

# Pawel Mandalian

Managing Director  
Moebius

HE BELIEVES IN SUPPORTING PEOPLE'S IDEAS AND HELPING THEM TO DISCOVER NEW ONES. HE COMBINES COMPASSIONATE LEADERSHIP WITH STRICT REASON AND A HEALTHY DOSE OF HUMILITY AND FLEXIBILITY. HE ACKNOWLEDGES THAT BEING RELAXED LEADS TO BETTER DECISIONS, BETTER WORK AND MORE CREATIVE SOLUTIONS.

“**M**y management style uses Integral Management methods, with elements from Agile. This means allowing people to develop themselves and trying to support their ideas or help them to discover new ones.”

“**M**anagers need to consistently show honesty, interest, compassion and understanding. Combining compassionate leadership with strict reason, a healthy dose of humility and flexibility, allows for the creation of efficiency, to the satisfaction of all those involved.”

“**M**y leadership style has been affected by psychology, neuroscience, philosophy and logic, as well as constant observation of the people I work with, both clients and employees.”

“**I**n order to find opportunities and succeed, the best course of action is to treat every opportunity and change with as little cognitive bias and prejudice as possible, using experience only to gauge, not to judge, and using reasoning and constant deepening of knowledge to tackle problems.”

“**R**elax by working, talking to my family, reading, hiking and learning. Living is generally relaxing if you understand yourself. Being relaxed leads to better decisions, better work and more creative solutions.”

“**M**y greatest professional achievement lies in not making assumptions about people, the economy, and the world in general. Any reality, including business and markets, is far too complex to delude ourselves that it is known or predictable.”

“**I**n my opinion, there should be no real difference between work or private life, as it is only the tasks which differ, not the people or rules of discourse.”

“**I** have been helped in my career by listening to others – kind and knowledgeable people sharing their experience – and also by being willing to accept opinions different from my own. Other people always have something to contribute to our moral, epistemological and phenomenological thought.”

“**M**anagers are often blind to others' abilities and make assumptions based on preconceptions. Most people are very capable problem-solvers and enjoy working and contributing to achieve a common target, if given a chance to do so.”

“**A**ll people are capable of admirable acts; interesting people are ones who can do so consistently. Of those in my field, there are at least ten deserving praise for their actions. Without naming them, I take my hat off in respect for them.”

“**M**y favourite pastimes are meditation and studying classical guitar.”

**Pawel Mandalian** studied Classical Philology and Orientalistics at Warsaw University. He then made a transition to the world of IT and software programming and moved to Berlin where he worked for various IT and banking firms. Twelve years later, in 2001, he moved to Cyprus, where he worked in the fiduciary and private wealth sector, developing software solutions. In 2015, he founded Moebius, a software company which has developed a complete software package to address the needs of business service providers, lawyers and accountants.