
IMPACT REPORT 2018



CEO CLUBS
International



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CEO Clubs Greece at a glance

10
years
of Successful
Operations



€286,183
Social Product

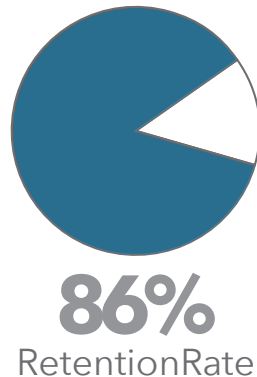


€313,393
Economic Value
Distributed



150
Proud Members

29
Reputable Partners



789
Total Event
Participants

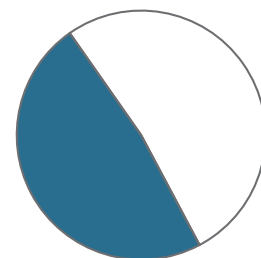


2 Forums
7 Circles

1 Breakfast
Meeting
2 Possibility
Circles

3 Workshops
1 Business
Event

3
Social Events



47.8%
Participation Rate

Message from the Founder & President

It is with great pleasure and pride to present our Club's first Annual Impact Report for the reference Year 2018-2019. As part of the initiatives designed to pay tribute to CEO Clubs Greece 10 Years of Operations, this Report is intended to demonstrate how CEO Clubs Greece meets its members' interests and expectations.

The Report is also aiming to serve as a tool for effective stakeholder engagement and dialogue and enhance the Club's ability to monitor its performance in key areas, continuously striving for professional excellence and greater socio-economic impact. A truly innovative initiative based on international standards and a milestone in our Club's disclosure practices towards reporting its impact and sustainability performance, this report is expected to guide our Organization in continuously raising the standards and set the benchmark for the years to come.



Georgia Kartsanis

*Founder and President CEO Clubs Greece
& South East Europe*

A handwritten signature in blue ink that reads "Georgia".

About this Report

This Report is the first integrated annual Impact Report of CEO Clubs Greece and a milestone in the Club's disclosure practices towards reporting its impact and sustainability performance in an innovative way.

The Report presents, in a balanced way, information about the Club's activities in Greece during the referenced period of 2018 (01.01.2018 – 31.12.2018) and it is addressed to all its stakeholders. In determining the Report content, CEO Clubs was guided by the Integrated Reporting Framework of the International Integrated Reporting Council (IIRC) and the Global Reporting Initiative (GRI) guidelines. The Report also includes the Club's impact on the 17 United Nations Sustainable Development Goals (SDGs), to emphasize its ongoing effort to create shared value for its members, its partners and the society. CEO Clubs Greece, through its Value Creation Model, which is presented in this Report, offers insights into its strategic thinking, its governance and performance that drive the Club forward, creating among others economic, social and intellectual value.



CEO Clubs Greece has received advisory guidance and support from Global Sustain in preparing the Impact Report 2018.



Give us your Feedback

You are kindly asked to submit your views, comments and recommendations to:

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The Impact Report 2018 is available at the official website of CEO Clubs Greece
www.ceoclubsgreece.org

Date of last update of data contained in the Impact Report 2018: April 2019

On CEO Clubs International

Comprised of chapters in Australia, China, Greece, India, Romania, South Korea, Spain, Ukraine and USA, CEO Clubs International is a more than 40-year-old nonprofit, by-invitation-only membership association. Its mission is to create a fostering environment for CEOs dedicated to improving the quality and profitability of their organizations through shared experience and personal growth.

CEO Clubs International was founded in 1977 by Dr. Joseph Mancuso, who left the chairmanship of the management Department of WPI in Worcester, trusting that there should be a better way to learn than solely focusing on individual growth, relying on handbooks and Academic achievements. His vision was to create a premium community of high achievers who help each other grow their businesses “while cherishing some individual time and learning”. Today, CEO Clubs International, has over 15,000 active members in the US and an equal number of overseas, all consisting of CEOs leading multimillion organizations.

Over the past four decades, our Clubs have attracted distinguished personalities, such as: Ted Turner, Herb Kelleher, Peter Grace, T. Boone Pickens, Wally Amos, Zig Ziglar, Fred Smith, Richard DeVos, Royal Little, Edson De Castro, Steve Forbes, Victor Kiam, David Neeleman, Pat McGovern, Michael Bloomberg and Peter Peterson, just to name a few.

Global Chapters



On CEO Clubs Greece

The Greek Chapter of the CEO Clubs International was founded in 2009 as a non-profit organization by Georgia Kartsanis, Founder and CEO of SARGIA Partners, an international firm that specializes in leadership transformation consulting and executive coaching, offering state of the art solutions to enhance organizational and individual effectiveness. The Club's foundation in Greece was totally aligned with Georgia's personal mission in life: Inspire leaders to develop a "bigger mind" with mindfulness, vision and agility. CEO Clubs Greece came to bridge a significant gap in the local C-Suite Community: The need for premium membership Club that would combine openness and transparency with exclusivity and discretion.

Georgia's strong belief that we learn better and faster from quality and successful peers who share the same values and aspirations with us, has led to the creation of a premium and exclusive community of reputable CEOs, who share a winning attitude, meaningfully network and learn within a trusting and nurturing environment to lead successfully themselves, their people and their organizations, positively influencing their business ecosystem.

CEO Clubs Greece, during the financial and business downturn of the past 10 years, has served as a true oasis for its members, providing them with the courage and the collective inspiration that they needed to visualize and pursue a better future for their lives, their organizations and society. It has encouraged them to share their challenges and concerns with like-minded professionals who could intuitively relate and respond with the utmost respect and a trained sense of empathy. The Club these years, stressed the real value of Leadership as the talent of enhancing people's potential. But most importantly, it redefined the notion of success as the act of leading from within, in a business environment where the external conditions were unfavourable.



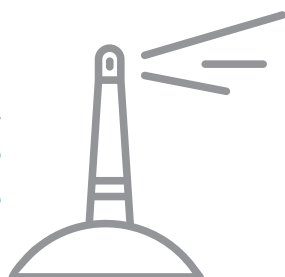
“When all other Organizations were focusing on the socioeconomic landscape, the Club focused on the internal drivers of leadership and this was its greatest success. When we learn to empower and control ourselves, we no longer depend of external conditions to flourish”

G. Kartsanis

Mission and Values

Our members, our society, our lives.

We are a beacon
of knowledge,
wisdom and positive
change



We inspire people
in Greece
to think healthy,
collaborate, share
and advance

TRUST

Communicating directly, openly and honestly, delivering on our promises, connecting with transparency, integrity and sense of common belonging.

“ Trust is the glue of life. It's the most essential ingredient in effective communication. It's the foundational principle that holds all relationships. ”



Stephen R. Covey

CARE

Showing genuine interest for our fellow Club members welfare, contributing to their growth, listening, being present.

“ People don't care how much you know until they know how much you care. ”



Theodore Roosevelt

SHARE

Learning together for continuous self-renewal, exchanging knowledge and experiences and connecting authentically with transparency, dignity and respect.

“ Sharing experiences rather than prescriptive advice is like giving someone the tools they need to solve the problem on their own and become successful. ”



Brandon Webb

SUPPORT

Understanding the needs of our fellow Club members, helping one another and offering encouragement.

“ Encourage, lift and strengthen one another. For the positive energy spread to one will be felt by us all. For we are connected, one and all. ”



Deborah Day

*A beacon of knowledge,
wisdom and positive change*



CEO CLUBS
International

CEO Clubs Greece Brand Identity



Governance and Leadership

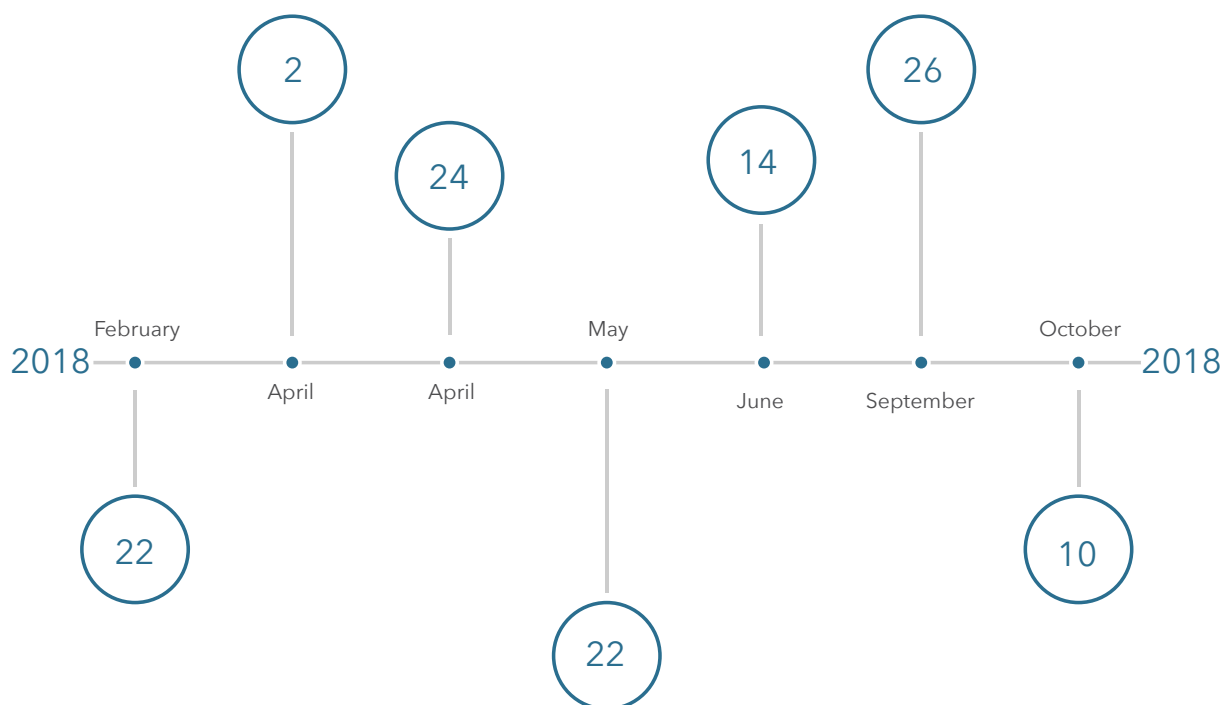
7.1

The Advisory Board

The members of the Advisory Board provide voluntary, strategic support to the Club. They serve as its public advocates, propose ways to improve the Club's operations, suggest new services, activities or benefits, provide useful market intelligence and partake in project-based work groups, supporting CEO Clubs' events. The AB is comprised by minimum 10 Members which act as Role Models and Ambassadors of the Club. The AB membership stands for two years, unless a member voluntarily steps down or is unable to regularly attend AB meetings.

