



THE SKY'S THE LIMIT

HOW CONNECTEDSKY CREATES A HOMELIKE ENVIRONMENT FOR ITS MEMBERS OF STAFF

By Artemis Constantinidou / Photos by Emma Louise Charalambous



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ounded in 2009 and beginning operations in 2011, ConnectedSky is a global provider of professional services ranging from corporate, legal and tax advisory to risk management and assurance, offering effective solutions to the needs of businesses, corporates and other institutions. Specifically, the company provides all

kinds of legal services through the affiliated law firm C. Samir & Co. LLC, as well as full administration services, and deals with the provision of international Tax Planning, corporate intelligence and debt collection as well as the registration of ships and vessels, immigration and citizenship applications and the incorporation of companies in over 60 jurisdictions.

According to Charalambos Samir, Founder and CEO of ConnectedSky, the company pays great attention to detail, which is, undeniably, of utmost importance. "We value our clients' accomplishments in the same way as we value our own," he says. "We have a great respect for their aims and ambitions and we will never compromise on things such as safeguarding their interests and promoting what is best for them and their company.

We follow the approach that 'We Grow When You Grow', which consequently means that all of our clients receive specialised individual services that have been tailored to their particular needs and we give equal value to each and every individual relationship that we build with our clients, irrespective of size. In order to ensure that each client receives the highest level of service at all times, we only recruit highly qualified staff, which meet the high professional and ethical standards of ConnectedSky," explains Samir.

In light of this entrepreneurial approach and philosophy, the CEO notes, "We never refer to our team as simply 'employees'. They are all members of staff and we believe that it is crucial to maintain, at all times, an inclusive atmosphere. We also acknowledge everybody's personal career



aspirations and insist on a continuous two-way dialogue that is based on trust.”

Among the many qualities that characterise the people of ConnectedSky are teamwork and an optimistic spirit. “Our team of experts,” Samir says, “is always ready and enthusiastic about finding tailor-made solutions for our clients and their company. We know how important it is for clients to have a personal professional consultant instead of a distant and impersonal advisor. We also acknowledge that our clients come from various backgrounds and how important it is for them to know that someone is familiar with their company’s line of business. Thus we are proud to say that our people are dedicated and possess the required professional skills to offer continuous assistance to clients from a variety of industry sectors.”

ConnectedSky currently employs 16 individuals in its Cyprus office – lawyers, accountants, corporate administrators, banking officers and other professionals – who enjoy numerous benefits, including the renewal of their Cyprus Bar Association licence, group insurance, in-house dining, trainings and seminars and end-of-year bonuses. In addition to these benefits, on Fridays employees leave at 2pm and enjoy a longer weekend which helps improve their work/life balance.

As regards employee satisfaction at ConnectedSky, open communication and feedback are encouraged through a consistent open-door policy and general meetings are frequently organised, during which issues can be tackled openly. Thanks to this atmosphere, Charalambos Samir states that members of staff feel at ease to contact the management on pending matters, even during non-working hours.

“We invest heavily in creating a sense of belonging in the workplace. Our offices used to be the residence of the ambassador of Portugal, which we converted in 2013,” he reveals. Located in one of the most prime areas of Nicosia and with a total area of 1,500 square metres, the building comprises spacious working spaces, conference rooms, presentation rooms, state-of-the-art technology, a lounge with a fireplace, a kitchen, a reception area, a swimming pool, garden area and large parking spaces.

IT IS IMPORTANT TO US THAT ALL OUR MEMBERS FEEL AS COMFORTABLE AT WORK AS THEY WOULD AT HOME



“Our premises are not just an ideal workplace; they definitely create a ‘home-feeling’ during working hours. This is further enhanced through regular collective lunch and dining moments organised by the management as it is important to us that all our members feel as comfortable at work as they would at home,” the CEO adds.

Discussing ConnectedSky’s policies for building its human capital, Samir stresses the significance of valuing ambition and focusing on individuals who share the company’s collegial and global mind-set. “We insist on fostering our members’ goals and aspirations since we acknowledge that there is more to work than deliverables and assignments. And if you are able, as a company, to tailor an inclusive framework that leverages the needs and strengths of all your members of staff, they are incentivized to identify and pursue opportunities autonomously, thus satisfying their own ambitions and those of the company as a whole.”

The essence of the company could not be better reflected than through its members of staff. Even though they come from different backgrounds, on both a professional and



personal level, they work together in perfect synchronization through their collective wealth of perspectives which, according to the CEO, is what allows the company to provide its clients unrivalled solutions on a global scale.

ConnectedSky fuses a performance-based work ethic through solid and dynamic teamwork, while its members of staff form the foundation on which the company’s success was built. “Each and every individual at the company,” Samir concludes, “is considered to be a valuable part of a collective investment and is thus guided sensibly throughout his or her professional and personal journey. It is their individual growth that we pursue, not just as a company, but rather as a family taking care of its own.”