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Interesting Quotes



“The only value an enterprise, has is the experiences, skills, innovativeness and insights of its people”.

– **Leif Edvinsson**

1. Welcome Note from the Editor

Dear Readers,

We are delighted to bring you another issue of the Human.Net!

September is traditionally the month of coming back to work reenergized, tanned, relaxed and ready to face the challenges of the following months, intensifying our efforts to meet our business targets for the year and setting new goals (professionally and personally, including of course more exercise). Most will return to our daily and weekly routines which are by no means easy and smooth. What better time of the year to get better organized! Our book review is all about practical tips and insights to help you be more effective on your day to day work. Along with that, try the interesting ideas about persuasion, which might help you go a long way with not so much effort, just being more focused on the person.

The environment around us is ‘hesitantly hopeful’, with our economic numbers improving at many fronts and a number of public and private initiatives to be supporting the business environment, as our Black and White demonstrates.

Learning comes from the best and the worst, as our movie review highlights the key messages from the famous movie ‘The Wolf of Wall street’ at so many different aspects of our daily work and lives, our values, our aspirations, the people around us and a business environment that generates opportunities for those who understand it well and dare to be different.

We are very pleased to see colleagues being promoted or finding new careers in the field. This is very encouraging for our profession and we hope this positive trend continues.

Going through the issue I got a positive and optimistic feeling. Hope you feel the same.

Enjoy the reading and good luck with what this fall brings your way.

Maria Georgiou

2. Bright Idea

Three ways to be more persuasive

Moving projects and issues forward in nowadays, requires more and more the ability to manage up, down, and sideways. Power and line authority go only so far. Below you can find three ways that can make you more persuasive:

Activate reciprocity

One good turn generates another. Any favors you do today are likely to be reciprocated down the road: 1) Championing a colleague's idea in a meeting when others are giving it only tepid support. 2) Sharing useful information with a coworker in another part of the company who otherwise wouldn't have received it. 3) Pitching in to help a teammate finish a presentation or prepare for it.

Focus on the other person's positive attributes

Like reciprocation, focusing on a person's positive attributes is an ideal way to begin a relationship. This technique requires that you consciously look for something you genuinely like about a person. Even if he/she is a ‘terror’ at work, there might be something you can admire about his/her personal interests, his/her past experiences, or the causes he/she supports.

Invoke the person's previous opinions and behaviors

When you remind someone of his/her previous position on an issue – As an example: "Remember, Mark, how you argued that the company should devote greater resources to educating the sales team about the new product line?" - he is more likely to behave in a way that is consistent with that position.

The Bright Idea was adopted from [“Three Ways to Be More Persuasive”](#) by Judith Ross, Harvard Business Review

3. HR in Black & White

Upgrading tertiary education in Cyprus

In recent years, the Ministry of Education has taken a series of measures to develop tertiary education in Cyprus. These have aimed at the development of research, the promotion of new knowledge, a reduction in the loss of valuable Cypriot Scientists to organisations and foundations abroad, at attracting quality students, researchers and scientists from abroad, the strengthen of competitiveness for Cypriot graduates of tertiary education and their integration in the employment market. Measures have included passing legislation to secure and certify the quality of higher education in Cyprus, the foundation of new departments at public universities, and licensing new private universities.

Source: The Cyprus Weekly, Issue No. 2155

Unemployment decreases by 10.1% in August 2015 compared to 2014

The unemployed persons, registered at the District Labour Offices on the last day of August 2015, reached 40.988 persons. Based on the seasonally adjusted data that shows the trend of unemployment, the number of registered unemployed for August 2015 decreased to 42.716 persons in comparison to 43.011 in the previous month.

In comparison with August 2014, a decrease of 4.595 persons or 10,1% was recorded which was mainly observed in the sectors of construction (a decrease of 1.249 unemployed persons), trade (a decrease of 853), manufacturing (a decrease of 786), financial and insurance activities (a decrease of 745), education (a decrease of 367) and to newcomers in the labour market (a decrease of 596). It is worth noting that during the same period there was also an increase in registered unemployment in the sectors of transportation (an increase of 173 unemployed persons), public administration (an increase of 150) and accommodation and food service activities (an increase of 73).

