



The Hong Kong Management Association
Advancing Management Excellence

AWARD FOR EXCELLENCE IN TRAINING AND DEVELOPMENT 2018

The Most Prestigious & Authoritative Training and Development Award



Land of *Success*

Built on a tradition of partnership, integrity and excellence since 1889, our prestigious commercial and luxury retail properties are landmarks of success in Asia's leading cities.

www.hkland.com



「每天都想，
看見你們幸福的笑容。」

給你們安穩富足，
看你們健康快樂；
這就是我最大的幸福。

當下最真 讓愛無憾

愛在當下



AIA助大家活出更長久、健康及豐盛的人生，
讓您時刻都充滿喜悅。



AIA Hong Kong and Macau is a subsidiary of AIA Group. AIA Group was established in 1919 and began its operations in Hong Kong in 1931. Over the years, AIA Hong Kong and Macau has been leading the industry with its forward-looking vision. AIA Hong Kong and Macau offers customers the most appropriate protection and financial solutions, meeting their needs and aspirations in different life stages. Guided by its steadfast belief in “creating shared value” for different stakeholders as well as the society, AIA Hong Kong and Macau is committed to playing a leading role in driving the economic and social development of Hong Kong and across the Asia-Pacific region, fulfilling its commitment to the economy and community, helping people live longer, healthier and better lives.

Over 2.7 million customers, with the largest number of policies

- Has the largest number of policies in Hong Kong¹, serving over 2.7 million customers². Approximately one in four medical insurance policyholders is an AIA customer³.

Multi-channel distribution and professional team

- Over 14,300 financial planners⁴ and a devoted team of front- and back-end staff strive to deliver excellent service and operating efficiency.
- Focused on “Premier Agency” strategy to enhance talent development. Founded AIA Premier Academy in 2011 to recruit and cultivate high-calibre young talent.
- Built long-term partnerships with Citibank, China Construction Bank (Asia) and Public Bank (Hong Kong), to provide customers with convenient and suitable insurance services through their extensive banking network⁵.
- Provides a comprehensive range of products and services to different customer segments through large-scale and established Independent Financial Advisors.

Over 80 products with well-rounded services

- Offers customers a wide selection of over 80 products to meet their protection and financial needs – ranging from individual life, group life, accident, medical and health, mandatory provident fund, personal lines insurance to investment-linked products with numerous investment options; dedicated to providing superb product solutions to meet the financial needs of high net worth customers.
- The game-changing “AIA Vitality” programme offers instant premium discounts and rewards customers for pursuing healthy lifestyles.
- Innovative digital platforms facilitating a convenient, customer-oriented experience.

¹ Provisional statistics of the Insurance Authority on Hong Kong long term insurance business from January to March 2017. The policies refer to the Direct Inforce Business of Individual Life and Annuity (Classes A & C) and Other Individual Business (Classes B, D, E & F).

² AIA Hong Kong internal data (as at 31 January 2017)

³ The Hong Kong Federation of Insurers’ 2015 position paper on the Consultation Document on the “Voluntary Health Insurance Scheme” and 2015 AIA internal reference data based on persons insured. AIA commissioned GfK Hong Kong to conduct a survey on medical expenses in Hong Kong in April 2015.

⁴ As at 30 June 2017

⁵ The banks herein are authorized distributors and agents of AIA Hong Kong.





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 approximately 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, commercial 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, 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 | | | |

