



Celebrating 35 Years of Excellence in Training and Development: Adapting to Change and Cultivating Talent

In an era marked by rapid technological advancements, the need for innovation in training has never been more pressing. The Hong Kong Management Association (HKMA) is proud to celebrate the 35th anniversary of its prestigious Award for Excellence in Training and Development. This award recognizes exceptional trainers and organizations that are committed to fostering talent and adapting swiftly to the ever-changing business landscape.



Margaret Cheng JP
Chairperson of the Organizing Committee
Award for Excellent in Training and Development 2025

Ms Margaret Cheng JP, Chairperson of the Award Organizing Committee, noted that the awards have evolved significantly over the years, adapting to the changing market landscape. Initially focused on the integrity of training systems, the awards now emphasize measurable outcomes in talent development, solidifying their role as industry innovators.

This year, the HKMA has introduced a new category: “Excellence in Reskilling and Upskilling.” Cheng explained that this addition reflects the latest trends in training and underscores a “people-centered” philosophy. “As technology disrupts traditional business models, organizations face the challenge of transformation. It is commendable for companies to invest in cultivating their employees rather than opting for layoffs. Helping employees enhance and reshape their skills is crucial; they bring not only technical abilities but also valuable networks, company knowledge, and loyalty.”

Innovations in Training Professionals
Cheng highlighted the transformative impact of technology on the training profession. Tools

such as artificial intelligence, big data, and AR/VR technologies have become indispensable in driving training innovation. “AI allows for in-depth analysis of employees’ educational backgrounds and work experiences, enabling tailored talent assessments and customized training programmes,” she explained. “The rise of virtual training environments has also revolutionized the industry. For instance, fields like engineering and healthcare utilize AR and VR technologies, allowing practitioners to rehearse in safe environments before real-world applications, thereby significantly enhancing training effectiveness.”

Special Recognition for the 35th Anniversary
Cheng emphasized that nurturing talent requires a long-term investment and unwavering perseverance. In recognition of this commitment, a special award, namely the 35th Anniversary Award “Most Dedicated Organization to People Development”, has been presented to five exemplary organizations that have consistently upheld the mission of talent cultivation. “This award holds particular significance; the selection

criteria focus on an organization’s ongoing dedication to developing talent and fostering a culture of knowledge transfer,” she stated. “The value of training extends beyond classroom instruction; it includes employee growth, mindset shifts, behavioral changes, and measurable improvements in business performance—all critical factors in evaluating outstanding training programmes.”

In a rapidly changing world, Cheng stressed that training professionals must remain adaptive and forward-thinking, with “heart” being the most essential element of their approach. “They must stay attuned to technological developments while anticipating future business and skill demands, meticulously planning training initiatives aimed at promoting employee growth,” she added.

As the HKMA Award for Excellence in Training and Development enters this new chapter, Cheng affirmed its commitment to evolving with the times, leading the industry in innovation and cultivating exceptional talent in Hong Kong’s businesses for a future-ready workforce.

Panel of Adjudicators

Ms Margaret Cheng JP HR Director MTR Corporation	Mr Gary Lee President & CEO Canon Hongkong Company Limited	Mr Albert Su Chief Executive Tung Wah Group of Hospitals
Mr Patrick Lam Executive Vice Chairman & CEO FSE Lifestyle Services Limited	Mr Arthur Shek Managing Partner Hong Kong Office McKinsey & Company	Ms Elsa Wong Managing Director NEC Hong Kong Limited

