

2019 ANNUAL CONFERENCE 3 OCTOBER 2019 Filoxenia, Nicosia



**ARE YOU GOING TO JOIN 200+ HR
PROFESSIONALS FOR THE MOST
PRESTIGIOUS HR EVENT OF THE YEAR?
SECURE YOUR TICKET!**



The CyHRMA Annual Conference 2019 is more than just a conference – a place for HR professionals to meet and discuss the latest trends across the world of work. It's more than just a learning environment for subject matter experts. It's more than just a place to experience great networking and social opportunities with likeminded peers. It's a place for all of this. It's a place for starting a dialogue that will encourage sharing and learning.

The CyHRMA Annual Conference 2019 is proud to bring some of the finest subject matter experts and corporate practitioners. This year's event will feature HR experts speaking on a wide range of topics crucial to future people and business success.

Partners and speakers will share the latest insights on work and what will redefine the industry in the future.

We're always looking to make each CyHRMA Annual Conference a special and unique experience that adds value for all involved.

ARE YOU READY FOR THE NEW HR ERA?

If we want to adapt and grow the profession to deal with an ever-changing world of work then we need to Learn, Network & Benchmark and by this "professionalise the profession".

UNDERSTAND HOW YOU CAN:

- Innovate the role of HR to deliver more significant business results
- Encourage learning and development
- Attract, develop and retain the right talent
- Benchmark your strategies alongside senior HR peers from across Europe

Join us and learn how to navigate the future of work and drive key business outcomes.

TESTIMONIALS

“ Great initiative!
Keep it up! ”

“ Very good
insightful
speakers, my
key take away is
EMPOWERMENT ”

“ Great organisation!
Well done! ”

“ Very well
organised, great
and informative
speakers, good
networking
opportunities ”



WHAT TO EXPECT

THE SPEAKERS

We're bringing together the leading thinkers and doers in people management to help you stay abreast of current issues.

THE LEARNING

Explore proven strategic approaches paired with actionable tactics you can implement as soon as you return to your organization.

THE NETWORKING OPPORTUNITIES

Opportunities for you to connect with your peers and industry experts who can offer insight and fresh ideas around your current business challenges.

THE VALUE

Check out our great package offers to get the most out of your conference experience - Register two people for the price of one, sign up today (Coupon code 2-for-1-offer)

TRAVEL & VENUE

The Filoxenia Conference Centre is conveniently located, with easy access to the highway and central roads of Nicosia. If you are located in Nicosia, you can reach the center via bus. Filoxenia Conference Centre is completely wheelchair accessible and is fully equipped to accommodate people with special access needs.

If you are traveling via car, a large parking space outside the Centre provides easy access to the venue. A parking space for approximately 70 vehicles is also available within the Centre's premises.

SPONSORS

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CONFERENCE PROGRAM

ΠΡΟΓΡΑΜΜΑ ΣΥΝΕΔΡΙΟΥ

08:30 | 09:00 **Registration / Coffee**

Εγγραφές / Καφές

09:00 | 09:25 **Opening Speeches / Χαιρετισμοί**

Mr. Panayiotis Thrasyvoulou, President of Cyprus Human Resources Management Association (CyHRMA)

Κύριος Παναγιώτης Θρασυβούλου, Πρόεδρος Κυπριακού Συνδέσμου Διεύθυνσης Ανθρώπινου Δυναμικού (Κυ.Συ.Δ.Α.Δ.)

Honorary Mrs Zeta Emilianidou, Minister of Labour, Welfare and Social Insurance
Αξιότιμη κυρία Ζέτα Αιμιλιανίδου, Υπουργός Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων

Mr. George Petrou, President of Cyprus Employers & Industrialists Federation (OEB)
κύριος Γιώργος Πέτρου, Πρόεδρος Ομοσπονδίας Εργοδοτών και Βιομηχάνων Κύπρου (OEB)

09:25 | 09:30 **Honorary Award CyHRMA / Τιμητική Απονομή Κυ.Συ.Δ.Α.Δ.**

Jointly presented by the Honorary Minister of Labour, Welfare and Social Insurance and the President of OEB / Θα απονεμηθεί από την Αξιότιμη Υπουργό Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων και τον Πρόεδρο της OEB

