40 years

Greek People Management Association

ANNUAL REPORT

JANUARY - DECEMBER 2018

ACTIVITIES

Knowledge Meeting

On Wednesday, January 24th 2018, the 1st **HR Leader Series** themed **"Dance your stress away: Η δημιουργική διαχείριση άγχους"** was held, in collaboration with **Skills**

Knowledge Meeting

On Wednesday, February 28th 2018, another **HR Leader Series** themed **"Business Ethics: There is no Right Way to Do a Wrong Thing!"** was held, in collaboration with **Diaplous** & Kostas Mitropapas

40 years

Greek People Management Association

Greek People Management Association Learning Series 2017-2018

sponsored by GPMA

powered by ALBA Executive Development

Leading with Agility: Leadership & Ambidexterity
with Charalampos Mainemelis PhD,
Professor of Organizational Behavior,
ALBA Graduate Business School
March 2, 2018

This session focuses on the competencies leaders currently require in order to navigate effectively the multiple and often ambiguous and paradoxical realities arising out of organizational imperatives and dynamics.
The specific foci of the session are:

- The key skills and behaviors of ambidextrous leadership such as behaviors that foster exploration and exploitation process
- The role of leader agility in shaping a work climate that is supportive to employee creative and innovative behavior

Professor's Bio

Dr. Mainemelis is Professor at ALBA Graduate Business School, The American College of Greece and Visiting Professor at Porto Business School. From 2001 to 2009, he was assistant professor at London Business School. He has also taught at the University of San Francisco, Case Western Reserve University, and the Sogang University in Seoul.

His research on creativity and its relations with leadership, learning, play, time and deviance has appeared in leading academic journals (e.g., Academy of Management Review, Academy of Management Annals, Research in Organizational Behavior, Leadership Quarterly), and it has also been profiled in the popular press (e.g., Financial Times, Sunday Times, Kathimerini). He is the recipient of Academy of Management Review's Best Article Award (2010) and Outstanding Reviewer Award (2009 and 2014), and finalist of Academy of Management Annal's Best Article Award (2015). Since 2009 he is a member of the Editorial Board of Academy of Management Review.

He has delivered graduate courses and executive education seminars in the USA, UK, South Africa, South Korea, Dubai, Oman, Kuwait, and Europe. He has worked with leading organizations, such as AIG, Barclay's, Boehringer Ingelheim, BT, Carrefour, Ericsson, Eurobank, Henkel, ING, Lloyd's, Mars, NovoNordisk, Oman Oil, Sanofi-Aventis, Sonaecom, Vodafone, Walt Disney, and Zain. He has delivered keynote speeches to diverse audiences such as the Institute for Public Policy Research, the National Maritime Museum & Royal Observatory at Greenwich, the Cleveland Institute of Art and the TEDx Academy. Professor Mainemelis is a member of the American Psychological Association, the Academy of Management, the Creative Education Foundation and the European Group for Organizational Studies.

Participation Fees
Full participation fee per person : 200 euro

Date & Venue
Friday, March 2, 2018, 09:30-14:30 @ ALBA Graduate Business School, 6-8 Xenias street, Athens 115 28

Executive Development

3rd Learning series with Alba

Knowledge Meeting

On Tuesday, March 2nd 2018, the 3rd **HR Learning Series** in collaboration with ***Alba*** themed **"Leading with Agility: Leadership & Ambidexterity"** was held with Ch. Mainemelis, Professor of Organizational Behavior at ALBA

General Assembly 2018 &… pita cut

On Thursday, 5th March 2018 the General Assembly was convened for the year 2017 & beginning 2018