Source: <http://www.mof.gov.cy>

OEB and ISAD set up bicommunal business forum

The Cyprus Employers and Industrialists Federation, known widely by its Greek acronym OEB, and the Turkish Cypriot Businessmen Association, agreed to set up the Cyprus Business Forum.

OEB and ISAD, as the Turkish Cypriot business group is also known, signed the agreement which aims at promoting business cooperation and joint activities and encouraging participation in European Union and government funded programmes and community projects. The forum will also organise seminars, lectures and presentations on topics of common interests allowing exchange of information, as well as meetings between business people operating in the same sector and related sectors exploring opportunities both at home and abroad.

OEB president Christos Michaelides said it was important for the two business groups to increase the bilateral exchange of information and cooperation while ISAD chairman, Metin Sadi, said that establishing the forum was a necessity for Cypriots.

Source: <http://www.cyprusbusinessmail.com>

Contributed by Costas Papakyriacou, Elena Hanna, Nastasia Michael

4. Makes You Think!



5. HR on Screen



The Wolf of Wall Street

Release Date: 25 December 2013

Genre: Biography, Comedy, Crime

Director: Martin Scorsese

Distributor: Paramount Pictures

[Watch the Trailer Here](#)

[Motivational Speech by Jordan Belfort](#)

The movie is a black comedy, based on the true story of Jordan Belfort, from his rise to a wealthy stock-broker, living the high life until his fall, involving crime, corruption and fraud. From the American dream to corporate greed, Belfort goes from penny stocks and righteousness to IPOs (Initial Public Offerings) and a life of corruption in the late 80s. Excess success and affluence in his early twenties as founder of the brokerage firm Stratton Oakmont warranted Belfort the title “The Wolf of Wall Street”.

Jordan Belfort knew what he wanted from his career early; he was not just setting goals, he had a vision and set his goals high. He wanted money and he was prepared to use illegal and unethical means ruthlessly. He soon found out his strengths and used them to the maximum.

Jordan was a gifted salesman with invincible products that were hard to resist. On top of that he acted with confidence enhancing it with fancy suits and overall appearance, an important sales factor that should not be ignored. He was a master of personal branding and created the myth of “The Wolf”.

He was also an excellent trainer giving potential for a Wall Street career to clueless uneducated people, by showing them exactly what he wanted by a live example of how penny stocks should be sold. Belfort was a great motivator who really wanted to keep his employees happy. He was sharing his wealth and success with his people by throwing wild parties, building personal bonds with them to ensure total dedication, because he knew that inspired workers mean continued success and loyalty. He was a natural born leader who created needs and ambitions to staff and clients. The scenes with his fanatic employees acting like ecstatic wolves while Belfort was giving inspiring speeches recall memories of Adolf Hitler at his early stages, where the Germans worshiped him and were ready to do anything for him until the end.

However Belfort was far from perfect, although he was a bright man his value system was money, cocaine and hookers. He soon lost control and did not think of the consequences of what he was actually doing. He just lived the moment and did not think of tomorrow. His priorities were his job, drugs and his career, his family was last on his list. He chose to live a life of corruption and had no limits or ethics of what he was doing. He chose to live a life that gave him easy money, even if that meant destroying other peoples’ lives as well as his own.

Bottom line, the moral of this true story is that being gifted and having discovered one’s talents is not enough to safeguard on-going success and prosperity. Talents need to be in alignment with the right value system, personal integrity and “ethos”.

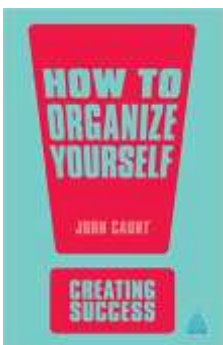
The “Wolf of Wall Street” teaches several business lessons. Firstly, you cannot reach the top without working your way to the top. Belfort recognized early in his career that he could not sit and wait for opportunities, but that he should work hard to succeed, even though he did not use the best methods to do so. Second lesson, in order to succeed we must be passionate about what we are doing, we must tell ourselves that we can do it! With hard work and setting goals, we can succeed!

