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Annual Conference & Expo

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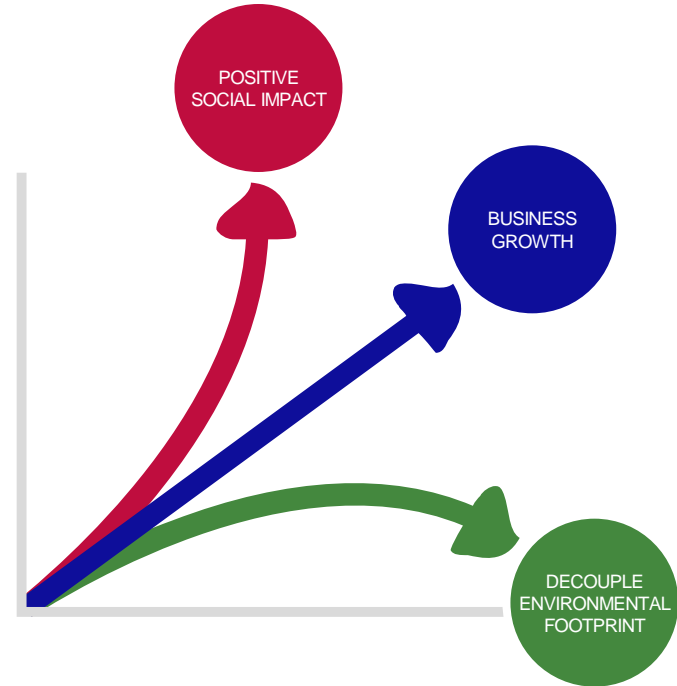
COMPANY BACKGROUND



OUR PURPOSE

MAKE
SUSTAINABLE
LIVING
COMMONPLACE

OUR VISION



OUR PLAN



Unilever sustainable living plan

IMPROVING HEALTH
AND WELL-BEING
for more than
1 billion

health and hygiene

nutrition

REDUCING
ENVIRONMENTAL
IMPACT
by **1/2**

greenhouse gases

water

waste

sustainable sourcing

ENHANCING
LIVELIHOODS
For
millions

fairness in the workplace

opportunities for women

inclusive business

HISTORICAL OVERVIEW



Unilever enters Greece signing and agreement with Elais S.A. **1962**

Start of Ice Cream business **1987**

Bestfoods acquisition **2001**

1U: All businesses come together in new Maroussi office **2007**

Foods production moved to Rentis, which becomes strategic/ Sara Lee personal products acquisition/Strategic Agreement with EVGA **2010**

Accomplished target “Zero waste to landfill” both on local and European scale **2015**