We initiated a new Code of Conduct for HR professionals

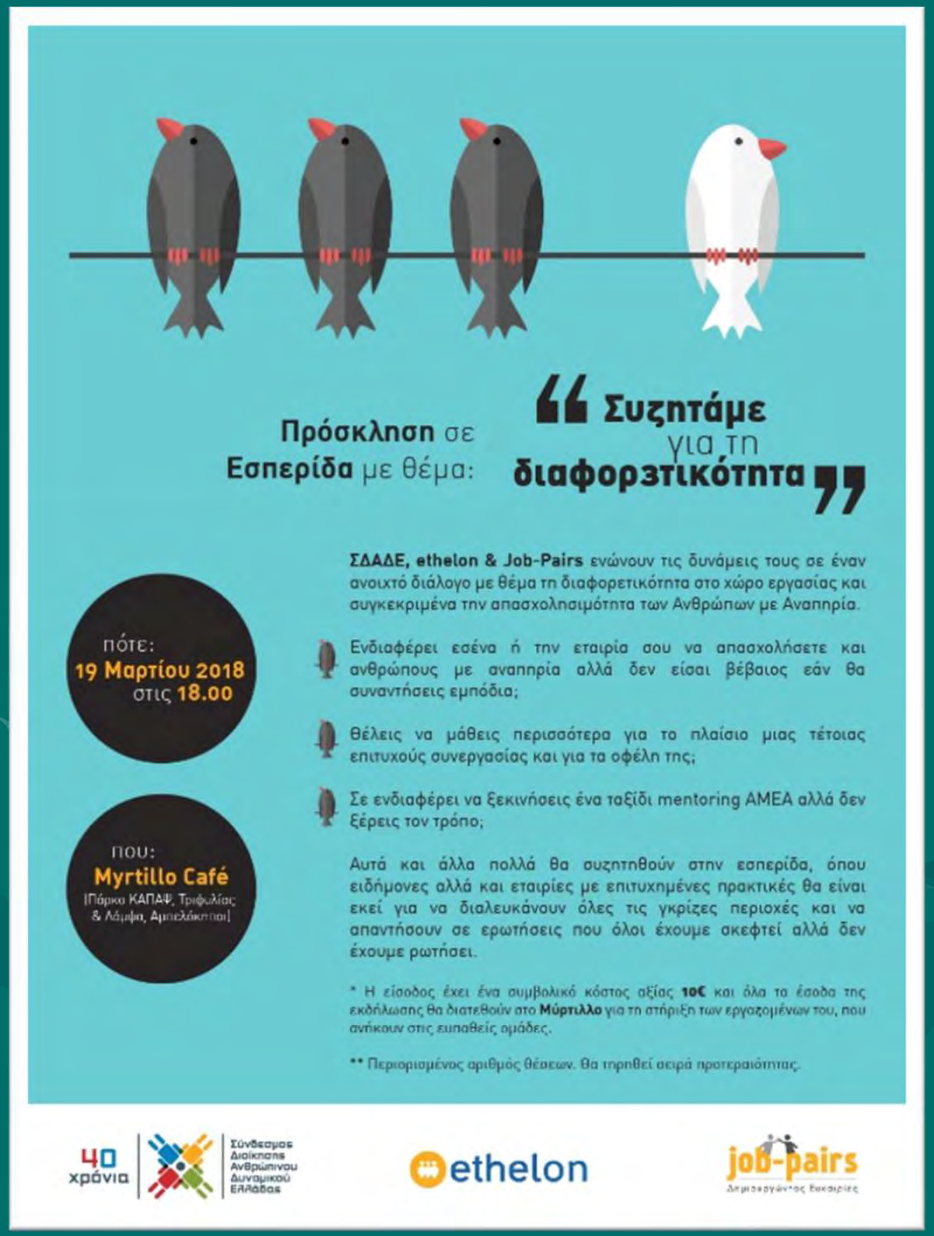
New Year's Cake Cutting Ceremony

*On Thursday, 5th March 2018 The New Year's Cake Cutting Ceremony was held on the roof garden of Onassis Stegi at **Hytra** restaurant.*

Knowledge Meeting

*On Wednesday, March 14th, the HR Leader Series themed "**Coaching Breakfast with a solution focus**" was held, in collaboration with **Treasure Lab***

ACTIVITIES



On Monday, March 19th, a special event named ***“Συζητάμε για την διαφορετικότητα”*** *was held at Myrtilo Café, in collaboration with* ***ethelon & Job-pairs***

ACTIVITIES

Survey

SDADE with collaboration of CIPD run as test country in Europe (together with Romania) the survey **"Career paths in HR"**. The responders were more than 370!". The result of this survey were presented at HR forum.

Greek People Management Association **Learning Series 2017-2018**

sponsored by GPMA

powered by ALBA Executive Development

Understanding Agile & Scrum: Methodology and Philosophy
with Nikos Mylonopoulos PhD
Associate Professor Digital Business ,
ALBA Graduate Business School
April 26, 2018

"Agile" is a term used to describe a general approach to software development. All agile methods, including Scrum, emphasize teamwork, close customer collaboration, and the ability to respond quickly to change. Lately, numerous organizations adopt Agile and Scrum Methods in order to effectively deal with new projects and assignments. This trend entails a new approach in organizational structure and culture and HRM.

This session aspires to:

- Familiarize participants with Agile & Scrum Methodology
- Assist participants to explore and identify the organizational and personal competencies that are connected with Agile Methodology and to reflect on the organizational culture that stems from Agile Philosophy

Professor's Bio

Dr. Nikos Mylonopoulos is Associate Professor of Information Systems, at ALBA Graduate Business School. He teaches information systems strategy and management, electronic business, and IT outsourcing. Over the last several years, he collaborates with the Center of Advanced Learning Technologies at INSEAD on the development of computer-based simulation games for teaching crisis management, collaboration, change management and complex decision-making more effectively. He holds a B.Sc. from the Athens University of Economics and Business and a Ph.D. from Warwick Business School. He has taught at both these Schools and also at the University of London (Birkbeck College) and the Loughborough University Business School. He is a Visiting Professor of Electronic Commerce at BEM, the Bordeaux School of Management. He has designed and delivered executive seminars to multinationals and national corporations. He has co-edited two books, "Organizations as Knowledge Systems" with H. Tsoukas, and "Social and Economic Transformation in the Digital Era" with G. Doukidis and N. Pouloudi.

