



Empowered to Be (e) a Positive Leader

Λυδία Γκουζιώτη

HR Generalist at APIVITA SA

Why Are Upskilling and Reskilling so Important?



Adapting To Market Changes



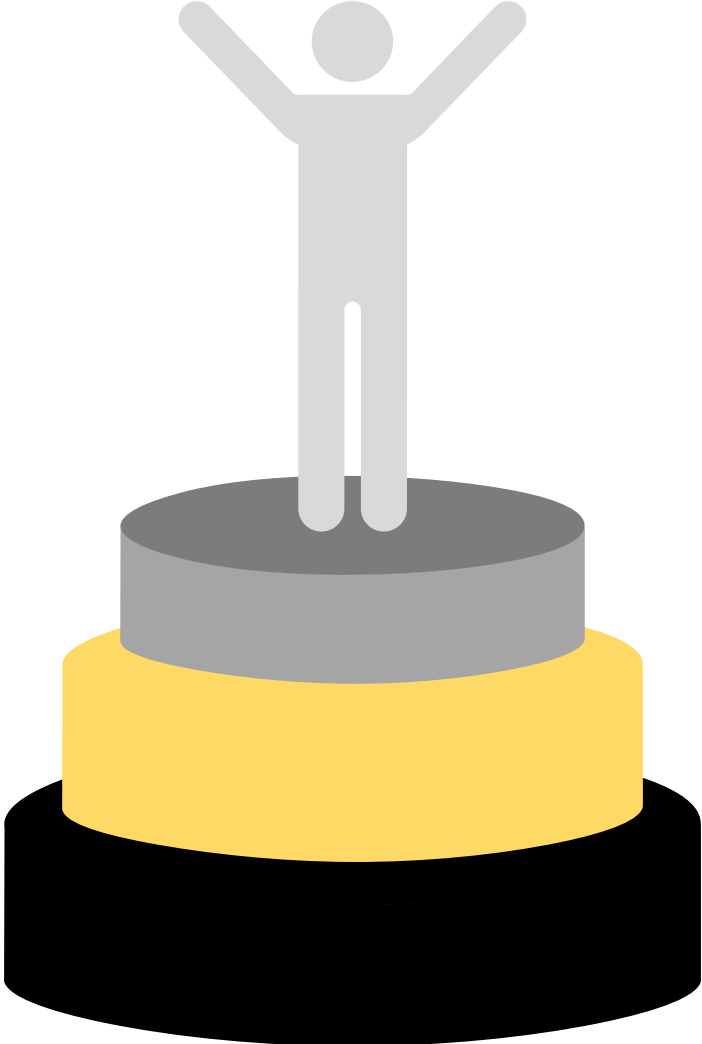
Preparing an Organization for Growth



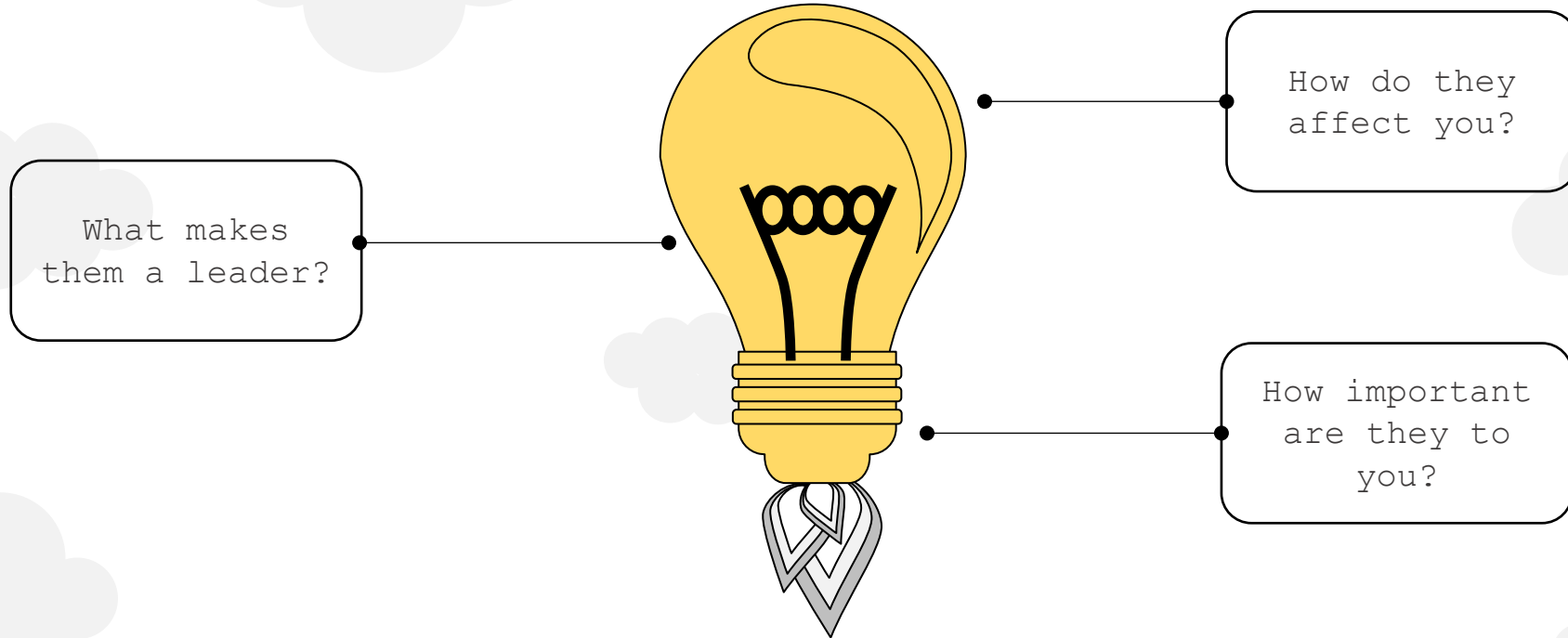
Retaining and Attracting Top Talent



Encouraging Employee Engagement



Think...



...Who do you see as a leader?

Why to invest in a Leadership program?

Drive Strategy Execution



