



Newsletter | Issue 51 | **September 2017**

HUMAN.NET

Interesting Quote

“Pleasure in the job puts perfection in the work”

- Philosopher Aristotle



L|C|S
Approach

The LCS_ChristosApproach is a unique business model that Christos Nicolaou has codified through extensive research. A simple model which creates the context enabling you to follow the right direction hence setting and achieving your business goals.

Christos expertise is Customer Service, beginning with developing customer oriented leaders, building customer-centric mentality and enhancing human performance through emotional intelligence. He is a Management Trainer/Coach, certified by HRDA, ECDL and is also a Certified assessor of Six Seconds (Emotional Intelligence / Human Skills / Affective Neuroscience). He holds a Master's Degree (MBA) specializing in "Strategic Management - Thinking"

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Welcome Note

Wow what an amazing summer we had, great times; excellent hot weather; wonderful food; fantastic beach days and swimming in the sea. Now, the time has come to get back at it!

Dear Readers,

Welcome back, are you refreshed and ready for the second half of 2017, what are your new plans?

Interested in developing further within the HR sphere – you must read on, we have an excellent piece on career development which can help you on your way.

Also in this 51st Human.Net edition there is an interesting article from the EU, reporting on the working poor in post-crisis Europe. This article focuses on what does it mean to be working poor within the 21st century – recommend reading.

In our Book Review section the book - The Orange Revolution: How One Great Team Can Transform an Entire Organisation; authors Adrian Gostick and Chester Elton, renowned leadership consultants and New York Times bestselling authors. They focused on substantial research, which produce ground breaking results, including how Managers can transform their teams into high performers. It's a must read article for sure!

Again our popular section 'Did you know' provides knowledge linked to the key stage of employment – probation.

You can also find an interesting article under the Movie Review Section focusing on the classic movie 'Jerry Maguire' to this day, a well-loved audience pleaser. We highlight key elements of communication between two of the main characters.

With a fresh eye, take a critical look at your forthcoming schedule from now until the end of the year, honestly how many HR events can you attend, remember – Knowledge is power – come with us and attend as many as possible.

On behalf of the Publications and Communication Committee, enjoy our new Human.Net and have an amazing remainder of 2017!

Pamela I Miller





HR in Black & White

Registered Unemployed Decrease in August

The unemployed persons, registered at the District Labour Offices on the last day of August 2017, reached 31.003 persons. Based on the seasonally adjusted data that show the trend of unemployment, the number of registered unemployed for August 2017 decreased to 33.614 persons in comparison to 34.093 in the previous month. In comparison with August 2016, a decrease of 4.783 persons or 13,4% was recorded which was mainly observed in the sectors of construction (a decrease of 1.053 unemployed persons), public administration (a decrease of 961), trade (a decrease of 765), financial and insurance activities (a decrease of 443), manufacturing (a decrease of 401) and to newcomers in the labour market (a decrease of 383).

Source: www.mof.gov.cy

Cyprus Paternity Leave Law comes into force

The *Protection of Paternity Law of 2017* has come into force last summer, granting to fathers in Cyprus the right to two weeks paternity leave. The law grants the right of paternity leave to salaried employees whose spouse (or civil union partner) had a child through birth, surrogate mother or adoption (for a child up to 12 years of age).

Eligible fathers are entitled to two consecutive weeks of paternity leave taken within 16 weeks from the week the child was born or adopted. In case of multiple births (twins, triplets etc) or in case the infant is hospitalized immediately after birth, in which cases the maternity leave period is extended, the aforementioned 16 weeks period is also extended accordingly with the total number of paternity leave weeks remaining the same.

During paternity leave, the father is entitled to a paternity allowance according to the provisions of the Social Insurance law. Fathers must inform their employers of their intention to take paternity leave in writing and at least 2 weeks in advance.

