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Interesting Quotes

“Be who you are and say what you feel, because those who mind don't matter, and those who matter don't mind.”

— *Dr. Seuss*

1. Welcome Note from the Editor

Dear readers,

New year is around the corner and now is the appropriate time to look back on the year gone by. 2014 proved to be a challenging year for the HR professionals with a wide variety of people issues emerging from the significant changes companies underwent during the year. Within the new business environment, HR became a strategic partner, a change mentor and an employee advocate.

In the current issue of Human.Net, we would like to draw your attention to some key ingredients for effective organisational functioning: communication, leadership, and change management. Latest news on Cyprus unemployment and Guaranteed Minimum Income (GMI) are mentioned in the HR in Black & White section.

I hope you enjoy the articles of this issue and, on behalf of the Publications and Communication Committee, I wish you a Merry Christmas and a prosperous and productive New Year. Remember to conduct your own annual review and create a road map for the year ahead. The future is promising for those who put in effort, passion, and commitment!

Elena Hanna

2. Bright Idea

Three Ways to Avoid Communication Breakdowns

Even though communication is the lifeblood of an organization, it's difficult to find a company that doesn't have its momentary breakdowns in that area. Part of a manager's job is to keep these to a minimum. Here are three ways to ensure employees understand and communicate well:

- **Provide context.** For people to understand a message, they have to know why it's important. Give people enough information so they know where things fall on the priority list.
 - **Encourage questions.** Don't just ask if people have questions, encourage them to raise concerns. This type of interaction helps people absorb information and understand messages so they can pass them on.
 - **Stay connected.** People respond to communications very differently, even when they're hearing the same information. By being in tune with your employees, you can anticipate their reactions and better understand how to deliver messages.
- The Bright Idea was adopted from "Your Communications May Not Be Communicating" by Ron Ashkenas, Harvard Business Review

The Bright Idea was adopted from "Your Communications May Not Be Communicating" by Ron Ashkenas, Harvard Business Review

3. HR in Black & White

Latest news on unemployment

The unemployed persons, registered at the District Labour Offices on the last day of November 2014, reached 47.603 persons. Based on the seasonally adjusted data that shows the trend of unemployment, the number of registered unemployed for November 2014 increased to 47.252 persons in comparison to 46.474 in the previous month. In comparison with November 2013, a decrease of 1.731 persons or 3,5% was recorded which was mainly observed in the sectors of construction (a decrease of 1.237 unemployed persons), trade (a decrease of 1.185), financial and insurance activities (a decrease of 825), manufacturing (a decrease of 725), professional, scientific and technical activities (a decrease of 389), education (a decrease of 305) and to newcomers in the labour market (a decrease of 138). It is worth noting that during the same period there was also an increase in unemployment in the sectors of accommodation and food service activities (an increase of 1.664 unemployed persons) and public administration (an increase of 1.408).

Source: Statistical Service of the Republic of Cyprus (<http://goo.gl/aNpCNH>)

The race for a GMI by Christmas

THE government is racing to approve thousands of applications for the Guaranteed Minimum Income (GMI) in time for Christmas, the labour minister said on December 8th, after deputies were told that over half of the 16,000 first-time applicants would not receive aid on time.

Labour Minister Zeta Emilianidou told the state news agency her ministry had given priority to 8,000 applicants who were long-term unemployed and had no income whatsoever. She said however that the government would also provisionally approve the other 8,000 from the 16,000 first-time applicants for the handout, which were not yet fully processed due to various delays.

The 8,000 additional applications were also being rushed through so that people who meet the basic criteria of property and bank deposits would at least be paid. Detailed checks will follow before a final approval was given, the minister said. "It is not right only for 8,000 applicants out of 16,000 to receive GMI," she added.

She said that other applicants, those with at least some income, because they work part-time, had been put in a second-tier group, she said. "But it does not mean they will receive the GMI in the New Year."

Source: Cyprus Mail (<http://cyprus-mail.com/2014/12/09/touch-and-go-for-gmi-by-christmas/>)

Contributed by Theodoros Giovanni

4. Career Pathways of CyHRMA Members



Name: Elena Hanna

Previous Title& Workplace: Management Trainee, The Shacolas Group of Companies

New Title& Workplace: HR Officer, Ermes Department Stores Plc



Name: Eugenios Savva

Previous Title& Workplace: Director of Human Capital & Development, AMATHUS Hotels

New Title& Workplace: Human Resources & Quality Manager, KANIKA Hotels & Resorts

No Photo Available

Name: Philippos Pattouras

Previous Title& Workplace: Until September 2014, Director of Academic Affairs and Student Welfare, University of Cyprus

New Title& Workplace: Independent consultant, trainer and researcher in Human Resource Development, Public Service Management and University Administration

Biography: Philippos worked at the University of Cyprus (UCY) for fifteen years, as Director of Academic Affairs and Student Welfare. Before joining UCY, Philippos worked as a HRM lecturer at Frederick College and as an HRM-HRD trainer, researcher and consultant at the Cyprus Productivity Centre and the Cyprus Academy of Public Administration, for fourteen years. In 1991, he contributed to the founding of CyHRMA and served on its Board for 8 years, two of which as its Chairperson. Philippos holds a BA degree in Business, an MA in HRM, an MSc in Training, and is a chartered member of CIPD.

