningful advice and recommendations.

Agile and responsive service.

Our size and structure create advantages for you. We adopt a flatter structure, with shorter decision-making chains, and empowered teams. We have all the necessary processes and controls, but they're streamlined and efficient. Our teams are more responsive.

The bottom line

- a faster response when you need quick answers and clarity
- anticipating the answers you'll need, before you ask.

We put people first, and that is what sets us apart.

Pragmatic solutions to help you improve and grow.

Our teams bring ideas to the table, going beyond the technical issues to recommend ways to make your business better. We balance a desire to do what's best for you in the future with an experienced sense of what's going to help you now.

The bottom line

- helping you think ahead and think more broadly
- proactively identifying opportunities for improvement and growth.

Collaborative teams with a different mindset.

Our people are open, accessible and easy to work with. We work through the issues alongside you, always with an independent perspective and challenging where necessary. Our collaborative style also enables us to assemble teams across service lines, industries and geographies to tailor our capabilities for you.

The bottom line

- teams and solutions built around your needs
- a better working relationship with you and your team.

Our commitment to the client experience is to offer a genuine collaborative approach, working alongside your team, in creating and maintaining a strong and trusted relationship as you evolve.

People make all the difference

By utilising experienced individuals, we look to bring insight with proportionate, pragmatic and value-added services.

We have identified an optimum team for this engagement. As you will see from the profiles to follow, the expertise, experience and industry knowledge of each member makes us well placed to deliver excellent value on this engagement.

2 Program Scope

Program Scope

Our Approach

The Program “Professional Development Academy for Aspiring Business Leaders” addresses future business professionals of high academic caliber, who aim towards participating in a demanding internship program that will help them to enter the business world, where change is no longer an option for organizations and ongoing transformation are fundamental requirements for success in the 21st century. The program consists five learning areas that aim towards the enhancement of the knowledge, skills and abilities of the participants, so that they can be effectively equipped as young executives for the business world in the era of transformation.



The Program has a duration of 4 weeks, which equal to approximately 120 interactive hours, and it provides the participants with the opportunity to participate and experience how Grant Thornton supports organizations in their transformational journey, what skills are needed in a modern workplace, and how practically a project related to holistic transformation of organizations with complex operations is deployed effectively.



Program Methodology

Our Approach

The “Professional Development Academy for Aspiring Business Leaders” program will include three activities that aim to offer the necessary support and expertise of Grant Thornton’s professionals, enhance the knowledge and skills of the participants through direct client experience where they can discuss business issues and finally participate in a business competition.



Coaching Sessions

Grant Thornton’s managers and directors will offer coaching support to the participants in real business cases, aiming to enhance the knowledge and skills of the participants.

Study Visit

The study visit aims to provide to the participants direct experience and communication with a Business Consulting Client.



Business Competition

The participants will have the opportunity to present a business proposal for a Business Consulting client and will be assessed based by a Jury Committee. The winning team will be awarded by the CEO of Grant Thornton.



3 Program Outline

An Overview of Grant Thornton's Service Lines

A one-day workshop in relation to Grant Thornton's service lines will be delivered in the form of a classroom. As part of the workshop, high level managers, directors and partners will present the service lines of Grant Thornton and discuss their role in the market in an international level. Moreover, services of the Advisory service line will be presented in depth alongside an exchange of views regarding their future role.

Assurance

- Our audit approach is governed by policies that ensure compliance with the International Standards on Auditing, International Standards on Quality Control and the IFAC Code of Ethics for Professional Accountants.
- We use one audit methodology globally, which means we can offer consistent, high-quality services wherever our clients are in the world.
- Our audit methodology features a partner-led process that focuses our audit efforts on those areas of our clients' financial statements that represent the greatest risk.

Advisory

- Dynamic organizations need a broad range of advisory services to support their ambition and growth.
- As our clients' business grows, our advisory services are designed to help them achieve their goals. Successful growth often means navigating a complex array of opportunities, challenges and risks.
- Our experienced practitioners are available to help our clients understand, adapt to and overcome the various obstacles that may stand in the way.