The law forbids terminating or giving notice to terminate one's employment during the period beginning from the time the father has notified his employer in writing of his intention to take paternity leave and until the end of his leave (exceptions apply). Taking paternity leave cannot adversely affect the employee's seniority, right to promotion or the return to his duties with the same remuneration and benefits as before.

Source: Cyprus Employers & Industrialists Federation (OEB)

Active Employment Support Schemes

Currently there are 8 active schemes available that provide incentives supporting personnel recruitment and / or training:

Schemes by the Ministry of Labour, Welfare and Social Insurance

1. Scheme Providing Incentives for Hiring Unemployed Individuals aged up to 25 years old
2. Scheme Providing Incentives for Hiring Unemployed Persons aged over 50 years old
3. Scheme Providing Incentives for Hiring Beneficiaries of Guaranteed Minimum Income (GMI) in combination with three months training
4. Scheme Providing Incentives for Hiring Unemployed Individuals aged 25 to 29 years old Not in Education, Employment, or Training – NEETs
5. Scheme providing incentives for hiring individuals with disabilities
6. Scheme Providing Incentives for Hiring Persons with Chronic Diseases

Schemes by the Human Resource Development Authority of Cyprus (HRDA)

7. Training Plan for Long Term Unemployed in Businesses / Organizations (De Minimis)
8. Employment Support Plan subsidizing firms for the employment of University Graduates (De Minimis)

For more information, please refer to the sources links as below.

Sources: www.mlsi.gov.cy, www.hrdaauth.org.cy

Contributed by Elena Hanna & Theodoros Giovanni

Bright Idea

If You Catch Your Boss in a Lie, Proceed Carefully

Catching your boss in a lie can be incredibly upsetting and hurtful. If you decide to call out your boss (after carefully weighing the potential consequences), be sure to give them the opportunity to save face. Avoid labeling the deceit as such, and don't be accusatory. Be curious and accept that you might learn something that you didn't know. Use language such as "I might be seeing this the wrong way" or "I understand that there may have been circumstances that prevented you from sharing all the details with me." Ask for an explanation of the recent events to see whether you perceived them accurately. Then listen carefully. You have to decide how hard to push, because while having a boss who lies to you is not okay, losing your job over a mistruth may not be worth it.

The Bright Idea was adapted from "[What to Do If You Catch Your Boss in a Lie](#)" by Pamela Meyer - Harvard Business Review



Did you know?

The default statutory probation period is 26 weeks but it may be extended up to a maximum of 104 weeks by written agreement at the time of employment. Throughout the probationary period the statutory provisions relating to notice and protection from termination of employment do not apply and the employee may be dismissed for any reason and without notice.

Source: [Social Insurance Services](#)



News from European Union

Increasing numbers of working poor in post-crisis Europe

(DUBLIN, IRELAND): One in ten workers in the EU is at risk of poverty, and 13% of workers are materially deprived and cannot afford basic household goods. Despite the fact that levels of in-work poverty have increased in Europe during the financial crisis, most Member States do not specifically address in-work poverty. These findings were highlighted by Eurofound's new report In-work poverty in the EU.

In-work poverty in the EU examines what it means for workers to be poor in the 21st century and looks at the ramifications of poverty for workers. Being among the working poor is associated with various social problems, including lower levels of subjective and mental well-being, problems with accommodation and living environment, poor relationships, and feelings of social exclusion.

The report builds on mounting evidence to show that in-work poverty represents a significant challenge for Europe, particularly in the context of the post-crisis labour market. Not only has the number of workers at risk of poverty in Europe increased in many Member States between 2007 and 2014, there is also a strong connection between contract types and in-work poverty: just 5% of full-time workers qualified as working poor, whereas 29% of involuntary part-time workers were working poor and 25% of self-employed workers without employees were working poor. It is important that these workers have the same rights and access to social protection that are accorded to workers with standard contracts.

The report found that while an adequate minimum wage is a core pillar of any model of social protection for the working poor, increased attention should be paid to minimum household income to reflect more accurately the situation of many of the working poor. Considering the risks that temporary workers face during spells of unemployment, measures are needed to facilitate transitions between jobs and to provide financial support while workers are in this position.

