

NEWSLETTER

Issue 46 – June 2016

Interesting Quote

"Leaders don't force people to follow -- they invite them on a journey."

– Charles S. Lauer

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Welcome Note from the Editor

Dear Readers,

We are delighted to present you with the 46th publication edition of Human.Net!

In this edition we will focus on leadership. Leadership can be hard to define and it means different things to different people. In the transformational leadership model, leaders set direction and help themselves and others to do the right thing to move forward. To do this they create an inspiring vision, and then motivate and inspire others to reach that vision. They also manage delivery of the vision, either directly or indirectly, and build and coach their teams to make them ever stronger. Effective leadership is about all of this – and it's exciting to be part of this journey!

In this edition, enjoy reading a book review of 'Leadership Wisdom from the Monk Who Sold His Ferrari: The 8 Rituals of the Best Leaders' written by Robin Sharma and watching a funny and inspiring video of Drew Dudley calling us to celebrate leadership as the everyday act of improving each other's lives. We have all changed someone's life, usually without even realizing it.

As John Quincy Adams said: 'If your actions inspire others to dream more, learn more, do more and become more, you are a leader!'.

Enjoy the Human.Net and let this new edition inspire you, motivate you, encourage you and empower you to be the best you can.

Marianna Efstathiou

Bright Idea

What to Do If Your Boss Asks You to Break the Rules

If your boss asks you to do something unethical, immoral, or even illegal, how do you respond? The first step should be to appeal to your boss's self-interest — it's possible that he's unaware of the implications of what he's suggesting. Explore the request, framing it in terms of the potential costs and implications for him to test the waters. This also signals your discomfort and gives him a way to quietly withdraw his request without losing face. If that doesn't work, it's best to just say no. If that still doesn't work, try speaking to your boss's boss, an ombudsman, or human resources. It can help to gather allies, organizing several people to go to a manager together to express concerns. In a worst-case scenario, you may need to consider taking direct legal action, or blowing the whistle outside your company.

The Bright Idea was adopted from ["What to Do If Your Boss Asks You to Break the Rules"](#) by Peter T. Coleman and Robert Ferguson
Harvard Business Review

HR in Black & White

Cypriot economy to grow by 2% until 2021

The Cypriot economy will grow at a moderate rate that will not exceed 2% up to 2021, according to IMF's World Economic Outlook (WEO) for April 2016. For the medium term, the IMF predicts that the Cyprus GDP will grow by 1.6% in 2016 and by 2.0% in 2017, with the growth rate for 2016 to be slightly improved compared to the WEO on October 2015, which was 1.4%. However in the WEO of last October the IMF predicted a growth rate of 0,5% in 2015, while the real growth rate was 1.6% eventually. According to the IMF, in the fourth quarter of 2016 the Cypriot GDP will grow by 1.6% (compared to the same quarter of the previous year), while growth in the fourth quarter of 2017 will reach 2,3%. According to the IMF, the harmonized inflation will continue in 2016 to be in a negative field, reaching up to -0.3% and in the framework of the further development of the economy in 2017 will reach 1.3%. Unemployment, according to IMF measurements will reach 14.2% in 2016 to decline at 13.0% in 2017. The deficit in the current account, will fall to 4.8% of GDP in 2016 from 5.1% in 2015 and will decreased marginally to 4.7% of GDP in 2017. The forecasts for the eurozone remain unchanged, with a growth rate of 1.5% and 1.7% in 2016 and 2017 respectively, while inflation remains at low levels at 0.4% in 2016 to accelerate in 2017 at 1.1%. At the same time, the IMF downgraded marginally its baseline scenario for the growth rate of the world economy at 3.2% in 2016, 0.2% lower than in the WEO of last January, while for 2017 the growth rate is predicted to 3.5%.

Source: ["Reporter" Online Newsletter](#)

Average Monthly Earnings of Employees by Quarter, 4th Quarter 2015

According to the preliminary estimations of the Statistical Service, the average gross monthly earnings of employees during the fourth quarter of 2015 amounted to €2.156 (males €2.312 and females €1.979). In comparison with the fourth quarter of 2014, a decrease of 0,9% was recorded in the average monthly earnings of employees (males -1.5% and females -0,3%). In comparison with the third quarter of 2015 (seasonally adjusted data) the average monthly earnings of employees decreased by 0,2% (males -0,5% and females -0,1%). The Statistical Service notes that temporary contributions of employees of the private sector and officials and employees of the central government and the broad public sector as well as deductions in earnings of officials and employees of the central government and the broad public sector, do not affect the gross salary of employees but only their net income. Consequently, they are not reflected in the figures above.

