



DELPHI ALLIANCE'S GROWTH STRATEGY BOOST

The target of having Delphi Alliance present in 38 countries gets a new boost by the new appointment of Tim Davies as the Growth Strategist.

The UK, Ireland, Luxemburg, Nederland, Switzerland, Dubai, Saudi Arabia and Israel are already on the radar of our new Director while at the same time, the Growth Strategy includes mergers and acquisitions of other small Alliances, preferably in the regions of the US and Asia.

The Board of Directors and the Management of Delphi Alliance are committed to deliver the global multi-practise concept and offer to the members all those potentials for a local and global collaboration.

Stay tuned!!!

DELPHI ALLIANCE
NEWSLETTER

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New Members on board

It is with great pleasure that we extend a warm welcome to our newest members. We are thrilled to have them join the Delphi Alliance community. Please take a moment to reach out and introduce yourselves to our new members.

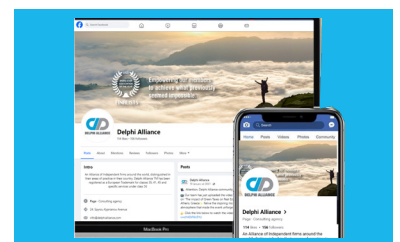
Read further on page 3



Delphi Alliance announces Non Executive Director for Growth Strategy

I am delighted to be joining Delphi Alliance as a Non-Executive Director, responsible for the Alliance's Growth Strategy to become a Global multi-practice Association.

Read further on page 4



Facebook Page

Our Facebook page is another way to stay informed about our latest news, events and updates of Delphi Alliance.

Read further on page 8

CEO'S MESSAGE

Happy New Year to all members, partners, associates and friends!

We are very excited to see Delphi Alliance growing and more importantly to see our members working together and collaborating on a local and global scale.

This year's target is to boost the implementation of our business plan and for this reason we have added in our team, Tim Davies as our Growth Strategist who will focus solely on this project.

We expect in Y2024 to set foot in almost 50% of our final targeted countries and commence dialogs with interested Alliances for M+As in the US and Asia. At the same time, we aim to conclude the local Alliances in Malta, Poland, Romania, Bulgaria and Albania and bring the members closer with a series of events (digital and physical).

At the same time we do review the existing relationships between the members and we do interfere in mutually agreed replacements where deemed necessary, so as to enhance the quality of the collaboration between the members.

So, stay tuned and enjoy with us the Y2024 boost of Delphi Alliance!



COMING UP IN MARCH 2024

March is the month of submission of Annual Reports (Y2023) and the renewal of the membership agreements. Delphi Alliance's team will contact you soon for reminders and technical guidance on "How To"?

As explained in our [first Newsletter](#), the submission of the Member's Annual Report is not only just a compliance requirement as per the membership agreement but it helps Delphi Alliance calculating its strength in terms of global presence and ranking.

So, please devote some time in assisting us for this task! Membership renewals will be sent automatically to all members in March 2024.

Thank you for your trust and support.

A screenshot of a 'Member Annual Report & Declaration' form for the year 2023. The form is titled 'Member Annual Report & Declaration YEAR 2023' and features the Delphi Alliance logo. It includes sections for 'Section 1 Company's STATUS' and 'Section 2 HUMAN RESOURCES'. The form contains numerous input fields, checkboxes, and a table for reporting. A large 'COMPLIANCE' watermark is overlaid on the form.


COMPLIANCE

COMPLIANCE - COMPLIANCE

NEW MEMBERS ABOARD

It is with great pleasure that we extend a warm welcome to our newest members. We are thrilled to have them join the Delphi Alliance community. Please take a moment to reach out and introduce yourselves to our new members. Your friendly greetings and willingness to connect will go a long way in making them feel a part of our community.

MEMBER ID: TRO/AL/12
Legal Services



Florian Trojani
Managing Partner

Erion Xhepa
Partner

MEMBER ID: RAD/MT/07
Compliance, Risk Management & Crypto



John Caruana
Compliance Director & Co-Founder

Proud members of Delphi Alliance

ALBANIA JOINED DELPHI ALLIANCE

We are thrilled to announce that Albania has officially entered the Alliance, through the new member Trojani & Partners Law Firm. This expansion brings new opportunities for collaboration, exchange and mutual growth.