HPC business established through acquisition of Klinex **1963**

Pummaro acquisition **1999**

1U: Establishment of 1 integrated Leadership Team **2005**

Elais de-listed from Athens Stock Exchange **2008**

Transformation of Shimatari to Logistics Center for our foods **2012**

Move to new environmentally friendly offices at Kifissia **2013**

COMPANY INFO

Turnover 2014: € 476 million

790 People employed

Presence in 26 product categories with 1200 product codes

710 direct suppliers

3 Factories and 2 Logistics & Distribution Centers in Greece

One factory and one distribution center in Cyprus

65% of turnover is produced locally

€ 280 mio invested in the last 7 years

Exports have tripled in the last 4 years

15% of our turnover is returned to the society

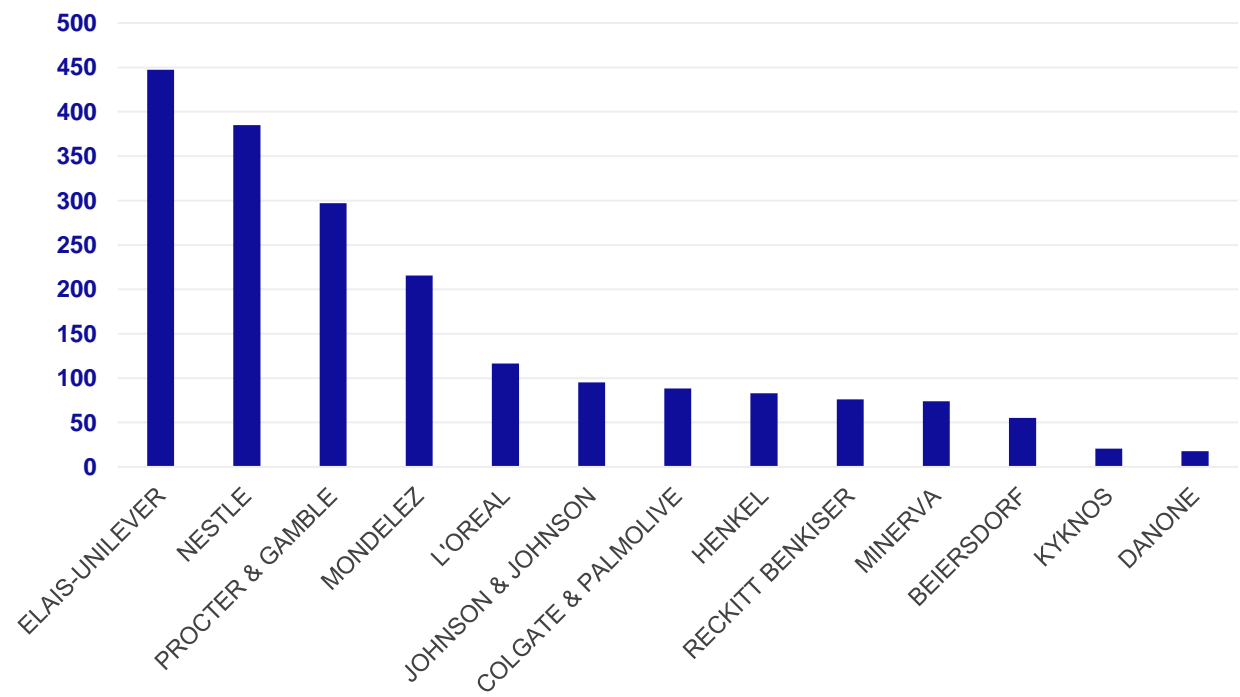
(tax, retained profits, salaries social contributions)



STRONG PLAYER IN THE GREEK MARKET



FMCG RANKING BASED ON REPORTED SALES



* 2014 reported sales per company, based on officially published records

LEADERSHIP POSITIONS IN FOODS



MARGARINE

S



TEA



BOUILLONS



ICE CREAM



DRESSINGS



OLIVE OIL

#1



Unilever



Unilever



Unilever



Unilever



Unilever



Unilever

#2



Nestle



Nestle



LEADERSHIP POSITIONS IN HOME AND PERSONAL CARE



LOW SUDS

#1



#2



HOUSEHOLD CLEANERS



SKIN CLEANSING



HAND & BODY



HAIR CARE



DEODORANTS



ORAL



***WHAT ARE THE FACTORS THAT
WILL CONTINUE TO SHAPE THE
HR AGENDA AND WHAT UNILEVER
DOES TO PREPARE FOR THIS
CHANGE***



DISRUPTIVE CHANGE



NEW NORMAL, FRAGMENTED REALITY IN BUSINESS



CONSUMERS

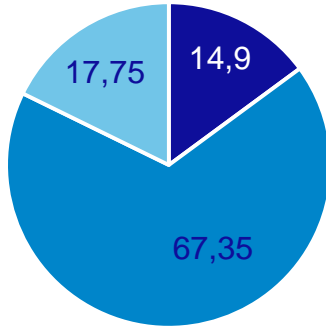
MEDIA

CUSTOMERS

COMPETITORS

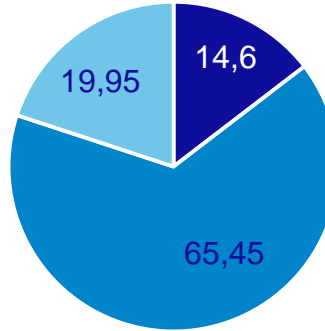
CHANGING WORLD OF WORK

2004



■ 0-14 ■ 15-64 ■ 65+

2014



■ 0-14 ■ 15-64 ■ 65+



GENERATION Z:
CONNECTED FROM BIRTH.
Born mid-1990s to 2010.



CHANGING WORLD OF WORK



Mass Personalization=
one size does not fit all



Connected open talent
economy



Technology & big data
disruption is the norm




Search for engaging, meaningful &
entrepreneurial work



Diversity in every sense of the word

What is HR's role as a Business Partner?

A photograph of a winding asphalt road that curves through a lush green landscape. The road has white dashed lines marking its edges. On the left side of the road, there is a yellow rectangular signpost on two poles. The surrounding area is filled with dense green trees and bushes, suggesting a rural or park-like setting. The lighting is bright, indicating daytime.

