



HKMA Award for Excellence in Training and Development 2025

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.

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)

Df 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

Panel of Adjudicators

Ms Margaret Cheng JP
HR Director
MTR Corporation

Mr Patrick Lam
Executive Vice Chairman & CEO
FSE Lifestyle Services Limited

Mr Gary Lee
President & CEO
Canon Hongkong Company Limited

Mr Arthur Shek
Managing Partner Hong Kong Office
McKinsey & Company

Mr Albert Su
Chief Executive
Tung Wah Group of Hospitals

Ms Elsa Wong
Managing Director
NEC Hong Kong Limited

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

Training and Development Award Organizing Committee 2025

Ms Margaret Cheng JP (Chairperson)
Human Resources Director
MTR Corporation

Ms Miranda Au *
Chief Human Resources Officer
FWD Life Insurance Company (Bermuda) Limited

Ms Connie Chan *
Director, Human Resources and Administration
Octopus Holdings Limited

Mr CY Chan *
Executive Director - Human Resources
Verdant Capital Group

Ms Fanny Chan *
Chief Human Resources Officer
Chow Tai Fook Life Insurance Company Limited

Dr Salina Chan *
Head of HR OSEA and L&D International
Fossil Group

Dr Aaron Chiang *
Head of Human Resources & Administration
Hong Yip Service Company Limited

Mr Fong Kai Shing*
General Manager –
Group Training & Development /
Principal – Towngas Training Institute
The Hong Kong and China Gas Company Limited

Ms Lesley Gong *
HR Director
Microsoft Hong Kong

Mr Charles Ho *
Former Assistant Director (Training)
Hong Kong Institute of Construction

Mr Kevin Kam *
Chief People Officer
McDonald's Hong Kong

Mr Jason Lee*
Executive Director - People and Culture
Hong Kong Air Cargo Terminals Limited

Ms Ivy Leung*
General Manager
The Hong Kong Management Association

Mr David Lim *
Executive Vice President, People,
Asia Pacific
PVH Asia Pacific Ltd.

Ms Theresa Lui*
Chief People Officer
Chow Tai Fook Jewellery Group

Ms Jenny Pong *
People & Culture Director, APAC
Ove Arup & Partners Hong Kong Limited

Ms Hester Shum *
Group Chief Human Resources Officer
PCCW Group

Ms Vivian So*
Director, People
Hong Kong Express

Ms Mary Suen *
Executive Consultant
Stan Group (Holdings) Limited

Ms Irene Tam *
Head of Flight Crew People Services
Cathay Pacific Airways

Ms Rita Tsui *
Head of HR
Asia HRM Ltd

Dr Lake Wang*
Executive Director, People and
Organisational Development
The Hong Kong Jockey Club

Ms Alice Wong *
People & Culture Director, Food
DFI Retail Group

Ms Stephanie Wong *
Distribution Training Director
AXA Hong Kong and Macau

Mr Derek Wu *
Group Chief People Officer
Tam Jai International Co. Ltd.

Ms Yolice Wu *
Executive Director & Chief People &
Culture Officer
Hongkong Land Limited

Mr Jason Zhang *
Chief Human Resources Officer,
GM of HR
China Mobile Hong Kong Co. Ltd.

Ms Margaret Cheng JP (Chairperson)
Human Resources Director
MTR Corporation

Mr Peter Leung*
Chief Manager Human Resources
Hospital Authority

Ms Elaine Liu*
Executive Director
Sino Land Company Limited

Ms Florence Chow *
Managing Director
F&B TalentsConnect Limited

Mr Ian Choy*

Executive Director – People and Culture,
Corporate Communications and
Administration

Gammon Construction Limited

Ms Sara Ho*

Group Chief Human Resources Officer
Jebson & Co. Ltd

Mr Kevin Kam*

Chief People Officer
McDonald's Hong Kong

Mr C.K. Lee*

Founder & Managing Director
C.K. Lee & Associates

Ms Carrie Leung, MH*

Chief Executive Officer
The Hong Kong Institute of Bankers

Ms Christina Leung*

Former Director, Group Human Resources
and Administration
Guardforce Limited

Mr Lam Ka Fai

Assistant Manager, Training &
Sales Proposition

Mr Mak Ho Yeung, Marco

Senior Unit Manager
Prudential Hong Kong Limited

Ms Sze Wing Yan, Cynne

Branch Manager
Prudential Hong Kong Limited

Ms Phoebe Tam

Group Assistant Talent
Development Manager

Mr Leung Wing Ming, Dickey

Senior Training Engineer
CLP Power Hong Kong Limited

Mr Li Wing Chung, Erik

Unit Manager
Prudential Hong Kong Limited

Ms Tse Suet Ying, Jessie

Senior Distribution Training
Specialist

AXA Hong Kong and Macau

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 Yip Cheuk Sing, Alvin

Training Officer - Financial Talent
Development Center

Chow Tai Fook Life Insurance
Company Limited

2024/2025
People Development Management Committee

Mr Stephen Leung (Chairman)
Non-executive Director
PuraPharm Corporation Ltd.

Mrs Claudia Hodges
Director Group Agency Distribution
AIA International Limited

Dr Barry Ip*
Vice President -
Learning and Advancement
Wynn Macau and Wynn Palace

Mr Ellis Ku*
Chief Learning &
Development Manager
MTR

Mr Lam Ming Wing
Chief Human Resources Officer
The Hong Kong and China Gas
Company Limited

Ms Maylie Lee*
Chief Human Resources Officer
AIA International Limited

Ms Eliza Ng*
Principal Consultant
The Hong Kong Management
Association

Hongkong Land Trainer of the Year

Ms Chan On Ki, Anki
Group Talent Development Manager
Tam Jai International Co. Limited

AIA International Distinguished
Trainer Awardees

Ms Chan On Ki, Anki
Group Talent Development
Manager

Mr Kenneth Wai*
Principal Consultant
The Hong Kong Management
Association

Dr Lake Wang*
Executive Director, People and
Organisational Development
The Hong Kong Jockey Club

Mr Hu Cyu Ming
Training Manager
Chow Tai Fook Life Insurance
Company Limited

Ms Yolice Wu*
Executive Director & Chief People &
Culture Officer
Hongkong Land Limited

Ms Lau King Chi, Stephanie
Regional Manager
Prudential Hong Kong Limited

Ms Ana Siu
Assistant Vice President
(Learning & Organisational
Development)

HKT Limited

Individual Awards

Prudential Hong Kong Outstanding New Trainer Awardees