Here are some interesting facts about Albania as a potential business hub:

- 1. Strategic Location:** Albania's geographical location offers strategic advantages, serving as a gateway between Western and Eastern Europe. It provides businesses with access to markets in the Balkans and beyond.
- 2. Economic Reforms:** Albania has implemented economic reforms to attract foreign investment. These reforms include simplifying bureaucratic processes, improving the business environment, and offering incentives to foreign investors.
- 3. Investment Opportunities:** Various sectors in Albania present investment opportunities, including real estate, tourism, energy, agriculture, and infrastructure. The government has been actively promoting these sectors to attract foreign investors.
- 4. Infrastructure Development:** Albania has been investing in infrastructure projects to enhance connectivity and facilitate business activities. This includes improvements in transportation, energy, and telecommunications infrastructure.
- 5. Stable Macroeconomic Environment:** The country has made efforts to maintain a stable macroeconomic environment, with controlled inflation and fiscal policies to attract investors.
- 6. Young and Educated Workforce:** Albania has a relatively young and educated workforce. This can be advantageous for businesses looking to establish operations that require skilled labor.
- 7. Free Trade Agreements:** Albania has open trade zones that can benefit businesses to reduce trade barriers. The foreign ownership of a company can be 100%. The government protection of companies has no cap on the profit and tax benefits.

We are confident that the inclusion of Albania will bring fresh energy and perspectives to our network. Let's work together to make this collaboration a resounding success.

DELPHI ALLIANCE ANNOUNCES NON EXECUTIVE DIRECTOR FOR GROWTH STRATEGY



Meet Tim Davies

Non Executive Director for Growth Strategy

✉ **E-mail:** tim.davies@delphialliance.com

🌐 **LinkedIn Profile:** [linkedin.com/in/tgdavies](https://www.linkedin.com/in/tgdavies)

I am delighted to be joining Delphi Alliance as a Non-Executive Director, responsible for the Alliance's Growth Strategy to become a Global multi-practice Association.

These are both challenging and exciting times for professional firms across the globe. My background is mostly in accounting and audit practices, though I have collaborated with many entrepreneurs and organisations across all the areas of expertise that are within the Alliance. I have also worked with professional services firms around the world and have led mergers and integrations across disciplines, cultures and geographies.

I see many firms wrestling with similar challenges in the UK, Europe and the US in terms of consolidation, new market entrants and private equity, funding IT and other long-term expenditure plans, raising the quality of clients and serving a more international client base. For many organisations who value and want to remain independent, Delphi provides a unique offering to help solve some of these challenges and enable businesses to thrive in the modern world.

My focus is to help the Delphi Alliance grow and achieve its strategic goals by identifying and bringing on board firms in the UK and overseas, leveraging my extensive network and knowledge of local markets.

As for me, after starting my career at HMRC and gaining experience in financial services and with PwC and EY, I have spent the last twelve years in Board and senior leadership roles at two mid-tier accounting firms, mostly as Head of Tax. As Head of Markets at Mazars I was also responsible for all the firm's sectors as well as the UK offices where the regional managing partners reported into me. I led UK and Global marketing teams where I implemented change to embrace digital transformation.

After being diagnosed with prostate cancer in January 2023 and then having successful surgery, I decided to take some time away from professional services life to reassess my goals. In addition to my role at Delphi, I am also NED for two Save The Children charities, INE for a Tier 2 accounting practice in the UK, Director for UK family office and provide advisory services to clients who have followed me throughout my career.

My other passions include promoting cancer awareness and diversity. Outside of work I enjoy going to the gym, watching formula one and rugby (a big Welsh fan!) and escaping to south-west France to enjoy the weather and wine. I currently spend my time between London and France and enjoy travelling overseas.

In terms of what I hope to bring to the role at Delphi, I would put these into the following three categories;

1. **Strategy & Vision:**

I have developed two successful managing partner manifestos and was elected to Boards that delivered these firm-wide strategies, bringing a fresh and diverse perspective.

2. **Global Reach:**

Having held UK and global senior leadership positions, I have worked overseas, developed business across borders and helped new overseas firms to integrate from a process and cultural perspective. I have supported a substantial global alliance, fostered collaboration and drove best in class working practices.