Training and Development Award Organizing Committee 2025

Ms Margaret Cheng JP (Chairperson) Human Resources Director MTR Corporation	Mr Charles Ho * Former Assistant Director (Training) Hong Kong Institute of Construction	Ms Mary Suen * Executive Consultant Stan Group (Holdings) Limited
Ms Miranda Au * Chief Human Resources Officer FWD Life Insurance Company (Bermuda) Limited	Mr Kevin Kam * Chief People Officer McDonald’s Hong Kong	Ms Irene Tam * Head of Flight Crew People Services Cathay Pacific Airways
Ms Connie Chan * Director, Human Resources and Administration Octopus Holdings Limited	Mr Jason Lee* Executive Director - People and Culture Hong Kong Air Cargo Terminals Limited	Ms Rita Tsui * Head of HR Asia HRM Ltd
Mr CY Chan * Executive Director - Human Resources Verdant Capital Group	Ms Ivy Leung* General Manager The Hong Kong Management Association	Dr Lake Wang* Executive Director, People and Organisational Development The Hong Kong Jockey Club
Ms Fanny Chan * Chief Human Resources Officer Chow Tai Fook Life Insurance Company Limited	Mr David Lim * Executive Vice President, People, Asia Pacific PVH Asia Pacific Ltd.	Ms Alice Wong * People & Culture Director, Food DFI Retail Group
Dr Salina Chan * Head of HR OSEA and L&D International Fossil Group	Ms Theresa Lui* Chief People Officer Chow Tai Fook Jewellery Group	Ms Stephanie Wong * Distribution Training Director AXA Hong Kong and Macau
Dr Aaron Chiang * Head of Human Resources & Administration Hong Yip Service Company Limited	Ms Jenny Pong * People & Culture Director, APAC Ove Arup & Partners Hong Kong Limited	Mr Derek Wu * Group Chief People Officer Tam Jai International Co. Ltd.
Mr Fong Kai Shing* General Manager – Group Training & Development / Principal – Towngas Training Institute The Hong Kong and China Gas Company Limited	Ms Hester Shum * Group Chief Human Resources Officer PCCW Group	Ms Yolice Wu * Executive Director & Chief People & Culture Officer Hongkong Land Limited
Ms Lesley Gong * HR Director Microsoft Hong Kong	Ms Vivian So* Director, People Hong Kong Express	Mr Jason Zhang * Chief Human Resources Officer, GM of HR China Mobile Hong Kong Co. Ltd.

2024/2025 People Development Management Committee

Mr Stephen Leung (Chairman) Non-executive Director PuraPharm Corporation Ltd.	Ms Felicity Sam* Former Director, Learning & Leadership - International Lululemon
Mrs Claudia Hodges Director Group Agency Distribution AIA International Limited	Ms Carmen Ting* Head of Organisation and Talent Development People, Performance and Culture KPMG
Dr Barry Ip* Vice President - Learning and Advancement Wynn Macau and Wynn Palace	Mr Kenneth Wai* Principal Consultant The Hong Kong Management Association
Mr Ellis Ku* Chief Learning & Development Manager MTR	Dr Lake Wang* Executive Director, People and Organisational Development The Hong Kong Jockey Club
Mr Lam Ming Wing Chief Human Resources Officer The Hong Kong and China Gas Company Limited	Ms Yolice Wu* Executive Director & Chief People & Culture Officer Hongkong Land Limited
Ms Maylie Lee* Chief Human Resources Officer AIA International Limited	
Ms Eliza Ng* Principal Consultant The Hong Kong Management Association	

35th Anniversary Award – Most Dedicated Organization to People Development

AIA International Limited	MTR Corporation Limited
CLP Power Hong Kong	Prudential Hong Kong Limited
The Hong Kong Jockey Club	

2024/2025 People Management Committee

Ms Margaret Cheng JP (Chairperson) Human Resources Director MTR Corporation	Mr Peter Leung* Chief Manager Human Resources Hospital Authority
Ms Priscilla Chau* Director - Human Resources CLP Power Hong Kong Ltd.	Ms Elaine Liu* Executive Director Sino Land Company Limited
Ms Florence Chow * Managing Director F&B TalentsConnect Limited	Ms Jenny Pong* People & Culture Director, APAC Ove Arup & Partners Hong Kong Limited
Mr Ian Choy* Executive Director –People and Culture, Corporate Communications and Administration Gammon Construction Limited	Ms Janet Poon* Director – Human Resources and Administration Hang Lung Properties Limited
Ms Sara Ho* Group Chief Human Resources Officer Jebson & Co. Ltd	Mr Albert Wong Advisor (Human Resources) CLP Power HK Limited
Mr Kevin Kam* Chief People Officer McDonald’s Hong Kong	Ms Florence Wong Head, HR, Hong Kong, Taiwan and co-head HR, GBA Standard Chartered Bank (Hong Kong) Limited
Mr C.K. Lee* Founder & Managing Director C.K. Lee & Associates	Mr Derek Wu* Group Chief People Officer Tam Jai International Co. Ltd.
Ms Carrie Leung, MH* Chief Executive Officer The Hong Kong Institute of Bankers	Ms Janet Yeung* Head of Human Resources Hong Kong Trade Development Council
Ms Christina Leung* Former Director, Group Human Resources and Administration Guardforce Limited	