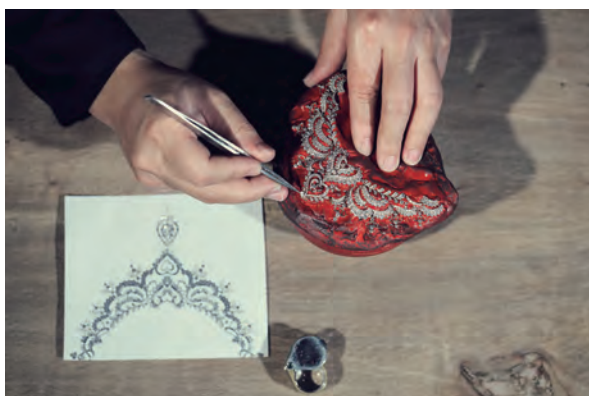
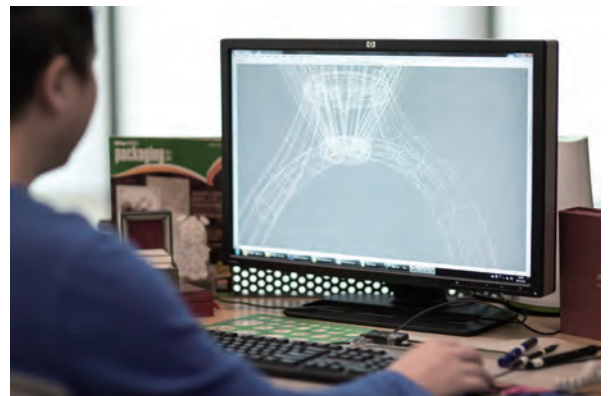
周大福

CHOW TAI FOOK

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

Founded in 1929, 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 legacies of the Group and its iconic brand are rooted in innovation, craftsmanship and heritage. The Group also encompasses other jewellery brands including Hearts On Fire, MONOLOGUE and SOINLOVE.

The Group's commitment to sustainability is anchored in its "Smart+" initiatives which have been in place to promote innovation surrounding its business, people and culture. Another asset underpinning its sustainability is a sophisticated vertically integrated business model which supports the Group in fostering excellence and extending opportunities along the entire value chain. With an extensive retail network in Greater China, Korea, Japan, Singapore, Malaysia and the United States, and a fast-growing e-commerce business, the Group is capable of implementing effective online-to-offline ("O2O") strategies and achieving omni-channel retailing.





周大福

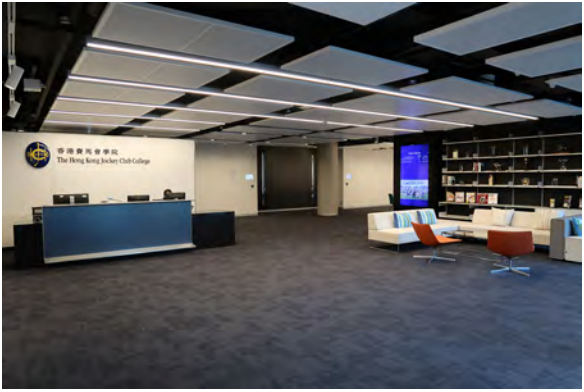
CHOW TAI FOOK

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 racing club that acts continuously for the betterment of our society. The Club has a unique integrated business model, comprising racing and racecourse entertainment, a membership club, responsible sports wagering and lottery, and charities and community contribution. Through this model, the Club generates economic and social value for the community and supports the Government in combatting illegal gambling. In 2016/17, the Club's total direct return to the community was HK\$30.5 billion. It is Hong Kong's largest single taxpayer, one of the city's major employers and one of the world's top ten charity donors. The Club is always "riding high together for a better future" with the people of Hong Kong.



RIDING HIGH TOGETHER FOR A BETTER FUTURE



Founded in 1884, The Hong Kong Jockey Club is a world-class racing club that acts continuously for the betterment of our society. The Club has a unique integrated business model, comprising racing and racecourse entertainment, a membership club, responsible sports wagering and lottery, and charities and community contribution. Through this model, the Club generates economic and social value for the community and supports the Government in combatting illegal gambling. In 2016/17, the Club's total direct return to the community was HK\$30.5 billion. It is Hong Kong's largest single taxpayer, one of the city's major employers and one of the world's top ten charity donors. The Club is always "riding high together for a better future" with the people of Hong Kong.



HSBC is one of the world's largest banking and financial services organizations. It serves around 38 million customers through four global businesses: Retail Banking and Wealth Management, Commercial Banking, Global Banking and Markets, and Global Private Banking. Its network covers 67 countries and territories in Europe, Asia, the Middle East and Africa, North America and Latin America.

With around 3,900 offices worldwide, 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.

Listed on the London, Hong Kong, New York, Paris and Bermuda stock exchanges, shares in HSBC Holdings plc are held by more than 203,000 shareholders in 132 countries and territories.



