



Newsletter | Issue 53 | **March 2018**



Interesting Quote

*"The negative screams at you
but the positive only whispers"*

- Barbara Fredrickson



Welcome Note

Dear Readers,

It is with great pleasure that we present you with the first 2018 quarterly issue of our Association's newsletter Human.Net.

Read the Bright Idea column and learn the benefits of reserving time within the week for reflective thinking.

With the European Union's General Data Protection Regulation (GDPR) coming into effect in less than two months, this might be a good time to review the steps you have taken so far to achieve compliance and what you still need to do.

The HR in Black & White column provides a checklist that sets out the most important actions and priorities around GDPR. Moreover, you will be informed of the new health and safety standard developed by ISO.

If you want to be more purposeful in the way you manage people, or if you are in Human Resources in any size company, you must read the HR on Purpose: Developing Deliberate People Passion. Through funny stories, great examples, and practical solutions, Steve Browne shares how to shake things up and build a people-centric organization.

Also, in the current issue of Human.Net, enjoy reading an inspiring movie review of "Darkest Hour" (2017) by Joe Wright. The movie shows the brilliant leadership skills of Winston Churchill, one of the most famous figures in history.

On behalf of the Publications and Communication Committee, I hope you have an enjoyable reading experience and, as the Easter holiday season is around the corner, we wish you and your loved ones the renewal of love, happiness and life.

Elena Hanna

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HR in Black & White

Preparing for the GDPR

The General Data Protection Regulation (GDPR) demands greater accountability and transparency from organisations in how they collect, process and store personal information.

Some obligations can be resolved fairly simply and quickly. Others, particularly in large or complex organisations, could have significant budgetary, IT, personnel, governance and communications implications and could require a great deal of work or specific expertise. Ensuring buy-in from senior management and key stakeholders in your organisation will be critical in meeting your obligations.

The ability to prove compliance is critical, and a comprehensive and effective privacy compliance framework will develop evidence to support your claims of compliance.

The key steps to GDPR compliance:

This checklist highlights the essential steps you need to take to prepare for the GDPR and demonstrate compliance.

1. Establish an accountability and governance framework
2. Scope and plan your project
3. Conduct a data inventory and data flow audit
4. Conduct a detailed gap analysis
5. Develop operational policies, procedures and processes
6. Communications
7. Monitor and audit compliance

[Download the report](#)

Source: <https://www.itgovernance.eu>

Contributed by Yiota Tsiokri

Announcement on behalf of Cyprus Organisation for Standardisation

Cyprus Organisation for Standardisation wishes to inform you that the long-awaited international standard ISO 45001: 2018 **Occupational health and safety management systems -- Requirements with guidance for use**, was adopted by the International Standards Organization (ISO), on 12th of March 2018 and is available from the CYS Customer Service Center.

For more information, please contact CYS Customer Service Center at
Tel: 22411413/414
Email: c.service@cys.org.cy

Contributed by Artemis Riala

Bright Idea

Schedule Time For Reflective Thinking Every Week

When you've got a packed calendar and an overflowing inbox, it's tough to find time to think. But improving the quality of your ideas requires unstructured, reflective thinking. This activity helps you examine your assumptions and draw connections between pieces of information. How can you make the time to do it? It depends on your individual schedule and rhythm. You might build reflection into a single day, designating Monday mornings, for example, as your time to think and organize the rest of your week. Or you might spread the time over the week, carving out 90 minutes on three days. You can also combine your reflective thinking with another activity, such as taking an afternoon walk or drinking a morning cup of coffee. Whatever strategy you choose, make sure the time is a regularly scheduled and protected event on your calendar, uninterrupted by emails, calls, or meetings.

The Bright Idea was adapted from "How to Regain the Lost Art of Reflection," by Martin Reeves - Harvard Business Review



Did you know?

Did you know that all work-related accidents whose sick leave is over 3 days (excluding the day of the accident) must be reported to the Department of Labour Inspection?

Source: [Department of Labour Inspection](#)

News from European Union

Ten points about pay transparency in Europe's companies

Measures to promote gender pay transparency haven't been delivered yet in half of Europe – making EU level legislative action to speed up implementation an option. In this blog, originally posted in Social Europe, Christine Aumayr-Pintar details what we know about the measures from countries that have been early adopters.

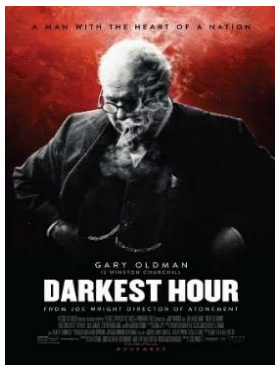
The aim of overcoming differences in pay between men and women has been in the DNA of the EU ever since its foundation. All Member States have agreed that equal work or work of equal value between men and women shall be paid the same. The latest – and most concrete – initiative at EU level to reduce the gender pay gap was the Commission's 2014 Recommendation (2014/124/EU). The Recommendation suggests that every Member State ought to adopt (or adapt) at least one out of four measures ensuring greater transparency of pay:

- the individual right to request pay information
- compulsory company level gender pay reports for companies with more than 50 employees
- more analytical gender pay audits for larger companies
- to encourage social partners to take the matter into account in their collective bargaining.

[Download the Report](#)

Source: <https://www.eurofound.europa.eu/>

HR on Screen



Darkest Hour

Release Date: December 22, 2017

Genre: Biography, Drama, History

Director: Joe Wright

Distributor: Universal Pictures

Running Time: 125 minutes

[Watch the Trailer here](#)

This film is a portrait of leadership at its most brilliant, thoughtful and morally courageous way.

