



Dear Members and Friends,

Subject: EUROPEAN HR AWARD 2009



Do you have a Vision of the Future of Human Resources? Have you developed your own views on what the role of HR professionals will be by the year 2020?

Have you thought about : How should Cypriot and European companies adapt to the global labour market? What will happen to the Cypriot and European socioeconomic systems? Is Europe strong enough to maintain stakeholder capitalism? What connects us in Europe? Is it necessary for all involved parties to participate in keeping our environment sustainable? What happened to the Lisbon 2010 agenda? Will other and new forms of creativity and innovation be stimulated? What kinds of policies will be necessary and how will these impact various groups of employees with different cultural, religious or other backgrounds? What sort of contribution or added value does HR bring into this interplay? Corporate Social Responsibility (CSR) shifts between a number of poles within which companies must find sustainable solutions.

Well, if you have thought about these and many other possible issues and challenges which are likely to affect and influence the HR field and the role of HR professionals in the coming years and decades, how about putting your thoughts down on paper ?!

Why? In this way you will participate in the 1st European HR Award and have a chance to win a free trip to The Hague in June of 2009 to attend a week-long summer course organized by the European Association of Personnel Management (EAPM), as part of its bi-annual International Conference to be held in 2009.

The Cyprus Human Resource Management Association has partnered with the EAPM, of which it is a member, to offer this opportunity to one lucky winner from Cyprus. The winner from Cyprus will join competition winners from other 27 countries in Europe in this special course.

To participate, HRM Professionals and Students in the field who are members or aspiring members of the CyHRMA are invited to submit an essay with their own Vision for the Future of HR within the Theme for the EAPM 2009 Conference: **People, Planet, Profit**. This essay must be no longer than 10 A4 pages of single-spaced print, not including addendums, plus a short resume' of the participant. The criteria on which the work will be assessed are as follows:

- a) Vision:
 - a. The contribution shows an integral vision on the future of the HR Profession
 - b. It consists of a clear problem-analysis and links with actual and future HR-goals/policies.
- b) Creativity/Originality:
 - a. The contribution shows a creative and daring application of present and/or new HRM-tools, methods and/or philosophies.
 - b. It clearly distinguishes itself from other approaches and is perceived as original.

The work must be submitted to the CyHRMA no later than the 15th of September 2008.

The Jury is made up of 3 distinguished and respected community members: Mr. Christos, Taliadoros, former Minister of Labour and Social Insurance, Dr. Ioannis Moditis, Chairman of the Board at the HRDA and Director of the Cyprus Productivity Centre, and Mr. Costas Papakyriacou, Independent HR Consultant and Secretary of the CyHRMA. They will submit their decision to the CyHRMA by the 15th of October 2008, which will in turn publish the results on its website and arrange an award ceremony at the end of October 2008.

The EAPM will then select from among all the entries from its member Associations and select one overall winner who will be announced at the EAPM 2009 Conference.

All winning entries from across Europe will also be published in a special publication and distributed at the Conference.

Details of the Competition rules & regulations can be found on the EAPM 2009 website at <http://www.eapm2009.org>

For further information and to apply, please contact Ms. Eugenia Papadopoulos, Administrative Officer of the CyHRMA on 22 318081 or cyhrma@cable.net.cy.