



# AWARD FOR EXCELLENCE IN TRAINING AND DEVELOPMENT 2016



## Coveted recognition for training and development excellence

The annual Award for Excellence in Training and Development serves as an empowering recognition of both individuals and organizations.



Anthony Rushton, Chairman of the 2016 Training and Development Award Organizing Committee

With its first edition dating back 26 years ago to 1990, the Award for Excellence in Training and Development, organized by the Human Resources Development Committee of The Hong Kong Management Association (HKMA), has successfully offered public recognition to organizations and trainers who demonstrate excellence

in human resources development and training. This year's award ceremony was held on September 5 at JW Marriott Hotel Hong Kong.

The Award was divided into two categories, namely Campaign Awards and Individual Awards.

Mr Anthony Rushton, Chairman of the Award Organizing Committee, observed a diverse range of industries with a number of entrants submitting their training solutions for the first time.

"The overall quality of the entries is getting better each year: they are more creative and innovative in terms of skills training and talent development. We can feel the excitement and their genuine desire to get into the competition," he said.

Although small to medium sized enterprises may not have the same amount of resources and expertise as large organizations, there is certainly no lacking in the amount of passion and creativity in facing the challenges and dealing with specific tasks, Rushton noted.

"In order to showcase the best practices in training and development, we make sure that we come up with suitable judging criteria that can objectively assess organizations large or small, and whatever the nature of their businesses or services," he added.

The chairman also highlighted the importance of harnessing new media and technology in a modern training program. "The design and delivery of programs these days has to be more creative to keep the attention span of trainees. Therefore, social networking and virtual technology is crucial to complement classroom training," he concluded.

### Panel Of Adjudicators

#### Skills Training Category

- Mr David Fong BBS JP**  
Country Manager  
Managing Director  
Hip Shing Hong Holdings Company Limited
- Mr Bankee Kwan JP**  
Chairman and Chief Executive Officer  
Managing Partner, China & Hong Kong  
CASH Group
- Mr Stephen Leung**  
Country Manager  
Pfizer Corporation Hong Kong Ltd

- Dr Victor Lee**  
Executive Director  
The Hong Kong Management Association
- Ms Cassie Wong**  
Managing Partner, China & Hong Kong  
PricewaterhouseCoopers
- Ms Yu Lei**  
Executive Director  
Marsh (Hong Kong) Limited

#### Development Category

- Mr Giovanni Angelini**  
Chairman  
Angelini Hospitality
- Mr S K Cheong**  
Executive Director and General Manager  
Television Broadcasts Limited
- Dr Victor Lee**  
Executive Director  
The Hong Kong Management Association
- Mr Anthony Leung**  
Managing Director, Hong Kong and Macau  
FedEx Express
- Mr Ben Wong**  
Chief Operating Officer  
Hong Kong Airlines Limited
- Mr Patrick Wu**  
Managing Director & Leader, Greater China  
Duff & Phelps

### Human Resources Development Management Committee

- Mr Stephen Leung (Chairman)**  
Country Manager  
Pfizer Corporation Hong Kong Limited
- Mr Morison Chan**  
Deputy General Manager - Corporate Planning  
Chow Tai Fook Jewellery Group Ltd
- Ms Catherine Chau**  
Head of Human Resources  
Hongkong Land Ltd\*
- Ms Ivy Cheng**  
Head of Human Resources  
Amore Pacific Hong Kong Co Ltd
- Ms Kit Fan**  
Head of Corporate HR  
The Hong Kong & China Gas Co Ltd
- Ms Judy Feng**  
Head of Organizational Development  
The Hong Kong Jockey Club
- Mr Barry Ip**  
Senior Director, Division Learning and Development/ Principal, Jabli Employee Development International Institute  
Jabli Circuit, Inc
- Mr Ellis Ku**  
Head of Learning & Organization Development  
Maxim's Caterers Ltd
- Mr Steve Lawrence**  
Head of Training & Development - Airports  
Cathay Pacific Airways Ltd
- Ms Maylie Lee**  
Head of Human Resources, Hong Kong & Greater China  
Marsh (Hong Kong) Ltd
- Mr Teddy Liu**  
General Manager - Corporate and Talent Development  
New World Development Company Ltd
- Mr Anthony Mak**  
Principal Assistant Secretary (Civil Service), Training and Development, Civil Service Training and Development Institute  
Civil Service Bureau
- Ms Eliza Ng**  
Director, Human Resources  
Fuji Xerox (Hong Kong) Ltd
- Mr Kelvin Ng**  
General Manager - Training and Organization Development, Human Resources Department  
Nan Fung Development Ltd
- Mr Anthony Rushton**  
Regional Learning & Development Director  
Human Resources - Asia Pacific  
Fossil (East) Limited
- Ms Carmen Ting**  
Partner in Charge, Talent & People, Performance and Culture  
KPMG
- Mr Chester Tsang**  
Acting General Manager - HR (China/International & Development)  
MTR Corporation Ltd
- Mr Kenneth Wai**  
Director of Human Resources  
Island Shangri-La Hotel
- Ms Bianca Wong**  
Group Human Resources & Corporate Communications Director  
Jebson & Co Ltd

