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Advancing Management Excellence



AWARD FOR  
**EXCELLENCE IN  
TRAINING AND  
DEVELOPMENT 2017**

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**HONGKONG AIRLINES**

**香港航空**

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Established in 2006, Hong Kong Airlines is a full-service airline firmly rooted in Hong Kong. Ever since then Hong Kong Airlines has grown to become an internationally-acclaimed carrier with its principal place of business in Hong Kong. Recognizing the warmth of its service and the quality of its onboard offering, Hong Kong Airlines has been awarded the highly-esteemed four-star rating from Skytrax since 2011.

**Fresh**

Hong Kong Airlines, operates one of the youngest fleets in the world. Currently, the average age of their fleet stands at just around 4.1 years. Their current operating fleet has 34 aircraft, (nine Airbus A330-300s, nine Airbus A330-200s, and 11 Airbus A320s) and five freighters (Airbus A330-200Fs). With up-to-date inflight entertainment system installed on all flights, they strive to make the travel experience more enjoyable for passengers.

**Very Hong Kong**

Based in Hong Kong, Hong Kong Airlines' network currently covers over 40 cities across the Asia Pacific region, including Gold Coast, Beijing, Shanghai, Taipei, Tokyo, Sapporo, Bangkok, Bali and Okinawa. Their company logo is inspired by the bauhinia flower which is the emblem of Hong Kong. And the Brand Hong Kong signature has been painted on all the aircraft. With a selection of Hong Kong flavored cuisines served at the airline's VIP lounge and aboard all flights, they are committed to "Bringing Greater Journeys Sky High" to provide a pleasant and extraordinary journey to all passengers.

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Hongkong Land is a listed leading property investment, management and development group. Founded in 1889, Hongkong Land's business is built on excellence, integrity and partnership.

The Group owns and manages almost 800,000 sq. m. of prime office and luxury retail property in key Asian cities, principally in Hong Kong and Singapore. Hongkong Land's properties attract the world's foremost companies and luxury brands.

Its Hong Kong Central portfolio represents some 450,000 sq. m. of prime property. It has a further 165,000 sq. m. of prestigious office space in Singapore mainly held through joint ventures, and a 50% interest in a leading office complex in Central Jakarta. The Group also has a number of high quality residential and mixed-use projects under development in cities across Greater China and Southeast Asia, including a luxury retail centre at Wangfujing in Beijing. In Singapore, its subsidiary, MCL Land, is a well-established residential developer.

Hongkong Land Holdings Limited is incorporated in Bermuda and has a standard listing on the London Stock Exchange as its primary listing, with secondary listings in Bermuda and Singapore. The Group's assets and investments are managed from Hong Kong by Hongkong Land Limited. Hongkong Land is a member of the Jardine Matheson Group.



Hong Kong - Central District



- |                         |                   |                                   |                      |
|-------------------------|-------------------|-----------------------------------|----------------------|
| 1 One Exchange Square   | 5 Jardine House   | 8 Gloucester Tower                | 10 York House        |
| 2 Two Exchange Square   | 6 Chater House    | 9 Edinburgh Tower                 | 11 Landmark Atrium   |
| 3 Three Exchange Square | 7 Alexandra House | 9a The Landmark Mandarin Oriental | 12 Prince's Building |
| 4 The Forum             |                   |                                   |                      |



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Prudential has been serving the people of Hong Kong since 1964. Through Prudential Hong Kong Limited and Prudential General Insurance Hong Kong Limited, it provides a range of financial planning services and products including individual life insurance, investment-linked insurance, retirement solutions, health and medical protection, general insurance and employee benefits.

Prudential plc is an international financial services group with significant operations in Asia, the US and the UK. It serves over \$24 million insurance customers and has £562 billion of assets under management as at 30 June 2016. Prudential plc is listed on stock exchanges in Hong Kong, London, New York and Singapore.

**Professional excellence in financial services**

Prudential places great importance on professional qualifications for Financial Consultants and Executive Financial Services Managers, supporting their training and career development at all levels and encouraging sales excellence through global initiatives such as Million Dollar Round Table. Through the culture of listening and understanding, Financial Consultants and Executive Financial Services Managers are committed to delivering the most professional and quality service to customers.

**Comprehensive product range**

Prudential has a well-established product portfolio across Hong Kong's life insurance, health protection, retirement, investment-linked insurance, life insurance savings, general insurance and employee benefits markets. It provides a wide range of innovative insurance products to meet the unique needs of its customers at different life stages and to help people of Hong Kong provide financial security for themselves and their families.

**Supporting the community**

Prudential focuses its corporate social responsibility activities on its four long term pillars including youth, education, health and community. These pillars align with Prudential's strengths and expertise as one of the leading insurance companies, and provide a solid foundation for Prudential from which to tackle Hong Kong's challenges such as widening wealth gap, ageing population and growing cases of serious diseases which could be avoided through a healthier and active lifestyle.

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周大福

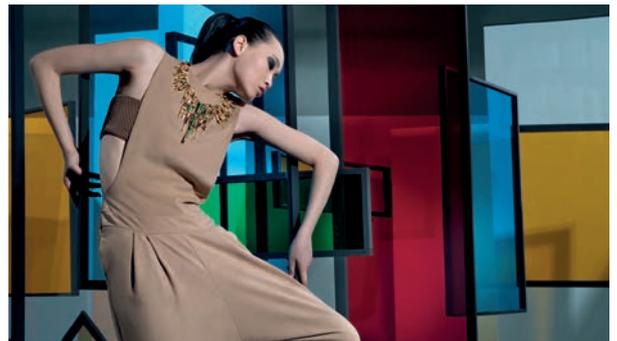
CHOW TAI FOOK

Chow Tai Fook Jewellery Group Limited (Stock Code: 1929) was listed on the Main Board of The Stock Exchange of Hong Kong in December 2011.

The iconic brand "Chow Tai Fook" of the Group has been widely recognized for its trustworthiness and authenticity, and renowned for product design, quality and value. The acquisition of Hearts On Fire, an internationally acclaimed US premium diamond brand, in August 2014 has further underpinned the Group's stature as a diamond expert in the industry.

The Group boasts an extensive retail network comprising over 2,300 POS of Chow Tai Fook and Hearts On Fire spanning more than 500 cities in Greater China, Singapore, Malaysia, Korea and the United States, as well as a fast growing e-tail network through operating its Chow Tai Fook e-shop and other e-tail accounts on major online shopping platforms.

The Group's sophisticated vertically integrated business model provides it with an effective and tight control over the entire operation chain from raw material procurement, design, production, to marketing and sales through its extensive distribution channels.





周大福

CHOW TAI FOOK

Le Labyrinthe Artistique

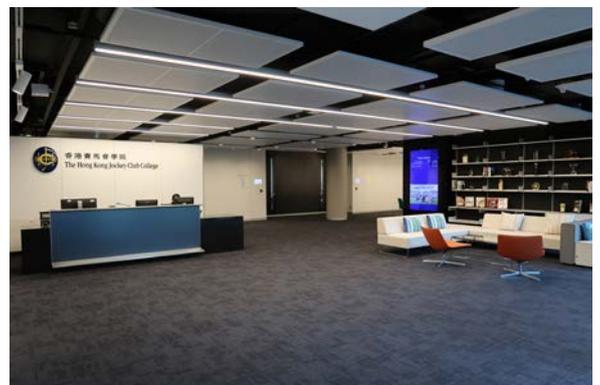


香港賽馬會  
The Hong Kong Jockey Club  
同心 同步 同進 RIDING HIGH TOGETHER

Founded in 1884, The Hong Kong Jockey Club is a world-class horse racing operator and Hong Kong's largest community benefactor, as well as one of Asia's most prestigious membership clubs.

The Club is a not-for-profit enterprise dedicated to community betterment. Through its integrated model of world-class racing, responsible sports wagering and lottery, and charity and community contribution, the Club generates substantial economic and social value and assists the government in combatting illegal gambling. In 2015/16 the Club donated a record \$3.9 billion to charity and paid a record \$20.9 billion in tax. It is Hong Kong's largest single tax payer and one of the world's largest charity donors. As a socially responsible organization, the Club helps government combat illegal betting and advocates responsible gambling.

It is also one of Hong Kong's largest employers, with 22,000 full and part-time staff. Committed to global excellence and giving back to the society, the Club is always "riding high together for a better future" with the people of Hong Kong.



# *RIDING HIGH TOGETHER FOR A BETTER FUTURE*



The Hong Kong Jockey Club is a world-class racing organisation dedicated to community betterment. As a not-for-profit enterprise the Club generates substantial economic and social value for Hong Kong. It is Hong Kong's largest single tax payer and one of the world's largest charity and community donors. Through its responsible wagering, the Club also assists the Government in combatting illegal gambling. The Club is always "riding high together for a better future" with the community.

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**MAIN SPONSOR**



HSBC is one of the world's largest banking and financial services organizations. With around 4,400 offices in both established and emerging markets, it aims to be where the growth is, connecting customers to opportunities, enabling businesses to thrive and economies to prosper, and, ultimately, helping people to fulfil their hopes and realize their ambitions.

HSBC serves around 46 million customers through its four global businesses: retail banking and wealth management, commercial banking, global banking and markets, and global private banking. Its network covers 71 countries and territories in Europe, Asia, the Middle East and Africa, North America and Latin America.

Listed on the London, Hong Kong, New York, Paris and Bermuda stock exchanges, shares in HSBC Holdings plc are held by about 213,000 shareholders in 133 countries and territories.



**Some careers grow  
faster than others.**



**HSBC** 



Founded in 1862, The Hong Kong and China Gas Company Limited (Towngas) was Hong Kong's first public utility company. Today, they are one of the largest energy suppliers in Hong Kong, operating with world-class corporate management and leading-edge business practices.

