

Master class:

The Millennials Thrust in your Workplace – A transition of Opportunities and Challenges

Sylvia Zachariah
World Class Consultant

Dates - 30th – 31st October 2017

From 08:30 to 16:45

Language – English

Venue - HILTON Hotel – Nicosia

About the Master class



Companies are feeling the pressure by millennials to evolve, especially because about 1 in every 3 employees is a millennial and by 2025 they will become 75% of the global workforce.

Worldwide, companies are changing tactics to recruit millennials in the internet age. And although there is still much uncertainty about how the millennials and employers will adapt to one another, the fact is that millennials will soon be replacing the retiring baby boomers. In this context, companies need to transform their practices as they cannot afford to ignore the millennials uprising.

In light of the millennials penetration to employment, HR professionals need to define strategies and practices to attract, develop and retain the best millennial leaders.

Aims of the Master class

This training program offers a framework for understanding the most compelling issues organizations face in their efforts to effectively incorporate the millennials.

Through case studies and proven best practices, the seminar will look into key areas such as:

- Why do we have the need to talk about millennials
- What defines millennials
- How to find and attract millennials to your organization
- Tailoring induction to the needs of millennials – what works and what doesn't
- Effective interviewing of millennials
- Proven best practices and approaches for managing millennials
- How to get millennials to work
- Myths and truths about millennials.

Programme Structure

Part 1 – TWO DAY TRAINING SEMINAR 30th – 31st October 2017 - HILTON Hotel – Nicosia

Part 2 – 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.

Walk away from this Seminar with Tools and Techniques for Immediate Results!



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Benefits of Attending

Talk is easy... trainings are helpful. But what do I do immediately after I leave this training?

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

- A clear understanding of the upcoming opportunities by understanding who the millennials are and why the challenge of their existence in companies cannot be avoided
- Knowledge of how HR practices need to be differentiated in terms of values and roles and how millennials need differential incentives than other generations
- An enhanced ability to identify reasons why practices do or do not work in some leading organizations
- Enriched skills in maximizing the millennials' potential and talents in their organizations
- An identification of how their organizations' practices need to be reshaped to incorporate innovative proven best practices
- Tools and practices to effectively and efficiently managing millennials by bringing an alignment amongst their company's workforce.



Who Should Attend

Directors, Human Resource Managers, Senior Managers, Finance Managers, and other managers / officers who have responsibilities for managing, training and developing staff and /or have an involvement in shaping HR strategy.

Issues to be Addressed

The ultimate aim is to help each company achieve one or more of the following objectives:

- Review problems and issues relating to staffing; retention and recruitment methodologies to help drive continuous improvement by taking into consideration the iGeneration
- Develop a rounded understanding of millennials and their expectations
- Become familiar with social media as a recruitment tool which is most appealing to generation Y
- Learn more about the latest effective recruitment and selection interview approaches that could support their organization in attracting skilled millennials
- Identify the right approach to building their Employer Brand
- Analyze and plan for work structures and cultures that appeal to millennials
- Create an environment that allows a multi-generational workforce to work together in a supportive and mutually beneficial way
- Build an implementation plan that is easy to implement



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Programme Leader

Sylvia Zachariah - World Class Consultant

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

ZERO Cost Master Class

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

The Masterclass is addressed only to OEB's members.

APPLICATION FORM

SURNAME / NAME	POSITION	I.D. NO	Mob. Phone NO
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____

COMPANY / ORGANISATION

Company's Name: _____ Social Insurance No: _____

Contact Person _____ e-mail _____

Address: _____ Post Code: _____

P.O.Box: _____ Post Code: _____ District: _____

Tel.: _____ Fax: _____ No. of Employees: _____



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