

Interesting Quotes

Contents

1. Welcome Note
2. Bright idea
3. HR in Black & White
4. HR on Screen
5. Book Review
6. Makes you think!
7. HR Forthcoming Events
8. Editorial Team (for feedback)

“And once this storm is over, you won’t remember how you made it through, how you managed to survive. You won’t even be sure whether the storm is really over. But one thing is certain, when you come out of the storm, you won’t be the same person who walked in. That’s what this storm is all about.”

— *Haruki Murakami, Kafka on the Shore*

1. Welcome Note from the Editor

Dear readers,

Exactly one year has gone by since the crash of our banking system and the devastating effects it had on the Cyprus economy. The last 12 months have been the worst businesses and workers/professionals have encountered since the 1974 war as a result of invasion by Turkey. Unemployment is still rising and more people are seeking a better future abroad, just like 40 years ago. Unfortunately, this mass exodus cannot be avoided.

In addition, with Women’s Day recently we were reminded of how evident women’s inequality is in our country, possibly even exacerbated by the current, dire situation. According to the 2013 Global Gender Gap Report (which measures the relative gaps between the sexes across the 4 key areas of health, education, economy and politics) Cyprus only ranks at 79th place out of 136 countries. Therefore, even though currently working in an extremely challenging business environment, HR professionals have an ethical task to ensure their talent management practices (recruitment, training opportunities, succession planning, promotions, etc) are void of gender bias and actively promote equality in the workplace.

Despite the difficulties, we need to keep hopeful, think creatively and find means to work in ways that are smarter, cheaper and more efficient but without sacrificing gender equality. It is during hard times that resilience is tested and ethics proven.

Kiki Kallis

2. Bright Idea

No one likes to move beyond their comfort zone, but that’s really where the magic happens. It’s where we can grow, learn, and develop in a way that expands our horizons beyond what we thought was possible. How can we get the courage to take this leap — and develop the skill and ability to actually pull it off?

Tip 1: Recognize When You’re Tricking Yourself

Ask yourself this question: If you didn’t experience any anxiety at all in your chosen situation would it be something you’d like to be able to do? Would it be exciting? Would it help your career? If the answer is yes (and be honest!), it’s probably fear that you’re grappling with — and that’s OK. Instead of rationalizing why the behavior is something not worth performing, actively brainstorm all the reasons why it is worth performing. How can taking the leap and starting to work on performing this tough, but key behavior advance your career, give you chances to grow and learn in exciting ways, or whatever other goals you happen to care about? Answering these questions honestly will give you great fodder for moving forward. Understanding why you want to take this leap and what’s in it for you is a wonderful motivator.

Tip 2: Construct a Plan Unique to Your Situation

Instead of being overwhelmed by a situation that makes you feel uncomfortable, you can take control of it and make it your own. That’s the power of customization.

Tip 3: Find a Mentor or Coach

A mentor can help you identify gaps between how you’d naturally and comfortably behave and how you need to behave in the new situation to be effective. A mentor can also then help you customize your behavior to find that sweet spot blending effectiveness and authenticity. A compassionate and encouraging mentor can help you persevere when the going is tough; and when you’re operating outside your comfort zone, in situations that really matter, that’s almost inevitably going to be the case

*Bright Idea Adapted from the article “Get Out of Your Comfort Zone: A Guide for the Terrified”
by Andy Molinsky (December 31, 2013)*

3. HR in Black & White

Latest news on unemployment

According to the most recent figures from the Statistical Service, unemployment keeps rising unabated. Based on seasonally adjusted data, there were 49,408 registered unemployed people in February 2014, an increase of 7,095 (or 15.4%) since February 2013. About half of the jobs lost were from the financial sector and the hospitality industry. What is of particular concern is the ever increasing number of the long-term unemployed (21,322 individuals) that includes individuals unemployed for over 6 months and not eligible for unemployment benefit.

Source: http://www.mof.gov.cy/mof/cystat/statistics.nsf/labour_32main_gr/labour_32main_gr?OpenForm&sub=2&sel=2

Positive job prospects in air transport

According to the experts who addressed a seminar on the topic of 'Occupations and employment opportunities in the aviation sector', organised by the University of Nicosia and the Mediterranean Institute of Flight Safety (FSF MED), job prospects in the sector are positive. New jobs will be created as air traffic in Europe is expected to rise by 5% in the next decade.

According to the Executive Director of FSF MED, Mr Christos Petrou, the contribution of the aviation sector to Cyprus' GDP is less than half the average in Europe and there are positive prospects for its development in Cyprus as the tourist industry continues to grow.