**As a function do you want to be behind
the organisation filling in the cracks or
in front laying the road?**

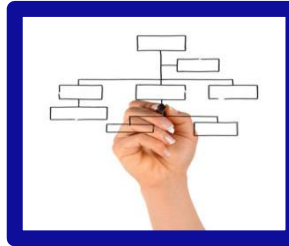
HR HOUSE OF PRIORITIES

LEADERSHIP



lead by
example

CULTURE



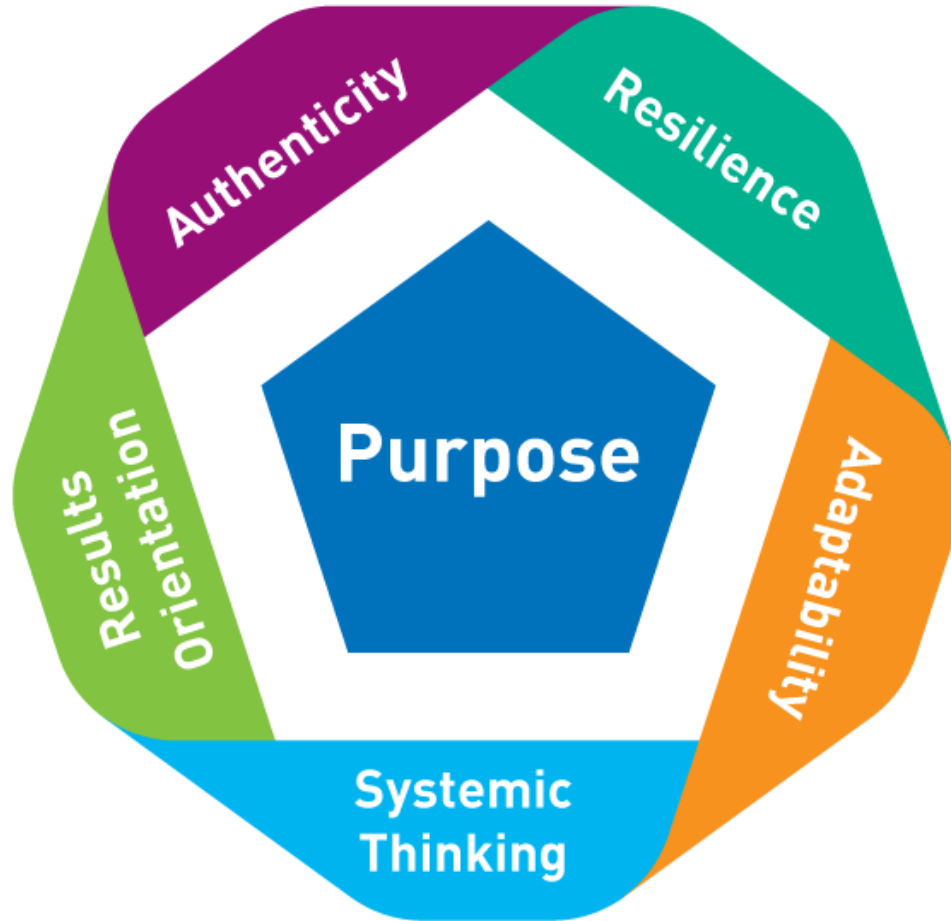
TALENT



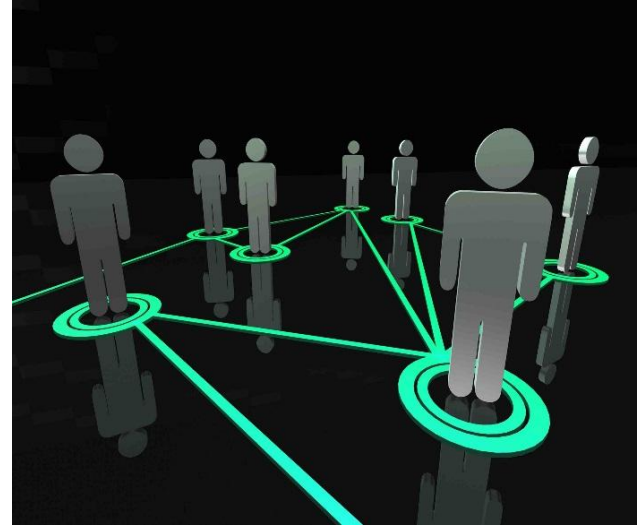
LEADERSHIP



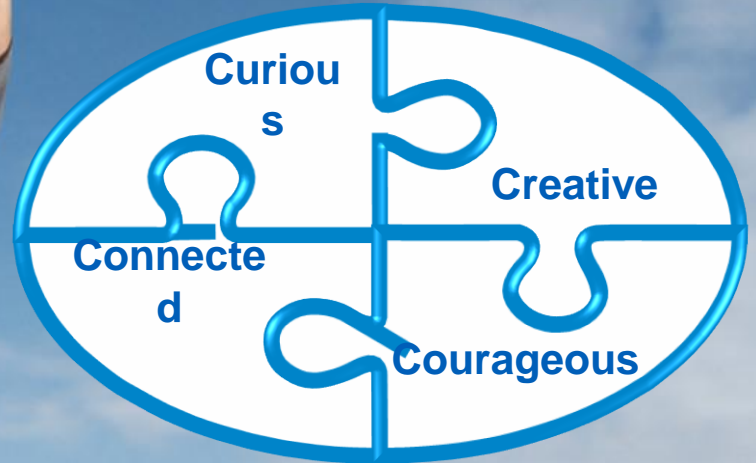
LEADERSHIP 2020: WHAT WILL LEADERS LOOK LIKE