We also learn that our team is the most important thing. Belfort stood in front of his employees, he managed to inspire them and make them as passionate as he was for success. We also see the important role that Belfort’s friend plays in the success of his friend. Being a leader is not easy, so it is important to have friends around you to help you in difficult situations!

“Someday the chickens are going to come back home to roost”. This phrase said to Belfort by his father several times when things got out of hand, gives us another lesson. Wealth is indeed fantastic, but when everything is over and you are left alone and destroyed, the only thing you will have is your memories. So if you are going to do something big, don’t do it just for the money!

Contributed by Yota Tsiokri & Elena Christou Zeniou

6. Book Review



How to Organise Yourself (Creating Success)

Author: John Caunt

Publisher: Kogan Page; Fourth Edition edition (March 28, 2013)

ISBN-13: 978-0749467180

Number of Pages: 192 pages

Language: English

Due to their small size few companies in Cyprus employ more than one individual in the HR department, As a result, it would be difficult to find any HR professional not bombarded daily with information, emails, meeting requests, tasks and new to-do’s.

Coping with excessive workload can be very daunting and stressful. How to Organise Yourself is aimed at disorganised and overwhelmed readers. Unlike other similar books, this one is brief, practical and offers feasible solutions to real work problems, sparing the reader any theory.

Time planning is the starting point for an organised life in the office. The relevant chapter suggests a number of ways to organise one’s time including task prioritisation (including email sorting) and time tracking. The book recommends using an electronic calendar to plan activities. I have personally followed this advice and I can tell you that by using an online calendar service I have never missed an appointment because of the automatic reminders.

The book also makes suggestions on how to deal with procrastination or mobilising the power of habit to create a functional routine. For example, dedicating the first 15 minutes every day to plan for its remainder can free up time to return phone calls. Other chapters are dedicated to organising information and filing systems, dealing with interruptions, or even organising one’s working space. I was pleased to see that there are two sections dedicated to conducting effective meetings and dealing with other people (including saying no to them from time to time).

Make no mistake; this is not an authoritative book on time or information management, but a practical guide employing a down to earth approach. I also recommend reading the book along with Clare Evans’ Time Management for Dummies since the two complement each other. Whether in HR or not, How to Organise Yourself is a book that will benefit anyone working in an office environment.

Contributed by Theodoros Giovanni

7. Career Pathways of CyHRMA Members



Name: Eleni Papaspyrou

Previous Title & Workplace: Economics & Business Studies Teacher, Heritage Private School

New Title & Workplace: Human Resources Assistant, UCLan Cyprus Ltd

Biography: Eleni Papaspyrou graduated from American Academy Larnaca and holds a BSc (Hons) in Economics (1st Class) from Lancaster University and an MSc in Management (with Distinction) from CIIM. During her undergraduate and postgraduate studies she received numerous awards for excellent performance including the Phillips Andrew Memorial Book Prize, the Peel Studentship Trust award and the Directors Prize. She also pursued her MSc Management studies after being awarded a full fee scholarship by PrimeTel and CIIM. For five years she was working as an Economics, Business Studies and Accounting High School Teacher at different private schools in Cyprus. She is currently working at UCLan Cyprus as a Human Resources Assistant and at the same time she is studying for a Human Resource Management & Organizational Behaviour at CIIM.



Name: Georgia Constantinou

Previous Title & Workplace: HR Manager, K. Treppides & Co Ltd

New Title & Workplace: HR Manager, Cosmos Insurance Company Public Ltd



Name: Maria Iosif Niopa

Previous Title & Workplace: HR Management and Industrial Relations Supervisor, Vassiliko Cement

New Title & Workplace: HR & Industrial Relations Manager, Vassiliko Cement



Name: Maria Theodorou

Previous Title & Workplace: HR Officer, P&P Ice Cream Group

New Title & Workplace: HR Supervisor, P&P Ice Cream Group

8. Forthcoming Events

CYPRUS

January 2016

CyHRMA Annual Party

INTERNATIONAL

11/10/2015-12/10/2015

IFTDO Regional Conference (Amman)

22/10/2015-23/10/2015

EAPM Congress (Valencia)

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