



# CREATING VISION

HOW ANDREAS NEOCLEOUS & CO LLC  
WINS THE TALENT RACE By Artemis Constantinidou



WE AIM TO PROVIDE A VALUABLE  
WORKING EXPERIENCE  
AND A LIFELONG LEARNING  
OPPORTUNITY TO EVERY  
INDIVIDUAL WHO HOLDS A  
POSITION IN OUR FIRM



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he largest law firm in Cyprus and one of the largest and most respected in the South-East Mediterranean region, Andreas Neocleous & Co LLC has grown consistently over the past five decades, through a combination of organic growth and selective mergers. Founded in 1965 and

headquartered in Limassol, with branches in Nicosia and Paphos and representative offices in Moscow, Kiev, Brussels, Prague, Budapest and Sevastopol, the firm boasts an impressive client portfolio of leading individuals and businesses, market-leading multinational companies and international organisations.

Anna Mylona, Human Resources Director at Andreas Neocleous & Co LLC, notes with pride that the *Legal 500* and *Chambers & Partners* guides rank the firm in the top tier in all practice areas, a standard achieved by only a handful of firms worldwide. "We have maintained these top rankings for several consecutive years, demonstrating consistent quality over time," she says.

Every year, Andreas Neocleous & Co LLC recruits around 10 trainee lawyers

through a rigorous selection process, with the aim of developing the future leaders of the legal profession. "Our candidates benefit from an intense trainee programme, in which they need to demonstrate skill, resilience, stamina, integrity and aptitude, opening the door to unlimited opportunities within the firm," says Mylona. "We are proud of the fact that we are the employer of choice for the highest calibre graduates," she adds.

The legal career path starts at the very early stage of summer placements, when the firm opens its doors to non-graduates in order to learn more about the profession and start developing their skills. Many of these individuals subsequently apply for the lawyer trainee program. Once this is completed and after they have qualified as lawyers, they tend to stay with the company

and begin their next stage of development.

"We are proud to be a meritocratic organisation and we consider it our duty and obligation to support and nurture the talent of our people," says Mylona. "Consequently," she continues, "we invest heavily in Training and Development and Talent Management practices. With our well-designed knowledge management system, and an immense pool of educational material and training resources, our employees have the opportunity to broaden their vocational knowledge, to achieve excellence and personal growth."

Employee satisfaction at Andreas Neocleous & Co LLC is evaluated in a number of ways, the most effective one being constant feedback. "Management has an 'open door' policy," says Anna Mylona, "and welcomes constructive feedback on how to improve our operations, client service, working environment and generally on how we can excel ourselves and achieve excellence."

Focusing on creating a rewarding work environment, the firm ensures that employees enjoy working in contemporary building facilities and under excellent conditions. Among the benefits offered are a medical plan for employees and family members, parking space for everyone, in-house dining and discounts in several restaurants, hotels and stores. In addition, employees have a two-floor in-house library, a knowledge management system and library software for access to books, journals and legal magazines as well as various subscriptions to online library memberships.

'Visionary' is the single word which best describes the firm's innate corporate culture, according to Anna Mylona. "At Andreas Neocleous & Co LLC, we have a vision and, when we have achieved it, we create a new one to take us to the next level. Our working environment is based on strong leadership, expertise in all disciplines, employee loyalty, transparency, partnership, equality and excellence. We aim to provide a valuable working experience and a lifelong learning opportunity to every individual who holds a position in our firm."

She cites strategy guru Michael Porter when describing the company's HR strategy: "Operational effectiveness means you

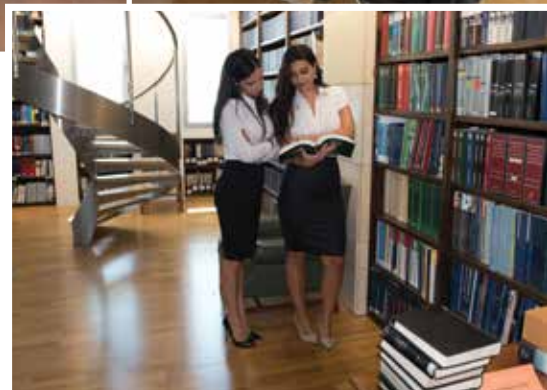


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*are running the same race faster but strategy is choosing to run a different race because it is the one you have set yourself up to win."*

She further notes that the firm's HR strategy has been designed with the aim of further developing the skills and capabilities of its people through a clear career path. "While building our core capabilities, we have taken into consideration the sharpening of skills required to perform core roles, the soft skills that enhance our client service and a transparent and fair performance system to assess both. We have focused on technology, automation and skills development, thus enhancing productivity and client service delivery. This has always enabled us to 'run the same race faster'."

Most importantly, however, the firm's main focus has always been on enhancing its values, culture, teamwork, communication, people management and performance improvement. "This is what allows us to unlock our full potential and eventually



'run a different race', which in turn establishes our competitive advantage in the market," Mylona says.

The HR Director concludes by emphasising the significance of teamwork in achieving excellence. "Our fundamental principle, which is supported by our experience, is that, as a team, we are stronger than any single talented individual. This is how our team excels itself. When surrounded by excellence, the strong emulate the stronger and all strive to reach a higher level, and are prepared to go the extra mile to achieve it." 