CULTURE



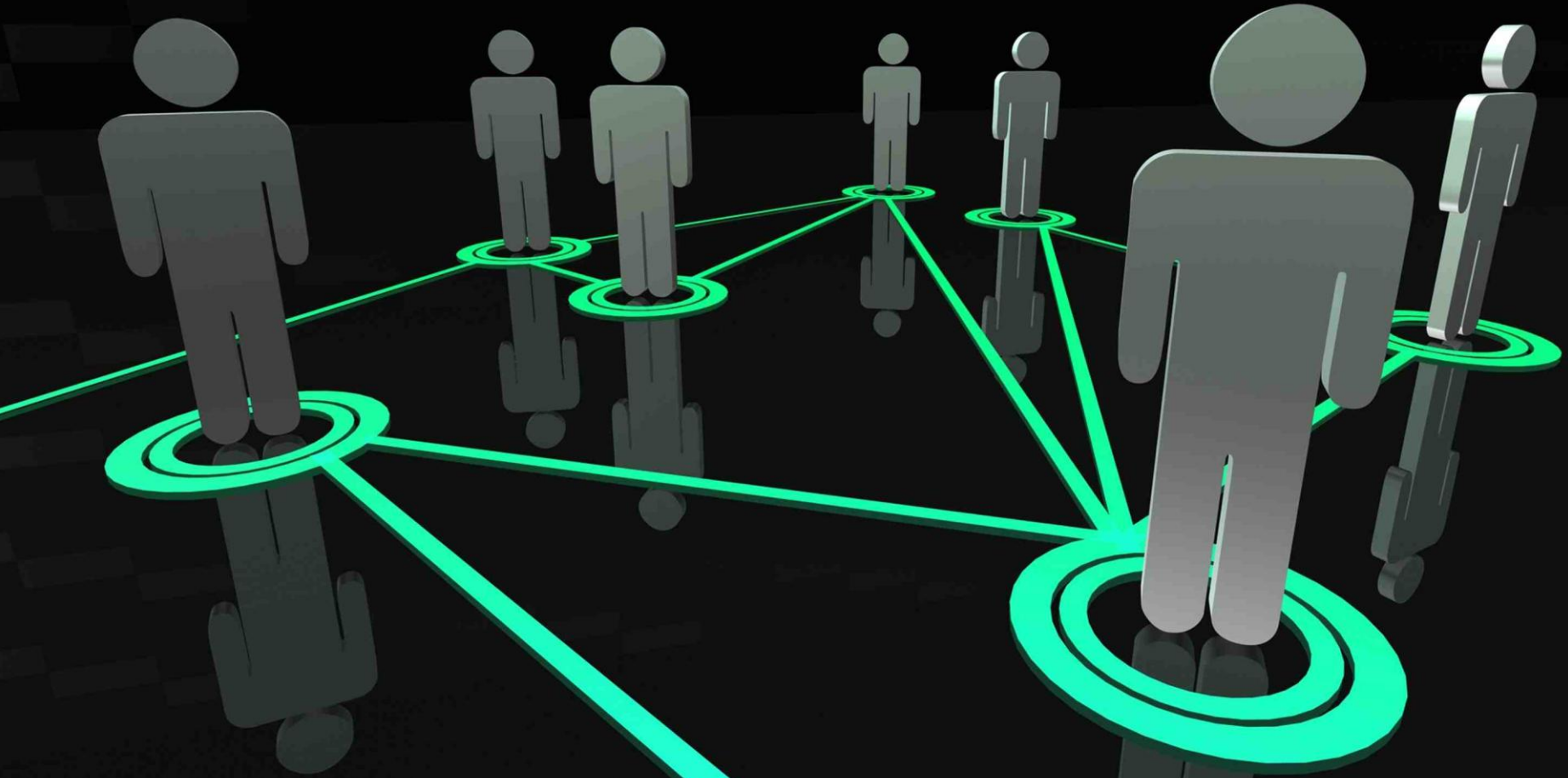
ALWAYS THIN SKINNED



RISK TAKING AND ENTREPRENEURIAL



INTERCONNECTED AND WIRED



CULTURE : Elements of a holistic long-term employer



ΕΑΡ- ΠΡΟΓΡΑΜΜΑ ΥΠΟΣΤΗΡΙΞΗΣ ΕΡΓΑΖΟΜΕΝΩΝ

Ένας ισορροπημένος τρόπος ζωής στηρίζεται στην γενική ευημερία...

Αισθανεστε αγχωμένους από τις απαιτήσεις του γονεϊκού ρόλου? Θέλετε να χτίσετε μια δυνατή σχέση με το παιδί σας?

Είστε manager και θέλετε να δημιουργήσετε ένα θετικό και παραγωγικό περιβάλλον για την ομάδα σας?

Εχετε προβλήματα τα οποία δυσκολεύετε να διαχειριστείτε?

Η επικοινωνία και οι συζητήσεις είναι προσωπικές και απόλυτα εμπιστευτικές!

Η υποστήριξη είναι διαθέσιμη 24 ώρες την ημέρα, 7 ημέρες την εβδομάδα

Αν θέλετε σίγουρα, όπως και οι βέλγιοι, ένα όμορφο, ευτυχισμένο οικογενειακό μέλλον, η λύση είναι απλή: η υποστήριξη. Τα βέλγιοι την έχουν βρει και να βοηθήσει.

ΤΗΛΕΦΩΝΟ ΚΑΡΤΕ ΠΡΟΣΒΑΣΗΣ
02 508 5200 520 4000
ΚΑΝΟΝΕΣ ΚΑΡΤΕ ΠΡΟΣΒΑΣΗΣ
02 508 5200 520 4000