2018 Advisory Board Meetings

The Advisory Board usually meets seven times per year, with a predetermined schedule set at the beginning of the year. What is discussed within the AB meetings is strictly confidential and no Advisory Board meeting can be conducted with less than half members attending. During 2018 the Advisory Board of CEO Clubs Greece organised and completed seven Board meetings.





Alexander Athanassoulas
President & CEO, STIRIXIS Group



Georgia Kartsanis
Founder & President
CEO Clubs Greece & SE Europe
Founder and CEO of SARGIA Partners
UK, Greece, Romania & UAE



Afroditi Arvaniti
CEO, SLS Cardinal



Polydefkis Loukopoulos
Chairman & Managing Director, Signify
Hellas (formerly Philips Lighting)



Iakovos Michalitsis
General Manager, Greece, Cyprus
& Malta, Bausch Health Hellas



Dimitris Michopoulos
Managing Director, Weber Shandwick



Konstantinos Oikonomou
CEO, Marine Tours



Yannis Papachristou
CEO, Coca Cola 3E



Anastasios Spanidis
CEO, Generation Y Group of Companies



Michael Spanos
Managing Director,
Global Sustain Group



Anthony Venios
General Manager, CWT



Giuseppe Zorgno
Country Manager, AIG

7.2

The Executive Team



GEORGIA KARTSANIS is the Founder & President of the Greek and Romanian Chapters of CEO Clubs International. She is also the Founder and CEO of SARGIA Partners in UK, Greece and Romania, a unique provider of state-of-the-art human capital development services linked to change strategy. Since January 2019, she is also the Founder & CEO of Your Directors Club (YDC), a premium learning and networking platform for Senior Directors, running under the auspices of the CEO the Cubs Greece. Her forward-thinking ability, passion and professionalism allow her to offer unique value to organizations in the area of leadership development with breakthrough solutions and tools. Her international experience is a unique blend of leading change, commercial management career consulting and transformational coaching. Georgia is a certified Master Coach by the Center for Advanced Coaching (CAC) in the USA; certified neuro-coach from the Neuro Business Group (NBG), certified Leadership Agility 360 Assessor by Change Wise and certified by Quantum Entrainment on Mindful Practices as they apply to authentic leadership. She has worked with leaders and leadership teams in the FMCG, financial, technology, pharmaceutical, industrial and green energy sectors. Due to her diversified and vast experience in organizational structure/management matters and unique capability of C-level coaching, she is typically engaged to support leaders in improving their interpersonal impact, agility, creativity and executive presence, as well as strengthening their team's alignment and effectiveness. Her rich international business career includes a decade as an industry leader in executive search services and 20 years of commercial management experience from the consumer, industrial and technology sectors, working with Stanton Chase, 3M, Philip Morris, TYCO and WR Grace, in Greece, the USA and the Middle East. Georgia is a Board Member of the CEO Clubs UAE Business Women division and member of the CEO Clubs Innovation Centre Core Committee. She is also a Board Member of the American-Hellenic Chamber of Commerce. She holds Bachelor's and Master's degrees in Chemical Engineering from the University of Massachusetts, USA.



GEORGE SAGONAS is the General Manager of CEO Clubs Greece, since September 2012. He is responsible to foster and cultivate Members relationships so that they will value their membership. He is also responsible for the Partnerships of the Club. He is a valuable member of the team and since his arrival, he has contributed significantly in the development of the CEO Clubs Greece. George holds a Bachelor of Science in Business Administration from the University of Colorado, Denver, USA with emphasis in Management and an MBA. He has deep experience in the fields of Management and Sales with over 16 years of experience in the Greek Automotive Industry. He has worked in different authorized Distributor Automotive Companies in the past such as KIA MOTORS S.A as a Retail Sales Manager, in AGRIPAN S.A as an Area Sales & Network Development Manager in DAIHATSU vehicles, in KOSMOCAR S.A as an Area Sales Manager in VW vehicles and as a Brand Sales Manager in AUDI vehicles. George has experience on Dealer's networks, coordinate and control of the national field sales, increase market share by driving sales strategic growth, outperform competition and increase of sales volume targets and profits. George is passionate in the Motorsport & Rib boats. He is also an active member and Captain of the non-profit Social Club "Aegean Seagulls" which consists of volunteer's doctors and civilians with love for the sea and desire to help people and children travelling at vulnerable areas mainly in small and remote Greek Islands.



ANGELIKI GEROGIANNI is a senior strategic Marketing and Branding professional, holding more than 15 years of relevant experience in Greece, Denmark and Central Europe. In her career up to date, she has occupied key positions in marketing research, international branding advisory and communication planning. She designed and led the global rebranding strategy of international firms, such as Arla, B&O, Orangina and Spyker cars. Among her key achievements was the conception, development and launch of two Danish Luxury brands in Japan and India and the strategic contribution in the portfolio diversification of three Mobile DK. Angeliki is an experienced consultant, having served international research houses and advertising firms and occupied key positions in the Marketing Department of International Organizations. Angeliki joined CEO Clubs Greece in March 2019, as a Corporate Marketing and Communications Director, title that she also holds for SARGIA Partners and Your Directors Club, a premium learning and networking platform for Senior Directors, running under the auspices of CEO the Cubs Greece. Angeliki holds a BSc in Sociology, an MSc in Research Methodology & Statistics and an Executive MBA in International Marketing. She is fluent in four languages and has a passion for arts, literature and sports.



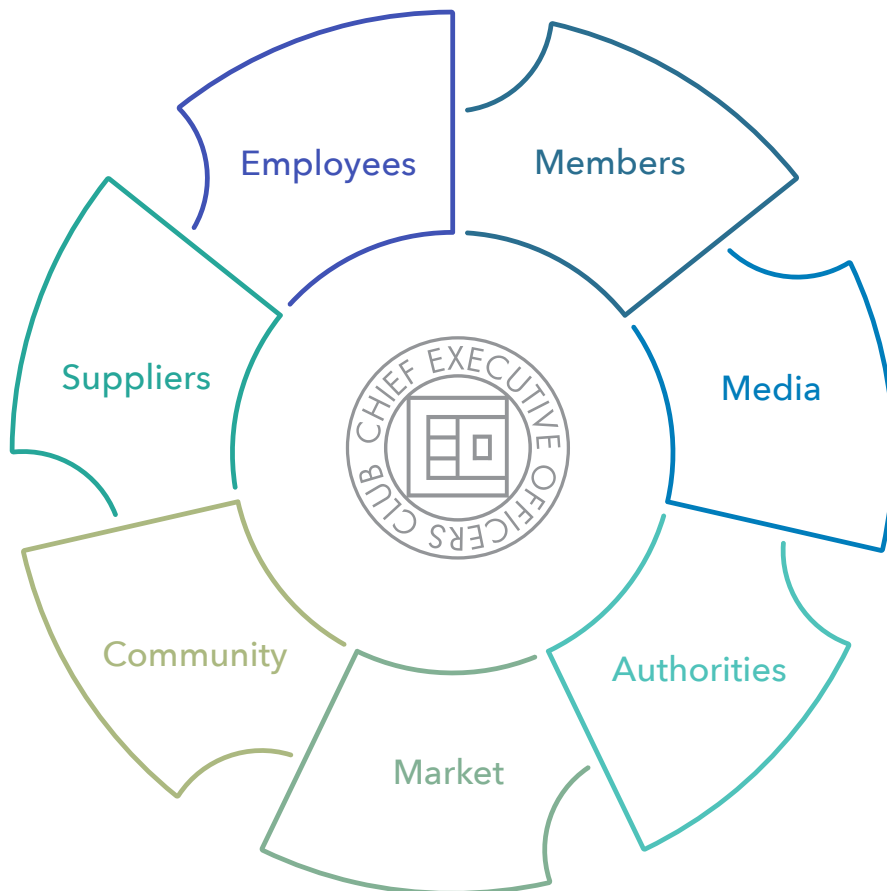
DIMITRA THEOCHARI is with the CEO Clubs Greece since the beginning of its operation and from 2012 till 2018 she served as the Marketing Communications Manager. Recently she was appointed as the Events Director being responsible for the Events Planning & Organization of the Club. Prior to that she was responsible for the Marketing Communications of Stanton Chase, an international executive search firm. She holds a Master's degree in Marketing Communications from the University of Bedfordshire in the UK and a Bachelor's Degree in Management with emphasis in Human Resources Management from The American College of Greece, Deree College. Dimitra is passionate about animal welfare, travelling and music.

