



AWARD FOR EXCELLENCE IN TRAINING AND DEVELOPMENT 2025



The Most Prestigious And Authoritative
Training And Development Award





Through supporting arts & culture, we create inspirations for future generations, empower communities and foster a more inclusive society for all.

 **Hongkong Land**



Tai Chi Series, Ju Ming | Exchange Square, Hong Kong

hkland.com



HEALTHIER, LONGER,
BETTER LIVES

ASPIRE

FOR YOU, WE GO BEYOND



LEAD SPONSOR



**HEALTHIER, LONGER,
BETTER LIVES**

AIA Group Limited and its subsidiaries (collectively “AIA” or the “Group”) comprise the largest independent publicly listed pan-Asian life insurance group. It has a presence in 18 markets – wholly-owned branches and subsidiaries in Mainland China, Hong Kong SAR⁽¹⁾, Thailand, Singapore, Malaysia, Australia, Cambodia, Indonesia, Myanmar, New Zealand, the Philippines, South Korea, Sri Lanka, Taiwan (China), Vietnam, Brunei and Macau SAR⁽²⁾, and a 49 per cent joint venture in India. In addition, AIA has a 24.99 per cent shareholding in China Post Life Insurance Co., Ltd.

The business that is now AIA was first established in Shanghai more than a century ago in 1919. It is a market leader in Asia (ex-Japan) based on life insurance premiums and holds leading positions across the majority of its markets. It had total assets of US\$289 billion as of 30 June 2024.

AIA meets the long-term savings and protection needs of individuals by offering a range of products and services including life insurance, accident and health insurance and savings plans. The Group also provides employee benefits, credit life and pension services to corporate clients. Through an extensive network of agents, partners and employees across Asia, AIA serves the holders of more than 42 million individual policies and 16 million participating members of group insurance schemes. AIA Group Limited is listed on the Main Board of The Stock Exchange of Hong Kong Limited under the stock codes “1299” for HKD counter and “81299” for RMB counter with American Depositary Receipts (Level 1) traded on the over-the-counter market under the ticker symbol “AAGIY”.

THE LARGEST LISTED COMPANY ON THE HONG KONG STOCK EXCHANGE

which is incorporated and headquartered in Hong Kong⁽³⁾

A LEADING LIFE INSURER IN THE WORLD

by market capitalisation⁽³⁾

PRESENT IN 18 MARKETS AND 100% FOCUSED ON ASIA

NO.1 WORLDWIDE FOR MDRT REGISTERED MEMBERS

The only multinational company to top the table for **TEN CONSECUTIVE YEARS**

Serving the holders of more than **42 MILLION**

individual policies and **16 MILLION**

participating members of group insurance schemes

Provides protection with total sum assured of over

US\$2 TRILLION

to people across Asia⁽⁴⁾

Benefits and claims of **US\$21 BILLION**

in 2023, which is an increase of US\$2 billion on a comparable basis⁽⁵⁾

“DIGITAL INSURER OF THE YEAR”

by InsuranceAsia News for three consecutive years

Received the **GALLUP EXCEPTIONAL WORKPLACE AWARD**

for three consecutive years

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- (1) Hong Kong SAR refers to the Hong Kong Special Administrative Region.
- (2) Macau SAR refers to the Macau Special Administrative Region.
- (3) As at 30 June 2024.
- (4) As at 31 December 2023.
- (5) The benefits and claims for 2023 included unit-linked contracts under IFRS 17. The benefits and claims for 2022 were US\$19 billion on a comparable basis.

LEAD SPONSOR



Hongkong Land is a major listed property investment, management and development group. Founded in 1889, it is a market leader in the development of experience-led city centres that unlock value for generations by combining innovation, placemaking, exceptional hospitality and sustainability.

The Group focuses on developing, owning and managing ultra-premium mixed-use real estate in Asian gateway cities, featuring Grade A office, luxury retail, residential and hospitality products. Its mixed-use real estate footprint spans more than 850,000 sq. m., with flagship projects in Hong Kong, Singapore and Shanghai. Its properties hold industry leading green building certifications and attract the world's foremost companies and luxury brands.

The Group's Hong Kong Central portfolio represents some 450,000 sq. m. of prime property. LANDMARK, the luxury shopping destination of the Hong Kong Central portfolio, is undergoing a three-year, US\$1 billion expansion and upgrade, which aims to reinforce the portfolio as a world-class destination for luxury, retail, lifestyle and business. The Group has a further 165,000 sq. m. of prestigious office space in Singapore mainly held through joint ventures and five retail centres on the Chinese mainland, including a luxury retail centre at Wangfujing in Beijing.

In Shanghai, the Group owns a 43% interest in a 1.1 million sq. m. mixed-use project in West Bund. Due to complete in 2028, it will comprise Grade A offices, luxury and retail space, high end waterfront residential apartments, hotels and convention and cultural facilities. Alongside LANDMARK, it forms part of the Group's CENTRAL Series of globally recognised destinations for luxury and lifestyle experiences.

Hongkong Land Holdings Limited is incorporated in Bermuda and has a primary listing on the London Stock Exchange, with secondary listings in Bermuda and Singapore. Hongkong Land is a member of the Jardine Matheson Group.

LEAD SPONSOR



LEAD SPONSOR



Prudential has been serving the people of Hong Kong since 1964, offering a broad range of health protection, wealth and retirement planning solutions, as well as general insurance and employee benefits services. In 2023, we opened a branch in Macau, making healthcare and financial security more accessible to people in the Greater Bay Area.

At Prudential, our mission is to be the most trusted partner and protector for this generation and generations to come. Currently, we boast a strong multi-channel distribution network, including the largest agency force in Hong Kong with 20,000 financial consultants. In addition, customers can conveniently access our life insurance products and services through our bancassurance partner – Standard Chartered Hong Kong, and almost 170 intermediary partners in our brokerage channel.

Prudential has always been at the forefront of digital innovation. Our omni-channel strategy encompassing both online and offline touchpoints offer timely, easy-to-access and tailored insurance products plus other value-added services. To date, we have over 40 industry leading partners in the Prudential ecosystem, empowering our customers to manage their health and wellbeing.

Our sustainability ambition is to work towards creating a sustainable, inclusive, and responsible future for our customers, people, shareholders, and communities. We achieve this by making health and financial security accessible for everyone, adopting an inclusive approach to investment practices, and maintaining a sustainable business.

LEAD SPONSOR



MAIN SPONSOR



AXA Hong Kong and Macau is a member of the AXA Group, a leading global insurer with presence in 51 markets and serving 94 million customers worldwide. Our purpose is to act for human progress by protecting what matters.