Participation Fees
Full participation fee per person : 200 euro

Date & Venue
Thursday, April 26, 2018, 09:30-14:30 @ ALBA Graduate Business School, 6-8 Xenias street, Athens 115 28

Executive Development

4th Learning series with Alba

Knowledge Meeting

On Thursday, April 26th 2018, the 4th **HR Learning Series** in collaboration with ***Alba*** themed **"Understanding Agile & Scrum: Methodology & Philoshophy Ambidexterity"** was held with Nikos Mylonopoulos, Associate Professor of Digital Business at ALBA

HR Forum 2018

On Wednesday, May 10th, the most prestigious annual event of the Association, the **HR Forum 2018**, was held at Polyhoros Lolou with over 250 participants with Keynote Speakers, Freek Vermeulen, and Vanessa Zdanowski, and many other distinguished guests.

PARTNERING FOR THE FUTURE

HR FORUM 2018

AGENDA

08:30 - 09:00 Enrollments-Coffee

09:00 - 09:45 Welcome Speech
Sotiris Stamatiou: President-Greek People Management Association (GPMA), Group Human Resources Director-Onassis Group

European Perspectives
Speech
Lucas Van Wees: President-European Association for People Management (EAPM)

09:45 - 10:00 HRM in the Productive Reform of Greece
Speech
Christos Ioannou: Director, Employment & Labour Market-SEV

10:00 - 10:15 Digital transformation in Expense Management: Survey results - by Edenred
Presentation
Antonis Rousseliotakis: Analyst Journalist & Managing Director-Social Handlers

10:15 - 10:30 The Digital Future of Business and the Role of HR
Speech
Elena Papadopoulou: Chief Human Resources Officer OTE Group

10:30 - 11:00 Coffee Break

11:00 - 12:30 Partnering for change: How to make HR truly strategic
Keynote Speaker
Freek Vermeulen: Professor of Strategy & Entrepreneurship-London Business School

12:30 - 13:45 Lunch Break

13:45 - 14:45 Survey results: Career Paths of HR Professionals
Presentation
Wilson Wong: Head of Insight and Futures-CIPD

14:45 - 15:30 The New Playbook for HR: "Going Agile"
Speech
Vanessa Zdanowski: Senior Client Partner-Korn Ferry

15:30 - 16:00 Coffee Break

16:00 - 17:00 HR & Partnering with other Depts
Panel Discussion
Matina Hatzipaviou: HR Director-MICROSOFT Greece, Cyprus & Malta
Katia Labropoulou: Legal Counsel & HR Director Greece, Cyprus & Malta DHL Express Hellas
Vassilis Rabbat: Chairman of B.o.D. & Managing Director-XEROX HELLAS S.A., Chairman of B.o.D.-Association of Chief Executive Officers (ACEO)
Panel Coordinator
Alexandros Papaioxandris: Assistant Professor of Management-AUEB

17:00 - 17:30 "2nd HR Student Awards" Ceremony & Presentation

17:30 End of Conference

THURSDAY MAY 10TH
@ Polihoros Lolou

40 years | Greek People Management Association

For more information please contact us: +30 2106824092 - gpma@otenet.gr

2nd HR Student Awards

Knowledge Meeting

On Wednesday afternoon, May 23rd, the HR Leader Series themed "Lean Management & Competitiveness: the Role of HR in Lean Management"" was held once again in collaboration with **Progress Through**.

