

Interesting Quotes

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“Βρήκαμε τη στάχτη. Μένει να ξαναβρούμε τη ζωή μας, τώρα που δεν έχουμε πια τίποτα.

We found the ashes. What’s left now is to gain our lives back, now that we are left with nothing.”

— *George Seferis*

1. Welcome Note from the Editor

Dear readers,

Welcome to our 35th issue of Human.Net!

I hope this autumn finds you well, feeling positive, and full of energy!

George Seferis once stated that despite the difficulties, it is very important to maintain our optimism and to continue to seek opportunities in these challenging times. That is why in this issue we have selected topics of current interest to convey this message.

For instance, despite the growing unemployment in our country, which is clear in the data we present, there are small things we can do to adapt to this situation. The movie review illustrates different ways in which three recently made redundant individuals have dealt with their unemployment, and lastly, the book review reveals a number of strengths and leadership skills that we may possess and can begin to utilize.

As HR professionals, part of our role is to motivate and influence our colleagues in a positive way. Let us not forget that people can become invigorated only if they consider adversities as opportunities for change and growth.

Wishing you the best for a productive and exciting last quarter of the year!

Vicky Charalambous
Publications and Communication Representative

2. Bright Idea

3 Questions to Ask Yourself in order to Adapt to the Economic Crisis

The new economy, as a result of the economic crisis, doesn't only require you to try harder, sell more, or work longer hours. It requires you to change the whole way you work. Ask yourself these three questions to assess the current situation and adapt your game to the changed conditions:

- **What's the situation?** Remember that in this new reality in which big businesses are failing, trust, reliability and relationships are the new competitive advantages.
- **Who else is involved?** Consider your customers, prospects, and employees and what they want and need in this new economy.
- **How can you help?** Determine what you have to offer that is unique — it may be innovative products, a differentiated pricing structure, or a new way of relating to customers and employees.

This Bright Idea was adopted from “Three Questions to Help you Adapt to This Economy” by Peter Bregman

3. HR in Black & White

Latest news on Unemployment

Unemployment has hit new record high according to figures released 4 September 2013 by the official Statistical Service.

The unemployed persons, registered at the District Labour Offices on the last day of August 2013, reached 48,451 persons. Based on the seasonally adjusted data that shows the trend of unemployment, the number of registered unemployed for August 2013 increased to 51,291 persons in comparison to 48,545 in the previous month.

In comparison with August 2012, an increase of 14,517 persons or 42,8% was recorded which was mainly observed in the sectors of trade (an increase of 2,882 unemployed persons), education (an increase of 1,935), financial and insurance activities (an increase of 1,701), construction (an increase of 1,672), manufacturing (an increase of 1,340), accommodation and food service activities (an increase of 793), as well as to newcomers in the labour market where an increase of 1,856 unemployed persons was recorded.¹

Labour and Social Insurance Minister Zeta Emilianidou, told the press that the Labour Ministry will announce by the end of September three new subsidized employment programs aimed at combating unemployment in Cyprus.

Emilianidou said that based on official data, confirmed by the Statistical Service of Cyprus, during the last quarter of 2012 the unemployment stood at 12.7% whereas it reached 15.9% in the first quarter of 2013, which corresponds to 71,000 unemployed.

“After the first quarter of 2013, based on data available so far, which are to be confirmed, there was an increase of 1.5% that gives us hope that the upward trend of the unemployment rate is being curbed, compared with an increase of 3.2% recorded between the last quarter of 2012 and the first quarter of 2013,” said the Labour Minister.

“The containment of the unemployment rate is attributed to the programs implemented by the Government” aimed at combating unemployment, she noted.

The Minister attributed the 1.5% increase in unemployment rate after the first quarter of 2013 to rising unemployment in the banking sector.

According to data presented by the Minister, in August 2013 unemployed in the banking sector increased by 1,285 persons or 140.7% from July 2013, whereas they increased by 1,701 persons or 342.3%, compared with August 2012.

The unemployed in the banking sector reached 2,198 persons in August 2013 and is due to layoffs by the Bank of Cyprus and the ex-Popular Bank, the Minister explained.

Emilianidou met with trade unions SEK, PEO and DEOK on Monday 10 September 2013 to discuss new projects to reduce unemployment. Following the meeting, Emilianidou said the next step would be to prepare draft proposals.²

“In a few days we will be announcing new subsidized employment programs” she said, adding that the programs will be addressed to high school and technical school graduates, long term unemployed and small businesses.

She noted that under an employment program implemented by the Government, 3,400 unemployed graduates have been offered a job for six months.

Emilianidou said that Cyprus’ workforce totals 397,000 employees, of which 60,806 come from other EU countries and 40,888 from third countries.³

DATE	REGISTERED UNEMPLOYED – ACTUAL DATA	REGISTERED UNEMPLOYED – SEASONALLY ADJUSTED DATA
Jan - 13	45,933	40,699
Feb - 13	46,109	41,288
Mar - 13	44,283	41,896
Apr - 13	45,201	44,703
May - 13	44,424	46,217
Jun - 13	46,863	47,958
Jul - 13	48,001	48,545
Aug - 13	48,451	51,291

¹Source: Statistical Service of Cyprus (CYSTAT) Website announcements http://www.mof.gov.cy/mof/cystat/statistics.nsf/labour_32main_en/labour_32main_en?OpenForm&sub=2&sel=1

²Source: Cyprus Mail Online <http://cyprus-mail.com/2013/09/10/ministry-to-announce-new-plans-to-combat-unemployment/>

³Source: Famagusta Gazette Website <http://famagusta-gazette.com/labour-minister-says-increasing-unemployment-rate-in-cyprus-shows-signs-of-p20479-69.htm>

Provident Funds dissolution wave¹

Nearly 99% of the Bank of Cyprus personnel voted for the dissolution of their Provident Fund, following the suggestion of their Provident Fund and Management Committee. At the same time, employees and Management have already voted for the re-registration of a new fund with the same terms and conditions. The new one however will include both the employees of the ex Popular bank as well as those who traditionally were Bank of Cyprus personnel. The same strategy is currently trailed by other Banks in the island.

Following this trend, over 160 provident funds are in the process of dissolution and at quite a few of them, their Provident Fund and Management Committees are taking legal advice and examine the pros and cons of dissolution and re-registration.

¹Source: Phileleftheros Newspaper

4. HR On Screen



Released in Theaters: **December 10, 2010**

Drama, Comedy

Distributors: **The Weinstein Company**

Director/ Writer: **John Wells**

The ‘**Company Men**’ illustrates reality and how changes in business and economy can influence a person’s personal life. The GTX Corporation, managed by a CEO (portrayed by actor Craig T. Nelson) who cares only about his new corporate headquarters, the stockholders and his salary - cuts divisions and lays off thousands of employees - some of whom have worked with him since the beginning. It's not that they aren't hardworking and loyal, it's just ‘business’. One of the men made redundant in his late thirties is Mr. Walker (Ben Affleck). Walker is great as the proud, bitter, and then humbled white-collar executive, who has to sell his million-dollar home and Porsche, and then move in with his parents and work for his brother-in-law (Kevin Costner) constructing someone else's house; after many unsuccessful efforts to find a suitable job. It takes him a lot of time and strength to realize that he has to move on and fight for his family.

His family plays a crucial role in his life with a fully supportive wife who helps him overcome his depression. He slowly realizes that when all else fails, family remains constant and his parents and brother in law support him make it through.

The film makes us see how some profitable companies handle challenging economic situations in unethical ways. This company tries to cut cost only by laying off people although it seems that other less harmful decisions could have been taken such as not investing in a new, expensive building to move there it's headquarters.

Watching ‘The Company Men’, most of us can think of people like the ones who were made redundant in the film. People can be vain and full of themselves, but when things don't go their way, they can get depressed and helpless. Yes, people need to make a living, but they also need to think about what's really important in life. It also makes you understand how important it is to think positively and always fight for the people and things that matter the most in life. Success is difficult to achieve when a person keeps on having an aggressive attitude. But when the person calms down and starts to appreciate other things that are also important in life such as family and health, then opportunities and success will show up eventually. The psychological support provided by family and friends is also significant.

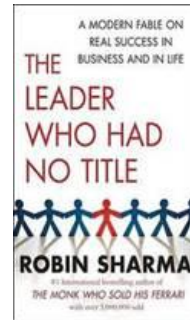
Balance of work and personal life is also essential. We see that one of the older employees who was made redundant decided to give an end to his life. It seems that his whole being evolved around his successful career. Losing your job for any reason, doesn't mean that your life has no meaning any more. That is why people need to always keep a balance in life and appreciate other important things outside of work that make them happy and offer them a sense of self-actualization and self-fulfillment.

‘Change is hard because people overestimate the value of what they have - and underestimate the value of what they may gain by giving that up...’ - James Belasco and Ralph Stayer

The film ends with a positive stroke. When Tommy Lee Jones is challenged by his former friend and CEO about his share value since being made redundant he decides to buy one of the shipyards sold by GTX, when they laid off people. He hires his former colleague Walker at a significant salary reduction but they have the drive and motivation to start up successfully and compete with their former company.

Contributed by Marianna Efsthathiou

5. Book Review



THE LEADER WHO HAD NO TITLE

By **Robin S. Sharma**

ISBN: 978-960-364-433-0

One of the world’s most widely read authors on leadership and personal success, Robin Sharma shares the philosophy that has made him a famous business consultant amongst some of the best companies globally (Microsoft, Nike, Starbucks, IBM, FedEx to name only a few) for over fifteen years. “*The leader who had no title*” is his latest international best seller.

In a business fable style, Sharma’s message in the book is intriguingly simple and ground-breaking at the same time: there is only one way a business will win in the new world of business today and that is by growing and developing the leadership talent of *every single person* throughout the organization. Developing the leadership skills of only those that have leader titles in the company (like most organizations do), can no longer be afforded. Everyone, according to the author, carries a natural disposition and strength to lead, regardless of title, age, nationality. To be an effective leader, one must firstly lead oneself exceptionally well. The book is an inspiring guide to taking all those steps that help achieve mastery at work and life more widely.

The story begins with Blake Davis, a 30-year-old war veteran, struggling to let go of fierce experiences of the past and make a new start to his life working in a local book-shop. Early on, optimum performance at any work is more widely discussed as a vehicle to deep inner satisfaction through creativity and self-realization, beyond any title can express. Tommy, the man who unexpectedly walks in his bookstore one day and transforms Blake’s life there on, introduces him to the LWT (Lead Without a Title) philosophy. Through the consequent conversations with four champions in their domain, key principles of true leadership at any level emerge. To summarize their views, each leader, refers to an acronym:

IMAGE: Innovation, Mastery, Authenticity, Guts, Ethics
SPARK: Speak with Candor, Prioritize, Adversity Breeds Opportunity, Respond versus React, Kudos for Everyone
HUMAN: Helpfulness, Understanding, Mingle, Amuse, Nurture
SHINE: See Clearly, Health is Wealth, Inspiration Matters, Neglect Not Your Family, Elevate Your Lifestyle

An enjoyable read, “The leader who had no title” is awe to the ensemble of traits that most prominently define great leaders, as great people. All in all, an undoubtedly motivational story.

Contributed by Andria Antoniadou

6. Makes you think!



7. HR Forthcoming Events

CYPRUS:

November 2013

CyHRMA Business Workshop

December 2013

CyHRMA Christmas Business Breakfast

INTERNATIONAL:

5th November 2013

EAPM Congress, Manchester, UK

10th – 12th March 2014

43rd IFTDO World Conference and Exhibition, Dubai, UAE

15th – 17th October 2014

15th WFPMA World Human Resource Management Congress, Santiago, Chile

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