

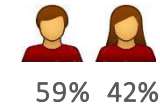
HR IN ACTION 2021

ELENA SKARPATHIOTI
Head of Human Resources

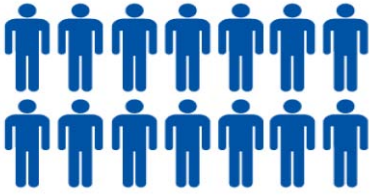


HFSF at a Glance

Demographics



45 Employees



REPRESENTING



Banking Stability, Public Interest, 4 Banks value Gatekeepers



Management (18% of total staff)

Directors / Heads & Other Staff

HFSF's Challenges

- Protect Public Interest
- People Centricity vis-à-vis Numbers
- Big agenda, small organization
- Triangulation of external working environment, cultural change and HFSF role evolvement



Related HR Actions

- People Centricity first in a process-oriented organization via agile adaptability
- Continuous feedback loop process with the aim to raise extroversion and foster transparency
- Continuous education and exposure to unique projects

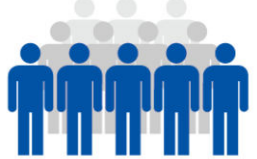


Ecosystem (BoG, 4 Banks, MinFin, ESM, EC)



From a Recovery Fund towards an ongoing transition

Cultural Journey



2022
December

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Life time

Focal Areas for HR

HFSF Lifetime

Uncertainty

- **Attract** Talent
- **Retain** Talent
- **Long term** self development vis-à-vis **short-term** career actions

Financial Package Competitiveness

Monetary Limitations

- Lack of Performance Bonus
- No Fringe Benefits



4 Building Blocks of HR Actions

New Agile	Learning & Development	Team Building	Specific Benefits
<ul style="list-style-type: none">• Empowering Individuals• Less authority formalities• Speedy decision-making	<ul style="list-style-type: none">• Open learning offerings• Leaner Processes• Mentorships for transitions to future assignments• Co-Sharing knowledge amongst units and Banks	<ul style="list-style-type: none">• Open self improvement programs for entire staff• Team events with participation of externals for business related matters, leadership and social subjects	<ul style="list-style-type: none">• Thematic days concept• Discounts for daily routine purchases• Health & Fitness offerings



**HELLENIC
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FUND**

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