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NEXT GEN LEADERSHIP.

Topic 2. Creating a Culture
of Employee Well-being



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📍 CYENS Centre of Excellence, Old Nicosia

*attendance is free,
registration mandatory

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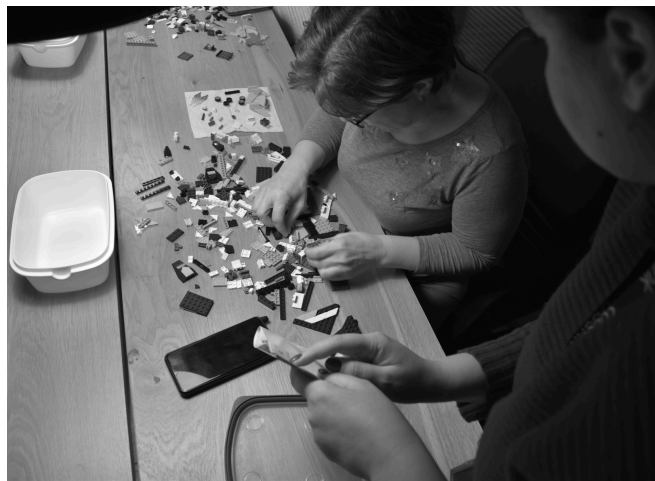
program description.

The University of Cyprus, in collaboration with Kratis Training and Consulting, presents a series of specialized workshops designed for mid-level managers, supervisors, and team leaders.

These workshops aim to equip leaders with the essential tools and knowledge to enhance employee engagement and foster psychological safety within their teams.

By participating in these workshops, leaders will gain valuable skills to boost team morale, increase productivity, and create a workplace culture where employees feel valued, understood, and safe to express themselves. The combination of the University of Cyprus's academic credibility with Kratis's practical expertise ensures a comprehensive learning experience that blends theory with actionable strategies.

We invite organizations to take advantage of this opportunity to develop their leadership teams by sending participants to these transformative workshops. Additionally, companies are encouraged to support this initiative through sponsorships, contributing to a broader impact within the business community.



about the program.



Location: CYENS Centre of Excellence



Date/Time: 22nd of May,
17:00 – 20:00



Participation fee: Free (registration is mandatory)



A **Certificate of Attendance** will be provided



Facilitators.



Dr. Marios Avraamides

Professor of Cognitive Psychology, UCY



Gunnar Steinhardt

President, European Association for Aviation Psychology (EAAP)



Vassos Lappa

Kratis Training & Consulting



Solonas Demosthenous

Kratis Training & Consulting

Dr. Marios Avraamides is a Professor of Cognitive Psychology at the University of Cyprus where he teaches courses on Cognitive and Experimental Psychology, Memory, Attention, and Perception. He has previously obtained a BA in Psychology from the University of Texas at Austin and an MSc and a PhD degree in Cognitive/Experimental Psychology from the Pennsylvania State University. Prior to returning to Cyprus, he has worked as a postdoctoral scientist at the University of California Santa Barbara (USA) and at the Max-Planck-Institute for Biological Cybernetics (Germany). His research interests lie within the field of spatial cognition and include among others spatial memory, navigation, and perspective-taking.

Gunnar Steinhardt is an accredited aviation psychologist and the Human Factors Manager at Cargolux Airlines International. In this role, he focuses on pilot selection and has developed a Pilot Support Program. He provides coaching and counseling for crew members and collaborates closely with the Crew Training and Aviation Safety departments to integrate human factors strategies into flight operations.

Since September 2022, Gunnar has served as the President of the European Association for Aviation Psychology (EAAP), having previously held the position of Secretary General from September 2018.

Vassos works as a Trainer and Senior Consultant at Kratis Training and Consulting and as an Evaluation Associate for the Human Resource Development Authority (HRDA). He holds a degree in Mechanical Engineering, a Master's in Continuing Education, a Master's in Business Administration (MBA), and a Master's in HR and Organizational Behavior. He has 25 years of experience in the aviation industry, as a flight attendant and trainer, and nearly 2 years of experience as a Career Officer and Business Consultant at the Cyprus International Institute of Management (CIIM). He is a certified trainer in Human Factors and Crew Resource Management, as well as by the Human Resource Development.

Solonas holds a Bachelor's and Master's degree in Organisational and Work Psychology and serves as a trainer and consultant at Kratis Training and Consulting, specialising in Human Factors, Human Error, and Organisational Behaviour. He is also a Licenced Aviation Psychologist from the European Association for Aviation Psychology. He is a visiting lecturer at Trinity College Dublin and other academic institutions. Previously, he worked as a researcher with the Aerospace Psychology Research Group at Trinity College. Solonas is a certified trainer by the Human Resource Development Authority (HRDA) and a Human Factors Instructor. He has extensive experience in developing and delivering training seminars on Aviation Safety, Human Factors, Emotional Intelligence, Leadership, Teamwork, and related topics.

Creating a Culture of Employee Well-being

22 May 2025,
17:00–20:00

Workshop Description

This interactive 3-hour workshop is designed to equip leaders with practical strategies for fostering a culture of well-being in the workplace. The workshop will focus on key aspects that contribute to the mental and emotional health of employees, with an emphasis on building trust, enhancing communication, and supporting each other through peer support programs. Participants will engage in discussions, case studies, and team-based activities to explore how these elements can be implemented effectively within their organizations to promote overall employee well-being.

Session 1: Enhancing Communication and Trust (1 hour)

Effective communication and trust are essential to any workplace well-being strategy. This session will focus on how to build open, honest communication channels and create a culture of trust among teams.

- Objective: Provide participants with communication skills and trust-building strategies that they can apply to improve team dynamics and overall well-being.

Session 2: Implementation of a Peer Support Program (1 hour)

In this session, participants will learn the fundamentals of creating a Peer Support program that empowers employees to support each other, fostering a culture of trust and mutual respect.

- Objective: Equip participants with the tools to set up and implement a peer support system in their workplace.

Session 3: Case Study Workshop – Working in Teams (1 hour)

In this interactive session, participants will be divided into teams and given a real-world case study that focuses on employee well-being challenges. Teams will work together to devise solutions using the knowledge and strategies discussed in the first two sessions.

- Objective: Allow participants to apply the concepts learned in a collaborative environment, gaining hands-on experience in addressing well-being issues within teams.

Note: Please be advised that the workshop will be conducted in Greek, with the exception of Mr. Steinhardt's session, which will be held in English.