3. **Delivering Growth:**

The professional services firms I have led operate in complex, multi matrix structures, across services, industries and geographies. I have led organic and external growth and M&A projects across the UK and globally as well as business improvement reorganisations and restructuring.

MEMBERS NEWS



The Financial Intelligence Analysis Unit (FIAU) Malta just published an interesting enforcement factsheet for 2021 and 2022.

Subject persons should go through the factsheet to understand the shortcomings found during the aforementioned period by the FIAU and make a self-assessment to ensure they are in line with the regulation.



Congratulations to Mr. Giorgos Landas, who has been appointed to the position of the President of the Real Estate Committee of the Cyprus Bar Association.

We are thrilled to announce a significant achievement of the esteemed Managing Director of our law firm, Mr. Giorgos Landas, who has been appointed to the position of the President of the Real Estate Committee of the CBA Cyprus Bar Association.



Sneak Peek into 2024's social media & Marketing trends! We're diving deep into the trends that will shape the digital world. Stay tuned for our upcoming trend analysis posts.



GEMM experts can help you create long-term sustainability and ESG value through strategy, M&A, capital allocation, ESG due diligence and portfolio optimization. Our dedicated team can assist you in making informed decisions by providing a wide range of Sustainability/ESG solutions.



It is with great pleasure to announce that Cyprofund Administration Services Ltd has been successfully certified with the Sound Industrial Relations 2014 (SIR2014) accreditation by the Cyprus Employers and Industrialists Federation "Healthy Labor Relations, Modern Business".



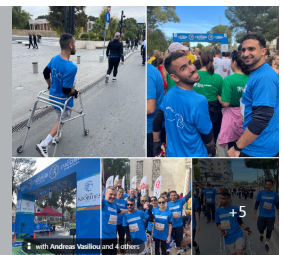
Celebrating 2 Decades of Excellence! We're thrilled to announce that CSC Christodoulou has hit the incredible milestone of 20 years in the business!

Two decades of innovation, growth, and unforgettable moments! From our humble beginnings to the thriving force we are today, it's been an incredible journey.



Together we powered through the Nicosia Marathon 5km, supporting worthy causes and inspiring each other!

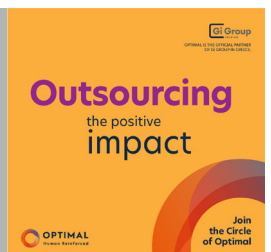
A special shoutout to our inspiring friend Andreas Vasiliou, CEO of AbleBook, for his unwavering spirit and commitment to making a difference. Thank you to all our colleagues who joined us in making this event truly unforgettable!



OW Digital in collaboration with HubSpot offers a specialised webinar entitled 'How to: Use AI to Build an Effective Sales Strategy for Your Startup', entirely free of charge!



By outsourcing, you gain the flexibility to prioritize decisions that have a positive impact on your company or organization.



PARTNERS NEWS

"I think this is a platform that many accountancy firms could benefit from."

Out of all the products that we've seen, it can genuinely claim to be an excellent fit for firms such as ours."

Sarah Lake
Practice Director

fibreCRM HEART OF THE PRACTICE

knilljames
chartered accountants

Is your firm seeking a way to enhance and streamline your onboarding process?

Take a look at what one of our users, Sarah Lake, Practice Director of Knill James Accountants, has to say about our platform and onboarding processes

fibreCRM

ACCOUNTANTS HELPING ACCOUNTANTS

The weekly webinar for accountants in practice

Webinar - 12:30 - Thursday 11th January

HOW ADVISORY SERVICES CAN BE A GAME-CHANGER

'Queen of Profit' Gloria Murray shares the secrets of her success

AVN
INSPIRING ACCOUNTANTS



We can't wait for the first Accountants Helping Accountants webinar of 2024!

It's guaranteed to be a stimulating, high-value session as Shane Lukas interviews Gloria Murray on how she's transitioned from traditional accounting to a thriving advisory practice.

AVN
INSPIRING ACCOUNTANTS



THE GWOMEN SPORTS SUMMIT gazzetta.gr
11 DECEMBER - PIRAEUS MUNICIPAL THEATRE

Alessia Zecchini live in a speech full of inspiration.