Stakeholders

CEO Clubs Greece recognizes as stakeholders the groups that are affected by the Club and can affect, either directly or indirectly, the Club, its operations and its activities. More particularly, stakeholders have a direct or indirect interest in the Club and interact with it, thus impacting its operations accordingly. In CEO Clubs Greece, mapping the Club's stakeholders and engaging them in an open dialog forms the basis of its sustainable development strategy.

Stakeholder mapping is a collaborative process of research, debate, and discussion that draws from multiple perspectives to determine a key list of stakeholders across the entire stakeholder spectrum.

CEO Clubs Greece, by employing stakeholder engagement best practices, has recognized and mapped its stakeholders as presented in the figure below.





Members

CEO Clubs Greece members constitute the most important stakeholder of the Club and its driving force. Below is a summary of our members statistics as of December 31, 2018.

150
members

9
sectors of economy
services
consumer and
industrial sectors
are the leaders



€7
billion turnover

44%
of the companies
exceed
50
million euro
in revenue



28,000+
employees

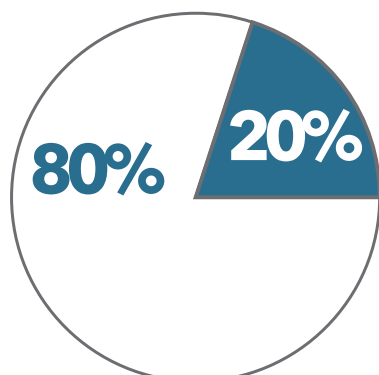
52%
of the companies
exceed
100
employees



Members diversity

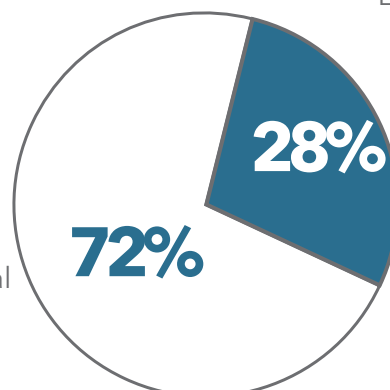


Men



Women

Professional
CEOs

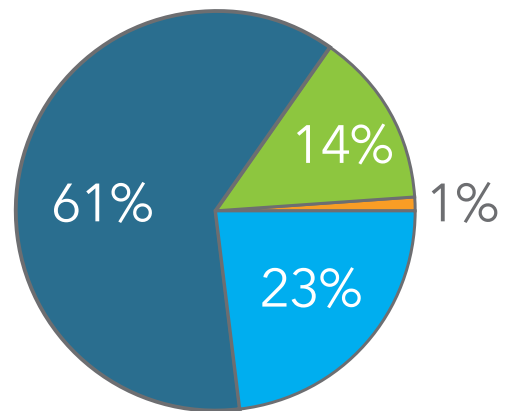


Entrepreneur
CEOs



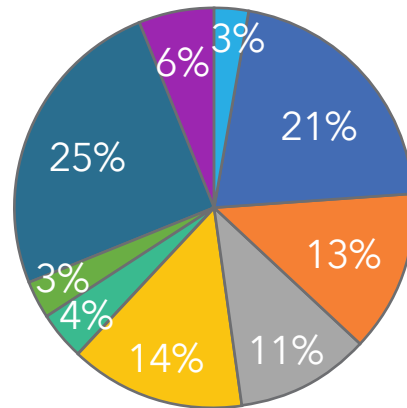
Members Age

- 30-40 years
- 41-50 years
- 51-60 years
- 61+ years



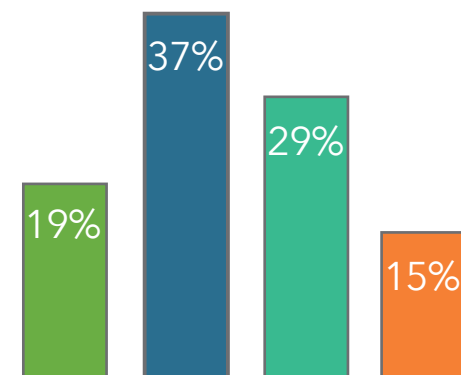
Business Sectors

- Consumer
- Pharmaceutical
- Technology
- Industrial
- Construction & Real Estate
- Energy
- Professional Services
- Financial Services
- Logistics & Transport



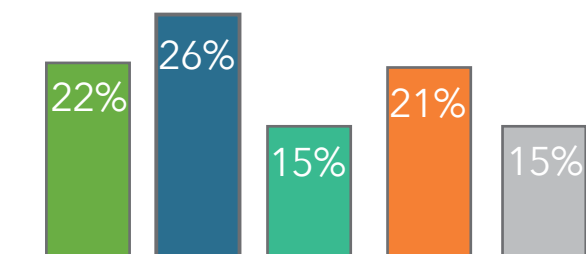
Members companies annual turnover

- 5-10 mil. euro
- 11-50 mil. euro
- 51-100 mil. euro
- 100+ mil. euro



Members companies number of employees

- 10-50 prs
- 51-100 prs
- 101-150 prs
- 151-500 prs
- 500+ prs



9.1 The Value of Membership

CEO Clubs membership benefits live up to the expectations of both, our members' personal and professional growth as well as their organizations' challenges and opportunities. The objective is to provide a trusted environment, stay current, improve individual effectiveness, expand knowledge and wisdom and offer access to resources already vetted by others.

Benefits



to CEO Clubs Members

- Strengthen their personal leadership brand and "industry signature"
- Gain significant extroversion via the Club's global network
- Strengthen their personal and professional network locally and internationally
- Boost their thought leadership by becoming speakers of CEO Clubs events, or high impact associations affiliated with the Club
- Learn from shared experiences, challenges and insights
- Adopt new and innovative leadership models, approaches and best practices



to our Members' Organizations

- Boost corporate image and status
- Gain powerful business alliances and lead generation opportunities
- Introduce new management models and tools
- Infuse extroversion
- Transform the company into a "learning organization" through CEO Clubs ongoing learning mentality
- Get privileged access to unique learning and networking opportunities for the Leadership Teams

The Value of Membership

CEO Clubs Members enjoy unique privileges offered by premium organizations.
In 2018 our members enjoyed the following privileges:

Preferred rates to Medical Centers



Premium social and dining experiences



Health and wellness treatments and services





New website

The CEO Clubs follows decisively the trends of the new era, incorporating digitalization into its operations. In 2018 the Club launched its new website with the support of its proud member GENERATION Y. The aim of this new website is the maximization of user's experience through technical functionalities and content details that enable the Club and its members to showcase their activities. The new website helps members and stakeholders to remain well-informed about the current and upcoming initiatives of the Club and at the same time provides a digital environment for the promotion, networking and engagement of the members in corporate and individual level.

Users enjoy a range of features through the website which offer:

- Calendar of events
- CEO Clubs initiatives
- Photo and video gallery
- Members area with a login capability
- Specialized page for the presentation of all CEO Clubs members
- Specialized page for the presentation of all CEO Clubs partners



CEO Clubs App

The CEO Clubs App, powered by Conference, provides a new way of communication and engagement among CEO Clubs members.

Members enjoy a range of features through this mobile application which offers:

- A secure and friendly environment
- Chat rooms for discussions and exchange of ideas
- Direct communication between members
- Information on upcoming events
- Evaluation of events
- Participation on different polls

The mobile app already exhibits high level participation rates from CEO Clubs members.



Members of CEO Clubs Greece enjoy a number of customized interactive features on a single app



Conference is a web and native app engaging the audience at any event, facilitating direct interaction between organizers, presenters, and delegates. It is ideal for lectures, presentations, conferences, trade shows, training courses, seminars, focus groups and internal (corporate) meetings.

9.2 Code of Conduct

The Club relies on the commitment to ethical, moral and transparent behaviour of its people. The Club's Code of Conduct serves to clearly enunciate the values and behaviors expected by those who represent it. How we behave sets the character of our Club. How we conduct ourselves determines if people want to support us, join us and are proud of us. The Code is designed to help Club members make the right choices. It provides further detail of how each and every one of us should act to stay true to what is important to us in accordance with our values of Trust, Care, Share and Support. The CEO Clubs Greece Code of Conduct is a condition of membership and applies to all members, irrespective of their membership type, the role they fulfil, or the jurisdiction in which they live or work. The Code's principles are:

- 1 Abide by the Club's constitution and any conflict of interest guidelines or other policies and codes as may be issued or updated from time to time.
- 2 To maintain the highest standards of conduct and engage (including personal social media) in CEO Clubs' events in a professional and dignified manner, acting with integrity and respectfulness when interacting with other members and guests and the general public.
- 3 Not to speak or to comment on behalf of the Club or hold oneself out as having authority to do so unless specifically requested or instructed or otherwise having obtained prior consent to do so from the President and the Advisory Board.
- 4 Not to act in such a way that the Board deems, in its reasonable opinion, to be injurious or prejudicial to the character or interests or reputation of the Club.
- 5 To respect the confidentiality requirements and privacy policies of the Club, and confidentiality requirements requested to be observed by Club's speakers, other members and their guests; this includes refraining from activities or practices that are or could be construed to be anti-competitive or anti-trust in nature.
- 6 Not to issue – whether via email, phone, SMS, social media or similar platform – any malicious, inflammatory, critical, defamatory, abusive or threatening messages or statements in relation to the Club or its members, invitees or guests.
- 7 Will not make any statement on behalf of CEO Clubs Greece or purport to represent the Club through any public medium, including digital social media, unless authorized to do so by CEO Clubs Greece.
- 8 To respect the right of Club staff, members and non-member participants to a safe environment when working for, or attending or participating in events, meetings or activities hosted or facilitated by the Club, free from harassment, abuse or discrimination and, in particular, not to use threatening behaviour towards nor harass any member of Club staff or Club member, invitee, guest or other non-member participant.
- 9 Promptly pay membership fees as part of continued membership.
- 10 Members inform the Events Team, at least 24 hours prior to an event to cancel participation.