As one of the most diversified insurers in Hong Kong, we offer integrated solutions across Life, Health and General Insurance. We are the largest General Insurance provider and a major Health and Employee Benefits provider. Our aim is to not only be the insurer to provide comprehensive protection to our customers, but also a holistic partner to the individuals, businesses and community we serve. At the core of our service commitment is continuous product & service innovation and customer experience enrichment, which is achieved through actively listening to our customers' needs and leveraging and investing in technology and digital transformation.

We embrace our responsibility to be a driving force against climate change and a force for good to create shared value for our community. We are proud to be the first to address the importance of mental health through different products and services (i.e our iconic annual community carnival BetterMe Event to raise the awareness of both physical and mental health) and thought leading iconic research. Our overall Sustainability Strategy, with emphasis on climate strategy and biodiversity commitment, is developed based on TCFD recommendations. We are committed to integrating environmental, social and governance factors across our business and strive to contribute to a sustainable future through 3 distinct roles - as an investor, an insurer and an exemplary company.



Our employees are the most important assets of AXA. We continually enhance our employee benefits and implement diversified well-being initiatives to support the holistic wellness of our workforce and foster a friendly working environment that promotes work-life balance. Our offerings include a variety of Learning & Development opportunities, such as LinkedIn Learning and comprehensive in-class training programmes. To provide a more tailored development experience for our talents, we offer a High Potential Programme. This programme features customised learning opportunities, including workshops on key people management and executive presentation skills, mentorship with management team, and cross-company project initiatives designed to accelerate their growth within AXA. Through these initiatives, we cultivate a culture of teamwork and knowledge sharing, empowering our employees to succeed and grow within the organisation.





安盛

992 +6.39%

397 +2.14%

Robust financials with unrivalled repute

AXA Group registered revenues around

USD 113 billion¹

Over **USD 1 trillion**¹
in assets under management

Equivalent to **2.4 times**² the size of the
Hong Kong Monetary Authority's Exchange Fund
(the 5th largest sovereign fund in the world)

European No.1
Real asset manager³

51
Markets⁴

94 million
Customers⁴

MAIN SPONSOR



香港賽馬會
The Hong Kong
Jockey Club

Founded in 1884, The Hong Kong Jockey Club is a world-class racing club that acts continuously for the betterment of our society. The Club has a unique integrated business model, comprising racing and racecourse entertainment, a membership club, responsible sports wagering and lottery, and charities and community contribution. Through this model, the Club generates economic and social value for the community and supports the HKSAR Government in combatting illegal gambling. In 2023/24, the Club returned a total of HK\$40.1 billion to the community. This included HK\$29.9 billion to the HKSAR Government in duty, profits tax and Lotteries Fund contributions and HK\$10.2 billion in approved charity donations. The Club is Hong Kong's largest single taxpayer and one of the city's major employers. Its Charities Trust is one of the world's leading charity donors.

With you

Then. Now. Always.



MAIN SPONSOR



To Keep Cities Moving, MTR makes encounters happen and rendezvous for a more connected tomorrow. As a recognised world-class operator of sustainable rail transport services, the Corporation is a leader in safety, reliability, customer service and efficiency. With more than 50,000 dedicated staff, MTR carries over 10 million passenger journeys worldwide every weekday in Hong Kong and the cities it serves in Mainland China and overseas. Through the transportation network as well as its property developments, MTR enables cities and their people to move forward and make progress, creating long term sustainable value for all of its stakeholders.

Advancement & Opportunities is one of the three social objectives that MTR has set forth. With our commitment in upskilling our staff and striving for excellence, MTR is honoured to have received the recognitions from local and overseas professional associations in recent years, including the Association for Talent Development - BEST Award (ranked first in Asia and second worldwide), HKMA Award for Excellence in Training and Development (Gold Award; Most Dedicated Organization to People Development Award), Employees Retraining Board - Super Manpower Developer Award and Employee Experience Awards.

MTR believes that human capital is the gateway to excellence and commits whole-heartedly to advocating an environment of continuous learning and supporting personal and professional development to enable employees to unleash their full potential, and to provide high quality of service for the communities we serve.



Human capital is the gateway to excellence

We commit to inspire, engage and develop our people and strive for service excellence. Through various learning and development initiatives, we advocate an environment of continuous learning to enable employees to unleash their full potential and grow alongside us, and to Keep Cities Moving.



SPONSOR



Hactl is Hong Kong's leading independent cargo handler. Its SuperTerminal 1 base is the world's largest multi-level air cargo terminal, with a capacity of 3.5 million tonnes per annum.

With its 2,300 strong workforce, its award-winning COSAC-Plus community system and state-of-the-art handling facilities, Hactl is the trusted handling partner for over 100 airlines and 1,000 freight forwarders. With no affiliation to any airline, it provides all airline customers with unbiased service.

Hactl leads its industry by example, complying with every relevant industry standard, including ISAGO (world's first), WHO GDP (Hong Kong's first), and all four IATA CEIV certifications (pharmaceuticals, fresh, live animals and lithium batteries).

Hactl nurtures promising talents to become industry leaders. It offers traineeship programmes and Elite Management Traineeship Programme for young graduates, provides internal training and sponsors external education for staff at all levels, and maintains a policy of promoting from within whenever possible. It has an in-house dedicated training suite equipped with VR facilities that occupies an entire floor of its office building.

Hactl is an IATA-accredited training facility for dangerous goods, complying with the latest ICAO-mandated CBTA format. Hactl trains its own staff, and those of third parties. Hactl is the first Hong Kong ground handler to participate in the Hong Kong Quality Framework, four of its training courses are recognised under the programme. It is also the proud recipient of the Grand Award in the HKMA Quality Awards in 2011 and 2022.

In line with its aim to be the employer of choice, Hactl offers comprehensive employee welfare and recognition programme, and promotes diversity and inclusivity by welcoming talents of all backgrounds and creating more gender-friendly facilities.

Hactl's constant strong focus on people development has resulted in a loyal and experienced workforce, with more than half its workforce having worked with the company for over 10 years.



SPONSOR

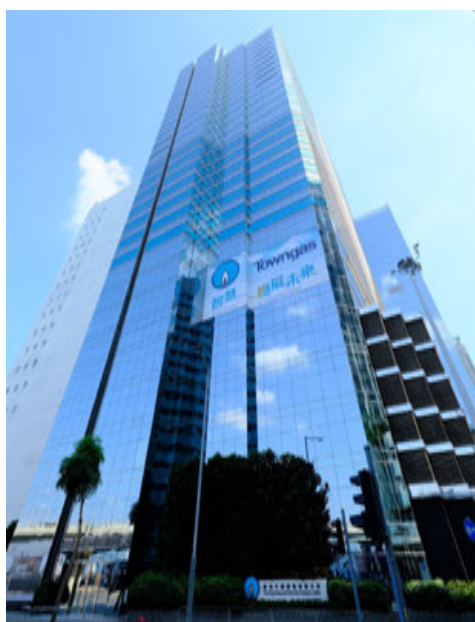


Founded in 1862, The Hong Kong and China Gas Company Limited (Towngas) is Hong Kong's first public utility company. Today, it is one of the largest energy suppliers in Hong Kong, operating with world-class corporate management and leading-edge business practices.