Improve bottom-line financial performance



Attract,
Develop &
Retain talent



Increase Success
in Navigating
Change



Why APIVITA invests in a Leadership Program?

Building a Common Mindset Among Leaders



Keeping up with Global Changing Business Environment



The Procedure of the Leadership Program



'Together WE
Grow'



Implementing the program

Workshops

Kick off Meeting

Communicating the program

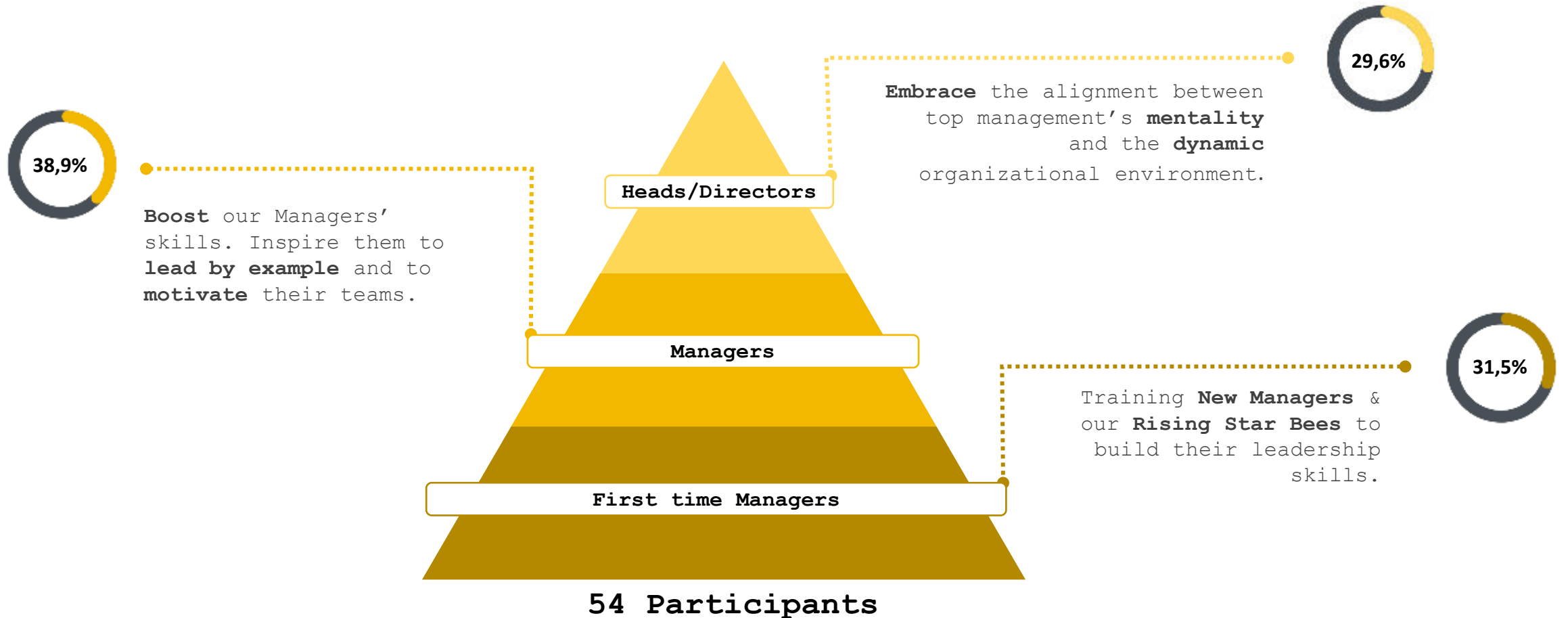
Defining the timetable,
the participants & the
topics