Knowledge Meeting

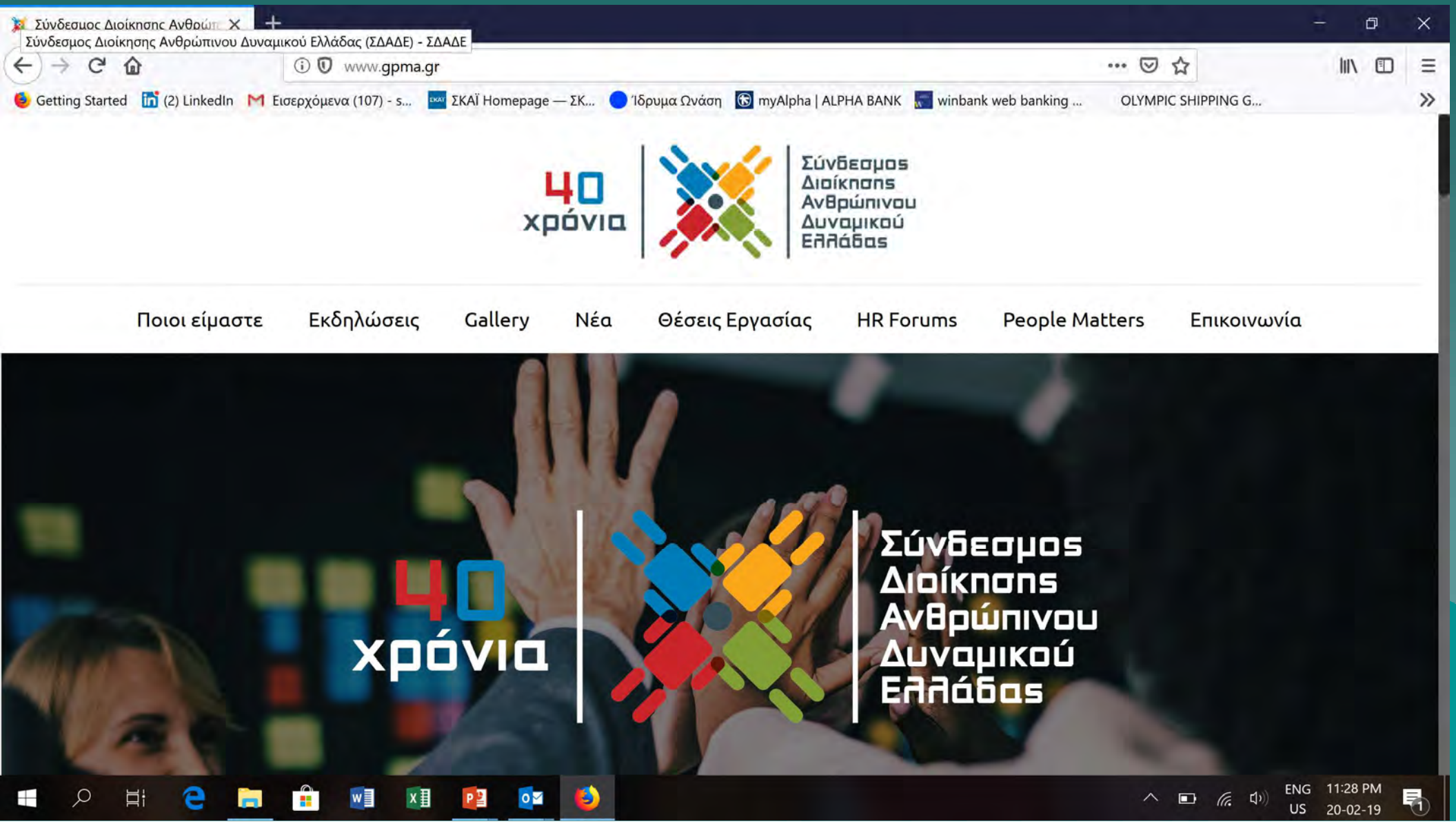
On Wednesday, June 6th, the HR Leader Series themed **"Speak the Voice of the Leader"** was held once again in collaboration with **Nina Kaloutsa**

40 Years celebration
Wednesday, September 19th - Balux

40 years

Greek People Management Association

New GPMA site after 10 years!



1rst GPMA video at the occasion of 40 Years celebration with the participation of new HR professionals and Association's members.

Knowledge Meeting

On Thursday, October 11th, the HR Leader series themed "**Artificial intelligence & HR**" was held in collaboration with Dimitra Masouti and Niki Siropoulou

Knowledge Meeting

On Tuesday, November 27th, the HR Leader series themed "**Belbin methodology**" was held in collaboration with **Progress Through** | Anastasia Marinoloulou

Christmas Happening

This year the Christmas happening was held in Skyfall on Tuesday, December 11th.

North Greece Committee

Knowledge Meeting

On Thursday, January 18th, the HR Leader Series themed "Brain Drain" was held, in collaboration with Konstantinos Kintzios from Regeneration: Give Youth a Chance.

& …New Year's Cake Cutting Ceremony

Knowledge Meeting

On Thursday, February 15th, the HR Leader Series themed "Current Challenges ot HR profession" was held, in collaboration with Better Future.

Knowledge Meeting

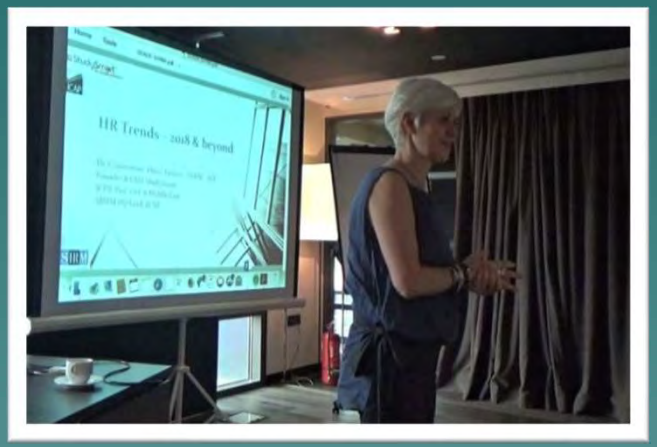
On Tuesday, March 13th, the HR Leader Series themed “Negotiation: A mysterious but very simple procedure" was held, in collaboration with Scotwork.

