



REGISTRATION IS NOW OPEN

We are delighted to announce that registration is now open for the highly anticipated Delphi Alliance 1st Global Conference, set to be a highlight event in 2023.

When and Where:

Date: October 25-27, 2023 / Location: Grand Hyatt Hotel, Athens, Greece

What Awaits You:

Exceptional Networking: Cultivate invaluable connections with a network of professionals, industry leaders, and innovators.

Invaluable Insights: Gain deep knowledge from expert keynote speakers.

Unlock Fruitful Collaborations: Immerse yourself in an environment ripe with opportunities for growth and dynamic partnerships.

Don't Miss Out:

Secure your spot now by registering here: <https://www.delphialliance.com/conference>

Mark your calendars and stay tuned for more details. This is your opportunity to connect, re-connect, learn, and thrive in a dynamic and inspiring environment.

Members will have the opportunity to build new connections and exchange ideas across the network. Join us in Athens for the Delphi Alliance 1st Global Conference! We can't wait to welcome you to our inaugural event.

HIGHLIGHTS



New Members on board

A hearty welcome to the newest members who have recently joined the Delphi Alliance Community. Don't hesitate to get in touch and connect with these proud new additions to our community, as you explore exciting business opportunities together!

Read further on page 3



New Partner

Delphi Alliance is proud to announce a new partnership with the international (re) insurance brokerage and risk management advisory group company, W Denis Group!

Read further on page 3



Member Recommendations for New Candidate Member Firms

We actively encourage your recommendations for potential new member firms to join Delphi Alliance as part of our growth strategy

Read further on page 4

DELPHI ALLIANCE
NEWSLETTER

TABLE OF CONTENTS

Page 2

CEO's message
General Manager's message

Page 3

New Members
New Partner

Page 4

Member Recommendations
for New Candidate Member
Firms

Page 5

Members News

Page 6

Partners News

Page 7

Articles

Page 8

LinkedIn Community
Must Read/Watch

Page 9

Member Showcase

Page 10

Partner Showcase

Page 11

How To?

Page 12

Our Partners
About Delphi

CEO'S MESSAGE

Dear Members,

As we prepare to gather in Athens for our 1st Global Conference, I am filled with excitement and profound appreciation.

This conference is a celebration of the incredible community we have built together—a community where your expertise, dedication, and unwavering commitment have laid the foundation for our journey.

I understand that your time is precious, and I want to express my sincere gratitude for your dedication to this event. The contributions you bring through your insights, active engagement, and camaraderie will not only shape the future of Delphi Alliance but also enrich your own professional path.

In Athens, we unite not just as members, but as a global community with a shared mission—to nurture collaboration and redefine the possibilities within our alliance. May your presence illuminate what makes Delphi Alliance truly exceptional.

Your participation in this conference signifies the resilience of our alliance and your unwavering dedication to our shared vision. We eagerly anticipate the privilege of hosting you.

Thank you for being an integral part of the Delphi Alliance community. Together, we will create lasting memories and make this conference an unforgettable experience.

Warm regards,

Christos Christodoulou, CEO



GENERAL MANAGER'S MESSAGE

Dear Members,

We are delighted to be welcoming you to Athens for our 1st Global conference! It's a fantastic opportunity for you to connect and reconnect with fellow members who have been the driving force behind the journey of our alliance.

Your expertise, dedication, and unwavering commitment have always been the cornerstone of our growth and achievements. Your presence isn't just a formality; it's a dynamic force that drives our alliance's success.

We understand your time is valuable, but the returns on your investment in this conference will be immeasurable. Your insights, contributions, and active engagement will shape the future of Delphi Alliance and enhance your own collaborative journey.

In Athens, we come together not just as members but as a global community dedicated to fostering meaningful collaborative relationships. Let your presence be the shining example of what makes our alliance exceptional.

The conference spans from October 25th to 27th, offering a comprehensive three-day experience filled with networking, social and learning opportunities. Immerse yourself in Athens' vibrant atmosphere through carefully curated social events. Enjoy a warm welcome reception at the Grand Hyatt Lobby and savor an unforgettable networking dinner at a charming Greek Local Taverna. These events feature local cuisine, delightful beverages, and captivating cultural performances.

Our professional program is thoughtfully designed to enrich your knowledge and professional connections. It includes strategically placed networking breaks, distinguished keynote speakers, engaging expert panel discussions, and interactive open sessions. You'll also have access to the closed AGM session exclusively for our members.



