



2018

CyHRMA

Annual Conference

6th June 2018 | Hilton Park



Why Attend

HR Value Redefined

The rapid changes occurring within the business environment and the new world of work present a whole new landscape for the future of the role of the HR in every business. Effective HR teams need to be both business-orientated, digitally-enabled, and driven from an employee perspective. To remain trusted partners, HR heads need new tools and evolved mindsets.

This year, our conference team has identified an outstanding line up of facilitators who will challenge and inspire those who are new to an HR career, emerging as leaders, and accomplished tenured practitioners.

Join us at the 2018 CyHRMA Annual Conference, the premier destination for HR leaders in Cyprus where we will be uncovering emerging trends and expert insights from our exclusive research that will endeavour in exploring new ways of thinking and enable you to find the trusted insights and guidance you need to lead your department and your company's HRM with confidence.

Attend the CyHRMA 2018 Conference and:

- Get informed and inspired
- Equip yourself with practical, ready-to-implement solutions to solve your organizations greatest challenges.
- Learn from the best in the field and walk away with actionable insights.
- Connect with HR professionals from diverse industries, varying company sizes and differing company cultures.
- Make new connections and hear a broad range of perspectives on common HR challenges.

Participants in the Conference include:

- Human Resource and Industrial Relations Managers
- Line Managers with People Management responsibility
- Human Resource and Industrial Relations Management Service Providers
- Management Consultants
- Professional Trainers

The Conference addresses all sectors of economic activity: Public, Semi-Government and Private Sectors.

Conference Language: The Conference is conducted in English with simultaneous translation in Greek and vice versa.



The Cyprus Human Resource Management Association. Who we are:

It was established in 1991 in Nicosia and it is the Cypriot Professional and Scientific Association that counts over 450 members from the areas of Human Resource Management, Industrial Relations, Training and Development.

The Association serves its members by offering opportunities for learning, development, updates on the latest trends in current HR issues and professional recognition.

At the same time it strives to constantly inform the business world and society in general about the vital importance of human capital to the success of Organizations.

Deloitte ● Gold Sponsor

Deloitte Cyprus is among the nation’s leading professional services firms, providing audit, tax, consulting and financial advisory services through over 650 people in Nicosia, Limassol and Larnaca. With a globally connected network of member firms in more than 150 countries, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte’s more than 245,000 professionals are committed to making an impact that matters.

Our Human Capital Services, part of the world’s largest HR Consulting Firm, with over 7.000 HR professionals, provide unrivalled breadth and depth of services to help our clients maximize the value of their people and to support business improvement and change. We differentiate ourselves by delivering strategic and practical HR solutions which range from helping companies align their people and business strategies to reorganising their service delivery models and improving their HR systems and policies. We support a wide clientele that consists among others the most recognized organisations in Cyprus and internationally.

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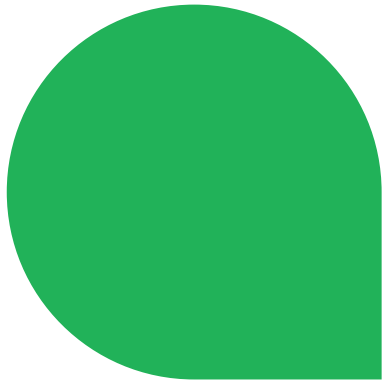


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Conference Program

Πρόγραμμα Συνεδρίου

08:30 | 09:00 Registration - Coffee

Εγγραφή - Καφές

09:00 | 09:10 Welcome by the Conference's Coordinators

Καλωσόρισμα από τους Συντονιστές του Συνεδρίου

09:10 | 09:30 Opening Speech / Χαιρετισμοί

Opening Speech from the President of the CyHRM Association

Χαιρετισμός από τον Πρόεδρο του Κυ.Συ.Δ.Α.Δ.

Opening Speech from the Ministry of Labour, Welfare and Social Insurance

Χαιρετισμός από το Υπουργείο Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων

09:30 | 10:30 Speech / Ομιλία - HR Transformation

Κος / Mr Perry Timms

Founder & (CEO) Chief Energy Officer: People and Transformational HR Ltd

10:30 | 11:00 Coffee Break

Διάλειμμα

11:00 | 12:00 Speech / Ομιλία: The Art of Storytelling

Κος / Mr Alexander Grabner Jarlung

CEO and Senior Consultant - David JP Phillips LLC

12:00 | 12:30 Yoga Silvia Ioannidou & Christos Georgiou (E-RYT500), Chakra Yoga Cyprus & Ομ the yoga studio

12:30 | 13:30 Speech / Ομιλία: Performance management

Κα / Mrs Nebel Crowhurst

Head of Talent, River Island

13:30 | 14:30 Lunch

Γεύμα

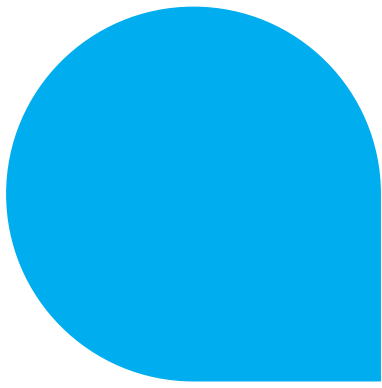
14:30 | 15:30 Speech / Ομιλία: People Analytics

Κος / Mr Ian Bailie

Director - 270 Degree Ltd

15:30 | 15:40 Conference Closure

Κλείσιμο Συνεδρίου



Speeches

“HR Transformation” by Perry Timms

We are seeing some of the most challenging, disruptive and yet opportunistic times in the lives we live and the work we do. More than we've seen since some of the big shifts in the industrial revolution of the 19th and 20th centuries.