Its core business in Hong Kong consists of the production and distribution of gas, marketing and sale of gas, the sale of gas appliances, as well as comprehensive after-sales services. With a pipeline network consisting of more than 3,500km of gas pipes, it supplies town gas to over 1.8 million customers in Hong Kong. Expanding its business horizons in recent years, Towngas has diversified its business into telecommunications, building services, manufacturing, engineering, and the new eco-energies, and has more than 230 projects in China across 26 provinces, municipalities and autonomous regions. These include piped city-gas projects, upstream and midstream developments, water and wastewater treatment schemes, natural gas filling stations, as well as new energy exploration and utilization ventures.

To support its continuous business growth, Towngas makes every effort to attract talents, develop and engage its employees, who are able to fulfill their career objectives, while working together to achieve the business goals. They support their employees' development by providing structured talent development programmes at every single step in their career ladders. At the entry level, its well-esteemed Graduate Trainee and Apprenticeship Schemes have been grooming young talents as future leaders and qualified technicians. For middle management, Towngas has customized leadership acceleration programmes to fit the needs of its diversified businesses across different locations. As for senior management, individual development plans are tailor-made to cater for the unique development needs of its seasoned business leaders.

Emerging as a regional leader in the energy business, Towngas strives to become a socially responsible organization. It is devoted to the communities by providing clean and safe energy. It also provides a positive and rewarding work environment where people can unleash their potential and ignite their future.





Founded in 1956, Hong Kong Maxim's Group is a leading food and beverage company comprising of Chinese, Asian and European restaurants, quick service restaurants, bakery shops and institutional catering, while providing a range of festive products, including the award-winning Maxim's mooncakes. The Group is also the licensee of renowned brands including Starbucks Coffee, Genki Sushi, IPPUDO ramen and The Cheesecake Factory in various territories. Altogether, the Group operates over 950 outlets in Hong Kong, PRC, Vietnam and Cambodia.

Maxim's Group is devoted to develop and unleash the potentials of people to help consistently elevate product and service quality, hence uplifting customer satisfaction. Ultimately, the Group can achieve sustainable business growth and contribute to the service advancement in the food and beverage industry in Hong Kong.





Carrying an average of nearly 5.5 million passengers every weekday, MTR Corporation is regarded as one of the world's leading railways for safety, reliability, customer service and cost efficiency. At present, MTR employs around 17,000 staff in Hong Kong.

With the commitment in developing its staff and striving for service excellence, MTR is honoured to have received the recognitions from local and overseas professional associations in training and development in recent years, including the HKMA Award for Excellence in Training and Development (Gold Award; Most Dedicated Organization to People Development Award), HKMA Quality Award (Gold Award), Asian Most Admired Knowledge Enterprise (MAKE) Award, Association for Talent Development - BEST Award (ranked first in Asia and second worldwide), China's Best Corporate University Award, Global HR Excellence Awards (T&D) and Brandon Hall Excellence Award (Learning Technology) - Gold Prize.

MTR believes that human capital is the gateway to excellence and commits whole-heartedly to advocating an environment of continuous learning to enable employees to unleash their full potential, and to provide better service for the Hong Kong community and the world.





PwC's purpose is to build trust in society and solve important problems. They have a network of firms in 157 countries with more than 223,000 people who are committed to delivering quality in assurance, advisory and tax services.

PwC China, Hong Kong, Taiwan and Singapore work together on a collaborative basis, subject to local applicable laws. Collectively, they have around 800 partners and 20,000 people in total.

They provide organizations with the professional service they need, wherever they may be located. Their highly qualified and experienced professionals listen to different point of views to help organizations solve their business issues and identify and maximize the opportunities they seek. Their industry specialization allows them to help co-create solutions with their clients for their sector of interest.

PwC has offices in these cities: Beijing, Shanghai, Hong Kong, Shenyang, Dalian, Tianjin, Jinan, Qingdao, Nanjing, Suzhou, Hangzhou, Ningbo, Wuhan, Changsha, Xi'an, Chengdu, Chongqing, Xiamen, Guangzhou, Shenzhen, Macau, Taipei, Chungli, Hsinchu, Taichung, Tainan, Kaohsiung and Singapore.



## **HR** Magazine

### **Putting people first in HR**

Leading the way with practical and strategic HR advice, HR Magazine provides a trusted, fully-independent platform for over 42,000 HR Directors, T&D Heads and CEOs across APAC and globally.

1. **HR Online:** up-to-minute HR updates
2. **HR Magazine:** published quarterly sharing the latest professional knowledge and industry insights from HR heavyweights
3. **HR Conferences:** face-to-face interaction for senior HR figureheads every quarter
4. **HR Private Events:** breakfast briefing with global leaders in HR

### **Key content**

- Latest HR news
- Roundup and sharing from key HR events
- Practical advice on recruiting, retaining and developing the best talent
- Candid interviews with HR leaders sharing best practices
- L&D tips and strategies
- Latest HR white papers, facts, figures and analysis
- Labour market trends
- Labour Law updates and important policy changes
- Human Resources Information System (HRIS), social media and online HR platform updates

If it's important in HR, it's in HR Magazine...

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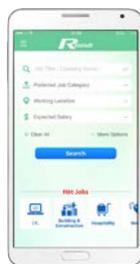
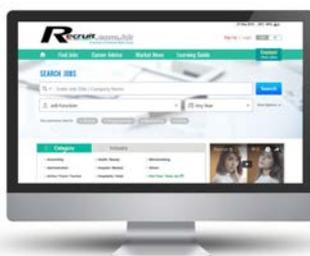


Founded in 1992, Recruit magazine is the number 1 free recruitment magazine in Hong Kong\*. As a pioneer recruitment publication inside MTR stations, Recruit magazine has succeeded in combining jobs and education advertisements with comprehensive articles on labour market and industry news. It also provides career related enrichment articles and activities to attract readers who strive for work-life balance.

Recruit magazine has an extensive distribution network to reach a large group of working population under various channels, including effective hand-to-hand distribution in high-traffic commercial districts and hot spots, inside designated MTR stations, 7-Eleven convenience stores, Starbucks stores, and job centres of labour department.

Apart from recruitment magazine, Recruit has operated recruit.com.hk which is a user-friendly and effective platform for job searching, job posting and candidate searching. Recruit.com.hk is one of the leading job portals with over 30 million monthly page views on average. Together with Recruit mobile apps with over 310,000 downloads, Recruit has given job and education advertisements a greater prominence and wider reach to the target working population, meanwhile the job seekers can search and apply jobs at anytime anywhere.

Recruit is dedicated to providing full services to cater the needs of job seekers and recruitment advertisers. Starting from 2012, Recruit has extended to the services to organize career fair. Over 41 education and career fairs were organized. Over 450 organizations joined the fairs and over 50,000 job vacancies were posted.



\* According to Ipsos Media Atlas 2009-2014 among aged 25-64 full-time workers



Established in 1949, The Standard is Hong Kong's first and only free English daily newspaper, and enjoys a high-quality readership.

Published in a handy tabloid format, The Standard delivers a comprehensive coverage of local and international news, with special sections on sports, business and technology and an inside look of the market every Monday in Money Glitz. There are also special features on entertainment and lifestyle topics, plus the lively Weekend Glitz on Friday, all presented in an easy-to-read, colorful and compelling format.

From Monday to Friday, The Standard is widely distributed around town, but is also available in digital format on www.thestandard.com.hk, Apple iPad & iPhone app, Android app and Facebook (www.facebook.com/thestandardhk), all at no cost.

Advertisement for The Standard newspaper featuring a job advertisement: 'Looking for the next career move? Tomorrow in The Standard'.

# CANCER DRUG IN HK'S EBOLA ARSENAL

**Mary Ann Beahm**  
Hong Kong could use a better cancer drug than the Ebola vaccine in health education centers, particularly for the experimental Zimpro drug that is a 10-year-old experimental cancer drug for Health Protection Unit staff.

The Hong Kong Cancer Institute is a good fit for cancer patients or the patients with advanced prostate, but has been used only to treat cancer for decades.

The Department of Health conducted a study in 2014 to find the most effective of the three available cancer treatments for prostate cancer: hormone therapy, surgery and radiation.

The cancer is a highly curable and emerging and curable disease, but not before it develops the treatment options. The use of an improved use of Ebola's health care workers to educate a well-educated, well-communicated

in patients. "That would be considered a 100 percent effective cure for the most common cancer," they said.

"It has been shown to be very effective, but we can consider it a second option for the majority of the world's cancer patients," said Beahm.

"The medicine is highly safe. It has been used in patients who have been on a high dose of the medicine for several years," said Beahm.

The medicine does not have other side effects, including hair loss, weight gain, or changes in skin color.

Patients can expect to be on the medicine for a long time, but it is not a cure. It is a long-term treatment option for the cancer.

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# OUTRAGE AT OZ TYCOON'S 'MONGREL CHINESE' ATTACK

**Jonathan Leung**  
Oz tycoon's attack on the Chinese government is a disgraceful and unbecomingly ignorant act. The tycoon's attack on the Chinese government is a disgraceful and unbecomingly ignorant act.

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Advertisement for The Standard newspaper featuring a political article: 'TIEN QUINTS AS LIBERAL PARTY CHAIRMAN'.

# A DOZEN TOP REASONS TO CELEBRATE

**Elite schools in clean sweep of DSE honors**  
The elite schools in Hong Kong have secured 100 percent of the top honors in the 2014 DSE examinations.

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# Obama 'a lame duck' as Republicans roar back

**Republican storm to victory**  
The Republican Party is set to win the 2014 mid-term elections, marking a significant shift in the balance of power in Congress.

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# Rooms and Facilities Rental 場地及設施租用



Advancing Management Excellence

We provide rooms and venues for hire at Central/Admiralty, Wanchai, Causeway Bay and Tsim Sha Tsui East which suit a wide variety of uses such as meetings, training sessions, lectures, seminars, conferences, professional examinations, presentations, sales talks, etc.

