

NEWSLETTER - ISSUE 49 - MARCH 2017

Interesting Quote

The very nature of creativity is coming up with things that have never been tried before.

- Shelly Lazarus



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Welcome Note

Dear Readers,

We are very pleased to present you with the 49th publication edition of Human.Net!

In this edition, enjoy reading a very inspiring movie review of 'Dead Poets Society' by Peter Weir which tells the story about an English teacher who through his teaching of poetry manages to inspire his students to attempt and accomplish different things that they truly like in their life. He encourages them to believe in themselves, reach their full potential, and live with passion. Keating the teacher also encourages people to change the way they look at things and think in more innovative ways. In this issue, you can also enjoy a great book review: 'The coaching habit' by Michael Bungay Stanier. Coaching is an art and it's far easier said than done. Drawing on his many years of experience, the author unpacks seven very useful and essential coaching questions to demonstrate how, by saying less and asking more, you can truly develop coaching methods that produce amazing results.

You can also find an interesting article about the Cyprus Economy recovery and the current unemployment trends by President of the European Investment Bank, Werner Hoyer as well as a 2017 report by European Commission about the pay gap between men and women in EU.

On behalf of the Publications and Communications Committee, I wish that you will enjoy reading the new issue of Human.Net!

Wishing you the best for a productive and creative spring! And as Shelly Lazarus very well said: 'The very nature of creativity is coming up with things that have never been tried before'.

Marianna Efstathiou

HR in Black & White

The Future of Trade for the UK - A Guide for Businesses

With the UK Government set to begin negotiations to leave the EU in early March 2017, the CBI and Clifford Chance have come together to produce a guide for UK businesses seeking to understand the prospect of a new global landscape of trade between the UK and the rest of the world. This publication gives a factual overview of the legal situation as it is currently understood, and is intended to inform, educate and support discussion and analysis of the potential scenarios which may lie ahead. The report assesses trade scenarios for Brexit and their potential impact on UK businesses, including: Article 50 withdrawal agreement negotiation; UK/EU long-term agreement negotiations; WTO negotiation; third country FTA negotiations; temporary interim arrangement negotiations. The Cyprus Employers & Industrialists Federation (OEB) is urging organizations which have direct or indirect business activity with the United Kingdom to study the publication thoroughly.

Source: [Cyprus Employers & Industrialists Federation \(OEB\)](#)

EIB: Cyprus Economy recovering but Unemployment still high

President of the European Investment Bank Werner Hoyer in March 2017 gave the thumbs up to the Cyprus economy but noted the rate of unemployment is still too high. "Obviously the rate of unemployment is still much too high, this is obvious but the situation is recovering well," said Hoyer after meeting President Nicos Anastasiades. Unemployment in Cyprus is hovering around the 15% mark. During the meeting they discussed the recent developments in the EU and in Cyprus. "We have been more active in Cyprus than ever, we exceeded our target by €30 million, to go from €200 to €230 million in Cyprus," said Hoyer. "Cyprus is now one of the all 28 countries in which the Juncker plan is active. So it was a very good opportunity to exchange views." He said: "Cyprus has made huge progress and this is due to the resolve and the courage of the Cypriot people and they have gone through suffering for many years and it's paying off now. So from that point of view I am quite happy." Hoyer said there is still a lot to be done. "We have been in Cyprus since Cyprus moved closer to the EU, entered the EU, went through the crisis, we stayed during the crisis and we will stay after the crisis and even continue and increase our business."

Source: [The Cyprus Weekly](#)

Did you know that in case of a dismissal of a pregnant employee, she is entitled, within 5 working days of receiving the dismissal or notice of dismissal, to notify her pregnancy to the employer by means of a valid medical certificate and once she does this, the employer must repeal the dismissal or notice of dismissal?

Source: [Department of Labour](#)



Bright Idea

Check Yourself Before You Disagree with Senior Management

It takes courage to disagree with someone senior to you, but doing it is an important skill, especially if you don't want the leaders in your organization to think of you as a doormat with nothing to contribute. You want to voice your opinion in a way that will gain respect – not get your head handed to you. So check yourself before you speak up. First, don't just blurt out your point of view; think it through. Why do you disagree? Could your disagreement be perceived as political? Or do you have the good of the organization at heart? You are more likely to be believed if you don't have anything to gain from your perspective. Second, make sure you have all the relevant facts. Senior people usually have access to more information than the people below them. Is there something you might be missing? Third, bounce your point of view off of a few trusted peers. If you can't convince them, you're probably not going to convince the senior leaders, so ask for their feedback on how to be persuasive. Be careful that you don't only ask your direct reports: They might be just as hesitant to disagree with someone above them.

The Bright Idea was adopted from "[6 Ways to Disagree with Senior Management](#)"
Harvard Business Review

Makes you think!