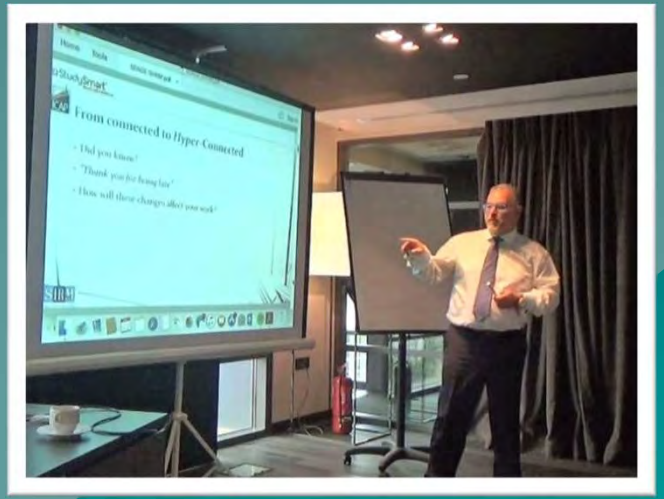
Social Event - April 18th, 2018

Knowledge Meeting

HR Trends & Beyond & SHRM's Competency Model

May 23rd, 2018





Knowledge Meeting

What is it for?
June 28th, 2018

Cocktail Party

September 5th, 2018

Knowledge Meeting

Το Α και το Ω του Corporate Caching - October 9th, 2018

Knowledge Meeting

Flirting with our …Enemy
November 8th, 2018

Employee Engagement Conference - December 5th, 2018

Employee Engagement Conference 2018

WEDNESDAY 5/12

AGENDA

09:00 - 09:30	WELCOME COFFEE
09:30 - 09:45	WELCOME & GREETINGS
09:45 - 10:30	The Engaging Leader Maria-Dafni Chrisikopoulou, MERCER
10:30 - 11:15	Dark side of Leadership Neofytou Louis, PS
11:15 - 11:30	METLIFE
11:30 - 13:00	10 ways to be an employee engagement "rebel" Debra Corey
13:00 - 14:00	LUNCH BREAK
14: 00 - 14:15	EPSILON NET
14:15 - 15:00	Engagement Performance: "Taking Engagement to the next level" Mylona Martha & Caroline Close, KORN FERRY
15:00 - 15:30	Make your Own Bridge. You Can! Kanakis Nikos, GREENMIND
15:30 - 15:45	COFFEE BREAK
15:45 - 17:00	Engagement Workshop Kostas Vasileiou, EDUACT
17:00 - 17:15	LEASE PLAN
17:15 - 17:45	Wellness Programs How they contribute to employee engagement through co-creativity Kyriakos Dimitrios, ATOMO - OMADA - SYSTIMA
18:00	END OF CONFERENCE

40 χρόνια Σύνδεσμος Διοίκησης Ανθρωπινου Δυναμικού Ελλάδας

ΠΑΡΑΡΤΗΜΑ ΒΟΡΕΙΟΥ ΕΛΛΑΔΟΣ

Workshop with Debra Corey – December 6th

WORKSHOP

ΟΜΙΛΗΤΡΙΑ DEBRA COREY

ΠΕΜΠΤΗ 6 ΔΕΚΕΜΒΡΙΟΥ 2018

HOTEL NIKOPOLIS

TIME 09:00-12:00

FIRST COME
FIRST SERVED

ΠΕΡΙΟΡΙΣΜΕΝΕΣ ΘΕΣΕΙΣ 25

ΚΟΣΤΟΣ WORKSHOP
Μέλη | ΔΩΡΕΑΝ
Μη μέλη | 50€

ΔΗΛΩΣΗ ΣΥΜΜΕΤΟΧΗΣ
gpma.n.greece@gmail.com

40 χρόνια Σύνδεσμος Διοίκησης Ανθρώπινου Δυναμικού Ελλάδας

ΠΑΡΑΡΤΗΜΑ ΒΟΡΕΙΟΥ ΕΛΛΑΔΑΣ

Social Event

Christmas Gathering

ACTIVITIES

Under the auspices of GPMA

- Forum of Entrepreneurship & Career Path by Professor Iordanis Ladopoulos
- ALBA "Recruitment Confidence Index"
- MSc ASOEE award for the graduate with the highest score, in memory of Christos Giannoulopoulos

Collaboration with

- EAPM– Human Resources profile Survey CIPD
- DELOITTE "Global Human Capital Trends "
- ADECCO "Employability in Greece"
- Ethelon
- Job pairs
- Special prices - Offers to our members (25%) in various events