我們在中環/金鐘、灣仔、銅鑼灣和尖東提供場所及設施租用。我們的場地和房間適合各類需要，例如會議、培訓、課堂、座談會、討論會、專業考試、演講、推銷活動等。



## Central/Admiralty 中環 / 金鐘

Located adjacent to Lippo Centre, rooms with city view and partial sea view  
鄰近力寶中心，房間有城市景觀及部分海景



## Wan Chai 灣仔

Opposite to Revenue Tower, with large rooms which can accommodate up to 80 persons each  
稅務大廈對面，大房可容納多達80人



## Causeway Bay 銅鑼灣

Conveniently situated at the prime business district of Causeway Bay, near Times Square and next to Leighton Centre  
位於銅鑼灣的黃金商業區，交通便利，鄰近時代廣場及禮頓中心



## Tsim Sha Tsui East 尖沙咀東

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The Hong Kong Management Association (HKMA) is a non-profit making organization established in 1960. Its vision, mission and values are as follows:

### VISION

- To be the leading professional organization advancing management excellence in Hong Kong and the Region

### MISSION

- To promote best practices in management
- To nurture human capital through management education and training at all levels
- To provide members with a platform for exchange of ideas, networking and personal development

### VALUES

- **Continuous improvement**  
We embrace best practices through continuous improvement.
- **Innovation**  
We welcome new ideas, seek out new skills and capabilities, and explore new concepts.
- **Integrity**  
We are open, honest and forthright in our dealings.
- **Professionalism**  
We strive for excellence in all we do.
- **Respect for Individuals**  
We build relationships based on trust and respect.
- **Sustainability**  
We integrate sustainability into all aspects of our operations and business practices.





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## ABOUT THE HONG KONG MANAGEMENT ASSOCIATION

Services provided by the HKMA can be categorized into three major areas, namely education and training; management services and membership services.

With a commitment to nurturing human capital through management education and training at all levels, the HKMA offers over 2,000 training and education programmes covering a wide range of management disciplines for more than 50,000 executives every year. From distance learning courses, seminars and workshops, certificates, diplomas, all the way to bachelor's, master's and doctorate degree programmes jointly organized with prestigious overseas universities, these programmes are suitable for executives at different stages of development. The HKMA also provides specially designed corporate training which is geared to the particular needs of different organizations. In 2015, The Institute of Advanced Management Development (AMD) was established to offer advanced management programmes for senior executive development and management consulting services with a view to making significant contribution to the growth of Hong Kong's human capital and of the economy locally and regionally.

The Association believes learning while networking works best for achieving continuous development. Diversified management services are offered to provide platforms for business executives to exchange ideas, to network and to gain professional development. Annually, the Association organizes diverse functions such as Annual Conference, special topic seminars, dinners and workshops. Prominent business leaders are invited to share their invaluable insights and wisdom on the most updated trends and development of management.

Business award is another major area of the HKMA's management services. To promote best practices in management, each year, the Association organizes eight business awards in Hong Kong and the Mainland. These include the Best Annual Reports Awards, the HKMA Quality Award, the Award for Excellence in Training and Development, the HKMA/TVB Awards for Marketing Excellence, the Hong Kong Management Game, the Distinguished Salesperson Award, the Hong Kong Sustainability Award and the Award for China Marketing Excellence. These prestigious awards, which are now regarded as the highest accolades of the business community, provide an exemplary model for business professionals to follow and benchmark.

With a total of over 13,000 members including individuals and corporates, membership service has always been a priority for the Association. A comprehensive range of membership activities such as seminars, forums, luncheons, company visits, study tours and social gatherings are offered every year. Another distinctive feature of membership is the eight autonomous Specialist Clubs which provide opportunities for members with similar interests to meet and develop further their specialist knowledge. The highlight event of membership is the Annual Fellowship Dinner which provides an excellent platform for members to extend their network.



### INTRODUCTION

The Award for Excellence in Training and Development has been organized by the Human Resources Development Management Committee of The Hong Kong Management Association since 1990. It is the only award of its kind in Hong Kong that gives public recognition of achievements in training and development to individuals as well as organizations, whether large or small and whatever the nature of their businesses or services.

### OBJECTIVES OF THE AWARD

- To give due recognition to HRD professionals and trainers for their achievements
- To help improve the quality of training and development in Hong Kong generally by giving examples of good training and development and by sharing experiences
- To continue to improve the extent to which training and development meets business/organizational needs, establishes direction and contributes to the success of the organization through improving the performance of employees

### BENEFITS TO ORGANIZATIONS

- The Award will strengthen the reputation of the organization within the field of training and development and in the business community at large.
- The winners will be allowed to use the award logo on their stationery, promotional literature and in advertising.
- The Award will provide an excellent opportunity for publicity by the winners.
- The Award could be used as an aid to recruitment.

### BENEFITS TO HRD PROFESSIONALS AND TRAINERS

- The Award offers HRD professionals and trainers the opportunity to have their efforts better recognized by their organizations, peer professionals and the community.
- The Award will provide additional motivation to HRD and training professionals to extend their efforts.
- The Award will help senior management better understand the value HRD professionals and trainers can bring to improve corporate results of the organization.

### AWARD CATEGORIES

- Campaign Awards
- Individual Awards

### ENQUIRIES

For enquiries, please contact:

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Ms Nichola Wong, Executive Officer

Tel: 2826 0521 Email: [nicholawong@hkma.org.hk](mailto:nicholawong@hkma.org.hk)

Fax: 2868 4387

### WEBSITE

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

The Board of Examiners comprises members of the Human Resources Development Management Committee 2016/17, the Personnel Management Committee 2016/17 and the Training and Development Awards Organizing Committee 2017. They include:

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Human Resources  
HSBC

**Ms Connie Chan**

Head of Human Resources, Hong Kong  
Yahoo! Hong Kong Limited

**Dr Salina Chan**

Regional Learning and Development Director  
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**Ms Mimi Fu**

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Ocean Park Corporation

**Mrs Claudia Hodges**

Director of Agency Training  
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**Mr Collin Lam**

Regional Director, Human Resources and  
Administration  
Fantastic Natural Cosmetics Limited

**Ms Ivy Lau**

Head of Talent Engagement and  
Corporate Social Investment, Co-Owner  
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**Ms Ivy Leung**

Head of Human Resources and Administration  
Octopus Holdings Limited

**Ms Felicity Sam**

Senior Director, Learning and Development  
Ralph Lauren Asia Pacific Limited

**Ms Bianca Wong**

Group Human Resources and  
Corporate Communications Director  
Jebsen & Co Ltd

**Mr Stanley Yau**

Director of Human Resources and Administration  
Hong Kong Airlines Limited

**Mr Albert Yeung**

Director – Human Resources and Administration  
KWah International Holdings Limited

### HUMAN RESOURCES DEVELOPMENT MANAGEMENT COMMITTEE 2016/17

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Country Manager  
Pfizer Corporation Hong Kong Limited

**Mr Morison Chan**

Deputy General Manager –  
Corporate Planning Group Executive Office  
Chow Tai Fook Jewellery Group Limited

**Ms Catherine Chau**

Head of Human Resources  
Hongkong Land Limited

**Ms Ivy Cheng**

Head of Human Resources  
AMOREPACIFIC Hong Kong Company Limited

**Ms Kit Fan**

Head of Corporate HR  
The Hong Kong & China Gas Company Limited

**Ms Judy Feng**

Head of Organizational Development  
The Hong Kong Jockey Club

**Mr Barry Ip**

Senior Director  
Division Learning and Development/  
Principal  
Jabil Employee Development International Institute  
Jabil Circuit, Inc.

**Mr Ellis Ku**

Head of Learning and Organization Development  
Maxim's Caterers Limited

**Mr Steve Lawrence**

Head of Training and Development – Airports  
Cathay Pacific Airways Limited

**Ms Maylie Lee**

Head of Human Resources,  
Hong Kong and Greater China  
Marsh (Hong Kong) Limited

**Mr Teddy Liu**

General Manager –  
Corporate and Talent Development  
New World Development Company Limited

**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) Limited

**Mr Kelvin Ng**

General Manager –  
Training and Organization Development  
Human Resources Department  
Nan Fung Development Limited

**Mr Anthony Rushton**

Regional Head of Learning, Asia Pacific  
Human Resources  
HSBC

**Ms Carmen Ting**

Partner in Charge,  
Talent People, Performance and Culture  
KPMG

**Mr Chester Tsang**

Acting General Manager –  
HR (Mainland China/International and Development)  
MTR Corporation

**Mr Kenneth Wai**

Director of Human Resources  
Island Shangri-La Hotel

**Ms Bianca Wong**

Group Human Resources and  
Corporate Communications Director  
Jebsen & Co Ltd

### PERSONNEL MANAGEMENT COMMITTEE 2016/17

**Ms Margaret Cheng (Chairman)**

Human Resources Director  
MTR Corporation

**Ms Florence Chow**

Head of Group Human Resources  
HKT Ltd

**Ms Connie Lam**

Human Resources Director  
CLP Power Hong Kong Limited

**Ms Nita Law**

Regional Head, Human Resources,  
Greater China and North Asia  
Standard Chartered Bank (Hong Kong) Limited

**Mr C K Lee**

Managing Director  
C K Lee & Associates

**Ms Carrie Leung**

Chief Executive Officer  
The Hong Kong Institute of Bankers

**Ms Christina Leung**

Director, Human Resources and Administration  
Guardforce Group Limited

**Mr Thomas Ng**

Employee Relations and OSH Advisor  
The Hong Kong Jockey Club

**Prof Wong Chi Sum**

Professor  
Department of Management  
The Chinese University of Hong Kong

**Mr Albert Wong**

General Manager People  
Cathay Pacific Airways Limited

**Ms Janet Yeung**

Director of Human Resources  
Cordis, Hong Kong

### IMPORTANT POLICIES

All information and documents supplied by Award participants including their identities and written submissions are kept confidential and will only be used for the judging of the Award.

