

TAX – VAT – IFRS & EFFECTIVE LEADERSHIP SKILLS FOR FINANCE

Four-day seminar:

How can finance professionals lead with both precision and impact?

01, 05, 08 and 11 December 2025



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The program specification has been approved by the Human Resources Development Authority (HRDA).

The background of the slide is a grayscale photograph of a group of business professionals in a meeting. They are seated around a table, looking at documents and laptops. The image is faded to allow the text to be the primary focus.

Finance professionals face the **dual challenge** of **handling complex** and **evolving** IFRS, Direct Tax, and VAT requirements while also **leading their teams** in **demanding** organisational settings.

This *four-day seminar* responds to these needs by combining **practical training in the application of tax and accounting standards** with the **development of key leadership skills**.

A diverse group of business professionals, including men and women of various ethnicities, are smiling and looking towards the camera. They are dressed in business attire. The image is overlaid with a semi-transparent white layer where the text is placed.

Through case-based learning and workplace-focused examples, participants will strengthen their ability to **ensure compliance, anticipate risks**, and apply **legislative updates** effectively.

At the same time, they will **build leadership capacity** in **communication, motivation**, and **performance management** to deliver lasting organisational impact.

OUR AIM AND APPROACH

- Real case studies and examples drawn from finance and taxation practice
- Scenario-based exercises linking legislation to day-to-day decisions
- Group discussions to share experiences
- Short theory inputs combined with hands-on tasks, tailored to the seminar's technical and leadership topics



PARTICIPANTS PROFILE

- Finance professionals responsible for IFRS, Direct Tax, and VAT compliance
- Accountants and auditors
- Team leaders and managers in finance departments
- Individuals who want to stay current with legislation while guiding their teams

PROGRAM GOALS

The **Program** is designed to:

- Combine **technical expertise** with **leadership capacity**.
- Provide **practical tools** for applying IFRS, Direct Tax, and VAT.
- Build leaders who resolve **challenges** and **guide teams** effectively.
- Promote a **culture** of **compliance**, **growth**, and **staff retention**.

TOPICS COVERED



IFRS & Corporate Reporting

- Updates on standards, amendments, and IFRIC decisions
- IASB agenda projects
- Climate risk in reporting
- CSRD and sustainability updates



Direct Tax & Transfer Pricing

- Expatriate relief provisions and personal tax matters
- Updates on Income, Capital Gains, and Defence Tax
- Introduction and recent developments in transfer pricing



VAT

- VAT principles in the real estate market
- Leasing and sale of immovable property
- Group transactions and green taxes
- Case studies on VAT treatment in practice



Leadership & People Management

- Effective workplace communication
- Employee engagement and retention methods
- Understanding performance (motivation × ability × opportunity)
- Leading through coaching and constructive feedback (group work, role plays, case scenarios)

THE TRAINERS



Mr Michalis Karatzis

Partner | Financial Services and Real Estate industries
EY Cyprus Advisory Services Limited

- Extensive experience in tax advisory and compliance, including tax assessments, due diligence, restructuring projects, international tax advisory, cryptocurrency, and personal taxation.
- Providing strategic guidance to a wide range of clients, from small private companies to multinational corporations, on regulatory and tax issues, acquisition and disposal planning, asset management, and recruitment scenarios.
- Qualified Certified Accountant | BSc in Economics, University of Cyprus



Mr Pantelis Pavlou

Partner | Corporate Reporting
EY Cyprus Advisory Services Limited

- Specialises in IFRS Accounting Standards, providing technical accounting advice, impact analysis, and support on complex financial reporting matters across multiple jurisdictions.
- Possesses extensive experience in policy and standard setting, contributing to Accountancy Europe and EY's global working groups on Financial Instruments, ESG Accounting, and Rate-Regulated Activities.
- Delivers advanced technical training on IFRS developments and leads projects in key industries such as telecommunications, financial services, and consumer products.
- Qualified Certified Accountant | BSc in Public and Business Administration - Accounting, University of Cyprus

