



Master class:

# HR's Role in Building the Business of the Future

## SYLVIA ZACHARIAH

World Class Consultant

### Dates

23 – 24 April, 2013  
From 08:30 to 16:45

### Venue

Hilton Hotel, Nicosia

What is the role of human resources as the world goes through turmoil and, what is its future as so many industries face extreme change?



How can HR professional demonstrate to top management the critical relevance of the HR function for future Growth and Success?

How can HR help shape the culture of the company for success?

## ABOUT THE MASTERCLASS

*The question is will your HR strategy pass the test in good times AND bad? YOUR HR strategy should answer this important question!!!*

Will this crisis change you, or will you be instrumental in making change for the better in the midst difficult business conditions?

For a business to be successful in the long term there must be a strong, vibrant HR strategy. HR managers must be up for the task especially during difficult economic times. If there was ever a time to underscore the importance of HR, **it has arrived**. For some companies this could be the moment of truth.

This two day seminar will give you innovative insights on how to deal with economic crisis from an HR perspective and equip you for the inevitable change.

# AIMS OF THE MASTERCLASS

This training program aims to:

- Identify the strategies and effective HR practices of World Class companies
- To exam and compare what they are doing and how HR managers in Cyprus might adopt some of these practices in their own companies.
- To look at what principles and practices World Class Companies are doing to **cause change** and / or **manage change** during the periods of growth, as well as **during down turns** in business.

# BENEFITS OF ATTENDING

**Talk is easy... trainings are helpful... but what do I do immediately after I leave this training?**

HR Professionals will walk away from this two day seminar with:

- Dealing with **Crisis** and its **effect on HR**
- Identify the 10 strands for a Dynamic – Successful HR Department **compare your company to those World Class companies who are already doing it**
- An understanding of World Class HR Departments, how they operate and a look at their strategies for success
- A plan of action for **Continuous improvement**
- How to **Shape a Culture** from the HRM function
- HR Measurement that works and is **relevant to your Business**
- Walk away from this seminar with **Tools and techniques for immediate results**



# ISSUES TO BE ADDRESSED

**The ultimate aim is to help each company achieve one or more of the following objectives:**

- Review problems and issues about Shaping a Culture for Continuous Improvement
- Identify in which ways some innovative HR concepts and techniques can be applied
- Guidance on the skills required in developing the HR concepts and techniques discussed
- Discuss obstacles to success that may be unique to your organization.
- Personal HR coaching for on-going success
- Review Measurement tools for the company as a whole, and specifically for the HR function.
- Review your organizations vision, mission and values and the alignment the HR function has with them.

# WHO SHOULD ATTEND

Directors, Human Resource managers, Senior managers, Finance managers, and other managers who have responsibilities for managing, training and developing staff and /or have an involvement in shaping HR strategy.



# Programme Structure

**Part 1 – TWO DAY TRAINING SEMINAR** 23 – 24 April, 2013 – HILTON Hotel, Nicosia

## Part 2 – SITE VISIT

The company of each person who attends the two-day Seminar is expected to subscribe to a half-day session of 4 hours, in the second stage of the program. The instructor will visit each company and spend time working with those who attended the Seminar, and, where appropriate, with their senior colleagues.

The instructor will provide the organization with a catalogue of information which should be sent to him prior to his visit to the organization's premises.

# Major Topics

## **If HR wants to be valued – HR needs to be strategic**

Real examples of leading European and multi-national organizations practices that you can adopt.

## **The 10 strands of Success**

### **Group Discussion and brainstorming**

## **Is your workforce a cost or an asset?**

Getting a return on any investment (ROI) that includes staff, is key to organizational success.

## **Mediation in the workplace**

An approach to dealing with conflict situations.

## **The power of employee engagement.**

“What is employee engagement and why is it the key to success?” A thought that occupies top managers of organizations around the world.

## **Making training and development pay**

Maximizing resources during hard economic times and ensuring your staff is still being developed is not easy.

## **Innovative examples already successfully deployed by organizations across different sectors.**

## **Why leadership and innovation at all levels is essential to survival**

Both are part of success and this session will be dealing with how HR can successfully support continuous change that is part of growth and innovation (**change house model**)

## **Tying it all together**

**Examples of how organizations are using a holistic approach to achieve maximum success.**

## **Measuring the effectiveness of HR**

**Case Study:** Identifying common implementation problems and how to set indicators for measuring the effectiveness of the HR function.

## **Managers need you !!**

HR is essential to shaping an organization's quality of management.

**Group discussions and identification of actions participants can take as a result of this session.**

**An organization's ability to learn, and translate that learning into action rapidly is the ultimate competitive advantage.**



## Programme Leader

Mrs Sylvia Zachariah - A successful consultant, practitioner and Investors in People Assessor. Throughout her professional life, she gained practical and academic insights, which now conveys to audiences in a way that enthuses and empowers them to want to implement better approaches. Her Investors In People work provides direct and indirect consultancy support. She has worked with a wide range of organizations across all sectors, which has taught her a great deal about how to do things well and what excellence should look like.



In previous work she gained practical experience as Operations Manager, HR Manager and Director.

She lived and worked in many countries including the USA/Singapore/India/Lebanon/Thailand and Spain, she have gained an excellent understanding of cultural differences and that 'one size – does not fit all', which is invaluable when sharing knowledge and experience. She approaches her training and hands-on support in a pragmatic way – using academic knowledge, but contextualizing it in a practical way so that business and individuals can actually apply this knowledge to the benefit of their organization.

Her seminars are aimed at providing tangible benefits, stimulus, knowledge and challenge, to encourage people to strive for continuous improvement.

## APPLICATION FORM

Please send to OEB

| SURNAME / NAME | POSITION | I.D. NO |
|----------------|----------|---------|
| 1. _____       | _____    | _____   |
| 2. _____       | _____    | _____   |
| 3. _____       | _____    | _____   |

### COMPANY / ORGANISATION

Company's Name: \_\_\_\_\_ Social Insurance No: \_\_\_\_\_

Address: \_\_\_\_\_ Post Code: \_\_\_\_\_

P.O.Box: \_\_\_\_\_ Post Code: \_\_\_\_\_ District: \_\_\_\_\_

Tel.: \_\_\_\_\_ Fax: \_\_\_\_\_ No. of Employees: \_\_\_\_\_

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