

Master class:

Strategic Wellness Mastery

Empowering HR Professionals with Wellbeing Strategies

Sylvia Zachariah
World Class Consultant

Dates 20th & 21st February 2024

From 09:00 to 17:15

HILTON Nicosia

Language – English

About the Master class



Companies recognize the increased importance of Employee Wellbeing, as this has become one of the highest priorities, at a time, when absenteeism, lack of engagement and difficulties to retain and recruit talent are on the rise.

Organizations cannot operate effectively or efficiently with a workforce functioning 'on the edge'. Employee wellbeing, financial, social, physical and psychological/mental, is already high on the agenda of many Organizations globally and its importance is increasing daily as people are affected by the cost-of-living crisis, mental health issues, political uncertainty and changes in the way how people view work and social interactions generally.

Aim of the Master class

The aim of the Master Class **is to equip participants as such, to recognize the opportunities that a strategic approach to employee health and wellbeing will bring to both, employees and employers and, to a further extent, the customer. To examine and analyse the benefits**, it is imperative to understand and deep dive into the four dimensions of employee wellbeing, **and how its incorporation into the HR strategic practices brings about benefits to both organizations and employees.**

The latest trends will be analysed during the Master Class and will give participants an insight into the 4 dimensions (Financial – Social – Physical – Psychological) **of wellbeing, how they manifest themselves, the impact on organizations and employees and the many ways employers in all sectors can support employees.**

The tools gained will assist HR professionals, managers and leaders, of every organization, to best identify and implement an Employee Wellbeing process. Participants will be able to **start devising new and improved ways of addressing the four aspects of employee wellbeing and incorporate these into a competing Action Plan.**

Programme Structure

Part 1 – TRAINING SEMINAR 20th & 21st February 2024 - 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.



CYPRUS EMPLOYERS & INDUSTRIALISTS FEDERATION
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Benefits of Attending

The seminar will introduce a portfolio of **tested and new approaches** that can change the way HR and management professionals:

- Appreciate and define the concept of **becoming a high-performance organization** by embracing employee well-being to **create an organizational wellbeing strategy**
- **Identify gaps** in their current approach to employee wellbeing
- **Define, classify, and prioritize** what actions they can take to support wellbeing
- **Harness individual motivations** through **differentiated approaches to employee wellbeing**
- **Appreciate the concept of employee wellbeing** in the round and how different aspects of the same impact on each other – Understand the catch-22 situation
- Understand how to **identify and evaluate the impact of wellbeing actions**
- Identify **Rewards that better recognize the organization values**
- **Manage the challenges of individualization** to make employee wellbeing initiatives work



Who Should Attend?

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

Issues to be Addressed

- The rise of **Employee Wellbeing and impact on employers**
 - Why the focus on employee wellbeing?
 - The **Four Dimensions**
 - The role of **Empowerment**
 - **Employer responsibilities** etc.
- **Psychological Safety** as a strategic priority
 - Elements of Psychological wellbeing
 - Gender and psychological wellbeing
 - Ways of supporting psychological wellbeing etc.
- Employee **Financial Wellbeing - The 5 step approach**
 - What do we mean by it?
 - Identifying employee issues
 - The role of reward etc.
- **Physical Wellbeing** – more than a comfortable chair
 - Tangible and intangible elements
 - Generational Requirements
 - Common issues etc.
- **Social Wellbeing**
 - **The 3-elements of social wellbeing**
 - **The 5-facets of social wellbeing**
- **Benefitting Employee Wellbeing and the organization through a human-centric approach to work**
- Planning a **Holistic Approach to Employee Wellbeing**

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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.

Fully Subsidised 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.

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

If you are registered to ERMIS, you can register for the program through this link <https://ermis.anad.org.cy> Program No. # 231866

If you did not register to ERMIS, please complete and send us the registration form below, by 15th February 2024, and we will contact you for the way forward, with guidance 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 _____

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



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