DIFFERENTIATORS
humani
BY DEFINITION

HOW A NEW-BORN AND DISRUPTIVE HR FISH BECAME AFFILIATED WITH AN ADULT MNC



A Matter of Matchpoint

ICONIC Project Finance Advisory affiliation with HumanI started accidentally with a H2H fact in a theme of genuine chance and fate.

Remember Woody Allen's movie Matchpoint? Detective Banner invites the main suspect for an interview in relation to a murder. But thanks to a fortunate sequence of hardly related together events, the suspect gets away with a murder he had actually committed, making the police close the case and abandon any further investigation. Why? A stolen ring off the murder scene that bounces on a quay railing and falls to the pavement, instead of wrecking into the water, gives rise to a series of unpredicted, sequential actions in favour of the murderer that avoids detection through luck.

Would the investigation have ever closed, had not the ring fallen in the pavement?

HumanI Matchpoints ICONIC

Well before brain drain became a dinner table story, Georgos Andrianopoulos outfled Greece, aiming to transform his then CFO role into an international Project Finance and Investment Banking career path. Being highly structured yet deeply a disruptive, forward thinking Engineering Financial professional, Georgo's track was developing with highly successful M&As, Corporate and Project Finance deals in the EU & UK.

Eventually he was offered a seat to the Board of ICONIC as the youngest Senior Business Partner the Advisory had ever seen. Meanwhile, demanding regions across the EMEA, MENA, CIS, LATAR and the GCC became part of his global experience, all accounting today for a 33% share in HumanI's DNA.

Matchpoint started in August 2017 when Georgos was referred through his LinkedIn network to a highly progressive HR figure in Greece, Grigoris Lemonis. Georgos shout for Grigoris support in an effort to repatriate his career back home. By means of such an ordinary contact, a strong relationship started out as both men embraced their differences and individuality while realizing their strong moral code, disruptive belief in soft skills and the gap in people services.

Not a Twisted Plot, Just a True Story

It took almost a year to find the third pole Theodore Chronis, the Digital Transformation Guru, a person sharing the same rigid moral code, bearing a strong analytical mind, disruptive thinking and family mentality all contributing to a genuine and modern Matchpoint.