The Planning

Training Need
Analysis

Resulting from the
business goals &
satisfaction survey

The Participants of the Leadership Program



The Workshops' Topics



Participant's Thoughts on the Leadership Program

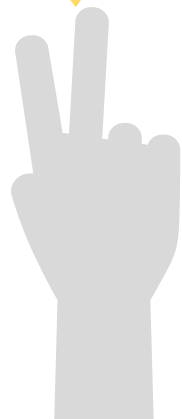
«A useful education process, especially for New Managers, as it provides us with all the **necessary qualifications** to be a **successful Leader.**»

"All the parts of the Educational Program are **interconnected**. I really enjoyed the role-playing, as it gave me the opportunity to see things from my **colleagues' perspective.**"

"I am really **satisfied** when I apply everything I was taught during the educational program and realize its **usefulness.**"

"The Program reflects all the possible difficulties that we can face in team communication and collaboration and provides **practical solutions**, beneficial for our **personal and professional life.**"

"A very **worthwhile investment** of our time. It's a practical and useful Program that it's going to pay off. It fully **reflects** the business **reality.**"



Participant's Feedback on the Leadership Program



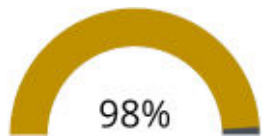
Totally agrees that it was **Instructor's area of expertise.**



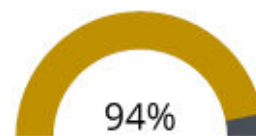
Totally agrees that the **energy & enthusiasm** of the Instructor contributed to the active participation of the team.



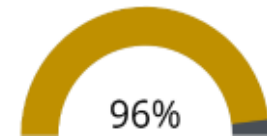
Totally agrees that the **environment** enhanced the **learning process.**



Agrees that the Program has provided **food for thought.**



Agrees that the workshops were an opportunity for **beneficial collaboration**, exchange of ideas & approaches.



Agrees that thanks to the workshops, they came up with ideas that can help them **become a better Leader.**