**Some careers grow
faster than others.**



HSBC 



Background

Manulife has been operating in Hong Kong for over 120 years. It is one of the leading financial services organizations in Hong Kong. Its operations include Manulife (International) Limited, Manulife Asset Management (Hong Kong) Limited and Manulife Provident Funds Trust Company Limited. The company takes care of the financial and protection needs of over two million customers in Hong Kong and Macau.

Financial Solutions

Manulife provides a wide range of individual and general insurance, investment-linked insurance, group life and health insurance, provident funds, mutual funds, wealth management products and financial planning services. Manulife looks to continually introduce financial solutions that cater to current and future customer needs, helping customers build their wealth, plan for retirement, and enjoy a quality life with ultimate peace of mind.





MOVE

Track your every move
to enjoy premium discounts



www.ManulifeMOVE.hk

 宏利
Manulife

Offer is subject to Terms and Conditions

Manulife (International) Limited (Incorporated in Bermuda with limited liability)



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

The core business of Towngas in Hong Kong consists of the production and distribution of gas, the sale of gas appliances and total kitchen solutions, as well as comprehensive after-sales services. With a pipeline network consisting of more than 3,500 km 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 240 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, data centres as well as new energy exploration and utilization ventures.

To support its continuous business growth, Towngas makes every effort to attract, develop and engage talents. Its people are able to escalate the career ladder while working with others to achieve the business goals. Towngas provides various platforms and structured talent development programmes at every step of their career progression. These include the well-esteemed Graduate Trainee and Apprenticeship Scheme which target to groom young talents as future leaders and qualified technicians; the customized leadership acceleration programmes for the middle management; as well as tailor-made development plans for the seasoned business leaders.

Emerging as a regional leader in the energy business, Towngas strives to become a socially responsible organization. The company 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 potentials 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 1,160 outlets in Hong Kong, PRC, Vietnam, Cambodia and Singapore.

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 5.6 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 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), Randstad Employer Brand Awards - The Most Attractive Employer in Hong Kong (1st place), 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.





Sino Group is one of the leading property developers in Hong Kong. Its core business includes development of residential, office, industrial and retail properties for sale and investment. It is complemented by the gamut of property services encompassing management, security and environmental services to ensure a seamless Sino Experience. It is also a key player in hotel and club management.

“To achieve quality excellence by thoroughly understanding the needs of customers and consistently surpassing their expectations” is its mission that provides the direction for its operations. The Group makes it their priority to provide products and services of the highest possible standard while upholding corporate social responsibility in every aspect of the business.

The Group employs about 11,000 committed staff members, who share the mission of building a better community. It believes that only with high quality people can it ensure high quality products and services. Training and development is therefore at the centre of the company. “Continuous Improvement”, as one of the company’s core values, reflects top management’s commitment and support for training and developing its people.

To meet the training and development needs of their employees, it has established comprehensive and structured programmes. For instance, it has 12 Academies offering more than 100 courses covering property management, leasing, landscape and language to support functional and skills development. The Group has tailored programmes for managerial staff to develop leadership competencies. Sponsorship for external professional training for employees to pursue professional and formal education is provided. Knowledge and experience sharing across teams and departments e.g. through regular learning sharing sessions such as Townhall, Leadership Series, Lunch and Learn, interdepartmental sharing, etc. is organized regularly.

Its efforts in training and developing employees are recognized by well-established organizations. Recent recognitions include Silver Award (Skills Training Category) in the Award for Excellence in Training and Development 2017 organized by the Hong Kong Management Association (HKMA) and the “Learning and Development Award” under professional category of “Employer of Choice Award 2017” by JobMarket.





Convey Advertising is an established outdoor advertising company in Hong Kong. Since being set up 30 years ago, Convey Advertising continues to provide our clients with one-stop service. Our services include outdoor site rental, consultation, design, advertisement production and outdoor site maintenance, all are supported by our internal departments. This not only ensure that the different processes pass comprehensive quality checks, it also provides an easy and direct delivery process, in turn offering reliable service to our clients which, in line with our years of providing customer assurance. Convey Advertising as earned recognition in the industry for our high level of professionalism. Since our inception, the Company has won numerous influential awards, in recent years we continue to develop our business to provide advertising solutions across different mediums.





