S.A. EVANGELOU & CO LLC

INTERVIEW WITH MICHAEL TSIKOURIS, ADVOCATE, PARTNER OF S.A EVANGELOU & CO LLC, THE PWC NETWORK LEGAL PRACTICE IN CYPRUS

TELL US ABOUT S.A. EVANGELOU & CO LLC

S.A. Evangelou & Co LLC is an independent law firm in Cyprus, a member of PricewaterhouseCoopers International Limited (PwCIL) and its Global Legal Services Network. The PwC Legal Network was the first international network to expand its legal services network to Cyprus in 2008 and today it is one of the largest in the world by geographic coverage, with more than 4,000 lawyers in more than 100 countries. We take a client-centered and solution-focused approach when offering our services, structuring them through a multi-disciplined and cross-border perspective while, at the same time, placing a strong emphasis on investing in our people.

WHAT KIND OF SOLUTIONS DO YOU OFFER YOUR CLIENTS?

By adopting a client-centered and solution-focused approach to its legal services, our firm has gained very strong and recognised expertise in corporate/commercial and private client work, financial services and regulatory, data privacy, real estate, employment and IP law. We are engaged by multinational corporations as well as local businesses in major cross- border or local structuring, restructuring and other M&A transactional work. We provide full scope support for the setting up of companies and joint ventures, as well as for the relocation/redomiciliation of businesses and people to and from Cyprus. We are also regularly engaged by clients who wish to plan and organise their succession in terms of their family business and estate. We have built a reputation for our commitment to helping our clients achieve their goals, grow and innovate by bringing new solutions to their complex legal and commercial challenges.

TELL US MORE ABOUT YOUR MULTI-DISCIPLINARY AND CROSS-BORDER PERSPECTIVE

Whether our clients are looking at transforming their business, structuring a new deal, responding to a risk or regulatory challenge or redefining the group's ESG agenda, their ability to respond holistically to a complex set of factors will be key to their success. Being a member of the PwC Global Legal Network allows us to bring together the right mix of lawyers, consultants and financial advisers to help clients develop an efficient and sustainable solution. It further enables our clients to have a single point of contact for their multi-disciplinary and cross-border affairs.

HOW DO YOU INVEST IN YOUR PEOPLE?

We listen and adapt to the drivers and ambitions of the next generation and we take active steps to create a dynamic and fulfilling work experience for Gen Z lawyers. We acknowledge and work on the basis that technology-led transformations can remove the process-oriented and bureaucratic aspects of legal work, creating time for more rewarding, strategic and valuable activities and upskilling opportunities. And we are proud to note that, despite the increasing shortage in skilled professionals, we continue to attract young talents who aspire to build a career at our practice. Moreover, being a member of the PwC Global Legal Network allows us to provide multiple opportunities to our people to expand their spectrum of knowledge and experience, through their active participation in cross-border, truly international projects and through the use of advanced technology.
The PwC Network's recent announcement on its strategic

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IN AN EFFORT TO ADDRESS THESE NEEDS INNOVATIVELY, WE HAVE DEVELOPED THE LEGAL MANAGED SERVICES OFFERING, DELIVERING HUMAN-LED, TECH-POWERED SOLUTIONS

collaboration with the *Harvey AI* legal tool demonstrates the commitment of our network to embrace innovation and utilise all available resources to improve our clients' and our people's satisfaction with our service offering capabilities.
In our practice, we make sure that equal opportunities and inclusiveness are a key part of our business strategy. We invest in people and we focus on developing them to become the next-generation leaders.

HOW DO YOU ENVISAGE THE FUTURE OF LEGAL SERVICES?

The legal profession is going through significant changes. Developing the skill of constantly and quickly adapting to changing client and employee demands for more value adding services will be key to the sustainability plans of legal teams, especially due to the rapid disruption brought by technology. The teams that succeed will be those that are agile, innovative, knowledgeable, practical and solution-focused. The future of legal services will not be about knowing the law.
It will be about knowing how to navigate clients through a constantly changing landscape and managing unfamiliar situations.


Michael Tsikouris

Moving in the direction of transparency and sustainability, increased regulation will inevitably result in an even more complex global business environment in which multinational corporations operate. Clients' general counsels' offices will consist of teams of competent lawyers who will be seeking to receive from law firms integrated, multi-disciplinary and cross-border advisory services, beyond traditional legal.

It is repeatedly said that technology should be seen as an opportunity and not as a threat. Active steps need to be taken, though, for this to materialize. And we should move fast. The pace of technological advancements increases exponentially. Artificial intelligence tools designed specifically for legal services are already here.

The re-focusing of the traditional lawyer's approach and upskilling, so that on the one hand we can work *together* with AI technology and, at the same time, provide more value adding, multi-disciplinary and cross-border advice, will be a key to the success of future lawyers.

GIVE US AN EXAMPLE OF HOW YOU HAVE ADJUSTED YOUR SERVICE OFFERING CAPABILITIES TO REFLECT MODERN CLIENT NEEDS.

In-house legal teams are increasingly required to meet growing expectations of the C-suite as well as to respond to ever-increasing laws and regulations in the complex global business environment within which they operate. They are often asked to do so with the same or even fewer resources. In addition to the traditional role of legal protector, in-house legal teams are now also frequently charged with wider business transformation roles within the organization.
In an effort to address these needs innovatively, we have developed the Legal Managed Services offering, delivering *human-led, tech-powered solutions*. We do so by bringing together legal expertise and scaled delivery capability. By combining the expertise of a law firm with best-in-class technology and process excellence, we provide clients with an optimized service and technology-enabled solutions tailored to their teams' specific needs. We act as a seamless extension of our clients' in-house teams, leveraging on our deep industry insights, and can work either directly with their business stakeholders or sit behind their legal team, helping get their contracts and 'business as usual' work done as efficiently as possible, enabling their transformational journey and freeing them up to work on more strategic matters.

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