



## Workforce Managed Services

- ▶ Is the search for talent exhausting you?
- ▶ Do you really want to be an employer of choice for Gen Z?
- ▶ How are you managing to keep your staff fully engaged/motivated?
- ▶ Could the changing employment / tax / immigration laws and regulations leave you exposed?
- ▶ Does your HR team feel overwhelmed?
- ▶ Do you want to start doing something on Inclusion & Diversity but don't know where to start from?
- ▶ Are you struggling to get people onboard with change/transformation initiatives in your company?
- ▶ Do you know which people metrics and KPIs can give your C-suite insights for decisions?

**Managing the complexities of today's workforce is becoming increasingly challenging.**

**We manage what you cannot or do not want to do.**

**We complement and support what you do.**



You are not alone.  
**We are here to help you!**





We can become an extension of your team, take away routine tasks, provide deep-industry insights, support you throughout the entire employee cycle, help you with change management, process optimisation and whatever else you need for your most **valuable asset: your People.**



## Supporting your C-Suite

- Support your C-suite management navigate change and excel in new roles through our experienced team of accredited coaches
- Facilitate people strategy workshops with C-suite
- Run an HR Function Effectiveness Diagnostic to identify and prioritise HR optimisation opportunities, identify HR optimisation opportunities and prioritize your actions
- Run staff engagement surveys and help the C-suite navigate on results and action plans. Monitor progress and run follow up pulse surveys
- Our experienced team of accredited coaches is ready to support your C-suite to navigate change and excel in new roles

## Elevating your systems

- Help you explore (and implement) HR digital solutions and take a deeper dive into how advanced technologies can elevate your HR functions
- Support to put in place / upgrade your performance review frameworks and any other HR system
- Help with acquiring talent in the local market (sourcing, interviewing, onboarding etc.)
- Provide legal advice and support on local employment and other relevant laws (provided by our PwC Legal practice)
- Run tailored salary and benefits survey and provide industry benchmarking
- Help you navigate your actions on employee wellbeing
- Provide on-site live support to your local team via a designated PwC HR Expert (for certain days/periods)

## Taking on supporting your HR administration

- Undertake the administration management of the HR cycle, i.e. updating employee records (e.g. onboarding, trainings completed, performance reviews, update personal data/records)
- Provide immigration advice and handle Work Permit applications for existing and new employees and their family members
- Provide payroll support, e.g. registration and filings with local tax and social insurance department, monthly processing of payroll calculations and delivery of payroll reports

## Being fit for the future

- Design and run tailored Learning & Development programmes and workshops (virtual and live seminars and e-learns) in desired areas, including but not limited to inclusive leadership, leading teams, hybrid working, curiosity, coaching, resilience, presenting with impact, client experience, emotional intelligence and self-awareness, and an array of technical skills (e.g. tax, VAT, etc)
- Assist you to formulate your Diversity, Equity and Inclusion (DEI) strategy and support to implement chosen initiatives
- Help you drive the ESG narrative - work with you to explore and action plan on the social aspects of your workforce
- Draw insights from People/HR Analytics - agree what needs to be assessed and set up the digital platform to measure and report on insights



## Your take on this:

- 01** **Co-create with your people.** We extensively use surveys or other forums/tools to get the view/input of your people.
- 02** **Plug and Play.** You instantly gain a team of industry, technical & market experts, including HR Advisors, Payroll and Tax Experts, Immigration Consultants, Lawyers, Tech Experts.
- 03** **Our team is ready to respond at short notice,** effectively working seamlessly as part of your team. One dedicated professional to be your contact person.
- 04** **Navigate** in an increasingly complex regulatory & operational environment and proactively stay updated at all times.
- 05** **Capacity for enhanced agility,** scaling up or down your resources depending on your needs (don't get locked on full time resources).
- 06** **Manage operating costs** and ensure continuity, quality and consistency of service of support functions to support for all your people needs in a reliable and secure manner.



### Talk to us



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