

Master class:

The Upskilling Strategy

Organizational Growth Through Employee Development

Bill Lewis

World Class Consultant – U.S.A

Dates 4th and 5th October 2023

From 09:00 to 17:15

HILTON Nicosia

Language – English



The Contribution of an On-Going 'Upskilling' Process

The on-going process of UpSkilling **is concerned with the development of positive organization cultures, reinforcing core values of the organization and increasing the motivation and commitment** of employees.

This is achieved through a continuous process of elevating existing skills that relate to the current role to the next level.

The seminar will cover both **research evidence** and **practical experience** of companies that are already applying successful 'UpSkilling' strategies. Reward strategies need to reflect the requirements of the individual company, its size, its type of business, its staff and the business environment in which it operates.

By implementing an ongoing UpSkilling process, you can continually evaluate, develop and grow for organizational health and provide employees the opportunity to grow the business. An on-going UpSkilling process strategy is a powerful approach to organizational development which can help to create a high-performance organization culture.

Aims of the Master class

By the end of the training, participants will walk away with tools and skills to:

- **Compare and Contrast established practices with new approaches** working within the Upskilling process
- **Develop a portfolio of new approaches** that can change the way their business develops their employees
- Define and prioritize **what elements of the process would allow for greatest impact**
- Create a culture that **encourages internal Upskilling** within the existing labor force
- Compare the **pros and cons of recruitment, training and retention** in an ongoing process of employee development
- Design **individual growth development** versus 'Group Think' training
- Discover that **failure in the process is not fatal**, but rather **an opportunity for personalized improvement for the organization.**

The Upskilling Strategy

Organizational Growth Through Employee Development

Programme Structure

Part 1 – TRAINING SEMINAR 4th and 5th of October 2023 - HILTON Nicosia

Part 2 – SITE VISIT

The company of each person who attends the 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.



Who Should Attend?

Directors, Human Resource Managers/ Officers, Senior Managers and other Managers who have responsibilities for managing, training and developing staff and/ or have an involvement in shaping HR Strategy and Upskilling considerations

Issues to be Addressed

- **Introduction to the Upskilling process**
- **Managers VS Leaders**
 - ❖ How to coach in the Upskilling process
 - ❖ Learn the steps to Leading 'UP', 'ACROSS' and 'DOWN'.
- **SHOW ME ! DON'T TELL ME !**
 - ❖ Case study of how a mid-size organization developed it's UpSkilling strategy and events.
- **Requirements for the Upskilling process**
 - ❖ WHO – WHAT – TIME – COST – BUYIN – EVALUATION – WHEN – HOW OFTEN – CHALLENGES – REWARDS
- **Leadership Styles and Management Competency**
 - ❖ Different Leadership styles
 - ❖ The pros and cons of each style for leadership development
 - ❖ Understanding how to communicate effectively
- **UPSKILLING Variety – How do we build job skills and workplace competency ?**
 - ❖ Strategies for job-based development
 - ❖ Partnering Strategies etc.
- **HR Development - Upskilling beyond the boundaries of traditional training**
 - ❖ The Total Organization Upskilling process – Participants will see firsthand an approach which is timeless and critical in Upskilling the entire organization.
 - ❖ The Customer/Supplier Upskilling process – Discover strategies and techniques used by successful organizations through an in-depth case study
- **Overcoming management reluctance to change from existing development approaches**
 - ❖ Preparing and presenting a cost – benefit analysis

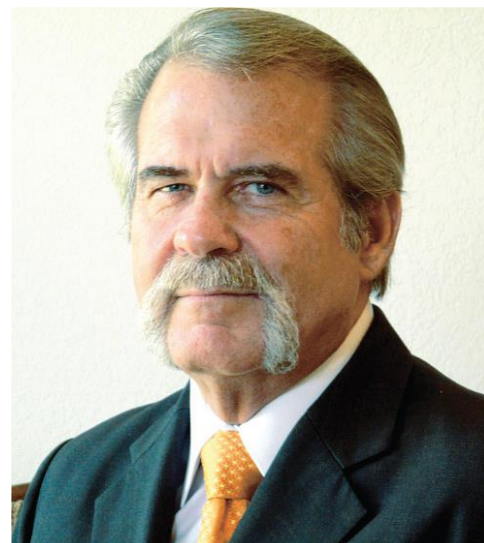
The Upskilling Strategy

Programme Leader

BILL LEWIS - World Class Consultant from the U.S.A

For more than 40 years, Bill Lewis has served organizations from around the world by helping them structure and align themselves for sustainable growth and success. As a Organizational Development professional Bill is not part of a big consulting firm that sells programs. In contrast as an independent consult and coach he has served a niche market of companies who desire to make unique differences, not just follow trendy management programs. Many of Bill's clients have partnered with him for many years because of the relationship he has built with them and the value he has brought to their companies as they continue to be successful and profitable.

Bill says.. "I am not a trainer in the traditional thinking. Although I'm a good teacher and very capable in educating the firms I work with, I do much more. I walk along side of them coaching, encouraging and making need adjustments along the way".



ZERO Cost Master Class

The training program is 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.

A mandatory prerequisite for your participation to the seminar, is the registration of the Enterprise (Employer), as well as the participant (employee) in the "ERMIS" digital portal of, Human Resource Development Authority of Cyprus (HRDA).

If you are already registered, you can register for the program through this link <https://ermis.anad.org.cy>. **Program No. # 148712**

If you did not register, please complete and send us the registration form below, by 25th September 23, and we will contact you for the way forward, with directions on how to complete the registration.

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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