HR as a profession, is a product of the shift from production lines and manual labour, to the cognitive and creative ways we now serve people, build products and create platforms. Yet with more to come, it feels like HR is in need of a metamorphosis all of its own. Both to be more relevant and supportive to the people and the business of the future; and to help those people and the businesses of the future be smart, agile, and fair.

Join Perry Timms as he takes us through his vision, model and ways of being to describe that HR metamorphosis for a transforming world of work. Helping us to reimagine the people profession and answer the question “So what's' HR ever done for us?”

“The Art of Storytelling” by Alexander Grabner-Jarlung

Alexander Grabner-Jarlung will take you on a journey, or actually several journeys making us feel the power and the progression of strategic storytelling. The seminar will give you insights to the power of storytelling, practical and simple techniques on how to enhance your stories and most amazing of all, how specific stories change our biochemistry.

Our brain is created, or rather completely optimized, for storytelling. With new studies literally pouring down around the topic we are now able to pinpoint, at a neurological, psychological and biological level, exactly why storytelling is so powerful and how to use it effectively to persuade, either with the purpose of selling, convincing or teaching someone something.

In this lecture, you will experience the effects of good storytelling, but most importantly, you will gain a deeper understanding of why and how storytelling works. Just like all our other lectures, we will introduce several practical techniques and tools, in order for you to be able to deliver a story that sells, are convincing and creates memories within the listeners brain. The lecture is practical, useful and entertaining.

Content:

- The brain on storytelling
- Which hormones storytelling triggers and their differentiating psychological effects
- Effective Storytelling techniques - the world's most effective communication tool
- Simple and effective techniques to enhance your stories.
- Stories of inspiration and practical tips

“Performance Management” by Nebel Crowhurst

Traditional performance management processes can be ineffective when it comes to increasing performance and motivation. As a result, organisations and HR teams are returning to the drawing board and re-designing continuous feedback approaches that are tailored to their specific needs. Hear how two organisations are creating new, efficient systems by:

- upskilling line managers to deliver effective coaching conversations
- linking individual and team performance to the outcomes of their business unit
- reducing the focus on appraisals to make room for a new feedback system.

“People Analytics” by Ian Bailie

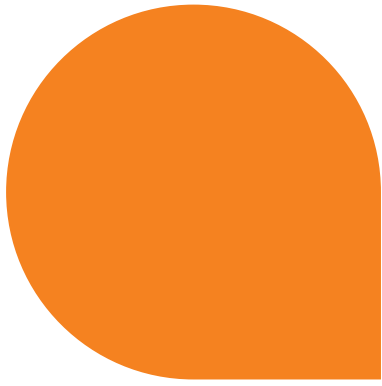
As the expectations of candidates and workers shift based on their career demands and experiences with consumer technology, organizations need to make sure their people, and an investment in People Analytics, are at the centre of their people strategies to attract, retain and engage their employees.

Ian Bailie will discuss how companies can prepare for the Future of Work by embracing a data-driven mindset in HR that will empower their people and help drive meaningful conversations with the business about engagement, talent strategy and workforce planning.

Content:

- How to get started in People Analytics and create a culture of data-driven decisions
- How to help managers, HR and senior leaders make informed decisions about their people on a daily basis
- How companies can build flexible talent pools and pinpoint which workers have the right skills, where they're located and how much they cost
- How to get great results with a combination of simple analysis and dashboards as well as more complex analytics and advanced HR technology

Learn how to achieve these same things without an army of data scientists, just a mindset and framework to find a critical business problem and the right data to help find a solution.



Speakers' Biography



Perry Timms

Perry Timms is a global & TEDx speaker, consultant and award-winning writer on the future of work, HR & learning; which was recognised by his inclusion on HR's Most Influential Thinkers List

for 2017. He is Adjunct Faculty at Ashridge Executive Education at Hult International Business School. Perry's first book "Transformational HR" has already become an Amazon.com Top 30 HR seller.



Alexander Grabner-Jarlung

To provide the tools to people who increases the chance and the possibility of success are the reason why Alexander Grabner Jarlung gets up in the morning. Teaching and

inspiring in presentation, communication and storytelling skills in Europe and in the USA. With a half a decade of working with governments, major businesses and enterprises worldwide the passion of the spoken word is what he is most excited about.

He has devoted his life studying and learning with the help of David JP Phillips and his methods for the last 10 years, the ability to convey these wonderful skills that will help people communicate in ways that have never been seen before.