Source: [Statistical Service of the Republic of Cyprus](#)

Contributed by Costas Papakyriacou

News from European Union

Regulation of Labour Market Intermediaries and the Role of the Social Partners in Preventing Trafficking of Labour

The right to free movement for workers within the European Union is an achievement. Nowadays, private labour market intermediaries – such as temporary work agencies and employment placement agencies – contribute to facilitating this labour mobility in their role as mediator between individual workers and organisations in need of labour. Some workers and vulnerable groups run the risk of being exploited by fraudulent agencies. The report examines how public authorities are currently regulating labour market intermediaries across Member States, highlighting the effectiveness or otherwise of different registration or licensing schemes. It also examines activities by social partners aimed at preventing the trafficking of labour. The overall aim is to contribute to the development of a best practice guide for public authorities to encourage better monitoring and enforcement of regulations deterring trafficking for the purpose of labour exploitation.

[Download the Full Report here](#)

Source: [Eurofound](#)

Statutory minimum wages in the EU 2016

The article provides information on the levels the statutory minimum wage applicable in the EU Member States in January 2016. It also provides information on how the minimum wages were set and whether any significant discussions about the minimum wage took place. 22 out of 28 EU countries apply a generally binding statutory minimum wage. In the majority of EU Member States (Austria, Denmark, Finland, Italy and Sweden), where there is no statutory minimum wage, the minimum wage level is de facto set in (sectoral) collective agreements. These agreements can become generally binding – for example, in Finland, a public commission under the Ministry of Social Affairs and Health formally decides whether collective agreements are generally binding. Another example is Italy, where while such agreements only apply to enterprises and workers that are members of the bargaining social partners, case law adopts collectively agreed minimum wages as a reference for other employees as well, significantly incentivising their adoption by employers which are not affiliated to signatory employer organisations.

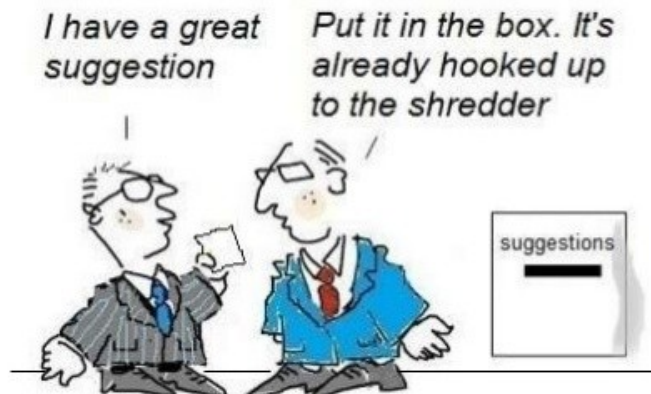
[Read the full Article here](#)

Source: [Eurofound](#)

Contributed by Costas Papakyriacou

Makes you think!

Topic: Employee Engagement



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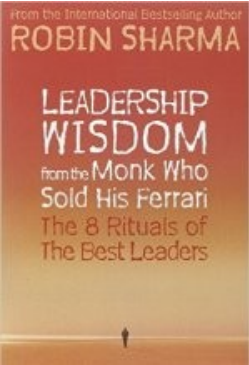
HR Talk

“We have all changed someone’s life — usually without even realizing it. In this funny talk, Drew Dudley calls on all of us to celebrate leadership as the everyday act of improving each other’s lives”.



Source: [TED](#)

Book Review



Leadership Wisdom from the Monk Who Sold His Ferrari: The 8 Rituals of the Best Leaders

Author	Robin Sharma
Publisher	HarperCollins
ISBN-13	978-0007348404
Pages	272

The book is the sequel of the worldwide bestseller of Robin Sharma, “The Monk Who Sold his Ferrari”. The story begins with Peter Franklin who experienced the loss of his job from a prominent position in Digitech Software Strategies. His dreamy life took the down-turn and he finds himself incompetent to handle this unfortunate situation. For quite a long time he remained in stagnation until an old friend of his shared with him a brilliant and pioneering idea to found their own firm, GlobalView Software. As the Managing Director of the organization with exceptional performance, he was not qualified and was lacking knowledge and skills on managing his people. Although sales were in high levels, the company was in chaotic situation. Peter’s incapability to lead his subordinates lead to employees’ lack of motivation and commitment. The constant technological developments increased stress and fear for the unknown. Low productivity, less creativity, no interest and no satisfaction, used to describe the working environment. However, when seeing his old friend Julian Mandal (“The Monk who sold his Ferrari”) after many years, Peter’s life changed radically and his organization underwent a significant transformation.