Towngas' core businesses consist of the production and distribution of gas as well as the provision of total kitchen solutions and comprehensive after-sales services to over 40 million customers in Hong Kong and the Chinese mainland. Expanding its horizons, the Company has diversified its businesses into smart energy, upstream and midstream gas projects, water and environmental sanitation, telecommunications as well as utilisation ventures and new energy exploration, which include green methanol, hydrogen energy, and sustainable aviation fuel (SAF) for sea, land, and air transport respectively. It now has about 1,000 projects across 29 provinces, autonomous regions and municipalities on the Chinese mainland.

To support its continuous business growth, Towngas makes every effort to attract, develop and engage talents. It provides a positive work environment for employees to unleash their potential and strive towards a rewarding future. Staff career progression is supported by structured talent development programmes, including the Management Trainee and Apprenticeship Schemes for young people, leadership acceleration programmes for middle management and tailor-made development plans for seasoned business leaders.

As a socially responsible organisation committed to building a sustainable future, Towngas will continue to advocate environmental, social and governance (ESG) goals in its business expansion, operational strategies and people management.



SPONSOR



Food not only nourishes life but also connects hearts. At Maxim's Group, we create memorable moments for our customers by providing quality dining experiences through both our homegrown brands and renowned global brands.

Founded in 1956, Maxim's Group is one of Asia's leading food and beverage companies, operating Chinese, Western, Japanese and Southeast Asian restaurants, quick service outlets, bakery shops, coffee shops and institutional catering services. Maxim's Group offers a range of high-quality seasonal food products, including the award-winning Maxim's mooncakes. Additionally, we proudly operate world-famous brands such as Starbucks, Genki Sushi, Ippudo Ramen, The Cheesecake Factory, and Shake Shack across various regions. We take pride in our heritage and are grateful for our success, which inspires our commitment to a sustainable and innovative future.



At Maxim's, we believe that our people are the driving force behind product innovation and customer excellence. Each team member is highly valued, trusted, and supported in their contribution. We are dedicated to their ongoing development and promote a work environment that sparks creativity and lifelong learning.

MEDIA SPONSOR



A Leading Recruitment Media with over 590,000 Members

Based in HK, Recruit, a listed company, is a pioneer in recruitment magazine, as one of the most popular and leading all-rounded recruitment, human resources, education and career media for reaching 30+ years. We have built up more than 120K+ companies' profiles and trusted partners and 590K+ members who strive for work-life balance. The magazine reaches target readers through extensive distribution network at High-traffic areas, Universities, Tertiary institutions, MTR stations, MTR exits, D2 Place, Labour Department job centres and Non-government organization etc.



Extensive Industry and Social Networking



In recent year of digital transformation and aiming for high standard of user experience, Recruit operates recruitment platform – Recruit.com.hk which connects quality readers from company to employee, corporate to leisure, top management to frontline. As a leading recruitment media in Hong Kong, Recruit has strong partnership with professional organizations and youth institutions for years. Our recruitment platform lists bridging job seekers and recruiters, offering 50+ industries, 20K+ job vacancies and 2M+ page views on average per month..

Recruit Facebook & Instagram

Recruit launched mobile apps in 2011. It is popular and highly and widely used by our members for grabbing career news and articles, also latest job vacancies. Up till now, it has over 750K+ installations for full-time and part-time jobs seekers. More than that, Recruit not only has proven its ability in providing all-rounded recruitment and career advertising channels across print, online, mobile but also social media. Recruit extended its reach to audience through Facebook and Instagram with over 140K+ and more than 26K+ followers respectively.



Recruit Job Fair

The Career Event Expert

Recruit is dedicated to providing full service to jobseekers and recruitment advertisers by offering career fair service. Organized over 140+ education and career fairs with over 120K+ audiences to participate, Recruit is recognized for its professionalism in recruitment and trustworthy by partners. Last but not least, Recruit is devoted to contribute and benefit the industry by holding annual round table event involving industry experts, government and associations' officials.



Recruit Magazine



Recruit Mobile Apps



Recruit.com.hk

MEDIA SPONSOR



Established in 1949, The Standard is Hong Kong's first free English daily newspaper, and enjoys an extensive, high-quality readership. It has also been voted as "the most credible" free newspaper in a recent 2022 survey conducted by the Chinese University of Hong Kong.

Available across different electronic media from its tabloid paper format, The Standard delivers a comprehensive coverage of local and international news, with special features on business, technology, lifestyle, sports and entertainment, as well as in-depth analyses and interviews.

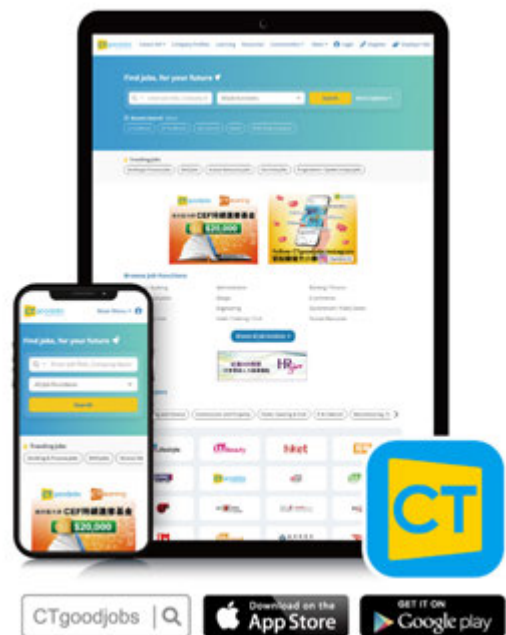
The Standard also publishes regularly a range of topical magazines and books that are available in print as well as in digital format.

DIGITAL MEDIA SPONSOR



CTgoodjobs, a member of the Hong Kong Economic Times Group (Stock Code: 423), is a leading job and career platform in Hong Kong. It offers comprehensive recruitment and employer branding solutions while providing an exceptional user experience (UX) for both recruiters and job seekers.

To reach a diverse audience, CTgoodjobs has established a strong social media presence with over 370,000 Facebook followers, further reinforcing its position as a trusted and influential recruitment platform in Hong Kong.



