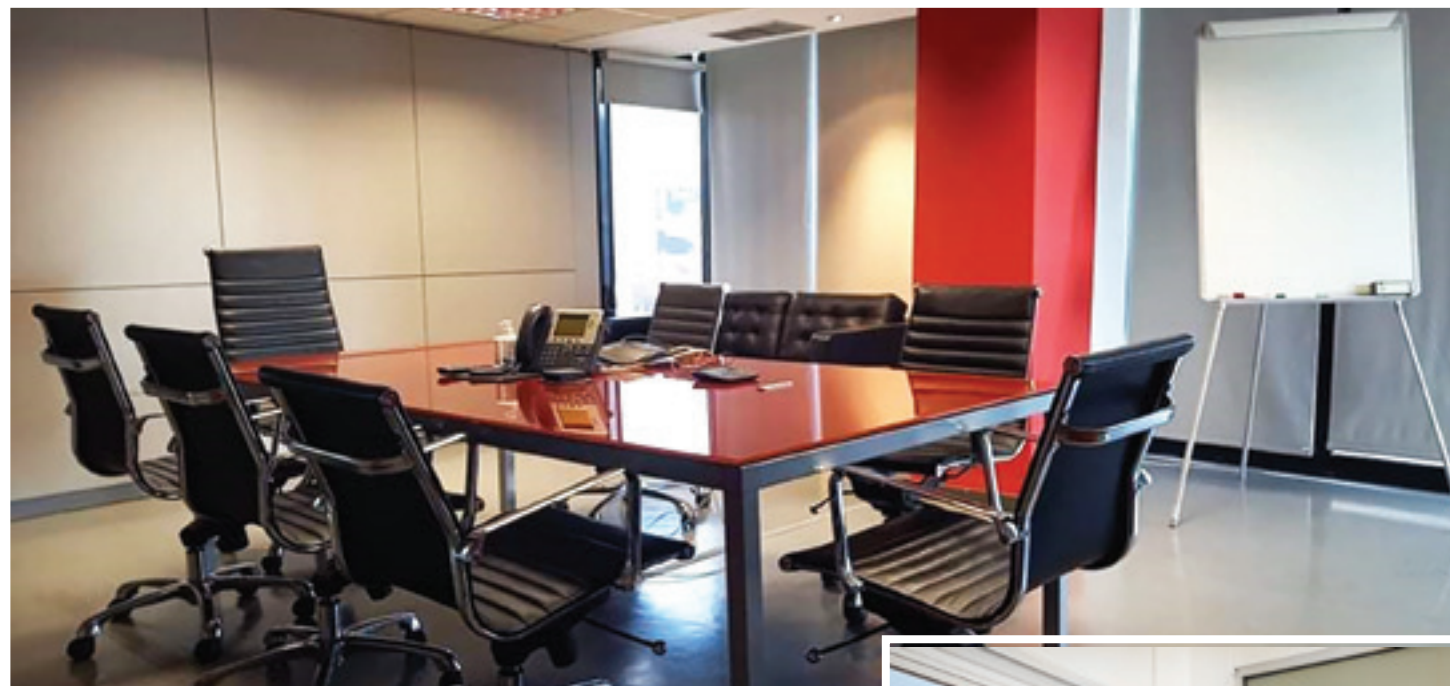




# A TWO-WAY COMMITMENT

## HOW ODYSSEY HELPS ITS PEOPLE REACH THEIR FULL POTENTIAL IN RETURN FOR THEIR DEDICATION TO ACHIEVING THE COMPANY'S VISION

By Marianna Nicolaou | Photos by TASPPO



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People often fail to differentiate between supervision and management. However, the core difference between the two is that managers have people that believe in them, while supervisors have people who simply work for them.

“We focus on managing our people rather than supervising them. As supervisors we would oversee our colleagues or a specific operation and delegate job tasks. But this is not what we do,” says Niki Ioanna Karakonstanti, Senior Human Resources Officer at Odyssey Cybersecurity.

“Our managers attend annual trainings to keep developing their personnel management skills. We are on a mission to create workplace values and offer unique opportunities,” she says and adds that a supportive environment allows employees to feel happy and secure. “Every colleague at Odyssey will not only join a friendly working environment but will also enjoy a challenging experience, leading him/her to move beyond their comfort zone with the assistance of skilled management teams ready to provide mentorship and lead by example.”

Established in 2002, Odyssey Cybersecurity is a leader in Information Security and Risk Management, providing (beyond) Advisory Services that empower organisations around the world to conduct their business securely in a dynamically expanding – and increasingly perilous – information-threat landscape. The company’s 360° approach encompasses a complete range of (beyond) Advisory Services. Its five pillars of solutions and services are comprised of: Governance, Risk & Compliance (GRC), Managed

WE FOCUS ON MANAGING OUR PEOPLE RATHER THAN SUPERVISING THEM





Security Services (MSS), IthacaLabs™, Integrated Solutions, and Cloud Transformation.

An organisation's culture consists of the beliefs and values established by its leaders and embedded in its operations, thus shaping employee perception, conduct and understanding. Knowledge and development are vital features that can be found at the heart of Odyssey's corporate culture. This is the reason why its people are equipped with the right tools to thrive and they are constantly encouraged to educate themselves, cultivate their skills and test their limits.

"As our environment is highly technical and we have cybersecurity engineers and analysts in many different departments, job-shadowing and mentoring opportunities are also available for those wishing to follow a new career path in information technology," Karakonstanti says.

The company offers paid training opportunities for both soft and technical skills as well as professional certifications from global information technology organisations. When it comes to career development, it is a two-way commitment as the employees are committed to helping the



CAREER  
PROGRESSION  
PLAYS A VITAL  
ROLE IN OUR  
TALENT  
MANAGEMENT  
PROCESS

company achieve its vision, while in return the company feels the responsibility to help them reach their full potential.

"Career progression plays a vital role in our talent management process and our career development plan is communicated to our people from the very beginning. Career advancements opportunities are equally available for everyone," she tells GOLD. Employee engagement in our company's culture is vital for success. Every step in our recruitment process, from advertisement and hiring to the creation of partnerships with recruiters and HR companies, is designed to reflect the company's identity and mission, and our culture is always communicated clearly."

One might argue that the most important asset is the promotion of an open, ongoing communication channel between them and their management, enabling them to express their concerns or feedback, which helps the company evaluate employees' benefits packages continuously and adjust them according to their changing needs.

Odyssey keeps its finger on the pulse of its workforce through exit interviews, feedback surveys, by monitoring the annual employee retention rate and determining the state of its workforce through comparative analysis. It therefore comes as no surprise to learn that the COVID-19 crisis was quite quickly transformed into a business challenge. The company introduced new methods of communication, provided the necessary tools to support working from home, encouraged virtual bonding and, most importantly, showed trust in its people, encouraging them to take time off and communicating a clear action plan against the unprecedented setback. "At Odyssey we value organisational transparency," Karakonstanti concludes. "The company's news, progress and strategic decisions are communicated to all colleagues at every opportunity, so as to strengthen their sense of belonging and to promote mutual trust between them and the management, thus uniting them in a common vision." **G**