All Examiners and Adjudicators are required to declare in advance to the Award Secretariat on their conflict of interest. The Examiners and Adjudicators in question would be barred from reviewing the Award participants concerned or handling in any manner the materials submitted by the Award participants involved.

### **ELIGIBLE PROGRAMMES**

The Campaign Awards are intended to cover any training or development programmes that are initiated and delivered by Hong Kong, Mainland or overseas organizations for their staff members and service providers for the benefits of the organizations.

Programmes that include external consultants as part of the programme are also eligible for the competition. Nevertheless, the role of these consultants should be justified and clearly stated.

### **CATEGORIES**

The Campaign Awards will be divided into two categories:

#### **1. Skills Training Category**

Any learning activity provided to improve job specific skills, knowledge and attitude that contributes to organizational performance/business results.

Examples:

- **Basic Training**  
Formal training is given, in classrooms or by electronic delivery, in the skills, knowledge and attitude that staff require in order to perform their basic job.
- **Specific Skills Training**  
A skill is being taught to a particular group of staff ranging from office computer skills to specific technical skills such as product maintenance or interpersonal skills such as negotiation skills.
- **Refresher Training**  
Training programmes that are intended to revitalize a particular skill or knowledge to ensure the desired standards are still being achieved.

#### **2. Development Category**

Any activity, initiative or programme focused on people development that contributes to on-going enhancement of organizational capability, performance and business results.

Examples:

- **Leadership/Executive/Talent Development Programme**  
Programme that has been developed to enhance the competencies of employees for the sustainable development of the organization such as succession planning programme and talent development programme.
- **Cultural Change Programme**  
Programme that has been developed to support significant change initiatives of the organization such as vision, mission and core value programme.
- **Career Development Programme**  
Programme that has been developed to support staff career development within the organization.

## AWARDS

The following awards will be granted to outstanding programmes in both "Skills Training Category" and "Development Category" by the Panel of Adjudicators:

- Gold Award
- Silver Award
- Bronze Award
- Excellence Awards

Recipients of Best Presentation Award in both categories will be selected by all participants attending the Final Presentation Seminar.

Recipients of the following awards in both categories will be selected by the Board of Examiners from among all the participating training or development programmes:

- Certificate(s) of Merit
-  Most Innovative Award(s)
-  Special Award\*
-  Special Award\*
- Special Award(s) for Organization with 500 Employees or Less
- Best Presentation Award

(\*recognize training or development programme(s) with outstanding performance in different individual areas.)

## PARTICIPATION FEE

HKMA Member: \$9,900 per programme

Non-Member: \$12,900 per programme

Free for SMEs\*

\* Small and Medium Enterprises (SMEs) refer to organizations which employ not more than 100 persons in Hong Kong and are not subsidiaries of any group of companies or local offices of multinational companies. The Hong Kong Management Association reserves the right to make the final and binding decisions on the eligibility of applicants.

The participation fee covers:

- THREE free seats at the Final Presentation Seminar
- ONE free seat at the Award Presentation Ceremony

Participating organizations are required to settle the participation fee before the entry deadline.

## CAMPAIGN AWARDS SCHEDULE

### Deadline for Entries

Monday, 20 February 2017

### Deadline for Submission of Programme Summary

Monday, 13 March 2017

### Shortlisting Interview

Wednesday, 22 March 2017

Thursday, 23 March 2017

Friday, 24 March 2017

### Deadline for Written Submission

(Finalists only)

Monday, 24 April 2017

### Final Presentation Seminar

Tuesday, 27 June 2017

### Award Presentation Ceremony

September 2017

**JUDGING PROCESS**

<p><b>Submission of Entry Form</b> (Deadline: Monday, 20 February 2017)</p>	<p>All participating organizations have to submit an Entry Form.</p>
<p><b>Submission of Programme Summary</b> (Deadline: Monday, 13 March 2017)</p>	<p>All participating organizations will be required to submit a programme summary in English in not more than two pages for the Examiners' reference. Please refer to Page 31 for guidelines for Programme Summary.</p>
<p><b>Shortlisting Interview</b> (Wednesday, 22 March 2017 Thursday, 23 March 2017 Friday, 24 March 2017)</p>	<p>All participating organizations will be invited to give a 15-minute verbal presentation on training or development programmes, followed by a 10-minute Question-and-Answer session in English, Cantonese or Putonghua. The verbal presentation, covering all the Judging Criteria, will be made to the Board of Examiners comprising members of the Training and Development Awards Organizing Committee, Human Resources Development Management Committee and Personnel Management Committee of the Association. Please refer to Page 31 for guidelines for Shortlisting Interview.</p>
<p><b>Written Submission (Finalists Only)</b> (Deadline: Monday, 24 April 2017)</p>	<p>Finalists of both categories will be invited to submit a five-page summary of their training or development programmes in English which will be reviewed by the Panel of Adjudicators. The written submissions should cover all the Judging Criteria.</p>
<p><b>Final Presentation Seminar</b> (Tuesday, 27 June 2017)</p>	<p>The final selection of winners of both categories will take the form of an experience-sharing seminar open to all executives. The finalists will be invited to deliver a presentation before the Panel of Adjudicators. Finalists of Campaign Awards can have a maximum of two representatives presenting at the Final Presentation Seminar. Presentations will be restricted to 20 minutes plus 10-minute Question-and-Answer session in English.</p> <p>The Adjudicators will decide on the winners of Gold, Silver, Bronze Awards and Excellence Awards for both categories.</p>
<p><b>Award Presentation Ceremony</b> (September 2017)</p>	<p>An Award Presentation Ceremony will be held during the Susan Yuen Memorial Lecture and all the results of the Awards will be announced.</p>

### **CATEGORIES**

- **Skills Training Category:** Any learning activity provided to improve job specific skills, knowledge and attitude that contributes to organizational performance/business results.
- **Development Category:** Any activity, initiative or programme focused on people development that contributes to on-going enhancement of organizational capability, performance and business results.

### **GUIDELINES FOR PROGRAMME SUMMARY**

- All participating organizations should submit a concise summary of the training or development programme in English.
- The summary will not be scored, but is critical for the Board of Examiners to have a basic understanding of the organization as well as the objectives, content and results of the programme.
- The summary should be limited to not more than two single-line spaced A4 pages, with character point size not less than 10.
- The programme summary should cover the following contents:
  - 1 Basic Information
    - 1.1 Brief profile of the organization
    - 1.2 Name of the skills training or development programme and purpose for delivering this programme
  - 2 Programme Objectives
    - 2.1 Description of the programme objectives
  - 3 Programme Design, Development and Implementation
    - 3.1 Description of the planning, design and execution of the programme
  - 4 Programme Outcomes
    - 4.1 Description of the programme outcomes and how it achieved objectives

### **GUIDELINES FOR SHORTLISTING INTERVIEW**

- All participating organizations are invited to the Shortlisting Interview by the Board of Examiners comprising members of the Training and Development Awards Organizing Committee, Human Resources Development Management Committee and Personnel Management Committee of the Association.
- An organization can send a maximum of two representatives for the Shortlisting Interview.
- The presentation should be limited to 15 minutes, followed by a 10-minute Question-and-Answer Session in English, Cantonese or Putonghua.
- Presentations may be video-taped for judging purpose.
- The presentation can be supported with PowerPoint and/or a printed summary of keypoints in English if desired (in PowerPoint printout format).
- The presentation should cover all the Judging Criteria. Please refer to Page 32 and 33 for Judging Criteria.
- The presenter need not be the same person as would be used at later stages including the finals, but he or she should be someone who was directly involved in the training or development intervention.
- There will be no marks added or subtracted for the quality of the presentation, only for the content and the quality of the training or development intervention itself.

### DEFINITION OF SKILLS TRAINING CATEGORY

Any learning activity provided to improve job specific skills, knowledge and attitude that contributes to organizational performance/business results.

	<b>MARKS</b>
<b>1 NEEDS IDENTIFICATION AND OBJECTIVES SETTING</b>	<b>20</b>
1.1 Training Needs Analysis The methods used for determining the objectives were rigorous and comprehensive; other workplace issues that affected performance had been considered.	10
1.2 Objectives Setting Business/Organizational needs related to improvement in relevant job specific skills, knowledge and behaviours were clearly stated; training objectives and results required were specific, measurable and relevant. The programme addressed challenging performance situation and requirements.	10
<b>2 DESIGN, DEVELOPMENT AND IMPLEMENTATION</b>	<b>40</b>
2.1 Quality of Design Appropriate approach and methods were used for participants to effectively learn and apply the skills, knowledge and attitude in their job environment.	10
2.2 Effectiveness of Content Development of training content is relevant to the intended learning outcomes.	10
2.3 Implementation Strategies Evidence of effective stakeholders' management, communication and resource deployment.	10
2.4 Integration with Work Line managers and other stakeholders were actively involved; appropriate pre and post event activities were included.	10
<b>3 MEASUREMENT AND OUTCOMES</b>	<b>30</b>
3.1 Measurement Process The methods used to measure outcomes were reliable.	5
3.2 Learning and Performance Results The training objectives were met. The participants achieved the learning goals. They were able to apply the learning and improve their performance to the required standards in a sustainable way.	15
3.3 Organizational Performance/Business Results The connection to organizational performance/business results was clearly demonstrated in a cost effective manner.	10
<b>4 DEGREE OF INNOVATION</b>	<b>10</b>
4.1 Innovative approaches and/or design were applied to enhance programme effectiveness.	
	<b>Total 100</b>

**DEFINITION OF DEVELOPMENT CATEGORY**

Any activity, initiative or programme focused on people development that contributes to on-going enhancement of organizational capability, performance and business results.

