

5 Trends that may surprise you

Master class:

Developing a Resilient HR Strategy for Sustainable Business Growth

Sylvia Zachariah
World Class Consultant

Dates 21 & 22 November 22

From 08:30 to 16:45

Hilton Nicosia

Language – English



About the Master class

As the world has changed and organizations continue to face new challenges, so must HR change and step up its game to play a strategic and valuable role. HR has proven its value during the pandemic, it must not fall back into old practices and routines, but spearhead more beneficial change. This seminar will provide organizations with valuable insights into global trends and challenges that will enable organizations in Cyprus embrace a more pro-active approach in developing a resilient HR strategy to underpin sustainable business success.

We will be looking at advantages and limitations of a human-centric approach that will help attract and retain talent in a changing skills-set landscape. **This workshop looks beyond standard transactional HR activities** and focuses on genuine value-add by challenging established thinking

Aims of the Master class

The aim is to examine and analyze the challenges HR and business are facing between 2022 and 2025 – and even beyond.

We will be looking at the latest trends, some initiated by the pandemic, some emerging as other challenges and pressures are starting to impact on organizations. The seminar will give participants an **overview of all the changes, future demands and opportunities that HR will face** within the next 3/ 5 and even 10 years and how they can prepare to support their organizations.

Based on this knowledge, you will be able to start devising new and improved ways of meeting the key challenges ahead.

Walk away from this seminar with tools and techniques for immediate results

Programme Structure

Part 1 – TRAINING SEMINAR 21 & 22 November 2022 – 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.



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Benefits of Attending

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

- A clear idea of how the latest thinking and findings can help them approach to deliver HR support that goes beyond what has been expected and needed in the past.
- A portfolio of new approaches for sustainable Business Growth
- Identify what could work best for your organization irrespective of size and sector; pre-empt potential stumbling blocks and ways to overcome the same
- Becoming an "Employer of Choice" and prospering despite difficult economic conditions!! Being truly different than other companies in Cyprus
- Review your current approach to the topics discussed during the seminar and identify how a more innovative approach to the way employees are serviced will make your organization fit for the future
- How existing and effective practices can be expanded/ up-dated and strengthened
- Provide HR with new tools and options to challenge entrenched management thinking
- Walk away from this seminar with tools and techniques for immediate results.



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

- How the last 2 years are shaping the next 5- 10 years and what this will mean for HR Professionals
 - Change on planet HR – 5 Key Trends explained and what each means in praxis
 - 5 Trends that may surprise you
- **HR as experts for everything**
- **Change in 'culture land'**
 - Defining organizational culture
 - Growing recognition of the important of organizational cultures
 - Dysfunctional cultures – how they develop, and the problems they cause –
 - Functional cultures – key factors that contribute to their development
- **How to attract and retain talent without eating into profit**
- **Transforming work- Building a humane employer-employee relationship**
- **Benefitting business through a human-centric approach to work**
- **Employee well-being – more than just gym membership**
- **From Adaptation to Transformation**
- **Why HR has to progress from data analytics to data literacy**
- **What are the new skills requirements for HR?**



Developing a Resilient HR Strategy for Sustainable Business Growth

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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