09:30 | 10:30 **Keynote Speech / Κύρια Παρουσίαση**

The future of work and future of HR

Mr. Peter Cheese | Chief Executive of CIPD

10:30 | 10:50 **Coffee Break / Διάλειμμα**

10:50 | 11:30 **Speech / Παρουσίαση**

Employee Experience

Mr. Ben Whitter | Founder and Chief Experience Officer, World Employee Experience Institute (WEEI)

11:30 | 12:30 **Panel Discussion: Success Stories / Καλές Πρακτικές**

Coordinator: Mr. George Pantelides

Former CyHRMA President, Partner, Consulting Services Leader, Deloitte Limited

Mr. Marios Antoniou | HR Manager, C.A. Papaellinas Emporiki Ltd (AlphaMega Hypermarkets)

Miss Nikoletta Tyllirou | Talent Acquisition Partner, Amdocs Ltd

Mr. Andreas Loizou | Human Resources and Quality Director, Four Seasons Hotel

Mr. George Christodoulides | General Manager Human Resources, Hellenic Bank

12:30 | 13:30 **Lunch / Γεύμα**

13:30 | 14:15 **Speech / Παρουσίαση**

Happiness and humour the key to successful organisation and teams

Ms Stephanie Davies | Head of Happiness and Founder of Laughology Consulting & Development

14:15 | 14:35 **Light session**

14:35 | 14:45 **Conference Closure / Κλείσιμο Συνεδρίου**

SPEECHES



**Peter
Cheese**

Peter is the chief executive of the CIPD, the professional body for more than 150,000 HR and people development professionals around the world. He writes and speaks widely on the development of HR, the future of work, and the key issues of leadership, culture and organisation, people and skills.

Peter is a visiting Professor at the University of Lancaster, and sits on the Advisory Board of Bath University School of Management. He holds honorary doctorates from Bath University, Kingston University and Birmingham City University, and is a Fellow of the CIPD, AHRI (the Australian HR Institute) and the Academy of Social Sciences. He's also a Companion of the Institute of Leadership and Management, the Chartered Management Institute, and the British Academy of Management.

Prior to joining the CIPD in July 2012, he was Chairman of the Institute of Leadership and Management and a member of the Council of City&Guilds. Up until 2009 he had a long career at Accenture holding various leadership positions and culminating in a seven year spell as Global Managing Director for the firm's human capital and organisation consulting practice.

Peter will explore the major shifts and drivers shaping the future of work and organisations, and the opportunities and priorities for the HR profession. Putting people at the heart of business thinking has never been more important, from the challenges of engagement and wellbeing, to the recruitment and development of skills and capabilities, and the accelerating impact of technology on jobs and

organisations. But HR needs to step up, to develop new skills, to understand the changing context and business priorities, to be more evidence based, and to adapt and innovate our practices and processes. Peter will share the CIPD's new models and frameworks for the future of the profession and a road map for development.



**Ben
Whitter**

Ben Whitter is the Founder and Chief Experience Officer of the World Employee Experience Institute (WEEI). Known globally as Mr Employee Experience, he is one of the leading figures in EX and has pioneered and popularized the concept worldwide, reaching 16 million people through his writing, keynotes, strategic advisory services, workshops and coaching. His work inspired the first EX conferences and has been featured in publications including Forbes, the Financial Times, The Economist, HR Grapevine and HRD magazine.

Ben is the best-selling author of Employee Experience. His book was published in 2019 by Kogan Page, and debuted as the #1 new HR book in the USA; it features the Holistic Employee Experience (HEX) model, which is based on his original global research. Through his role with WEEI, Ben and his team support the development and growth of Certified Holistic Employee Experience (HEX) Practitioners worldwide. The programme is fully focused on building the knowledge, skills, and advanced capabilities that are urgently required for the modern human-centred professional & leader.

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In his keynote speech, Ben will reveal the key elements of employee experience and discuss the advanced capabilities that are required for the modern human-centred HR leader and team. Building a high impact EX strategy and positive employee experience is challenging work. Drawing on extensive research, Ben will share practical insights to introduce key concepts of EX while immersing colleagues in their new roles as 'Experience Architects'. The results of EX? Better outcomes for people, companies, and communities, Ben will show you how to get ahead in this trail-blazing and holistic discipline.