**MARKS**

**1 PROGRAMME OBJECTIVES**

**20**

- 1.1 The programme addressed one or more specific business/organizational challenge(s) related to people development.
- 1.2 The programme considered the people performance and development required to enhance organizational capability, performance and business results.

**2 DESIGN AND IMPLEMENTATION**

**30**

- 2.1 The people development elements in this programme were effectively planned, designed and executed to meet the desired objectives.

**3 STAKEHOLDER ENGAGEMENT**

**10**

- 3.1 Relevant stakeholders (e.g. top management, line managers) were involved and appropriately engaged in the objective setting, design, delivery and post intervention stages.

**4 ORGANIZATION INTEGRATION**

**10**

- 4.1 The programme appropriately integrated relevant business/organizational and human resource practices/processes to achieve desired outcomes.

**5 MEASUREMENT AND OUTCOMES**

**20**

- 5.1 The programme was implemented in a cost effective manner.
- 5.2 The measurement process of the programme was rigorous and reliable.
- 5.3 The programme achieved the stated business/organizational objectives.
- 5.4 The programme has demonstrated sustainable outcomes.

**6 DEGREE OF INNOVATION**

**10**

- 6.1 The programme was innovative in its concept, design, implementation, reinforcement and/or outcome measurement.

**Total 100**

To: The Secretariat, Award for Excellence in Training and Development 2017  
The Hong Kong Management Association  
14/F, Fairmont House, 8 Cotton Tree Drive, Central, Hong Kong

Attn: Ms Ellis Yeung, Manager                      Tel: 2826 0532    Email: ellisyeung@hkma.org.hk  
      Ms Nichola Wong, Executive Officer        Tel: 2826 0521    Email: nicholawong@hkma.org.hk    Fax: 2868 4387

Category:     Skills Training         Development

Name of Programme: \_\_\_\_\_

Name of Organization: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_ Number of Employees: \_\_\_\_\_

Contact Person: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_

E-mail: \_\_\_\_\_ Fax: \_\_\_\_\_

Description of Type of Business: \_\_\_\_\_

The following representative(s) (A maximum of two) of my organization will attend the Shortlisting Interview to be held on Wednesday, 22 March 2017; Thursday, 23 March 2017 or Friday, 24 March 2017.

1. Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

2. Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

A crossed cheque no: \_\_\_\_\_ of HK\$ \_\_\_\_\_ made payable to "**The Hong Kong Management Association**" is enclosed.

HK\$9,900 (HKMA Member)

HK\$12,900 (Non-Member)

Free for SMEs\*

\* Small and Medium Enterprises (SMEs) refer to organizations which employ not more than 100 persons in Hong Kong and are not subsidiaries of any group of companies or local offices of multinational companies. The Hong Kong Management Association reserves the right to make the final and binding decisions on the eligibility of applicants.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

(not later than Monday, 20 February 2017)

**(Companies may submit more than one entry. Please complete a separate form for each entry.)**

2016

**Skills Training Category**

**Gold Award**

Cordis, Hong Kong

**Silver Award**

MTR Corporation and  
Sports Federation & Olympic Committee of  
Hong Kong, China

**Bronze Award**

TAL Apparel Limited

**Excellence Awards**

Fuji Xerox (Hong Kong) Limited  
Hong Kong Sheng Kung Hui Welfare Council  
Limited

The Great Eagle Properties Management  
Company Limited – Langham Place

**Development Category**

**Gold Award**

Prudential Hong Kong Limited

**Silver Award**

Esquel Group

**Bronze Award**

Manulife (International) Limited

**Excellence Awards**

Bank of China (Hong Kong) Limited  
Wallem Group  
Zurich Insurance (Hong Kong)

2015

**Skills Training Category**

**Gold Award**

Cathay Pacific Airways Limited

**Silver Award**

Synergis Management Services Limited

**Bronze Award**

Maxim's Caterers Limited

**Excellence Awards**

DBS Bank (Hong Kong) Limited  
Federal Express (Hong Kong) Limited  
Sun Life Hong Kong Limited

**Development Category**

**Gold Award**

The Hong Kong Society for the Aged

**Silver Award**

DBS Bank (Hong Kong) Limited

**Bronze Award**

McDonald's Restaurants (Hong Kong) Limited

**Excellence Awards**

CLP Power Hong Kong Limited  
Midland Holdings Limited  
Shangri-La Hotels and Resorts

**25th Anniversary Awards**

**Most Dedicated Organizations to People  
Development**

CLP Power Hong Kong Limited  
The Hong Kong Jockey Club  
HSBC  
Maxim's Caterers Limited  
MTR Corporation

2014

**Skills Training Category**

**Gold Award**

Hong Kong Broadband Network Limited

**Silver Award**

Synergis Management Services Limited

**Bronze Award**

RS Components Limited

**Excellence Awards**

Chow Tai Fook Jewellery Company Limited  
Hotel ICON  
Ma Belle Jewellery Company Limited

**Development Category**

**Gold Award**

Crystal Group

**Silver Award**

DFS Group Limited

**Bronze Award**

Bank of China (Hong Kong) Limited

**Excellence Awards**

Fuji Xerox (Hong Kong) Limited  
Hotel ICON  
Shun Tak – China Travel Ship Management Limited

2013

**Skills Training Category**

**Gold Award**

Maxim's Caterers Limited

**Silver Award**

MTR Corporation

**Bronze Award**

The Hong Kong Jockey Club

**Excellence Awards**

HSBC  
The Kowloon Motor Bus Company (1933) Limited  
Sun Life Hong Kong Limited

**Development Category**

**Gold Award**

Chun Wo Development Holdings Limited

**Silver Award**

DFS Group Limited

**Bronze Award**

FedEx Express (China)

**Excellence Awards**

AIA International Limited  
MTR Corporation  
Societe Generale, Asia-Pacific

2012

**Skills Training Category**

**Gold Award**

The Hong Kong Jockey Club

**Silver Award**

DHL Express (HK) Limited

**Bronze Award**

CLP Power Hong Kong Limited

**Excellence Awards**

Hong Kong Air Cargo Terminals Limited  
Hong Kong Broadband Network Limited  
Shanghai Feng Cheng Property Management Co Ltd –  
Subsidiary of Shui On Land (HK & China)

**Development Category**

**Gold Award**

The Hong Kong Society for the Aged

**Silver Award**

Hip Hing Construction Company Limited

**Bronze Award**

MTR Corporation

**Excellence Awards**

Civil Service Training and Development  
Institute, Civil Service Bureau  
The Dow Chemical Company  
HSBC

\* The above list shows the Award recipients and their companies during the year of the Award indicated.

AWARD FOR  
**EXCELLENCE IN  
TRAINING AND  
DEVELOPMENT 2017**

**PAST CAMPAIGN AWARD WINNERS**

**2011**

**Gold Prize**

BOC Group Life Assurance Company Limited

**Silver Prize**

Shangri-La Hotels and Resorts

**Bronze Prize**

Kowloon Central Cluster, Hospital Authority

**Excellence Awards**

Fleet Management Limited

Maxim's Caterers Limited

Standard Chartered Bank (Hong Kong) Limited

**2007**

**Gold Prize**

Tao Heung Group Limited

**Silver Prize**

Kowloon-Canton Railway Corporation

**Bronze Prize**

The Hong Kong Jockey Club

**Certificates of Excellence**

Kowloon Shangri-La Hotel

Li & Fung (Trading) Limited

PCCW Limited

**2004**

**Gold Prize**

The Hong Kong Jockey Club

**Silver Prize**

HSBC

**Bronze Prize**

AXA China Insurance Co Ltd

**Certificates of Merit**

ACNielsen (China) Ltd

Hong Kong Housing Authority

MTR Corporation

**2010**

**Gold Prize**

Bank of China (Hong Kong) Limited

**Silver Prize**

Morgan Stanley

**Bronze Prize**

The Hong Kong Jockey Club

**Excellence Awards**

Aon Hong Kong Limited

Fuji Xerox (Hong Kong) Limited

Mandarin Oriental Hotel Group

**2006**

**Gold Prize**

Langham Place Hotel

**Silver Prize**

Gammon Construction Limited

**Bronze Prize**

Hang Seng Bank

**Certificates of Excellence**

Hang Seng Bank

Jones Lang LaSalle – Management Solutions

Shun Hing Electric Service Centre Limited

**2003**

**Gold Prize**

Cathay Pacific Airways Ltd

**Silver Prize**

Circle K Convenience Stores (HK) Ltd

**Bronze Prize**

HSBC

**Certificates of Merit**

Canossa Hospital (Caritas)

Kai Shing Management Services Ltd

Sun Hung Kai Properties Ltd

**2009**

**Gold Prize**

MTR Corporation

**Silver Prize**

Synergis Management Services Limited

**Bronze Prize**

Zurich Life Insurance Company Limited

**Certificates of Excellence**

Hang Yick Properties Management Limited

Hong Yip Service Company Limited

InterContinental Grand Stanford Hong Kong

**2005**

**Gold Prize**

Langham Place Hotel

**Silver Prize**

CLP Power Hong Kong Ltd

**Bronze Prize**

The Hong Kong and China Gas Company Ltd

**Certificates of Merit**

HSBC

PCCW Limited

Standard Chartered Bank (Hong Kong) Limited

**Special Award for SMEs**

KC Maritime Ltd

**2002**

**Gold Prize**

Hong Kong Housing Authority

**Silver Prize**

Hsin Chong Real Estate Management Ltd

**Bronze Prize**

Allen & Overy (HK) Limited

**Certificates of Merit**

American International Assurance Company

(Bermuda) Limited

Hong Yip Service Company Ltd

Shangri-La Hotels and Resorts

**2008**

**Gold Prize**

CLP Power Hong Kong Limited

**Silver Prize**

Maxim's Caterers Limited and Hospital Authority

**Bronze Prize**

The Hong Kong Jockey Club

**Certificates of Excellence**

Canossa Hospital (Caritas)

Hong Kong CSL Limited

Inter Continental Hong Kong

\* The above list shows the Award recipients and their companies during the year of the Award indicated.