*** members who are serving on the Board of Examiners 2025

Individual Awards

Hongkong Land Trainer of the Year Ms Chan On Ki, Anki Group Talent Development Manager Tam Jai International Co. Limited	Prudential Hong Kong Outstanding New Trainer Awardees Ms Chan Ka Sin, Jenny Learning & Development Executive MTR Corporation Limited Mr Chiu Hoi Pang RSG Consultant - Training, Learning & Development MHK Restaurants Limited Ms Chiu Wai Yee, Annie RSG Consultant - Training, Learning & Development MHK Restaurants Limited Ms Ho Ying Ying Learning Specialist Cathay Pacific Airways Ms Ko Ka Man, Gladys Senior Distribution Training Specialist AXA Hong Kong and Macau Ms Kwok Hui Fan, Emily Executive Branch Manager AXA Hong Kong and Macau	Mr Lam Ka Fai Assistant Manager, Training & Sales Proposition Prudential Hong Kong Limited Ms Lam Lee Sze, Cherrie Assistant Training Manager Prudential Hong Kong Limited Mr Leung Wing Ming, Dickey Senior Training Engineer CLP Power Hong Kong Limited Mr Li Wing Chung, Erik Unit Manager Prudential Hong Kong Limited Mr Liu Weifeng Senior Analyst AIA International Limited Ms Lo Chi Ning, Attar Assistant Manager, Human Resources and Administration Octopus Holdings Limited Ms Lo Ching, Venus Distribution Training Specialist AXA Hong Kong and Macau	Mr Mak Ho Yeung, Marco Senior Unit Manager Prudential Hong Kong Limited Ms Sze Wing Yan, Cyanne Branch Manager Prudential Hong Kong Limited Ms Phoebe Tam Group Assistant Talent Development Manager Tam Jai International Company Limited Ms Tse Suet Ying, Jessie Senior Distribution Training Specialist AXA Hong Kong and Macau Mr Wu Ka Lun Distribution Training Specialist AXA Hong Kong and Macau Mr Xu Zekai, Jacky Assistant Training Manager Prudential Hong Kong Limited Mr Yip Cheuk Sing, Alvin Training Officer - Financial Talent Development Center Chow Tai Fook Life Insurance Company Limited
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Campaign Awards

Gold Award

Digimon
*The Hong Kong and China Gas Company Limited
AXA Hong Kong and Macau Excellence in Cultural Change
MTR Corporation Excellence in Digital Transformation
HR Professionals' Favourite Campaign*

Silver Award

CLP Learning Island Programme
*CLP Power Hong Kong Limited
AXA Hong Kong and Macau Excellence in Cultural Change
Excellence in Innovation*

Silver Award

Jeh Jeh Back to School: Leading Local, Growing Global
*Tam Jai International Co. Limited
Excellence in Leadership Development*

Bronze Award

From 0 to 1000: Social Media Success Workshop
*AXA Hong Kong & Macau
Excellence in Social Media Leads*

Bronze Award

Professional Certificate in Reimaging Retail for the Digital Era (QF Level 6)
*DFI Retail Group
MTR Corporation Excellence in Digital Transformation
Excellence in Reskilling and Upskilling*

Bronze Award

EY Badges
*Ernst & Young Group Limited
Excellence in Innovation
Excellence in Reskilling and Upskilling
The Hong Kong Jockey Club Excellence in Talent Development*

Excellence Award

Becoming a Citizen of Arendelle
Hong Kong Disneyland Resort

Excellence Award

UP
*Hong Kong Disneyland Resort
The Hong Kong Jockey Club Excellence in Talent Development*

Excellence Award

Key Opinion Sales (KOS) Bootcamp
*Jebson Group
Excellence in Reskilling and Upskilling*

Excellence Award

SOAR: When Agile Processes Elevate Workforce Excellence
*Urban Renewal Authority
Excellence in Change Management
Excellence in Stakeholder Engagement
Recruit & Company Limited Excellence in Team Development*

Special Awards

Cathay People Leadership Development Pathway
*Cathay Pacific Airways
Excellence in Leadership Development*

Inclusion and Diversity Week
*CLP Holding Ltd.
Excellence in Diversity, Equity and Inclusion Promotion*

“More Like a Friend, Less Like a Bank” Service Programme
*DBS Bank (Hong Kong) Limited
AXA Hong Kong & Macau Excellence in Cultural Change*

People Management Excellence Programme
*The Hong Kong Jockey Club
The Hong Kong Jockey Club Excellence in Talent Development*

Racing Towards Excellence: HKJC Retail Succession
*The Hong Kong Jockey Club
CTgoodjobs Excellence in Career Development
Excellence Campaign for Organizations with
3,000 Employees or More*

ICONIC Talent Journey-Inspiring Careers in Hospitality
*Hotel ICON
CTgoodjobs Excellence in Career Development*

Integrated RGM BOSS: Advancing Shift Leadership and QSC Programme Digitally
*McDonald's Hong Kong
MTR Corporation Excellence in Digital Transformation*

PRUVenture Elite-Entrepreneurial Leadership Development Programme
*Prudential Hong Kong Limited
CTgoodjobs Excellence in Career Development
Excellence in Leadership Development*