To conclude this inspiring conference, we invite you to join us on one of the two optional excursion trips on the final day, Friday, October 27th. These trips provide the perfect opportunity to explore the beauty and culture of Athens in a relaxed and enjoyable setting.

Thank you for being an indispensable part of the Delphi Alliance Community. We eagerly await the honor of your presence.

For any inquiries or assistance leading up to the conference, please feel free to contact the Delphi Alliance Team at conference@delphialliance.com. Your comfort and convenience remain our top priorities.

Best regards,

Chris Boreham, General Manager

NEW MEMBERS ABOARD

A hearty welcome to the newest members who have recently joined the Delphi Alliance Community. Don't hesitate to get in touch and connect with these proud new additions to our community, as you explore exciting business opportunities together!

MEMBER ID: EUR/RO/05
Accounting & Payroll



Since 1978



Christina Radu
Country Manager

MEMBER ID: PDK/PL/12
Legal Services



Wojciech Deja
Partner, Leader in Practice of Litigation



Rafal Pytlak
Partner

MEMBER ID: EUR/BG/05
Accounting & Payroll



Since 1978



Pantelis Papadopoulos
Manager, Outsourcing Services

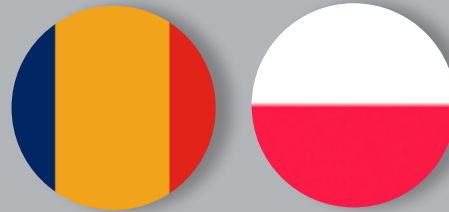
MEMBER ID: MAP/MT/02
Information Technology



Aston Pisani
Director



Mark Abela Schinas
Director



We are pleased to announce the addition of two new member countries to our ever-expanding network. We are excited to welcome Romania and Poland into our alliance strengthening our commitment to global collaboration and cooperation.

As we continue to grow, Delphi Alliance remains dedicated to fostering international cooperation, knowledge sharing and innovation. Our network strives to facilitate the exchange of ideas, resources and best practices among member countries.

Proud members of Delphi Alliance

NEW PARTNER

PARTNERSHIP ANNOUNCEMENT



Delphi Alliance is proud to announce a new partnership with the international (re)insurance brokerage and risk management advisory group company, W Denis Group !

About W Denis Group:

Established in 1963 in the city of Leeds, UK, W Denis Group is a leading independent international (re) insurance brokerage and risk management advisory group of companies.

Historically, their focus has been on delivering specialized and competitive insurance solutions for businesses in the UK. Today, their pride lies in extending their expertise worldwide, offering technical insurance and risk management services to businesses across the globe - operating throughout Europe, the Americas, Africa, the Far East, and Australasia.

MEMBER RECOMMENDATIONS FOR NEW CANDIDATE MEMBER FIRMS

A background image showing a group of business professionals in a modern office setting. In the foreground, two men in suits are shaking hands. In the background, several other people are engaged in conversations. The image has a blue and white color scheme with a digital, grid-like overlay.

CONNECTING PROFESSIONALS

Dear Members,

We actively encourage your recommendations for potential new member firms to join Delphi Alliance as part of our growth strategy. Introducing professional services firms, you trust is a highly effective way to expand our community, and your confidence in their membership adds substantial value.

We are specifically interested in established mid-sized firms that align with our twelve lines of business and entry criteria. These firms should focus on cross-border work and embody the right personality and culture to thrive within our community. Such introductions naturally create more referral opportunities for our members, aligning perfectly with our ultimate goal.

To support our initiatives, we have member incentives. You can benefit from a one-time € 500 "Finder's fee" for every new member you recommend (payable upon the collection of their first year's membership fee). We will promptly notify you when this occurs.

Why are recommendations important for Delphi Alliance?

- Ensures the appointment of reputable members who seamlessly fit into our community.
- Supports our growth with dedicated new members eager to expand their cross-border network.
- Enhances referral activity and strengthens business relationships.
- Empowers existing members to influence alliance membership.
- Provides an incentive for members to reduce their own membership fees.



If you have any recommendations, please share their names with us for a quick review to assess their suitability for the alliance before we contact them. Rest assured that if we reach out to them, you will be included in the initial email.

MEMBERS NEWS



Infocredit Group Among the Key Sponsors of IFX EXPO 2023: Unlocking Crypto Intelligence: Introducing CipherTrace, a Mastercard company. Infocredit Group Ltd is proud to announce its participation as a key sponsor at the highly anticipated IFX EXPO 2023.