### 2016 Training and Development Awards Organizing Committee

- Mr Anthony Rushton (Chairman)**  
Regional Head of Learning, Asia Pacific Human Resources  
HSBC
- Dr Salina Chan**  
General Manager - Training and Development Director  
Human Resources - Asia Pacific  
Fossil (East) Limited
- Mr Ian Choy**  
Senior Director - People Resources  
McDonald's Restaurants (HK) Limited
- Ms Mimi Fu**  
Director, Learning and Development  
Ocean Park Corporation
- Ms Ivy Lau**  
Head of Talent Engagement & Corporate Social Investment, Co-owner  
Hong Kong Broadband Network Limited
- Mr Steve Lawrence**  
Head of Training & Development - Airports  
Cathay Pacific Airways Limited
- Ms Ivy Leung**  
Head of Human Resources & Administration  
Octopus Holdings Limited
- Mr Teddy Liu**  
General Manager - Corporate and Talent Development  
New World Development Company Limited
- Ms Felicity Sam**  
Senior Director, Learning & Development  
Ralph Lauren Asia Pacific Ltd
- Ms Carmen Ting**  
Partner in Charge, Talent People, Performance and Culture  
KPMG
- Ms Bianca Wong**  
Group Human Resources and Corporate Communications Director  
Jebson & Co Ltd
- Mr Albert Yeung**  
Director - Human Resources & Administration  
K Wah International Holdings Limited

### Campaign Awards

#### Skills Training Category

- Gold Award**
- **"Building a New Business with the Line"**  
Cordis, Hong Kong
- Silver Award**
- **"From Medals to Business - Life Skills Training Programme for Retired Athletes"**  
Sports Federation & Olympic Committee of Hong Kong, China & MTR Corporation Limited
- Bronze Award**
- **"Go! Skills!"**  
TAL Apparel Limited
- Excellence Awards**
- **"i-PRO Skill Enhancement Programme"**  
Fuji Xerox (Hong Kong) Limited
- **"Y-Power Talent Development Scheme"**  
Hong Kong Sheng Kung Hui Welfare Council Limited
- **"V Care Programme 2015"**  
The Great Eagle Properties Management Company Limited - Langham Place
- Recruit Most Innovative Award**
- **"Digital Transformation Programme"**  
New World Development Company Limited
- Citation for Community Contribution**
- **"From Medals to Business - Life Skills Training Programme for Retired Athletes"**  
Sports Federation & Olympic Committee of Hong Kong, China & MTR Corporation Limited
- Best Presentation Award**
- **Mr Sam Wong**  
Head of Office  
Hong Kong Athletes Career and Education Programme, Sports Federation & Olympic Committee of Hong Kong, China