Should a member fail to meet the conditions in this Code of Conduct, CEO Clubs Greece may, at its sole discretion, decide on the appropriate action to take. The Club reserves the right to revoke membership that has been granted, in the event that a member violates the Code of Conduct. By applying for membership to CEO Clubs Greece a member indicates that has accepted and will abide by the Membership Code of Conduct as published from time to time.

9.3 Yearbook

Since 2016, CEO Clubs Greece is committed to publishing an annual Members Yearbook. "CEO Clubs Yearbook", is a luxurious yearly publication which features its proud members, its partners and highlights from the Club's events. This "Special Edition" is approximately 250 pages long and its printed in 500 hard copies, offered to all members and partners. Each member is welcome to support this unique effort that sets the Club's footprint in the leadership world.

250

pages

500

hard copies



Value Creation Model

10.1

Global and Local Challenges

The economic recession in Greece and the political uncertainty of the last years, have created serious challenges to CEOs and Entrepreneurs. However, Greece's economy grew at a rate of 1.9% in 2018 and is expected to continue growing at over 2% in the coming years¹.

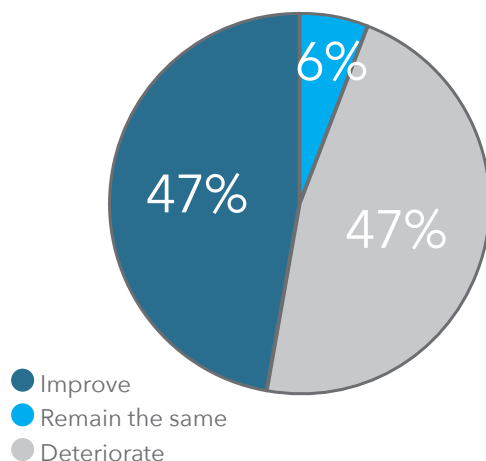
Greece managed to increase its market share in the global trade and net exports became the main driver of growth in 2018. Labor market reforms have improved employment and competitiveness but Greece's tax system, which relies on high rates and narrow bases, hampers growth and creates inequities. On a positive note, overall the economy is becoming more open, with bond spreads falling and agencies upgrading their ratings of Greece's public debt.

Greece's economic situation



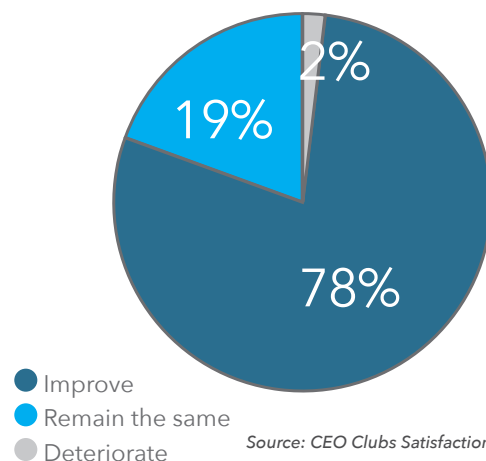
94%

of the Club's members expect that the economic situation of Greece **will not deteriorate over the next 12 months** and half of them believe that it will improve



78%

of the Club's members expect that the economic situation of their company **will improve over the next 12 months** and only 19% believe that it will remain the same



Source: CEO Clubs Satisfaction Survey 2018

¹European Commission macroeconomic forecasts (https://ec.europa.eu/info/business-economy-euro/economic-performance-and-forecasts/economic-performance-country/greece/economic-forecast-greece_en)

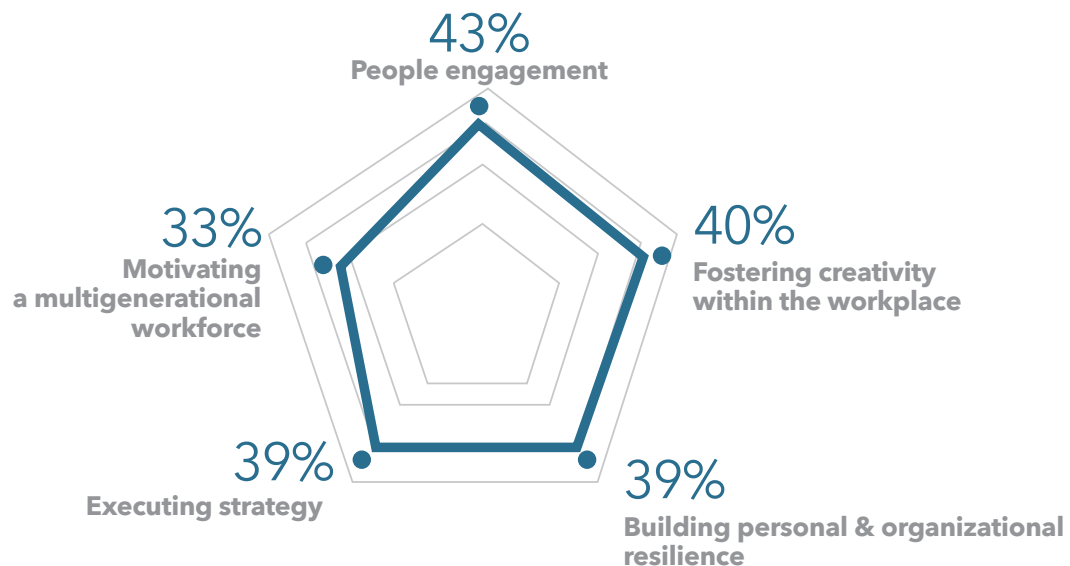
10.2 Role of the CEO Today

A CEO (Chief Executive Officer) is the highest-ranking individual in an executive capacity in a company and she/he is responsible for the overall success of the business and for making top-level managerial decisions. The roles and responsibilities of a CEO vary from one company to another, often depending on the organizational structure and/or size of the company. However, the CEO has a unique role in the company and has responsibilities that cannot be delegated. CEOs need to have exceptional business judgment to help their teams frame problems accurately, see issues from the relevant perspectives, and ultimately decide on a course of action.

The primary and most important responsibility of the CEO is to embrace the company's vision and values and ensure that those are clear to the broader management team. Vision and strategy cannot be delegated. That's where the CEO has to lead, to make the hard choices and to take the accountability that comes with them. Assembling a strong management team is always the responsibility of the CEO. Of course, building a management team is challenging, especially in our constantly changing world and business environment. CEOs should build strong relationships with their executives, based on trust, respect and adaptability. They should also find innovative ways to motivate their employees, to enhance their creativity and, as a result, develop their company's long-term sustainability, resilience and growth.

Here is what the members of CEO Clubs Greece consider as the Top 5 challenges when asked to respond during the Member Satisfaction Survey which took place in 2018.

Top 5 CEO's challenges



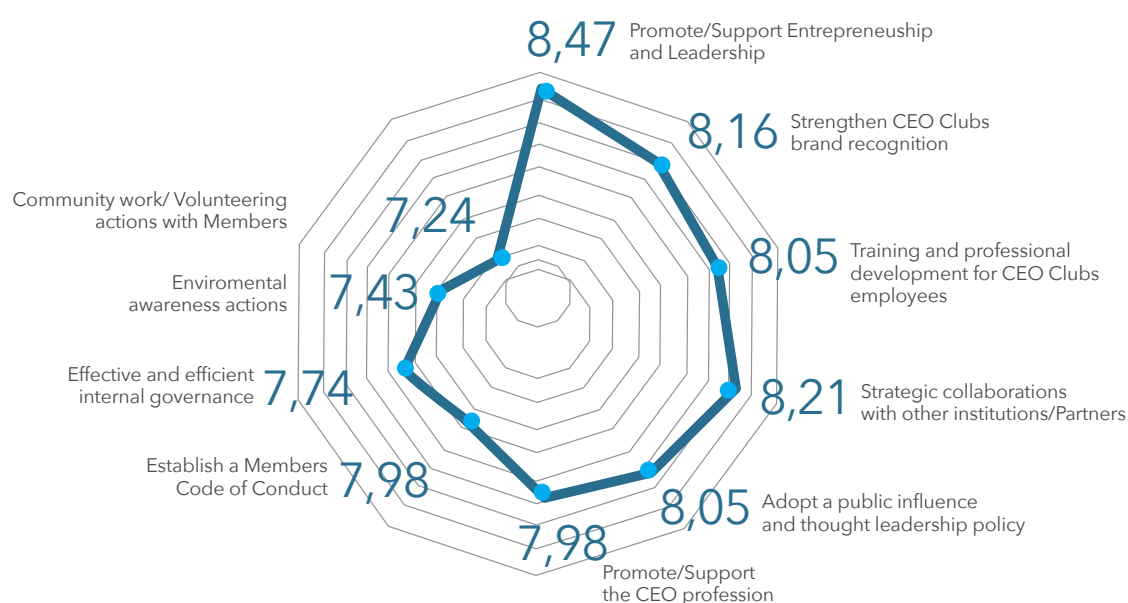
Source: CEO Clubs Satisfaction Survey 2018

10.3

How We Add Value

The central point of sustainable development is the materiality analysis process that is based on the principle of materiality. Material issues are those that reflect significant economic, environmental and social effects of the organisation or significantly affect the assessments and decisions of the interested parties (stakeholders). It is best expressed by the following phrase: **“what matters and where it matters”**. The identification of the material aspects depends on an assessment of the impacts resulting from the organization’s activities. These impacts might be identified inside or outside of the organization’s direct control. During 2018, CEO Clubs Greece through the materiality analysis process pointed out and highlighted the aspects of material significance for its responsible growth, as identified by the Club’s Advisory Board and their interaction with the Club’s members. CEO Clubs members rated the importance (materiality) of 10 issues of interest for the Club and prioritized them, as it is described in the chart below.