LIQUID MEDIA

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eCheck360's API Technology provides the best digital experience for your clients. Evaluate creditworthiness and financial well-being based on up-to-date financial data securely and with consent.

check360
by infocredit group

2023 is coming to an end, which also means the Annual Report deadline is approaching!

Want to ease the visit from your auditors and keep January focused on numbers? We have shared ten tips to minimize late errors in your Annual Report and help you and your team stay focused in January.

KONSOLIDATOR

"If you are wondering why transfer pricing is so important for tax authorities and tax professionals... 70% of global trade is transfer pricing! This means that 70% of global trade relates to transactions between affiliates of multinational groups and the transfer pricing policies applied may therefore materially affect the taxable profits in the different jurisdictions."

Hank Moonen
CEO / Founder TaxModel



Today, the realm of transfer pricing documentation is governed by OECD guidelines and a country's legislation. The job that needs to be done is to fortify the transfer pricing policy in a manner geared towards the relevant tax authorities.

TPdoc provides a central platform for all your key transfer pricing documentation work-streams, helps you gather data smarter, create files faster, and fortify your compliance by 100%!

TAXMODEL

ECONOMIST IMPACT

Third Demographic Summit

Handling the demographic emergency
The role of science, governments and citizens
January 18th-19th 2024 | Divani Apollon Palace & Thalasso, Kavouri, Athens

Demographic crisis and the labour market: is the glass half full?

Adonis Georgiadis
Minister of Labour and Social Welfare
Greece

Alexander Sarrigeorgiou
Chairman of the IIG
Chairman of the IIG
Hellenic Association of Insurance Companies

HOPE genesis **EUROLIFE FFH** **hazlis & rivais**

Third Demographic Summit - Handling the demographic emergency

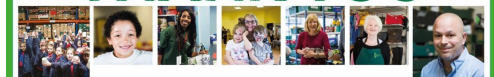
January 18th-19th 2024 | Divani Apollon Palace & Thalasso, Kavouri, Athens

hazlis & rivais
Chartered Accountants & Tax Advisers
Cyprus, Malta and London, England

W Denis are proud to have donated to the Leeds South and East Foodbank, supporting local people in crisis.

wdenis

A Big **THANK YOU**



W Denis Insurance Brokers

for supporting Leeds South and East foodbank.

Your donations of 65kg (155 meals) will make a BIG difference to local people in crisis.

Leeds South and East foodbank is part of the Trussell Trust's UK wide foodbank network.

Leeds South and East foodbank

Registered Charity Number: 11558923 | Registered in England and Wales

ARTICLES

■ Opium Works

The Christmas season and intense marketing are two concepts that have been going hand in hand for several decades.

Read the full article on the link below:

<https://www.delphialliance.com/post/5-christmas-marketing-trends-for-2023>

■ Infocredit Group

Innovations are key in driving progress, as can address well the challenges of society and foster economic growth across various domains like technology, science and of course business.

Read the interesting article here:

<https://www.delphialliance.com/post/diving-into-the-depths-of-cryptocurrency-and-blockchain-technology>

■ International Accounting Bulletin

This increased exposure comes at a time when cybersecurity threats worldwide continue to increase at an alarming rate.

Read more about it on the link below:

<https://www.delphialliance.com/post/three-ways-automation-can-enhance-organisations-security>

■ Eurofast - Bulgaria

Employers who involve ongoing learners in their workforce exhibit a praiseworthy dedication to advancing both their industry and their workforce.

Read the full article here:

<https://www.delphialliance.com/post/work-study-thrive-bulgaria-s-supportive-initiative>

■ Goldmine International

Following an extend negotiation period spanning over two years, the European Commission and the Republic of Cyprus reached an agreement paving the way of amendments to the VAT law.

Read more on the link below:

<https://www.delphialliance.com/post/cyprus-5-vat-law-amendments-for-primary-residences>

■ CPM Corporate Administration Services

AI in accounting refers to the use of artificial intelligence (AI) technologies, such as machine learning algorithms and natural language processing, to automate and enhance various accounting processes.

