



Leadership Development Program

October 2025

a 5-month
Transformational Journey

In collaboration with



Πανεπιστήμιο Κύπρου
University of Cyprus

Supported by





Quick Overview

Kratis Leadership Development Program is a revolutionary new concept in leadership development, designed for individuals who are new to leadership roles or looking to enhance their leadership skills and capabilities. Our program offers a comprehensive learning experience, covering various topics (more than 50 available training hours to choose from) relevant to junior and middle-level leaders with a focus on continuous learning.



Vangelis Demosthenous

Aircraft Engineering,
MSc Human Factors and Safety
Management



Vassos Lappa

HND Mechanical Engineering
MA Continuous Education and Lifelong
Learning
MSc HRM and Organisational Behaviour
MBA



Solonas Demosthenous

BSc Psychology
MSc Org. Behaviour and Work Psychology
Licenced. Aviation Psychologist



Program Facilitators

- 3 Kratis Facilitators/Program Coordinators
- 15+ external professionals and academics from various industries and backgrounds



Topics

1. Introduction to Leadership
2. Leading with Self Awareness
3. Presentation Skills for Leaders
4. Psychological Safety in Teams
5. Leading Motivated and Resilient Teams
6. Providing Effective Feedback
7. Managing Change in Teams
8. Effective Performance Management
9. Leadership Lessons from the Sports World
10. Coaching Skills for Leaders
11. Managing Career Development
12. The Art of Adaptive Leadership
13. HR: Behind the Scenes
14. Talent Management - an everyday skill
15. Employee Engagement
16. Leading Various Generations

Audience

- Ideal candidates are newly appointed leaders, junior and mid-level leaders.
- The program is designed for professionals from various industries who are looking to enhance their skills and knowledge in their respective fields.
- The program is open to individuals from all educational backgrounds, including those with a degree or diploma as well as those with relevant work experience but no formal education.

Learning Goals



Develop a **deeper understanding of leadership principles** and their application in various contexts.



Enhance skills in **communication, collaboration, and decision-making** to lead more effectively.



Build a **personal leadership development plan** with measurable goals and actionable steps.



Improve the **ability to inspire and motivate teams** to achieve their goals and objectives.



Enhance **emotional intelligence**, self-awareness, and self-management to improve interpersonal relationships and conflict resolution.

Contact Us



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1076

Program Overview

16 workshops
to choose from



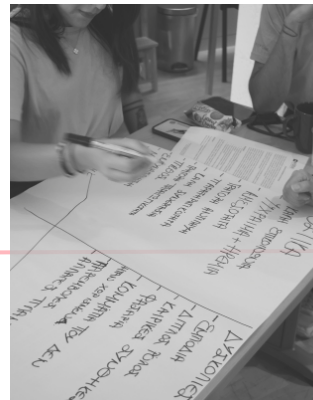
3-hour practical workshops delivered by Kratis facilitators, Academics and experienced field professionals. Total of 45+ hours of training workshops.

4 Individual Coaching
Sessions



1-hour, one-on-one coaching sessions with practical and customised individual action plans

4 Group Tabletop
exercises



2-hour activity where participants, organized into teams, are tasked with generating solutions, ideas, and best practices to address leadership challenges

1 Experiential
Learning Activity



3-hour experiential activity with various leadership learning outcomes

3 Academic workshops
by UCY



2-hour academic workshops delivered by University of Cyprus Professors

*participants will need to attend a **minimum number** of eight (8) sessions, minimum two (2) Tabletop exercises and all four (4) coaching sessions in order to receive a certificate. Participation in the Experiential Activity is optional.
Note: To receive **a full Program Diploma**, issued by the University of Cyprus, the participant needs to attend the **additional 2-hour workshops** delivered by the University Professors, in March.

3-hour Workshops

cdbbank



Georgia Stylianidou
Group Human Resources
Manager, CDB Bank

αλφάμεγα



Marios Antoniou
HR Manager, AlphaMega

ipH



Areti Vasilara
Group HR Manager,
ipH

 University
of Cyprus



Dr. Alexia Panayiotou
Associate Professor,
Management and
Organization Studies UCY

ONEJARO



Andreas Tziarras
Managing Director,
One Jar



Prokopia Rotsa
Administration Manager
at Al Murjan Aviation Co.
LTD.