Finally, the report identifies the need to provide indirect help to raise the living standards of vulnerable workers; this requires a better understanding of the effectiveness of different kinds of indirect measures on the levels and impact of in-work poverty, as well as a concerted policy approach.

[Download the Report](#)

HR on Screen



Jerry Maguire

Release Date: December 13, 1996
Genre: Comedy, Drama, Romance
Director: Cameron Crowe
Distributor: TriStar Pictures
Running Time: 138 minutes

[Watch the Trailer here](#)

Twenty years ago today, on December 13, 1996, Jerry Maguire debuted at the box office. Tom Cruise played the titular sports agent (based on Leigh Steinberg), who has a moral epiphany, writes a long mission statement and shares it with his company, and ends up being fired for expressing it. As a result he decides to put his new philosophy to the test as an independent agent with the only athlete Rod Tidwell (Gooding Jr.) who stays with him and his former secretary. Tom Cruise in his role follows the instructions and guidelines of Dicky Fox, a fictitious mentor role, that aims to create and develop something more than the typical agent-client relationship. He wants meaning in his work. He wants to feel that he is actually helping and guiding a professional athlete to success; not just representing him for the right deal, with sole purpose to cash out on him.

It is considered a classic by many. Its cast has one of the greatest actors in the leading role; the story is mesmerizing and leaves you with a very positive and good feeling at the end. It is a movie, it is fiction, but as a viewer you can parallel it to real life in so many ways. It has all the ingredients to guide you and show you a hell of a good way to pursue dreams, to remain loyal to your purpose and of course at the same time to influence and guide those around you.

It is a movie with incredible lines and catchphrases that withstood the passage of time. The two men as the movie and story progresses become very close and form a very strong relationship. When Rod Tidwell (Gooding Jr.) coerces Jerry to scream “Show me the money” into a phone, a world-famous slogan was born. The one however that gives depth and meaning in the duo’s relationship, is Tidwell’s speech about making Jerry (the agent) his ambassador of “the Kwan”—an adage embodying the combination of community, love, respect, and money; in other words purpose and not just cold hard cash.

In the movie, there’s another amusing, but touching, scene, that gave birth to another of the greatest movie quotes of all times. In this scene, the slick sports agent Jerry Maguire implores his one and only client, the narcissistic Rod Tidwell (played by Cuba Gooding Jr. in his Academy Award-winning role), to help him understand how he can help Tidwell. “Help me...help you,” Jerry Maguire implores repeatedly, complete with melodramatic gestures and voice tone. This emotional explosion reveals the relationship that needs to be built in coaching is the one that Jerry says after reaching a point where they are both stuck with their strategy towards success.

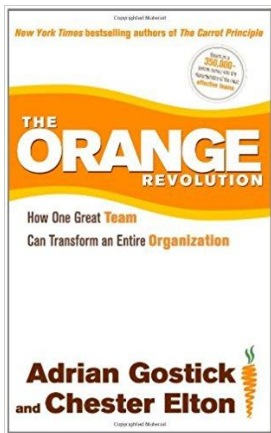
To fully appreciate this scene, [watch the video clip from the movie](#).

The quote “Help me help you” helps the viewer realize how little this Sports Agent can do without a little help from the other party. His hands are tied and can do little to help. This is a situation that occurs often in the cases of any supervisor and coach. Individual managers and leadership teams would experience much higher levels of productivity, initiative, and overall employee engagement if they delivered their own version of the Jerry Maguire request.

Contributed by Demetris Vassilakkas



Book Review



The Orange Revolution: How One Great Team Can Transform an Entire Organization

Authors: Adrian Gostick and Chester Elton

Publisher: Free Press

ISBN-13: 978-1439182451

Pages: 288

From New York Times bestselling authors and renowned leadership consultants Adrian Gostick and Chester Elton comes a groundbreaking guide to building high-performance teams.