Source: http://www.stockwatch.com.cy/nqcontent.cfm?a_name=news_view&ann_id=193769

Social Insurance contributions increase

Social insurance contribution has increased since January 2014. Salaried employees and employers will now contribute 7.8% each (was 6.8% in 2013), whereas the self - employed will now contribute 13.6% (was 12.6% in 2013). Contribution to the Redundancy Fund, the Industrial Training Fund and the Social Cohesion Fund remains unchanged at 1.2%, 0.5% and 2% respectively.

New employment schemes announced

On Tuesday February 18th, the Minister of Labour and Social Insurance Mrs Zeta Emilianides launched six new employment schemes offering incentives that are expected to create more than 7,500 jobs and traineeships. The schemes come at a cost of €40 million and five of them will be funded from the European Social Fund by 95%.

When discussing two of the announced schemes aimed at young people, the Minister noted that the aim was to offer them opportunities. The first scheme is targeted at university graduates and aims to help create 2,500 new jobs and traineeships whereas the second is targeted at unemployed youth, graduates of secondary education or holders of post-secondary education diplomas to be employed for six months to gain experience.

Another scheme concerns the retail sector exclusively, providing subsidies to very small retail businesses employing up to 4 employees to create new jobs and providing a practical training subsidy to retail businesses employing up to 49 persons. There is also a training scheme for employees in hotels that partially or totally suspend their operations between November 2013 and March 2014 as well as a training scheme for newly recruited unemployed.

Source: Cyprus News Agency

Women's Day Celebrations

On the 8th of March Cyprus celebrated Women's Day with events around the island. To mark the day, Interiors Minister Sokrates Hasikos said that "March 8 is celebrated around the world to commemorate the struggle of women against discrimination and to promote the principle of equal treatment between men and women in professional and family life. He pointed out however that, in Cyprus, women are under-represented in decision-making positions in the workplace, politics and financial policy and despite legislation to secure equal pay the income gap between the two genders continues to exist and is fuelled by the discrimination and stereotypes in the professional separation in the job market".

Labour Minister Zeta Emilianidou said that "gender equality is a fundamental policy of EU and a target of the Cypriot state as an inextricable part of our modern civilisation. Equal treatment of women of equal value employment, equal opportunities and potential are an essential factor for financial development and social cohesion".

Source: Cyprus Weekly

4. HR on Screen



The Internship

Released Date: **7 June 2013**

Genre: **Comedy**

Director: **Shawn Levy**

Distributor: **20th Century Fox**

The timeless value of experience in an all-embracing tech world

In the comedy “The Internship” (released in 2013), the leading actors (Vince Vaughn and Owen Wilson) are two experienced, skilled salesmen of luxury watches. They are two people equipped with fully-fledged communication and honed interpersonal skills, which stay focused on developing personal contacts and proper relations with their customers without particularly relying on the modern, and sometimes impersonal, communication media.

Unfortunately, due to the recession, they lose their jobs after their employer goes out of business at a time when the employment prospects for sales professionals are limited. With only basic updated tech skills and approaching their fifties, their professional prospects seem bleak.

Despite that, they dare to apply for an internship with Google! By using their skills and promoting themselves in an unorthodox way at the interview they manage to be selected for the internship along with other young graduates from the best universities in the country.

In the course of the internship they are teamed with four other idiosyncratic individuals, who are tech-savvies, and they must compete with the other teams in various tasks. Although they are faced with great difficulties in the beginning, by having faith in themselves and in their capabilities they start adjusting with their new surroundings and they manage to contribute substantially to the success of the team in the various tasks they are assigned. During the internship they will also realize that the experience they have earned and the skills they acquired in sales are equally important for the success of a team. The climax of their efforts will come with the final, and perhaps most crucial task, in which each team will compete in getting potential clients and advertisement deals through Google.

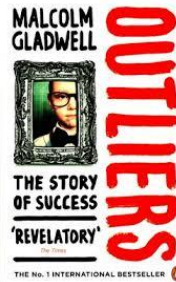
This particular test will bring out the greatness of teamwork which is nothing else than the value added by the diversity of the distinct capabilities of its members and by the way each member complements the weaknesses of each other always to the benefit of a common purpose. The weakness of the tech whizzes in interpersonal relations and their failure at promoting the benefits that Google may bring to a traditional pizzeria is fully compensated by the capabilities of our two experienced friends who, were initially deemed by many as failures.