CTHR is a comprehensive HR platform that provides HR professionals with a wide range of resources, including HR-related news, articles, events, courses and surveys. These offerings keep HR professionals up-to-date with the latest knowledge, trends, and insights in the industry.



DIGITAL MEDIA SPONSOR

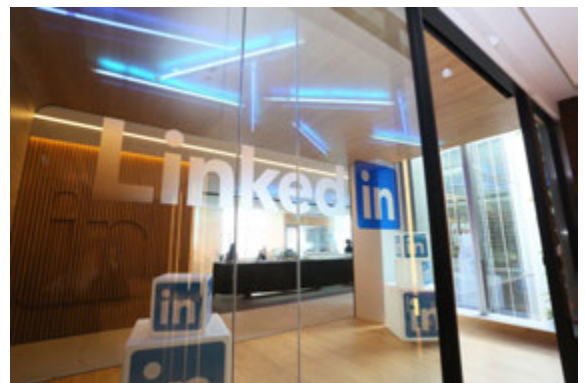


LinkedIn connects the world's professionals to make them more productive and successful. Our vision is to create economic opportunity for every member of the global workforce. With more than 1 billion members worldwide as of January 2024, including executives from every Fortune 500 company, LinkedIn 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



The Hong Kong Management Association (HKMA) is a non-profit making organization established in 1960. 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, HKMA offers around 2,000 training and education programmes covering a wide range of management disciplines for over 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 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 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 HKMA's management services. To promote best practices in management, each year, the Association organizes nine business awards in Hong Kong and Mainland China, recognized as the highest accolades of the business community. These include the Best Annual Reports Awards, the HKMA Quality Award, the Award for Excellence in Training and Development, the HKMA / ViuTV & Now TV Awards for Marketing Excellence, the Hong Kong Sustainability Award, the Hong Kong Management Game, the Distinguished Salesperson Award, the HKMA / HKT Global Innovation Award and the Award for China Marketing Excellence.

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 networking activities 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 excellence opportunity for publicity by the winners.
- The Award could be used as an aid to recruitment.

BENEFITS TO HRD PROFESSIONALS AND TRAINERS

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

AWARD CATEGORIES

- Campaign Awards
- Individual Awards

ENQUIRIES

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Ms Candice Liu, Senior Membership and Event Executive Tel: 2774 8515 Email: candiceliu@hkma.org.hk

WEBSITE

www.hkma.org.hk/trainingaward

INTRODUCTION TO THE AWARD



The Board of Examiners comprises members of the Training and Development Award Organizing Committee 2025, the People Development Management Committee and the People Management Committee.

TRAINING AND DEVELOPMENT AWARD ORGANIZING COMMITTEE 2025

Ms Margaret Cheng JP (Chairperson)

Human Resources Director
MTR Corporation

Ms Miranda Au

Chief Human Resources Officer
FWD Life Insurance Company (Bermuda) Ltd

Ms Connie Chan

Director, Human Resources & Administration
Octopus Holdings Ltd

Mr CY Chan

Senior Consultant
Verdant Capital Group

Ms Fanny Chan

Chief Human Resources Officer
CTF Life

Dr Salina Chan

Head of HR OSEA and L&D International
Fossil Group

Dr Aaron Chiang

Head of Human Resources & Administration
Hong Yip Service Co Ltd

Mr Fong Kai Shing

General Manager - Group Training & Development
Principal - Towngas Training Institute
The Hong Kong and China Gas Company Limited

Ms Lesley Gong

Director, Human Resources
Microsoft Hong Kong

Mr Charles Ho

Assistant Director - Training
Hong Kong Institute of Construction

Mr Kevin Kam

Chief People Officer
McDonald's Hong Kong

Mr Jason Lee

Executive Director - People and Culture
Hong Kong Air Cargo Terminals Ltd

Ms Ivy Leung

General Manager
The Hong Kong Management Association

Mr David Lim

Executive Vice President, People, Asia Pacific
PVH Asia Pacific Ltd

Ms Theresa Lui

Chief People Officer
Chow Tai Fook Jewellery Group

Ms Jenny Pong

People Director, East Asia
Arup

Ms Hester Shum

Group Chief Human Resources Officer
PCCW Group

Ms Vivian So

Director, People
Hong Kong Express

Ms Mary Suen

Executive Advisor
Stan Group (Holdings) Ltd

Ms Irene Tam

General Manager People
Cathay Subsidiary Services

Ms Rita Tsui

Head of People & Safety
City Facilities Management (HKG) Ltd

Dr Lake Wang

Executive Director, People and
Organizational Development
The Hong Kong Jockey Club

Ms Alice Wong

People & Culture Director, Food
DFI Retail Group

Ms Stephanie Wong

Distribution Training Director
AXA Hong Kong and Macau

Mr Derek Wu

Chief People Officer
Tam Jai International Co Ltd

Ms Yolice Wu

Executive Director, People & Culture
Hongkong Land Ltd

Mr Jason Zhang

Chief Human Resources Officer
China Mobile Hong Kong Co Ltd

INTRODUCTION TO THE AWARD



PEOPLE DEVELOPMENT MANAGEMENT COMMITTEE

Mr Stephen Leung (Chairman)

Non-executive Director
Purapharm International (HK) Ltd

Mrs Claudia Hodges

Director Group Agency Distribution
AIA International Limited

Dr Barry Ip

Vice President, Learning & Advancement
Wynn Macau and Wynn Palace

Mr Lam Ming Wing

Chief Human Resources Officer
The Hong Kong and China Gas Company Limited

Mr Ellis Ku

Head of Learning and Organization Development
Maxim's Caterers Limited

Ms Maylie Lee

Chief Human Resources Officer
AIA International Limited

Ms Felicity Sam

Director, Learning & Leadership - International
Lululemon

Ms Carmen Ting

Head of Organization & Talent Development
KPMG

Mr Kenneth Wai

Principal Consultant
The Hong Kong Management Association

Dr Lake Wang

Executive Director, People and
Organizational Development
The Hong Kong Jockey Club

Ms Yolice Wu

Executive Director, People & Culture
Hongkong Land Limited

INTRODUCTION TO THE AWARD



PEOPLE MANAGEMENT COMMITTEE

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

Ms Priscilla Chau
Director - Human Resources
CLP Power Hong Kong Limited

Ms Florence Chow
Managing Director
FnB TalentsConnect Limited

Mr Ian Choy
Executive Director – People and Culture,
Corporate Communications and Administration
Gammon Construction Limited

Ms Sara Ho
Group Chief Human Resources Officer
Jebsen & Company Limited

Mr Kevin Kam
Chief People Officer
McDonald's Hong Kong

Mr C K Lee
Managing Director
C.K. Lee & Associates

Ms Carrie Leung MH
Chief Executive Officer
The Hong Kong Institute of Bankers

Ms Christina Leung
Director, Group Human Resources & Administration
Guardforce Limited

Mr Peter Leung
Senior Manager Human Resources
Hospital Authority

Ms Elaine Liu
Group Associate Director &
Chief Human Resources Officer
Sino Group

Ms Janet Poon
Director - Human Resources & Administration
Hang Lung Properties Limited

Ms Jenny Pong
People Director, East Asia
Arup

Mr Albert Wong
Advisor- Human Resources
CLP Power Hong Kong Limited

Ms Florence Wong
Head, HR, Hong Kong & Co-Head HR, GBA
Standard Chartered Bank (Hong Kong) Limited

Mr Derek Wu
Chief People Officer
Tam Jai International Company Limited

Ms Janet Yeung
Head of Human Resources
Hong Kong Trade Development Council

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 key stakeholders 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.



CHOW TAI FOOK
周大福



Special Awards:

- Excellence in Career Development
- Excellence in Change Management
- Excellence in Cultural Change
- Excellence in Digital Transformation
- Excellence in Diversity, Equity and Inclusion Promotion
- Excellence in Environmental Sustainability in the Workplace
- Excellence in Innovation
- Excellence in Leadership Development
- Excellence in Reskilling / Upskilling
- Excellence in Social Impact
- Excellence in Stakeholder Engagement
- Excellence in Talent Development
- Excellence in Team Development
- Excellence in Wellbeing
- Excellent Campaign for Organizations with 500 Employees or Less
- HR Professionals' Favourite Campaign (selected by participants attending the Final Presentation Seminar)
- Youth's Most Favourite Campaign (will be selected by youth participants attending the Final Presentation Seminar)

(please refer to page 28 - 29 for more details)

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, 24 March 2025

Deadline for Written Submission

Friday, 25 April 2025

Announcement of Finalists

Early June 2025

Final Presentation Seminar

Thursday, 21 August 2025

FAward Presentation Ceremony

Tuesday, 30 September 2025

PARTICIPATION FEE

HKMA Member: \$12,900 per programme

Non-Member: \$16,900 per programme

Free for SMEs*

ADDITIONAL FEE FOR SPECIAL AWARDS

HKMA Member: \$1,580 per Award

Non-Member: \$1,880 per Award

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

The participation fee covers[#]:

- THREE free seats at the Final Presentation Seminar and Networking Lunch
- ONE free seat at the Award Presentation Ceremony and Networking Dinner

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

* 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.

[#] Not applicable to those SMEs enjoying free participation fee.

CAMPAIGN AWARDS SPECIAL AWARDS



Participating organizations which would like to be considered for the following Special Award(s) are requested to elaborate more on specific area in the five-page Campaign Awards Written Submission to facilitate Examiners' judging.

Participating organizations are requested to indicate which of the following Special Award(s) they would like to compete for in the Entry Form:



CHOW TAI FOOK
周大福



香港賽馬會
The Hong Kong
Jockey Club



EXCELLENCE IN CAREER DEVELOPMENT

This Special Award will be given to those training and development programmes which have effectively enhanced employees' skillsets needed for current and future roles while sharpening their ability for career advancement when opportunities arise.

EXCELLENCE IN CHANGE MANAGEMENT

This Special Award will be given to those training and development programmes which have successfully driven changes in organizational structure, systems, processes, or other critical aspects to achieve business goals.

EXCELLENCE IN CULTURAL CHANGE

This Special Award will be given to those training and development programmes which have successfully fostered a cultural shift that is highly aligned with the strategic objectives and is well integrated within the organization.

EXCELLENCE IN DIGITAL TRANSFORMATION

This Special Award will be given to those training and development programmes which have incorporated innovative use of technologies to effectively transform learning and training experiences.

EXCELLENCE IN DIVERSITY, EQUITY AND INCLUSION PROMOTION

This Special Award will be given to those training and development programmes which facilitated and promoted a diversified, fair and inclusive work environment and culture.

EXCELLENCE IN ENVIRONMENTAL SUSTAINABILITY IN THE WORKPLACE

This Special Award will be given to those training and development programmes which successfully cultivated and developed employees' skills, knowledge and commitment in a more sustainable way of doing business and making a social impact.

EXCELLENCE IN INNOVATION

This Special Award will be given to those training and development programmes which have demonstrated innovation in its concept, design, implementation, reinforcement and/or outcome measurement.

CAMPAIGN AWARDS SPECIAL AWARDS



EXCELLENCE IN LEADERSHIP DEVELOPMENT

This Special Award will be given to those training and development programmes which have successfully built a leadership development strategy and empowered leadership behaviour and qualities in its employees to long-term organizational success.

EXCELLENCE IN RESKILLING / UPSKILLING

This Special Award will be given to those training and development programmes that have effectively empowered employees through reskilling and upskilling initiatives. It must demonstrate a commitment to enhancing the workforce by equipping employees with the essential knowledge, skills, capabilities, and mindset required to thrive in a rapidly evolving work environment.

EXCELLENCE IN SOCIAL IMPACT

This Special Award will be given to those training and development programmes which have incorporated “social good” as a core strategy of the programme and effectively driven positive impact to organization and society.

EXCELLENCE IN STAKEHOLDER ENGAGEMENT

This Special Award will be given to those training and development programmes which have strategically involved and engaged relevant stakeholders in the objective setting, design, delivery and post intervention stages, contributing to the programme success.

EXCELLENCE IN TALENT DEVELOPMENT

This Special Award will be given to those training and development programmes that have successfully identified, nurtured, and retained talent within the organization, thereby contributing to sustained organizational success.

EXCELLENCE IN TEAM DEVELOPMENT

This Special Award will be given to those training and development programmes which have successfully created team dynamics and cultivated a high performance team.

EXCELLENCE IN WELLBEING

This Special Award will be given to those training and development programmes which have promoted healthy work-life balance and supported employee mental health and wellness as one of the strategies/ training solutions.

EXCELLENT CAMPAIGN FOR ORGANIZATIONS WITH 500 EMPLOYEES OR LESS

This Special Award will be given to outstanding training and development programmes initiated and delivered by organizations with 500 employees or less.

CAMPAIGN AWARDS



JUDGING PROCESS

<p>Submission of Entry Form (Deadline: Monday, 24 March 2025)</p>	<p>All participating organizations have to submit an Entry Form.</p>
<p>Submission of Written Submission (Deadline: Friday, 25 April 2025)</p>	<p>All participating organizations are required to submit a five-page write-up in English on their training and development programmes.</p> <p>(optional) The submission can be supplemented with a short video without any animation or special effects, showcasing highlights of the programme. 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 (Thursday, 21 August 2025)</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>The scores given by the Board of Examiners during the first-round judging and the Panel of Adjudicators during the Final Presentation Seminar will carry 30% and 70% respectively of the final weighting.</p> <p>Recipients of the HR Professionals' Favourite Campaign and Youth's Most Favourite Campaign will be decided by the number of votes received from participants during the Final Presentation Seminar.</p>
<p>Award Presentation Ceremony (Tuesday, 30 September 2025)</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>

* Presentation could be conducted in Putonghua for entries from Mainland enterprises.

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.
5 EXCEPTIONAL MERITORIOUS ASPECTS OF THE INTERVENTION	10
5.1	The Programme was agile and quick to address the internal and/or external challenges facing the organization.
5.2	The Programme was designed and implemented with due consideration to the importance of diversity, equity and inclusion.
5.3	The Programme has transformed the overall learning and development strategies and brought long-term impact to the organization and/or the industry.
Total	110

CAMPAIGN AWARD ENTRY FORM



ACT-42846-2025-2-NL

To: The Secretariat, Award for Excellence in Training and Development 2025
The Hong Kong Management Association
16/F, Tower B, Southmark,
11 Yip Hing Street,
Wong Chuk Hang,
Hong Kong



Register Now!

Attn: Ms Ellis Yeung, Senior Membership and Event Consultant Tel: 9274 7518 Email: ellisyeung@hkma.org.hk
Ms Candice Liu, Senior Membership and Event Executive Tel: 2774 8515 Email: candiceliu@hkma.org.hk

Name of Programme: _____

Name of Organization: _____

Address: _____

Number of Employees in the Organization: _____

Contact Person: (Mr/Ms) _____

Job Title: _____

Nature of Business: _____

Tel: _____ Mobile: _____ Email: _____

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

- | | |
|--|--|
| <input type="checkbox"/> Excellence in Career Development | <input type="checkbox"/> Excellence in Social Impact |
| <input type="checkbox"/> Excellence in Change Management | <input type="checkbox"/> Excellence in Stakeholder Engagement |
| <input type="checkbox"/> Excellence in Cultural Change | <input type="checkbox"/> Excellence in Talent Development |
| <input type="checkbox"/> Excellence in Digital Transformation | <input type="checkbox"/> Excellence in Team Development |
| <input type="checkbox"/> Excellence in Diversity, Equity and Inclusion Promotion | <input type="checkbox"/> Excellence in Wellbeing |
| <input type="checkbox"/> Excellence in Environmental Sustainability in the Workplace | <input type="checkbox"/> Excellent Campaign for Organizations with 500 Employees or Less |
| <input type="checkbox"/> Excellence in Innovation | <input type="checkbox"/> Others: Excellence in _____ |
| <input type="checkbox"/> Excellence in Leadership Development | (Please specify the name of the Special Award that suits your programme.) |
| <input type="checkbox"/> Excellence in Reskilling / Upskilling | |

HKMA Member Non-Member

HK\$12,900 (HKMA Member) / HK\$16,900 (Non-Member) / Free for SMEs* for each entry of Campaign Award

HK\$1,580 (HKMA Member) / HK\$1,880 (Non-Member) / Free for SMEs* for the first 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, 24 March 2025)

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

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Enquiries:

Mr Kevin Yam kevinyam@hkma.org.hk
Ms Ellis Yeung ellisyeung@hkma.org.hk

Join Us Now!

PAST CAMPAIGN AWARD WINNERS



2024

Gold Award

MTR Corporation

Silver Awards

McDonald's Hong Kong
Urban Renewal Authority

Bronze Awards

The Hongkong Electric Company, Limited
HKT Limited
HSBC Life (International) Limited

Excellence Awards

Cathay Pacific Airways Limited
CLP Power Hong Kong Limited
MTR Corporation
PwC China & Hong Kong

2023

Gold Award

Marco Polo Hotels – Hong Kong

Silver Awards

AIA Hong Kong and Macau
FUJIFILM Business Innovation Hong Kong Limited

Bronze Awards

FedEx
Hang Seng Bank Limited
Wynn Macau, Limited

Excellence Awards

Arup
AXA Hong Kong
The Hong Kong Jockey Club
Swire Properties Limited

2022

Gold Award

Prudential Hong Kong Limited

Silver Awards

Hongkong Land Limited
The Hong Kong Jockey Club

Bronze Awards

CLP Power Hong Kong Limited
Esquel Group
Sino Group

Excellence Awards

Bupa (Asia) Limited
The Hong Kong Jockey Club
Standard Chartered Bank (Hong Kong) Limited
Tricor Hong Kong

2021

Gold Award

The Hong Kong and China Gas Company Limited

Silver Awards

Architectural Services Department, HKSARG
Electrical and Mechanical Services Department, HKSARG

Bronze Awards

AXA Hong Kong & Macau
Hilti Asia Limited
McDonald's Hong Kong

Excellence Awards

DBS Bank (Hong Kong) Limited
MTR Railway Operations (Macau) Company Limited
Urban Renewal Authority (2 Entries)

2020

Gold Award

Fung Group / McDonald's /
New World Development / Towngas

Silver Awards

CLP Power Hong Kong Limited
Stan Group (Holdings) Limited

Bronze Awards

Cordis, Hong Kong
Esquel Group
HKT Ltd – PCCW Global

Excellence Awards

Airport Authority Hong Kong
AXA Hong Kong & Macau
Bupa (Asia) Ltd. / Quality HealthCare
Medical Services Ltd.
Wynn Resorts (Macau) S.A.

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)

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

PAST CAMPAIGN AWARD WINNERS



2015

Skills Training Category

Gold Award

Cathay Pacific Airways Limited

Silver Award

Synergis Management Services Limited

Bronze Award

Maxim's Caterers Limited

Excellence Awards

DBS Bank (Hong Kong) Limited

Federal Express (Hong Kong) Limited

Sun Life Hong Kong Limited

Development Category

Gold Award

The Hong Kong Society for the Aged

Silver Award

DBS Bank (Hong Kong) Limited

Bronze Award

McDonald's Restaurants (Hong Kong) Limited

Excellence Awards

CLP Power Hong Kong Limited

Midland Holdings Limited

Shangri-La Hotels and Resorts

25th Anniversary Awards

Most Dedicated Organizations to People Development

CLP Power Hong Kong Limited

The Hong Kong Jockey Club

HSBC

Maxim's Caterers Limited

MTR Corporation

2014

Skills Training Category

Gold Award

Hong Kong Broadband Network Limited

Silver Award

Synergis Management Services Limited

Bronze Award

RS Components Limited

Excellence Awards

Chow Tai Fook Jewellery Company Limited

Hotel ICON

Ma Belle Jewellery Company Limited

Development Category

Gold Award

Crystal Group

Silver Award

DFS Group Limited

Bronze Award

Bank of China (Hong Kong) Limited

Excellence Awards

Fuji Xerox (Hong Kong) Limited

Hotel ICON

Shun Tak – China Travel Ship Management Limited

2013

Skills Training Category

Gold Award

Maxim's Caterers Limited

Silver Award

MTR Corporation

Bronze Award

The Hong Kong Jockey Club

Excellence Awards

HSBC

The Kowloon Motor Bus Company (1933) Limited

Sun Life Hong Kong Limited

Development Category

Gold Award

Chun Wo Development Holdings Limited

Silver Award

DFS Group Limited

Bronze Award

FedEx Express (China)

Excellence Awards

AIA International Limited

MTR Corporation

Societe Generale, Asia-Pacific

2012

Skills Training Category

Gold Award

The Hong Kong Jockey Club

Silver Award

DHL Express (HK) Limited

Bronze Award

CLP Power Hong Kong Limited

Excellence Awards

Hong Kong Air Cargo Terminals Limited

Hong Kong Broadband Network Limited

Shanghai Feng Cheng Property Management Co Ltd –
Subsidiary of Shui On Land (HK & China)

Development Category

Gold Award

The Hong Kong Society for the Aged

Silver Award

Hip Hing Construction Company Limited

Bronze Award

MTR Corporation

Excellence Awards

Civil Service Training and Development

Institute, Civil Service Bureau

The Dow Chemical Company

HSBC

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

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

PAST CAMPAIGN AWARD WINNERS



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

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.



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Ms Ellis Yeung +852 9274 7518 / ellisyeung@hkma.org.hk

Ms Candice Liu +852 2774 8515 / candiceliu@hkma.org.hk

* HKMA Full and Associate Members can join HCMS for free

* HKMA Corporate and Charter Members can nominate their staff members to join HCMS for free

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INDIVIDUAL AWARDS



ELIGIBILITY

The Individual 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 of 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:

-  **Hongkong Land** Trainer of the Year
-  Distinguished Trainer Awards
-  **PRUDENTIAL** Outstanding New Trainer Awards
保誠保險

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

Monday, 24 March 2025

Deadline for Written Submission

Friday, 9 May 2025

Interview Session

Wednesday, 25 June 2025

Final Presentation Seminar

Thursday, 21 August 2025

Award Presentation Ceremony

Tuesday, 30 September 2025

PARTICIPATION FEE

HKMA Member: \$9,900 per nominee

Non-Member: \$14,900 per nominee

The participation fee covers:

- ONE free seat at the Final Presentation Seminar and Networking Lunch
- ONE free seat at the Award Presentation Ceremony and Networking Dinner
- TWO free seats at the Seminar on "The New Frontier of Talent Development: Unlocking Secrets to Build High-performance Teams in a Transformative Era"

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, 24 March 2025)	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, 9 May 2025)	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 (Wednesday, 25 June 2025)	All entrants will be invited to an interview session. Winners of the Distinguished Trainer Awards and Outstanding New Trainer Awards as well as the finalists of the Trainer of the Year will be selected by the Board of Examiners. <u>Distinguished Trainer Awards</u> The interview 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.2. A 10-minute presentation on a training plan in English, Cantonese or Putonghua. Participants would be informed of the training plan topic 30 minutes before the interview session. <u>Outstanding New Trainer Awards</u> The interview 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. .2. A 10-minute short training in English, Cantonese or Putonghua. Participants would be informed of the training
Trainer of the Year Final Judging (Thursday, 21 August 2025)	Finalists of the Trainer of the Year selected from among the Distinguished Trainer Awardees will be invited to attend a Final Judging which includes a 5-minute presentation on his/her written submission, followed by a 5-minute question-and-answer session in English, Cantonese, or Putonghua. The Panel of Adjudicators will select a Trainer of the Year.
Award Presentation Ceremony (Tuesday, 30 September 2025)	The 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 needs 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 needs 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 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>	
	<p>1.1 Making sure that training is connected to business/organizational needs and external environment</p> <p>1.1.1 Meets regularly with sponsors to keep in touch with business/organizational needs 1.1.2 Good at helping managers identify what they want their people to be able to do 1.1.3 Establishes direction from sponsors as the first step in any new project 1.1.4 Passionate about making sure that training needs are clearly identified 1.1.5 Maintains relevance by refining training objectives/programme design in response to the business/organizational needs and changing commercial context</p>	20
	<p>1.2 Ability to design purposeful learning processes</p> <p>1.2.1 Conducts rigorous and holistic analysis and effectively addresses those factors contributing to the performance gap 1.2.2 Actively involves sponsors in the training and/or development process 1.2.3 Focuses on outcomes rather than activities when setting training objectives 1.2.4 Rigorous in making sure that courses are designed to be good learning experiences 1.2.5 Makes explicit their assumptions about people and how they learn 1.2.6 Makes sure that trainees can successfully apply new ideas into their workplace 1.2.7 Creatively adapts training sessions to meet the needs of trainees</p>	20
	<p>1.3 Ability to manage and deliver a designed programme</p> <p>1.3.1 Listens to and values participant contributions 1.3.2 Illustrates new concepts and ideas with appropriate examples from the learners' workplace 1.3.3 Regards training sessions as an opportunity to role model the behaviours being taught 1.3.4 Encourages trainees to learn at their own pace and cater for different learning styles 1.3.5 Encourages trainees to be independent and think for themselves 1.3.6 Creates interest and challenge in their approach to training 1.3.7 Integrates training sessions so that trainees can see how it all fits together</p>	20
	<p>1.4 Role in the internal marketing of training plans to stakeholders</p> <p>1.4.1 Effective in gaining senior management buy-in 1.4.2 Authentically engages and inspires diverse group of stakeholders</p>	20
	<p>1.5 Ability to evaluate training</p> <p>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</p>	20
2	PERSONAL ACHIEVEMENTS AND CONTINUOUS DEVELOPMENT	20
	<p>2.1 The Trainer has achieved substantial academic or professional awards and other public recognition related to training and development.</p> <p>2.2 The Trainer has contributed to training and development as a profession in the business community.</p>	
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-42846-2025-3-NL

To: The Secretariat, Award for Excellence in Training and Development 2025
The Hong Kong Management Association
16/F, Tower B, Southmark, 11 Yip Hing Street, Wong Chuk Hang, Hong Kong



Register Now!

