

INVESTING IN PROFESSIONAL DEVELOPMENT

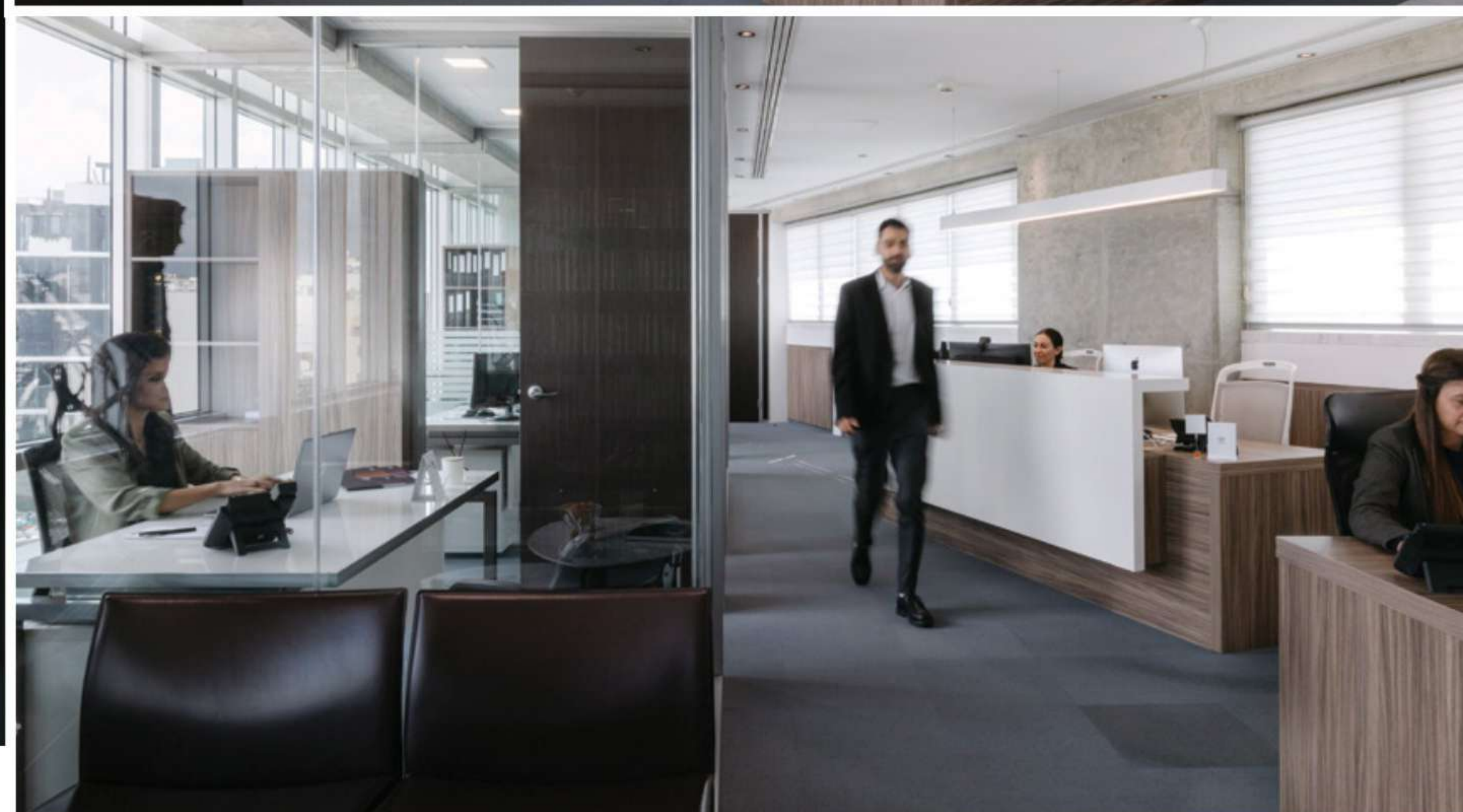
HOW AGPLAW HAS CULTIVATED A WORKPLACE WHERE
PROFESSIONAL AND PERSONAL GROWTH GO HAND IN HAND

By Nikolaos Prakas | Photos by Giorgos Charal.