 **THEMIS**



Marios Christoforou
Head of HR, Themis
Portfolio Management

 University
of Cyprus



Dr. Marios Avraamides
Professor of Cognitive
Psychology, University of
Cyprus

 **exness**



Demetris Portokaloglou
Marketing Manager,
Exness

 **Spotify**



Marcos Papaleontiou
Senior Data Science
Manager, Spotify



Nectarios Alexandrou
Founder of GDA Sports
LTD. Sports & Mental
Education.



Chara Sparsi
Director, RED HR Solutions

ENERGAME
GROWTH MANAGEMENT



**Marianna
Hadjiantoniou**
Founder and Director of
PERHA Group

Individual Coaching Sessions

These sessions provide a safe and confidential space to **explore personal challenges, reflect on strengths and growth areas, and work toward meaningful goals.** With the guidance of our experienced coaches, participants will co-create practical, customised action plans tailored to their unique needs, role, and workplace context—ensuring real impact and long-term value.



Ianthi Psilogenis

Career Coach,
HR Advisor



Angelos Louis

Director, RED HR
Solutions



Areti Vasilara

Group HR Manager,
ipH



Kypros Ioannou

Learning and
Development Manager,
PrimeTel PLC



Solonas Demosthenous

Kratis Training and
Consulting Ltd.



Vassos Lappa

Kratis Training and
Consulting Ltd.

Tabletop Exercises

A tabletop exercise is a **two-hour activity** conducted in a relaxed setting where participants, organized into teams, are tasked with **generating solutions, ideas, and best practices to address leadership challenges** presented in theme-based scenarios. Each Scenario is designed and facilitated by a different professional.



Elina Kyratzi

Head of Learning & Development, AlphaMega



Chrysanthi Danou

Head of Human Resources, Open University of Cyprus



DIGITAL TREE



Stavriana Nathanael

CMO,
Digital Tree Group



Kypros Ioannou

Learning and Development Manager,
PrimeTel PLC

Scenario 1 Employee Engagement

22nd of October
16:00-18:00

Scenario 2 Change Management

26th of November
16:00-18:00

Scenario 3 Communication

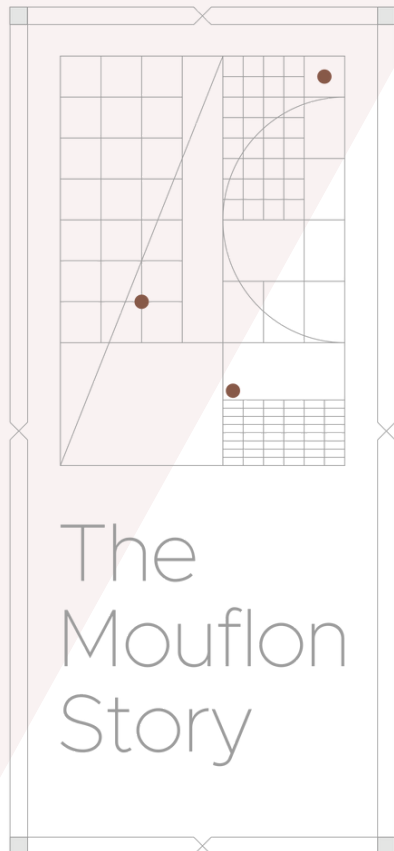
07th of January
16:00 - 18:00

Scenario 4 Learning Culture

04th of February
16:00 - 18:00

Experiential Learning Activity - The Mouflon Story

The Mouflon Story is an **interactive experience** following a football team's story. During this experience the participants are asked to cooperate and **solve complicated quizzes and riddles**. This workshop aims to demonstrate the power of various behaviours and attitudes in the work environment, and their role in everyday performance.



**Constantinos
Philippides**
Consultant, Kratis
Consulting



**Savvia
Stavrou**
Consultant, Kratis
Consulting

Workshops' Schedule

October

02.10 - Introduction to Leadership

Solonas Demosthenous, Kratis Consulting

Enhancing leadership impact through the power of emotional intelligence.

08.10 - Leading with Self Awareness

Andreas Tziarras, OneJar

Discover the power of psychometrics and enhance your leadership journey through self-awareness and personal development.

