



# HRM IN THE FACE OF CHANGE – TIME TO INNOVATE AND CONSOLIDATE

**Ms SYLVIA ZACHARIAH – WORLD CLASS CONSULTANT**

***“Walk away from this seminar with Tools and New Techniques for immediate results”***

## ABOUT THE MASTER CLASS

In order for a business to be successful for the long term, there must be a strong, vibrant business and HRM Strategy. **HRM world-wide is looking at making itself indispensable**; value added and valued. As professionals are looking at new ways to meet the challenges of the 21<sup>st</sup> Century new ideas and practises are emerging. HR Professionals at leading edge companies have started to **embrace new trends** that are better meeting the needs of their companies and changing employee expectations. The challenges for businesses and organizations are relentless as the pace quickness. As new opportunities for Cyprus emerge, it may be time for HRM to **explore new and different ways to improve** its relevance to their organisations.

Making the best of your most expensive resource i.e. **people is the key to growth and sustainability** and to managing challenging economic situations.

## ISSUES TO BE ADDRESSED

**During this seminar we will look at new ways of “tackling old problems” and new problems that need new approaches such as:**

- Why does HR need to prove its worth and what are the best ways?
- What does being an agile HR function really mean?
- HR – Facts-Fads- Trends
- Has the traditional performance review system seen its day?
- How can we encourage high performance and ownership better?
- The role of behavioural science in performance
- Team or individual performance? What matter most and how to set goals
- Can employees be trusted to set their own challenging objectives?
- The “squeezed” middle managers and how HR can support them
- Do we need employer branding and what can it do for the organization?
- Does your organization know what it wants and values in employees?
- How does our company align Company Strategy to Productivity and Efficiency?
- How can I support management at all levels in building a winning team through innovation and tried and tested practices?
- How can elevate the role of HRM and people management in the company?

## AIMS OF THE MASTER CLASS

This training program aims to identify some of the latest thinking and changes to HR approaches and how these could be applied in your setting. The strategies and effective HR and management HR Metrics practises during times of Change. To examine and compare what is presently being done and discover how managers in Cyprus might adopt some new and innovative practises into their own companies.



Cyprus Employers & Industrialists Federation (OEB)

For more Information please contact the Department of Research, Training and European Programs

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## MASTER CLASS

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## MAJOR TOPICS

**HR and Management Professionals will walk away from this two-day seminar with:**

- Issues facing the HR Community
- Does the traditional performance review process still work? And what is the script for effective new style performance conversations?
- The role of behavioural science in performance (Team Vs individual performance)
- Reward and recognition is not always stimulating performance
- The “squeezed” middle manager (friend or foe)
- Tapping into employees as a source of commercial intelligence
- Individualisation or team focus – latest trend
- Effective hiring techniques and new approaches
- Why more companies hire non-HR professionals
- Driving the Demand for Change and Innovation
- Case Studies - Workshops

## BENEFITS OF ATTENDING

**HR and Management Professionals will walk away from this two-day seminar with:**

- A clear idea of how the latest thinking in HR may help revitalize your approach to drive performance and better support your organization to achieve success
- Tools to create a more “agile HR functions”
- The ability to compare and contrast established practises and new approaches working out the pro and con for your organisation based on what world-class organisations are doing
- A portfolio of new approaches that can change the way your business:
  - Defines individual and team performance
  - Harnesses individual driven objective setting and ownership
  - Manages performance
  - Measures real contribution and uses data
  - Rewards what the organisation values and knows what it values
  - Looks at the role of teams and whether you need them
  - Hires with greater effectiveness
  - Builds an effective employer and customer brand
  - Builds an effective employer and customer brand
- Identify what would work best for your organisation irrespective of size and sector
- Identify potential stumbling blocks that may impact on HR innovation in your organization and how to overcome these
- How to implement new ideas in a safe way
- Becoming an “Employer of Choice” and prospering despite difficult economic conditions! Being truly different than other companies in Cyprus

***“Walk away from this seminar with Tools and new Techniques for immediate results”***

◦ **DATES:** 13 - 14 February, 2017

From 08:30 – 16:45

◦ **VENUE:** Hilton Hotel, Nicosia

◦ **NOTE:** Site Visit

The company of each person who attends the two-day seminar is expected to subscribe to a half-day session of 4 hours, in the second stage of the program. the instructor will visit each company and spend time working with those who attended the seminar and where appropriate, with their senior colleagues.

◦ **ZERO COST MASTER CLASS**

The Training program approved, by the Human Resource Development Authority (HRDA), as vital importance seminar and is fully subsidized to eligible organizations that meet HRDA criteria.

**Note: Non-Members of OEB will be charged the VAT Cost.**

◦ **WHO SHOULD ATTEND**

The seminar is suitable for Directors, Human Resource Managers/Officers, Accounts/Finance Managers and other managers who have responsibilities for managing, training and developing staff and/or have an involvement in shaping HR strategy.

◦ **LANGUAGE ENGLISH**



## MRS SYLVIA ZACHARIAH

A successful consultant, practitioner and Investors in People Assessor. Throughout her professional life, she gained practical and academic insights, which now conveys to audiences in a way that enthuses and empowers them to want to implement better approaches. Her Investors In People work provides direct and indirect consultancy support. She has worked with a wide range of organizations across all sectors, which has taught her a great deal about how to do things well and what excellence should look like.



In previous work she gained practical experience as Operations Manager, HR Manager and Director. She lived and worked in many countries including the USA / Singapore / India / Lebanon / Thailand and Spain, she has gained an excellent understanding of cultural differences and that "one size – does not fit all", which is invaluable when sharing knowledge and experience. She approaches her training and hands-on support in a pragmatic way – using academic knowledge, but contextualizing it in a practical way so that business and individuals can actually apply this knowledge to the benefit of their organization.

Her seminars are aimed at providing tangible benefits, stimulus, knowledge and challenge, to encourage people to strive for continuous improvement.

## PARTICIPATION FORM

| <u>Name-Surname</u>   | <u>Job Description</u>           | <u>I.D. Number</u>    |
|---|----------------------------------|-----------------------|
| 1...../...../.....  |                                  |                       |
| 2...../...../.....  |                                  |                       |
| 3...../...../.....  |                                  |                       |
| <u>Mobile Number</u> 1.....2.....3.....                             |                                  |                       |
| <u>Company/Organization</u> .....                                   |                                  |                       |
| <u>Contact Person</u> .....   | <u>Email</u> .....               |                       |
| <u>Social Ins. Number</u> .....                                     | <u>Number of Employees</u> ..... |                       |
| <u>Telephone</u> .....  | <u>Fax</u> .....                 |                       |
| <u>Address</u> .....  | <u>Post Code</u> .....           |                       |
| <u>P.O Box</u> .....  | <u>Post Code</u> .....           | <u>District</u> ..... |
| Please share what encourage you to take part in this seminar: ..... |                                  |                       |
| .....   |                                  |                       |



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