40 years

Greek People Management Association

COLLABORATION

EAPM, SEV, Πανόραμα Επιχειρηματικότητας και Σταδιοδρομίας &…

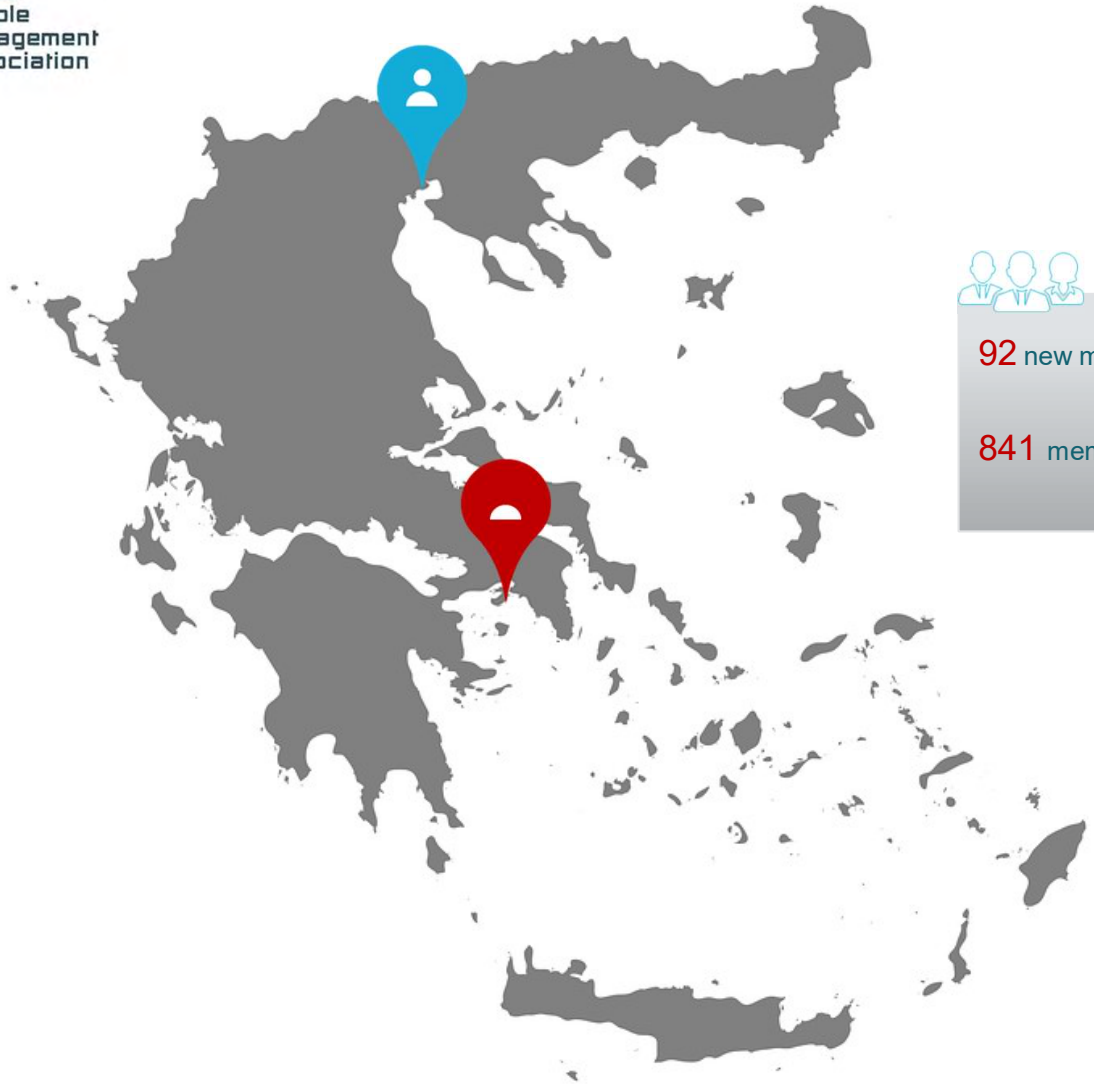
Participation to
CIPD Conference

AUEB HR MSc
Award to top graduate

40 years

Greek People Management Association

MEMBERS



92 new members plus 22 Northern Greece Annex

841 members plus 96 Northern Greece Annex (Total)

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...at Employee Engagement Conference 2018

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Manpower

EPSILONNET

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METAGENESIS advertising

e-forologia

HR PROFESSIONAL

...at 40 Years celebration

ΧΡΥΣΟΣ ΧΟΡΗΓΟΣ

MetLife

ΥΠΟΣΤΗΡΙΚΤΗΣ

SQLearn e-learning experts

...at HR Forum 2018

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Under the Auspices of

SEV

Special thanks to **PUBLIC** & **BILILIS Florist** for all the supporting materials

40 years

Greek People Management Association

FINANCIAL

Since 2004, the Association has been keeping accounting records that are officially certified by the Tax Office. It is assisted and supervised by our accountant, Mr. Makis Chalikias.

