



www.kratisconsulting.com



About Us

Kratis was established in 2005 and is a **boutique Training and Consulting organization that specializes in Human Factors, Human Error, Organizational Behaviour and Behavioral Science** - generally anything that affects Human Performance.

The core work of Kratis comprises Training, Consulting Services, and the exploitation of Research Projects and Initiatives, covering a wide range of corporate activities across diverse business sectors and industry segments. Drawing from our experience in aviation, we apply proven principles to a wide range of industries.

We would describe our approach as highly client-centered, underpinned by a thorough needs analysis process, which allows us to customize our services to meet the specific needs of our clients. Our recent Training and Consulting engagements worldwide reflect our cooperation with numerous reputable international and regional organizations in over 40 countries around the world.



Accreditation and Collaborations

EASA (European Union)

Approved as a Training Organisation (Part 147) by the European Aviation Safety Agency



HRDA CYPRUS

Approved as a Training Organisation by the Human Resource Development Authority (HRDA) of the Cyprus Government

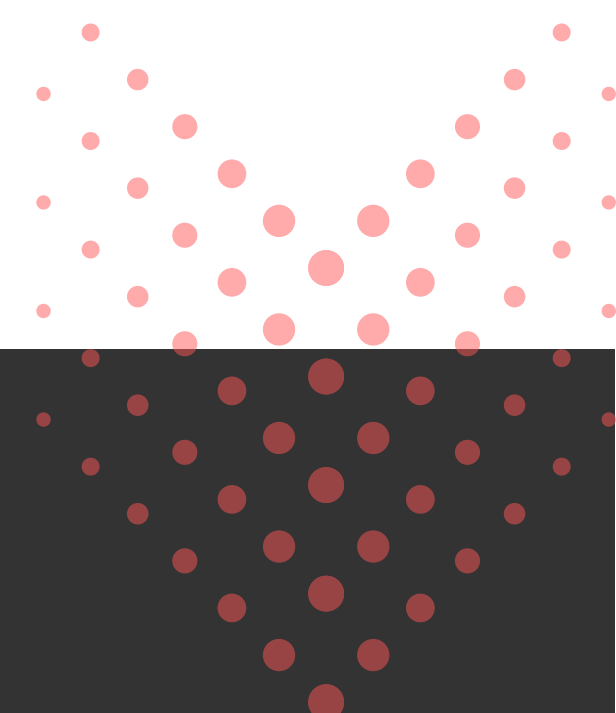


Collaborations

Since 2005, Kratis has been collaborating on various projects with distinguished institutions, both locally and abroad.

Additionally, Kratis collaborates with a network of over 50 professionals in Cyprus and internationally.





European Research & Development Projects

Since 2010, Kratis has been an active partner in European-funded research and development projects, contributing expertise in Human Factors, Organizational Behaviour, and Training Design.

STAMINA BPM	Leonardo Da Vinci	2010
SEAHORSE	FP7	2013
CRM4EMS	Erasmus+	2017
ORION	Erasmus+	2019
SMS4EMS	Erasmus+	2022



Aviation: Our Foundation

Aviation has been the core of Kratis since day one. For 15+ years we have been working with leading aviation organisations worldwide, applying the highest industry standards in Safety, Human Factors, and Human Error management.

Safety Management (SMS)

Design and delivery of Safety Management System training, aligned with ICAO and EASA standards

Human Factors & CRM

Crew Resource Management and Non-Technical Skills training for flight crews, maintenance, and ground operations

Human Error

Applied methodologies for error identification, analysis, and prevention across aviation operations



Organizational Behaviour Expertise

Drawing from aviation's culture of high performance and error management, Kratis applies Organizational Behaviour principles to help organisations across all sectors understand and improve how their people think, decide, and collaborate.

Human Performance

Understanding the cognitive, social, and environmental factors that shape behaviour at work

Leadership & Team Dynamics

Developing leaders and teams that communicate effectively and perform under pressure

Safety Culture & Psychological Safety

Building organisational cultures where people speak up, learn from mistakes, and perform at their best



Some of our Clients

Aviation



Rolls-Royce



Healthcare



Other Sectors





Examples of Projects Undertaken

Rolls Royce – UK, Canada, USA and Brazil (since 2011):



We have delivered a comprehensive Human Factors (HF) and Safety Management System (SMS) portfolio tailored to both Part-145 MRO and Part-21 manufacturing environments. The organization required a structured, globally consistent approach to Human Factors integration, regulatory compliance, and safety culture strengthening across diverse operational contexts.

Through HF evaluations, targeted training for managers and personnel, customized e-learning solutions, and SMS programs for both key and operational staff, we enhanced regulatory compliance, leadership accountability, and frontline risk awareness. Our interventions contributed to stronger safety performance, improved reporting culture, and a more embedded human-centered approach to operational excellence.



Examples of Projects Undertaken

Etihad - UAE: (2007 -2026)



Over an 18-year collaboration, we supported Etihad in strengthening its Safety Management System and Human Factors integration within a dynamic, highly regulated aviation environment. The need centered on enhancing safety culture maturity, strengthening managerial capability in SMS, and building robust internal investigation and auditing competence.

We delivered Human Factors evaluations, SMS and HF training at all organizational levels, Safety Culture surveys, e-learning, Incident Investigation, Root Cause Analysis, and SMS auditing programs. These initiatives strengthened internal safety leadership, improved investigation quality, enhanced regulatory alignment, and supported continuous safety improvement at both strategic and operational levels.



Examples of Projects Undertaken

Gulfstream USA & UK (2011-2025)



For Gulfstream, the focus was on ensuring strong Human Factors integration within both Part-145 maintenance and Part-21 manufacturing environments while building sustainable internal capability. The organization required structured HF and SMS programs aligned with regulatory requirements and operational realities.

We provided HF evaluations, initial and recurrent HF training, SMS training for all and key personnel, e-learning solutions, and Train-the-Trainer programs to develop internal HF/SMS instructors. This approach enabled Gulfstream to embed Human Factors into daily operations, strengthen internal expertise, and ensure long-term sustainability of their safety and compliance framework.

Our Core Team



**Vangelis
Demosthenous**

Managing Director



**Solonas
Demosthenous**

Trainer / Consultant



**Ellie
Christodoulides**

Executive Administrator
/ Training Development



**Savvia
Stavrou**

Experiential Learning
Facilitator



**Vassos
Lappa**

Senior Consultant



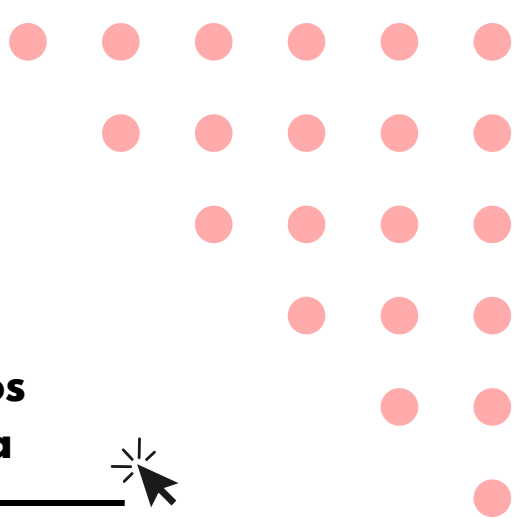
**Thomas
Demosthenous**

Research and Development



**Constantinos
Philippides**

Trainer / Consultant



Our services



Gap Analysis

During this process, we focus on 3 main objectives:

1. Learn about the organisation - understand its strengths and challenges
2. Develop a broader approach on enhancing the organisation
3. Develop training and other products accordingly

Training and Consulting

With the Aviation Industry being our main area of work for the last 15+ years, we learned to work with high standards and services. Our training approach is mostly based on interactive methodologies that ensure the active participation of each professional. For that, we use games, exercises, role plays and various aids, such as VR equipment and other technology based tools.

Experiential Learning Activities

Kratis invests a lot of time in the design and development of various indoor and outdoor experiential learning activities. Each activity has different characteristics and offers different benefits to the organization. Each activity is based on specific learning objectives and challenges and they include a thorough debriefing session at the end of each sessions. All the activities can be used as a part of a broader training program.

Our services



Professional Coaching

For a more customised, person-centred approach, professionals usually choose one-on-one sessions, or otherwise commonly known as "coaching sessions". This aims to offer a more customised approach to the professionals, by simply giving them the opportunity to build their own agenda, based on their personal challenges in the workplace.

Your "go-to" option for a more customised, on-going service for professional development.

e-learning Courses

Our e-learning platform offers a variety of our training courses, delivered in an asynchronous form. The platform can be used both for individuals who would like to enroll in a training course, as well as for companies that can use the platform as a complimentary service to their project. (learning.kratisconsulting.com)

Psychometric Testing

We offer psychometric testing as part of our learning and development services, helping individuals and teams gain deeper self-awareness, improve communication, and unlock their full potential.



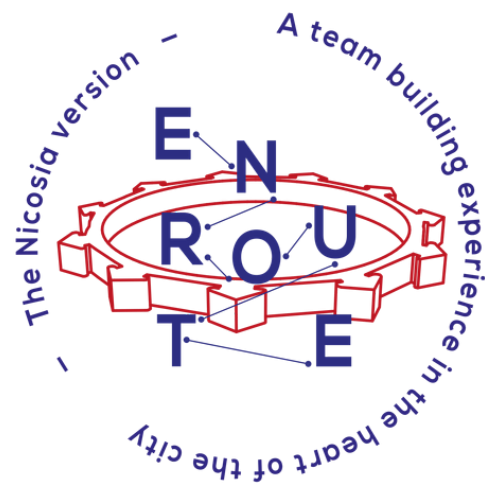
Our Experiential Activities

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[Click for more](#)



- **Quiz-Based** : Test your ability to work as a team and solve puzzles and quizzes with a theme-based scenario.
- **Simulation-Based** : Simulate a work environment and work with specific roles, rules, and challenges to complete a specific task.
- **Scenario-Based** : Work around a real-life scenario and make critical decisions as a team.



THE BOMB GAME



The COOKING GAME



Kratis 4-month Leadership Development Program



A new concept in leadership development, designed for individuals who are new to leadership roles or looking to enhance their leadership skills and capabilities. The program offers a comprehensive learning experience, covering various topics (more than 45 hours) relevant to junior and middle-level leaders with a focus on continuous learning. In addition, the program offers individual 1-on-1 coaching sessions with practical and customised individual action plans.

Scheduled open courses and events



Check our upcoming Open Courses and Events, including courses approved and subsidized by HRDA for the current period.

Other Activities



Expressit. Podcast

Expressit. Podcast is a podcast that invites professionals from various industries to discuss the hottest topics related to organizational behaviour and human factor. The podcast is hosted by two of Kratis professionals, Vassos Lappa and Solonas Demosthenous.



EXPRESSIT.

#expressit.



Season 4. Episode 02

Creating a strong culture

Demetris Portokaloglou
Head of Communications and Culture, Quadcode

a podcast by: **krátis**
Training & Consulting Ltd

EXPRESSIT.

#expressit.



Season 5. Episode 05

**Setting Goals, One Step at a Time:
Insights from a Marathon Champion**

Panagiotis Karaiskos
Marathon Runner

a podcast by: **krátis**
Training & Consulting Ltd



Kratis Newsletter

Stay tuned by subscribing to our newsletter for more events and activities.



Workshop on Human Factors in Hospitality

After many years of training on Human Factors and Human Error in the aviation industry, we felt it was time to tailor this crucial topic for the hospitality industry as well.

A big thank you to Constantinos Philippides, one of the most respected professionals in Cyprus' bar industry and a close associate of Kratis, for facilitating this workshop and sharing insights from various organizations.

[\(Read more\)](#)

Workshop on Psychological Safety

Vangelis Demosthenous delivered a two-day workshop on Psychological Safety skills and Implementation, to professionals from various industries and sectors. Once again, we were reminded of the need of implementing such programs in our organizations.

[\(More Info\)](#)



The “En Route Experience” Limassol Edition

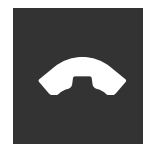
With the days getting sunnier, it's the perfect time to explore Limassol in a whole new way! Our popular puzzle-solving experience, which has taken participants on an exciting journey through the iconic locations within the city walls of Nicosia, is now available in Limassol! Gather your team and navigate through historic landmarks while solving puzzles that challenge your collaboration, communication, decision-making, time management, creativity, and problem-solving skills. Book your session today and embark on an unforgettable adventure! [\(More info\)](#)



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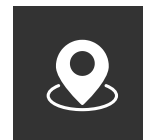
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