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CHANGE IN MOTION

A FITXCHANGE™ INITIATIVE



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Change in Motion started from a simple question: what does wellbeing really look like inside organisations that operate under constant pressure and where does mental and physical wellbeing fit into the wider picture? Join us on this inspiring journey as we explore leading organisations and highlight some of the truly wonderful people and initiatives that help them perform at their very best. Discover how they sustain positive, energised cultures and how a thoughtful approach to wellbeing can deliver a return on investment that is often overlooked, yet profoundly impactful.

Through this series, we sit down with leadership teams who are willing to speak openly about how they think, decide, and act when it comes to people, culture, and performance, not in theory, but in real, everyday situations.

March 2026 Spotlight: SPL Audit Ltd – an evolving and exciting organization with incredibly attentive management at its helm and with an employee centric approach to doing business.

Our conversation took place with Andreas Georgiou, Managing Director, and Elena Mouzouri, Marketing & Communications Director, who shared how SPL's approach to wellbeing has evolved over time, what shaped it, and how it shows up in practice today.

A SHIFT
THAT FELT NATURAL

Elena recently joined the company and brought with her a new approach to wellbeing. What is particularly important is that the company's management has fully embraced and actively promotes this new direction.



As Andreas said:

"Now things have started to move gradually to another level. A level that suits the company; high quality of work combined with being physically and mentally balanced. In other words, a healthy mind inside a healthy body."

FEELING WELCOMED

FROM DAY ONE.

For SPL, it is extremely important that their people feel good and welcomed from the moment they step through the company's doors.



Elena emphasised how impressed and even moved she felt by the loyalty and attendance of their people at every event and initiative. They embrace everything that takes place; whether it is for themselves or for society. Not only do they participate, but they actively ask for it. They enjoy being members of the SPL family.
Wellbeing for SPL is not simply a number of specific actions. It is embedded in the daily ***culture*** of the company.

Department managers do not only supervise work, they educate daily. They pass on knowledge, experience and social relationships.

As Andreas mentioned:

"When people feel heard and supported, they naturally do their best work. My goal is to make everyone feel that their voice matters, every single day."

Andreas regularly dedicates his lunch breaks to meet with teams, discussing current issues, and engaging in casual conversations. As a strong advocate of open communication, his door is always open and accessible to everyone. This approach fosters a friendly and inclusive office environment, where all employees feel welcomed, valued, and supported.

"At SPL, we want our people to be supported, engaged, and receive mentoring to improve their skills. We empower them to live well, work well, and grow. We encourage our team to never stop setting goals and chasing their dreams, and we are here to help them reach new potentials by providing the guidance, tools, and opportunities they need to succeed."

> ***"SPL is an organisation that seeks to create a journey of experiences and knowledge, and for me there is no greater blessing than to see this in practice."***





“It is a very misunderstood generation,” Andreas told us.

We spoke at length about the younger generation.

“This generation has higher expectations of fairness and respect. They want to belong to an organisation where individuality is valued and contribution is meaningful. Growing up in the digital era, they are more connected, more aware, and expect their voice to be heard. They are also redefining the boundaries between work and life, seeking balance and integration. Performance and wellbeing are no longer seen as opposing forces, but as interdependent.”

SPL gives them space to speak, to be heard, and supports them with education and mentoring, encouraging their development.

A GENERATION THAT WANTS TO BELONG.

As Elena shared:

“All these years, my experience has shown me that people do not primarily leave a company for money; they leave if they see that they are not evolving.”

“We invest in the development of our people, both in hard skills and in soft skills.”



ACTIONS THAT SPEAK QUIETLY

To empower wellbeing at work, the firm launched the **SPL live** initiative. The programme is built around four pillars: **Wellbeing**, **Connection**, **Impact**, and **Growth**.

Wellbeing focuses on supporting physical and mental health, resilience, and work-life balance.

Connection fosters meaningful relationships, collaboration, and a sense of belonging.

Impact drives corporate responsibility, community engagement, and environmental care.

Finally, ***Growth*** encourages learning, personal development, and a culture of continuous improvement.

"Together, these pillars reflect our commitment to supporting our people, strengthening our culture, and making a positive contribution to society."

Such initiatives are regular and include:

- Corporate social responsibility (CSR) and being active in the community;
- Participation in marathons and athletic events;
- Tree planting;
- Breast and prostate cancer awareness seminars for all staff members;
- Career initiatives connecting staff with universities and building networking relationships;
- Promoting healthy nutrition at internal events, always offering healthy food, fruit and multiple options;
- Team-building retreats or social events;
- Stress management or resilience workshops;
- Flexible working hours;
- Blood donation drives;
- First aid and CPR training for staff;
- Charity fundraising events.

AFTER COVID
STRENGTHENING BELONGING



SPL is a company that offers flexibility while still protecting connection.

Andreas added that it was important that during and after COVID they managed not only to preserve but to strengthen this sense of belonging. The lockdown period made the company realise that their people felt disconnected and needed to coexist again with colleagues and friends.
They were given the option, beyond working from home, to return to the offices on a rotational basis. Employees embraced and enjoyed it.

Flexibility remains:

- Working from home once per week if desired;
- flexibility when unwell;
- flexibility for parents with sick children.



CHANGE IN MOTION AS A NATURAL CONTINUATION

Among all these initiatives, they felt that the programme ***Change in Motion*** by FITXCHANGE™ could hold an important place in the company's culture.

When it was presented to them, they found it highly innovative; saw it as a useful tool to promote team building and health through exercise and nutrition.

MANAGEMENT ALSO SAW IT AS AN OPPORTUNITY

"We will all engage together and in the end we will see who has the most discipline." But Andreas went deeper:

"I feel that this programme will reveal aspects of ourselves that we cannot even imagine and at the same time, we will feel that we share a common goal. That goal being to improve our physical and mental health. To take care of our body, because it is the temple of our mind."

They want to strengthen movement, exercise and healthy nutrition among their people because they genuinely care about their health. For those who already have hobbies, whether gym training, dancing, gardening or walking, they want to encourage them not to stop, by recognising and rewarding them.



CLOSING REFLECTION

SPL is certainly bringing on change, not just for themselves and their people, but for their wider community.

With a renewed emphasis on physical and mental wellness, it is definitely an organisation that has much to look forward to.



Company Snapshot:

Name:	SPL Audit Ltd
Areas of business:	Audit, Tax, Advisory
Years in operation:	15
No. of employees:	more than 70
Geo Presence:	Cyprus, Dubai
Website:	www.splcy.com
At the helm:	Andreas Georgiou, Managing Director

> ***" I want our people to never stop setting goals, dreaming big, and chasing those dreams. We are here to provide them with the tools and support to make it happen"***