

Human.Net Human.Net



Κυπριακός Σύνδεσμος
Διεύθυνσης
Ανθρώπινου Δυναμικού
Cyprus
Human Resource
Management Associa

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Keeping up to date with the latest news on Human Resource issues and developments as well as Association news.

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Interesting Quotes

“They may forget what you said, but they will never forget how you made them feel”

Carl W. Buechner

1. Welcome Note

It has certainly been an unusual few months since our last HumanNet. As predicted, World economies have already started showing slow-downs, unemployment is rising and consumers are limiting their spending. Yet, I personally must say that I have been impressed by just how much governments across Europe and the World are trying to do to help prevent the worst and to limit the effects on their populations. It is encouraging to see how much closer it has brought many governments and economies in an effort to work together as this is a global issue and can only really be resolved by countries working together. I believe this shows us that no matter who we are or what we do, if we work together and support each other, we can come through and survive challenges. It is important to see ahead at what we want to achieve and where we want to be when this is over, so let's all keep on being positive and seeing this situation as an opportunity to improve and innovate!, looking forward to a happier time!

From the Editor

2. HR in black & white

RECESSION AND UNEMPLOYMENT

CYPRUS

The Youth unemployment rate will become a victim of the economic crisis. According to the forecasts of the Ministry of Finance, job seekers will face a significant crisis in the future due to the limited vacancies. It is expected that there will be an increase in youth unemployment for the period of 2009 until 2012 from 4.5% to 5.5%.

In January the unemployed newcomers reached 1507, in comparison 1046 for the same period last year, resulting in an increase of 11.4% in the unemployment rate since 2008. The last few years the unemployment rate in Cyprus has fluctuated between 3– 4%. This year's increase in unemployment need not arouse panic but we should avoid complacency.

GREECE

2009 is predicted to be very tough on employment in Greece. The Labour Market Trend Index predicts that 1 in 3 Greek companies intend on reducing their staff within the first 6 months. According to the same index, other measures that Greek businesses will make include the reduction of bonuses and training, while salary increments will not exceed the 4% which is mandated by collective agreements.

EUROPE – WORLD

Large scale businesses which have been impacted by the economic crisis are resorting to massive redundancies in an attempt to survive what is probably the worst economic crisis since 1929.

The large automobile industries worldwide are taking the lead in layoffs. General Motors is making 10,000 employees redundant and reducing pay by 10% in an attempt to avoid the gangrene of bankruptcy. Nissan, one of the three largest automotive industries in Japan is cutting 20,000 jobs due to the big profit losses. BMW is cutting 850 positions in the United Kingdom.

SUPPORTING MEASURES FROM THE CYPRUS GOVERNMENT

In an effort to help the Cyprus economy to pull its way out of this economic crisis, the Cyprus government has announced an input of Euro 300 million to support the more fragile sectors of the economy. Particular importance of the aforementioned measure will be focused on the tourism and construction industries. Amongst others, help will also be provided to the domestic tourism of Cyprus which includes subsidised holidays to low income groups and also reduced VAT which the government receives from the hotels. As far as the construction sector is concerned the government is working on building residences on a large scale to help low income groups in bid to offer them an opportunity to buy their first home.

EMPLOYEE COMPENSATION IN THE EU

Based on the result of the latest research by Hewitt (forty different surveys around the world in the period of October and November 2009 on the subject of the effect of the economic crises on matters of Human Resource Management and Compensation), the economic crisis has a direct effect on the forecasts and the actual salary increases in Europe. Whereas in the last quarter of 2008 many countries in the EU were forecasting substantial salary increases, the realities of 2009 have shown much lower percentages in all the economies. Specifically:

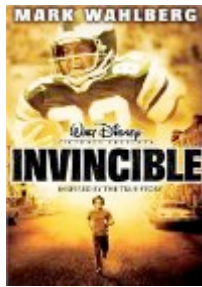
U.K. from 4.2% down to 3.3%
Germany from 3.9% down to 3.2%
France from 3.7% down to 3.2%
Spain from 4.0% down to 3.0%
Greece from 5.6% down to 5.2%
The Netherlands from 4% down to 3%

Another significant result of the survey is the fact that a large proportion of those surveyed indicated that their organisations are considering potential freezing of salaries (about 25%), redundancies and substantial reductions of bonuses.

Contributed by: Koulla Kyriacou and Maria Christoforou

3. HR On Screen

Invincible
(2006, Mark Wahlberg, Greg Kinnear)



In '70s Philadelphia, Vince Papale, a young bartender with financial difficulties trying to make ends meet who loved American football dreamt of playing for his favourite team, the Philadelphia Eagles. An Eagles fan himself, with passion and talent (he played football with his friends at their free time) he went to the team's open trials in 1976 to "audition" and was the only person chosen by the coach, Dick Vermeil.

