



AWARD FOR EXCELLENCE IN TRAINING AND DEVELOPMENT 2019

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



Insurance company with the
most policies in Hong Kong
for **17 Years** in a row¹



**Standing by you, AIA helps over 3 million customers²
live healthier, longer, better lives.**

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¹ According to the number of direct in-force business policies under Individual and Annuities (Classes A & C) and Other Individual Business (Classes B, D, E & F), Provisional Statistics on Hong Kong Long Term Insurance Business 2001-2017, conducted by Hong Kong Insurance Authority
² Internal figures as at 31 March, 2018 (including individual life, group insurance and MPF customers of AIA Hong Kong & Macau)





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 healthier, longer, better lives.

Over 3 million customers, with the largest number of policies

- Has the largest number of policies in Hong Kong¹, serving over 3 million customers². Approximately one in four medical insurance policyholders is an AIA customer³.

Multi-channel distribution and professional team

- Over 15,000 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 December 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 March 2018)

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 2018

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

LEAD SPONSOR



LEAD SPONSOR



Hongkong Land is a 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 more than 850,000 sq. m. of prime office and luxury retail property in key Asian cities, principally in Hong Kong, Singapore and Beijing. Its properties attract the world's foremost companies and luxury brands.

The Group's Central Hong Kong 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, a luxury retail centre at Wangfujing in Beijing, 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. 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.



LEAD SPONSOR

Hong Kong - Central District



MAIN SPONSOR

周大福

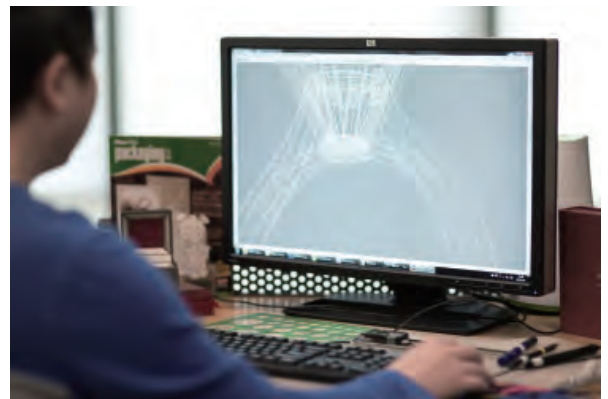
CHOW TAI FOOK

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 Group's iconic brand "CHOW TAI FOOK" has been widely recognized for its trustworthiness and authenticity, and is renowned for its product design, quality and value. The success of the Group and its iconic brand is rooted in innovation, craftsmanship and heritage. The Group also holds other jewellery brands including T MARK, HEARTS ON FIRE, MONOLOGUE and SOINLOVE, which are the first examples of a long term multi-brand strategy rollout.

The Group's commitment to sustainable growth is anchored in its "Smart+" strategy, which is in place to promote long term innovation in the business, in people and in culture. Another asset underpinning sustainable growth is a sophisticated vertically integrated business model. This supports the Group by fostering excellence and extending opportunities along the entire value chain to communities and industry partners.

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 implementing effective online-to-offline ("O2O") strategies to succeed in today's omni-channel retail environment.





周大福

CHOW TAI FOOK

MAIN SPONSOR



The Hong Kong Jockey Club

RIDING HIGH TOGETHER

The Hong Kong Jockey Club is a world-class racing club that acts continuously for the betterment of our society. Through its integrated business model, comprising racing and racecourse entertainment, a membership club, responsible sports wagering and lottery, and charity and community contribution, the Club generates economic and social value for the community and supports the Government in combatting illegal gambling. The Club is Hong Kong's largest single taxpayer and its Charities Trust is one of the world's top ten charity donors.



RIDING HIGH TOGETHER FOR A BETTER FUTURE



The Hong Kong Jockey Club is a world-class racing club that acts continuously for the betterment of our society. Through its integrated business model, comprising racing and racecourse entertainment, a membership club, responsible sports wagering and lottery, and charity and community contribution, the Club generates economic and social value for the community and supports the Government in combatting illegal gambling. The Club is Hong Kong's largest single taxpayer and its Charities Trust is one of the world's top ten charity donors.

MAIN SPONSOR



HSBC is one of the largest banking and financial services organizations in the world, with operations in 66 countries and territories in Europe, Asia, North and Latin America, and the Middle East and North Africa. It serves more than 38 million customers worldwide through four global businesses: Retail Banking and Wealth Management, Commercial Banking, Global Banking and Markets, and Global Private Banking.

With around 3,800 offices worldwide, it aims to be where the growth is, 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 around 200,000 shareholders in more than 125 countries and territories.



Proudly sponsoring the
Hong Kong Management Association's Award
for Excellence in Training and Development 2019.



Together we thrive

Manulife 宏利

Manulife has operated in Hong Kong for over 120 years. It has grown to become one of the top-tier providers of financial services offering a wide range of individual and general insurance, group life and health insurance, provident funds, wealth management products and financial planning services to over two million customers in Hong Kong and Macau. Through the company's strong and diversified distribution channels with over 8,000 agents, bank partners, brokers and independent financial advisors, 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.

Manulife has further strengthened its No. 1 Mandatory Provident Funds (MPF) scheme sponsor position in Hong Kong, with a market share of 23% in terms of assets under management as at 30 September 2018, and 36.5% in terms of estimated net cash flows for the period from 1 July to 30 September 2018.*

Last year, the Company launched a new campaign, called PlanSimple, to encourage millennials to start planning for their future so they can pursue their passions with confidence, now and for years to come.

Built on the previous award-winning Retirement Solutions campaign which aroused public awareness on retirement planning, PlanSimple aims to engage a younger group of audience in their mid-20s to mid-30s to start financial planning early. To connect with them, Manulife launched a new infotaining PlanSimple website, where millennials can find useful tools including bitesize videos, case studies, expert views and purpose-built calculators to plan for their finance and protection.

*MPF market shares are measured by scheme sponsor share of asset under management and net cash flows. Source: Table on p. 5 of Mercer MPF Market Shares Report as at 30 September 2018.



Manulife has operated in Hong Kong for over 120 years. It takes care of the financial and protection needs of over two million customers in Hong Kong and Macau.


Jason Chan, a pop singer, is the lead KOL of Manulife's PlanSimple campaign. He shares how he is planning for his first baby and how he balances family responsibilities and the pursuit of his passion in music. He also appears in other campaign KOLs' videos to introduce how they realize their passions with financial planning.





Can your dreams really come true?

Once you have a plan for the future, you will have the peace of mind to live in the moment. Start your financial planning today.

 Manulife HK

SPONSOR



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 250 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 move up 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.



SPONSOR



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, The Cheesecake Factory and Shake Shack in various territories. Altogether, the Group operates over 1,200 outlets in Hong Kong, Macau, PRC, Vietnam, Cambodia and Singapore.



At Maxim's, it is believed that people is the key to quality products and customer excellence. Every person is a valued member, treated with trust, encouraged to contribute and recognized for efforts. The Group relentlessly pursues continuous people development and foster a work environment where creative thinking and continuous learning is encouraged.



SPONSOR



Carrying an average of nearly 5.8 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 (Top 2 for three times in a row), 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.



SPONSOR



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 the 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 its 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. It 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 sessions across teams and departments such as Townhall, Leadership Series, interdepartmental sharing, etc. are organized regularly.

Its efforts in training and developing its employees are recognized by well-established organizations. Recent recognitions include Silver Award in the “Award for Excellence in Training and Development 2017” Skills Training Category organized by The Hong Kong Management Association (HKMA), the “Excellent Learning and Development Award in the HR Excellence Award 2017/18” by The Hong Kong Institute of Human Resource Management (HKIHRM) and the “Learning and Development Award” under professional category of “Employer of Choice Award 2017” by JobMarket.

By consistently upholding integrity, walking the extra mile and delivering high-quality products and services, it seeks to surpass customers’ expectations and earn their trust.



MEDIA SPONSOR



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



MEDIA SPONSOR



LinkedIn connects the world's professionals to make them more productive and successful and transforms the way companies hire, market, and sell. Our vision is to create economic opportunity for every member of the global workforce. LinkedIn has more than 590 million members and has offices around the globe. www.linkedin.com / mobile.linkedin.com



MEDIA SPONSOR



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.



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 490,000 job seeker members and over 10 million page view on average.



Recruit Distribution



Being all-rounded recruitment and education platform, Recruit launched mobile job 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 450,000 installation until now, the app is widely used by mobile users. Having foreseen the popularity of social media platforms, Recruit extended its reach to audience through facebook and instagram with over 97,000 fans and more than 8,000 followers up till now.



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 75 education and career fairs were organized. Over 500 organizations joined the fairs and over 50,000 job vacancies were posted.



Recruit.com.hk



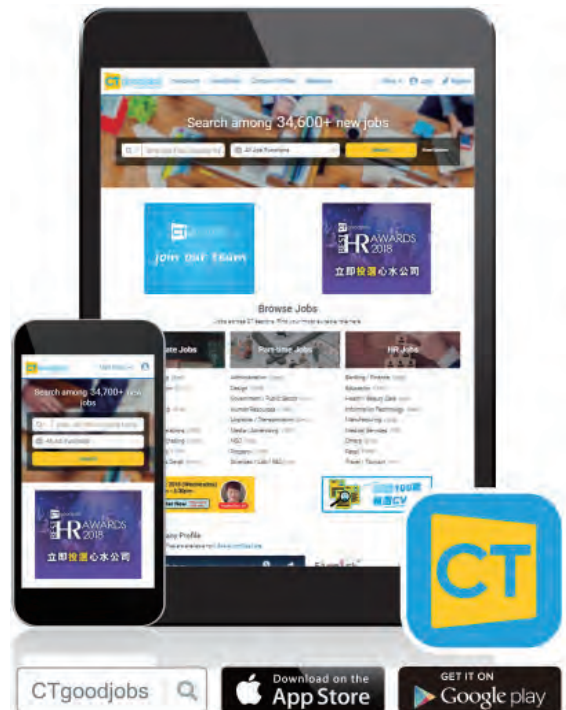
Recruit Job Fair



DIGITAL MEDIA SPONSOR



CTgoodjobs, a brand extension under Career Times Online Limited, is a member of the Hong Kong Economic Times Group (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 210,000 facebook fans.



CTHR is a comprehensive HR platform, providing HR-related news and articles, events and courses, survey and reports to keep HRs posted with the latest knowledge, trends and insights in the profession and, more than that, strategic advice and tips on talent management are also delivered to help HRs excel at work.



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 2018, the Academy for Retail Innovation and Management (ARIM) was established to nurture human capital in the retail sector in Hong Kong and mainland China through education and training; provide a platform for retail professionals with a view to exchanging ideas and fostering professional development; and promote best practices and innovative ideas relevant to the retail industry.

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 six 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 People 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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Fax: 2868 4387

WEBSITE

www.hkma.org.hk/trainingaward

INTRODUCTION TO THE AWARD

The Board of Examiners comprises members of the People Development Management Committee, the People Management Committee and the Training and Development Awards Organizing Committee 2019. They include:

TRAINING AND DEVELOPMENT AWARDS ORGANIZING COMMITTEE

Mr Anthony Rushton (Chairman)

Regional Head of Learning, Asia Pacific,
Human Resources
HSBC

Ms Connie Chan

Head of Human Resources, Hong Kong
Oath Hong Kong

Mr C Y Chan

Head of Talent Engagement and Corporate Social
Investment, Co-Owner
Hong Kong Broadband Network Limited

Dr Salina Chan

Senior Director, Regional Learning and Development
Human Resources - Asia Pacific
Fossil (East) Limited

Mr Vicmond Chan

Human Resources and Administration Director
Dragages Hong Kong Limited

Ms Kyon Chow

Head of Talent Management
Johnson Electric

Ms Mimi Fu

Director, Learning and Development
Ocean Park Corporation

Ms Maria Hui

HR Director
Microsoft Hong Kong

Ms Ivy Leung

Head of Human Resources and Administration
Octopus Holdings Limited

Ms Janet Man

General Manager, Talent Management
Group Human Resources
Jardine Matheson Limited

Mr William Tin

HR Director
A.S. Watson Industries

Ms Bianca Wong

Regional Head of Human Resources, North Asia
Hilti Asia Limited

Mr Stanley Yau

Director, Human Resources and Administration
Hong Kong Express Airways Limited

INTRODUCTION TO THE AWARD

PEOPLE DEVELOPMENT MANAGEMENT COMMITTEE

Mr Stephen Leung (Chairman)

Country Manager
Pfizer Corporation Hong Kong Limited

Ms Catherine Chau

Head of Human Resources
Hongkong Land Limited

Ms Joyce Chow

Managing Director, Learning and Development
FedEx Express

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

Director
One Road One Belt Initiative and
Greater Bay Area Research Center
Jiang Xi University of Finance and Economics

Mr Ellis Ku

Head of Learning and Organization Development
Maxim's Caterers Limited

Ms Maylie Lee

Chief Human Resources Officer
AIA International Limited

Mr Teddy Liu

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

Ms Eliza Ng

Director, Human Resources
Fuji Xerox (Hong Kong) Limited

Mr Anthony Rushton

Regional Head of Learning, Asia Pacific,
Human Resources
HSBC

Ms Felicity Sam

Senior Director, Learning and Development
Ralph Lauren Asia Pacific Limited

Ms Cary Sum

Talent Development Manager
Chow Tai Fook Jewellery Group Limited

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 Head of Human Resources, North Asia
Hilti Asia Limited

INTRODUCTION TO THE AWARD

PEOPLE MANAGEMENT COMMITTEE

Ms Margaret Cheng (Chairman)

Human Resources Director
MTR Corporation

Ms Florence Chow

Head of Group Human Resources
HKT Limited

Mr Ian Choy

Senior Director - People Resources
McDonald's Hong Kong

Ms Sara Ho

Human Resources Director
Jebsen Group

Ms Connie Lam

Human Resources Director
CLP Power 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

Ms Janet Poon

General Manager - Human Resources
Hang Lung Properties Limited

Mr Albert Wong

Special Advisor
Cathay Pacific Airways Limited

Mr Derek Wu

Executive Vice President
Global Human Resources
Lee Kum Kee International Holdings 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.

CAMPAIGN AWARDS

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.

AWARDS

The following awards will be granted to outstanding programmes by the Panel of Adjudicators:

- One Gold Award
- Two Silver Awards
- Three Bronze Awards
- Four Excellence Awards

Recipients of HR Professionals' Most Favourite Campaign will be selected by all participants attending the Final Presentation Seminar.

A number of Special Award(s) will also be granted to recognize training and development programme(s) with outstanding performance in different individual areas. Participating organizations are requested to indicate which of the following Special Award(s) they would like to compete for:



The Hong Kong Jockey Club
RIDING HIGH TOGETHER



Manulife 宏利



Special Awards:

- **Recruit** Best in Innovation
- Best in Leadership Development
- Best in Young Talent Development
- Best in Career Development
- Best in Team Development
- Best in Change Management
- Best in Cultural Change
- Best in Staff Engagement
- Best in Stakeholder Engagement
- Best in Programme Design
- Best in Performance Improvement
- Best in Application of Technology
- Best in Social Impact
- Best Campaign for Organizations with 500 Employees or Less

There are a maximum of three awardees in each Special Award. The Board of Examiners would also suggest other Special Awards at their discretion. All Special Awards will be decided by the Board of Examiners.

CAMPAIGN AWARDS

CAMPAIGN AWARDS SCHEDULE

Deadline for Entries

Monday, 18 February 2019

Deadline for Written Submission

Monday, 18 March 2019

Announcement of Finalists

Mid-April 2019

Final Presentation Seminar

Tuesday, 25 June 2019

Award Presentation Ceremony

September 2019

PARTICIPATION FEE

HKMA Member: \$10,900 per programme

Non-Member: \$13,900 per programme

ADDITIONAL FEE FOR SPECIAL AWARD

HKMA Member: \$1,000 per Award

Non-Member: \$1,200 per Award

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

JUDGING PROCESS

Submission of Entry Form (Deadline: Monday, 18 February 2019)	All participating organizations have to submit an Entry Form.
Submission of Written Submission (Deadline: Monday, 18 March 2019)	<p>All participating organizations will be required to submit a five-page write-up in English on the training and development programmes.</p> <p>The submission can be supplemented with a short video (optional), showcasing some highlights of the Programme. A video without any animation or special effects is required. It is highly recommended to use your mobile devices to create the video. The video could be in English, Cantonese or Putonghua. If Cantonese or Putonghua is used, English subtitles should be provided.</p>
Review of Written Submission by Board of Examiners and Selection of Finalists and Special Awards	Based on the written submissions, ten finalists as well as recipients of all the Special Awards, will be decided by the Board of Examiners.
Final Presentation Seminar (Tuesday, 25 June 2019)	<p>Ten finalists will share their programmes and practices at the Final Presentation Seminar which will be a one-day open-to-public seminar. The finalists of Campaign Awards can have a maximum of two representatives presenting at the Final Presentation Seminar. Each finalist will be invited to give a 20-minute presentation in English followed by a 10-minute question-and-answer session before a Panel of Adjudicators and Board of Examiners. Winners of Gold, Silver, Bronze Awards and Excellence Awards will be decided by the Panel of Adjudicators (70% weighting) and Board of Examiners (30% weighting).</p> <p>Recipients of the HR Professionals' Most Favourite Campaign will be decided by the number of votes received from participants during the Final Presentation Seminar.</p>
Award Presentation Ceremony (September 2019)	The Award Presentation Ceremony will be held during the Susan Yuen Memorial Lecture and all the results of the Awards will be announced.

JUDGING CRITERIA

	MARKS
1 OBJECTIVE SETTING	15
1.1	The Programme demonstrated evidence of effective consultation and robust diagnostics to establish Programme objectives.
1.2	The Programme objectives addressed specific business/organizational challenges.
1.3	The Programme considered the people performance improvement and development needs that enhanced organizational capability, performance and business results.
2 DESIGN AND IMPLEMENTATION	40
2.1	The Programme was designed with relevant content to meet the desired objectives.
2.2	The Programme was effectively implemented.
2.3	Relevant stakeholders (e.g. top management, line managers, etc.) were actively involved and appropriately engaged in the objective setting, design, delivery and post intervention stages.
2.4	The Programme integrated with relevant business/organizational and human resources practices/processes to achieve the desired outcomes.
3 MEASUREMENT AND OUTCOMES	30
3.1	The measurement process/metrics of the Programme was rigorous and reliable.
3.2	The Programme achieved the stated business/organizational and learning objectives.
3.3	The Programme was cost effective.
3.4	The Programme has demonstrated sustainable outcomes.
4 INNOVATION	15
3.1	The Programme was innovative in its concept, design, implementation, reinforcement and/or outcome measurement.
3.2	The Programme set a new training or people development standard for the organization and/or the industry.
	Total 100

CAMPAIGN AWARD ENTRY FORM

ACT-42846-2019-2-NL

To: The Secretariat, Award for Excellence in Training and Development 2019
The Hong Kong Management Association
14/F, Fairmont House,
8 Cotton Tree Drive,
Central,
Hong Kong



Register Now!

Attn: Ms Sunnie Ma, Head of Event Management Tel: 2774 8579 Email: sunniema@hkma.org.hk
Ms Nichola Wong, Membership and Event Manager Tel: 2826 0521 Email: nicholawong@hkma.org.hk
Fax: 2868 4387

HKMA Member Non-Member

Name of Programme: _____

Name of Organization: _____

Address: _____

_____ Number of Employees of the Organization: _____

Contact Person: (Mr/Ms) _____ Job Title: _____

Tel: _____ Mobile: _____

E-mail: _____ Fax: _____

Description of Type of Business: _____

Participating organizations are requested to indicate which Special Award(s) they would like to compete for:

- | | |
|---|--|
| <input type="checkbox"/> Best in Innovation | <input type="checkbox"/> Best in Stakeholder Engagement |
| <input type="checkbox"/> Best in Leadership Development | <input type="checkbox"/> Best in Programme Design |
| <input type="checkbox"/> Best in Young Talent Development | <input type="checkbox"/> Best in Performance Improvement |
| <input type="checkbox"/> Best in Career Development | <input type="checkbox"/> Best in Application of Technology |
| <input type="checkbox"/> Best in Team Development | <input type="checkbox"/> Best in Social Impact |
| <input type="checkbox"/> Best in Change Management | <input type="checkbox"/> Best Campaign for Organizations with
500 Employees or Less |
| <input type="checkbox"/> Best in Cultural Change | <input type="checkbox"/> Others: Best in _____ |
| <input type="checkbox"/> Best in Staff Engagement | (Please specify the name of the Special Award that suits
your programme.) |

HK\$10,900 (HKMA Member) / HK\$13,900 (Non-Member) / Free for SMEs* for each entry of Campaign Award
HK\$1,000 (HKMA Member) / HK\$1,200 (Non-Member) / Free for SMEs* for each entry of Special Award

We would like to submit an entry of Campaign Award and _____ Special Award(s).

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

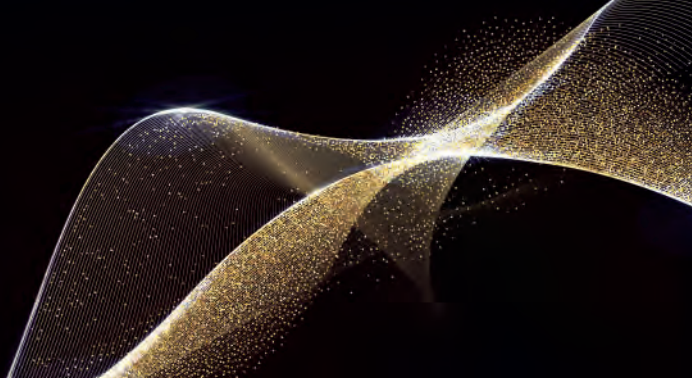
* Small and Medium Enterprises (SMEs) refer to organizations which employ not more than 100 persons in Hong Kong and are not subsidiaries of any group of companies or local offices of multinational companies. The Hong Kong Management Association reserves the right to make the final and binding decisions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

Signature: _____ Date: _____

(not later than Monday, 18 February 2019)

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

PAST CAMPAIGN AWARD WINNERS



2018

Skills Training Category

Gold Award

Direction Association for the Handicapped

Silver Award

Hotel ICON

Bronze Award

AIA International Limited

Excellence Awards

Jardine Aviation Services Group (2 Entries)

K11 Concepts Limited

Development Category

Gold Award

Quality HealthCare Medical Services Limited

Silver Award

Pfizer Corporation Hong Kong Limited

Bronze Award

Ocean Park Corporation

Excellence Awards

AIA International Limited

Laws Fashion Group Limited

Sun Life Hong Kong Limited

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

2015

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)

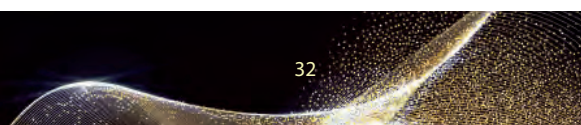
Excellence Awards

AIA International Limited

MTR Corporation

Societe Generale, Asia-Pacific

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



PAST CAMPAIGN AWARD WINNERS

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

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

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

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

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

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

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

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

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

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

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

PAST CAMPAIGN AWARD WINNERS

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

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:

-  置地公司 **Hongkong Land** Trainer of the Year
-  Distinguished Trainer Awards
- Outstanding New Trainer Awards

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 two years will be waived; and
 - Membership at the HKMA Human Capital Management Society. The membership fee for the first two years will be waived.
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 two years will be waived; and
 - Membership at the HKMA Human Capital Management Society. The membership fee for the first two years will be waived

INDIVIDUAL AWARDS SCHEDULE

Deadline for Nomination

Monday, 18 February 2019

Interview Session

Tuesday, 7 May 2019

Award Presentation Ceremony

September 2019

Deadline for Written Submission

Monday, 8 April 2019

Final Presentation Seminar

Tuesday, 25 June 2019

PARTICIPATION FEE

HKMA Member: \$7,900 per nominee

Non-Member: \$11,900 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

JUDGING PROCESS

Nomination (Deadline: Monday, 18 February 2019)	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: Monday, 8 April 2019)	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 (Tuesday, 7 May 2019)	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, 25 June 2019)	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 (September 2019)	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
	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	
	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 Ability to evaluate training	20
	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	
2	PERSONAL ACHIEVEMENTS AND CONTINUOUS DEVELOPMENT	20
	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.	

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-42846-2019-3-NL

To: The Secretariat, Award for Excellence in Training and Development 2019
The Hong Kong Management Association
14/F, Fairmont House, 8 Cotton Tree Drive, Central, Hong Kong



Register Now!

Attn: Ms Sunnie Ma, Head of Event Management Tel: 2774 8579 Email: sunniema@hkma.org.hk
Ms Nichola Wong, Membership and Event Manager 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\$7,900 (HKMA Member) HK\$11,900 (Non-Member) for each nomination

Signature: _____ Date: _____

(not later than Monday, 18 February 2019)

PAST INDIVIDUAL AWARD WINNERS

2018

Trainer of the Year

Mr Edward Lo
Hang Lung Properties Limited

Distinguished Trainer Awardees

Mr Edward Lo
Hang Lung Properties Limited
Ms Angela Wong
Hang Seng Bank Limited

Outstanding New Trainer Awardees

Ms Cheung Pui Ying
AIA International Limited
Ms Claire He
CLP Power Hong Kong Limited
Mr Lee Hon Ming
Prudential Hong Kong Limited
Ms Windsor Lee
Chow Tai Fook Jewellery Group Limited
Mr Amen Lo
China Life Insurance (Overseas) Co Ltd
Mr Duke Ng
China Life Insurance (Overseas) Co Ltd
Ms Julia Ng
MTR Corporation
Mr Peter Pun
Hilti (Hong Kong) Limited
Ms Kim Qiu
AIA International Limited
Ms Kim Sin
Maxim's Group - Japanese Chain Restaurants
Mr Wong Pak Yin
Manulife (International) Limited
Ms Ronnie Wong
MTR Corporation
Mr Charles Yeung
Hotel ICON
Mr Larry Yik
K11 Concepts Limited
Mr Jeremy Yu
New World Development Company Limited

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

* 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

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

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

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PAST INDIVIDUAL AWARD WINNERS

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 Moyses

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

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PAST INDIVIDUAL AWARD WINNERS

2008

Trainer of the Year

Mr Kelvin Ju
AIG Companies

Distinguished Trainer Awardees

Mr Kelvin Ju
AIG 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
AIG 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

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QUOTES FROM 2018 WINNERS

SKILLS TRAINING CATEGORY

Gold Award Winner

As a small social enterprise, we are thrilled and excited to be the winner of the Gold Award in Skills Training Category. This is the greatest honour of our team, our members and our supporters. We have learnt a lot in the journey, it helps us review our own strength, our position and our core value. More importantly, we can deliver our core value to different business sectors. After getting the award, our members are more confident in themselves. This is one more step forward to build an inclusive society. Thank you HKMA.

Ms Rabi Yim
Chairperson
Direction Association for the Handicapped

Silver Award Winner

Hotel ICON is a hotel with a special purpose to cultivate the next generation of Asian hospitality experts that will contribute to enhancing Hong Kong's position as an "intellectual capital". To genuinely inspire and develop existing and emerging talent for the hospitality industry, Hotel ICON introduced the "We Love to Care" training programme in 2017. The goal of "We Love to Care" is to augment the skills and knowledge of the hotel's interns and colleagues – in particular around "excellence in customer service and in the understanding of emotional intelligence". We are thrilled that many have benefitted greatly from the training, and we are especially proud to see many of the young hoteliers whom we have trained rising through the ranks both at ICON and at other reputable hotels around the world.

Mr Richard Hatter
General Manager
Hotel ICON

Bronze Award Winner

Our industry-leading AIA Premier Academy aims to groom young Financial Planner to provide professional advisory services with a customer-centric mindset. Digitalization has become one of our key strategies in training our financial planners – our iAcademy and eLearning system give them flexibility in terms of learning time and pace by facilitating "learning-on-the-go", and expand the scope of topics to ensure the delivery of all-round training. Through these innovative platforms, they can acquire knowledge or skills continuously which will help them further enhance customer experience. This is how AIA Hong Kong has set a new industry benchmark in offering best-in-class training.

Mr Jim Jan Zen
Chief Agency Officer, Agency Distribution
AIA Hong Kong & Macau

QUOTES FROM 2018 WINNERS

DEVELOPMENT CATEGORY

Gold Award Winner

“People First” is our first structured talent development programme in 2017 for our frontline workforce including registered nurses, clinic officers and dispensers. It aims at developing their capabilities and confidence in taking up future center management roles in clinics of different size and configuration. The success of which lies with strong management commitment as well as the connection between training and staff career development. It was well received by both participants and their supervisors as an effective way of building our talent bench for future growth.

Mr Owen Yeung
Head of Learning and Talent Development
Quality HealthCare Medical Services Limited

Silver Award Winner

At Pfizer Hong Kong, we emphasize a holistic approach, focusing on leadership at every level of the organization, not just formal leaders. We aim to build quality excellence in our service delivery. The “Everyone is a Leader” Development Programme has transformed Pfizer colleagues into one of the most stable and engaged workforce with quality excellence built in our service delivery where the culture developed drives sustainable talent development. This programme is our key to success in being a leading biopharmaceutical company, where our colleagues are highly committed to “Working Together for a Healthier World”.

Ms Geraldine Wai
HR Lead - Hong Kong/Macau/APAC Regional Office
Pfizer Corporation Hong Kong Limited

Bronze Award Winner

Believing in the Power of Change” - Make A Difference’ (MAD) development programme helps transform and keep Ocean Park to stay competitive. MAD encourages employees to develop their own change journey and builds upon the belief that each individual contributor can influence oneself, his/her peer groups, the teams, and eventually the organization as a whole.

Mr Bee Tang
Training Manager (Learning and Development)
Ocean Park Corporation

TRAINER OF THE YEAR

It is a great honour to receive “Trainer of the Year”. The Award inspires me to continue scaling to a greater height and be at the frontier of the industry with its innovative training and development strategies. Thank you HKMA for providing T&D Professionals the platform to share the best practices.

Mr Edward Lo
Head of Learning and Development
Hang Lung Properties Limited

LEAD SPONSORS

AIA International Limited



Hongkong Land Limited



MAIN SPONSORS

Chow Tai Fook Jewellery Group Limited



The Hong Kong Jockey Club



The Hong Kong Jockey Club
RIDING HIGH TOGETHER

HSBC



Manulife (International) Limited



SPONSORS

The Hong Kong and China Gas Company Limited



Maxim's Group



MTR Corporation



Sino Group



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