

Marianna Hadjiandoniou

Group HR Director, PariMatch

SHE BELIEVES IN INVESTING IN THE LONG-TERM DEVELOPMENT OF EMPLOYEES AS A WAY TO ACHIEVE SUSTAINABLE RESULTS, HAVING SEEN HOW THIS HAS HELPED HER PERSONALLY. SHE IS AN ADMIRER OF PEOPLE WHO MAKE A DIFFERENCE IN THE LIVES OF OTHERS AND ARE HONEST, RELIABLE AND TRUSTWORTHY. AS A SINGLE MOTHER OF TWINS, SHE UNDERSTANDS THE NEED TO KEEP HER ENERGY LEVELS HIGH!

“I don’t have a single style of management. I always assess the situation and the team before deciding what action to take. Investing in the long-term development of employees is the best way to achieve sustainable results.”

“A good manager gives clear directions and actually stays pretty hands-off, but is ready and available to jump in to offer guidance, expertise and help when needed.”

“My educational background, the Human Resource Management studies and my persistence to keep learning and to develop myself have helped me in my career. The more knowledgeable you are, the more comfortable you feel. I stand for persistence, hard work and never taking shortcuts.”

“Managers often think that motivation is as simple as rewarding good behaviour and punishing bad behaviour but if it was that simple, shouldn’t we all be great at it by now? Unfortunately, keeping people motivated isn’t that easy, especially in a workplace environment. It is crucial, therefore, that HR Managers learn how to encourage their workforce.”



“In general, I admire people either because of their remarkable moral or ethical character or because of their high achievements in their area of expertise. I admire those who adhere to their principles, make a difference in the lives of others and are honest, reliable and trustworthy especially in our business world.”

“Being a single mum of 8-year-old twins and, yes, working eight to ten hours a day, the thing I get asked most often is ‘how do you do it?’ For me, there is no such thing as work-life balance, because my work and my life are not separate entities that constantly compete for my time. They actually go hand-in-hand, which is how I can manage it all and not lose my marbles!”

“When you have a lot to juggle, the most valuable thing in the world is energy, which means nourishing and moving your body. So it means water, clean eating, small regular meals, fresh air, sunshine, exercise. I call it radical self-care. As I have gotten older I have started to pay attention to how I feel when I am around different energies. I prioritise time with those that enrich me, and maintain boundaries with those that don’t.”

“I enjoy recording the places I go to and the things that I do in photographs. In my spare time I like to go to different places and take photos; especially when I have my twins with me. Photography is challenging and there are always many things to learn!”

Marianna Hadjiandoniou is Group HR Director of PariMatch, an international holding company with 24 years of betting experience, represented in more than eight countries, with a strong presence in CIS region. Having worked in HR for the past 18 years as a Senior Human Resources professional and experienced consultant, she has had a wide exposure to local and international companies across various industries, geographies and cultures. She has a solid background of managing all HR areas, she is a member of the Chartered Institute of Personnel and Development (CIPD) and she holds an MSc in Human Resource Management from Surrey University, UK.