The financial position of the Association as at 31.12.2018 is positive and has a net financial position of euros 77.468 € vs 56.470 last year

3. Ετήσιος Διαχειριστικός Απολογισμός Δ.Σ

ΟΙΚΟΝΟΜΙΚΟΣ-ΛΟΓΙΣΤΙΚΟΣ ΑΠΟΛΟΓΙΣΜΟΣ ΧΡΗΣΕΩΣ 01/ 01 έως 31 / 12 / 2018

ΚΛΕΙΣΙΜΟ ΟΙΚΟΝΟΜΙΚΟΥ ΕΤΟΥΣ 31.12.2018

Καθαρή Οικονομική Θέση 77.468 €

ΣΥΝΔΕΣΜΟΣ ΔΙΟΙΚΗΣΗΣ
ΑΝΘΡΩΠΙΝΟΥ ΔΥΝΑΜΙΚΟΥ ΕΛΛΑΔΑΣ

ΟΙΚΟΝΟΜΙΚΟΣ-ΛΟΓΙΣΤΙΚΟΣ ΑΠΟΛΟΓΙΣΜΟΣ
ΧΡΗΣΕΩΣ 2018 (1 ΙΑΝΟΥΑΡΙΟΥ- 31 ΔΕΚΕΜΒΡΙΟΥ 2018)
Α.Φ.Μ.: 090211334

ΚΛΕΙΣΙΜΟ ΟΙΚΟΝΟΜΙΚΟΥ ΕΤΟΥΣ 31.12.2018

Α	**ΠΑΡΑΛΑΒΗ 31/12/2017:**			**56.470,09**
38.00	ΤΑΜΕΙΟ ΑΘΗΝΑΣ	31/12/2017	21,39	
38.03	ΟΨΕΩΣ ΑΘΗΝΑΣ	31/12/2017	42.243,77	
38.03	ΟΨΕΩΣ ΘΕΣ/ΝΙΚΗΣ	31/12/2017	6.911,67	
	ΣΥΝΟΛΟ ΔΙΑΘΕΣΙΜΩΝ		**49.176,83**	
	ΑΠΑΙΤΗΣΕΙΣ	31/12/2017	10.249,50	
	ΜΕΙΟΝ ΥΠΟΧΡΕΩΣΕΙΣ	31/12/2017	-2.956,24	
	ΠΛΕΟΝ ΥΠΟΛΟΙΠΟ ΧΡΕ - ΑΠΑΙΤΗΣΕΩΝ		**7.293,26**	
Β	**2018 ΕΣΟΔΑ - ΕΙΣΠΡΑΞΕΙΣ:**			**166.815,83**
	ΣΥΝΔΡΟΜΕΣ ΜΕΛΩΝ &ΣΥΝΕΔΡΙΑ		86.067,00	
	ΣΥΝΕΔΡΙΑ-ΧΟΡΗΓΙΕΣ		60.570,10	
	ΣΥΝΔΡΟΜΕΣ -ΣΥΝΕΔΡΙΑ ΘΕΣΣΑΛΟΝΙΚΗΣ		10.931,00	
	ΤΟΚΟΙ-ΕΣΟΔΑ		0,36	
	ΕΙΣΠΡΑΞΕΙΣ ΠΡΟΥΓ. ΧΡΕ - ΑΠΑΙΤΗΣΕΩΝ		9.247,35	
	ΣΥΝΟΛΟ ΕΣΟΔΩΝ - ΕΙΣΠΡΑΞΕΩΝ		**166.815,83**	
Γ=(Α+Β)		**ΣΥΝΟΛΟ**		**223.285,92**
Δ	**2018 ΕΞΟΔΑ - ΠΛΗΡΩΜΕΣ:**			**-150.971,21**
62.04-98	ΕΝΟΙΚΙΟ -ΚΟΙΝΟΧΡΗΣΤΑ		-8.741,36 "	
60.00	ΑΜΟΙΒΕΣ ΠΡΟΣΩΠΙΚΟΥ		-29.703,52 "	
61.00	ΑΜΟΙΒΕΣ WEB-SITE		-875,00 "	
61.00	HR FORUM 2018		-36.373,60 "	
61.00	ΛΟΙΠΕΣ ΕΚΔΗΛΩΣΕΙΣ		-20.441,79 "	
61.00	ΥΠΟΤΡΟΦΙΕΣ-ΧΟΡΗΓΙΕΣ		-1.200,00 "	
64.08	ΑΝΑΛΩΣΙΜΑ ΥΛΙΚΑ (ΓΡΑΦΕΙΟΥ)		-239,10 "	
62.03	ΔΕΗ-ΟΤΕ-ΕΥΔΑΠ (ΓΡΑΦΕΙΟ)		-1.233,37 "	