Lessons learnt:

- Dare to explore new opportunities and take on new challenges which may initially seem impossible;
- Always believe in ourselves, particularly in the capabilities and the skills we have developed in our careers as professionals. In certain fields and occupations these qualities may prove more useful than we may think;
- Keep updated, especially where technology is concerned, in order to stay on top;
- Seek guidance from younger persons who may have less experience than ourselves but may have a set of skills unknown to us;
- Trust the value of teamwork which gives us the power to attain the impossible;
- Ignore negative comments and biases by always thinking positively and remaining focused on our goals.

Contributed by Zacharias Ioannou

5. Book Review



Outliers: The Story of Success

By: **Malcolm Gladwell**

ISBN: **13: 9780141036250**

Outliers: The Story of Success is a book that everyone ought to read. The book offers a fresh perspective of the story of success; how it is reached and actualized. The book describes people of talent, intelligence, and of ideal circumstances who managed to reach global levels of success and recognition. On the other hand, it also refers to geniuses with extreme high levels of intelligence (outliers), who have failed to evolve into their true potential and perhaps missed opportunities to unfold the secrets of the universe.

What is an outlier? An outlier is defined as a value that lies outside (could be much smaller or much larger) from the other values in a set of data. In the case of the book, Gladwell studies people or a group of people who have been seen as outliers due to their immense, world recognized and lasting success, such as the Beatles and Bill Gates.

The argument Gladwell makes in the book is simple; are innate ability and intelligence the key ingredients of success of these outliers or is it pure luck of being born in the right family, at the right time, or being born and raised in the right place?

Gladwell, talks about the significance of the 10,000 hour rule.

10,000 were the amount of hours the Beatles practiced their music and Bill Gates completed in computer programming before they could taste a glimpse of their own stardom and actualize their talent. The author does not believe that it was a coincidence for the Beatles or Bill Gates to have the ideal circumstances and for them to happen to be at the right environment to be able to log in 10,000 hours of practice or programming. The same as it was also not a coincidence that the Jewish lawyers in New York in the 50s and 60s went about starting and establishing the biggest law firms in the US to this day, but rather it was the sum of ideal and favorable conditions along with intelligence and talent.

The book argues that success is a combination of factors that interact with one another and when the odds are all favorable a story of outlying success is born. Malcolm Gladwell discovers that no single story of success is a story of one individual making it alone.

In conclusion the story of success of outliers teaches us that success is based on the combination of our intelligence, talent and drive, with our educational and cultural background interacting with our external environment. The combination of all these factors can make us or break us.

“The outlier in the end is not an outlier at all; we are all products of our history, community, opportunity and legacy”.

The takeaway of reading the book is for each one of us to seek to develop continuously and choosing wisely for a better change to write our own story of success.

Contributed by Eleni Demosthenous

6. Makes you think!

UNEMPLOYMENT IN CYPRUS RISES TO 15.4%



7. HR Forthcoming Events

CYPRUS:

24 April 2014

Drinks with the Board

Time: 19:00 – late

Venue: Limassol, exact place will be confirmed

30 April 2014

Educational Day

Time: 18:00 – 21:00

Venue: Larnaca, Atrium Hotel

More information will be available soon

May 2014

CyHRMA's Annual Conference

INTERNATIONAL:

5th – 6th June 2014

EAPM Executive Committee Meetings, Paris, France

15th – 17th October 2014

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

8. Editorial Team of this issue

Publications and Communication Committee Members

Costas Papakyriacou, MCyHRMA, MA, Chartered MCIPD, MInstLM, c.papakyriacou@cytanet.com.cy

Irene Papadopoulou, MCyHRMA, Operations and Member Relations Officer, info@cyhrma.org

Kiki Kallis, MCyHRMA, HR Professional, kikikallis@gmail.com

Maria Georgiou, MCyHRMA, Senior Manager- Advisory Services, maria.georgiou@cy.pwc.com

Theodoros Giovanni, ACyHRMA, Industrial Relations Officer at the Cyprus Employers and Industrialists Federation (OEB), thgiovanni@oeb.org.cy

Yota Tsiokri, MCyHRMA, MA in HRM, EMCC Coach at Practitioner Level, tsiokri@hotmail.com

Special Contributions

Eleni Demosthenous, MCyHRMA, Human Capital Consultant - Executive Coach, eleni@theadvanceinstitute.com

Zacharias Ioannou, MCyHRMA, Consultant, HR Trainer, z_ioannou@cytanet.com.cy

Name of the Association: Cyprus Human Resource Management Association (CyHRMA)

Address: P.O. Box 28785, 2082 Nicosia

Telephone: +357 22 318081

Fax: +357 22 318083

Email: info@cyhrma.org

Website: www.cyhrma.org