5. HR on Screen



New in Town

Release Date: January 30, 2009

Genre: Comedy | Romance

Director: Jonas Elmer

Distributor: Lionsgate

[Watch the Trailer Here](#)

In this movie, Lucy Hill (Renee Zellweger) is a Miami executive who dreams of becoming the CEO of a business firm. When she is presented with the opportunity to restructure a manufacturing plant in Minnesota, Lucy accepts believing that the big promotion is close. What she did not know was that her new adventure will turned out to be a life changing experience. What begins as a straight forward job assignment becomes a life changing experience as Lucy discovers greater meaning in her life. Unaware of the cultural differences, Lucy keeps a professional attitude and deals with each situation with the same way she managed things in Miami. Lucy embarks in difficult situations with her Secretary Blanche Gunderson (Siobhan Fallon), Union representative Ted Mitchell (Harry Connick Jr.),

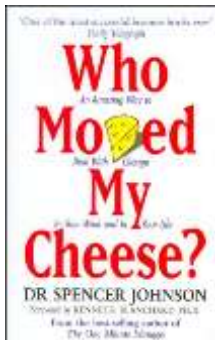
and the bad-tempered factory foreman Stu Kopenhafer (J.K. Simmons). She soon realizes that things work differently in Minnesota and tries to adapt to the new environment.

Lucy starts to connect with the employees and uses her emotional intelligence to win the trust of the people of the town. She attends social events and gatherings and changes her dress code and habits. She realizes that a warmer approach works better in the snowy Midwest and she soon becomes a part of the Minnesota plant family.

While things seem to work great, Lucy is ordered to close down the plant. She then reconsiders her goals and priorities and finds a way to avoid layoffs and save the factory, consequently the whole town. After tasting her secretary's secret recipe of tapioca pudding, Lucy decides to adapt a former yogurt production line to produce this special pudding. A part of her effort was to create strategic partnerships by bringing people who were influencing the community by her side. Will Lucy and the team manage to launch a new product that will save the plant and give the people the ownership of the factory?

Contributed by Maria Georgiou

6. Book Review



Who Moved My Cheese? An Amazing Way to Deal with Change in Your Work and in Your Life

By: Spencer Johnson

ISBN-13: 978-0399144462

[Watch the Movie Here](#)

Have you ever wondered if there was an amazing way to deal with change in your work or even, in your life? If so, then this book is exactly what you need to read. The "Who moved my Cheese?" story features four imaginary characters.

1. Sniff, who sniffs out change early;
2. Scurry, who scurries into action;
3. Hem, who denies and resists change as he fears it will lead to something worse;
4. Haw, who learns to adapt in time when he sees changing can lead to something better;

The four characters are intended to represent the simple and complex parts of ourselves, regardless of our age, gender, race or nationality. The metaphors cheese and maze help you visualize a process of change.

Who moved my Cheese? Cheese station N "Handwriting on the Wall"



Source: Who moved my Cheese? (2008, Johnson) p. 74 - <http://www.remo-knapp.com>

should discover a positive meaning to allow change work into our advantage and persuade change that would lead us to success.

The knowledge behind the story:

- Anticipate change.
- Adapt quickly.
- Enjoy change.
- Be ready to change quickly, again and again.
- If you do not change, you can become extinct.

In our story plot, cheese is everyone's everlasting wish to accomplish and gain in our life whether this is a great job opportunity, a loving and caring relationship, money, power or our spiritual peace of mind. Cheese is the idea we believe that by obtaining the cheese in our life will make us happy and satisfy.

People respond to change in different ways for the primary reason that people are different from one another. Taking everything into consideration, we

- Ask yourself “What would I do if I weren’t afraid?”
- Movement in a new direction helps you find New Cheese.
- When you move beyond your fear, you feel free.
- Imagining myself enjoying New Cheese, even before I find it, leads me to it.
- The quicker you let go of old cheese, the sooner you find New Cheese.
- The more important your Cheese is to you, the more you want to hold on to it

onto past situations. Through reading this book, it makes you rethink those situations and how you handled them or helps you adjusting your behavior, when you are in the middle of a change process. The simplicity of the story makes it extremely powerful and useful.

This is one of those small books that provide you with a great amount of thought. I think everyone is able to map the “Who moved my cheese?” story

Contributed by Nastasia Michael

7. Makes you think!



4th February 2015

Open Lecture: Professional Behaviour and Appearance
Cyprus University of Technology

4th February 2015

Open Lecture: Self-awareness and Professional Success
Cyprus University of Technology

11th February 2015

Open Lecture: Stress Management Techniques
Cyprus University of Technology

11th February 2015

Open Lecture: Problem Solving Techniques
Cyprus University of Technology

18th February 2015

Open Lecture: Time Management Techniques
Cyprus University of Technology

18th February 2015

Open Lecture: Presentation Skills
Cyprus University of Technology

25th February 2015

Open Lecture: Psychometric Tests and Recruitment Tools
Cyprus University of Technology

25th February 2015

Mock Job Interviews
Cyprus University of Technology

8. HR Forthcoming Events

CYPRUS

22nd January 2015

CyHRMA Annual Party

9. Editorial Team of this issue

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