AWARD FOR  
**EXCELLENCE IN  
TRAINING AND  
DEVELOPMENT 2017**

## PAST CAMPAIGN AWARD WINNERS

**2001**

**Gold Prize**

Hang Seng Bank Ltd

**Silver Prize**

Hongkong Post

**Bronze Prize**

Watson's The Chemist

**Certificates of Merit**

Giordano International Limited  
Hang Yick Properties Management Limited  
Hong Yip Service Company Ltd

**2000**

**Gold Prize**

Standard Chartered Bank

**Silver Prize**

Hong Kong Housing Authority

**Bronze Prize**

The Hong Kong Jockey Club

**Certificates of Merit**

Heraeus Ltd  
Hospital Authority  
MTR Corporation

**1999**

**Gold Prize**

Hang Seng Bank Ltd

**Silver Prize**

CLP Power Hong Kong Ltd

**Bronze Prize**

Hang Seng Bank Ltd

**Certificates of Merit**

Goodwell Property Management Ltd  
The Jockey Club Kau Sai Chau Public Golf  
Course Ltd  
Kowloon-Canton Railway Corporation

**1998**

**Gold Prize**

Sheraton Hong Kong Hotel & Towers

**Silver Prize**

Tse Sui Luen Jewellery Co Ltd

**Bronze Prize**

DHL International (H.K.) Ltd

**Certificates of Merit**

The Hong Kong Jockey Club  
Hong Kong Police  
Shell Hong Kong Ltd

**1997**

**Strategic HRD Category**

**Silver Prize**

Regal Hotels International

**Bronze Prize**

DHL International (H.K.) Ltd

**Skills Training and Development Category**

**Gold Prize**

Hang Seng Bank Ltd

**Silver Prize**

Marks and Spencer (HK) Ltd

**Bronze Prize**

Regal Hotels International

**1996**

**Overall Winner**

Giordano Ltd

**Strategic HRD Category**

Giordano Ltd

**Skills Training and Development Category**

Mass Transit Railway Corporation

**1995**

**Overall Winner**

Hospital Authority

**Strategic HRD Category**

Hospital Authority

**Skills Training and Development Category**

Mass Transit Railway Corporation

**1994**

**Overall Winner**

Kowloon-Canton Railway Corporation

**Strategic Management/Strategic HRD/  
TQM Training Category**

Kowloon-Canton Railway Corporation

**Management/Supervisory Training Category**

Cathay Pacific Catering Services (HK) Limited

**Professional/Technical Training Category**

Securair Limited

**1993**

**Overall Winner**

The Asian Sources Media Group

**Strategic Management/Strategic HRD/  
Customer Service/TQM Training Category**

The Sino Group

**Management/Supervisory Training Category**

The Asian Sources Media Group

**Professional/Technical Training/Others Category**

Hong Kong Aircraft Engineering Company Limited

**1992**

**Service Category**

Mass Transit Railway Corporation

**Commercial and Industrial Category**

Shell Hong Kong Limited

**1991**

**Service Category**

Arthur Andersen & Company

**Manufacturing Category**

Computer Products Asia-Pacific Limited

**Construction Category**

Franki Kier Limited

**Wholesale/Retail/Import/Export Category**

Jardine Pacific Ltd – Pizza Hut Division

**Utilities and Public Sector Category**

Mass Transit Railway Corporation

**1990**

**Multi-National Corporations Category**

China Light & Power Company Limited

\* The above list shows the Award recipients and their companies during the year of the Award indicated.

### ELIGIBILITY

The Awards aim to recognize the outstanding achievement of trainers who have made significant contribution to the human resource development of their organizations as well as the whole community.

### CATEGORIES

There are two categories for individual awards:

1. **Distinguished Trainer Awards**

Executives who have engaged in the human resource and/or training and development profession for a minimum of 5 years and are providing training for staff members of their own organization, service providers or their clients (for trainers from consulting business).

A **Trainer of the Year** will be selected by the Panel of Adjudicators from among the Distinguished Trainer Awardees.

2. **Outstanding New Trainer Awards**

Executives who have engaged in the human resource and/or training and development profession for less than 5 years and are providing training for staff members of their own organization, service providers or their clients (for trainers from consulting business).

Trainers from the consulting business may enter the Awards. However, if the training and/or development programmes described in the written submission and in the interview session are those of their clients, endorsement from their clients must be provided.

### AWARDS

The following awards will be granted to outstanding trainers by the Board of Examiners:

-  HONGKONG AIRLINES  
香港航空 Outstanding New Trainer Awards
-  PRUDENTIAL  
英國保誠 Distinguished Trainer Awards
-  置地公司  
Hongkong Land Trainer of the Year

### BENEFITS AND RECOGNITION

1. For **Distinguished Trainer Awardees**, they will be granted:
  - HKMA Professional Manager status. The membership fee and the CPD requirements for the first year will be waived; and
  - Membership at the HKMA Human Capital Management Society.
2. For **Outstanding New Trainer Awardees**, they will be granted:
  - HKMA Full Membership or Associate Membership status, depending on their work experience and academic qualifications. The membership fee for the first year will be waived; and
  - Membership at the HKMA Human Capital Management Society.

### PARTICIPATION FEE

HKMA Member: \$6,900 per nominee

Non-Member: \$9,900 per nominee

The participation fee covers:

- ONE free seat at the Final Presentation Seminar
- ONE free seat at the Award Presentation Ceremony
- TWO free seats at the Seminar on "The Way to Become a Top Trainer"

Participating organizations are required to settle the participation fee before the entry deadline. Otherwise, they would not be invited for the judging process.

### INDIVIDUAL AWARDS SCHEDULE

**Deadline for Nomination**

Monday, 13 March 2017

**Deadline for Written Submission**

Monday, 10 April 2017

**Interview Session**

Friday, 12 May 2017

**Final Presentation Seminar**

Tuesday, 27 June 2017

**Award Presentation Ceremony**

September 2017

**JUDGING PROCESS**

<p><b>Nomination</b>          (Deadline: Monday, 13 March 2017)</p>	<p>All entrants have to be nominated by their organizations which are required to send in the Nomination Form. An organization can nominate a maximum of five trainers in each category to participate in the Award.</p>
<p><b>Written Submission</b>          (Deadline: Monday, 10 April 2017)</p>	<p>All entrants will be required to submit a four-page written submission covering all the Judging Criteria together with a one-page summary of personal information in English, which will be reviewed by the Board of Examiners. The signature campaign cited in the submission should be conducted and completed within the last five years.</p>
<p><b>Interview Session</b>          (Friday, 12 May 2017)</p>	<p>All entrants will be invited to an interview session.</p> <p><u>Distinguished Trainer Awards</u>          The interview session will include a 15-minute presentation and a 10-minute Question-and-Answer session by the Board of Examiners in English. The presentation should cover all the Judging Criteria.</p> <p><u>Outstanding New Trainer Awards</u>          The interview session will be divided into two parts:</p> <ol style="list-style-type: none"> <li>1. A 10-minute presentation, covering all the Judging Criteria, to be followed by a 5-minute Question-and-Answer session in English, Cantonese or Putonghua by the Board of Examiners.</li> <li>2. A 10-minute short training in English, Cantonese or Putonghua. Participants would be informed of the training topic 30 minutes before the interview session.</li> </ol> <p>Winners of the Distinguished Trainer Awards and Outstanding New Trainer Awards as well as finalists of the Trainer of the Year will be selected by the Board of Examiners.</p>
<p><b>Trainer of the Year          Final Judging</b>          (Tuesday, 27 June 2017)</p>	<p>Finalists of the Trainer of the Year will be invited to deliver a 5-minute presentation on his/her written submission, followed by a 5-minute Question-and-Answer session in English by the Panel of Adjudicators at the Final Presentation Seminar. The Panel of Adjudicators will select a Trainer of the Year.</p>
<p><b>Award Presentation Ceremony</b>          (September 2017)</p>	<p>An Award Presentation Ceremony will be held during the Susan Yuen Memorial Lecture and all the results of the Awards will be announced.</p>

	MARKS
<b>1 SIGNATURE CAMPAIGN</b>	<b>80</b>
<p>The Trainer can demonstrate he/she has played a key role in contributing to the success of a training and/or development programme. From the programme, the Trainer has demonstrated his/her competencies as a good trainer which include the following areas:</p>	
<b>1.1 Making sure that training is connected to business/organizational need and external environment</b>	<b>20</b>
<p>1.1.1 Meets regularly with sponsors to keep in touch with business/organizational needs            1.1.2 Good at helping managers identify what they want their people to be able to do            1.1.3 Establishes direction from sponsors as the first step in any new project            1.1.4 Passionate about making sure that training needs are clearly identified            1.1.5 Maintains relevance by refining training objectives/programme design in response to the business/organizational need and changing commercial context            1.1.6 Effective in gaining management buy-in</p>	
<b>1.2 Ability to design purposeful learning processes</b>	<b>20</b>
<p>1.2.1 Conducts rigorous and holistic analysis and effectively addresses those factors contributing to the performance gap            1.2.2 Actively involves sponsors in the training and/or development process            1.2.3 Focuses on outcomes rather than activities when setting training objectives            1.2.4 Rigorous in making sure that courses are designed to be good learning experiences            1.2.5 Makes explicit their assumptions about people and how they learn            1.2.6 Makes sure that trainees can successfully apply new ideas into their workplace            1.2.7 Creatively adapts training sessions to meet the needs of trainees</p>	
<b>1.3 Ability to manage and deliver a designed programme</b>	<b>20</b>
<p>1.3.1 Listens to and values participant contributions            1.3.2 Illustrates new concepts and ideas with appropriate examples from the learners' workplace            1.3.3 Regards training sessions as an opportunity to role model the behaviours being taught            1.3.4 Encourages trainees to learn at their own pace and can cater for different learning styles            1.3.5 Encourages trainees to be independent and think for themselves            1.3.6 Creates interest and challenge in their approach to training            1.3.7 Integrates training sessions so that trainees can see how it all fits together</p>	
<b>1.4 Ability to evaluate training</b>	<b>20</b>
<p>1.4.1 Based on trainees' satisfaction levels            1.4.2 Based on improvement in trainees' competence            1.4.3 Based on impact on job performance            1.4.4 Based on improvement in targeted organizational performance/business results            1.4.5 In partnership with managers and sponsors</p>	
<b>2 PERSONAL ACHIEVEMENTS AND CONTINUOUS DEVELOPMENT</b>	<b>20</b>
<p>2.1 The Trainer has achieved academic or professional awards and other public recognition related to training and development.            2.2 The Trainer has demonstrated continuous self-improvement to further his/her career in training and development.</p>	

