

Master class:

From HR Metrics to HR Intelligent

Sylvia Zachariah
World Class Consultant

Dates: 14 & 15 February 23

From 08:45 to 17:15

Registrations: 08:15 – 08:45

Venue: Hilton Nicosia

Language: English

Are you aware of
the power of HR
metrics?

How does our
company align
Company Strategy
to Productivity
and Efficiency?

How much do you
know about Cost,
Revenue and Profit
Optimization?

How can I support
management at all
levels in building a
winning team?

How can we
elevate the role of
HRM and people
management in
the company?

About the Master class

In order for a business to be successful in the long term, there must be a strong, vibrant business and HR strategy. Recovering from an economic down turn, managers must be prepared to do business differently. This includes putting in place measurements for success and effectiveness, whilst supporting these through the right actions to increase organisational effectiveness and cost effectiveness.

This **two-day seminar** will give you innovative insights and practical tools (templates on USB stick to take away) necessary to use HR Metrics to help top management make better decisions.

It's the focused and smart management of your most expensive resource "people" that will help you survive the current economic challenges and prepare you for future success

Aims of the Master class

This training program aims to identify the strategies and effective HR and management HR Metrics practices during times of Change. To examine and compare what is presently being done and discover how managers in Cyprus might adopt some new and innovative practices into their own companies.

To look at what principles and practices World Class Companies are using to cause change and/or manage change during the periods of growth, as well as during down turns in business

Programme Structure

Part 1 – TRAINING SEMINAR 14th & 15th February 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.

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.



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Master class:

From HR Metrics to HR Intelligent

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

- A clear idea of how to align business strategy with HR metrics
- See an example of “reinventing yourself” for future growth.
- Understanding the difference between analysing, measuring and measuring for impact
- Identify the needs of the organization and the most effective way of finding resources to meet those needs.
- Identifying the right means of improving metrics that need improving
- Compare your company to those World Class companies who are already doing it
- Becoming an “Employer of Choice” and prospering despite difficult economic conditions!! Being truly different than other companies in Cyprus.
- 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

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

- Review problems and issues about creating a culture of measurement and evaluation that drive Continuous Improvement
- Align workforce metrics with business strategy, goals and objectives
- Align HR metrics with critical HR objectives and initiatives
- Determine the right data to collect
- Build and execute your implementation plan
- Get management and stakeholder support and involvement.

Major Topics

- “HR metrics – How are you measuring up” - Discuss what successful companies have done to harness numbers to drive business performance
- Getting Started with Metrics
- Metrics Key Benefits
- Best Practices in Metrics and Dashboards
- Case Study Workshop: Leading-Edge Practices in Workforce Analytics
- Presentation of three Emerging Trends in Workforce Analytics
- Beyond Metrics
- Setting up measurements for HR
- Steps to set up Metrics for HR
- Metrics for HR
- Organizational/ strategic Metrics
- Case Study Workshop “Using Metrics”
- Driving the Demand for Metrics

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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

IMPORTANT NOTE

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

If you have already registered, you can register for the program through the link <https://ermis.anad.org.cy>.
Program No. 70834

If you have not registered, please complete and send us the registration form below, by 31st January, and we will contact you for further details.

APPLICATION FORM

SURNAME NAME	POSITION	ID 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: _____