Εάν είστε υπάλληλος της Unilever, μπορείτε να χρησιμοποιήσετε την κάρτα σας για να έχετε πρόσβαση στην υποστήριξη 24 ώρες την ημέρα, 7 ημέρες την εβδομάδα.

ΕΠΙΣΤΡΟΦΗ
http://www.wellbeing.unilever.com

ΕΛΛΗΝΙΚΗ ΥΠΟΣΤΗΡΙΞΗ
www.wellbeing.unilever.com

Ε-MAIL
support@wellbeing.unilever.com

ΔΕΛΤΑΚΑΡΤΑ ΕΛΛΗΣ
+352 793 913 1239
Αν είστε υπάλληλος της Unilever, μπορείτε να χρησιμοποιήσετε την κάρτα σας για να έχετε πρόσβαση στην υποστήριξη 24 ώρες την ημέρα, 7 ημέρες την εβδομάδα.

Οι κάλες και οι κάλες ή απευθείας τηλεφωνικά ή μέσω διαδικτύου (chat) αλληλεπιδρούν με το έργο και το έργο και το έργο. Συνεχίζετε στον κόσμο που περιμένει την υποστήριξη.

TALENT IN THE ERA OF MILLENNIALS



UNILEVER
FUTURE
LEADERS
PROGRAMME

UFLP Digital Selection



**WANT TO WORK
BETTER WITH
OTHERS?**

Learn how and when to use
"Cultural Intelligence" to
understand and work
more effectively with
others

**CULTURAL INTELLIGENCE:
AN ESSENTIAL SKILL FOR YOU**

A 1 HOUR WEBINAR LED BY WORLD CLASS EXPERT, DAVID LIVERMORE

WHY SHOULD YOU JOIN?