The event, renowned for its gathering of financial service industry experts and pioneers, is scheduled to take place on the 19 – 21 September 2023 at the City of Dreams Integrated Resort in Limassol, Cyprus.



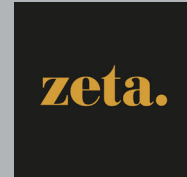
Coaching is a transformative and collaborative process that empowers individuals to enhance their work performance, engage in self-directed learning, and experience personal and professional growth. Optimal offers business coaching services tailored for small and medium enterprises. Our coaching relationships can be established with owners, managers, or employees at any level.



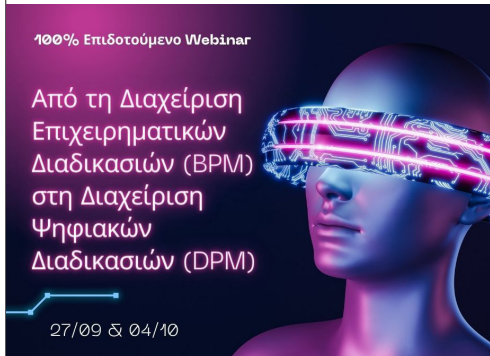
Read the informative GEMM Insights 14th edition, highlighting Cyprus as an attractive European Investment & Business hub.



Do you want to digitize your business processes? Learn how to optimize your operations, increase efficiency and take full advantage of the leading digital toolkits!

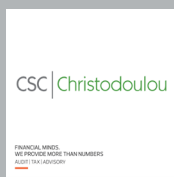


Zeta celebrates 10 years of Excellence: A Decade of Trusted Corporate Services. We are happy to share the incredible milestone that Zeta has reached - our ten-year anniversary! With gratitude, our team commemorates a decade of dedicated service as a premier corporate service provider.



INTERNATIONAL TRANSLATION DAY 2023

As every year on 30 September, ALPHABET joins translators, interpreters and terminologists around the globe to celebrate World Translation Day.



Delphi Alliance has issued its first Newsletter and we are proud to announce that our company is showcased in it.



The Business Magazine website has published an interview with the partners of PYTLAK // DEJA Kancelaria Prawna: r.pr. Rafa Pytlak and r.pr. Wojciech Deja.



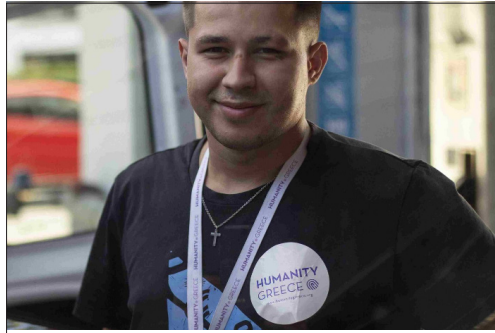
If you are looking for an #interesting and concise read, we got you covered. Avraam Apostolou sums up for you the measures taken for the Modernization of the #Cyprus Transfer Pricing Legislation.



PARTNERS NEWS



Today, it was 9 years ago that Konsolidator was born .And what better way to celebrate it than starting the day with a new customer and a Danish "Jordbærkage". That is a proper birthday celebration !



We thank the entire team of Liquid Media for the response and support of Humanity Greece to this initiative and to every initiative that actively helps our affected fellow human beings.



Want to see the capabilities of FibreCRM? Join us for one of our product webinars. Each week we'll covering different topics of FibreCRM so pick and choose which webinars you'd like to attend.



LexisNexis

Lawyers Using Lexis+ for Legal Research & Guidance Save...

1 Hr 41 Mins

On average over the course of a day *based on the average lawyer working day of 10 hr & 18 mins.

infocREDIT GROUP
credit and compliance risk experts

Boost your legal research with Lexis+, the ultimate #LegalTech solution.

Save 1hr 41mins daily and focus on your clients.

check360
TRANSFORMING CONSUMER CREDIT

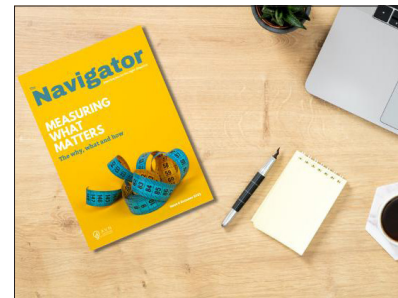
UNLOCK FINANCIAL INSIGHTS INSTANTLY!

www.echeck360.com

With eCheck360, you can pre-screen clients for new product offerings and ensure optimal credit decisions. Don't miss out on growth opportunities.

