



LEADING BY
EXAMPLE

Newsletter

Special points of interest:

- A touching event titled 'Working in the other Community' was held at the Home for Cooperation on Thursday, 17th December 2015.
- What is the general feedback so far received from the "Leading by Example" interns?
- Two journalists from the German ZDF television visited a Turkish Cypriot company where a Greek Cypriot young intern was undergoing her three months internship.
- A successful workshop titled "The Creative Sector Post Solution" was held at the Goethe Institut, Nicosia Buffer Zone on Thursday, 17th March 2016.

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"Leading by Example" 5th Issue

December 2015 - April 2016

Working in the other Community

"**Working in the other Community**" was the title of the event held at the Home for Cooperation on the 17th of December 2015 where young professionals from the Greek Cypriot and the Turkish Cypriot communities shared their experiences while working in the other Community. Young professionals are given the opportunity to work in the other community through an internship scheme implemented by the Turkish Cypriot Chamber of Commerce and the Cyprus Chamber of Commerce and Industry within the framework of the project "**Leading by Example**", which is co-funded by the European Commission under the Civil Society in Action IV Programme.

The overall objective of this scheme was to give 24 Cypriot university



graduates, between the ages of 20-35, work experience within the other community, allowing them to gain valuable professional skills towards their subsequent working lives while mastering the working and cultural environment in the other community.

The event was held in the presence of the press as well of interns and hosting companies benefiting from this internship scheme. The participants were welcomed by the two implementing Chamber partners of the "Leading by Example" project, as well as by the Head of the Programme team of the Task Force for the

Turkish Cypriot community of the European Commission, Ms Michela Foresti. The highlight at the event was the touching statements given by interns and host companies, expressing their personal experience with the internship. Thanking for the opportunity given to them by the European Union and the two Chambers, one of the interns mentioned: "*We, young people, are begging for opportunities like this, as we would like to work and live as one*", while a host company said "*It is with this kind of interaction that we will start eliminating the fears and mistrust between our two communities*".

Among the most popular sectors of interest for both Interns and Host companies are Trade, Research, Energy, Communication, Finance, Information Technology, Civil Engineering, Sociology, NGOs and Environment.



What the Interns say about their experience?

Since its launch back in May 2015, the “Cross-Community Exchange Internship Programme” co-funded by the European Commission through the “**Leading by Example**” project, received very positive feedback from both the participating host companies and the interns. A number of companies and interns are interested in extending the internship period, while some companies have even expressed their interest in the future employment of their interns.

Different positive notable opinions and comments were received on behalf of the interns, with the vast majority interested in continuing their internship in the other community. Through testimonies of the young Interns, the general findings are that they gained significant work experience, precious professional skills while at the same time they managed to master the working and cultural environment in the other community by facing the challenges of their everyday working lives.



Young intern Hasan Habeş working with the Greek Cypriot host company ‘Future Worlds Center’ very characteristically said: *“I believe that joining the ‘Leading by Example’ internship scheme provided me an invaluable opportunity not only to learn new information and skills for my career, but also and most importantly, to work in a culture that I always observed from the outside. Working closely with Greek Cypriots was a great chance for me to know them better and to notice that we have a lot of common characteristics both in working and daily life. I’m happy to be a part of the ‘Leading by Example’ project and would love to collaborate more with Greek Cypriots in different projects in the near future”.*

The Leading by Example Cross Community Internship scheme received great interest from the German ZDF TV

The cross-community exchange internship scheme among young professionals from the Greek Cypriot and Turkish Cypriot communities attracted the attention of local as well as international media.

Two journalists from the German ZDF television visited one of the Turkish Cypriot host companies which participated in this scheme, where a Greek Cypriot young intern was undergoing her three months internship. Speaking to ZDF, the young intern Yiangi Yangou, who studied psychology and sociology said: *“It is a great experience for me, not only that I am acquiring work experience but I am also improving my Turkish. I made great friends too”.* Memduh Erişmen, Director of the host company Lipa Consultancy, speaking about Yiangi’s progress he said: *“She accommodated herself from day one”.* Our company is preparing itself for the post-solution era and I think it is very important to create a multi-cultural, multi-lingual working environment at Lipa” Erişmen added.

Also speaking to ZDF, Kemal Baykalli, Deputy Secretary General of the Turkish Cypriot Chamber of Commerce, explained that the cooperation of the Cyprus Chamber of Commerce and Industry and the Turkish Cypriot Chamber of Commerce on creating awareness about the economic benefits of reconciliation is not something new. Baykalli said that the EU co-funded project **Leading by Example** equipped the Chambers with creative tools for this end. Commenting on the cross-community exchange internship program, “we have been receiving very positive feedback both from the interns and their host companies, we believe we are the pioneers of what to follow after a solution” Baykalli concluded.





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**This project is co-funded by
the European Union under
the "Cypriot Civil Society in
Action IV" Programme**



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Mr David Hands and Mr Evren Maner during 'The Creative Sector Post Solution' Workshop

The audio-visual industry can contribute greatly towards the overall re-unified Cyprus economy

In the presence of more than 40 participants coming from the media, the creative sector as well as students and young professionals, the **Leading by Example** project team organised a very original workshop entitled "**The Creative Sector Post Solution**" to present the potential of the Audiovisual Creative sector and its market prospects after the solution of the Cyprus problem.

Welcoming addresses and opening remarks were made by the two implementing partners of the **Leading by Example** project, KTTO Deputy Secretary General Mr Kemal Baykallı, and KEBE Senior Director Mr Leonidas Paschalides, while the main presentations were made by Mr Evren Maner and Mr David Hands, directors of Quip Production and Crewhouse enterprises, respectively.

In his opening remarks, Mr Kemal Baykallı explained that solution of the Cyprus problem will bring economic benefits to both communities and as he added: "**The Leading by Example project has organized many events to create awareness and bring the Turkish Cypriot and Greek Cypriot business communities together**".

On the other hand, Mr Leonidas Paschalides provided a brief background about the cooperation of the two Chambers, and explained that both Chambers have been working together to elaborate on the prospects of different economic sectors after a solution. 'Thanks to the EU co-funded **Leading by Example** project, we can discover more about new potentials' Paschalides added.

Mr Evren Maner and Mr David Hands gave a comprehensive account of the present situation in Cyprus regarding the film industry, while they elaborated on the advantages that Cyprus presents in this area and the vast potentials that the reunification of the country will bring about for the sector. They also stressed the opportunities which will be generated for bi-communal cooperation but also for making Cyprus an ideal place for film and generally audio-visual productions, provided that the right framework is created in the reunified Cyprus.

Following an interactive discussion with the audience, the general conclusion was that the Creative sector in the re-unified Cyprus has a significant potential for further development and for substantially increasing its contribution to the overall economy of Cyprus.