With more than a decade of being in sales in different positions in Scandinavia, Alexander Grabner-Jarlung is now the CEO for David JP Phillips organization in the USA and a senior consultant at David JP Phillips organization based in Sweden. He has been working all over the world and has met people from all different cultures, letting them become great in communicating with other human beings... because it's a skill, not a talent.



Nebel Crowhurst

Growing a career in Learning & Talent Development Nebel joined River Island in 2015 and leads people development initiatives across the entire business including; Head office, Retail, Distribution Centres and International Retail. Having

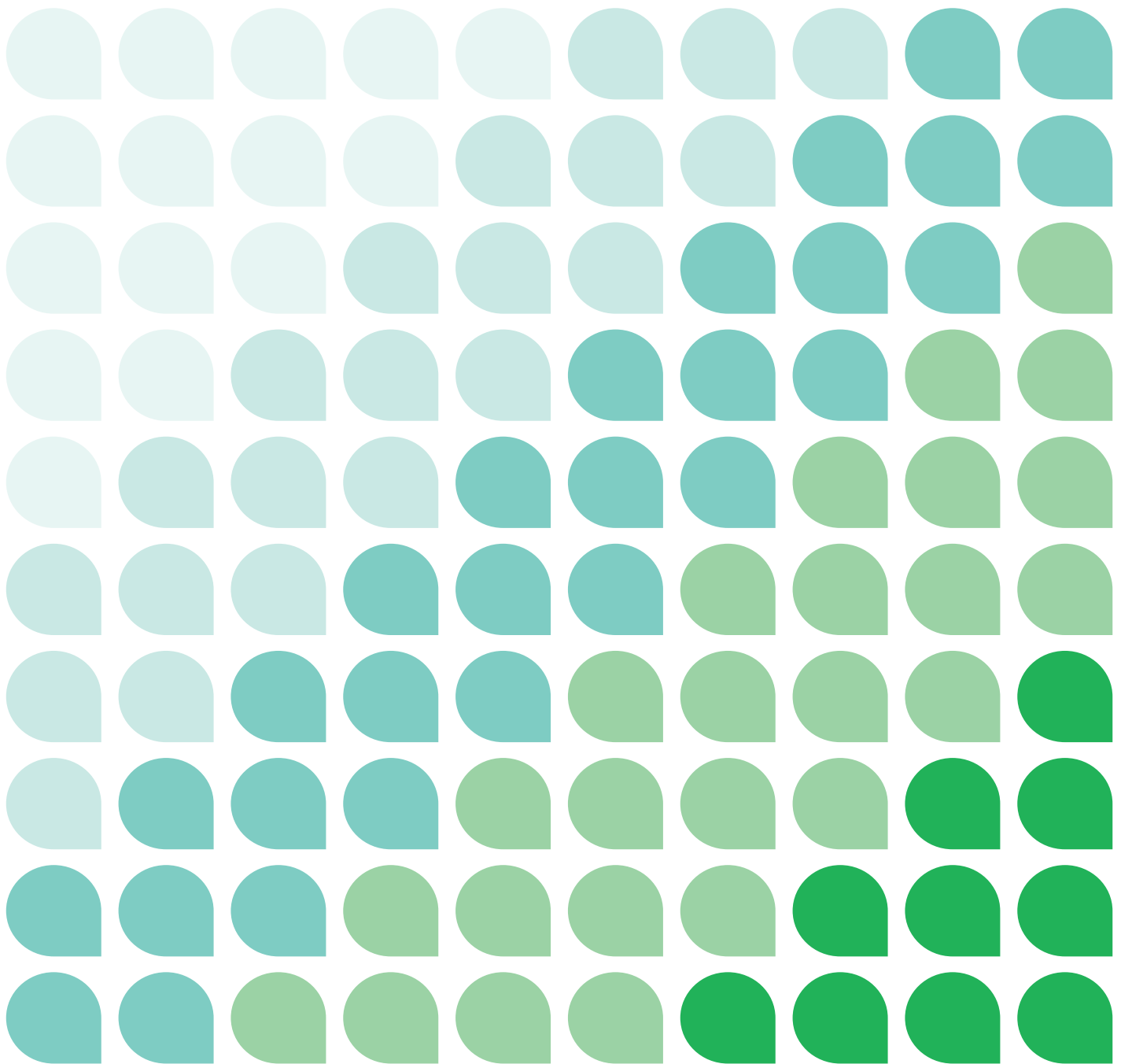
spent the previous 7 years building a multi award winning Learning & Development function at Virgin Holidays Nebel has experience of people development at all levels from apprenticeships through to leadership development and talent identification. Nurturing a highly credible L&D team that aims to educate everyone uniquely is an ongoing priority; Nebel is focused on delivering development solutions which have a demonstrable business impact as well as improving employee experience.



Ian Bailie

Ian has 15 years'+ experience in driving innovation and enabling strategic transformation within HR and currently works as an advisor and consultant for start-ups focused on HR transformation and People Analytics. In his previous

role as the Senior Director of People Planning, Analytics and Tools at Cisco Systems, he was responsible for delivering the tools and insights to enable and transform the planning, attraction and mobility of talent across the organisation globally. Ian is passionate about HR technology and analytics and how to use both to transform the employee experience and prepare companies for the Future of Work.



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