Blockchain

Financial
Advisory

Business
Consulting

Sustainability

Cybersecurity

Tax

- Ambitious organizations need to consider their tax affairs carefully to gain trust and stay ahead of their competitors.
- At Grant Thornton, tax is a key part of our organization, and our award-winning teams can offer clients a range of solutions, whatever the size of their business or the challenges they are facing.
- Using a combination of reason and instinct, we can work with our clients to develop a strategy that helps them both understand and manage their tax liability in a transparent and ethical way.

Skills of the Modern Workplace

A two-day workshop in relation to skills needed in a modern workplace will be delivered in the form of a classroom, accompanied with team coaching and team collaboration. These workshops are based on the professional development of technical skills, as well as soft skills applied in Grant Thornton according to the nature of different engagements related to the transformation of organizations in different sectors.

- 1 **Agile Project Management:** Introduction to Agile Project Management
- 2 **High Performing Teams:** How to Build High Performing Teams
- 3 **Listening Skills:** Listening Skills for Better Teaming and Well-being
- 4 **Power Point Skills:** PowerPoint Formatting Skills
- 5 **Introduction to Negotiation:** Negotiation and Conflict Management Skills
- 6 **Effective Planning:** Introduction to Effective Planning
- 7 **Time Management:** How to Effectively Manage your Time
- 8 **Structured Problem Solving:** Problem Solving Methodology
- 9 **Stakeholder Engagement:** Stakeholder Mapping and Engagement
- 10 **AI Tools:** How to Effectively use Artificial Intelligence Tools

Grant Thornton's Business Consulting Services through Case Studies

A four-day workshop in relation to how Grant Thornton supports organizations in their transformation journey, through which the participants will be presented with real case studies from successful Business Consulting projects of Grant Thornton's clients both in Cyprus and abroad. The case studies will be presented and analyzed extensively through the interaction and active contribution of the participants.

01 Strategy Planning and Design

A comprehensive strategy moves organizations towards a goal or vision, acknowledges the challenges they face, and provide an approach to overcoming them. Our bespoke service starts with inward examination of the business to facilitate the development and delivery of effective strategies to meet the core needs of the organization.

02 Operational Transformation

We help clients in designing and implementing target operating model, providing recommendations as to what is appropriate for people, process and technology elements aiming at the optimization of the current state, based on the organization's strategic plan, vision, and goals. This is transformed into an action plan with clear implementation steps.

03 Program and Project Management

Every project and program is different, and our highly experienced team takes a personal approach to understanding our individual clients' needs. We help our clients bring innovation from concept to reality in a safe and measured way. We do this using proven best practice approaches in program, and project management.

04 Leadership, People and Culture

With nowadays constant disruptions, combined with the specific goals and objectives of each organization and the need to stay ahead in the market, it is of outmost importance for organizations to prepare their people and align efforts towards their strategy. We help clients in key areas including Human Resources Process Re-engineering, People Development & Upskilling, Performance & Reward Management and Culture Development; leading to the design of strategies that create efficiencies and increase productivity.

Real case studies from successful Business Consulting projects

Case Study of a Real-World Business Consulting Project to be solved by the participants

This three-day workshop will be delivered in the form of a classroom where the participants will have the opportunity to interact directly with Grant Thornton clients, in order to discuss the challenges for the delivery of services within specific projects, discuss the lessons learned, as well as the solutions for similar future ventures.

The Workshop will focus on one project, according to the following process

01

Self-Study Preparation

The participants will prepare themselves for this workshop by studying the case study material that will be available in advance and prepare a series of questions and remarks regarding the project.

02

Presentation of the Project

The project management team will present the basic aspects of the project to the participants and answer to the related questions and remarks.

03

The Challenges of the Project

The project management team will present and discuss the challenges for the delivery of the Project.