Read more on the article here:

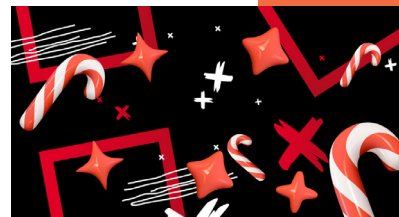
<https://www.delphialliance.com/post/artificial-intelligence-ai-in-accounting>

■ IBSCY

A backup is a copy of your data that is made to protect against loss of that data. A backup of a desktop or mobile device might include just the user data so that a previous version of a file can be recovered if necessary.

Explore more on the article below:

<https://www.delphialliance.com/post/what-is-the-difference-between-backup-vs-archive>



FACEBOOK PAGE

Stay Connected

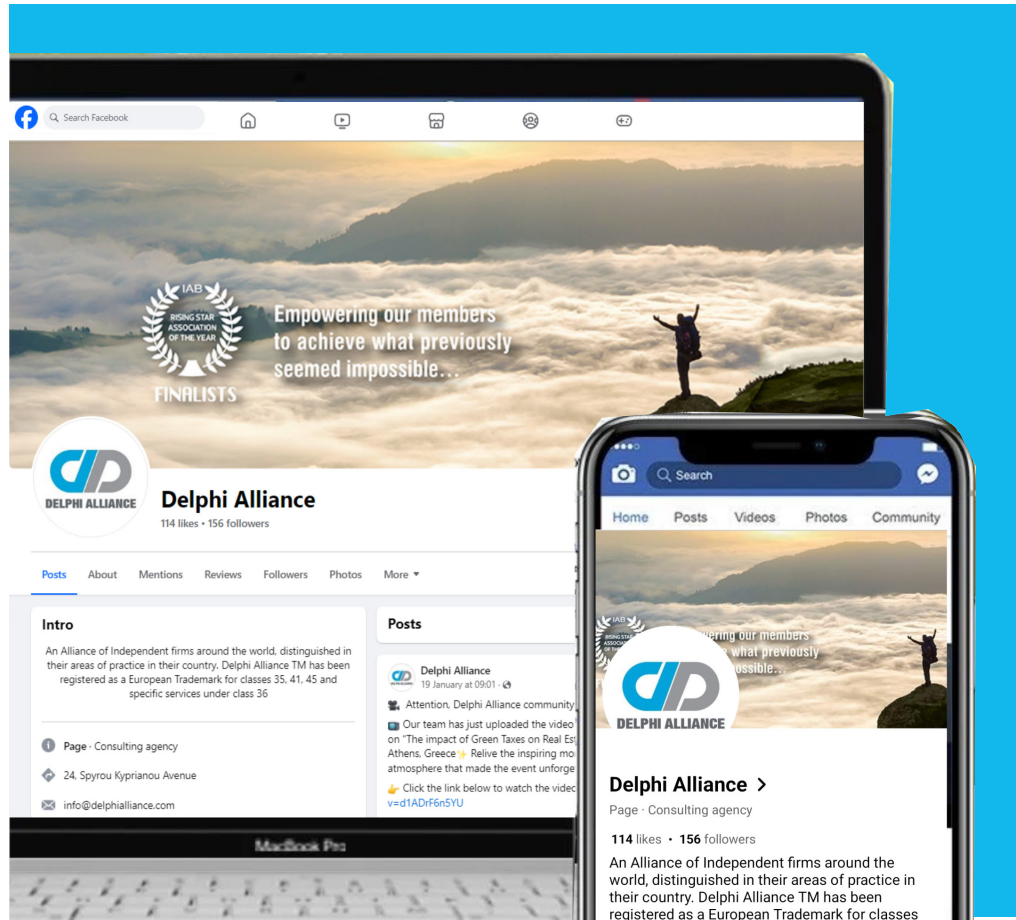
Our Facebook page is another way to stay informed about our latest news, events and updates of Delphi Alliance. By following our page, you will never miss out on important information.

Through our Facebook page you can engage with the community, it provides a platform for members to connect and engage with each other. You can participate in discussions, ask questions, share thoughts and even collaborate in projects. It's a great opportunity to build relationships and network with like-minded individuals.

Our Facebook page also serves as a hub for resources, support and guidance. Members can find helpful articles, related to Delphi Alliance as well as news and updates on all Members and Partners of the Delphi Alliance, helping each other to stay connected.

The Facebook page is a valuable source of information and can assist members in their professional growth.

If you haven't liked Delphi Alliance Facebook page yet, [click here](#), to Like and Follow.