- 1 To become more self-aware of the impact of culture on how you work with others.
- 2 To know how to develop and apply cultural intelligence in yourself and with others.
- 3 To learn key strategies for working more effectively with people from different cultural backgrounds.

REGISTER HERE!

Choose the most
convenient session for you:

31 May, 13.00 UK TIME

[CLICK TO REGISTER >](#)

1 June, 03.00 UK TIME

[CLICK TO REGISTER >](#)



ASK DAVID?

David Livermore, is a renowned thought leader in cultural intelligence (CI). His book, *Driven by Difference* has received high praise from media, researchers and business leaders. Ask any question to David before the sessions via chatter [#CulturalIntelligence](#)

**LET'S CELEBRATE
OUR DIFFERENCES**





감사합니다 Natick
Grazie Danke Ευχαριστίες Dalu
Thank You Köszönöm
Tack
Спасибо Dank Gracias
谢谢 Merci Seé
ありがとう Obrigado



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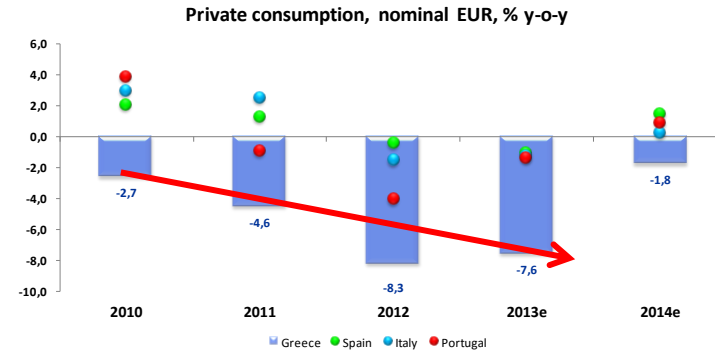
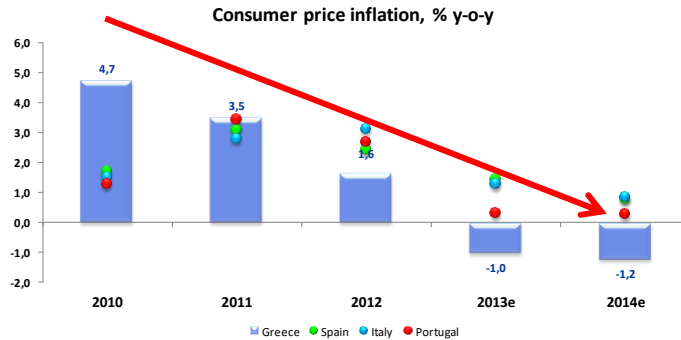
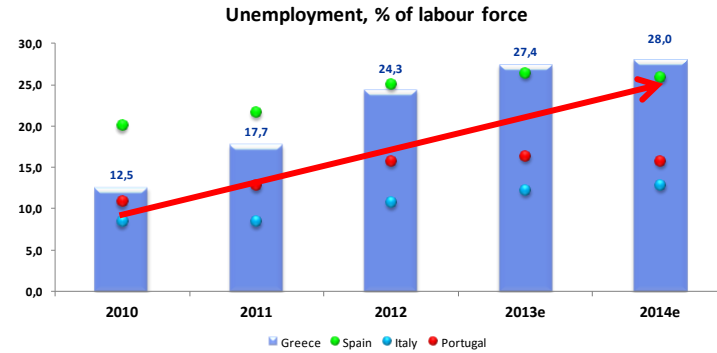
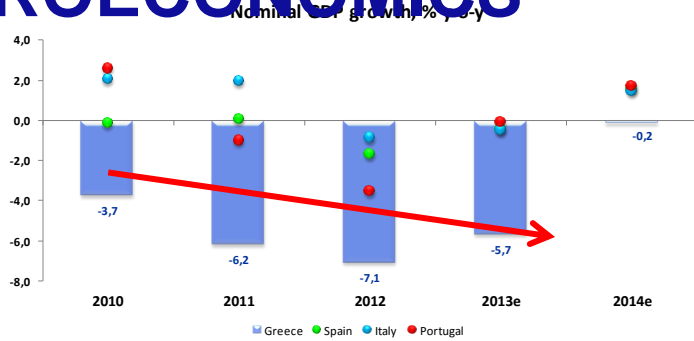
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SOUTHERN EUROPE MACROECONOMICS



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