THE TRAINERS



Mr Iacovos M. Kefalas

Director | Indirect Tax
EY Cyprus Advisory Services Limited

- Over 15 years of experience in Indirect Tax advisory, VAT audits, due diligence, and compliance, serving SMEs and multinational corporations across diverse sectors, including shipping, real estate, hospitality, financial services, insurance, gaming, and pharmaceuticals.
- Trainer in VAT seminars with broad professional expertise in indirect taxes, audit, and enterprise, supporting.
- Qualified Accountant (FCCA) | BA (Hons) in Business Administration (Accounting & Finance)



Ms Christine E Kowal

Director | EY Academy of Learning & Development
| People Consulting
EY Cyprus Advisory Services Limited

- Extensive experience in designing and delivering talent development programmes, women's leadership initiatives and diversity and inclusion activities.
- Leading tailored coaching and team development interventions for senior leadership, supported hybrid/remote collaboration.
- MBA in Executive Management, Royal Roads University | BCom in Human Resources, Thompson Rivers University | Certified Professional in Learning & Performance (CPLP)

THE TRAINERS



Ms Anastasia Eleftheriadou

Senior Manager | Transfer Pricing
EY Cyprus Advisory Services Limited

- Experienced in coordinating multinational transfer pricing projects, ensuring compliance across jurisdictions, preparing rulings, and advising on complex issues such as the IP Box regime, with sectoral expertise in finance, technology, shipping, real estate, and pharmaceuticals.
- Acting as a trainer, delivering seminars on transfer pricing and related tax matters while drawing on her experience with cross-functional teams and multinational clients.
- Certified Public Accountant (ICPAC) & Chartered Certified Accountant (ACCA) | MEng in Civil Engineering, University of Bristol & MSc in Environmental Systems Engineering, UCL



Ms Theodora Odysseos

Senior Consultant | People Consulting
EY Cyprus Advisory Services Limited

- Experienced in designing and delivering training programmes, performance evaluation systems, incentive schemes, assessment centres, and organisational redesign projects, with a focus on supporting both employees and management teams.
- Providing analysis and solutions on people-related practices, policies, and processes, while facilitating training programmes and contributing to the development of corporate purpose and values.
- Master's Degree in Human Resources Development (Distinction, University of Manchester | BSc in Business Management, Swansea University



Ms Chara Skordi

Manager | Financial Accounting Advisory Services
EY Cyprus Advisory Services Limited

- Experienced in IFRS advisory and technical accounting, providing guidance on complex topics such as financial instruments, leases, consolidation, and revenue recognition, while delivering IFRS reviews and trainings for clients and auditors.
- Project Manager for a multiannual engagement with the European Commission's DG Reform and the National Resolution Authority of Cyprus, and previously involved in audit engagements across sectors including real estate, construction, retail, and investment holding.
- Qualified Certified Accountant | BSc in Public and Business Administration - Accounting, University of Cyprus

GENERAL INFORMATION

- Dates and times:
01 December 2025 — 09:00–16:00
05 December 2025 — 09:00–14:30
08 December 2025 — 09:00–13:00
11 December 2025 — 09:00 - 14:30
- Duration: 20 hours
- Venue: EY, Esperides Building, Nicosia
- Language of Instruction: English
- Participants will receive a Certificate of Attendance upon completion of the seminar.
- Registrations accepted until 24 November 2025.
- For all participants, please note that the final registration must be completed on the HRDA's ERMIS platform.
- To complete your registration on ERMIS, you will receive the seminar reference number by email once you have filled in the form:



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GENERAL INFORMATION

Cost	HRDA Subsidy	Net Cost	VAT*
For HRDA beneficiaries:			
€600,00	€400,00	€200,00	€0,00
For HRDA non-beneficiaries:			
€600,00	€0,00	€500,00**	€95.00

Free Participation:

- The seminar is open to both unemployed individuals and beneficiaries with Individual Learning Accounts (ILAs), with free participation provided that all conditions and regulations of the HRDA are met.
- The cost covers training material, coffee breaks, and lunch breaks.
- The Program has been approved by the HRDA. Participating companies/organisations with their employees, unemployed individuals, as well as ILA holders, will receive the relevant subsidy, provided that all HRDA requirements are satisfied.

**Zero VAT applies to participants eligible for HRDA funding.*

***Participants who are not eligible for HRDA funding receive a discount offered by the company.*



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For any further information or clarification, you may contact us at (+357) 22 669266 or via email at christiana@grantxpert.eu



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