

January 2022

Paradigm

President's Podium:

Looking Forward

The Six Pillars: A Firm Foundation

P PRIMERUS

The World's Finest Law Firms

“We are more than just a traditional law firm. We think differently, we are innovative problem solvers, but most of all we are great listeners.”

AMG Mylonas & Associates, LLC
Limassol, Cyprus



Mylonas Law was established in 2013 with the vision to offer its clients customized legal services from a boutique law firm. Mylonas Law primarily deals with business and corporate law, as well as commercial law, international tax law, maritime law, private equity deals, litigation, and trusts and asset protection.

“We are more than just a traditional law firm. We think differently, we are innovative problem solvers, but most of all we are great listeners,” managing partner Andreas Mylonas said. “What differentiates us from other firms is that we provide personalized services for high-end clients; lawyers are exclusively the ones who are dealing with customer’s requests; and we deliver the services in a short time, under tight deadlines,” he said. “Our law firm’s culture is based on a ‘can-do’ attitude, whilst constantly

creating value and give our clients a competitive advantage.”

Driven by professionalism and ethics, the firm takes pride in providing the best legal advice and solutions possible. It has been recognized and highly rated by the world’s leading legal directories, such as the *Legal 500*, and has received numerous awards, including Renewable Energy Sector Law firm of the Year 2017 in Cyprus, awarded by Corporate INTL and corporate law firm of the year in Cyprus, awarded by ACQ5.

The 2019 and 2020 edition of *The Legal 500 Europe, Middle East, and Africa* has recommended and recognized AMG Mylonas Law as a leading law firm in the fields of tax, commercial, corporate and mergers and acquisitions.

AMG Mylonas & Associates, LLC

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Andreas Mylonas

Andreas Mylonas is the founder and managing partner of AMG Mylonas & Associates, LLC law firm based in Limassol, Cyprus. His main areas of practice are commercial, corporate, company and tax areas of law, both in legal consultancy and litigation, with special expertise in corporate advisory, real estate, international tax planning, renewable energy and trusts and estate planning.

Andreas was appointed by the President of Cyprus as a member of the board of directors of Cyprus Sports Organization. Andreas is also a member of the board of directors of the Cyprus Employers and Industrialist Federation (OEB) and in December 2020 was elected as member of the executive committee of OEB, the most powerful independent organization in Cyprus comprising 65 of the main professional/sectoral associations.





How Law Firms Have Successfully Pivoted during the Pandemic: Providing an Excellent Work Product for Clients and Employees

The COVID-19 pandemic is unprecedented for all of us. We could say that the pandemic wreaked havoc on almost every area of life. Law firms are dealing with the crisis and preparing for recovery both in short-term survival, as well as with long-term resilience and growth.

Law firms, with professionalism and a dominant sense of responsibility, contribute to the success of their client's goals, but also invest in human resources. The main goal is to create a safe and quality solution towards clients and in-house employees.

During the pandemic, law firms adopted innovative methods to modernize and meet new demands, while continuing to provide excellent work product.

One of the business shifts was adopting technology that allowed companies to reach employees and clients.

Telecast method/virtual consultation

All the great law firms around the world are modernizing with technology to be able to provide clients with specialized services, and to inform them daily about developments and progress toward their goals.

Today, clients everywhere in the world can communicate with specialists for any reason without the need for physical presence. In this manner, a relationship

of trust is created, ensuring that your customers feel safe and that they can count on legal advisors even in these different times.

The technology has been upgraded in such a way as to offer to clients, as well as employees, all they need virtually. Therefore, legal specialists will take care of everything online and will catch up with everything that clients need to know about their case.

In this way, law firms have produced creative solutions to help their clients and their employees adapt to the changing landscape.

Teleworking and special schedules

Teleworking helps in-house employees to work in a safe environment without restrictions and to build a relationship of trust with clients.

Law firms have been creative with flexible work arrangements, for instance, implementing split shift options and job-shares. Some firms have deliberately extended their hours to enable more shift working, to be fair to both employees and clients. Furthermore, working from home has proven to many employers that it has significant implications and that if done right, not only does it not reduce productivity, but it can actually increase it significantly, as long as employee wellbeing and morale remain high.

Perhaps this is because employees are in their natural environment, with flexible hours, and for that reason can perform better on deadlines. Working from home can be successful when the employer believes in its employees and feels secure that they can cope under these conditions.

Adjusting resources and skill deployment

Moreover, flexibility enables employers to balance their workforce in line with the firm's needs. At this uncertain time, as well as taking advantage of the new government support programs, employers should look to offer flexibility to build their workforce in line with evolving needs.

Balancing personal responsibilities with work

Balancing personal responsibilities with work: In these unprecedented times when employees may be caring for children (due to school closures), taking on care responsibilities for vulnerable people, and attempting to balance competing needs and adapt to uncertain circumstances, allowing flexibility is critical. This includes adapting working hours or enabling temporary job shares to allow employees to keep working while balancing these new demands.

Motivation

During these difficult times, employees will be facing many competing pressures and mounting anxiety, and employers should provide the flexibility these employees need. This will also allow employees the space to consider their own well-being, which is crucial at this uncertain period.

Communication

Additionally, our employee relations during pandemic times involve multiple layers of communication, including employer to employee, employee to client and employee to employee. To understand the effect of technology on employees' ability to help clients, we have to understand how the structure of a firm changes with the type of technology being used in the firm.

For example, our employees do not need to send inquiries to our clients by post and wait for answers, nor do they have to make an effort to collect client's feedback, in order to complete their inquiries. Technology enables communication with client via email, websites and social networks. Law firms can take advantage of this "live" connection by receiving instant feedback from their clients and immediately implementing improvements and innovations in their services and products, thus they can achieve clients' goals more effectively.

Also, access to relevant information anytime and anywhere has become a great tool for employees. Particularly, for lawyers who have to visit public services frequently in order to get documents or services for their clients, this now happens quickly and

more efficiently, thus allowing them to spend more time with their clients.

The harmonious introduction of technology, in addition to the upgrading of businesses, has enhanced the efficiency and quality of professional services provided to clients.

While it's difficult to know what lies ahead with COVID-19, one thing is certain: Successful firms are preparing for the future by investing in innovation. At Mylonas, our top priority during the pandemic was to reach out and be there for all our clients. We will continue to focus on digital strategy, creative legal options and the cost value of the service we are providing to clients, all in an effort to provide excellent work product, according to the Six Pillars. 



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121

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20

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