Recruit is a leading all-rounded recruitment media in Hong Kong. Founded in 1992, Recruit magazine is the first free recruitment publication providing recruitment and education advertising and career related enrichment articles to attract readers who strive for work-life balance. The magazine reaches target readers through extensive distribution network at high-traffic areas, MTR exits, inside MTR stations, Starbucks stores, 7-Eleven convenience stores, labour department job centres and tertiary institutions. With strong presence in the community, Recruit magazine connects quality readers with jobs and market news. According to Ipsos Media Atlas 2016, Recruit magazine has the most reach of readers who are degree holders or above amongst other recruitment publications in Hong Kong.



Recruit Magazine

Apart from Recruit magazine, Recruit also operates Recruit.com.hk which is one of the leading job portals in Hong Kong providing personalized solutions for job seekers and advertisers. The job portal lists job vacancies under more than 50 industries in real time and it acquires over 480,000 job seeker members and over 10 million page view on average.



Recruit Distribution



Having foreseen the popularity of the use of smartphone, Recruit launched Recruit mobile apps in 2011. The App, available for both IOS and Google Play version, synchronizes with Recruit.com.hk that allows job seekers to do job hunting, apply for jobs, read articles at anytime, anywhere. With over 410,000 installation until now, the app is widely used by mobile users.



Recruit.com.hk

Recruit is dedicated to providing full services to jobseekers and recruitment advertisers. Starting from 2012, Recruit has extended to the services to organize career fair. Over 60 education and career fairs were organized. Over 500 organizations joined the fairs and over 50,000 job vacancies were posted.



Recruit Job Fair



Established in 1949, The Standard is Hong Kong's first and only free English daily newspaper, and enjoys an extensive, high-quality readership. It has also been voted as "the most credible" newspaper in a recent 2016 survey conducted by the Chinese University of Hong Kong.

Published in a handy tabloid format, The Standard delivers a comprehensive coverage of local and international news, with special sections on business, technology and sports, and an inside look of the market every Monday in Money Glitz. There are also special features on lifestyle and entertainment 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.

Hong Kong's biggest circulation English daily

The Standard 英文虎報

SHORT AND SWEET IS LAM'S POLICY

Volume 11, No 20

www.thestandard.com.hk

DATE 2

NEW FACE OF FLYING Airport launches facial recognition for departing visitors

Suen Lok-hai

Millions of flying visitors will be able to breeze through immigration at the airport terminals, with facial recognition technology systems to be in use within 20 months.

The Immigration Department's Smart Departure system will allow visitors to be processed at Hong Kong International Airport terminals by using facial recognition.

In terms of visitors, Lido said that the system, involving the use of facial recognition technology, which is capable of using fingerprints.

The technology is being used by governments that already have a passport system. "In the past, the airport had to check a visitor's passport and a photo of the visitor. Now, it can just scan the visitor's face and the system will do the rest."

He said that the system will be used for all departing visitors, including those who are not flying. "It will be used for all departing visitors, including those who are not flying. It will be used for all departing visitors, including those who are not flying."

He said that the system will be used for all departing visitors, including those who are not flying. "It will be used for all departing visitors, including those who are not flying."

Go on, have a good laugh ...
(... after all, you're a lot happier than a year ago)

Riley Chan

Only if you're still here. But if you're not, you're not laughing.

Chan said that the system will be used for all departing visitors, including those who are not flying. "It will be used for all departing visitors, including those who are not flying."

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Hong Kong's biggest circulation English daily

The Standard 英文虎報

MASS KILLER'S SHOCK WEAPONS REVEALED

Volume 11, No 17

www.thestandard.com.hk

DATE 2

Lam dips toe into co-location debate

Suen Lok-hai

Lam said that the system will be used for all departing visitors, including those who are not flying. "It will be used for all departing visitors, including those who are not flying."

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Vaccine mismatch causes flu-jab pain

Mary Ann Boes

The flu vaccination program in Hong Kong has been successful, but a mismatch between the vaccine and the virus has caused some people to experience pain.

She said that the system will be used for all departing visitors, including those who are not flying. "It will be used for all departing visitors, including those who are not flying."