What is the true driver of a thriving organization's exceptional success? Is it a genius leader? An iron-clad business plan? Gostick and Elton shatter these preconceptions of corporate achievement. Their research shows that breakthrough success is guided by a particular breed of high-performing team that generates its own momentum—an engaged group of colleagues in the trenches, working passionately together to pursue a shared vision. Their research also shows that only 20 percent of teams are working anywhere near this optimal capacity. How can your team become one of them?

Based on a groundbreaking 350,000-person study by the Best Companies Group, as well as extraordinary research into exceptional teams at leading companies, including Zappos.com, Pepsi Beverages Company, and Madison Square Garden, the authors have determined a key set of characteristics displayed by members of breakthrough teams, and have identified a set of rules great teams live by, which generate a culture of positive teamwork and lead to extraordinary results.

Using a wealth of specific stories from the breakthrough teams they studied, they reveal in detail how these teams operate and how managers can transform their own teams into such high performers by fostering:

- Stronger clarity of goals
- Greater trust among team members
- More open and honest dialogue
- Stronger accountability for all team members
- Purpose-based recognition of team members' contributions

The remarkable stories they tell about these teams in action provide a simple and powerful step-by-step guide to taking your team to the breakthrough level, igniting the passion and vision to bring about an Orange Revolution.

Book Review was taken from [Amazon](#)

Career Pathways



Name:

Andri Georgiadou

Previous Title & Workplace:

Assistant Professor in HRM and Program Director MSc Global Business University of Hertfordshire & Fellow in Management, London School of Economics and Political Science

New Title & Workplace:

Assistant Professor in HRM, UCLan Cyprus

Biography: Dr. Andri Georgiadou is an Assistant Professor of HRM at UCLan Cyprus. Her research focuses on equality, diversity and inclusion at work from relational and interdisciplinary perspectives. Andri is a member of the British Academy of Management; European Academy of Management; Academy of International Business; Women Economic Forum (WEF); a fellow member of the Higher Education Academy (HEA); and the Equality, Diversity and Inclusion (EDI) Conference Scientific Committee. Andri has been serving as a regular reviewer in numerous premier conferences and journals since 2013. She supervises Doctoral students researching in this area and consults with firms on shaping an HR agenda.



Career Pathways

**Name:****Christos Nicolaou****Previous Title & Workplace:**

General Manager -HR Generalist, Eurofresh Fruit&Vegetables Ltd

New Title & Workplace:

Director/Management Trainer/Coach, LCS_ChristosApproach

Biography: Christos Nicolaou is the Director of LCS_ChristosApproach which is a unique business model that creates the context enabling to follow the right direction hence setting and achieving the organizations' business goals. Christos expertise is Customer Service, beginning with developing customer oriented leaders, building customer-centric mentality and enhancing human performance through emotional intelligence. He is a Management Trainer/Coach, certified by HRDA, ECDL and is also a Certified assessor of Six Seconds (Emotional Intelligence / Human Skills / Affective Neuroscience). He holds a Master's Degree (MBA) specializing in "Strategic Management - Thinking".

Name:**Haris (Charalambos) Tapakis****Previous Title & Workplace:**

Director, Business Consultant and Trainer, HRm Consultants

New Title & Workplace:

HR Manager, Business Consultant and Trainer, Shiakallis & Co Audit Services Ltd

Biography: Haris Tapakis has 16 years (of a total of 23 years) of experience as a business consultant and trainer, in preparation and implementation of Strategic Development, Reorganisation and Human Resource (HR) projects. Trainings delivered vary from classroom based experiential trainings to outdoor activities and team-building challenges. Previous experience includes challenging positions such as Administration Manager, HR & Operations Manager. Holder of MBA degree since 1998. Certified trainer from the HRDA (number E808).

FORTHCOMING EVENTS

Drinks with the CyHRMA Board of Directors! – 28 September 2017

CyHRMA Annual Party – 25 January 2018

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