

HR Forward: Leading People in an Age of Change

2026 CyHRMA Annual Conference Agenda

 Date: 13 May 2026

 Location: The Landmark, Nicosia, Cyprus

08:00 – 09:00 | [Welcome Coffee & Registration](#)

Start the day with coffee while networking with fellow HR professionals.

09:00 – 09:15 | [Opening Speeches](#)

- Representative of the Minister of the Ministry of Labour and Social Insurance
 - The President - Cyprus Human Resource Management Association (CyHRMA)
 - Representative of the Cyprus Employers & Industrialists Federation (OEB)
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09:15 – 09:55 | Speaker: Ms Anita Lettink

[Topic: Are you ready for the EU Pay Transparency Directive?](#)

Pay transparency is no longer optional: it drives trust, compliance, and competitiveness. Waiting is risky: updating job frameworks and salary structures takes time and closing pay gaps costs money. With a well thought-out plan, you can do this!

Key insights:

- Gain clear insight in the EU directive with a focus on smaller companies
 - Learn about the most common pitfalls and misconceptions—and how to avoid them in practice
 - Walk away with a practical, step-by-step roadmap, covering everything job evaluation to change management
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09:55 – 10:40 | Panel Discussion

[Topic: HR in 2030: Technology, Culture and Human Leadership](#)

A moderated discussion with speakers exploring the future of HR and the evolving role of HR leaders.

Panelists:

- TBA
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10:40 – 11:10 | Light session – Speaker: Christina Economidou Pieridou

[Topic: Fuel Your Day: Simple Nutrition Habits for Energy and Focus at Work](#)

In this presentation Christina will provide simple and practical tips to help us create more balanced nutrition habits that will fuel the body with vital nutrients, boost energy levels and improve brain function, such as focus and concentration.

11:10 – 11:40 | [Break – Light Bites & Networking](#)

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

11:40 – 12:20 | Speaker: Mr Apostolos Koumarinos

[Topic: It's not about managing people. It's about serving them](#)

Using modern communication tools & storytelling to make better decisions

HR professionals make dozens of decisions every day and most of them are shaped by stories they never chose to tell. In this keynote, Apostolos challenges the way we listen, interpret, and act on human information at work, and offers a fresh, practical lens for turning everyday communication into smarter, more empathetic decision-making. Through real scenarios, honest provocation, and immediately applicable thinking tools, because the most powerful shift in HR doesn't start with a new system. It starts with a new, different, and thought-changing question.

12:20 – 13:00 | Speaker: Mr Dennis Normark

[Topic: Pseudo Work – how did we end up being busy doing nothing?](#)

Never before in history, have we had so much “streamlining”, efficiency” and “digitalization” with a promise of releasing more time for the core task - and never before have we spent more time on unnecessary things than now. At least according to Dennis Normark who in 2018 published the book "Pseudo Work - how ended up being busy, doing nothing" that has become an international bestseller. His talk is a provocative and eye-opening insight into the tasks we waste each other's time with, and the simple changes employees, managers and HR-professionals can implement to pull the rug away under administrative redundancy and delusions about what is actually important. We are all busy, but what are we really busy with? With his talk Normark provides a sharper and more honest perspective on productivity and a roadmap to creating workdays that actually matter.

13:00 – 13:40 | Speaker: Mr Oli France

[Topic: Summit vision](#)

What does it take to achieve the boldest, world-class goals? Oli draws on his experience leading teams in some of Earth's harshest environments, where absolute focus, meticulous planning, deep trust and zero complacency are vital. He explores clarity of purpose, shared vision, elite team culture, risk intelligence, adaptability and sustained high performance.

13:40 [Closing remarks /Light lunch and networking](#)

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