

Master class:

HR in a Radical Changing World

New challenges and new opportunities

Sylvia Zachariah
World Class Consultant

Dates 9th & 10th March 2020

From 08:30 to 16:45

Language – English

Venue –The Landmark–Nicosia

About the Master class

Organizations across all sectors are seeking to maximize the contribution of each function. Changes in the way business is being done; working patterns; digitalization and globalization as well as a heavy competition for talent in an ever-changing market require a 'multi-functional' HR team that contributes more than just transactional activities.

This is a unique opportunity for HR to step out of the shadows of a traditional and limiting HR remit. If HR does not seize this opportunity it may well find that most, if not all tasks are outsourced and managers utilize HR software for doing it themselves, which makes HR as a function redundant.

HR has to be seen to be value add if it is to survive and receive the respect it demands. **Organizations are increasingly looking for a holistic and project management approach** when it comes to their most expensive and unpredictable resource – people.

Aims of the Master class

This two-day seminar will give you innovative insights and practical tools necessary to understand the many different roles HR can, needs to and should play in order to survive and thrive. **This seminar will involve participants in elements of practical work.**

- The 20 trends – large and small that could impact on the way HR has to conduct its business
- Why is there a need to change the standard approaches taken by HR to how it supports business?
- From 'touchy feely – to analytical and steely' – Why some companies are starting to employ non-traditional staff in HR and what this trend could mean for the HR community
- What new roles is HR expected to play?
- Do you have the 7 critical skills to survive and safeguard your HR career and function in the business?
- What is the potential impact of populist politics and thinking on the workplace and the work of HR?
- Generalist vs Specialist HR. Who will win out?

Programme Structure

Part 1 – TWO DAY TRAINING SEMINAR 9th and 10th March 2020 – The Landmark – 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.



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Benefits of Attending

By the end of this seminar participants should be able to:

- Be able to align business strategy with different HR approaches
- Recognize and explain the difference between the benefits of Specialist vs Generalist HR – and the new hybrid Human Resources function emerging.
- Predict how HR will change, based on the various different threats and opportunities presenting themselves
- Evaluate trends that will impact on the way HR needs to work and evolve and how it can prepare for it
- Appreciate digital and other technologies on HR
- Integrate tools and techniques for immediate application in your organization
- Review problems and issues currently impacting on the approach taken to maximizing people resources for the benefit of their organization
- Identify new and align existing more encompassing HR; digital; technological and cultural approaches to the business strategy; goals and objectives



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

- Understanding the mega trends that are and will be transforming HR in the next decade
- The role of hybrid HR and what it will look like
- Why CEOs are worried that their HR can't deliver in agile, flat and open organizations
- De-construct to reconstruct
How to apply the zero-based approach – theory and practical examples of what organizations have done
- HR as the overarching project manager
- Profile of new management capabilities
- HR as an active partner in the performance evaluation of managers. An increasing trend with astounding results
- Expectations of HR
- HR as catalyst
- HR as data manager and analyst to tailor people interventions and strategies
- HR as talent broker in a fluid work environment
- HR as source of real-time understanding of individual capabilities
- How reverse-mentoring can increase organizational capabilities? Is your organization ready?
- HR fostering a 'liberalized organization' - What do we mean by this?
- HR as a source of vital information
- HR Generalist vs HR Specialist - where is the future?



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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: _____