"The complexity of the benchmarking process lies in the A-typical nature of the workstream"

Hank Moonen
CEO / Founder TaxModel



As an accountant, you know how important it is for a business to track their key metrics. It's essential to measure things like cashflow, debtors and profits to understand how the business is doing. In this issue of The Navigator we're looking at what to measure in your own business and how to help your clients measure what matters in theirs.

Do you want to master how to perform a best practice benchmarking study? Learn the step-by-step process to conduct successful benchmarking studies and achieve excellence!

Our webinar on "How to Perform a Best Practice Benchmarking Study" explained extensively, through a case study, how to set up and perform a search strategy, how to reject and accept companies as comparable, how to analyze the financial results, and how to set up an OECD-compliant benchmark report.

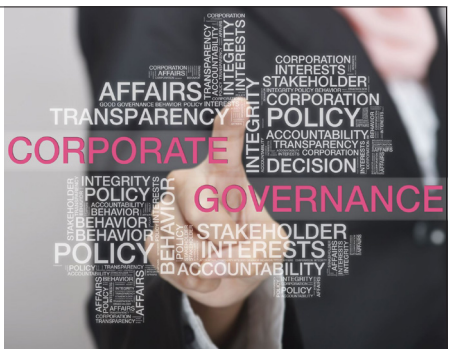


Nikos Dendias, minister of national defence, Greece at the Economist Impact's Third Thessaloniki Metropolitan Summit.



Professional advice key to ensuring quality D&O insurance coverage

The D&O insurance market offers a wide range of policy wordings with some insurers limiting the cover offered and others being generous with wider coverage. It is important for insurance buyers to work with a specialist broker in order to procure the best possible terms.



■ Eurofast - Bulgaria

Bulgaria: Amendments in Measures against Money Laundry Act (MAMLA)

Read the article on the link below:

<https://www.delphialliance.com/post/bulgaria-amendments-in-measures-against-money-laundry-act>

■ IBSCY

Ensuring data protection and Business continuity: The importance of Backup and Recovery

Read more on the website:

<https://www.delphialliance.com/post/ensuring-data-protection-and-business-continuity>

■ Zeta.

European Sustainability Reporting Standards: A Step Towards a Sustainable EU Economy.

Read more about it on the link below:

<https://www.delphialliance.com/post/european-sustainability-reporting-standards-a-step-towards-a-sustainable-eu-economy>

■ Infocredit Group Ltd

Infocredit Group Among the Key Sponsors of IFX EXPO 2023: Unlocking Crypto Intelligence: Introducing Introducing CipherTrace, a Mastercard company

Read the article on the link below:

<https://www.delphialliance.com/post/infocredit-group-among-the-key-sponsors-of-ix-expo-2023-unlocking-crypto-intelligence-introducing>

■ International Accounting Bulletin

Building employee Engagement and a Collaborative Workplace Culture

Senior leaders change jobs more frequently than employees. How do we create a high-performance culture so deeply employee-owned that it sustains itself despite inevitable changes in senior leadership? Author Frank Devine advises.

Explore the details in the article linked below:

<https://www.delphialliance.com/post/building-employee-engagement-and-a-collaborative-workplace-culture>

■ Giorgos Landas LLC

Great news from Cyprus! The country has taken a significant step forward by enacting the Transparent and Predictable Working Conditions Law of 2023, in harmony with the EU Directive. This move emphasizes the commitment to ensuring fair and favorable work environments for all.

Read more about it on the link below:

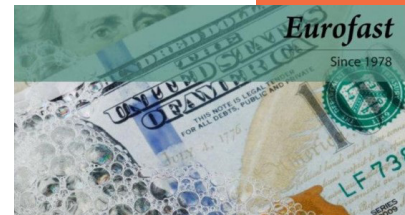
<https://landaslaw.com/the-law-on-transparent-and-predictable-employment-terms-of-2023-law-no-25j-2023/>

■ Opium Works

Customer Relationship Management has led to a great transformation of marketing methods and practices throughout the years in the digital space. As marketing continues to evolve at lightning-speed, old, traditional ways are being left in the dust, and for good reason.

Read more about it on the link below:

<https://blog.opiumworks.com/the-crm-revolution-why-your-old-marketing-methods-are-outdated>



Rapid Mass Engagement



LINKEDIN COMMUNITY GROUP

Elevate Your Presence: Be Active on Our LinkedIn Community Group!