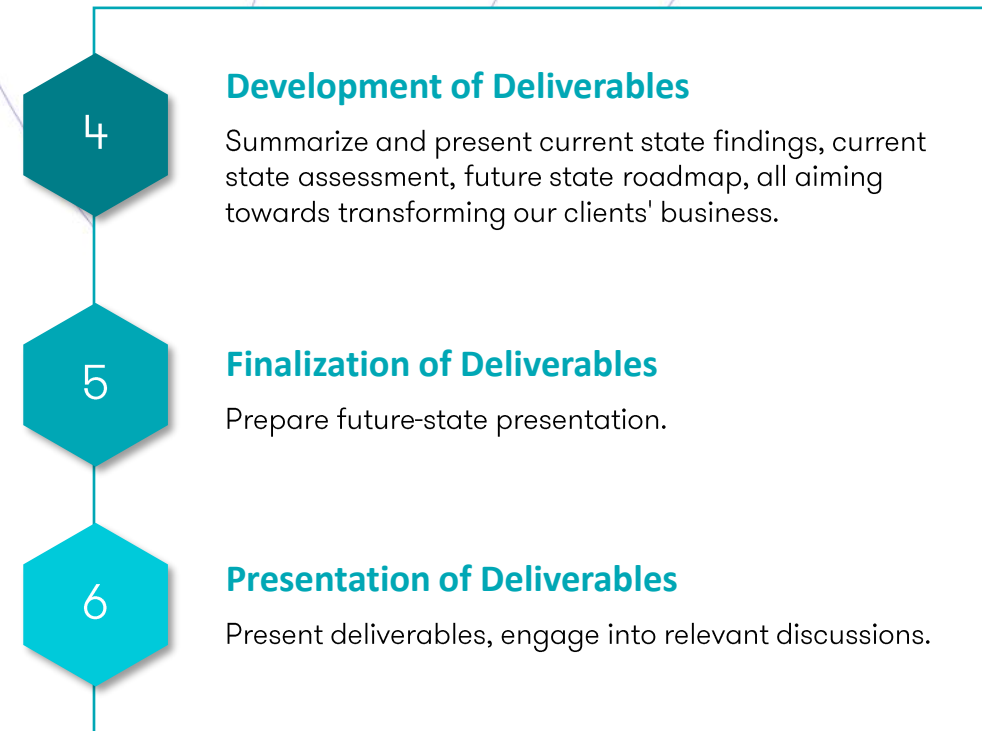
04

The Confrontation of the Challenges

The participants will participate in a structured discussion with the client regarding the delivery of the project and the confrontation of the challenges.

Engagement Practice

This five-day workshop will be delivered in the form of a classroom, team working, self-study and role play, within a simulation context. The participants will participate in an immersive engagement experience, that addresses new professional executives. The workshop is composed of integrated and complex case study exercise/s, group discussions supported by lecture, as well as self-directed learning and activities to be completed in advance of the classroom session. Based on a Business Consulting client engagement, this highly interactive learning is designed to give participants practical experience, addressing real-world challenges and situations supported by coaching and opportunities to strengthen their core Business Consulting skills.



4 Program Schedule

Program Logistics

The “Professional Development Academy for Aspiring Business Leaders” face to face program has a duration of four weeks, starting from the 15th of July 2024 and ending on the 9th of August 2024.



	Week 1 [15/07/24-19/07/24]	Week 2 [22/07/24-26/07/24]	Week 3 [29/07/24-02/08/24]	Week 4 [05/08/24-09/08/24]
Monday [09:00-17:00 CY time]*	Introduction	Grant Thornton’s Business Consulting Services through Case Studies (1/4)	Case Study of a Real-World Business Consulting Project to be solved by the participants (1/3)	Engagement Practice (2/5)
Tuesday [09:00-17:00 CY time]*	An Overview of Grant Thornton’s Service Lines (1/1)	Grant Thornton’s Business Consulting Services through Case Studies (2/4)	Case Study of a Real-World Business Consulting Project to be solved by the participants (2/3)	Engagement Practice (3/5)
Wednesday [09:00-17:00 CY time]*	Skills of the Modern Workplace (1/2)	Grant Thornton’s Business Consulting Services through Case Studies (3/4)	Case Study of a Real-World Business Consulting Project to be solved by the participants (3/3)	Engagement Practice (4/5)
Thursday [09:00-17:00 CY time]*	Skills of the Modern Workplace (2/2)	Grant Thornton’s Business Consulting Services through Case Studies (4/4)	Engagement Practice (1/5)	Engagement Practice (5/5)
Friday [09:00-17:00 CY time]*	Coaching Session 1	Study Visit 1	Study Visit 2	Business Competition

*including tea / coffee break at 11:00-11:30 & 15:30-16:00 and a lunch break at 13:00-14:00.