MUST READ / WATCH

MUST READ / WATCH

The Financial Conduct Authority is introducing a package of measures to address “greenwashing” concerns and help consumers navigate the market for sustainable investment products.

Read the full article here on the link below:
<https://www.delphialliance.com/post/fca-introduces-greenwashing-rules-to-help-navigate-investment-market>

FCA INTRODUCES “GREENWASHING” RULES TO HELP NAVIGATE INVESTMENT MARKET



MEMBER SHOWCASE

In every issue of our newsletter we will showcase a member from our community providing you with useful information so you can learn more about them.

PYTLAK // DEJA Law Firm is an independent Polish law firm that has been providing legal services to corporate and individual clients for over 15 years.

During this time we have worked for the industries incl. Banking & Financial Institutions, Oil & Gas, Construction, Pharmaceuticals, Medical Products, Automotive & Military, Food & Beverage where have been entrusted with the most complex legal cases incl. cross-border or international elements.

PYTLAK // DEJA in numbers:

- 15 years of market experience
- + 1.6 billion EUR - the total value of cases conducted by us
- 1 first choice recommendation (Band 1) by Chambers and Partners
- + 500 the number of cases we have handled
- + 7 areas of expertise (and growing!)
- Member of Delphi Alliance
- Member of International Lawyers Network

Our expertise:

- Incorporation of foreign business entities in Poland
- Corporate law, merges and acquisitions (M&A)
- Business contracts
- Construction and real estate law
- Public procurement procedures
- Labor law and GDPR
- Dispute resolution

We carry out large and highly complex projects in cooperation with external, renowned advisory firms.

We work with external financial experts (e.g. auditors, real estate appraisers, financial advisors) and business security specialists.

Partners:


Rafał Pytlak - Managing Partner, legal advisor with many years of experience in transactions and disputes involving private and corporate assets. He specializes in business succession, transformation and restructuring. Ranked Band 1 in the 2023 Chambers and Partners Guide for Poland. He is fluent in English.

Wojciech Deja - Partner, legal advisor with many years of experience in corporate law, investment advisory, construction and litigation. Wojciech advises how to safeguard corporate control over business. He deals with post-trade and construction disputes. Ranked Band 1 in the 2023 Chambers and Partners Guide for Poland. Fluent in English and Spanish.



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PYTLAK // DEJA Law Firm

Member ID
PDK/PL/12

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W: www.pytlakdeja.pl/en



HOW TO ?

INVEST IN GREECE

We are excited to announce the release of our comprehensive “Invest in Greece” guide, a valuable resource designed to uncover lucrative investment opportunities in one of Europe’s most promising markets.

In recent years, Greece has witnessed a remarkable economic transformation, presenting a myriad of prospects across various sectors. Our guide is tailored to provide essential insights and strategic information that can shape investment decisions.

Key Highlights of the “Invest in Greece” Guide:

- 1 Economic Overview: Gain a deep understanding of Greece’s current economic landscape, highlighting key indicators and trends.
- 2 Sector Analysis: Explore specific sectors with high growth potential, including technology, tourism, real estate, and renewable energy.
- 3 Investment Incentives: Learn about the attractive incentives and favorable policies that the Greek government has implemented to encourage foreign investment.
- 4 Case Studies: Delve into real-life success stories of investors who have capitalized on the Greek market, offering practical insights and lessons.
- 5 Legal and Regulatory Framework: Navigate the legal and regulatory environment with a detailed overview, ensuring a smooth investment process.

To access the “Invest in Greece” guide and unlock the doors to promising investment opportunities, simply [log in](#) to the Members Login area to enter the Members Only Website.

On the Menu click on : “Invest Guides” and flip through the [Invest in Greece Guide](#). Your journey to discovering the untapped potential of the Greek market begins now!

Remember, informed decisions are the key to successful investments. Take advantage of this invaluable resource and position yourself for success in the dynamic Greek market.

Happy reading and prosperous investing!

Recovery and Resilience

The National Recovery and Resilience Plan for 2021-2026, also dubbed Greece 2.0, is the ambitious plan that aims to future-proof the country by addressing economic challenges, improve the business climate and skills, advance digitalisation and support the green transition. The plan includes 106 investments and 66 reforms utilizing investment resources of €31.2 billion, of which €20.5 billion are European funds – €17.8 billion in grants and €2.7 billion in loans.