Julian Mandal abandoned the turbulent rhythms of his life in West and travelled to the East (India) to find answers to all-times inquiries that preoccupied him. At Himalaya, he met Yogi Raman, the Wisdom Leader of Sivana who taught him the ancient strategies/principles of their ancestors being inherited through centuries and last an eternity. These were the 8 Rituals of Visionary Leaders. Now it was Julian’s turn to teach his friend these practices:

- 1) The Ritual of Compelling Future Focus:** Motivate your employees by presenting them an attractive and important vision that will “trigger” their enthusiasm. Convince them that your vision is for their best interest.
 - 2) The Ritual of Human Relations:** Develop deep bonds with your people. Invest in your relationship with them. Keep your promises, listen carefully, show understanding regularly, and tell the truth. Put yourself in their “shoes” and see and feel what they see and feel.
 - 3) The Ritual of Team Unity:** Coach, guide and empower your staff. Let them carry their duties independently. Satisfy their “thirst” for recognition and growth and show appreciation to their efforts. Praise their progress and provide positive feedback.
 - 4) The Ritual of Adaptability and Change Management:** Teach your employees to welcome and be open to a new challenge that change will bring. Explain to them that there is a necessity to easily adjust and be adaptable to unexpected situations of business and personal life with flexibility and readiness.
 - 5) The Ritual of Personal Effectiveness:** Frequently devote time on strategic thinking, systematic preparation and planning, development and be dedicated to building relationships. Optimize your time to turn the mistakes of the past into success.
 - 6) The Ritual of Self-Leadership:** Revitalize your body and actuate your spirit. A busy schedule needs to be balanced with some quality time for leisure, relaxation and tranquility. Save time for meditation and introspection. For an outstanding performance you need vitality, energy and urge that arises by physical exercise and healthy nutrition.
 - 7) The Ritual of Creativity and Innovation:** Encourage employees to be bold and take risks. Reward their curiosity of learning and recognize that new ideas are the “seeds” of success. Create a friendly atmosphere in the workplace and “exploit” them for a good reason.
 - 8) The Ritual of Contribution and Significance:** Be the one that others expect to be leaded from. The true meaning of life is to have a goal and live for it. The ultimate and most resilient gift you could ever inherit to your followers is your work. Make the right thing and live a fulfilled life.
- Great truths to follow for leadership in business and life!

News from Members

Career Pathways



Name Andreas Savvides

Previous Title & Workplace HR and Administration Officer, Audeh Group (IBCS Trading & Distribution Ltd)

New Title & Workplace Administration and Human Resources Manager, Supernova Consulting Ltd

Biography Andreas Savvides, Administration and Human Resources Manager of Supernova Consulting, is an accomplished HR professional with 8 years of experience in the private sector. He is responsible for implementing human resource management strategies that enable Supernova Consulting to recruit, manage, and retain a high performing and motivated workforce. Andreas has served as the HR and Administration Officer for Audeh Group. In these capacities, Andreas was responsible for recruitment, development, maintain employment records, policies, on-boarding, training and development, performance management, employee retention, employee relations, policies and strategies. Andreas holds a BA in Human Resources Management with Accounting and MA in Human Resources Management from Middlesex University Business School London. He is an Associate member of the Chartered Institute Personnel Development in UK and member of CyHRMA in Cyprus.



Name Konstantia Kousoulou

Previous Title & Workplace Recruitment Officer, Cyprus University of Technology

New Title & Workplace Training, Development and Appraisal Officer, Cyprus University of Technology

Biography Konstantia has over ten years of experience in Human Resource Management. In addition to her key strength in recruitment, she possesses background in work-life balance, employee benefits, performance management, training and employee relations. Konstantia's experience includes five years of experience in the retail sector, two years in the hospitality sector and at last in the education sector at the Cyprus University of Technology. Her accomplishments include activities for the accreditation of the Bronze Level of Investors In People. Konstantia is a B.A. graduate of University of Piraeus and earned her MA in Human Resource Management from Derby University. She is member of Charter Institute of Personnel and Development and Cyprus Human Resource Management Association. Her department was earned the first prize in Education Business Awards in the category of HR – Best Working Environment.

Distinction



Costas Papakyriacou, Chartered MCIPD and Honorary President of CyHRMA, received a letter and a Certificate of Recognition from Mr. Peter Cheese, CEO of CIPD for his exceptional service to human resources and people development for over 30 years through membership of the Chartered Institute of Personnel and Development (CIPD).

Forthcoming Events

20/10/2016—21/10/2016

WFPMA 16th World Congress

04/04/2017—06/04/2017

46th IFTDO World Conference & Exhibition

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