**Total 100**

	<b>MARKS</b>
<b>1 SIGNATURE CAMPAIGN</b>	<b>100</b>
<p>The Trainer can demonstrate he/she has played a leading role in contributing to the success of a training and/or development programme. From the programme, the Trainer has demonstrated his/her competencies as a good trainer which include the following areas:</p>	
<b>1.1 Making sure that training is connected to business/organizational need and external environment</b>	<b>20</b>
1.1.1 Meets regularly with sponsors to keep in touch with business/organizational needs	
1.1.2 Good at helping managers identify what they want their people to be able to do	
1.1.3 Establishes direction from sponsors as the first step in any new project	
1.1.4 Passionate about making sure that training needs are clearly identified	
1.1.5 Maintains relevance by refining training objectives/programme design in response to the business/organizational need and changing commercial context	
<b>1.2 Ability to design purposeful learning processes</b>	<b>20</b>
1.2.1 Conducts rigorous and holistic analysis and effectively addresses those factors contributing to the performance gap	
1.2.2 Actively involves sponsors in the training and/or development process	
1.2.3 Focuses on outcomes rather than activities when setting training objectives	
1.2.4 Rigorous in making sure that courses are designed to be good learning experiences	
1.2.5 Makes explicit their assumptions about people and how they learn	
1.2.6 Makes sure that trainees can successfully apply new ideas into their workplace	
1.2.7 Creatively adapts training sessions to meet the needs of trainees	
<b>1.3 Ability to manage and deliver a designed programme</b>	<b>20</b>
1.3.1 Listens to and values participant contributions	
1.3.2 Illustrates new concepts and ideas with appropriate examples from the learners' workplace	
1.3.3 Regards training sessions as an opportunity to role model the behaviours being taught	
1.3.4 Encourages trainees to learn at their own pace and can cater for different learning styles	
1.3.5 Encourages trainees to be independent and think for themselves	
1.3.6 Creates interest and challenge in their approach to training	
1.3.7 Integrates training sessions so that trainees can see how it all fits together	
<b>1.4 Role in the internal marketing of training plans to stakeholders</b>	<b>20</b>
1.4.1 Effective in gaining senior management buy-in	
1.4.2 Authentically engages and inspires diverse group of stakeholders	
<b>1.5 Ability to evaluate training</b>	<b>20</b>
1.5.1 Based on trainees' satisfaction levels	
1.5.2 Based on improvement in trainees' competence	
1.5.3 Based on impact on job performance	
1.5.4 Based on improvement in targeted organizational performance/business results	
1.5.5 In partnership with managers and sponsors	
<b>2 PERSONAL ACHIEVEMENTS AND CONTINUOUS DEVELOPMENT</b>	<b>20</b>
2.1 The Trainer has achieved substantial academic or professional awards and other public recognition related to training and development.	
2.2 The Trainer has contributed to training and development as a profession in the business community.	
<b>3 ACHIEVEMENT IN ENHANCING TRAINING AND DEVELOPMENT CAPABILITY</b>	<b>20</b>
<p>The Trainer has helped improve and enhance the training and development capability of the current and/or previous organizations and contributed to the strategic direction of the organization.</p>	

**Total 140**

	<b>MARKS</b>
1. Does this trainer ensure that activities are based on real business/organization and individual needs?	<b>20</b>
2. Can this trainer design courses that work well with learners to deliver real results back in the workplace?	<b>20</b>
3. Is this trainer actively engaged in the business in personally designing and delivering courses?	<b>20</b>
4. Is this trainer flexible enough to balance the needs of different trainees and the overall objectives set?	<b>30</b>
5. Can this trainer determine the success of training at the individual, job and business/organization impact levels?	<b>20</b>
6. Overall can this trainer impact individual performance to meet business/organizational challenges, and go beyond the classroom to develop organizational capabilities, and even beyond the organization to contribute to the development of training as a profession?	<b>20</b>
	<b>Total 130</b>

ACT-42846-2017-3-NL

To: The Secretariat, Award for Excellence in Training and Development 2017  
The Hong Kong Management Association  
14/F, Fairmont House, 8 Cotton Tree Drive, Central, Hong Kong

Attn: Ms Ellis Yeung, Manager                      Tel: 2826 0532    Email: ellisyeung@hkma.org.hk  
      Ms Nichola Wong, Executive Officer        Tel: 2826 0521    Email: nicholawong@hkma.org.hk    Fax: 2868 4387

Name of Organization: \_\_\_\_\_

Address: \_\_\_\_\_

Name of Nominator: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Contact Person: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_ Fax: \_\_\_\_\_

A. Nomination(s) for Distinguished Trainer Awards

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

B. Nomination(s) for Outstanding New Trainer Awards

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Name: (Mr/Ms) \_\_\_\_\_ Job Title: \_\_\_\_\_

Tel: \_\_\_\_\_ Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

A crossed cheque no: \_\_\_\_\_ of HK\$ \_\_\_\_\_ made payable to  
"The Hong Kong Management Association" is enclosed.

HK\$6,900 (HKMA Member)     HK\$9,900 (Non-Member)    for each nomination

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

(not later than Monday, 13 March 2017)

**2016**

**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 Edmond 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 (Hong Kong) Limited

**2015**

**Trainer of the Year**

**Mr Alan Leung**

DFS Group Limited

**Distinguished Trainer Awardees**

**Mr Alan Leung**

DFS Group Limited

**Mr Desmond Mok**

Maxim's Caterers Limited

**Ms Dorothy Wong**

ICC Limited

**Ms Elsa Wong**

Bank of China (Hong Kong) Limited

**Outstanding New Trainer Awardees**

**Mr King Chan**

McDonald's Restaurants (Hong Kong) Limited

**Ms Eliza Cheng**

CLP Power Hong Kong Limited

**Mr Keith Chu**

McDonald's Restaurants (Hong Kong) Limited

**Ms Becky Chung**

Standard Chartered Bank (Hong Kong) Limited

**Mr Lynn Lai**

China Life Insurance (Overseas) Company Limited

**Mr Charles Tang**

MTR Corporation

**Ms Amy Tong**

G2000 (Apparel) Limited

**Mr Penny Tsang**

Pure International (Hong Kong) Limited

**Ms Stephanie Wong**

HSBC Life (International) Limited

**Mr Kim Wu**

Maxim's Group – Starbucks Hong Kong

**Ms Psyche Yau**

MTR Corporation

**Ms Willy Yuen**

BOC Group Life Assurance Company Limited

**2014**

**Trainer of the Year**

**Ms Yvonne Yam**

RS Components Limited

**Distinguished Trainer Awardees**

**Ms Maggie Chan**

Bank of China (Hong Kong) Limited

**Mr Leo Lee**

CSL Limited

**Ms Amy Leung**

DFS Group Limited

**Ms Jasmine Lok**

Maxim's Caterers Limited

**Ms Maria Tong**

Cathay Pacific Airways

**Mr Vincent Woo**

Maxim's Caterers Limited

**Ms Yvonne Yam**

RS Components Limited

**Ms Snowy Zheng**

Australia and New Zealand Banking Group Limited

**Outstanding New Trainer Awardees**

**Mr David Chan**

Maxim's Caterers Limited

**Mr Max Cheng**

DFS Group Limited

**Ms Novem Chung**

Midland Holdings Limited

**Ms Kathy Kwong**

New World Development Company Limited

**Mr Kenny Lai**

Bank of China (Hong Kong) Limited

**Ms Rebecca Leung**

Maxim's Caterers Limited

**Ms Jacqueline Ng**

Maxim's Caterers Limited

**Mr Jovi Yan**

The Hong Kong Jockey Club

**Ms Karin Yeung**

MTR Corporation

\* The above list shows the Award recipients and their companies during the year of the Award indicated.

\* The order of presentation of individual awardees receiving the same award is based on the alphabetical order of their surnames.