News from European Union

Pay Gap between Men and Women in the EU

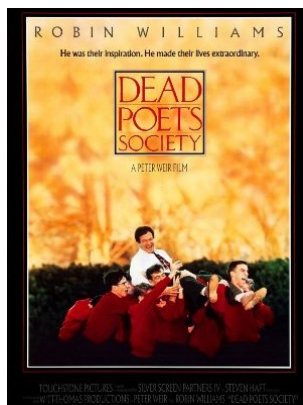
Polish MEP Janusz Korwin-Mikke said that the pay gap between men and women was justified because women are "smaller, weaker and less intelligent," in a speech to the European Parliament in Brussels in March, 2017. Video of the speech has gone viral, as has an impassioned response by Iratxe Garcia Perez, a left-wing MEP from Spain, who told Korwin-Mikke, *"Mr. MP, according to you, according to your theories, I would not have the right to be here as an MP, and I know it hurts you, and it concerns you that women can represent citizens on equal terms, as you do. I am here to defend European women from men like you."*



According to the "2017 Report on equality between women and men in the EU" by European Commission, although women are successful in gaining qualifications, their subsequent careers are often more interrupted, they have lower pay and their careers are flatter. As a consequence, they earn less than men over their life cycle, and their pensions are lower. In 2016, Eurostat updated data on the gender gap in earnings, which compiles inequalities resulting from the gaps in pay, working hours and employment. This is therefore the most comprehensive indicator of labour market inequalities between women and men. It shows that the EU is still far from reaching gender equality on the labour market. Even in the most equal countries, the overall gender gap in earnings stood at 20% or so, while it reached 45% or even more in Germany, Greece, Malta, the Netherlands, Austria and the UK. The gap stood at 39.8% in 2014 in the EU, down from 41.1% in 2010. Inequalities narrowed slightly at the beginning of the decade in most EU countries, with the notable exception of Denmark, Estonia, Ireland, Latvia, Lithuania, Poland and Slovenia. At this rate of change, it would take another century to close the overall gender earnings gap.

[Full Report on equality between women and men in the EU, European Commission](#)

HR on Screen



Dead Poets Society

Release Date: June 02, 1989

Genre: Comedy, Drama

Director: Peter Weir

Distributor: Buena Vista Pictures Distribution

Running Time: 128 minutes

[Watch the Trailer here](#)

"Dead Poets Society" is one of those movies that really inspired me. It tells the story about an English teacher who through his teaching of poetry he manages to motivate and inspire his students.

In the beginning his students are surprised by the unorthodox teaching methods of their English teacher Mr Keating. As the school year progresses, through Keating's leadership, the students are encouraged to live life in their own terms. The students take risks, find their passion- for example Neil realizes his love for acting and takes part in a local production of A Midsummer Night's Dream, which brings him against his father's will which wants him in the Ivy League and ultimately medical school.

Keating manages to inspire his students to attempt and accomplish different things that they truly like in their life and not just dream about them.

The lessons learned from this movie are that as managers or colleagues we have the opportunity every single day to help people reach their full potential. We can encourage people to believe in themselves, and live with passion. Help people look at life from more than one perspective.

Also another important message that we get from this movie is that we should take risks in life, and act as if we have nothing to lose. We must get out of our comfort zones and understand that we are more capable than we think we are. It's okay to take risks and fail, because that is the only way you learn and can move on to accomplish something.

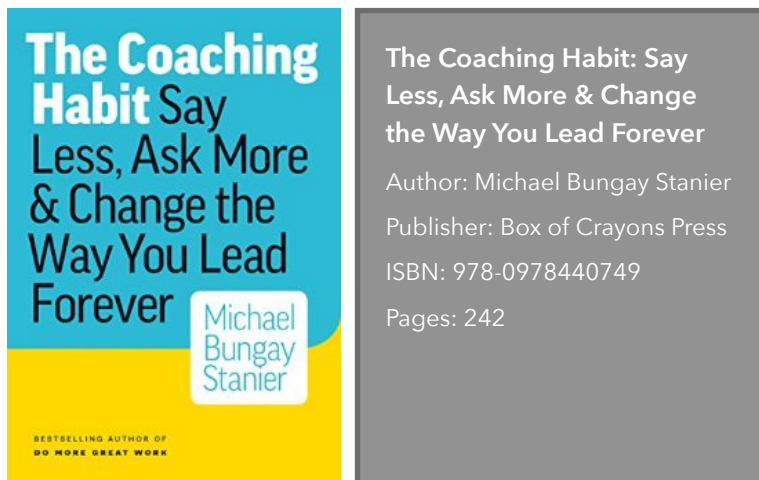
We must change the way we look at things and think in more innovative ways. Keating encourages independent thinking.

Keating also motivates his students to seize the day and explains to them that it's okay to dream and talk but people must also act in order to accomplish what they want! So talking and thinking doesn't take us anywhere if there is no action. So as managers we must let people try, act, and of course make mistakes. We must encourage people to become action-oriented and seize the day or else nothing will change!

The lessons of leadership and inspiration are so interesting after watching this movie like Dead Poets Society. As a Human Resource Manager, it's your role to inspire people who work with you. Help people understand that they must do what makes them happy, dream big, take action, stand up for what they believe!

Contributed by Elena Christou Zeniou & Yota Tsiokri

Book Review



Coaching is an essential skill for leaders. But for most busy, overworked managers, coaching employees is done badly, or not at all. They're just too busy, and it's too hard to change.

But what if managers could coach their people in 10 minutes or less?

In Michael Bungay Stanier's *The Coaching Habit*, coaching becomes a regular, informal part of your day so managers and their teams can work less hard and have more impact.

Coaching is an art and it's far easier said than done. It takes courage to ask a question rather than offer up advice, provide an answer, or unleash a solution. Giving another person the opportunity to find their own way, make their own mistakes, and create their own wisdom is both brave and vulnerable. It can also mean unlearning our "fix it" habits. In this practical and inspiring book, Michael shares seven transformative questions that can make a difference in how we lead and support. And, he guides us through the tricky part - how to take this new information and turn it into habits and a daily practice.

-Brené Brown, author of *Rising Strong* and *Daring Greatly*

Drawing on years of experience training more than 10,000 busy managers from around the globe in practical, everyday coaching skills, Bungay Stanier reveals how to unlock your peoples' potential. He unpacks seven essential coaching questions to demonstrate how—by saying less and asking more—you can develop coaching methods that produce great results.

1. Get straight to the point in any conversation with The Kickstart Question: "What's on your mind?"
2. Stay on track during any interaction with The Awe Question: "And what else?"
3. Focus on the real problem, not the first problem. Get to the heart of any interpersonal or external challenge with The Focus Question: "What's the real challenge here for you?"
4. The Foundation Question: "What do you really want?"
5. Save hours of time for yourself with The Lazy Question: "How can I help?"
6. And hours of time for others with The Strategic Question which refers to the balance between saying yes and saying no: "If you're saying yes to this, what are you saying no to?"
7. Ensure others find your coaching as beneficial as you do with The Learning Question: "What was most useful for you?"

A fresh, innovative take on the traditional how-to manual, the book combines insider information with research based in neuroscience and behavioural economics, together with interactive training tools to turn practical advice into practiced habits. Dynamic question-and-answer sections help identify old habits and kick-start new behaviour, making sure you get the most out of all seven chapters. Witty and conversational, *The Coaching Habit* takes your work—and your workplace—from good to great.

Book Review was taken from [Amazon](#)

Career Pathways



Name: Nastasia Michael

Previous Title & Workplace: HR Officer, Windsor Brokers Ltd

Current Title & Workplace: Senior HR Executive, Windsor Brokers Ltd

Biography: Nastasia graduated from a BA (Honors) in Accounting & Finance at Lancaster University and a MSc Management at Surrey University. She furthered her studies in HRM at CIIM. She is a Qualified Associate Member both in the UK CIPD and the CyHRMA Professional Bodies. She is highly motivated and passionate in the Human Resources field and she is ready to gain a lifelong learning experience that would liaise with her work environment. Nastasia was recently promoted from HR Officer to Senior HR Executive at Windsor Brokers Ltd. As a Senior HR Executive, she wants to build a good environment that can have a significant impact in her organisation. Implementing and developing a code of conduct that can benefit her coworkers to work in a suitable environment and adding value into the organisation.



Name: Stephanie Michael

Previous Title & Workplace: Office/HR Administrator, Yiannis Constantinides & Associates LLC

Current Title & Workplace: HR Officer, IQ Option Europe Ltd

Biography: Stephanie has obtained her BA (Hons) in Home Economics at Liverpool John Moores University, an MSc in HR Management & Organizational Behaviour at the Cyprus International Institute of Management in Limassol and a Professional Diploma in Digital Marketing of the Digital Marketing Institute. Her previous workplace was at the Law Firm of Yiannis Constantinides & Associates LLC as an Office/HR Administrator. After she completed her studies, she switched her career as an HR Officer working in one of the highest ranked companies in the Binary Options industry, IQ Option. Stephanie was also the President of the Student Council of CIIM as well as a member of the CyHRMA since 2014 while participating actively in the non-profit organization Rotaract Limassol Amathusia Club since 2015.

FORTHCOMING EVENTS

24/05/2017 CyHRMA Conference & Exhibition

June 2017 CyHRMA Annual General Meeting

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