

# Going beyond traditional training

To organize a successful training program nowadays, it is essential to adopt a “business integrated” and “feedforward (i.e. training and coaching focuses on future possibilities, not past behavior.)” approach, says a member of the HKMA Training and Development Awards Organizing Committee.

“In the ups and downs of any fast-paced industry, traditional training methods for human resources are no longer working,” says Kyon Chow, Head of Human Resources, Asia at Johnson Electric (“JE”), who is also a member of the HKMA Training and Development Awards Organizing Committee. “These days, business is all about creating practical ways and long-term strategies that tie training and business value together. We are in a market that requires innovation and creativity to maintain and enhance our competitiveness.”

Chow notes that the Hong Kong Management Association’s (HKMA) Award for Excellence in Training and Development has stood the test of time, and is widely recognized as one of the most prestigious training and development awards in Hong Kong. With around 20 years of HR and training experience herself, Chow points out that the Award Committee consists of HR professionals and training experts from different industries and backgrounds, and therefore, can leverage on the power of their differences. It truly demonstrates good diversity and inclusion.

Citing the electronic industry and JE as an example, Chow explains that they adopt a two-pronged approach covering technical training and people leadership training

to help them become the world’s definitive provider of innovative and reliable motion systems. “In technical training, it is a “forum-like” and “cycle of learning” platform to be hosted by internal experts with case sharing and Q&A, while the emerging leadership program is a tailor-made development program to build the leadership bench for the organization. It is important to adopt a “feedforward” training approach to inspire the trainees to think proactively and drive continuous improvement to help the company meet and exceed desired business objectives.

The mixed, multi-generational workforce is a new diversity challenge for HR. We are looking for training programs and e-Learning tools to facilitate the building of learning culture. Trainers should treat e-Learning tool as a supplement for a successful training instead of replacement of trainers. Both trainers and trainees have to find their digital confidence to maximize the training effectiveness.

“I believe the crux in training is to cultivate a teaching and learning culture at workplace – if you are willing to learn, he/she is willing to teach.”, she concludes.



*Kyon Chow, Head of Human Resources, Asia at Johnson Electric, who is also a member of the HKMA Training and Development Awards Organizing Committee.*

## Award for Excellence in Training and Development 2017

### Enquiries:

Ms Nichola Wong (2826 0521 / nicholawong@hkma.org.hk) or Ms Ellis Yeung (2826 0532 / ellisyeung@hkma.org.hk)

**Website:** [www.hkma.org.hk/trainingaward](http://www.hkma.org.hk/trainingaward)

### Award schedule

Individual Awards	
Official deadline for Individual Awards	Monday, 13 March 2017
Submission of Write-ups	Monday, 10 April 2017
Interview Session	Friday, 12 May 2017
Trainer of the Year Final Judging	Tuesday, 27 June 2017