AWARD FOR  
**EXCELLENCE IN  
TRAINING AND  
DEVELOPMENT 2017**

## PAST INDIVIDUAL AWARD WINNERS

### 2013

**Trainer of the Year**  
**Dr Kelvin Wan**  
HSBC

#### **Distinguished Trainer Awardees**

**Mr Tomas Bay**  
Ethos International Limited  
**Mr Rex Choi**  
CSL Limited  
**Mr Charles Ho**  
MTR Corporation  
**Ms Mandy Hong**  
CLP Power Hong Kong Limited  
**Mr Billy Ip**  
The Hong Kong Jockey Club  
**Ms Jessie Kwong**  
HSBC  
**Ms Angelina Lee**  
CSL Limited  
**Dr Kelvin Wan**  
HSBC

#### **Outstanding New Trainer Awardees**

**Mr Anthony Chan**  
Standard Chartered Bank (Hong Kong) Limited  
**Mr Ray Chan**  
Bank of China (Hong Kong) Limited  
**Mr Frankie Fang**  
Standard Chartered Bank (Hong Kong) Limited  
**Mr Gene Fung**  
Australia and New Zealand Banking Group Limited  
**Mr Vikas Grewal**  
Fleet Management Limited  
**Ms Jannet Kan**  
McDonald's Restaurants (Hong Kong) Limited  
**Mr Donald Lai**  
Standard Chartered Bank (Hong Kong) Limited  
**Ms Lolita Lei**  
Richemont Asia Pacific Limited – Alfred Dunhill  
**Mr Andrew Li**  
HSBC  
**Ms Jessica Siu**  
The Hong Kong Jockey Club  
**Mr Simon Wong**  
CLP Power Hong Kong Limited  
**Mr Raymond Yip**  
McDonald's Restaurants (Hong Kong) Limited

### 2012

**Trainer of the Year & Distinguished Trainer Awardee**  
**Ms Vinky Lau**  
The Hong Kong and China Gas Company Limited

#### **Outstanding New Trainer Awardees**

**Ms Charissa Chan**  
Swire Hotels  
**Mr Takki Chan**  
The Hong Kong Jockey Club  
**Mr Anthony Chau**  
DBS Bank (Hong Kong) Limited  
**Ms Belli Chui**  
Standard Chartered Bank (Hong Kong) Limited  
**Ms Gloria Kam**  
The Hong Kong Jockey Club  
**Ms Goldia Kong**  
Miramar Group  
**Mr Leo Lee**  
CSL Limited  
**Ms Angie Li**  
BOC Group Life Assurance Company Limited  
**Mr Chris Ng**  
McDonald's Restaurants (Hong Kong) Limited  
**Ms Carmen Tam**  
Ocean Park Corporation  
**Mr Tony Wo**  
Zurich Insurance (Hong Kong)  
**Mr Kenneth Wong**  
MTR Corporation  
**Ms Rose Wong**  
Hong Kong Air Cargo Terminals Limited  
**Ms Joice Yan**  
Toys"R"us (Asia) Limited

### 2011

**Trainer of the Year**  
**Ms Prudence Sze**  
CLP Power Hong Kong Limited

#### **Distinguished Trainer Awardees**

**Ms Sonia Lui**  
Civil Service Training and Development Institute, Civil Service Bureau, HKSAR  
**Ms Prudence Sze**  
CLP Power Hong Kong Limited  
**Mr Bob Xie**  
The Hong Kong & China Gas Company Limited

#### **Outstanding New Trainer Awardees**

**Mr Nicky Lam**  
Island Shangri-La, Hong Kong  
**Ms Amy Law**  
HSBC  
**Mr Lee Chee King**  
The Hong Kong Jockey Club  
**Ms Priscilla Lim**  
HSBC  
**Ms Katherine Lo**  
American International Assurance Company, Limited  
**Mr Kelvin Lo**  
The Hong Kong Jockey Club  
**Ms Amy Yu**  
HSBC

### 2010

**Trainer of the Year**  
**Ms Lee Chung Lim, Natalie**  
HSBC

#### **Distinguished Trainer Awardees**

**Ms Lau Shuk Han**  
Ageas Insurance Company (Asia) Ltd  
**Ms Lee Chung Lim, Natalie**  
HSBC  
**Ms Jacqueline Moyse**  
Mandarin Oriental Hotel Group  
**Mr Bradley Wadsworth**  
Pacnet

#### **Outstanding New Trainer Awardees**

**Mr Jason Furness**  
HSBC  
**Ms Angelina Lee**  
CLP Power Hong Kong Limited  
**Mr Lawrence Luk**  
General Mills Hong Kong Ltd

\* The above list shows the Award recipients and their companies during the year of the Award indicated.

\* The order of presentation of individual awardees receiving the same award is based on the alphabetical order of their surnames.

**2 0 0 9**

**Trainer of the Year**

**Ms Elsa Lam**

Ageas Insurance Company (Asia) Limited

**Distinguished Trainer Awardees**

**Mr Joseph Chan**

HSBC

**Ms Elsa Lam**

Ageas Insurance Company (Asia) Limited

**Mr Thomas Robillard**

FedEx Express

**Mr Wilkins Wong**

Civil Service Training  
& Development Institute,  
Civil Service Bureau

**Outstanding New Trainer Awardees**

**Ms Fanny Chan**

HSBC

**Ms Effie Cheng**

McDonald's Restaurants (HK) Limited

**Mr Andy Lau**

HSBC

**Mr Nelson Wong**

The Hong Kong Jockey Club

**Mr Will Wong**

HSBC

**2 0 0 8**

**Trainer of the Year**

**Mr Kelvin Ju**

ALG Companies

**Distinguished Trainer Awardees**

**Mr Kelvin Ju**

ALG Companies

**Ms Amy Kwong**

CLP Power Hong Kong Limited

**Ms May Li**

Civil Service Training &  
Development Institute,  
Civil Service Bureau

**Mr Frankie Lo**

Ageas Insurance Company (Asia) Limited

**Mr Vincent Tang**

HSBC

**Ms Catherine Tong**

The Hong Kong Jockey Club

**Mr Christopher Yang**

HSBC

**Outstanding New Trainer Awardees**

**Mr Jonathan Bok**

HSBC

**Ms Viola Chan**

ALG Companies

**Mr Andy Clark**

ClarkMorgan Corporate Training

**Ms Ivy Poon**

The Great Eagle Properties  
Management Company Ltd

**Mr Vincent Woo**

PCCW Limited

**Ms Susane Yan**

HSBC

**Mr Lester Yeung**

PCCW Limited

**2 0 0 7**

**Trainer of the Year**

**Ms Carroll Chu**

Island Shangri-La, Hong Kong

**Distinguished Trainer Awardees**

**Ms Carroll Chu**

Island Shangri-La, Hong Kong

**Ms Selina Kam**

HSBC

**Mr Kenny Mak**

HSBC

**Ms Shirley Ng**

Hong Kong Disneyland Resort

**Outstanding New Trainer Awardees**

**Mr Mark Chan**

HSBC

**Mr Peter Cheung**

Hong Kong Disneyland Resort

**Mr Desmond Ho**

HSBC

**Mr Badhri Nath Rama Iyer**

HSBC

**2 0 0 6**

**Trainer of the Year**

**Ms Michelle Yam**

Shangri-La Hotels & Resorts

**Distinguished Trainer Awardees**

**Ms Sara Ho**

The Hong Kong Jockey Club

**Ms Doris Ip**

The Aberdeen Marina Club

**Ms Jessie Lau**

HSBC

**Ms Carrie Wong**

HSBC

**Ms Michelle Yam**

Shangri-La Hotels & Resorts

**Outstanding New Trainer Awardees**

**Ms Iris Chow**

HSBC

**Ms Angela Tsui**

CLP Power Hong Kong Ltd

**Ms Joyce Wai**

HSBC

**2 0 0 5**

**Trainer of the Year**

**Mr Shekhar Visvanath**

HSBC

**Distinguished Trainer Awardees**

**Ms Marianne Chung**

HSBC

**Mr Allen Kuo**

HSBC

**Mr Gary Liu**

The Dairy Farm Company Ltd

**Ms Theresa Sham**

The Excelsior, Hong Kong

**Dr Chester Tsang**

Hospital Authority/Institute of Health Care

**Mr Shekhar Visvanath**

HSBC

**Outstanding New Trainer Awardees**

**Ms Elsie Gung**

HSBC

**Mr King Lee**

Kowloon-Canton Railway Corporation

\* The above list shows the Award recipients and their companies during the year of the Award indicated.

\* The order of presentation of individual awardees receiving the same award is based on the alphabetical order of their surnames.

### SKILLS TRAINING CATEGORY

#### Gold Award Winner

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.

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

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#### Silver Award Winner

In line with the Olympic movement in supporting retired athletes under the International Olympic Committee (IOC), the Sports Federation & Olympic Committee of Hong Kong, China (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 the communities. It is an invaluable opportunity to collaborate with SF&OC in supporting the career transition efforts for retired athletes in Hong Kong.

**Mr Timothy Fok GBS JP**  
**President**  
**Sports Federation & Olympic Committee of Hong Kong, China**

**Ms Margaret Cheng**  
**Human Resources Director**  
**MTR Corporation**

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#### Bronze Award Winner

TAL Apparel's "GO skills Functional Skills Knowledge Training programme" is designed through TAL's "Si-fus" collective wisdom and best practice to support and ensure the core technical skills to develop a 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 our core technical skills, in order to consistently deliver high quality products on time, and in line with customers' requirements.

**Ms Nong Hathaikarn Kulwachirawan**  
**Functional Skills Knowledge (FSK) Training Director**  
**TAL Apparel Limited**

### DEVELOPMENT CATEGORY

#### Gold Award Winner

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 and development programme depends on how facilitators identify the goals and direction that the participants want to pursue," said 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."

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

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#### Silver Award Winner

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 nurture a culture of innovation and collaboration towards our vision of "Making a difference" in the industry.

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

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#### Bronze Award Winner

"Leadership as a Profession" programme 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," said Ms Cecilia Ng, Head of Leadership and Learning, Manulife (International) Limited.

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

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### TRAINER OF THE YEAR

I am very honoured to be awarded the "Trainer of The Year"! During the process, I had a great opportunity to review all the work that I have done over the past 12 years and exchanged great knowledge with all training professionals. To me, training is a team work. Therefore I would like to sincerely thank my leaders and team who taught and worked with me in the past. This achievement is to be shared with all of them!

**Mr Tolar Ng**  
**Director, APAC Learning and Development**  
**Ralph Lauren Asia Pacific Limited**

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Protecting 25 million customers worldwide<sup>†</sup>



Always Listening. Always Understanding.

**PRUDENTIAL**   
英國保誠

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Hongkong Land Limited



Prudential Hong Kong Limited



## MAIN SPONSORS

Chow Tai Fook Jewellery Group Limited



The Hong Kong Jockey Club



HSBC



## SPONSORS

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MTR Corporation



PwC



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