CTgoodjobs, a brand extension under Career Times Online Ltd., is a member of the Hong Kong Economic Times Group (HKET, Stock code: 423). It offers recruitment and employer branding solutions as well as the best UX interface and resources for recruiters and visitors. To cater for a diverse range of target audience, CTgoodjobs has strong social media presence with over 176,000 facebook fans. According to comScore, CTgoodjobs ranks No. 1 in Hong Kong Career Service and Development Category* under MMX Multi-Platform since Jun to Sep 2017.

* Source: comScore Mobile Metrix, Sep 2017, Hong Kong, Total Mobile 18+. Mobile Metrix in Hong Kong uses comScore's census-based methodology that reports on only tagged entities. Properties which only tag some of their assets (e.g. website but not app) or partially tag (e.g. homepage only) will only be measured on those tagged assets, which will have an impact on the total reported metrics of their entity.



CTHR.hk brings you a free daily news delivery service, covering topics such as salary trends, HR research findings, changes in workplace legislation and, above all, valuable tips from other practitioners and employers, keeping the HRs up to date with developments in the profession in Hong Kong.



Follow Us

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 seven 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 TO THE AWARD

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

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Fax: 2868 4387

WEBSITE

www.hkma.org.hk/trainingaward

INTRODUCTION TO THE AWARD

The Board of Examiners comprises members of the Human Resources Development Management Committee, the People Management Committee and the Training and Development Awards Organizing Committee 2018. They include:

TRAINING AND DEVELOPMENT AWARDS ORGANIZING COMMITTEE

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HSBC

Ms Connie Chan

Head of Human Resources, Hong Kong
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Ms Felicity Sam

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Ralph Lauren Asia Pacific Limited

Ms Anne Tsui

Senior Director, Human Resources and Administration
adidas Hong Kong Limited

Ms Bianca Wong

Regional HR Head Asia
Hilti Asia

INTRODUCTION TO THE AWARD

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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

Member
HRD Management Committee

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Chief Human Resources Officer
Human Resources
AIA International Limited

Mr Teddy Liu

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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 Anthony Rushton

Regional Head of Learning, Asia Pacific
Human Resources
HSBC

Ms Carmen Ting

Head of Talent
People, Performance and Culture
KPMG

Mr Chester Tsang

Head of Management Training and
Organization Development
MTR Corporation

Mr Kenneth Wai

Director of Human Resources
Island Shangri-La Hotel

Ms Bianca Wong

Regional HR Head Asia
Hilti Asia

INTRODUCTION TO THE AWARD

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Ms Florence Chow
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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

Mr Peter Leung
Senior Human Resources Manager
Hospital Authority

Mr Thomas Ng
Human Resources Advisor
The Hong Kong Jockey Club

Prof Wong Chi Sum
Professor
Department of Management
The Chinese University of Hong Kong

Mr Albert Wong
Group Head – Labour and Community Affairs
Cathay Pacific Airways

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.

CAMPAIGN AWARDS






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*
-  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. Otherwise, they would not be invited for the judging process.

CAMPAIGN AWARDS SCHEDULE

Deadline for Entries

Monday, 26 March 2018

Deadline for Submission of Programme Summary

Tuesday, 3 April 2018

Shortlisting Interview

Thursday, 12 April 2018
Friday, 13 April 2018

Deadline for Written Submission (Finalists only)

Friday, 18 May 2018

Final Presentation Seminar

Tuesday, 26 June 2018

Award Presentation Ceremony

Thursday, 13 September 2018

JUDGING PROCESS

<p>Submission of Entry Form (Deadline: Monday, 26 March 2018)</p>	<p>All participating organizations have to submit an Entry Form.</p>
<p>Submission of Programme Summary (Deadline: Tuesday, 3 April 2018)</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 28 for guidelines for Programme Summary.</p>
<p>Shortlisting Interview (Thursday, 12 April 2018 Friday, 13 April 2018)</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 People Management Committee of the Association. Please refer to Page 28 for guidelines for Shortlisting Interview.</p>
<p>Written Submission (Finalists Only) (Deadline: Friday, 18 May 2018)</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>Final Presentation Seminar (Tuesday, 26 June 2018)</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>Award Presentation Ceremony (Thursday, 13 September 2018)</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>



GUIDELINES FOR PROGRAMME SUMMARY AND SHORTLISTING INTERVIEW

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 People 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.
- The presentation should cover all the Judging Criteria. Please refer to Page 29 and 30 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.