The Benefits of the Leadership Program



Reduction in
Employee turnover



Less absenteeism

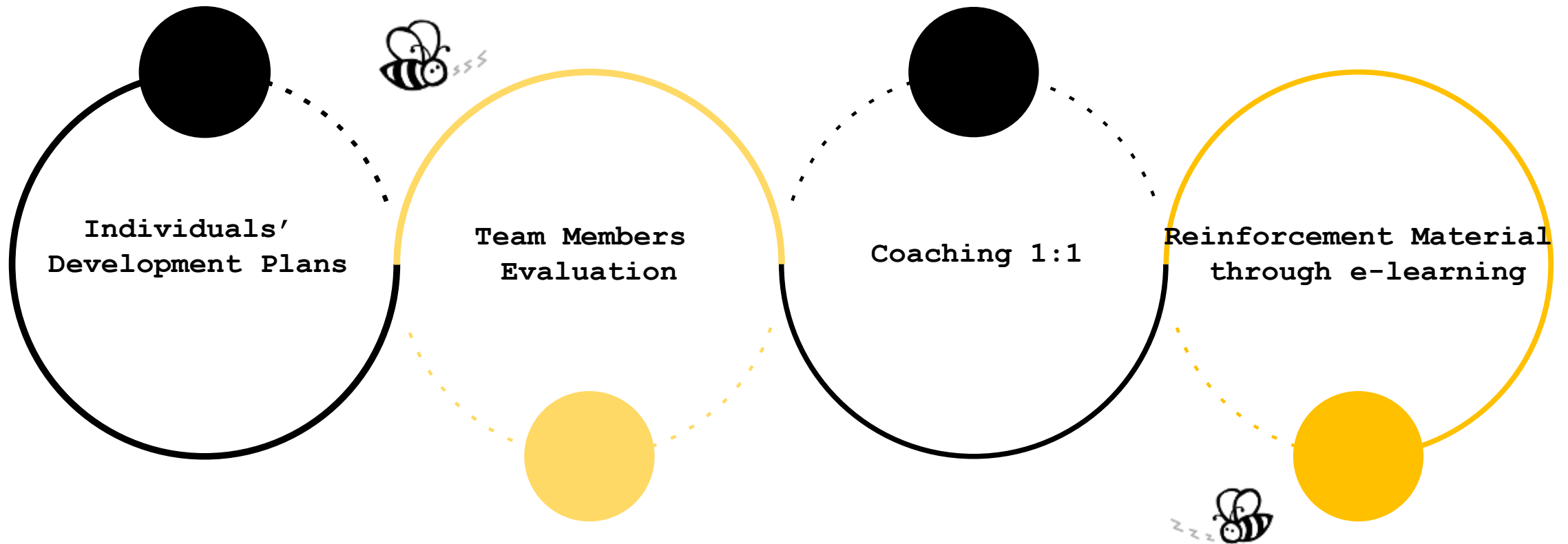


Increase in
Employee Engagement

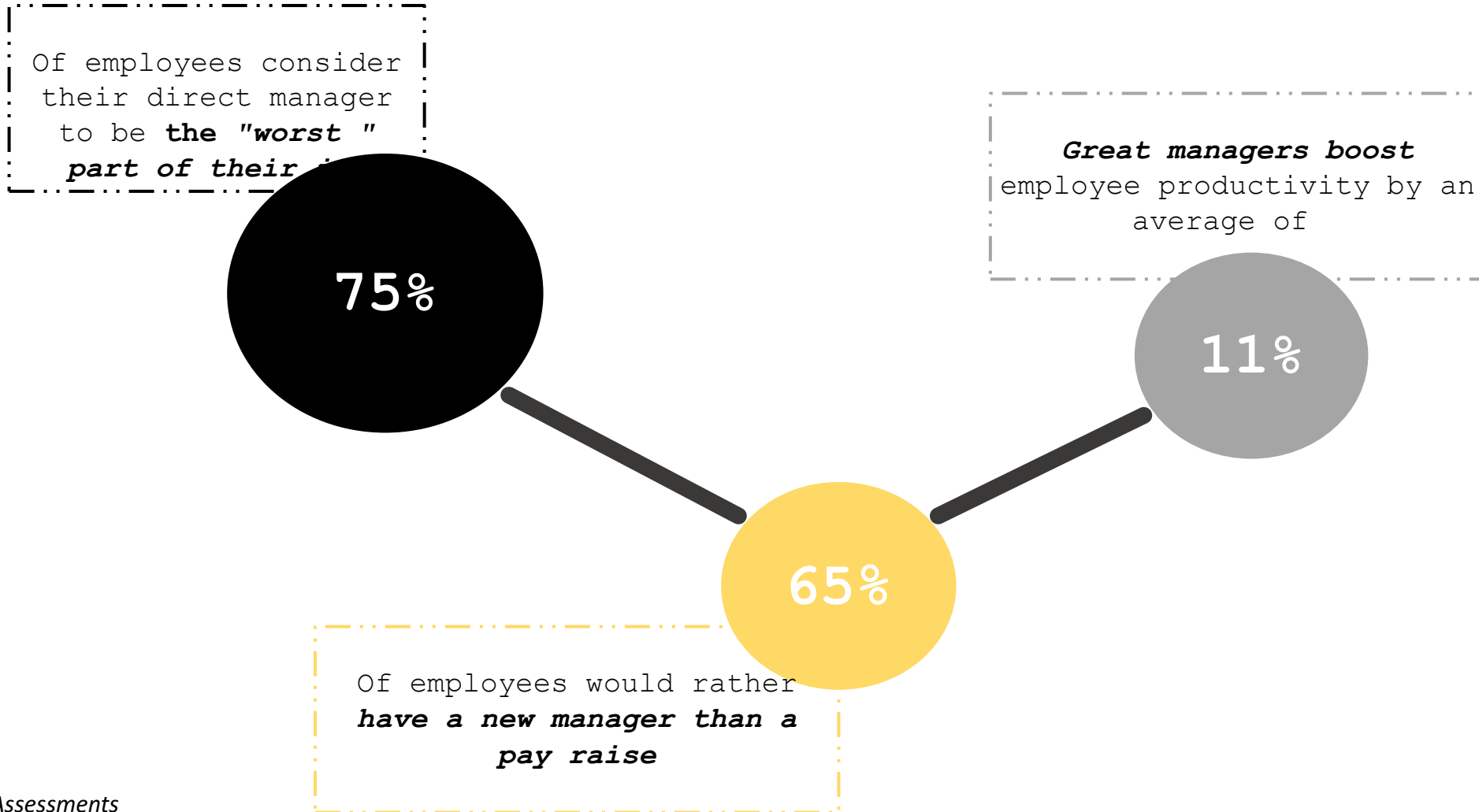


