

Johnny Abulaitah

CEO, Windsor Brokers

A STRONG BELIEVER IN TEAMWORK AND INVOLVING EMPLOYEES IN COMPANY DECISIONS, HIS STYLE OF MANAGEMENT HAS BEEN GREATLY INFLUENCED BY HIS FATHER, WHOM HE DESCRIBES AS A MENTOR AND A ROLE MODEL. A SELF-CONFESSED WORKAHOLIC, HE NONETHELESS MANAGES TO SEPARATE HIS PROFESSIONAL LIFE FROM HIS FAMILY OBLIGATIONS, ESPECIALLY AT THE WEEKEND!

Iwould say that **my management style** is characterized by an 'open door' policy, whereby I frequently seek feedback from employees before I take a decision. This leads to better innovative ideas and greater employee loyalty. In times of crisis and tight schedules, however, I have a rigid approach, I take control and expect my instructions to be followed to the letter."

Starting a small financial company – the first of its kind in the region – and, with the help of my team, gradually developing it into a leading investment firm on an international scale, especially in terms of capital reserves, with a sound reputation and a history of 30 years, is my greatest professional achievement. Leading a team from different backgrounds and cultures and working closely to achieve professional and family-oriented goals is something I am proud of."

My father was my mentor and my role model. He taught me how to attain business goals as an entrepreneur and, most importantly, how to remain a fair, ethical and down-to-earth individual. I consider myself blessed to have had him by my side for so many years and to be following in his footsteps. I hope that one day I can also be a role model for my own children."


Iachieve a healthy balance between life at work and at home simply by switching my role from CEO to husband, father and friend, as soon as I leave the workplace! I make sure that I at least have lunch or dinner with my family every day and I meet friends a couple of times a week. On work days, I am a workaholic but I try my utmost to dedicate weekends to my family, friends and hobbies."

Professional ethics is the main factor that has influenced my leadership style. I strongly believe in teamwork and encourage employee involvement in solving company matters. However, changes to the work environment often dictate a need for changes to my leadership style too."

Relax by being surrounded by people who are close to me: my wife, children, relatives, friends and colleagues, and by continually developing new hobbies. I enjoy sailing, fishing, listening to music and exploring new cultures and countries."

Ihave been helped throughout the course of my career by my team's loyalty and my own self-awareness. When you know your strengths and weaknesses, you can develop as an entrepreneur. Education, skills and ethics are tools that determine your path. Experience and team engagement complete the equation."

The most frequent mistake that managers make is to forget that they need to actually 'manage' people. Being a manager not only involves a title and an attractive salary. It means juggling multiple priorities and responsibilities as a stakeholder as well as empowering a team. Managers need to be highly inspirational, have leadership skills and agile talent management."



Johnny Abulaitah and his father Nicolas established Windsor Brokers in 1988 as one of the first Cypriot Investment Firms to be licensed here and the first in the region to offer online trading of financial instruments, introducing the first version of the popular Metatrader platform. Thirty years on, Windsor Brokers caters to retail and corporate investors from over 80 countries worldwide from its headquarters in Limassol and is a leading European Investment Firm with current capital reserves of \$40 million.