

GEORGIA CONSTANTINOY STYLIANIDOU

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EDUCATION

- 9/19 - Cranfield University, UK
Doctorate in Business Administration (in progress)
- 1/86 – 5/87 State University of New York at Albany, USA
MBA (concentration in Human Resource Management)
- 9/83 – 12/85 State University of New York at Albany, USA
B.Sc. in Business Administration (Minor in Mathematics)
- 9/81 – 6/83 Claude Bernard University, Lyon, France
D.E.U.G A' (Sciences)

PROFESSIONAL QUALIFICATIONS

- EMCC accredited Coach/Mentor (EIA) Senior Practitioner
- SHRM Senior Certified Professional (SHRM-SCP)
- HRDA Certified Trainer
- Certified psychometric practitioner in MBTI, SHL, DISC
- Level B Certificate of Competence in Occupational Testing, British Psychological Society

EXPERIENCE

- 09/2018 – To date **Scientific Collaborator to Academic Institutions**
Teaching academic courses and/or workshops for undergraduate and post graduate degrees in Business Administration.
- 09/2018 – To date **External Associate to Training Providers**
Delivering learning and development programmes on leadership, organisational development, human resources management, and other soft skills.
- 01/2016 – To date **Executive Coach/Mentor (internal and external) and practicing Coach Supervisor**
- 12/1987 – To date **THE CYPRUS DEVELOPMENT BANK P.C. LTD**
Group HR Head
Leads the people strategy, formulates HR budget, and provides on-going advice to senior management on HR matters. Ensures that HR needs are met and are aligned with business objectives. Develops corporate plans/programmes relating to performance management, leadership development, rewards and benefits, and staff engagement. Oversees HR

initiatives, systems and processes. Monitors the relationship and communication with the labour union and represents the group in labour disputes. Ensures adherence to internal policies, and legal standards and promotes sound employment practices. Acts as internal coach and mentor and delivers training and development programmes on leadership and soft skills.

HR Manager

Develops personnel policies and procedures and designs HR systems to support the people strategy of the Bank. Acts as internal consultant on HR issues, employment laws, and industrial relations. Recruits and selects candidates and oversees the on-boarding process of new staff. Used assessment centres for middle and senior level management (e.g. Internal Auditor, Chief Financial Officer, Portfolio Manager). Administers the performance management system to ensure effectiveness, quality and fairness. Oversees the training and development function and ensures the proper administration of corporate benefits plans. Develops expatriation policies and packages to support corporate initiatives for expansion of operations abroad.

HR Advisor

Sets up an HR department from scratch and develops HR policies, terms of employment, job descriptions, performance review system, training plans, and career progression schemes. Carries out salary surveys to determine competitive salary levels and administers benefits. Prepares employment contracts, termination letters and disciplinary notices and advises management on employee relations. Provides HR related consulting services to client of the Management Consulting division of the Bank.

ACHIEVEMENTS

- Award-winning coaching/mentoring programme designer (HR Awards, Boussias 2019)
- Member of discussion panels on HR and Coaching/Mentoring

LANGUAGES

Greek, English

PROFESSIONAL INTERESTS

- President of EMCC Cyprus and member of the Council of EMCC Global since 2020
- Member of EMCC Global Research Development Workgroup since 2021
- Member of the Cyprus Human Resources Management Association