

## 2025 CyHRMA Annual Conference Agenda

 **Date:** 23 May 2025

 **Location:** Party City, Nicosia, Cyprus

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**08:00 – 09:00 | Welcome Breakfast & Registration – coffee will be served by Bean Bar until 09:00**

Start the day with coffee and light refreshments while networking with fellow HR professionals.

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**09:00 – 09:15 | Opening Speeches**

- Mr Yiannis Panayiotou, Minister of Labour and Social Insurance - Ministry of Labour and Social Insurance
- Ms Maria Georgiou, President - Cyprus Human Resource Management Association (CyHRMA)
- Ms Lena Panayiotou, Assistant Director General - Cyprus Employers & Industrialists Federation (OEB)

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**09:15 – 10:00 | Speaker: Ms Daria Krivonos**

**Topic: Uncertainty as a feature, not a bug**

We are living through a period of profound transformation—where technological breakthroughs, demographic shifts, and geopolitical realignments are not just changing industries but reshaping society itself. In this keynote, Daria Krivonos, CEO of the Copenhagen Institute for Futures Studies, explores the megatrends and uncertainties that will define our future and challenge our traditional ways of thinking about the future and daily life.

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**10:00 – 10:45 | Speaker: Mr Francis Lake**

**Topic: How HR teams can adapt to emerging AI**

In this session Francis will talk about some very practical actions that HR teams can take to adapt to emerging AI. This is not a talk about technology, it is about how we can all use these new tools to help us work. We'll consider the different stages of employee lifecycle and how these could change with AI. At every stage we'll aim to identify one or two practical actions that HR teams can take.

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**10:45 – 11:00 | Speaker: Ms Tatiana Loutsiou Gold Sponsor Presentation**

**Topic: Level up: Transforming professional growth through gamification and innovative learning**

Imagine growth as an adventure—like hiking a trail that challenges and rewards every step forward. Gamification and innovative learning can be the map and compass that keep us motivated, even when the path gets steep. In this session Tatiana will talk about how organisations use these strategies to boost engagement and drive professional development.

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**11:00 – 11:30 | Break – Light Bites & Networking**

Enjoy a selection of light bites while networking with fellow attendees.

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11:30 – 12:15 | Speaker: Mr Adrian Furnham

**Topic: Remote Working, Diversity at Work, and Teaching Leadership Skills**

This presentation will address three current HR problems and suggest possible solutions. The first is working from home/remote working. Questions include: how to maintain team culture? Are Remote Workers as productive? Customer preferences for personal contact. The problems associated with being isolated are discussed in full, as well as conflict between managers and remote workers on this issue. The second HR problem discussed is diversity in the workplace. I will distinguish between hetero- and homogeneity and the many types of diversity that exist. I argue that people's motivation and personality are more powerful predictors of job satisfaction and productivity than any other form of demographic diversity. The third topic is one of the oldest in HR: *Leaders: born or made?* Much money is spent and wasted on leadership training, because we know the precise circumstances under which training is successful. I will describe the seven crucial features that make any leadership training course successful or not.

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12:15 – 13:15 | Panel Discussion: HR Hot Topic

**Topic: "Talent Retention in the New Era: What Really Works?"**

A 50-minute panel discussion with local HR experts, focusing on actionable strategies to promote employee wellbeing, increase retention, and create resilient workplaces.

Panelists:

- Ms Christiana Christofi - Chief Executive Officer, Human Asset Ltd
- Mr Kyriacos Andreou - Human Resources Manager, Cyfield Group
- Mr Marios Antoniou – HR Manager, C.A. Papaellinas Emporiki Ltd
- Ms Monica Potsou – HR Manager, P & O Maritime Logistics

Coordinator: Mrs Charis Anastassiadou – CyHRMA Board Member

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13:15 – 14:10 | Speaker: Mr Nicolas Smyrnakis

**Topic: The Human Behind the Role - The ongoing challenges of an HR executive**

HR stands for Human Relationships. To lead, you must connect. You must build relationships—and sustain them. In the end, everything is relationships. And there's nothing more demanding than that. Communication is more than the transfer of a message or a sequence of instructions. And the mistakes we make are so many. How important it is to recognize them. Awareness is the first step toward change. The “good” should be acknowledged, and the “difficult” should be expressed with care. Is there a right way to deliver even the hardest truth? Absolutely. And together, we'll explore it. What's even more fascinating is that the rules of relationships are often the same—whether we're speaking to a colleague, a partner, or a child. Practicing our communication and empathy skills won't just affect our professional success. It will shape our happiness. After all, every study shows that a balanced, fulfilled professional is also the most successful and productive one. So maybe it's time... to bring out the human behind the role.

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**14:10 Closing remarks /Light lunch and networking**

A light buffet lunch to close the event, providing an opportunity for informal discussions and networking.