A thrilling and inspiring true story begins at the precipice of World War II as, within days of becoming Prime Minister of Great Britain, Winston Churchill (Academy Award winner Gary Oldman) must face one of his most turbulent and defining trials: exploring a negotiated peace treaty with Nazi Germany, or standing firm to fight for the ideals, liberty and freedom of a nation. As the unstoppable Nazi forces roll across Western Europe and the threat of invasion is imminent, and with an unprepared public, a sceptical King, and his own party plotting against him, Churchill must withstand his darkest hour, rally a nation and attempt to change the course of world history.

This biographical history drama is full with leadership lessons.

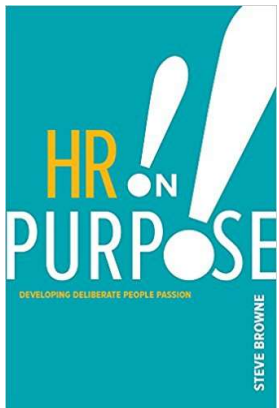
Great Britain's Prime Minister Neville Chamberlain was weak and ineffective leader and Winston Churchill replaced him, after Parliament had lost faith. He had the weight of a country on his shoulders through a difficult time. Churchill doubted himself at the beginning and he was wondering why he was chosen to lead. Later, in *Darkest Hour*, we see how Churchill uses a positive attitude to rally the people of Great Britain. He gives a speech full of hope and positivity and people choose to believe him. He had to put together a war cabinet and he knew that choosing to invite people, who opposed and disagreed with him, would make the cabinet stronger. Churchill made decisions that led to the deaths of thousands of men and he was willing to take full responsibility. Churchill was at a loss, so he asked for help and tried crazy ideas to rescue his men. He was afraid and he admitted it. Parliament was against him and they wanted him gone. Then Churchill gave his "We shall fight" speech and his words changed the hearts of his opponents.

Leaders should be aware of how effective they are. Attitude matters in leadership and affects people. Great leaders doubt, but great leaders also push through those doubts. They have enormous tasks ahead of them and tough choices to make to lead those they have been entrusted with. They should build their teams with people who challenge them and make them think about the choices they make. They can ask for help and know that they can try ideas that people don't think they will work. They are allowed to be afraid. Leaders can move minds and change hearts if they choose right things to say. They can inspire people to greatness. Leaders grow and change and as Churchill said "Those who never change their minds, never change anything".

Contributed by Artemis Riala



Book Review



HR on Purpose: Developing Deliberate People Passion

Author: Steve Browne

Publisher: Society for Human Resource Management

ISBN-13: 978-1586444259

Pages: 151

Can you be in HR for more than 30 years and still be geeked about it? The answer is -- YES you can!! HR leader and popular "Everyday People" blogger Steve Browne takes a fresh look at HR through an engaging assortment of real-life examples, insights, and epiphanies and encourages practitioners to drop the preconceptions of what HR should be and instead look to what HR could be. Read this book to rekindle your passion for a field that is vibrant and vital and touch the lives of everyone your encounter with HR on Purpose! New York Times bestselling authors and renowned leadership consultants Adrian Gostick and Chester Elton comes a groundbreaking guide to building high-performance teams.

“Steve does a masterful job of not only helping us all understand what capabilities are needed to be successful into the future in our profession, but does so in a manner that leaves us excited, inspired, and ready to take action. HR on Purpose is a must-read for anyone at any point in their career in the ever-changing HR field.” —Jason Averbook, Co-founder of Infusion and former CEO, The Marcus Buckingham Company.

“Steve Browne has a passage in this book that says: ‘When you go into a grocery store, you are drawn to the things that are placed to catch your eye. Companies intentionally pay for better shelf space so that you will look at their brands in the hope that you’re more likely to buy their goods. We have to do this in HR. We have to get in the line of sight of our employees and make our goods attractive and accessible.’ I urge you to put this book at eye level in wherever you work and make sure you see this book every day. Each day, open it like an HR daily devotional and read for five minutes. It doesn’t really matter where you open the book. Just randomly open it and read. You will be a better HR professional and a better person for doing it.” —Paul Hebert, Senior Director, Solutions Architecture, Creative Group.

Book Review was taken from [Amazon](#)

Career Pathways



Name:

Artemis Riala

Previous Title & Workplace:

Administrator, Moore Stephens Stylianou & Co

New Title & Workplace:

Operations and Member Relations Officer, Cyprus Human Resource Management Association

Biography: Artemis Riala holds a BSc in Pre-primary School Teaching (Department of Education) from the University of Cyprus. She had been with Moore Stephens Stylianou & Co (Certified Public Accountants and Registered Auditors) for 6 years, where she had successfully managed her tasks as an Administrator and Partner’s Assistant.

Career Pathways

**Name:**

Vaso Panayi

Previous Title & Workplace:

Line Manager, Bank of Cyprus

New Title & Workplace:

Clinical Hypnotherapist – Life and Executive Coaching

Biography: Questioning the reason of failure on most business change projects and the never completed targets but also the way people behave and take risks were the main reasons that initiated her new journey. In all business projects, the personal insecurities, limiting believes, and fears of people involved were taking control. Studying the way that people live their lives, has really inspired her to deep into the way that subconscious mind works.

Vasos' expertise is subconscious reprogramming for overcoming limiting believes, addictions, exploring strengths, overcome insecurities, fears, manage stress, building with developing leaders, building performance coaching culture, and enhancing performance through emotional intelligence. As a result she now offers services to her clients as a life and executive coacher, and clinical hypnotherapist on one-to-one sessions or group workshops. She holds a BSc in Computer Science (CY), MBA (UK), Int diploma in Clinical Hypnosis and Hypnotherapy (UK), Int Advanced diploma in Hypnosis and Psychotherapy (UK), Neurolinguistic Programing (CY).

FORTHCOMING EVENTS

Annual Conference – 6 June 2018

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