15.10 - Presentation Skills for Leaders

Prokopia Rotsa, Kratis Consulting

Enhance your presentation skills and communicate with impact and influence.

29.10 - Psychological Safety in Teams

Vangelis Demosthenous, Kratis Consulting

Create a psychologically safe environment to enhance team collaboration and creativity.

November

05.11- Leading Motivated and Resilient Teams

Marios Avraamides, UCY

Learn to lead teams with motivation and resilience, driving productivity and adaptability.

12.11 - Providing Effective Feedback

Marios Christoforou, Themis

Acquire essential feedback techniques to foster growth and improvement in your team.

19.11 - Managing Change in Teams

Vassos Lappa, Kratis Consulting

Equip yourself with change management techniques to lead teams through successful transitions.

Workshops' Schedule

December

03.12 - Effective Performance Management

Areti Vasilara, ipH

Learn effective performance management strategies to drive team excellence.

10.12 - Leadership Lessons from the Sports World

Nectarios alexandrou, GDA Sports

Gain invaluable insights from the strategies, teamwork, and resilience and discover how to apply these lessons to elevate your leadership powers in any arena.

17.12 - Coaching Skills for Leaders

Georgia Stylianidou, CDB

Develop essential coaching skills to empower and inspire your team members.

January

14.1 - 28.1 - Managing Career Development

Marcos Papaleontiou, Spotify

Explore effective career development strategies to empower your team members' growth.

21.1 - The Art of Adaptive Leadership

Dr. Alexia Panayiotou

Master the art of adaptive leadership and lead your teams through complex challenges.

28.1 - HR Behind the Scenes

Marianna Hadjiantoniou, Perha Group

Unveiling the truths behind HR: Debunking myths and embracing realities.

Workshops' Schedule

February

11.2 - Employee Engagement

Demetris Portokaloglou, Exness

Unlock the potential of your workforce by exploring effective strategies to boost employee engagement, foster commitment, and create a thriving workplace culture.

18.2 - Talent Management - an everyday skill

Chara Sparsi, RED HR Solutions

Unlock the potential of your team members and effectively manage talent for organizational success.

25.2 - Leading Various Generations

Marios Antoniou, AlphaMega

Effectively lead younger generations in the workforce, leveraging their unique strengths.

March

3 x 2-hour Academic Workshops.

Dates, Speakers and Topics to be announced in September.



Registration Fees

€ 1,000 (+VAT)

- Enrolment on an online platform
- Discount packages for groups
- Flexible Payment options provided

University of Cyprus Diploma

In order to receive a full Program Diploma, issued by the University of Cyprus, the participant needs to attend the additional 2-hour workshops delivered by the University Professors

Information about the program



Location: Nicosia



Language: Greek and English



Certificate upon completion



Flexible schedule



2nd October 2025 to 25th February 2026



Workshop hours: 3-6 pm



For registrations



+357 22449088



info@kratisconsulting.com



Terms and Conditions

- Registrations for each workshop must be made at least two weeks prior to the workshop.
- The coaching session date/time will be decided between the participant and the Coach.
- Each classroom will have a maximum capacity of 20 participants.
- In the case of low interest/registrations (under six participants), the program will be rescheduled or canceled.
- For a participant to be eligible for a Program Certificate, they will need to participate in at least eight workshops, two tabletop exercises and four coaching sessions.
- If the time of each session changes, participants will be informed well advanced on time.
- In order to receive a full Program Diploma, issued by the University of Cyprus, the participant needs to attend the additional 2-hour workshops delivered by the University Professors, in March.

About Kratis.

Kratis was established in 2005 and is a boutique training and consulting organization that specializes in Human Factors, Human Error, Organizational Behaviour, Safety Management and generally anything that affects Human Performance. The core work of Kratis comprises of Training, Consulting Services and exploitation of Research Projects and Initiatives which cover a wide range of corporate activities in diverse business sectors and industry segments.

Our Approach.

- Collaboration with over 30 associates around the world.
- Customised approach to Challenges.
- Holistic Approach with services such as: GAP analysis, training, consulting, coaching and experiential activities.

Worked with.



Academic Collaborations.



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin



University
of Cyprus



Cyprus
University of
Technology



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