**George A.
Pantelides**

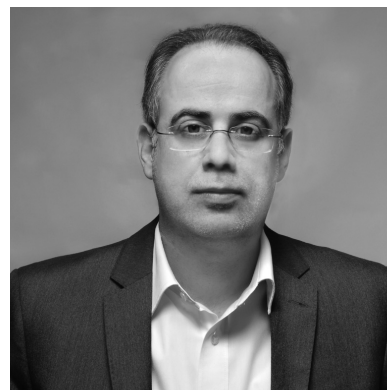
George A. Pantelides leads Deloitte's Consulting Services in Cyprus. He is also a member of the Deloitte Global Human Capital Extended Leadership Team.

George brings deep experience, of over 15 years, in consulting, leading engagements for both international and local companies. He is highly acknowledged for being a pioneer in developing and promoting best practices and possesses extensive experience in the provision of advisory services in the areas of Strategy & Operations, Human Resources and Technology. Specifically, his areas of specialisation include Corporate & Business Unit Strategy, Mergers and Acquisitions, Organisation Design, Organization & HR Transformation, Strategic Change, Workforce Planning & Analytics, Performance Management, Leadership Development, Compensation & Benefits, Culture, Talent Strategies, Executive Recruitment Services as well as the facilitation of HR and business related learning programs and workshops.

His roster includes companies operating in the public and private sectors and in a variety of industries, including Financial Services, Hospitality, Consumer & Industrial Products, Insurance, Investment Management, Life Sciences & Health Care, Public Health & Social Services, Energy & Resources, Travel, Law Firms, Education, Shipping & Ports, Retail, Wholesale & Distribution, Transportation, Automotive, Technology, Media & Tele-communication, Real Estate, Civil Government, etc.

Additionally, George is an Investors in People Specialist Advisor and has supported a number of organizations in achieving the Investors in People. George is also acting as coach to a number of CEOs and Executives.

George holds a BSc in Hospitality Management from the University of Manchester, an MBA from the University of Liverpool and an Executive Diploma on Leadership from Harvard University.



**Marios
Antoniou**

Marios Antoniou was born in Nicosia, Cyprus. He obtained a Bachelor degree in Business Administration, majoring in Management, from the City University of New York and went on to obtain a Masters Degree in Human Resource Management from Middlesex University, London, specializing in Employment Law.

Mr Antoniou began his career in Human Resources in 1999 becoming an HR Manager at PHC, Cyprus. In 2001 he became an HR Manager at C.A. Papaellinas Emporiki Ltd (AlphaMega Hypermarkets) and holds the same title to this day.

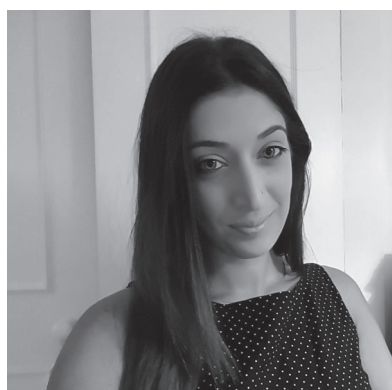
In 2007 he was appointed by the Supreme Court as a Magistrate Judge in the Industrial Dispute Tribunal of Cyprus, and in 2013 he became the General Secretary of the Pancyprian Retail Association.

Through his 19-year work experience in retail at AlphaMega Hypermarkets he was able to witness the Company's vast and sudden expansion in 2013, an opportunity which allowed him to seek for and apply alternative and innovate methods of personnel recruitment, training and development, as well as more efficient ways in which HR operational matters can be handled.

Mr Marios Antoniou, to present the 'Alfa Mega Academy' which is a new approach in regard to people's development and career advancement within the organisation, that is also related to reward and talent management.

working with Amdocs Cyprus over the last two and a half years, always striving to adopt new innovative concepts for recruitment, and leverage the company's image as an employer of choice.

Nikoletta will focus on the recruitment strategies and employer branding tactics that use for Amdocs graduate recruitment. Amdocs is running graduate schemes every year for the last 2 years. Due to the success of the programmes the needs have been increased and Amdocs has expanded the efforts in university recruitment as well as Greece.