Loukia Porakou,
HR Manager

MANAGEMENT IS ALWAYS APPROACHABLE



“We

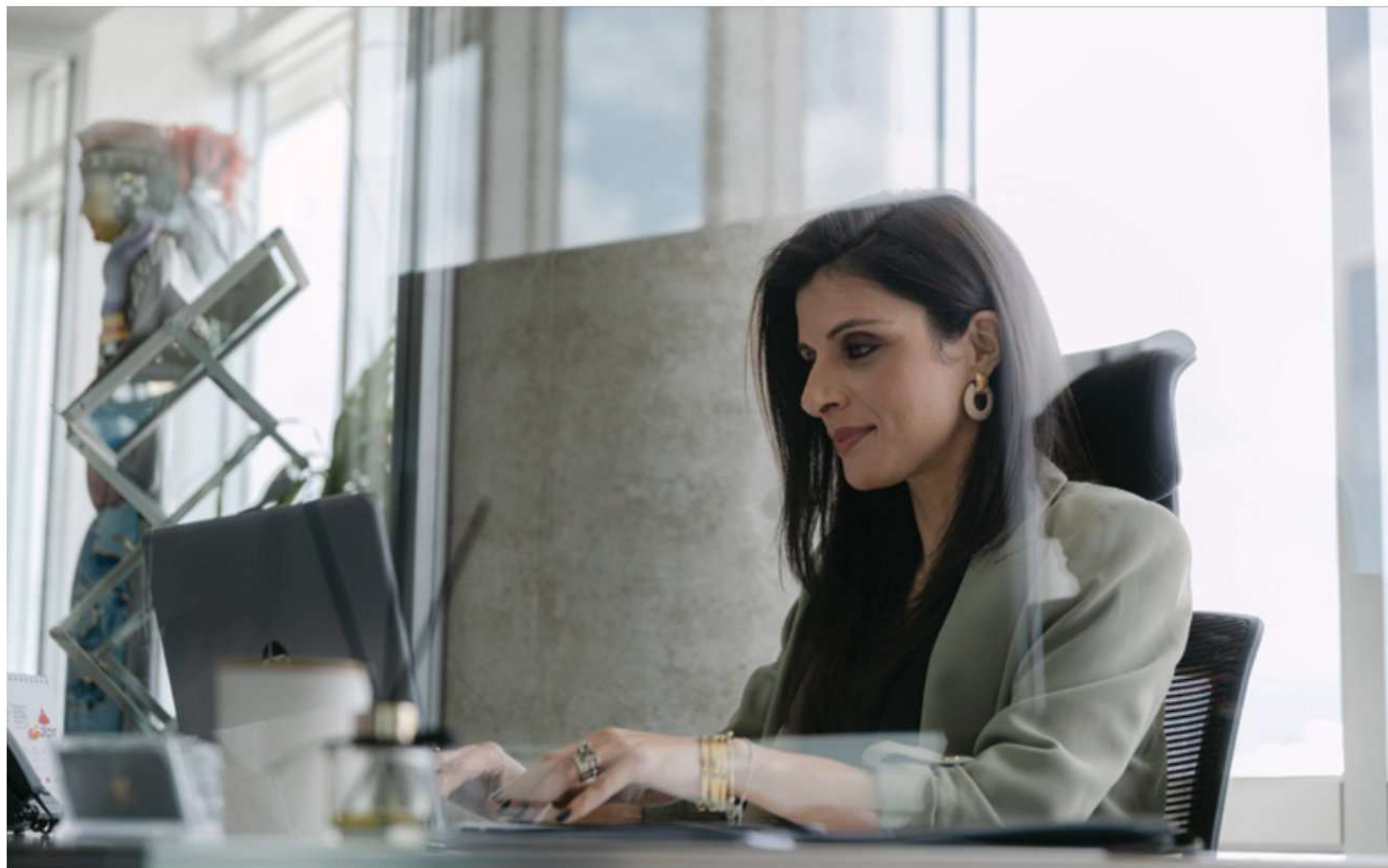
are dedicated to helping each employee shine and reach their full potential within our culture and values,” says Loukia Porakou, Human Resources and Partners Operations & Relations Manager at AGPLAW.

Since its founding in 2006 as a boutique firm, it has grown into an award-winning, full-service Law Firm headquartered in Limassol, with offices in London and Dubai, serving clients globally across legal, corporate, regulatory, shipping, IP, and tax practices. Its team of over 50 professionals combines deep legal expertise with industry insights, which enables it to offer dynamic and results-driven legal strategies. Over the past three years, the firm has experienced significant human capital growth, driven primarily by the increasing demand for specialised legal and corporate services, both locally and internationally. It is also a result of AGPLAW’s strategic expansion into key practice areas such as Financial Services Regulation, Shipping & Maritime and International Tax Advisory, as well as its solid focus on providing high levels of expertise.

Regarding professional development within the firm, AGPLAW gives employees the chance to work on high-profile and challenging cases to sharpen their legal and technical skills. “We actively encourage knowledge-sharing across all levels through internal ‘show and learn’ sessions, where colleagues exchange insights and learn from each other in a collaborative environment,” Loukia Porakou notes, before adding, “We also believe in the power of mentorship. Our mentorship programmes provide personalised guidance, constructive



feedback and tailored development plans to help each team member reach their full potential. In addition, we offer specialised training programme focused on leadership and key practice areas, ensuring that our people have all the tools and support they need to advance in their careers.” The firm also fosters a culture of trust and open communication: “Our open-door policy ensures that management is always approachable, creating a space where team members can confidently share their ideas, concerns and feedback,” Porakou says, adding that, to strengthen the connection, the firm conducts regular one-on-one meetings in a confidential and supportive setting, giving employees an opportunity to discuss their career aspirations, addressing challenges and offering guidance tailored to individual growth. Regular employee feedback is collected through various channels and, on occasion, it has led to adjustments to the firm’s work schedule and teambuilding activities. “By creating an environment where employees feel heard, valued and empowered, we have cultivated a workplace where professional and personal growth go hand in hand,” she says. As part of the firm’s strategy to prioritise employee wellbeing, it offers flexible work arrangements, including half-days



WE BELIEVE IN THE POWER OF MENTORSHIP

on Fridays. “Our employees also have the option to work remotely when needed, allowing them to maintain a healthy balance between personal and professional commitments,” Porakou explains. To foster a strong sense of community and engagement, AGPLAW organises CSR events and team gatherings. “Our flexible work schedule and commitment to employee wellbeing further set us apart as an employer of choice,” she remarks. “We are also actively working on enhancing our benefits package with new initiatives designed to provide additional support and value to our employees.” For AGPLAW, the firm’s people are its greatest asset and it is committed to fostering a work environment that attracts

and retains top legal talent. “Our success in handling complex, high-profile cases has solidified our reputation, both globally and within Cyprus,” Porakou states. “A key driver of our growth for the coming years will be the introduction of new partner opportunities, which are central to our strategy for further enhancing our services. These new partnerships will transform how we collaborate with clients and work internally within the firm,” Porakou tells GOLD. “By investing in professional development, offering a dynamic and supportive workplace and providing clear paths for advancement, we ensure that AGPLAW remains the top destination for legal professionals in Cyprus,” she notes with pride. **G**