In today's fast-paced and interconnected professional world, staying ahead of the curve is essential for your career growth. That's why we want to highlight the importance of joining our LinkedIn Community Group and how it can make a significant difference in your professional journey.

- **Networking Opportunities:** Our LinkedIn group serves to connect with fellow members and partners. By actively participating in discussions and sharing your insights, you can expand your professional network exponentially.
- **Stay Informed:** The business landscape is constantly evolving, and keeping up with the latest trends, news, and industry insights is crucial. Our LinkedIn group is a valuable source of curated content and discussions.
- **Knowledge Sharing:** Learning from others is an integral part of professional growth. Our group fosters a culture of knowledge sharing, where members exchange valuable information, best practices, and lessons learned.
- **Building Your Personal Brand:** In today's competitive job market, having a strong personal brand is essential. Our LinkedIn group provides a platform to showcase your expertise, establish yourself as an industry thought leader, and build credibility among members and partners alike.
- **Engagement and Support:** We believe in the power of a supportive community. Our group is a place where you can seek advice, ask questions, and engage in meaningful discussions with professionals who share your interests and challenges.

Joining our LinkedIn group is easy. Simply click on the link below and become a part of our thriving professional community:
<https://www.linkedin.com/groups/12692039>

Stay connected, stay informed, and stay ahead with our LinkedIn Community group!



MUST READ / WATCH

MUST
READ / WATCH

On our 2nd issue we recommend reading the article published in International Accounting Bulletin about the "Revolutionising Tax and Accounting: The impact of AI and the surging Generative AI Trend". John Mc Gowan, CEO of HubSync discusses the impact of the expanding use of artificial intelligence (AI).

Read more here:
https://accounting.nridigital.com/iab_aug23/revolutionising_tax_and_accounting_the_impact_of_ai_and_the_surging_generative

Revolutionising Tax and Accounting: The Impact of AI and the Surging Generative AI Trend



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.

In this issue we shine the spotlight on Integrated Accounting Services S.A. (I.A.S. S.A.), an accounting firm based in Greece.

Integrated Accounting Services S.A. (I.A.S. S.A.) was founded in 2004 in Athens by a dedicated team of highly experienced and certified professionals with a common goal: to provide integrity and respect-driven accounting and tax solutions. Our team, backed by solid academic backgrounds, brings expertise in various fields, including Economics, Finance, Accounting, Taxation, Business Law, and Labor Law.

At I.A.S. S.A., we excel in delivering a comprehensive range of services, including Accounting, Consulting, Taxation, Payroll, Company Incorporation, Financial Services, Foreign Affairs Handling, and more. Our core objectives revolve around delivering integrated accounting solutions that meet our clients' diverse business needs. We approach each challenge methodically and find the most efficient solutions tailored to each client. We are committed to promptly and efficiently addressing all obligations, ensuring the highest quality of service that not only meets but exceeds our clients' expectations, fostering long-lasting relationships.

Our team of professionals possesses a deep understanding and extensive experience in various industries, including Construction, Manufacturing, Technology, Energy & Resources, Nonprofit Organizations, Real Estate, Financial Services/Securities, Life Sciences & Healthcare, Media, Public Sector, Wholesale & Retail, Tourism & Hospitality, and Freelancers, among others.

Furthermore, we collaborate with Certified Public Accountants for business valuations, legal experts specializing in Company Law and Labor Law, and financial analysts skilled in developing business plans to secure state subsidies.

At I.A.S. S.A., we are dedicated to delivering excellence in accounting, tax, and financial services to support our clients' success and build lasting partnerships.

Find out more about Integrated Accounting Services S.A. at <http://e-ias.gr/wp/about/>

Services Provided:

- Accounting Services
- Consulting Services
- Taxation Services
- Payroll Services
- Corporation, Start-Up Services
- Outsourcing Services



INTEGRATED
ACCOUNTING
SERVICES

Company Name

Integrated Accounting Services
(I.A.S)

Member ID

IAS/GR/05

Line of Business

Accounting, Auditing & Taxation

PARTNER SHOWCASE

AVN's mission is to enable accountants in practice to grow and develop their own profitable, fulfilling businesses so that they can then do the same for their SME clients.

Accountants who work with AVN receive 1-to-1 coaching, structured training and access to multiple resources and software. They have close support to develop the tools, the skills, the innovation mindset and the confidence needed to meet the challenges of running a business in the 21st century.