#### Development Category

- Gold Award**
- **"Run to MDRT 2015"**  
Prudential Hong Kong Limited
- Silver Award**
- **"You Can Code"**  
Esquel Group
- Bronze Award**
- **"Leadership as a Profession"**  
Manulife (International) Limited
- Excellence Awards**
- **"Operational Excellence Academy"**  
Bank of China (Hong Kong) Limited
- **"Management Foundation Programme"**  
Wallem Group
- **"Zurich Oxygen"**  
Zurich Insurance (Hong Kong)
- Recruit Most Innovative Award:**
- **"You Can Code"**  
Esquel Group
- **Chow Tai Fook Citation for Staff Well-being**
- **"Frontline Staff Retreat - A Body-Mind-Spirit Approach"**  
Hong Kong Sheng Kung Hui Welfare Council Limited
- **"CTF Wisdom Dynamic Programme"**  
Chow Tai Fook Jewellery Company Limited
- Best Presentation Award**
- **Mr Fred Chiu**  
Learning Partner, Greater China and Japan  
Manulife (International) Limited

### Individual Awards

- Trainer of the Year**
- Mr Tolar Ng**  
Ralph Lauren Asia Pacific Limited
- Distinguished Trainer Awardees**
- Ms Vivian Ling**  
Citibank (Hong Kong) Limited
- Mr Tolar Ng**  
Ralph Lauren Asia Pacific Limited
- Mr Edmund Poon**  
Pricerite Stores Limited
- Ms Julia Wong**  
Synergis Management Services Limited
- Outstanding New Trainer Awardees**
- Mr Lawson Chan**  
Midland Realty
- Mr Cyrus Chau**  
Maxim's Caterers Limited
- Ms Hester Cheng**  
Maxim's Caterers Limited
- Mr Cheng Kam Hong**  
CLP Power Hong Kong Limited
- Ms Vanessa Chou**  
New World Development Company Limited
- Ms Edna Chow**  
DFS Group Limited
- Ms Selina Li**  
Hong Kong Express Airways Limited
- Mr Chris Tsang**  
New World Development Company Limited
- Mr Gary Wong**  
McDonald's Restaurants (Hong Kong) Limited
- Ms Kamy Wong**  
Sheraton Hong Kong Hotel & Towers
- Ms Miriam Yang**  
Standard Chartered Bank (HK) Limited



# AWARD FOR EXCELLENCE IN TRAINING AND DEVELOPMENT 2016



## Campaign Award Winners

### Skills Training Category

**Eva Lo**  
Director of Knowledge Management  
Cordis, Hong Kong **Gold**



Cordis, Hong Kong (formerly Langham Place Mongkok) introduced Alibi, an innovative dining concept offering creative food and beverages in an upscale venue. Alibi colleagues were empowered to design the new service style. Training Team collaborated with chefs, sommeliers and mixologists, providing intensive training to ensure Alibi colleagues deliver the brand promise.

**Timothy T.T. FOK**  
GBS, JP, President  
Sports Federation & Olympic Committee of Hong Kong, China



**Margaret Cheng**  
Human Resources Director  
MTR Corporation Limited **Silver**

In line with the Olympic movement in supporting retired athletes under the International Olympic Committee (IOC), the SF&OC is delighted to join hands with MTR in developing a unique and sustainable "Life Skills Training Programme" to equip our local athletes with essential knowledge and skills in the business field for their post-athletic career transition.

Being a responsible corporate citizen, MTR is committed to making long term contributions to the sustainable development of our communities. It is an invaluable opportunity to collaborate with SF&OC in supporting the career transition efforts for retired athletes in HK.

**Nong Hathaikarn Kulwachirawan**  
Functional Skilled Knowledge (FSK) Training Director  
TAL Apparel Limited **Bronze**



TAL Apparel's GO Skills FSK Training program is designed through TAL's Si-fus' collective wisdom and best practice to support and ensure the core technical skills to be consistent, efficient and quality garment production across multiple factories, multiple products, multiple languages and multiple levels of TAL staff.

From CEO to frontline staff, everyone is aware of the importance of continuously maintaining and improving their core technical skills, in order to consistently deliver high quality products on time, and in line with customers' requirements.