More Rising Star
Bees

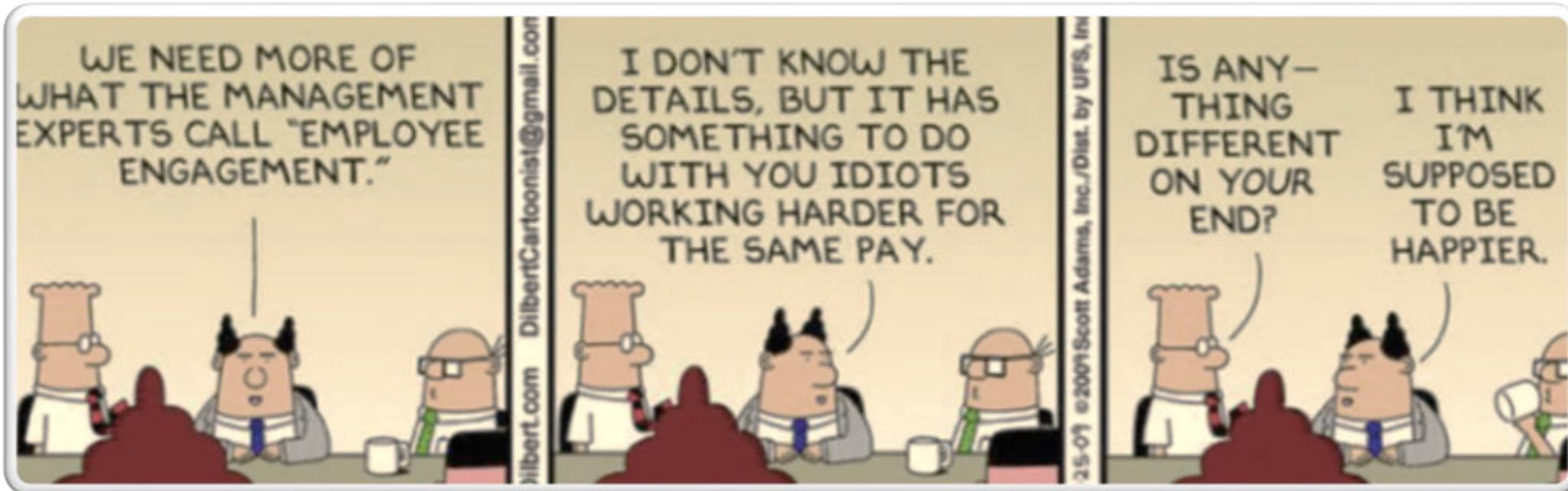
A long-term & in-depth Investment in our People



Why do employees quit...?



*According to Hogan Assessments



Thank you!