Indicative Certificate

Indicative Certification of Internship by Grant Thornton

Certificate of Internship

This certificate is presented to

Name Surname

for successfully completing a face-to-face four-week training
and internship program at Grant Thornton Cyprus during the
period of xx xxx xxxx until xx xxx xxxx.

Sakis Moyseos
Partner, Business Consulting

Grant Thornton (Cyprus) Ltd
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P.O.Box 23907, 1687, Nicosia
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Email: emain@cy.gt.com



Indicative Reference Letter

Indicative Reference Letter of Internship by Grant Thornton

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Letter of Recommendation

To whom it may concern,

XXX has successfully participated in the face-to-face internship and training program, "Professional Development for Aspiring Business Leaders", which was organized by Prolestia Limited and delivered by Grant Thornton (Cyprus) Limited.

This program addresses future business professionals of high academic caliber, aiming to help prepare themselves to enter in the business world where change is no longer an option for organizations and ongoing transformation are fundamental requirements for success. The program consisted of five complementary components, that aimed towards the enhancement of the knowledge, skills and abilities of the participants, so that they can be effectively prepared as young executives for the business world in the era of transformation.

The program had a duration of four (4) weeks, and approximately 120 interactive training hours, from 08/07/2024 until 02/08/2024 and it provided XX with the opportunity to experience how Grant Thornton supports organizations in their transformational journey, to develop skills that are necessary for the modern workplace, and to practically participate in a Business Consulting client engagement, addressing real-world challenges and situations.

XX during his/her active participation in this demanding program, demonstrated the core characteristics of a high academic caliber student, who heads towards a purposeful transition to a future business professional. More specifically, XX has impressive fast learning abilities; he/she is very kind and has a pleasant attitude. He/She has rapport with his/her peers and grasps complicated processes very quickly. He/She lightened the burden of his/her teammates in a setting where pressure was intentionally set as the norm.

Yours sincerely,

Sakis Moyseos

Partner, Business Consulting Leader
Grant Thornton (Cyprus) Limited

5 Appendixes

Academic and Professional Qualification of Presenters*



Stavros Ioannou

CEO

stavros.ioannou@cy.gt.com

Summary

He trained in the United Kingdom, where he obtained considerable experience in the field of corporate finance, restructuring and financial advisory services. He is also experienced in equity valuations in connection with transactions, as well as, in cases of disputes, an expert witness.

Sector Experience

- Advisory for loan portfolio sale in relation to a major bank in Cyprus
- Fairness opinion of the consideration offered by Hellenic Bank for the disposal of certain assets/liabilities of Cyprus Cooperative Bank
- Monitoring Trustee of Cyprus Cooperative Bank Ltd
- Asset Quality Review of Alpha Bank Cyprus Ltd (ECB – SSM)
- Data Integrity Validation exercise for NPLs of Hellenic Bank Public Co Ltd

Qualifications & Memberships

Stavros has a BSc (Honours) in Business Finance and Economics from the University of East Anglia. He is a fellow member of the Institute of Chartered Accountants in England and Wales.



Sakis Moyseos

Partner, Business Consulting Service
Leader

sakis.moyseos@cy.gt.com

Summary

Sakis is a professional with more than 25 years of experience in the areas of operational, financial, project and human resource management in large organizations in both the Private and the Public Sector. He has successfully managed the business and digital transformation of numerous organizations from his various roles as a Top Management Executive and a Consultant at EY Cyprus and Grant Thornton Cyprus.

Sector experience

- Government, Retail & Distribution, Healthcare, Financial Services, Hospitality and Education sectors
- Leading projects in the areas of operational, financial, project and human resource management in large organizations in the above sectors

Qualifications and certifications

- BA Accounting and Financial Management, University of Essex

Academic and Professional Qualification of Presenters



Melpo Konnari

Partner, Advisory Services Leader

melpo.konnari@cy.gt.com

Summary

Melpo is a Partner in the Advisory Services Department of Grant Thornton in Cyprus. She has considerable experience in advisory services, especially in Transaction Advisory Services projects such as financial due diligence in connection with acquisitions and fundraising, flotations and public company transactions. She has also considerable experience in financial advisory services and has co-lead a number of financial advisory projects for banks in Cyprus.

Sector Experience

- Co-lead the monitoring of the Asset Protection Scheme on behalf of the Cyprus Asset Management Company
- Co-lead the fairness opinion of the consideration offered by Hellenic Bank for the disposal of certain assets/liabilities of CCB
- Monitoring trustee of the Cyprus Cooperative Bank Ltd
- Review of Cyprus Cooperative Bank Ltd proposed organizational structure for the legacy business using a Target Operating Model

Qualifications & Memberships

Melpo is a member of the Association of Chartered Certified Accountants.



* Please note that presenters might be added/amended based on their availability on the given dates of the program and/or specific subjects in the training program



Christos Makedonas

Partner, Digital Risk Services Leader

Christos.Makedonas@cy.gt.com

Summary

Christos is the Managing Director of our subsidiary company Grant Thornton (Cyprus) Cybersecurity Ltd and has 20 years of experience in the industry. He has been involved and lead projects in multiple areas and disciplines such as Cyber Security, Data Privacy and Data Protection, Discovery & Digital Forensics, Third-party Assurance, Internal and External IT Audit, Internal Control Design and Evaluation, Risk, Regulatory & Compliance, Business Continuity Management & Disaster Recovery, Business & Operational and Information Risk Management and Strategy, CAATs, and IT Governance.

Qualifications

Christos has a Banking Operations Diploma, a BSc in Computing Informatics from the University of Plymouth and a MSc in Analysis, Design and Management of Information Systems (Focus in Information Security) from the London School of Economics and Political Science (LSE).

- Certified Information Systems Auditor (CISA)
- ISO 27001 Lead Implementer
- Certified Cyber Forensics Professional (CCFP)
- Certified BrainSpace Analyst
- Certified Ethical Hacker (CEH)
- EC-Council Certified Security Analyst (ECSA)
- Certified Information Privacy Professional (CIPP/E)
- Certified Forensics Investigation Practitioner (CFIP)
- Certified Malware Investigator (CMI)

Academic and Professional Qualification of Presenters



Froso Yiangoulli

Partner, Assurance Services Leader

froso.yiangoulli@cy.gt.com

Summary

Froso is a Partner in our Nicosia office and the Head of Assurance services of Grant Thornton Cyprus. She has 20 years of experience and she is a fellow of the Institute of Chartered Accountants in England and Wales (ICAEW) and of the Institute of Certified Public Accountants in Cyprus (ICPAC). She has a B.Sc. in Economics from the University of Reading.

Froso has extensive experience in auditing of organisations across a variety of industries. Her main experience lies in Professional services, Import and distribution of motor vehicles, Manufacturing and Services industry. She has carried out a vast number of audits listed on the Cyprus stock exchange and London AIM.

She has served on ICPAC's Ethics & Institutions committee in addition to the Audit and Assurance committee. She is an active member of member of the international quality control team for Grant Thornton International Ltd, acting as team leader for quality reviews of other Grant Thornton member firms.



George Karavis

Partner, Tax Services Leader

George.Karavis@cy.gt.com

Summary

George is heading the Tax service department of Grant Thornton (Cyprus) Ltd. Prior to joining Grant Thornton he worked with the tax department of a big four firm where he qualified as an FCCA. He has been dealing with taxation work for over 25 years. During this period, he has gained valuable experience and an insight as to the way the tax, VAT and other government authorities in the island are treating taxation issues from the practical perspective.

George is involved with personal and corporate taxes. Being the person in charge of the firm's tax department he, with the support of his team, is personally involved at all levels and stages with the tax issues relating to direct taxes.

He has a BA (Hons) in Accounting & Finance from the University of East London and he is a Fellow Chartered Certified Accountant (FCCA) and a member of the Institute of Certified Public Accountants of Cyprus.

Academic and Professional Qualification of Presenters



Alexis Nicolaou

Partner, Blockchain Services Leader

alexis.nicolaou@cy.gt.com

Summary

Alexis Nicolaou has over 30 years' experience in different industries. He has held C-suite positions in organizations from the Financial Services, Financial Advisory, Media and Technology sectors. He also holds several non-exec directorships. Mr. Nicolaou is the Managing Director of Grant Thornton (Blockchain) Cyprus.

Sector experience

- Distributed Ledger Technologies
- Internal audits of various entities
- Independent Business Reviews (IBRs)
- Virtual Asset Service Providers' services
- Advisory Services
- Consulting enterprises addressing business challenges with blockchain technology

Qualifications

Alexis is a Fellow Member of the ICAEW (Institute of Chartered Accountants in England and Wales), holds a MSc in Digital Currencies and Blockchain Technology and a BA(Hons) in Industrial Economics & Accountancy.



* Please note that presenters might be added/amended based on their availability on the given dates of the program and/or specific subjects in the training program



Kyriakos Parpounas

Partner, Sustainability Services Leader

kyriakos.parpounas@cy.gt.com

Summary

Kyriakos Parpounas is a seasoned and multi-experienced business executive, with more than 25 years of experience in top management positions in Cyprus. He is a key figure in the environmental and waste management sectors in Cyprus and one of the pioneers in the implementation of sustainability strategies in the business sector. He is well connected in the European and international markets and has a deep knowledge of Local Government in Cyprus, extensive knowledge of public administration and the operation of public bodies.

Sector Experience

- Expert consultant for EPR systems internationally for waste streams
- General Manager of 3 EPR organizations in Cyprus for 12 years
- Development of CSR strategies and CSR reporting for organizations.
- Design EPR and DRS systems for the industry in many countries.
- Experience in projects for the EU, UNEP, EXPRA, CLI etc.

Qualifications

- Master's in business administration (Hons), Finance, Texas A&M University, Texas (USA)
- BSc (Hons) Civil Engineering, University of Maine, Texas (USA)
- Diploma of Technician Engineer in Civil Engineering Higher Technical Institute, Cyprus
- Chairman of the Cyprus Association of Information Protection and Privacy – (CCCI)

Academic and Professional Qualification of Presenters



Stephen Michaelides

Partner, Insolvency and Asset Recovery
Services Leader

stephen.michaelides@cy.gt.com

Summary

Stephen is responsible for our Outsourcing and Insolvency departments and is a fellow of the Institute of Chartered Accountants in England and Wales and of the Institute of Certified Public Accountants in Cyprus. He qualified in the UK and has a B.Sc. in Computer Science and Accounting from the University of Manchester.

Stephen has many years of international experience in the UK, UAE, Greece and the Netherlands, in financial, operational and managerial roles. Our Outsourcing department offers corporate, advisory and bookkeeping services to both local and international clients. Stephen is also a qualified Insolvency Practitioner and has extensive experience in receiverships and liquidations of various sizes and complexities.



Andreas Spyrides

Partner, Quantitative Risk Services Leader

andreas.spyrides@cy.gt.com

Summary

Andreas is a finance professional with more than 10 years of experience, a CFA charter holder with a M.Sc. in Banking and Risk from The University of Edinburgh and a B.Sc. in Computer Science from The University of Surrey.

Andreas is an experienced Quantitative Analyst with a demonstrated history of working in the financial services industry. Andreas has assisted major financial institutions in Cyprus and abroad in delivering quantitative models for the better estimation of risk, mainly around regulatory capital, which included IRB modelling, IFRS9 and ECL calculations, Stress-Testing, ICAAP, ILAAP among others. He has been involved in full lifecycles of models, including initiation, development, validation, regulatory inspections, and implementation of models.

Andreas has also been involved in development of models for the quantification of Climate and Environmental risks of different portfolios. His most recent appointment prior to joining Grant Thornton Cyprus was in the Wholesale Credit Risk department of Barclays International based in London holding the position of Vice President and leading a team of analysts.

Academic and Professional Qualification of Presenters



Dr Charis Savvides

Partner, Regulatory Compliance and Funds Services Leader

charis.savvides@cy.gt.com

Summary

Charis is an experienced corporate lawyer, member of the Cyprus Bar Association, and law lecturer at the Department of Digital Innovation, School of Business of the University of Nicosia. Charis obtained his law degree from the National and Kapodistrian University of Athens in 2005 and continued his postgraduate studies in the United Kingdom, with emphasis on International and European Business Law, obtaining his LL.M in International Commercial Law from the University of Nottingham and his PhD in Law from the University of Sheffield. His doctoral thesis was on competition law and more specifically on the EU regulatory framework on state aids to firms in difficulty.

His practice areas include the regulatory framework of digital services and digital markets, especially in the areas of corporate, investment and financial law. He is also one of the leading lawyers in Cyprus in the field of Blockchain and crypto-asset advisory services, serving a vast clientele in regulated markets, such as Investment Firms, Alternative Investment Funds and Fund Managers, Crypto Asset Service Providers, Banks and Electronic Money Institutions.



Constantinos Raftis

Manager, Business Consulting

constantinos.raftis@cy.gt.com

Summary

Constantinos is a Manager in Grant Thornton's Business Consulting Department. He has 10 years of experience in the areas of Project Management, Strategy Development, Performance Improvement, Operational Excellence, Business Transformation, and the development of Communication & Go to market strategies.

Sector experience

- Government, Retail & Distribution, Healthcare, Financial Services, & Hospitality.
- Working on projects in the areas of Project Management, Strategy Development, Performance Improvement, Operational Excellence, Business Transformation, and the development of Communication & Go to market strategies.

Qualifications and certifications

- Master's degree (MSc) in Business & Management, University of Nottingham
- Bachelor's degree (BSc) in Business Studies with Marketing Management, University of Salford.

Academic and Professional Qualification of Presenters



Maria Theodoulou

Senior Consultant, Business Consulting

maria.Theodoulou@cy.gt.com

Summary

Maria is a Senior Consultant at Grant Thornton's Business Consulting Department with eight years of experience spanning a broad spectrum of domains including Finance Systems, Data Analysis, Accounting & Audit, Performance Improvement and Finance & Business Transformation.

Sector experience

- Government, Retail & Distribution, Financial Services, Legal Business
- Being involved in several projects, including projects on Operational Excellence, Business Transformation and the development of Communication & Go-to market strategies.

Qualifications and certifications

- ACCA Qualified Member – UK & International Variant.
- Master's degree (MSc) in Economic & Financial Analysis, Manchester Metropolitan University.
- Bachelor's degree (BSc) in Mathematics, University of Manchester.



Georgia Hadjipolydorou

Consultant, Business Consulting

georgia.hadjipolydorou@cy.gt.com

Summary

Georgia is a Consultant in Grant Thornton's Business Consulting Department. She has experience in the areas of Strategy Development, Business Transformation, the development of Go to Market Strategies, Recruitment, Training and Development.

Sector experience

- Government, Healthcare, Retail & Distribution
- Working on projects in the areas of Strategy Development, Business Transformation, the development of Go to Market Strategies, Recruitment, Training and Development.

Qualifications and certifications

- Master's Degree (MSc) in Human Resource Management, University of Cyprus
- Bachelor's Degree (BSc) in English Studies and Literature, University of Cyprus

Academic and Professional Qualification of Presenters



Koralia Kakouri

Consultant, Business Consulting

koralia.kakouri@cy.gt.com

Summary

Koralia is a Consultant in Business Consulting team of Grant Thornton with two years of experience in Processes Development, Strategy Development, Business Transformation, and the development of Go to market strategies.

Sector experience

- Healthcare, Retail & Distribution, Government, Construction & Development
- Working on projects in the areas of Business Transformation, and the development of Communication & Go to market strategies.

Qualifications and certifications

- Master's degree (MSc) in Management, Cranfield University
- Bachelor's degree (BSc) in Mathematics, University of Cyprus



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