**Eliza Ng**  
Director of Human Resources  
Fuji Xerox (Hong Kong) Limited **Excellence Award**



'I am Professional' is not only a slogan, but also a symbol of the spirit and action for Fuji Xerox Hong Kong. The company's 'i-PRO Skill Enhancement Program' has trained more than 300 staff with over 700 certifications generated, and is aimed at developing a team of ICT professionals to safeguard the company's position as the market leader in the new ICT era.

**Dr Jane Lee**  
Director  
Hong Kong Sheng Kung Hui Welfare Council Limited **Excellence Award**



As one of the social service providers in Hong Kong for almost 50 years, we have been providing high quality training services to serve the community.

The success of the 'Y-Power Talent Development Scheme' is owed to a dedicated team of passionate colleagues who are keen to generate innovative ideas when designing the training programme with multi-layer implementation strategy.

**David Chiu**  
General Manager - Langham Place  
The Great Eagle Properties Management Company, Limited - Langham Place **Excellence Award**



Experiential learning has been a key to ensuring the success of The Great Eagle Properties Management Company, Limited - Langham Place's innovative V Care Programme.

All frontline staff participate in stimulating group discussions in case studies, fun role plays, interactive team activities and even specialized external training sessions, to gain motivation, so that they provide service from the heart and truly understand the importance of caring for customers and the organization.

### Development Category

**Dr. Jones Lam**  
Deputy Chief Agency Officer (Agency Development)  
Prudential Hong Kong Limited **Gold**



Prudential's development programme, Run to MDRT 2015, aims at promoting, encouraging and supporting its financial consultants to achieve Million Dollar Round Table membership, one of the most important benchmarks for exemplary performance and the highest standards of ethics.

"A successful Learning & Development programme depends on how facilitators identify the goals and direction that the participants want to pursue," says Dr. Jones Lam, Deputy Chief Agency Officer (Agency Development), Prudential Hong Kong Limited. "The addition of marathon helps develop their spirit of perseverance in achieving their goal amid challenges."

**Bessie Chong**  
Director of Group Training and Talent Management  
Esquel Group **Silver**



Esquel has, over the years, developed the capacity to weave innovative technologies into its people-centric culture.

With the aim to meet the demands of the fourth industrial revolution, its 'You can code' campaign engages and propels staff at all levels to build mobile applications, as well as develop their computation thinking ability. We nurtures a culture of innovation and collaboration towards our vision of "Making a Difference" in the industry.

**Cecilia Ng**  
Head of Leadership and Learning  
Manulife (International) Limited **Bronze**



"Leadership as a Profession" Program was introduced to 4,000 people leaders globally in Manulife to institutionalize new culture, leadership mindset and capabilities, with leadership credentials of Authenticity and Trust, Understanding People, Developing People, Recognizing People, and Energizing Change.

"Senior management advocated and fully supported the transformational initiative, as they saw the business impacts of driving organizational leadership culture and practices. Moving forward, we will continue to nurture leaders from good to great," says Cecilia Ng, Head of Leadership and Learning, Asia.

**Lo Ping Wa, Barry**  
General Manager of Channel Management  
Bank of China (Hong Kong) Limited **Excellence Award**



With the aim of devising an effective and extensive people development scheme, the campaign adopts the 'Dandelion Approach'—a business-oriented training approach that contributes to the success of the program.

Through the program, employees are updated in their knowledge and skills in quality, process, risk, and customer management.

**Ben Shao**  
Head of Learning and Development  
Wallem Group **Excellence Award**



Fostering a new learning culture, the impact of Wallem's Management Foundation Programme has stretched beyond developing business leaders who deliver value to our clients.

Our people at Wallem take ownership of their professional development and understand how continued growth will shape their career path, and build competitive advantage and success for both the company and themselves in the market.

**Andy Wong**  
Head of Human Resources  
Zurich Insurance (Hong Kong) **Excellence Award**



"In Zurich, we know that it is important to help our business by helping our people", says Andy Wong, Head of Human Resources of Zurich Insurance Company Ltd.

"Zurich Oxygen" is a tailor-made learning journey for people managers to grow into great people managers. The program consistently provides workshops to reinforce the '8 Things' (eight actions great people managers should take to give direction and yield results, nurture employee growth, and raise interpersonal awareness).

### List of Sponsors

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