One of the Eagles player (who led the team to glory in 1960) was his role model.

Disappointed in his personal life (his wife left him suddenly after 5 years of marriage) and with no money, he realized this was his big break. With hard work and faith he managed to face the odds (competition from the existing team members, negativity from one of his best friends, etc) and made it through to each round of trials to the professional team.

The night before the final cut to the team everyone (including himself) thought he wouldn't make it. Even the coach almost did not pick him but with a little faith and the coach's belief that Papale had heart and was a player who could build a team around him, Vince Papale was finally chosen into the final 40 team members.

His first season appearance was disappointing but it kept him grounded. The press was negative against him and the coach but he did not give up. In the following game he achieved a touchdown and became an overnight hero.

The film is based on real facts. Vince Papale played with the Eagles for 3 seasons and coach Vermeil (whose career almost didn't make it at the time when he chose Papale in the team) led the Eagles to the Super Bowl in '80-'81.

Meaning: *In times of doubt if you really believe in your talent and work hard you can achieve your objectives.*

Contributed by: Olympia Fantis

4. Book Review

The Solutions Focus: Making Coaching & Change SIMPLE, 2nd Edition
Paul Z. Jackson & Mark McKergow, 2007
Nicholas Brealey International, London, U.K.



This book is a must-read for any coach – whether a professional executive coach or merely a line manager coaching his/her team. It includes simple easy ideas which can help transform any interaction between people into a more meaningful experience. The SIMPLE in the title stands for the six key principles of the Solutions Focus:

Solutions not Problems. Don't start from the problem – look first at what the end result should be then find ways to get there from where things stand today.

In between – the action is in the interaction. Wherever people are involved, the most important element of the process is the interaction between them. Seek clues there!

Make use of what's there. Don't try to bring change from outside but start with the foundation you already have and build on it.

Possibilities – past, present and future. There are important ideas and clues in the past, the present and what one can foresee of the future. Look to them to seek building blocks for the future, not to blame and seek problems.

Language – simply said. The simpler the language the easier the communication. Use the simplest possible language that is relevant to the particular company/team. People relate to you better if you speak 'their language'.

Every case is different. Never assume that what works in one or even a thousand situations will work here too. Look at each case as if it is brand new, just like a new recruit who will see things differently. It is a different way of perceiving the world we live in but as we continue to grow at a continuously faster rate into a knowledge and service based society, finding solutions quickly and effectively is going to be the key to survival. Maybe its time we stopped taking a few steps back every now and then to look to the past to solve problems by finding whom to blame but instead keep moving forward, finding solutions and keeping our forward momentum.

Contributed by: Eugenia Papadopoulou

5. Bright idea

Job-search myths vs. realities

MYTH: The people who get jobs are the ones who apply for the most jobs.

Reality: Approach each job opportunity with a targeted letter and, if necessary, a customized CV that links your background and the job's requirements.

MYTH: The more information on your CV, the better!

Reality: The best resumes are concise and specific. Less is more when it comes to describing your strengths and talents.

MYTH: If you get a call from a phone screener, you say it's not a good time to talk -- that shows that you're in demand.

Reality: Don't find excuses to delay phone screening -- if you can manage to take the call when the phone rings, do it.

MYTH: You shouldn't use a "summary" section on your CV -- it's a waste of space.

Reality: A concise, specific summary is a critical element in your CV.
MYTH: The job market will improve this spring -- you're better off waiting out the next couple of months.

Reality: Don't wait on your job search -- get your plan together now and jump into action!

By HR veteran Liz Ryan
Contributed by: Taleen Tchalikian

6. Moving

Zacharias Ioannou

Now: HR Consultant at Ernst & Young Cyprus Ltd.

Previously: HR Manager at A.Zorpas & Sons

Currently responsible for the recruitment and training of Trainee Accountants, as well as ensuring the smooth running of the Performance Management systems and HR reporting.

7. HR Forthcoming Events

CYPRUS

People Challenges in Turbulent Times

CyHRMA Annual HRM Conference

Hilton Cyprus

Date: Thursday 28th May 2009

www.cyhrma.org/annualconference.aspx

Personal Leadership

CyHRMA Seminar in coordination with Dale Carnegie Training (EDUCE Ltd).

Date: May 2009

www.cyhrma.org/events/trainingprogrammes.aspx

INTERNATIONAL

CIPD HRD People & Organisation Development Conference

ExCeL London,

Date: 21-23 April 2009

www.cipd.co.uk/hrd

EAPM Congress 2009

HR today: creating opportunity from crisis
World Forum, The Hague, The Netherlands

Date: June 11th & 12th 2009

<http://www.eapm2009.org/html/index.php>

7. Makes you think!



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