“Promote/Support Entrepreneurship and Leadership is the most important issue for the Club to emphasize in the coming years,,



The underlying economic conditions for growth that is inclusive, environmentally sustainable, socially responsible and conducive to employment creation are a basic prerequisite for a better future for all. CEO Clubs Greece presents how it creates wealth for its stakeholders and for the economic system in which it operates by communicating transparently the most impactful components of its economic value generated and distributed.

Source: CEO Clubs Satisfaction Survey 2018

² This material references GRI 201: Economic Performance 2016, disclosure 201-1.

Direct economic value generated and distributed 2018 (GRI 201-1)²

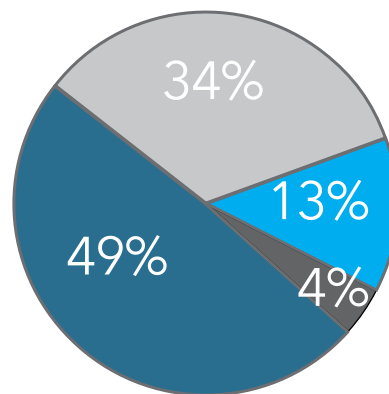
Direct economic value generated	
Revenue	€506,327.00
Economic value distributed	
Operating costs	€124,596.00
Employee wages and benefits	€140,242.00
Payments to government	€37,290.00
Community investments	€11,265.00
Economic value retained	
	€192,934.00

10.4 Our Social Product

CEO Clubs Greece, through its activity, creates value for the economy, for society and for the environment. The Club focuses on its responsible growth and at the same time it offers benefits to its employees, members, suppliers and the communities in which it operates. In 2018, CEO Clubs Greece paid €140,242.00 in salaries compensation and other employee benefits and €37,290.00 for taxes and duties. €97,386.50 is the total amount spent on its suppliers and €11,265.00 is the Club's social contribution and support to NGOs and social causes.

Social Product

- Salaries/Benefits
- Suppliers
- Taxes and Duties
- Social Expenditures



Our total social product for 2018 stands at

€286,183.50



€140,242.00
in salaries



€37,290.00
taxes & duties



€97,386.50
suppliers



€11,265.00
NGOs

10.5 Societal Impact



Corporate Responsibility (CR) Actions

CEO Clubs Greece supports “The End” Concept as Institutional Partner via BRB Creative Concepts Limited. BRB designs, coordinates, and executes this program with specific actions aimed to support the SOS Children’s Villages. BRB also designs special sponsorship packages for the members of CEO Clubs Greece that wish to contribute more to this cause through special actions and the communication of their brands.

Aim of “The End” is to exhibit clearly the vitality, the endless energy and the strength that each young person inherently owns, so that the journey through the “Never Land” happens with the safest and most enjoyable way. The project aims to inspire children at early adolescence and young people that they can choose and live the life they desire, regardless the environment they grow up, with sole guidance their internal strength!

12 classic fairy tales, through relevant symbolisms, give to young people the opportunity to define their scenario, determine their evolution, lead to a desired end! The End to all the issues that children and young people face in our times, it is only the beginning for a life full of consciousness, confidence, happiness and love.

More than 30 A-list celebrities, and more than 40 other top-professionals, team up to this cause, in order to contribute to the design and promotion of this premium book, for the support of SOS Children Villages. “The End” is a vision by itself, aiming to become an annual celebration of youth potential, stemming from a different inspiration every single year!

12	30	40
fairy tales	celebrities	professionals



10.6

Public Awareness

CEO Clubs Greece uses its pre-eminent reputation and brand to raise the awareness about vital issues that the business community is facing. The Club strongly encourages the diffusion of experience and knowledge among its stakeholders and the Club's media strategy is focused towards this goal.

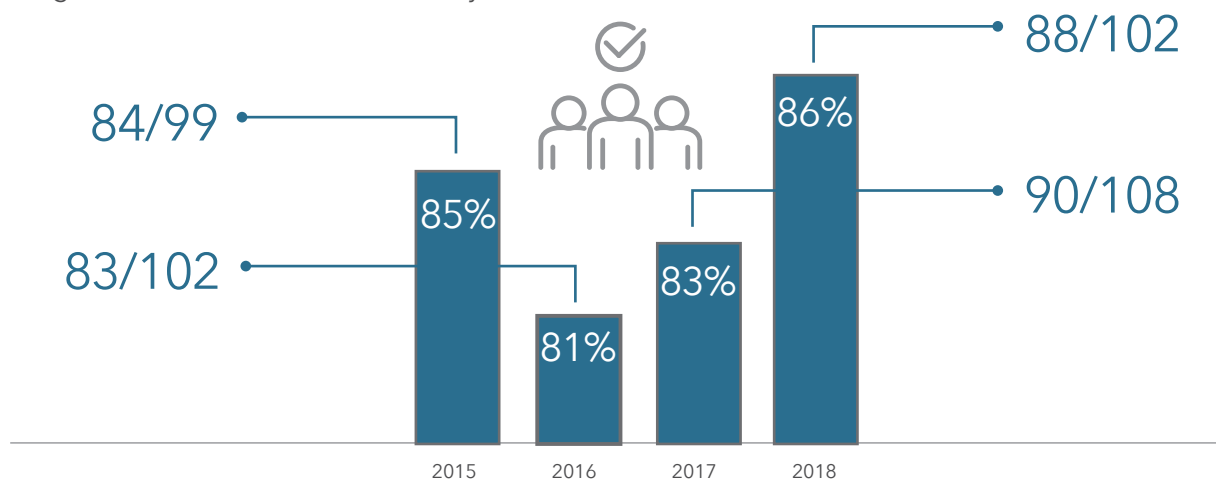
During 2018, CEO Clubs Greece published 61 articles (60 articles in web media and one article in printed media), sharing knowledge and experience with the Greek market.



10.7

Member Retention Rate

CEO Clubs members enjoy a wide range of services, events and networking opportunities. In order to meet the needs and expectations of its current and potential members, the Club, constantly reviews and improves its portfolio of services. This enabled the Club to boost its membership rate and maintain a high retention rate over the last four years.



10.8

Member Satisfaction Survey

During 2018, CEO Clubs conducted a satisfaction survey in order to measure and understand its members' needs and expectations. The aim was to investigate its members satisfaction and loyalty rate and enhance their experience and enjoyment of their membership. The methodology used was quantitative research, and from a target group of 143 members, 58% responded.

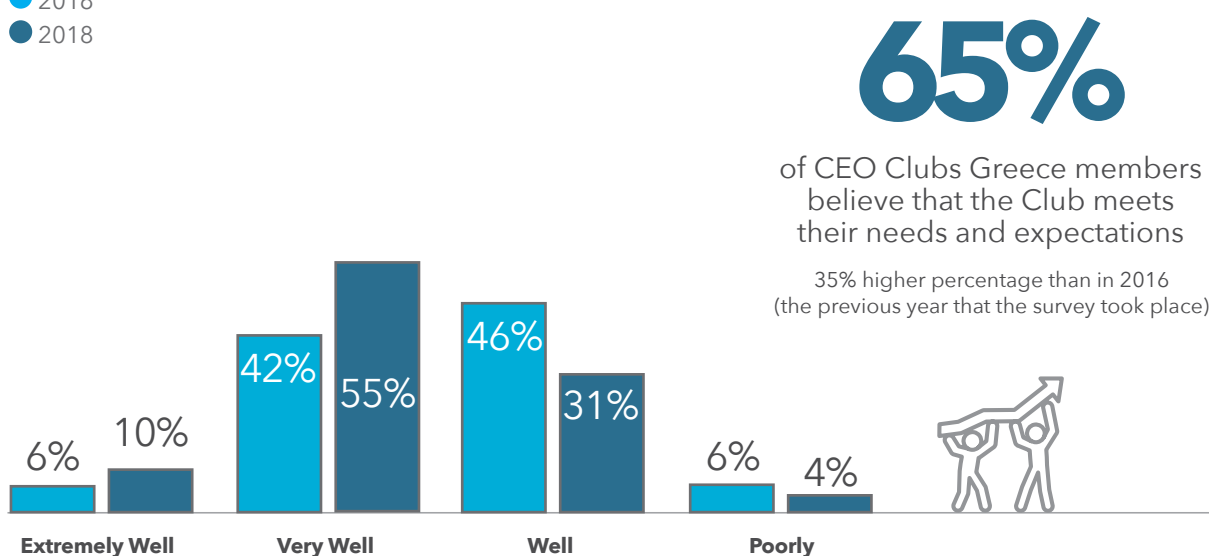
The most important findings were:

- CEO Clubs increased its Net Promoters Score (NPS) by +57%.
- CEO Clubs appeared to offer its members an amazing and inspiring experience, where they can network, expand their knowledge by sharing thoughts and experiences with their peer Club members
- Members were well satisfied with Club's events, mostly with the Forums and the social activities.
- Perceived membership ROI was satisfactory

Future action to be taken include:

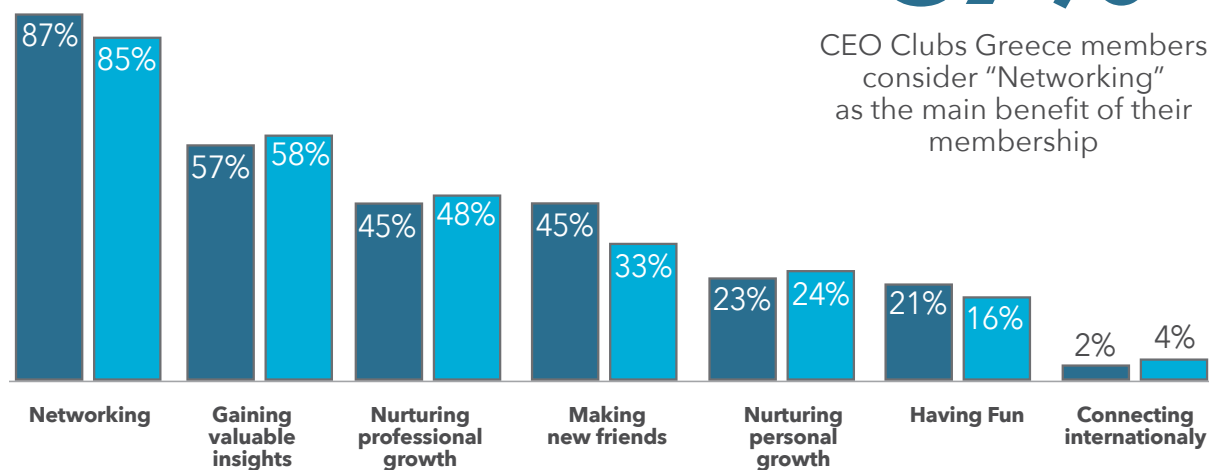
- Continue to be a trustful place that supports free expression of views and sharing of best practices among its members
- Further encourage participation in social activities, social events and breakfast meetings
- Convert passive members into promoters
- Further invest on social activities, learnings and insights and international speakers

● 2016
● 2018



Source: CEO Clubs Satisfaction Survey 2018

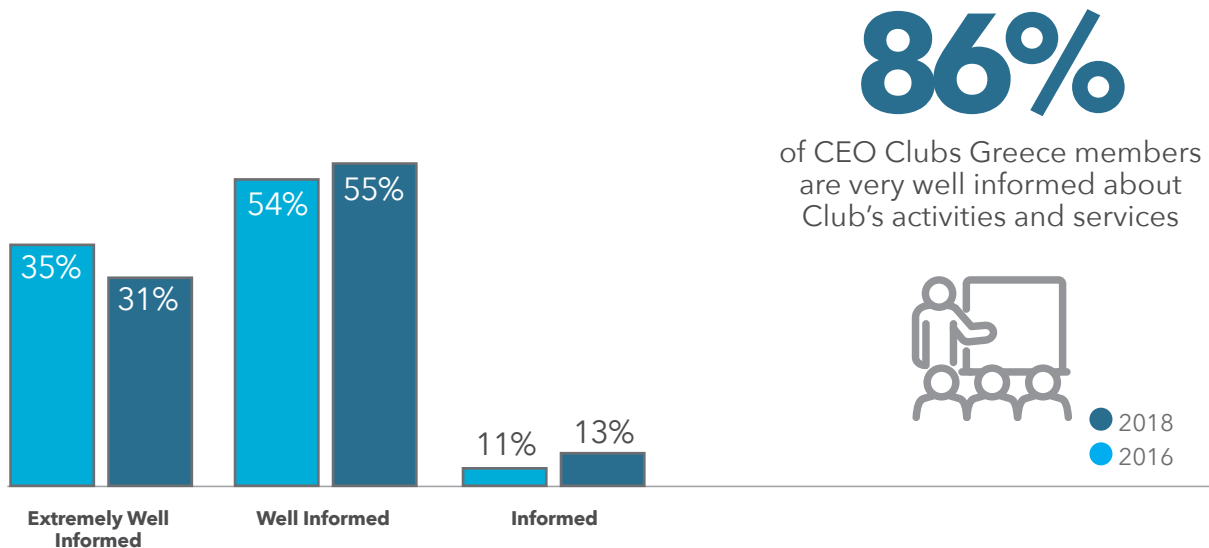
● 2018
● 2016



87%

CEO Clubs Greece members consider "Networking" as the main benefit of their membership

Source: CEO Clubs Satisfaction Survey 2018



86%

of CEO Clubs Greece members are very well informed about Club's activities and services



● 2018
● 2016

Source: CEO Clubs Satisfaction Survey 2018

10.9 CEO Clubs Events



CEO Clubs Greece organizes, co-organizes and actively supports various events, both educational and social. In 2018, the Club organized two Forums, seven Circles, one Breakfast Meeting, two Possibility Circles, three Workshops, one Business event and three Social events, through which it covered significant business issues and shared innovative leadership approaches and best practices.

During 2018, the event participation rate reached 47.8% with 789 total events participants. The participation rate is calculated only for educational events including Forums, Circles and Business events, which do not have a participation limit.

2018 Calendar

2
forums

3
workshops

7
circles

3
social events

1
business
event

3
possibility
circles



1
breakfast
meeting

47.8%
member participation rate

Educational

FORUMS

CEO Clubs Forums are organized twice per year and are exclusively addressed to CEO Clubs members, their leadership teams and guest-CEOs and C-level executives. They focus on key leadership topics, emerging opportunities, shared challenges and innovative approaches. They feature reputable keynote speakers from the local and international business community and are followed by a roundtable discussion that enhances experience and knowledge exchange.

March 2018 - CEO Clubs Forum

Leaders are a special breed and the need to inspire and get inspired is part of their DNA. For that, they all have their favorite quotes which depict their character, their dreams and the person they aspire to become, reaching their own perception of balance and fulfilment. They repeat them on a daily basis both at work and at home and they are their mantras.

- How simple words become a mantra
- What is the story behind it?
- Does the same phrase change meanings over time following our experiences?
- How can these same words inspire so many of us?

Continuing the CEO Lessons Learned concept, eight leaders shared their personal stories and points of view as to how a few words, put in the right order and sometimes with the validation of some of the wise ones that ever walked on this earth, became their mental lighthouses and gave others the opportunity to get inspired and walk on the same trail.

After all this is leadership, isn't it?

"The Story Behind the Quote"



Keynote Speakers

Polydefkis Loukopoulos,
Chairman Managing
Director, Signify Hellas
(formerly Philips Lighting)

Konstantinos Mavros,
Co-founder & Partner,
Velocity Partners Venture
Capital

Xenia Kourtoglou,
Founder & Managing
Partner, Focus Bari

Konstantinos Oikonomou,
Vice President & CEO,
Marine Tours

George Papadimitriou,
Head of Renewable
Energies, Europe & North
Africa, Enel Green Power

Christina Alevizou,
Managing Director
Customer Experience
Operations South East
Europe, FedEx

Anthony Venios,
Country General Manager,
CWT

Dimitris Michopoulos,
Managing Director, Weber
Shandwick

FORUMS

November 2018 - CEO Clubs Forum

"The Organization of The Future"



Companies are evolving all the time; they grow, then split off into smaller parts, acquire and divest, innovate products, processes and services, adopt new technologies and engage differently with their customers and employees. And so, it has been for centuries.

But today, there are fundamental paradigm shifts that are forcing companies to reinvent themselves. Regardless of past success, disruptive forces are rendering company and industry-wide structures and business models obsolete and profoundly altering the way we work and how companies create value.

Through the perspectives of global CEOs and C-Suite executives, CEO Clubs Greece attended to respond to significant questions such as: What will the organization of the future need to look like, need to act like, to be successful? What are the implications for the workforce, but specifically for leadership and talent? Where will it be sourced, what skills will be needed and how will companies manage this evolving workforce?

Keynote Speakers

Chuck Mitchell,
*Executive Director,
Knowledge & Content
Quality at The Conference
Board*

Panel Speakers

Despina Anastasiou,
*General Manager,
Dow Hellas*

Panagiotis Baras,
*Chairman & Managing
Director, Philips Hellas*

Nikos Kostaras,
General Manager, IQVIA

Dimitris Koutsopoulos,
CEO, Deloitte

Elena Papadopoulou,
*Chief Human Resources
Manager, OTE Group*

Antonis Tsiboukis,
*General Manager,
Cisco Hellas*



CIRCLES

CEO Clubs Circles are monthly meetings exclusively addressed to CEO Clubs Members. They intend to encourage meaningful peer networking and knowledge exchange, through honest and in-depth sharing of personal experiences, leadership challenges and best practices. They feature reputable speakers or “Circle igniters” and focus on leadership approaches, tools and perspectives that our members could share and adopt to enhance their leadership impact. All Circles are followed by round table discussions, while the number of attendees is limited to an amount that can safeguard and facilitate open discussions.

In 2018 the following circles were organized:

“The Lifestyle of Happy & Healthy CEOs”

January 18, 2018

There are abundant stories on CEOs doing wonderful work beyond the creation of a successful business, that make us wonder what the key is to maintain a happy & healthy life. Four CEO Clubs members share their insights on how to achieve life equilibrium.

“Mindful Leadership: Leading from a Place of Presence & Compassion”

February 22, 2018

Mindful leadership embodies presence through focus, clarity, creativity and compassion in the service of others. Explore how these abilities are fundamentals for leadership excellence, what inhibits them and how -through training and practice- we can cultivate them and significantly improve the quality of our work, our life and the lives of others.

“The New Kind of Strategic Narrative”

April 24, 2018

A strategic narrative is this special kind of story that arises from your shared purpose and explains why you exist and what makes you unique. Learn how to kick-off your transformation journey with a powerful strategic narrative and get exposed to a living example of how the inspiring shared vision narrative worked for Pernod Ricard Hellas.

“How to think like an Entrepreneur”

May 22, 2018

To generate growth, CEOs must stop thinking of themselves as chief managers but as entrepreneurs. Entrepreneurs are leaders who, despite not having started the company, think with the mindset of a founder. Learn from our CEO Igniters the mindset-shift you should adopt to move from a managerial mindset to an entrepreneurial one.

CIRCLES

"Your lifestyle choices for wellness and longevity"*June 14, 2018*

CEO Clubs Greece in collaboration with the Athens Medical Group offers you the opportunity to explore practical applications based on the latest medical trends.

"CRISIS! Who cares?"*September 26, 2018*

By the time you hear the thunder, it's too late to build the Ark! A discussion about corporate and personal: Resilience, Readiness and Risk. How great leaders practice the Art of Crisis Planning: "Prevention & Management". Don't wait for the thunder!

"Embrace Ambiguity for Meaningful Innovation"*October 24, 2018*

Anna Karadimitriou, Vice President, Customer Experience and Innovation, Focus Bari



BREAKFAST MEETINGS

CEO Clubs Breakfast meetings are morning meetings exclusively addressed to CEO Clubs Members. They revolve around a topic that a Club member suggests and showcases. The presentation is followed by an open discussion that aims to further elaborate on the topic combining diverse perspectives and insights.

The Club organized one Breakfast Meeting in 2018, on Responsible Business for Growth, ignited by CEO Clubs member Michael Spanos, Managing Director of Global Sustain Group.



POSSIBILITY CIRCLES

All CEOs have the inner capacity to lead with excellence and influence their ecosystem in a way that truly makes a difference to their lives, the lives of their people, their organizations and society. Today, more than in any other time in history, leaders need to be aware of who they are, what they want to achieve and what holds them back from their limitless capacity.

Actively supporting the Club's shared value "CARE", Georgia Kartsanis, Founder and President of the Club and reputable CEO Coach, offers a 3hour peer coaching session exclusively to CEO Clubs Members, with the intent to ignite within each of the participants the possibility for increased self-awareness, authenticity and resiliency. The Possibility Circles are conducted 4 times per year in small group settings that are proven to be the most effective way for their members to relate to each other, share ideas and support breakthroughs. The Club organized three Possibility Circles in 2018.



WORK SHOPS

CEO Clubs Workshops are planned and scheduled ad hoc, around a burning leadership challenge or concern. Club members have the unique opportunity to watch remarkable thought leaders challenging their thinking and sparking innovative approaches to optimizing their leadership effectiveness and impact. The Club organized three workshops in 2018.

"Tips to Improve Your Social Media Presence"

March 7 & June 21, 2018

Learn ways to boost your presence and brand communication on Facebook, LinkedIn & Instagram.

"GDPR Compliance. Burden or Competitive Advantage?"

May 16, 2018

Understand the real dimensions of GDPR and act accordingly. GDPR may be seen as another layer of overall compliance but also is an opportunity to create a comparative advantage over competitors.



BUSINESS EVENT

The Club organized for its members a factory experience with the support of its member Christos Harpantidis, Chairman & Managing Director of Papastratos (an affiliate of Phillip Morris International) and the expert consultancy of Hendre Coetzee, international transformation specialist.



SOCIAL

CEO Clubs social events offer our members the opportunity to better connect and bond in an informal environment, sharing pleasurable moments and establishing closer relationships. They might include fine dining, athletic activities, cultural events or festivities and they are open to our members, their families or their significant others. The Club organized 3 social events in 2018.





Targets and KPIs

Financial Capital	2018	2019
Revenue	€506,327	>€550,000
Surplus	€65,880	>€62,000
New members	16	20
Departing members	14	16
Retention rate	86%	86%
Net Promoters Score	47%	47% ³
Members – Suppliers value	€82,113	>€100,000
Social Capital		
Social events	3	5
Volunteering hours ⁴	78hrs	18hrs
Social expenditure	€11,265	>€6,000
Human Capital		
Employees	4	4
Training hours/employee	27hrs ⁵	11hrs
Occupational accidents	0	0
Capacity building (through the Possibility Circles)	60 hrs	90 hrs
Intellectual Capital		
Forums	2	2
Circles	7	7
Breakfast meetings	1	2
Possibility Circles	2	3
Workshops	3	2
Business Event	1	1
Participation rate	47.8%	50%
Media publications (awareness)	61	70
Publications	1	2 ⁶
Natural Capital		
Recycling (in lt)	468lt	>450lt
Water consumption (in m ³)	2,172.5m ³	<2,500m ³
Energy consumption per employee (in Kwh)	7,382.50kwh	<7,500kwh
CO ₂ emissions per employee (in eqCO ₂ , for corporate cars only)	97.50g/km	<100g/km

³ Measured every two years

⁴ Employees and AB members

⁵ 11hrs through educational events plus 16hrs online training

⁶ Includes the Yearbook and the book "Leading from Ground Zero"

2019 Initiatives

10 Years CEO Clubs Greece

CEO Clubs Book “Leading from Ground Zero”

As a unique tribute to its 10year legacy, CEO Clubs Greece is currently working on the writing of its first book, under the title “Leading from Ground Zero”. Published in one single collective edition of 1,500 numbered copies, the book will feature the personal stories of the Club members, in their attempt to lead their organizations through the severe recession that disrupted the business ecosystem during the last decade in the country. The book “Leading from Ground Zero” will be CEO Clubs Greece first official attempt to communicate its unique legacy through its members shared challenges and achievements and leave a significant footprint on the business community and the future generations of leaders.

Collective Wisdom

In full alignment with its mission, to be a beacon of knowledge, wisdom and positive change CEO Clubs Greece is currently working on the development of a digital library that will feature unique interviews of CEO Clubs Members, as well as videos that capture the knowledge created during the Club’s events. The aim of the “Collective Wisdom” e-library will be to collect, organize and share the wisdom of the Club members, document the ongoing knowledge creation of the Club and educate and inspire the future generations of Leaders.





Partners and Collaborations

Main Partner



BMW Group Hellas is the leading distributor of premium automobiles and motorcycles in Greece. BMW Group Hellas is one of the most successful premium distributors of automobiles and motorcycles in Greece. As a wholly owned subsidiary of the BMW Group in the Greek market, the company started operations in 2003 and has established extremely high competitive standards representing the automotive brands BMW, MINI, BMW i and BMW Motorrad.

Diamond Partners



LeasePlan is one of the world's leading fleet managing companies, with 1.7 million vehicles under management in over 30 countries. Its core business involves managing the entire vehicle lifecycle for its clients, taking care of everything from purchasing, insurance and maintenance to car re-marketing. With over 50 years' experience, it is a trusted partner for its corporate, SME, private and mobility service clients.



WATT+VOLT is a provider of integrated electricity services. It is a rapidly growing and profitable Greek company operating in Greece. WATT+VOLT is a Registered Trader and Supplier of Electricity in the Greek energy market since 2011 and a Registered Supplier of Natural Gas since 2015. The subsidiaries of the WATT+VOLT Group of Companies are active in Greece and the Balkans, expanding its activities constantly across multiple business development sectors.



Goldair Tourism belongs to Goldair Group of Companies and has been active in the tourism sector since 1990. As a certified travel agency, it offers high quality travel services in Greece and abroad. Beyond airline tickets and hotel reservation services, Goldair Tourism specializes in the planning, organization and implementation of business and corporate travel, medical and scientific conferences, incentive trips, business meetings and events.

Platinum Partners



Manifest provides Complete Combined Solutions for the maintenance of your facilities (Facility Management). By constantly keeping in touch with the international developments (Methodology-Systems-Equipment-Materials) Manifest is in the position to offer services and solutions which include the advantages of its Know-How, thus creating multiple benefits for the customer.



Chivas Regal is the world's original luxury whisky and one of the two strategic global icon brands within Pernod Ricard. Blended in Scotland since the nineteenth century, Chivas Regal is enjoyed in more than 150 countries. Pernod Ricard SA is a France-based producer and distributor of spirits and wines operating in Europe, both Americas, and the Asia-Pacific region.

Platinum Partners



Coffee Island believes and invests in coffee as science. Supplying green beans from the best farms in the world, creation of blends, finding the ideal roasting curve, the ritual preparation of beverages, constant checking, measurements, design and set-up of a store, training staff of new and old stores and their continuous support...all are dealt with a scientific way and attention to detail.



TNT is the largest express delivery services company in Europe, owning 30,329 road vehicles and 50 aircrafts, having one of the widest "door-to-door" air and road network in the world. The global network consists of 2,653 depots, hubs and sorting centers, while the company operates in over 200 countries by employing 83,000 staff worldwide and serving 99.9% of the global economy. TNT is the largest express delivery services company in Europe, owning 30,329 road vehicles and 50 aircrafts, having one of the widest "door-to-door" air and road network in the world. The global network consists of 2,653 depots, hubs and sorting centers, while the company operates in over 200 countries by employing 83,000 staff worldwide and serving 99.9% of the global economy.