**Nikoletta
Tillyrou**

Nikoletta Tillyrou is a Talent Acquisition Partner at Amdocs Cyprus, where she is responsible for the recruitment efforts in the Amdocs Cyprus expansion project. She graduated from University of Surrey with Bachelors degree in Business Management, in 2012. She also pursued her Masters degree in International Management due to her passion on finding out how global markets and multinational organisations operate in a challenging system. After graduation, she lived in the UK for four years where she worked extensively in the graduate recruitment and employer branding with numerous companies. She is now



**Andreas
Loizou**

Andreas Loizou Joined Four Seasons Hotel – Limassol in the preopening stage (1992) as Human Resources Manager and later assumed the responsibilities of Human Resources and Quality Director. He is currently the Group Human Resources Director of Muskita Hotels (Four Seasons and Amathus Beach Hotel). He holds a bachelor's degree in Hotel Management from Surrey University and a master's degree in European Management and Employment Law.

SPEECHES



**George
Christodoulides**

Born in 1968. Graduated from B' Lyceum in Paphos and studied Business Administration (B.Sc.) at the American College of Greece and then Banking Management (MBA) at the University of Exeter in the United Kingdom.

He began his career in 1993 at the Bank of Cyprus, worked for the Bank of Cyprus in Greece as HR Manager (1998-2005), for the Bank of Cyprus Group (Cyprus, Greece, UK, Russia, Ukraine, Romania and Australia) as a Senior HR Manager (2005-2009) and as a General Manager of HR in 2009-2013, where main responsibilities included culture alignment across the Group and implementation of trademarked Group HR practices adjusted to every country's realities. He then proceeded to work as Group HR Manager of Lanitis Group of Companies, where emphasis was given on the Delaying of the Group's Structure, the development of the Group's Corporate Culture and the formulation of a Family Succession Planning Program. In 2015-2017, he worked as a Managing Director of the Human Cell Consulting Department of Baker Tilly, providing Human Resources Consulting services to companies from different industries, such as the biggest Cypriot Banking Institutions, insurance companies, retail companies, etc.

On 5th December 2017, he joined Hellenic Bank's Executive Team as General Manager, Human Resources.

Mr. George Christodoulides will talk about the Integration journey between Hellenic Bank and ex-Cyprus Cooperative Bank, the culture transformation and the new approach that the Bank is adopting in regards to career development and talent management.



**Stephanie
Davies**

Over the past two decades Stephanie has gained an unsurpassed reputation for designing and delivering interventions for top-performing teams in various settings and is recognised as one of the UK's leading voices in happiness and engagement in organisations.

Company founder and CEO, Stephanie has developed Laughology into the nations most talked about training and development provider. She has worked on innovative projects and events in the private and public sector. Her wide sector knowledge and consulting experience on all levels means she's in high demand. Stephanie's creative and rounded approach to engagement, creating the right culture, happiness at work, continued development, culture change and customer loyalty drives success not only with the organisations she works with but at Laughology too.

Stephanie's unique combination as an award winning stand-up comedian and her expertise and knowledge in psychology and business makes her one of the most sought-after speakers on the business and after-dinner circuit.

Happiness and humour the key to successful organisation and teams

There is a large amount of literature on happiness and the importance it has on our lives and work. There have been various studies into the connection between happiness in the workplace and productivity and the general well-being of staff and teams. Everyone wants to be happy at work. So why are so many people unhappy? This is one of the great paradoxes of modern organisations.

The enlightened ones realise that happy people are better, healthier and give more effort. So how do you make them happy? This is Stephanie's area of expertise. She was developing techniques to create happy workplaces before anyone else and has developed Laughology into the UK's leading learning and development company with expertise in the science of happiness for organisations. In this keynote she will reveal how organisations can create cultures where there is sustainable happiness which builds resilience, wellbeing, engagement and productivity. She also adds in a special ingredient, humour and talks about how this is a powerful tool for bringing teams together.

In this keynote you will learn:

- The science of happiness for increasing productivity
- How to create sustainable happiness, using the five drivers of happiness
- The importance of humour as a tool for thinking differently and engaging teams



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