64.01	ΕΞΟΔΑ ΤΑΞΙΔΙΩΝ		-500,59 "	
64.98	ΕΞΟΔΑ Δ.Σ. (ΓΡΑΦΕΙΟ)		-487,98 "	
62.01	ΕΛΤΑ (ΓΡΑΦΕΙΟ)		-141,96 "	
64.00	ΕΞΟΔΑ ΚΙΝΗΣΕΩΣ & ΛΟΙΠΑ (ΓΡΑΦΕΙΟ)		-323,59 "	
64.01	ΕΞΟΔΑ ΓΙΑ ΘΕΣ/ΝΙΚΗ		-8.327,12 "	
64.05	ΣΥΝΔΡΟΜΕΣ-ΣΥΝΕΔΡΙΑ		-1.320,00 "	
63.98	ΦΠΑ ΕΚΠΙΠΤΟΜΕΝΟΣ		-11.259,58 "	
54-55	ΦΜΥ-ΕΦΟΡΙΑ-ΙΚΑ		-27.678,99 "	
65	ΕΞΟΔΑ ΤΡΑΠΕΖΩΝ		-437,93 "	
61.03	ΕΞΟΔΑ HR LEADERS		-1.118,96 "	
16-14	ΠΑΓΙΑ(ΕΞΟΠΛΙΣΜΟΣ)		-566,77 "	
Ε=(Γ+Δ)		**ΣΥΝΟΛΟ**		**72.314,71**
Ζ	**ΔΙΑΦΟΡΕΣ ΧΡΕ - ΑΠΑΙΤΗΣΕΩΝ ΧΡΗΣΕΩΣ ΤΗΣ 31/12/2018**			**5.154,12**
	ΑΠΑΙΤΗΣΕΙΣ ΔΙΑΦΟΡΑ΄ ΑΡΧΗ Σ- ΤΕΛΟΥΣ	-10.249,50	20.041,52	9.792,02
	ΜΕΙΟΝ ΥΠΟΧΡΕΩΣΕΙΣ ΔΙΑΦΟΡΑ΄ ΑΡΧΗΣ - ΤΕΛΟΥΣ	2.956,24	-7.594,14	-4.637,90
	ΠΛΕΟΝ ΔΙΑΦΟΡΕΣ ΑΠΑΙΤΗΣΕΩΝ-ΥΠΟΧΡΕΩΣΕΩΝ	**-7.293,26**	**12.447,38**	**5.154,12**
Η=(Ε+Ζ)	**ΣΥΝΟΛΟ**	**ΚΑΘΑΡΗΣ ΟΙΚΟΝΟΜΙΚΗΣ ΘΕΣΗΣ ΤΗΣ 31/12/2018**		**77.468,83**
	ΑΝΑΚΕΦΑΛΑΙΩΣΗ ΚΑΘΑΡΗΣ ΘΕΣΗΣ ΤΗΣ 31/12/2018			
	ΥΠΟΛΟΙΠΑ ΤΕΛΟΥΣ ΧΡΗΣΕΩΣ ΤΗΣ 31/12/2018			
	ΤΑΜΕΙΟ	31/12/2018	450,05	
	ΟΨΕΩΣ ΑΘΗΝΑΣ	31/12/2018	58.966,93	
	ΟΨΕΩΣ ΘΕΣΣΑΛΟΝΙΚΗΣ	31/12/2018	5.604,47	
	ΣΥΝΟΛΑ ΔΙΑΘΕΣΙΜΩΝ ΤΗΣ 31/12/2018		**65.021,45**	
	ΑΠΑΙΤΗΣΕΙΣ ΤΕΛΟΥΣ ΧΡΗΣΕΩΣ	31/12/2018	20.041,52	
	ΜΕΙΟΝ ΥΠΟΧΡΕΩΣΕΙΣ ΤΕΛΟΥΣ	31/12/2018	-7.594,14	
	ΣΥΝΟΛΟ ΑΠΑΙΤΗΣΕΩΝ - ΥΠΟΧΡΕΩΣΕΩΝ ΤΗΣ 31/12/2018		**12.447,38**	
	ΚΑΘΑΡΗ ΟΙΚΟΝΟΜΙΚΗ ΘΕΣΗ ΤΗΣ 31/12/2018		**77.468,83**	**77.468,83**

Ο ΠΡΟΕΔΡΟΣ **Ο ΟΙΚΟΝΟΜΙΚΟΣ ΕΦΟΡΟΣ**

Ενημέρωση για την ολοκλήρωση Ελεγκτικής Διαδικασίας 3ετίας

- ✓ Δεν προέκυψαν διαφορές κατά τον έλεγχό μας.
- ✓ Η έκθεση αυτή έχει δοθεί στην Ελεγκτική επιτροπή

Thank you!