SKILLS TRAINING CATEGORY JUDGING CRITERIA

DEFINITION OF SKILLS TRAINING CATEGORY

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

	MARKS
1 NEEDS IDENTIFICATION AND OBJECTIVES SETTING	20
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
2 DESIGN, DEVELOPMENT AND IMPLEMENTATION	40
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
3 MEASUREMENT AND OUTCOMES	30
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
4 DEGREE OF INNOVATION	10
4.1 Innovative approaches and/or design were applied to enhance programme effectiveness.	

Total 100

DEVELOPMENT CATEGORY JUDGING CRITERIA

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

CAMPAIGN AWARD ENTRY FORM

ACT-42846-2018-2-NL

To: The Secretariat, Award for Excellence in Training and Development 2018
The Hong Kong Management Association
14/F, Fairmont House, 8 Cotton Tree Drive, Central, Hong Kong

Attn: Ms Nichola Wong, Senior Executive Officer Tel: 2826 0521 Email: nicholawong@hkma.org.hk
Ms Ada Leung, Executive Officer Tel: 2826 0534 Email: adaleung@hkma.org.hk
Ms Charlene Lee, Executive Officer Tel: 2826 0526 Email: charlenelee@hkma.org.hk Fax: 2868 4387

Category: Skills Training Development

Name of Programme: _____

Aim of the Programme (no more than 50 words) :

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 Thursday, 12 April 2018; Friday, 13 April 2018.

1. Name: (Mr/Ms) _____ Job Title: _____

Tel: _____ Mobile: _____ Email: _____

2. Name: (Mr/Ms) _____ Job Title: _____

Tel: _____ Mobile: _____ Email: _____

Presentation language: English Cantonese Putonghua

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, 26 March 2018)

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

PAST CAMPAIGN AWARD WINNERS

2017

Skills Training Category

Gold Award

Asia Pacific Heart Rhythm Society and
Abbott Laboratories

Silver Award

Sino Group

Bronze Award

MTR Corporation

Excellence Awards

Chow Tai Fook Jewellery Company Limited
Manulife (International) Limited
Ngong Ping 360 Limited

Development Category

Gold Award

Hong Kong Airlines Limited

Silver Award

Cathay Pacific Airways

Bronze Award

FTLife Insurance Company Limited

Excellence Awards

Citi Hong Kong
The Hong Kong Jockey Club
MTR Corporation

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 organizations during the year of the Award indicated.

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 organizations during the year of the Award indicated.

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 organizations during the year of the Award indicated.

INDIVIDUAL AWARDS

ELIGIBILITY

The Awards aim to recognize the outstanding achievement of trainers who have made significant contribution to the human resources 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 resources 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 resources 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:

- Outstanding New Trainer Awards
-  Distinguished Trainer Awards
-  Trainer of the Year

BENEFITS AND RECOGNITION

- 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.
- 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, 26 March 2018

Interview Session

Friday, 11 May 2018

Award Presentation Ceremony

Thursday, 13 September 2018

Deadline for Written Submission

Friday, 20 April 2018

Final Presentation Seminar

Tuesday, 26 June 2018

INDIVIDUAL AWARDS

JUDGING PROCESS

Nomination (Deadline: Monday, 26 March 2018)	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.
Written Submission (Deadline: Friday, 20 April 2018)	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.
Interview Session (Friday, 11 May 2018)	All entrants will be invited to an interview session. <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. <u>Outstanding New Trainer Awards</u> The interview session will be divided into two parts: <ol style="list-style-type: none">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.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. 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.
Trainer of the Year Final Judging (Tuesday, 26 June 2018)	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.
Award Presentation Ceremony (Thursday, 13 September 2018)	An Award Presentation Ceremony will be held during the Susan Yuen Memorial Lecture and all the results of the Awards will be announced.

OUTSTANDING NEW TRAINER AWARD JUDGING CRITERIA

		MARKS
1	SIGNATURE CAMPAIGN	80
<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>		
1.1	Making sure that training is connected to business/organizational need and external environment	20
<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>		
1.2	Ability to design purposeful learning processes	20
<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>		
1.3	Ability to manage and deliver a designed programme	20
<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>		
1.4	Ability to evaluate training	20
<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>		
2	PERSONAL ACHIEVEMENTS AND CONTINUOUS DEVELOPMENT	20
<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

DISTINGUISHED TRAINER AWARD JUDGING CRITERIA

		MARKS
1	SIGNATURE CAMPAIGN	100
<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>		
	1.1 Making sure that training is connected to business/organizational need and external environment	20
	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	
	1.2 Ability to design purposeful learning processes	20
	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	
	1.3 Ability to manage and deliver a designed programme	20
	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	
	1.4 Role in the internal marketing of training plans to stakeholders	20
	1.4.1 Effective in gaining senior management buy-in	
	1.4.2 Authentically engages and inspires diverse group of stakeholders	
	1.5 Ability to evaluate training	20
	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	
2	PERSONAL ACHIEVEMENTS AND CONTINUOUS DEVELOPMENT	20
	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.	
3	ACHIEVEMENT IN ENHANCING TRAINING AND DEVELOPMENT CAPABILITY	20
<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



TRAINER OF THE YEAR JUDGING CRITERIA

	MARKS
1. Does this trainer ensure that activities are based on real business/organization and individual needs?	20
2. Can this trainer design courses that work well with learners to deliver real results back in the workplace?	20
3. Is this trainer actively engaged in the business in personally designing and delivering courses?	20
4. Is this trainer flexible enough to balance the needs of different trainees and the overall objectives set?	30
5. Can this trainer determine the success of training at the individual, job and business/organization impact levels?	20
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?	20
	Total 130

INDIVIDUAL AWARD NOMINATION FORM

ACT-42846-2018-3-NL

To: The Secretariat, Award for Excellence in Training and Development 2018
The Hong Kong Management Association
14/F, Fairmont House, 8 Cotton Tree Drive, Central, Hong Kong

Attn: Ms Nichola Wong, Senior Executive Officer Tel: 2826 0521 Email: nicholawong@hkma.org.hk
Ms Ada Leung, Executive Officer Tel: 2826 0534 Email: adaleung@hkma.org.hk
Ms Charlene Lee, Executive Officer Tel: 2826 0526 Email: charlenelee@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, 26 March 2018)

PAST INDIVIDUAL AWARD WINNERS

2017

Trainer of the Year

Mr Bruce Au
A.S. Watson Group

Distinguished Trainer Awardees

Mr Bruce Au
A.S. Watson Group
Mr David Chan
Maxim's Group - Japanese Chain Restaurants
Mr Roy Choy
Prudential Hong Kong Limited
Mr Harry Ng
Infocan Training Limited

Outstanding New Trainer Awardees

Mr Derek Au
GP Strategies Corporation
Mr Alpha Cheng
Prudential Hong Kong Limited
Ms Aing Fan
Midland Holdings Limited
Ms Bonnie Lau
Maxim's Group - Japanese Chain Restaurants
Mr Dickson Lau
CLP Power Hong Kong Limited
Mr Kenneth Lau
Midland Holdings Limited
Mr Tim Lau
HKT Limited
Mr Daniel Lee
Prudential Hong Kong Limited
Mr Jameson Lee
FedEx Express
Mr Ricky Li
Prudential Hong Kong Limited
Ms Carmen Lo
Jebsen & Co Ltd
Ms Grace Ma
MTR Corporation
Mr Sunny Wong
BOC Group Life Assurance Company Limited

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

* 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.

PAST INDIVIDUAL AWARD WINNERS

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

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

* 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.

PAST INDIVIDUAL AWARD WINNERS

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

2009

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

2008

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

2007

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

2006

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

2005

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.



QUOTES FROM 2017 WINNERS

SKILLS TRAINING CATEGORY

Gold Award Winner

Implanted devices in the heart are used to treat heart failure, irregular heartbeat and prevent sudden cardiac arrest. However, implantation can be a complex procedure that involves different skills like surgical techniques, manipulation of catheters and device programming. To help junior Asian physicians develop these skills effectively, we have developed a series of innovative hands-on activities to bridge the gap between knowledge and clinical practice.

Professor Chu-Pak Lau
Course Director - APHRS Physician Education Programme
Asia Pacific Heart Rhythm Society and Abbott Laboratories

Silver Award Winner

Achieving quality excellence in service is the compass directing Sino Group's whole operation. The STAR Service Programme, involving participation from frontline staff to senior management, has succeeded in providing just-in-time service training support with scale and impact to 198 managed buildings in scattered locations across 18 districts in Hong Kong. Through Train-the-trainer approach, over 200 frontline supervisors are developed as site trainers and deliver the six STAR Service Training to frontline staff, thereby creating a rippling effect for uplifting service mindset and skills.

Ms Alice Ip
Executive Director
Sino Group

Bronze Award Winner

The "'Let's Innovate!' – Unleashing Innovative Potential of railOvators®" adopts a blended-learning approach to leverage different learning methodologies, on top of classroom training, in facilitating learning transfer, reinforcement and application of innovation skills and knowledge. Gamified learning and mobile learning are the examples of key methodologies used to maximize engagement and programme effectiveness. Staffs are encouraged to challenge the status quo and adopt innovative ideas to serve our customers, to enhance the operational efficiency and contribute to business growth.

Dr Tony Lee
Chief of Operations Engineering
MTR Corporation



QUOTES FROM 2017 WINNERS

DEVELOPMENT CATEGORY

Gold Award Winner

Grooming future aircraft engineering talents is not only a vision, but also a promise by Hong Kong Airlines. With the Engineering License Trainee Programme, a first-in-industry innovation across local airlines, Hong Kong Airlines aims to develop "People Engineers" in a fast-tracked licensing journey with professional one-on-one guidance, overseas exposures, dialogue with management, action learning projects to embark their future.

Mr Stanley Yau
Director, Human Resources and Administration
Hong Kong Airlines Limited

Silver Award Winner

Through various engagement and development programmes of the Ground Time Optimization project, our 1,900 frontline leaders are committed to hustle safely in driving more faster-and-reliable aircraft turnarounds. Our leaders are aware of the overall operational picture, empathize each other's operational constraints, and achieve alignment in operations handling. The success of our programme relies on identifying the ultimate goal, providing a compelling "why", painting the big picture to our leaders and allowing our leaders to see things from others' perspectives.

Ms Maria Tong
Learning Manager, The Learning Academy
Cathay Pacific Airways

Bronze Award Winner

The creation of "Mobile Learning" by FTLife Academy is aimed at overcoming the challenge of getting FTLife financial consultants into classroom under the pressure of a competitive and dynamic life insurance market in Hong Kong, and to embrace the opportunities arising from the advancement of mobile technology. Mobile Learning, an online learning portal, enables our financial consultants to learn anytime, anywhere on mobile devices. It also keeps them updated with current trends about learning and professional development. With Mobile Learning, the agility and versatility of learning within FTLife community has improved significantly.

Mr Clarence Lau
Senior Manager, FTLife Academy
FTLife Insurance Company Limited

TRAINER OF THE YEAR

I am completely thrilled and honoured to receive the Trainer of the Year award! The journey has been very rewarding because it was an opportunity for me to look back at what I did and how I have made a difference. Learning and Development is definitely my passion but without leader's support I would not have had the opportunity to participate this award. My heartfelt thanks go to my team and my leaders at the A.S. Watson Group.

Mr Bruce Au
Learning and Development Manager - Group Human Resources (Asia)
A.S. Watson Group

LEAD SPONSORS

AIA International Limited



Hongkong Land Limited



MAIN SPONSORS

Chow Tai Fook Jewellery Group Limited



The Hong Kong Jockey Club



HSBC



Manulife (International) Limited



SPONSORS

The Hong Kong and China Gas Company Limited



Maxim's Group



MTR Corporation



Sino Group



MEDIA SPONSORS

Convey Advertising Company Limited



Recruit & Company Limited



The Standard



DIGITAL MEDIA SPONSOR

CTgoodjobs