Like business owners everywhere, many accountants suffer from too much work, too much stress, low profitability and lack of fulfilment. The entire focus of AVN is to give them choices about the hours they work, the kind of work they do and the income they take.

Shane Lukas, AVN's Managing Director, explains:

"Business owners are crying out for the kind of advice that helps them better understand their numbers and make the right decisions for their business. We help accountants to be as agile and responsive as possible to meet the changing needs of SMEs while at the same time growing their own successful businesses."

"Our expertise lies in helping ambitious accountants to run a profitable, successful practice while making a more significant difference to their clients. The unique AVN Roadmap is designed to incrementally elevate the income and enjoyment of the accountants we work with, while at the same time, reducing the effort they have to put in. "We've been doing this since 1998 so we're confident we know what we're doing!"

AVN accountants benefit from:

- Fortnightly coaching from experienced business growth experts
- In depth training sessions on all aspects of the 7 stage AVN Roadmap For Accountants:
 - Gaining Clarity And Direction
 - Positioning Your Firm In The Marketplace
 - Adding Value To Clients
 - Gearing Your Firm To Scale Up To The Level You Want
 - Automating Your Processes And Systems
 - Developing A High Profile Practice
 - Finding Purpose And Making A Difference
- Exclusive tools and software including comprehensive Accountancy Practice Systems
- Ongoing support and access to the AVN community of like-minded accountants

Find out more at www.avn.co.uk



Company Name

AVN Inspiring Accountants

Line of Business

Accounting, Auditing, Taxation

Website

www.avn.co.uk



HOW TO ?

Referral Forms

In our professional association at Delphi Alliance, we uphold a commitment to transparency, collaboration, and shared success. This commitment is underlined by the essential practice of reporting referrals, specifically “Referral Forms Type A and B,” when it comes to the referral of work between our esteemed members.

As stipulated in the Delphi Alliance Bylaws and Rulebook, detailed in clause 3.3.3.4, we emphasize that each member has a responsibility to promptly declare both inbound and outbound referrals. This declaration is a monthly requirement, achieved through the submission of referral forms. Additionally, we request an annual declaration via the Member Annual Report & Declaration form. This meticulous verification process is a crucial aspect of our commitment to maintaining the integrity and transparency of our alliance.


At Delphi Alliance, we take these declarations seriously. Completing these forms is straightforward and user-friendly. You might wonder why these reports matter so much. It's quite simple – they are an essential aspect of our alliance's operations, ensuring that all members can promptly benefit from the inbound and outbound referral fees stipulated in section 3.3.3. of our Rulebook. These fees play a central role in fostering collaboration and growth within our community.

Thank you for your dedication and for being an integral part of Delphi Alliance, if any members require assistance in completing these forms, please do not hesitate to contact the Delphi Alliance Team for support. Your compliance ensures the success of our alliance.



Member Referral Work Report

TYPE "A" REFERRER FORM
to be completed by the firm referring the client



Name of member referring the work

City

Name of member receiving the work

City

Name of client referred

Line of service required

Description of the work referred
Copy of the signed engagement letter / agreement to be attached

Member I.D.

Country

Member I.D.

Country

Fee agreed € Invoice # Date

Copy of the invoice issued to be attached

Signature Date

The Centre of the World for Professionals


GREECE 6, Konstantinou Smolenski Str. Neapolis, 11472 Athens T. +30 210 364 2188

CYPRUS 25, Spyrou Kyprianou Ave 3070 Limassol T. +357 25 322 186, F. +357 25 322 187

compliance@delphialliance.com www.delphialliance.com

Member Referral Work Report

TYPE "B" REFERRAL RECIPIENT FORM
to be completed by the firm receiving the referral



Name of member receiving the work

City

Name of member referring the work

City

Name of client referred

Line of service required

Description of the work referred
Copy of the signed engagement letter / agreement to be attached

Member I.D.

Country

Member I.D.

Country

Fee agreed € Invoice # Date

Copy of the invoice issued to be attached

Signature Date

The Centre of the World for Professionals

GREECE 6, Konstantinou Smolenski Str. Neapolis, 11472 Athens T. +30 210 364 2188

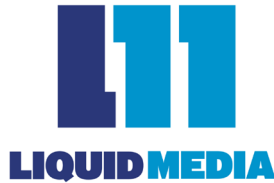
CYPRUS 25, Spyrou Kyprianou Ave 3070 Limassol T. +357 25 322 186, F. +357 25 322 187

compliance@delphialliance.com www.delphialliance.com

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:

