

Aim:

The aim of this seminar is to provide participants with the necessary skills and knowledge to manage their people and teams effectively. Having completed this highly practical, interactive, and participative seminar, participants will be able to adopt new human capital best practices and develop effective HR policies. Moreover, participants will be in a position to suggest to their organizations best HR practices aiming to create and sustain an inspiring work environment, where employees feel happy, trusted, appreciated, and respected.

Who Should attend the seminar:

The seminar is addressed to middle to senior-level managers, heads of departments/functions, newly appointed managers, HR professionals, and family business owners.

The Human Element: Driving Success through Effective HR Management

Instructor:

Marios Melanides
BA, MBA

Marios Melanides is an HR professional with more than 30 years of experience in the area of human resources. Before setting up his advisory practice in 2022, he worked for PwC Cyprus for 20 years, where he held the position of the Human Capital Director. Prior to PwC, he worked for Laiki Bank and Sharelink Financial Services, as the Head of Human Capital. Nowadays, Marios is the Managing Director of M MELANIDES People Advisory and the Cyprus Country Partner of Evalion-SHL Greece & Cyprus, a firm of occupational psychologists based in Athens, which specializes in talent acquisition and development. During his professional career, Marios led numerous projects related to various HR related areas, such as performance management, recruitment and selection, training and development, etc. He is often invited to lecture university students and participate in round table discussions organized by various bodies.

Marios holds a Bachelor's Degree (BA) in Political Economy from the University of Greenwich (London) and a Master's Degree (MBA) in Human Resource Management from the City University Business School (London). He has been approved by the HRDA as a trainer and has been accredited by SHL as a psychometric test user. He is a founding member of the Cyprus Human Resources Management Association (CyHRMA) and a member of the Board of Directors of PASYKAF.

Contact Us:

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December 9th, 2024

9:00 – 17:15

7 CPDs

Ground-based (Nic): €220



SEMINAR PROGRAMME

The Human Element: Driving Success through Effective HR Management		
Time	Duration	Description
9:00 – 11:00	2:00	Introduction <ul style="list-style-type: none"> • Getting to know the participants • Objectives of the program Human Resource Management (HRM) <ul style="list-style-type: none"> • The significance of HRM in the workplace • Challenges in managing the human factor • Characteristics of people – centric cultures
11:00 – 11:15	0:15	Break
11:15 – 12:15	1:00	Motivation and Engagement <ul style="list-style-type: none"> • Meaning and importance of motivation and engagement • Symptoms of poor motivation and engagement • Factors affecting people’s motivation and engagement • Techniques to enhance people’s motivation and engagement
12:15 – 13:15	1:00	Team Dynamics and Collaboration <ul style="list-style-type: none"> • Challenges in managing teams • Building effective teams • Traits of high performing teams • Resolving conflicts in the workplace • Managing toxic behaviors • Fostering a collaborative team spirit • Creating a positive and inclusive work environment
13:15 – 14:00	0:45	Lunch Break
14:00 – 15:30	1:30	Performance Management <ul style="list-style-type: none"> • Effective goal setting • Feedback – formal Vs informal • Fair and objective performance evaluations • Traps in managing people’s performance • Sharing of knowledge and information
15:30 – 15:45	0:15	Break
15:45 – 16:45	1:00	Essential soft-skills for managers <ul style="list-style-type: none"> • Emotional intelligence • Empathy and compassion • Communication • Active listening • Critical thinking • Care
16:45 – 17:15	0:30	Sharing of best Human Capital practices Summary / Questions and Answers
Total Net Duration	7:00	End of Seminar