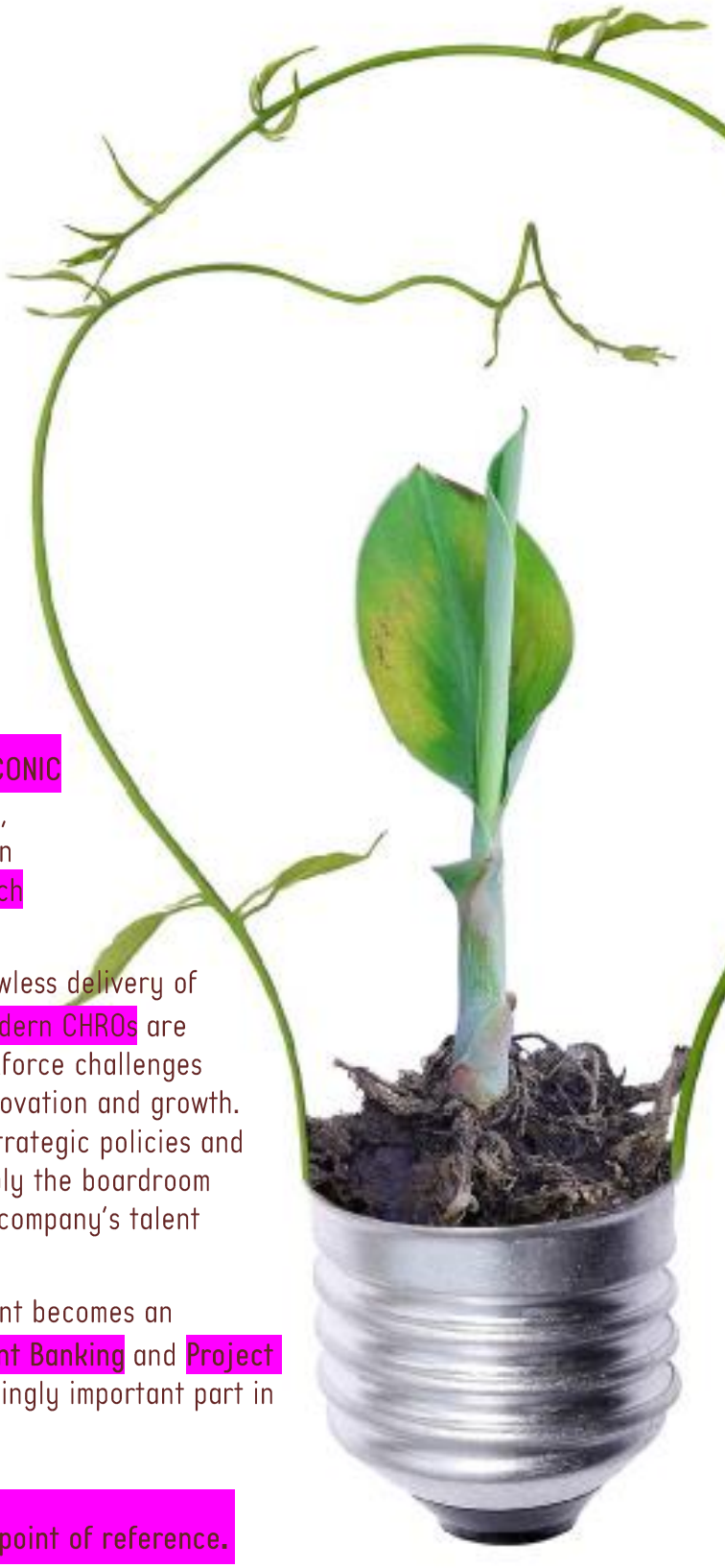
DIFFERENTIATORS humanI BY DEFINITION



As Ever It All Begins With A Simple Idea:P-F-E

In real life the complicated question is why two remarkably dissimilar organizations would ever start looking into getting affiliated?

Yet, the answer was mutually clear to either party right away from the beginning: P-F-E or in simple terms Partnering For Excellence.



In everyday business functional terms P-F-E would correspond to the flip side of how a CFO and a CHRO would bridge the gap between their functions. Specifically, what would it take both to transform to better business performance and stronger improvement across a range of human capital metrics, including employee engagement and productivity?

Truth is that the newborn HumanI entailed adult ICONIC way before their affiliation. HumanI was born disruptive, aiming for alliances away from the traditional HR terrain and into the next generation of financing such as Fintech and Project Finance realms.

HumanI founders had realized that beyond the flawless delivery of transactional services, such as payroll and benefits, modern CHROs are required to work in new ways to identify strategic workforce challenges and to create talent supply chains that can support innovation and growth. These leaders must become able to frame and deliver strategic policies and processes, while finding metrics and analytics that supply the boardroom with insights needed to gauge the effectiveness of the company's talent investment and management.

On the other hand, ICONIC recognized that as talent becomes an increasingly important factor of production in Investment Banking and Project Finance industry, the HR function would play an increasingly important part in their people dimension of business strategy.

Apparently, both parties were converging to a common point of reference.