The transformative impact of Greece’s plan is the result of a robust combination of reforms and investments, which address specific challenges. For example, 37.5% of the plan will support climate objectives and 23.3% of the plan will foster the digital transition. The goal of those investments is to accelerate the transition towards a low-carbon, digital and more inclusive Greek economy.

Loans received from the Recovery Fund are the largest financing tool for the country (as opposed to grants, which has also motivated investors thanks to the favourable lending terms) as a general rule, interest rates are on the rise globally. By April 2023, a total of 387 investment plans with a combined budget of €12.2 billion have been submitted to the Greece 2.0 plan, according to the Finance Ministry. These investment plans cover different sectors of the economy, such as industry, real-estate, electricity production, renewables, energy storage, telecommunications, tourism and services. However, all reforms and investments must be implemented within a tight time frame, as the legislation on the Recovery and Resilience Facility states they must be completed by August 2026.

Outlook Positive Despite Challenges

Although seeing a real resurgence, the Greek economy must stay on a steady track to keep the momentum going. Competing reforms, reducing the debt, restoring the health and reputation of its banks, as well as further improving its business operating environment are crucial for long-term sustainability. Economic growth will slow down significantly in 2023, mainly due to high inflation and rising energy prices, but the trend will prevail in also other European and global economies.

However, the figures of the last few years underline that Greece today is a hive of economic activity and offers multiple significant pull factors to attract further investment. It is not an emerging market in the classic sense, but not a mature one either. The high-growth potential coupled with the currently available incentives, subsidies and funding options provide unique opportunities for high returns on investment. Add to this its geostrategic location, EU membership and easy access to markets on three continents, as well as its high-quality human capital and quality of life, Greece offers a proposition that is hard to beat.

Why Greece?

- Geostrategic location for three continents
- EU, Eurozone, and NATO member
- Advantageous business and investment framework
- Stability and security
- Modern transportation and logistics hub
- Access to highly qualified and multilingual human capital
- Competitive wage rates
- Telecommunications and broadband infrastructure
- Cost-effective real estate market
- Excellent climate and high lifestyle quality

European Commission Spring 2023 Economic Forecast

Indicators	2022	2023	2024
GDP growth (% yoy)	5.9	2.4	1.9
Inflation (% yoy)	9.3	4.2	2.4
Unemployment (%)	12.5	12.2	11.8
General Government Balance (% of GDP)	-2.3	-1.9	-0.6
Greece Public Debt (% of GDP)	171.3	160.2	154.4
Current Account Balance (% of GDP)	-11.8	-9.2	-7.8

Credit Ratings

Standard & Poor's

BB+

(One level below investment grade)

+ Positive

Fitch

BB+

+ Stable

DELPHI ALLIANCE

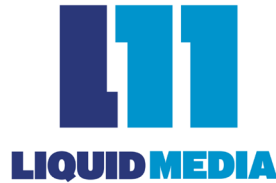
Delphi Alliance

INVEST IN GREECE

OUR PARTNERS



Delphi Alliance's Partners Program intends to bring value to its members, by securing them access to products, services, events and media, at discount prices and with a privileged treatment.



ABOUT DELPHI ALLIANCE

The first multi-practice global Association linking professionals from twelve different lines of services with exclusivity membership rights by country, city and by line of service, building synergies and creating new business participation opportunities between member firms. The twelve multi-practice participation creates the ground-breaking "local and global alliance" concept, allowing its members to share insights, knowledge, expertise, global resources, client referrals and develop joint ventures to bid for public procurements and local and international projects that have eligibility requirements, which essentially would be extremely difficult to achieve on their own.

www.delphialliance.com



1. Marketing & Advertising
2. Information Technology
3. Human Resource
4. Fiduciary & Administration
5. Audit & Assurance, Accounting, Payroll & Taxation
6. Financial & Monetary
7. Business & Management Advisory
8. Compliance
9. Real Estate
10. Reporting, Translation & Interpretation
11. Professional Training & Education
12. Legal Services



Send Us Your Member News and Feedback
Simply forward any news, articles or press releases to marketing@delphialliance.com

You can find more about us here:

