

The background is a dark blue gradient with a shooting star of gold and white particles streaking from the top right towards the bottom left. The text is centered and rendered in a gold, serif font with a slight shadow effect.

AWARD FOR
EXCELLENCE IN
TRAINING AND
DEVELOPMENT
2020

The Most Prestigious & Authoritative Training and Development Award



Land of *Inspiration*

From spectacular natural architecture to innovative
designs and sustainable operations, we bring people
together to enjoy vibrant urban lifestyles.

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Future Leaders Programme

ASPIRE. INNOVATE. ACHIEVE.

Future Leaders Programme (FLP) is a 24-month development journey designed to equip our next generation of talent with the necessary skills to propel our business to new distances and succeed in the dynamic and competitive insurance industry.

Define Your Career With Us



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 three medical insurance policyholders is an AIA customer³.

Multi-channel distribution and professional team

- Over 16,500 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 June 2019. 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 2019).

³ Based on Hong Kong Special Administrative Region Census and Statistics Department – Thematic Household Survey Report No. 63, Dec 2017, Table 7.1a and AIA internal data.

⁴ As at March 2019.

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

LEAD SPONSOR

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2020



置地公司 Hongkong Land

Hongkong Land is a major listed 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, Beijing and Jakarta. 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.



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 | | | |

MAIN SPONSOR



AXA Hong Kong and Macau, a member of the AXA Group, prides itself on serving over 1.3 million customers^[1] in the region. In addition to being the #1 global Property & Casualty commercial lines insurer^[2], we are also one of the largest health protection providers in Hong Kong and Macau.

'Empowering people to live a better life' is the goal of AXA Hong Kong and Macau, which is reflected in everything we do. We are one of the most diversified insurers, providing a full range of coverage for individual and commercial customers. We offer all-round, integrated solutions across Life, Health and Property & Casualty to address all their insurance needs.

As an innovative insurer, we leverage on Big Data and AI to transform the customer experience end-to-end, making insurance simpler and more personal. We continue to drive innovation notably in health and protection, supporting customers in prevention, treatment and recovery.

We also believe it is our inherent responsibility to support the communities in which we operate. AXA Foundation is our flagship corporate social responsibility programme covering all of our efforts in promoting health, education and community support to create a positive and lasting impact in Hong Kong and Macau.

^[1] Including customers of AXA China Region Insurance Company Limited, AXA China Region Insurance Company (Bermuda) Limited (incorporated in Bermuda with limited liability), and AXA General Insurance Hong Kong Limited

^[2] AXA Corporate Solutions, AXA Matrix Risk Consultants, AXA Insurance Company, and AXA Art with AXA XL's insurance and reinsurance operations combined





安盛

屢獲殊榮 您的首選保險夥伴



優越人壽及儲蓄產品

- ★ 卓越人壽保險服務品牌¹
 - ★ 最佳儲蓄產品²
 - ★ 最佳延期年金²
 - ★ 傑出延期年金產品大獎⁴
- ★ 傑出創新保險科技獎(人壽保險)¹



超卓醫療保險產品

- ★ 優越自願醫保品牌大獎³
- ★ 卓越醫療保險服務品牌¹
- ★ 醫療保險產品組別獎⁵



傑出危疾保障產品

- ★ 傑出危疾保障產品獎¹
- ★ 最佳危疾保障²

axa.com.hk

1. 由新城財經台於「香港企業領袖品牌選舉2019」及「大灣區保險業大獎2019 - 香港站」頒發。
 2. 由iMoney雜誌於「優秀保險企業大獎2019」頒發。3. 由NOW財經台於「企業品牌成就大獎2019」頒發。
 4. 由晴報於「Banking & Finance Awards 2019」頒發。5. 由星島日報於「星鑽服務大獎2018」頒發。
 AXA安盛是指安盛金融有限公司及安盛保險(百慕達)有限公司(於百慕達註冊成立的有限公司)。



Chow Tai Fook Jewellery Group Limited (the “Group”; SEHK stock code: 1929) listed on the Main Board of The Stock Exchange of Hong Kong in December 2011. The Group’s vision is to become the most trusted jewellery group in the world.

Founded in 1929, the Group’s iconic brand “CHOW TAI FOOK” is widely recognised for its trustworthiness and authenticity, and is renowned for its product design, quality and value. A long-standing commitment to innovation and craftsmanship has contributed to the Group’s success, along with that of its iconic retail brand, and has been embodied in its rich 90 year heritage. Underpinning this success are our long held core values of “Sincerity • Eternity”.

The Group’s multi-brand strategy comprises the CHOW TAI FOOK core brand with its offerings of different retail experiences including ARTRIUM, JEWELRIA, Experience Shop and CTF WATCH, in addition to other brands including HEARTS ON FIRE, T MARK, SOINLOVE and MONOLOGUE.

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 and agile business model. This supports the Group by fostering excellence and extending opportunities along the entire value chain to communities and industry partners across the world.

With an extensive retail network in Greater China, Japan, Korea, Southeast Asia 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.

From Human Resources to Global Intellectual Capital

Transformation of the Human Resources function into a Global Intellectual Capital Hub echoes one of our core values - People First. Meaning to treat our people as long-term partners and focus on their well-rounded development.

To nurture our people to reinvent more agile ways of work in the new retail ecosystem, a remodelled training function of Global Intellectual Capital Lab is established to share training and knowledge resources across departments and regions of the Group. Through an experiential learning approach, more innovative modes of training are adopted to motivate our people.

A T-shaped talent strategy is also emphasised in the Group to nurture our people as T-shaped professionals who not only master in-depth expertise of their respective disciplines, but also possess various skills to collaborate across multiple functions of the Group. This aims to help the Group and our people to unlock the competitive advantage and work well together in driving omni-channel retailing and multi-brand innovation. In 1HFY2020, over 730,000 training hours were conducted.



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 charities 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.

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HSBC is one of the world's largest banking and financial services organisations. It serves more than 40 million customers through four global businesses: Retail Banking and Wealth Management, Commercial Banking, Global Banking and Markets, and Global Private Banking. Its network covers 65 countries and territories in Europe, Asia, the Middle East and Africa, North America and Latin America.

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 realise 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 129 countries and territories.



Proudly sponsoring the
Hong Kong Management
Association's Award for
Excellence in Training and
Development 2020.





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. We supply town gas to over 30 million customers in Hong Kong and China. Expanding its business horizons in recent years, Towngas has diversified its business into telecommunications, building services, manufacturing, engineering and eco-energies, and has more than 260 projects in China across 26 provincial regions. These include piped city-gas projects, upstream and midstream developments, water and waste water 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. Our people are able to move up the career ladder while working with others to achieve the business goals. We provide various platforms and structured talent development programmes at every step of employees' 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.





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.





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.





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 operates Recruit.com.hk which is one of the leading job portals in Hong Kong providing customized solutions for job seekers and recruiters. The job portal lists job vacancies in more than 50 industries real time and it acquires over 520,000 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 industry news at anytime, anywhere. With over 450,000 installations 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 122,000 fans and more than 22,200 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 93 education and career fairs were organized. More than 500 organizations joined the fairs and over 50,000 job vacancies were posted.



Recruit.com.hk

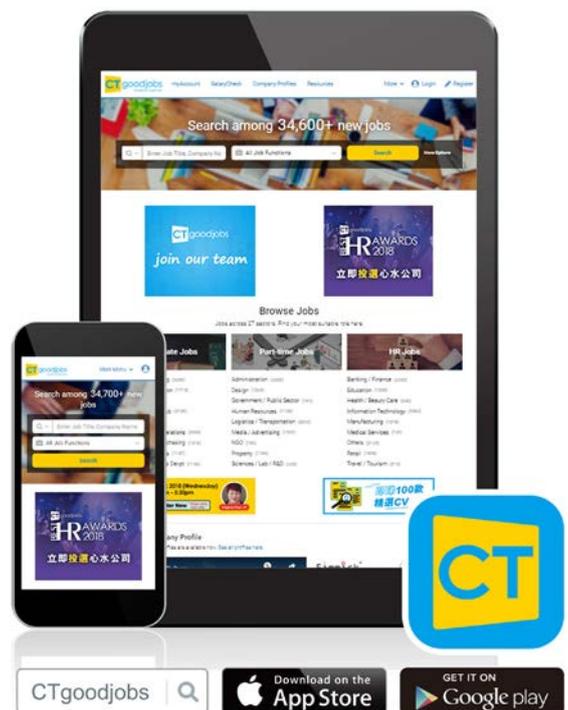


Recruit Job Fair





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 250,000 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.





LinkedIn connects the world's professionals to make them more productive and successful. Our vision is to create economic opportunity for every member of the global workforce. With more than 660+ million members worldwide, including executives from every Fortune 500 company, LinkedIn is the world's largest professional network. The company has a diversified business model with revenue coming from Talent Solutions, Marketing Solutions, and Premium Subscriptions products. Headquartered in Silicon Valley, LinkedIn has offices across the globe.



The Economic Graph

Creating economic opportunity around the world.
One member at a time.



ABOUT THE HONG KONG MANAGEMENT ASSOCIATION

AWARD FOR
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2020

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.

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 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 and the People 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:

Ms Grace Lau, Senior Membership and Event Manager	Tel: 2774 8529	Email: gracelau@hkma.org.hk
Ms Janet Lam, Membership and Event Executive	Tel: 2774 8588	Email: janetlam@hkma.org.hk
	Fax: 2365 1000	

WEBSITE

www.hkma.org.hk/trainingaward

INTRODUCTION TO THE AWARD



The Board of Examiners comprises members of the Training and Development Awards Organizing Committee 2020, the People Development Management Committee and the People Management Committee.

TRAINING AND DEVELOPMENT AWARDS ORGANIZING COMMITTEE

Mr Anthony Rushton (Chairman)

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Regional Head of Learning, Human Resources,
Asia-Pacific
HSBC

Ms Connie Chan

Head of Human Resources & Administration
Octopus Holdings Limited

Mr C Y Chan

Head of Talent Engagement and Corporate Social
Investment, Co-Owner
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Dr Salina Chan

Senior Director,
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Global Chief Intellectual Capital Officer
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Group Human Resources
Jardine Matheson Limited

Ms Connie Or

General Manager, Human Resources
Modern Terminals Limited

Ms Mary Suen

Director of Corporate Culture &
Talent Development Department
Stan Group (Holdings) Limited

Mr William Tin

HR Director
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Ms Wendy Tse

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Corporate Communications
Yip's Chemical Holdings Limited

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

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PEOPLE DEVELOPMENT MANAGEMENT COMMITTEE

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Ms Catherine Chau

Head of Human Resources
Hongkong Land Limited

Ms Kit Fan

Head of Corporate Human Resources
The Hong Kong & China Gas Co Limited

Mr Barry Ip

Director
The Belt and Road Initiative and
Greater Bay Area Research Center
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Mr John King

Executive Manager, Talent Management
The Hong Kong Jockey Club

Mr Ellis Ku

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Ms Cary Sum

Manager
Innovator Development
Intellectual Capital Hub -
Hong Kong, Macau & Asia Pacific
Chow Tai Fook Jewellery Group

Ms Carmen Ting

Head of Talent
People, Performance and Culture
KPMG

Mr Chester Tsang

Head of Learning
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



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Mr Ian Choy

Vice President
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

Head of Human Resources & Administration,
Hong Kong
JTH Group

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

SPECIAL AWARDS

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:



Special Awards:

- **Recruit** Best in Innovation
- Best Campaign for Organizations with 500 Employees or Less
- Best in Career Development
- Best in Change Management
- Best in Cultural Change
- Best in Digital Innovation
- Best in Future Skills Development
- Best in Future Talent Development
- Best in Leadership Development
- Best in Performance Improvement
- Best in Programme Design
- Best in Social Impact
- Best in Stakeholder Engagement
- Best in Team Development
- HR Professionals' Favourite Campaign (selected by all participants attending the Final Presentation Seminar)

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 SCHEDULE

Deadline for Entries

Friday, 14 February 2020

Deadline for Written Submission

Friday, 13 March 2020

Announcement of Finalists

Early April 2020

Final Presentation Seminar

Wednesday, 10 June 2020

Award Presentation Ceremony

Monday, 7 September 2020

PARTICIPATION FEE

HKMA Member: \$10,900 per programme

Non-Member: \$13,900 per programme

Free for SMEs*

ADDITIONAL FEE FOR SPECIAL AWARDS

HKMA Member: \$1,000 per Award

Non-Member: \$1,200 per Award

For each entry, SME can join two Special Awards for free. Otherwise, additional fee will be charged.

* 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.

JUDGING PROCESS

<p>Submission of Entry Form (Deadline: Friday, 14 February 2020)</p>	<p>All participating organizations have to submit an Entry Form.</p>
<p>Submission of Written Submission (Deadline: Friday, 13 March 2020)</p>	<p>All participating organizations are required to submit a five-page write-up in English on their training and development programmes.</p> <p>The submission can be supplemented with a short video without any animation or special effects (optional), showcasing highlights of the programme. It is highly recommended to use 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>
<p>Review of Written Submission by Board of Examiners and Selection of Finalists and Special Awards Recipients</p>	<p>Based on the written submissions, ten finalists as well as recipients of all the Special Awards, will be decided by the Board of Examiners.</p>
<p>Final Presentation Seminar (Wednesday, 10 June 2020)</p>	<p>The 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 who will decide on the winners of Gold, Silver, Bronze Awards and Excellence Awards.</p> <p>Recipients of the HR Professionals' Favourite Campaign will be decided by the number of votes received from participants during the Final Presentation Seminar.</p>
<p>Award Presentation Ceremony (Monday, 7 September 2020)</p>	<p>The Award Presentation Ceremony will be held during the Susan Yuen Memorial Lecture and all the results of the Awards will be announced.</p>

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
4.1 The Programme was innovative in its concept, design, implementation, reinforcement and/or outcome measurement.	
4.2 The Programme set a new training or people development standard for the organization and/or the industry.	
	Total 100

CAMPAIGN AWARD ENTRY FORM



ACT-42846-2020-2-NL

To: The Secretariat, Award for Excellence in Training and Development 2020
The Hong Kong Management Association
16/F, Tower B, Southmark,
11 Yip Hing Street,
Wong Chuk Hang,
Hong Kong



Register Now!

Attn: Ms Grace Lau, Senior Membership and Event Manager Tel: 2774 8529 Email: gracelau@hkma.org.hk
Ms Janet Lam, Membership and Event Executive Tel: 2774 8588 Email: janetlam@hkma.org.hk
Fax: 2365 1000

Name of Programme: _____

Name of Organization: _____

Address: _____

Number of Employees in the Organization: _____

Contact Person: (Mr/Ms) _____ Tel: _____

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

HKMA Member Non-Member

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 the first two entries 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 Friday, 14 February 2020)

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

PAST CAMPAIGN AWARD WINNERS

AWARD FOR
EXCELLENCE IN
TRAINING AND
DEVELOPMENT
2020

2019

Gold Award

Architectural Services Department,
HKSAR Government

Silver Awards

Generation: You Employed (HK) Limited
Hilti Asia Limited

Bronze Awards

HKT Limited – Commercial Group
New World Development Company Limited
Ovolo Group

Excellence Awards

MGM China
MTR Corporation Limited
New World Development Company Limited
Zurich Insurance (Hong Kong)

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

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

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

PAST CAMPAIGN AWARD WINNERS

AWARD FOR
EXCELLENCE IN
TRAINING AND
DEVELOPMENT
2020

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

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

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

PAST CAMPAIGN AWARD WINNERS

AWARD FOR
EXCELLENCE IN
TRAINING AND
DEVELOPMENT
2020

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

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 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 from 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.
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.

INDIVIDUAL AWARDS SCHEDULE

Deadline for Nomination

Friday, 14 February 2020

Deadline for Written Submission

Friday, 20 March 2020

Interview Session

Tuesday, 28 April 2020

Final Presentation Seminar

Wednesday, 10 June 2020

Award Presentation Ceremony

Monday, 7 September 2020

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: Friday, 14 February 2020)	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.
Written Submission (Deadline: Friday, 20 March 2020)	All entrants are 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, 28 April 2020)	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 (Wednesday, 10 June 2020)	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 (Monday, 7 September 2020)	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
	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:	
	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-42846-2020-3-NL

To: The Secretariat, Award for Excellence in Training and Development 2020
The Hong Kong Management Association
16/F, Tower B, Southmark, 11 Yip Hing Street, Wong Chuk Hang, Hong Kong



Register Now!

Attn: Ms Grace Lau, Senior Membership and Event Manager Tel: 2774 8529 Email: gracelau@hkma.org.hk
Ms Janet Lam, Membership and Event Executive Tell: 2774 8588 Email: janetlam@hkma.org.hk
Fax: 2365 1000

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 Friday, 14 February 2020)

PAST INDIVIDUAL AWARD WINNERS

AWARD FOR
EXCELLENCE IN
TRAINING AND
DEVELOPMENT
2020

2019

Trainer of the Year
Ms Yip Ho Yue, Angela
Hotel ICON

Distinguished Trainer Awardees

Mr Chan Ching Fai, Chris
AIA International Limited
Mr Benny Lai
Fuji Xerox (Hong Kong) Limited
Mr Lai Koon Yin, Ken
AIA International Limited
Mr Lee Ka Fai, Joe
Quality HealthCare Medical Services Limited
Ms Ma Denise Wai Yue
Hong Kong Airlines
Mr Wong Ka Shing, Isaac
MetLife Hong Kong
Ms Yip Ho Yue, Angela
Hotel ICON

Outstanding New Trainer Awardees

Mr Chan Chun Pong, Chris
Link Asset Management Limited
Ms Funny Fan
HKBN Group
Ms Ho Sze Ching, Phoebe
CSL Mobile Limited
Ms Lo Ka Wing, Julian
HKT Limited
Mr Li Kwok Wai
AIA International Limited
Mr Aaron Pang
AIA International Limited
Mr So Wan Yeung, Trevor
Maxim's Group
Mr Wong Chun Ho, Shawn
CSL Mobile Limited
Ms Phoebe Zhan
AIA International Limited

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

* 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.

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2016

Trainer of the Year

Mr Tolar Ng

Ralph Lauren Asia Pacific Limited

Distinguished Trainer Awardees

Ms Vivian Ling

Citibank (Hong Kong) Limited

Mr Tolar Ng

Ralph Lauren Asia Pacific Limited

Mr Edmond Poon

Pricerite Stores Limited

Ms Julia Wong

Synergis Management Services Limited

Outstanding New Trainer Awardees

Mr Lawson Chan

Midland Realty

Mr Cyrus Chau

Maxim's Caterers Limited

Ms Hester Cheng

Maxim's Caterers Limited

Mr Cheng Kam Hong

CLP Power Hong Kong Limited

Ms Vanessa Chou

New World Development Company Limited

Ms Edna Chow

DFS Group Limited

Ms Selina Li

Hong Kong Express Airways Limited

Mr Chris Tsang

New World Development Company Limited

Mr Gary Wong

McDonald's Restaurants (Hong Kong) Limited

Ms Kamy Wong

Sheraton Hong Kong Hotel & Towers

Ms Miriam Yang

Standard Chartered Bank (Hong Kong) Limited

2015

Trainer of the Year

Mr Alan Leung

DFS Group Limited

Distinguished Trainer Awardees

Mr Alan Leung

DFS Group Limited

Mr Desmond Mok

Maxim's Caterers Limited

Ms Dorothy Wong

ICC Limited

Ms Elsa Wong

Bank of China (Hong Kong) Limited

Outstanding New Trainer Awardees

Mr King Chan

McDonald's Restaurants (Hong Kong) Limited

Ms Eliza Cheng

CLP Power Hong Kong Limited

Mr Keith Chu

McDonald's Restaurants (Hong Kong) Limited

Ms Becky Chung

Standard Chartered Bank (Hong Kong) Limited

Mr Lynn Lai

China Life Insurance (Overseas) Company Limited

Mr Charles Tang

MTR Corporation

Ms Amy Tong

G2000 (Apparel) Limited

Mr Penny Tsang

Pure International (Hong Kong) Limited

Ms Stephanie Wong

HSBC Life (International) Limited

Mr Kim Wu

Maxim's Group – Starbucks Hong Kong

Ms Psyche Yau

MTR Corporation

Ms Willy Yuen

BOC Group Life Assurance Company Limited

2014

Trainer of the Year

Ms Yvonne Yam

RS Components Limited

Distinguished Trainer Awardees

Ms Maggie Chan

Bank of China (Hong Kong) Limited

Mr Leo Lee

CSL Limited

Ms Amy Leung

DFS Group Limited

Ms Jasmine Lok

Maxim's Caterers Limited

Ms Maria Tong

Cathay Pacific Airways

Mr Vincent Woo

Maxim's Caterers Limited

Ms Yvonne Yam

RS Components Limited

Ms Snowy Zheng

Australia and New Zealand Banking Group Limited

Outstanding New Trainer Awardees

Mr David Chan

Maxim's Caterers Limited

Mr Max Cheng

DFS Group Limited

Ms Novem Chung

Midland Holdings Limited

Ms Kathy Kwong

New World Development Company Limited

Mr Kenny Lai

Bank of China (Hong Kong) Limited

Ms Rebecca Leung

Maxim's Caterers Limited

Ms Jacqueline Ng

Maxim's Caterers Limited

Mr Jovi Yan

The Hong Kong Jockey Club

Ms Karin Yeung

MTR Corporation

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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

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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
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 2019 WINNERS



CAMPAIGN AWARD

Gold Award Winner

It is our honour to receive such a significant award - the "HKMA Gold Award for Excellence in Training and Development". This award is a real boost for every one of us working in Architectural Services Department. First of all, I would like to thank my colleagues, who have devoted their time to design and execute such a wonderful programme – "TEAM+". It is you who enable the Department to reach a stage where we can proudly hold up this award as a mark of our achievement. "TEAM+" was developed to train up our junior site supervisory staff and support their career development. Its significance, however, is far more than that. It fully echoes with our values and mission in enriching the living environment of our community. Through the journey of participating in this Award, we have learned a lot from each other, and also from other companies. There is no room for complacency. We will keep up our efforts in further promoting quality and sustainable development of community facilities in Hong Kong. Thanks The Hong Kong Management Association. Once again, thanks everyone!

Mrs Sylvia LAM, JP
Director of Architectural Services
Architectural Services Department

INDIVIDUAL AWARD

Trainer of the Year

I am extremely honored to be receiving the Trainer of the Year Award. I am earnestly grateful for the recognition I have received for my work! I would like to make a special mention of my HR team of Hotel ICON, without you all I would not have made it here today. I would also like to thank HKMA for organizing such magnificent training awards event which serves as a platform for trainers and organizations to share the best practice to different industries. I will, in the future continue my work at nurturing future talents and pioneering learning innovation for the industry.

Ms Yip Ho Yue, Angela
Director of Learning and Development
Hotel ICON

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 <http://rental.hkma.org.hk>  roomrental@hkma.org.hk



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