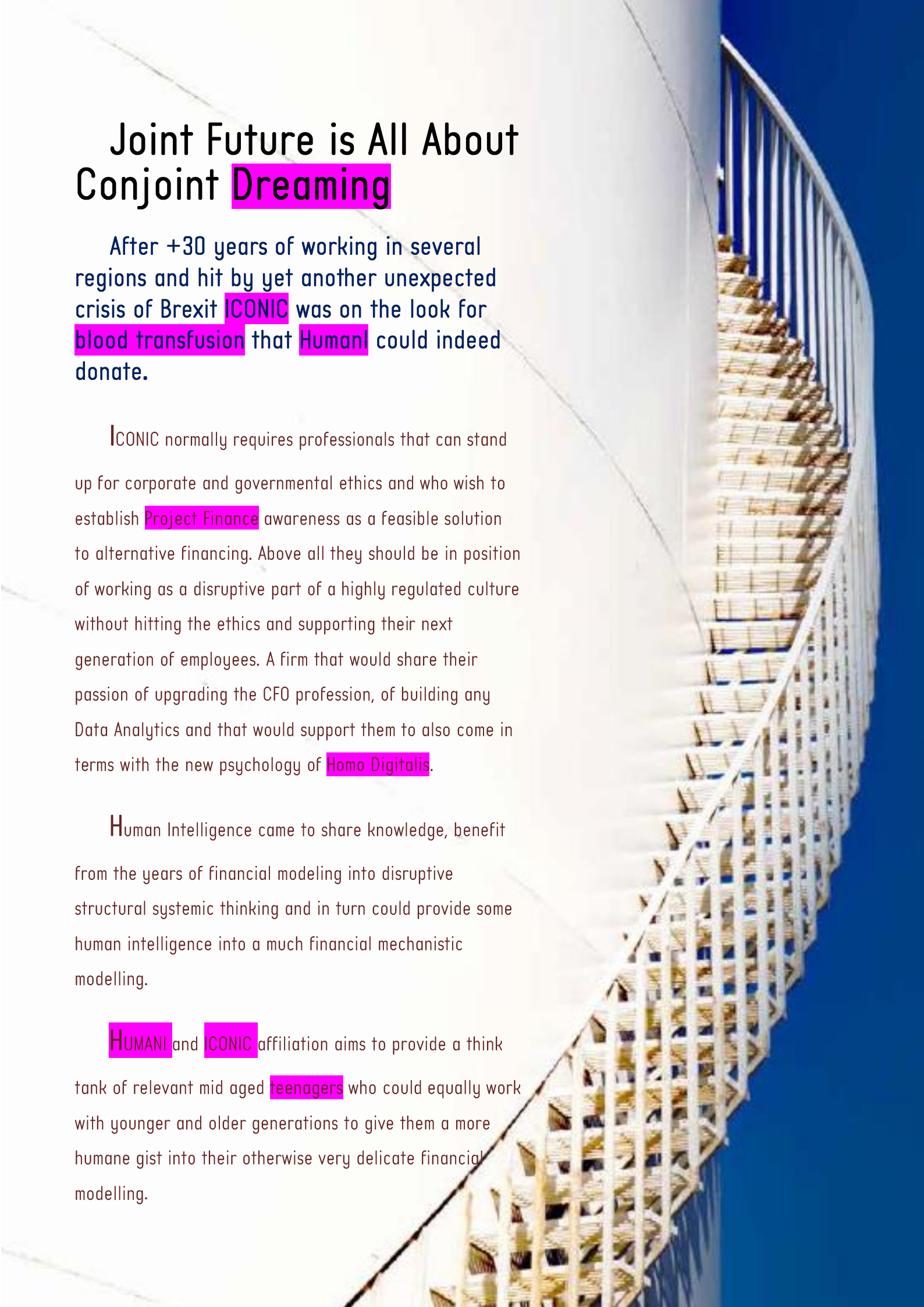
Joint Future is All About Conjoint Dreaming

After +30 years of working in several regions and hit by yet another unexpected crisis of Brexit ICONIC was on the look for blood transfusion that HumanI could indeed donate.

ICONIC normally requires professionals that can stand up for corporate and governmental ethics and who wish to establish Project Finance awareness as a feasible solution to alternative financing. Above all they should be in position of working as a disruptive part of a highly regulated culture without hitting the ethics and supporting their next generation of employees. A firm that would share their passion of upgrading the CFO profession, of building any Data Analytics and that would support them to also come in terms with the new psychology of Homo Digitalis.

Human Intelligence came to share knowledge, benefit from the years of financial modeling into disruptive structural systemic thinking and in turn could provide some human intelligence into a much financial mechanistic modelling.

HUMANI and ICONIC affiliation aims to provide a think tank of relevant mid aged teenagers who could equally work with younger and older generations to give them a more humane gist into their otherwise very delicate financial modelling.



DIFFERENTIATORS
HumanI
BY DEFINITION

Converging Individual Values to Next Common Level

HumanI and ICONIC have engineering, modeling and predictive analytics at their DNA.

But what brings them together is their common belief in personnel diversity and inclusion.

Both partners do place emphasis in four significant values under the hood of their common Ethos.



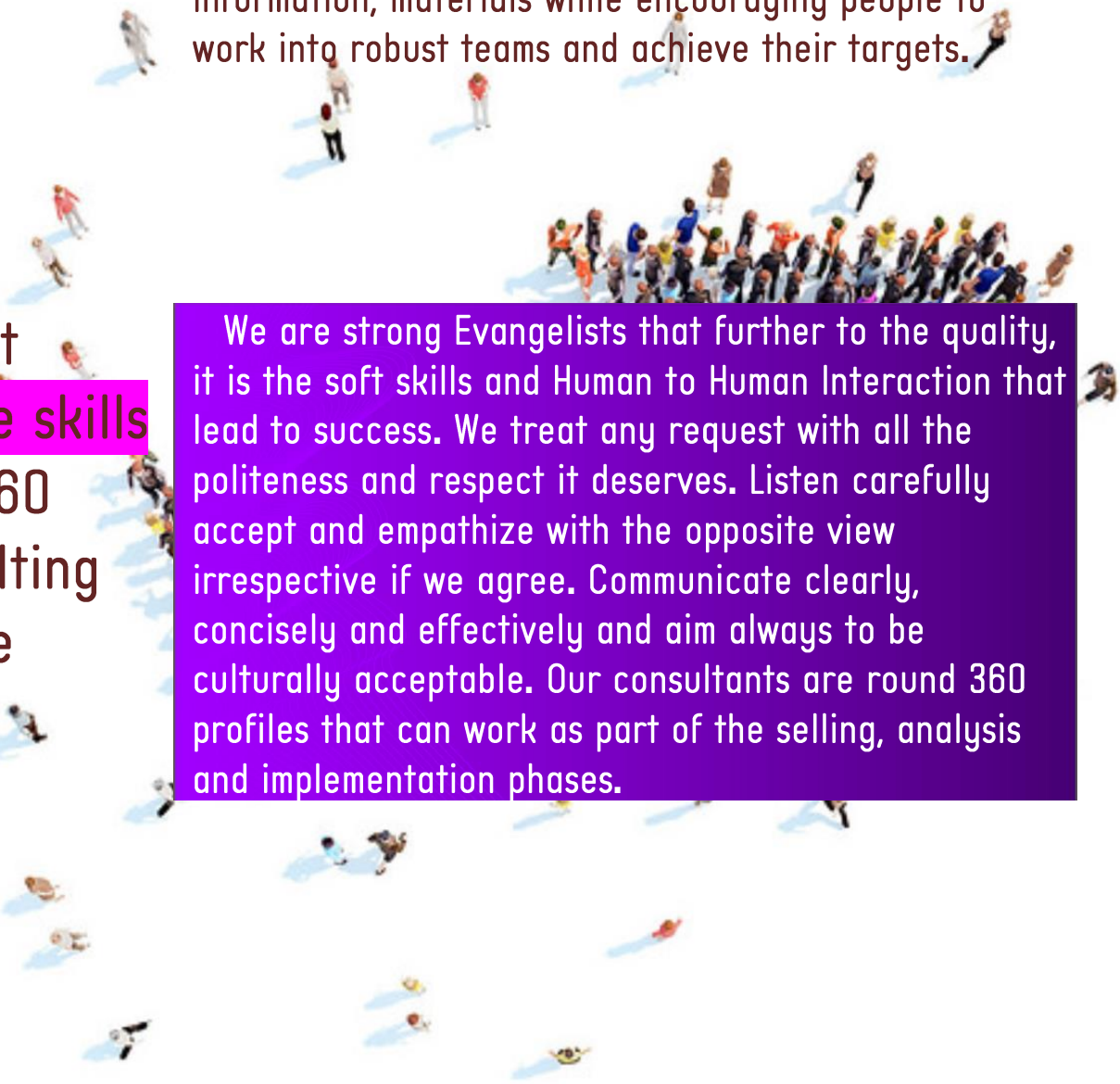
1 Strong Ethical working framework

Common moral guidelines determine our future decision making. Detailing our rules and guidelines on our people and organizations has a positive impact on our professional transaction with every stakeholder that wishes to hold a honest past a transparent present and promote an ethical future. In that sense we are all loyal against ourselves; we always do anything possible to honor our promises and promote fairness. We have a genuine concern and respect about others, we esteem individuality, cultural identity, religion and ethnicity but point to human similarities rather than differences and honor the law of the country where we work.



2 Laisser-faire Management style

Promoting a leadership style that leaves much of the business decision-making to our people, signifies a 'hands-off' approach and the departure from the autocratic style. After all, people cannot be managed by anyone but their own self. Our Managers are completely responsible to provide the means of training and developing but people need also to be actively involved into their own growth. Managers may coach the people to achieve impeccable results or guide them in times of crisis. Leaders are responsible to check the readiness of the team members and provide training, information, materials while encouraging people to work into robust teams and achieve their targets.



3 Robust people skills and 360 consulting profile

We are strong Evangelists that further to the quality, it is the soft skills and Human to Human Interaction that lead to success. We treat any request with all the politeness and respect it deserves. Listen carefully accept and empathize with the opposite view irrespective if we agree. Communicate clearly, concisely and effectively and aim always to be culturally acceptable. Our consultants are round 360 profiles that can work as part of the selling, analysis and implementation phases.

DIFFERENTIATORS humani BY DEFINITION



4 Solid winning teams aiming for superior services

We believe that superior services stem only through remarkable teams and creative thinking. Teamwork is at the core of our DNA and we take every step to safeguard that our teams have all the specialties and tools needed as well as the common mentality that works as adhesive for their success. Being strong believers that talent resides into deviations we embrace differentiators and work with inclusive policies to allow team members to contribute to the delivery of the results on an ethical frame.



CONTACTS

Theodore Chronis
tchronis@humani.services
Co Founder – IT business Analyst and Software Solutions

Grigoris Lemonis
glemonis@humani.services
Co Founder – Ethical Headhunter

ABOUT
HUMAN INTELLIGENCE

Differentiators by Definition is the genetic characteristic that specifies the living organism of HumanI. Genes of Finance, Engineering, IT and Psychology specify the heritable factors that influence our DNA. HumanI is aiming to create HR value growth opportunities through a boutique approach in Executive Search, Any Data Analytics and HR Digital Transformation.

Strong evangelists of the view that genuine talents reside in the deviations, HumanI is a people service startup of middle-aged corporate wolves who have clearly deviated and aspire to spearhead disruption through Knowledge Sharing and progressive services. Our way of thinking is rather disruptive but we work smoothly as we quickly integrate into any corporate or organizational team to identify people and company growth opportunities; deploy HR systems; design people processes, establish collaboration practices and redefine an organizational structure that generates quantifiable growth results.
www.humani.services

ABOUT
ICONIC PROJECT FINANCE ADVISORY

IPFA is an independent "boutique" financial advisory firm in the area of Shipping Finance, Project Finance, Corporate, Infrastructure and Public-Private Partnership (PPP). We boast about our specialization in developing and implementing financial solutions for energy, shipping, infrastructure, renewables and real estate projects.

With nearly 30 years' experience advising on the world's leading infrastructure and power projects, together exceeding $200 billion capital value, our bloodline is strongly related with project sponsors while acting on behalf of export credit agencies, ratings agencies, development finance institutions, and debt providers. Our objective is to protect and add value to deals by helping stakeholders identify and mitigate fundamental investment risks, through unbiased due diligence, implementation, and operations reviews.
www.ipfa.finance

This document is produced by consultants at HumanI and ICONIC Project Finance Advisory as general guidance. It is not intended to provide specific advice on your circumstances. If you require advice or further details on any matters referred to, please contact directly. This document makes descriptive reference to trademarks that may be owned by others. The use of such trademarks herein is not an assertion of ownership of such trademarks by Humani or ICONIC and is not intended to represent or imply the existence of an association between the lawful owners of such trademarks.
IPFA no.00997-295HcJ

To learn more visit
https://humani.services/insights

Graphic Design © 11/2018
ICONIC Project Finance Advisory
All rights reserved.

Copyright © 11/2018
HUMAN INTELLIGENCE
ICONIC Project Finance Advisory
All rights reserved.
HumanI, ICONIC, their logos, and positioning taglines are sole and separate trademarks of either company.