Weber Shandwick is the largest PR company worldwide, with 130 offices in major capitals of the world and activities spanning 80 countries in America, Europe, Asia and Africa. The company provides integrated communication services specializing in the fields of Media Relations, Strategic Marketing Communications, Public Affairs, Reputation Management, Crisis & Issues Management.



Papastratos (an affiliate of Philip Morris International) has a leading position in the tobacco industry in Greece for more than eight decades. In 2017, a new page was written in the company's history, after the strategic decision to invest 300 million euros in converting its plant to Aspropyrgos to produce exclusively heated tobacco sticks for the new, reduced risk product, IQOS.



Generation Y - International eBusiness Experts, is a market leader in digital transformation, with more than 18 years of experience in implementing hundreds of premium national and international projects. Generation Y strategically invests to its clients' growth, designing and creating innovative, online, e-commerce platforms and custom web applications for both B2B and B2C retrospectives.



Regus is the world's largest provider of flexible workspace solutions, with a network of 3,000 locations in over 1,000 towns and cities, across 100 countries, serving 2.3 million members. Through our range of office formats, as well as our growing mobile, virtual office, and workplace recovery businesses, we enable people and businesses to work where, when, and how they want, with a range of price points.

Golden Partners



SARGIA Partners is your exclusive partner in Leadership Transformation from conception to completion. We help local and international organizations achieve their performance aspirations within the context of change, when core shifts in mindsets and behaviours are needed. We inspire leaders to develop a higher level of consciousness when managing change, with vision, mindfulness and agility.



American International Group, Inc. (AIG) is a leading global insurance organization serving customers in more than 100 countries and jurisdictions. AIG companies serve commercial, institutional, and individual customers through one of the most extensive worldwide property-casualty networks of any insurer. In addition, AIG companies are leading providers of life insurance and retirement services in the United States.



Bausch Health is the merger between Valeant Pharmaceuticals and Bausch Lomb organizations. It is a multinational specialty pharmaceutical company that develops and markets prescription and non-prescription pharmaceutical products that make a meaningful difference in patients' lives.



EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders.



Olympic Brewery, part of Carlsberg Group, is a strong business scheme with Greek DNA and international footprint, which is changing the beer landscape in Greece. The company is present in 40 countries in all 5 continents. Olympic Brewery has two privately owned plants, located in the areas of Sindos and Ritsona, with a capacity of 2,2 million hl on an annual basis.



Goldair Handling is a leading supplier of ground handling services in South East Europe. In Greece, Goldair Handling is offering full range of passenger, ramp, aircraft, cargo and mail services. Goldair Handling also provides representation of airlines, flights supervision, crew administration, as well as VIP, executive aviation and airport's lounge services.



Cisco Systems, Inc. is the world leader in networking for the Internet. Today, networks are an essential part of business, education, government, and home communications. Cisco hardware, software, and service offerings are used to create the Internet solutions that make these networks possible, giving individuals, companies, and countries easy access to information anywhere, at any time.

Golden Partners



BERLING SA – KYRIAKOS G. KONSTANTINIDIS was founded in 1968, initially styled KYRIAKOS G. KONSTANTINIDIS & CO EE. After conversion in 1994, it has been operating in its current legal form as BERLING SA. BERLING SA is the Greek Colour Industry, engaged in the production and sale of building, isolating, heat-insulating, industrial, decorative paints and furniture paints.



For over 120 years, Philips Lighting has been at the forefront of innovation and a global leader in lighting products, systems and services. Our understanding of how lighting positively affects people coupled with our expertise in lighting technology, enable us deliver truly meaningful lighting for home, public and professional spaces.



DAIKIN was founded in 1924 in Japan and today the production is made in 62 owned factories around the world. DAIKIN started its activities in Greece in the 1980s and in 2004 founded the DAIKIN Europe. In 2006 the DAIKIN Europe office turned into a Limited Company, a subsidiary of DAIKIN group named: DAIKIN Conditioning Systems Hellas SA, confirming the important position in the country.



Synergy provides a complete spectrum of supply chain and logistics services of high added value. By exceeding expectations Synergy builds a unique partnership experience that helps customers gain competitive advantage and succeed. Synergy is noted for its customer centric culture and its ability in creating innovative supply chain solutions that improve quality, reliability and cost.

Silver Partners



Diastasis SA is the pioneering company in digital printing, with fifteen years' experience in the broader field of digital printing and advertising structures, using modern materials in the latest applications. Self-adhesive films, wallpapers, decorative stickers. Print on vinyl, canvas, one-way vision film, textiles or wallpaper. Promotional stands, shop stands, as well as light-boxes, illuminated signs and shop signs.



b2b solutions is a One stop shop, a multi-task printing company operating in the diversified printing sector, highly committed to deliver impeccable outcome in a variety of jobs, as complex as Variable Data Printing and as simple as a business card. We aim high but we never miss the target!



iSquare S.A. is the Apple Authorised Distributor of Greece and Cyprus since September 2009. iSquare also plans, implements and provides integrated solutions, based on the innovative Apple products and technology. iSquare's strategic goal is to increase the use of Apple products among the Greek consumers, but also to provide users the ultimate Apple experience.



Coca-Cola Tria Epsilon, member of the Coca-Cola HBC Group, is Greece's leading non-alcoholic beverage company, producing and distributing a unique portfolio of quality products. The company operates three manufacturing facilities in Greece, Schimatari mega plant (Greece's largest beverage production and distribution facility), Heraklion and Aigio bottling plants.

Media Partners



Founded in 2006, Global Sustain Group with offices in Athens, Berlin, Brussels, London, New York and Nicosia, creates awareness and inspires and supports companies and organisations to embody sustainability, through advisory, communications, networking and training, with a focus on the people-planet-profit philosophy.



Ethos Media focuses on the continuous improvement of products and services, which combined with flexible administration, ensures a profitable and steady growth. The modern organization, deep expertise, originality, personal contact, accountability and customer-oriented philosophy of ETHOS MEDIA SA are its main competitive advantages.

Member and Partner Testimonials

The success of CEO Clubs Greece has been driven by its long lasting efforts to create and sustain a nurturing environment for CEOs, that reflects the values of Trust, Care, Share and Support. It is therefore an honor for the Club to see its efforts being recognized by its members and reciprocated by distinguished organizations that support it to further pursue its mission to be a beacon of knowledge, wisdom and positive change.

In our Members and Partners words:



“ I started being a member of the CEO Clubs, Greece back in 2010. It’s a great forum for networking, which brings together the key decision makers – owners and CEOs – from many business sectors. The CEO Clubs events are a great opportunity to learn and share both for the members and their teams. Being a Golden Partner helped us to strengthen our brand and gave us also the opportunity to present our services. ”

Giuseppe Zorgno

Country Manager, AIG



“ Being a partner of the CEO Clubs Greece allowed me to experience inspiring, friendly and valuable moments with CEO counterparts, to better understand this market since I arrived one year ago. Our platinum partnership through Chivas Scotch Whisky has also been very enriching on both sides. Chivas is a very successful Brand with historical ties with top Business communities around the World, and our partnership with CEO Clubs is responding successfully to the same philosophy, with the most credible Business Club in Greece. ”

Cyril Claquin

CEO, PERNOD RICARD



“ As a Platinum Partner of the CEO Clubs Greece, it is very refreshing to be in a group of people with at least one similar experience, entrepreneurship in Greece. I have acquired a lot of new and easily accessible knowledge, I enjoy the combination of networking, knowledge sharing and learning - meeting other members, who work in different fields, to discuss about similar challenges and opportunities in our daily business life. The external speakers at each session also give us the opportunity to learn from other’s real-life stories. This is valuable for me, because I can completely acquire an overview of key trends and an understanding of the different business disciplines. The CEO Clubs meetings is a time out from the monthly work grind, where we can share our ideas and thoughts in an open atmosphere but also relax with a cup of Coffee Island specialty coffee, a glass of wine and finger food. ”

Kostas Konstantinopoulos

CEO, COFFEE ISLAND



“Being a partner of CEO Clubs Greece is an excellent experience for both myself and the company I represent. I strongly believe that through the interaction and the meeting with other CEOs from different working environments, but with common concerns, the founding vision and the mission of the Club are fulfilled. Ideas and good practices exchanges are encouraged, innovative way of thinking is built and, in general, an excellent opportunity for personal development and improvement is offered. I would say that the Club acts as a lever to tackle problems and challenges, especially in the turbulent environment in nowadays.”

Polydefkis Loukopoulos

Chairman & Managing Director, SIGNIFY HELLAS (formerly Philips Lighting)



“We consider CEO Clubs Greece as a trusted source of ideas and insights for industries and market trends. As a group of leaders and peers where we can define the answers to our customers’ biggest challenges. CISCO, being a Gold Partner of CEO Clubs Greece, is an opportunity to add value and strength to our organization, through knowledge sharing and new partnerships.”

Antonis Tsiboukis

General Manager, CISCO HELLAS



“Being a member of CEO Clubs Greece is a broader experience. You are part of the true “Leaders society”, the people behind the largest and most successful organizations in Greece. Personally, I am not looking for an “exchange business relationship” through the club, but I am happy from just receiving knowledge, information, experiences and feelings from the leaders themselves in all possible fields and sectors of the economy and the market. Successful people build successful businesses and iSQUARE – Apple is a proud partner of this community. You want to be part of it, not just register to it!”

Kostis Stavropoulos

Managing Director, iSquare



CEO CLUBS
International

www.ceoclubsgreece.org