Attn: Ms Ellis Yeung, Senior Membership and Event Consultant Tel: 9274 7518 Email: ellisyeung@hkma.org.hk
Ms Candice Liu, Senior Membership and Event Executive Tel: 2774 8515 Email: candiceliu@hkma.org.hk

Name of Organization: _____

Address: _____

Name of Nominator: (Mr/Ms) _____ Job Title: _____

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

Tel: _____ Mobile: _____ Email: _____

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\$9,900 (HKMA Member) HK\$14,900 (Non-Member) for each nomination

Signature: _____ Date: _____

(not later than Monday, 24 March 2025)



DBA

(Doctor of Business Administration)

Reg. No.: 252717

Programme Highlights

- ◆ Fully recognized in the UK
- ◆ Same qualification of the home programme offered in the UK
- ◆ The **oldest Royal Chartered University** in Wales and England after Oxford and Cambridge
- ◆ 1st for Quality lecturers & assessment (*International Student Barometer*)
- ◆ 1st in the UK for course and lecturers (*Whatuni Student Choice Awards 2020*)
- ◆ 1st in the UK for satisfaction with feedback in Business, Management & Marketing (*Guardian League Table 2020*)
- ◆ Attainable in 3 years: 6 taught modules (1 year in HK) + thesis (can be done anywhere)
- ◆ Delivered by international faculty mostly based in HK

Information Seminar

Date: Tue, 18 Feb 2025

Time: 1:00pm - 2:00pm

Mode of delivery: Webinar (a Zoom link will be provided before the event)

Commencement Date: 1 June 2025

Application Deadline: 28 April 2025

Website: www.hkma.org.hk/uwdba

Course Enquiries: Ms Emily Tse 27748594



MTA2501171

It is a matter of discretion for individual employers to recognize any qualifications to which these courses may lead.



PILOT GREEN AND
SUSTAINABLE FINANCE CAPACITY
BUILDING SUPPORT SCHEME
Centre for Green And Sustainable Finance

ESG

HKMA Global Centre for
ESG Education & Research

**HK
MA**

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www.hkma.org.hk/gsf

- ▶ **Advanced Certificate in Practical Development and Implementation of ESG Framework for Business Success**
- ▶ **Advanced Executive Certificate in Carbon Trading and Green Finance** (GTP-580224)
- ▶ **Advanced Executive Diploma in ESG Strategy and Innovation for Net-Zero** (GTP-455229)
- ▶ **Certificate in ESG and Sustainability for Future Leaders**
- ▶ **Executive Certificate in ESG Planning** (GTP-602229)
- ▶ **Executive Certificate in ESG for Human Resources** (GTP-068233)
- ▶ **Executive Diploma in Sustainability, ESG and Green Finance** (GTP-225226)
- ▶ **Professional Certificate Programme in Global ESG Investing** (GTP-661228)
- ▶ **Workshop on ESG and Green Finance for Leadership—Why, What, How** (GTP-952226)
- ▶ **Workshop on Sustainability & ESG – Opportunities for Insurance and Wealth Management Professionals** (GTP-817223)

MTA2501172

PAST INDIVIDUAL AWARD WINNERS



2024

Trainer of the Year

Ms Gobby Leung Tsz Yan
AXA Hong Kong and Macau

Distinguished Trainer Awardees

Ms Jacki Fung Tsz Ki
Cathay Pacific Airways Limited

Ms Huang TianHong Anchor
Prudential Hong Kong Limited

Ms Gobby Leung Tsz Yan
AXA Hong Kong and Macau

Mr Siu Kit Sum
AIA International Limited

Ms Wong Kin Wai
BOC Group Life Assurance Company Limited

Mr Yeung Chi Man, Cliff
China Mobile Hong Kong Company Limited

Outstanding New Trainer Awardees

Ms Chan Ho Ting Veronica
Vocational Training Council

Mr Isaac Cheung Ho Yuen
AXA Hong Kong and Macau

Mr Cheung Kin Po
AXA Hong Kong and Macau

Mr Cheung Lui
HSBC Life (International) Limited

Mr Chiu Tsz Ho Ivan
MTR Corporation

Mr Chow Wai Nam Ray
Hilti (HK) Limited

Ms Chui Yuen Ting, Yuki
AXA Hong Kong and Macau

Mr Chun Lap Hang, Paul
MTR Corporation

Ms Pheron Lui Hui
HSBC Life (International) Limited

Mr Kong Pan Pan Jimmy
McDonald's Hong Kong

Mr Lam Kwan Ngai
AIA International Limited

Ms Lau Pui Ting
AIA International Limited

Mr Lee Ka Ho
AIA International Limited

Mr Li Chak Tung
China Mobile Hong Kong Company Limited

Ms Li Pik Yee, Kimmy
Swire Properties Limited

Ms Li Tsz Yan
Prudential Hong Kong Limited

Mr Li Yu Kwan
AXA Hong Kong and Macau

Mr Miao Wang
Prudential Hong Kong Limited

Mr Or Wai Ngai Jackie
HKT Limited

Ms Poon Wing Chi
Prudential Hong Kong Limited

Ms Poon Wing Yan Coco
Prudential Hong Kong Limited

Mr Tong Sai Man Simon
Hong Kong Air Cargo Terminals Limited

Mr Wong Pak Lam, Nic
CLP Power Hong Kong Limited

Mr Yiu Chun Lung
AXA Hong Kong and Macau

2023

Trainer of the Year

Mr Yuen Siu Pong, Collins
Prudential Hong Kong Limited

Distinguished Trainer Awardees

Ms Heidi Au
HKT Limited

Mr Chen Hong Shaw, Victor
Prudential Hong Kong Limited

Mr Fu Yat Kei, Jacky
AXA China Region Insurance Company Limited

Mr Leung Ka Chun, Eddie
Prudential Hong Kong Limited

Ms Yiu Kam Ki, Yuki
AIA International Limited

Mr Yuen Siu Pong, Collins
Prudential Hong Kong Limited

Outstanding New Trainer Awardees

Ms Chan Suet Hei, Karen
Prudential Hong Kong Limited

Mr Chow Wai Shun, Alexander
CSL Mobile Limited

Mr Dave Chung
AIA International Limited

Mr Chung Kiu Fung, Alan
CLP Power Hong Kong Limited

Ms Chung Yeung Mui
AIA International Limited

Ms Hui Sin Ching, Winnie
MTR Corporation Limited

Mr Kwok Wai, Kurtis
AIA International Limited

Ms Lai Yuet Hei, Isra
Marco Polo Hotels – Hong Kong

Ms Lam Pik Kwan, Elaine
MHK Restaurants Limited

Dr Lawson Law
Hang Seng Bank Limited

Ms Tsang Lok Yiu, Yoyo
Swire Coca-Cola HK

Ms Tso Ki Po, Veronica
Bupa (Asia) Limited

2022

Trainer of the Year

Ms Kwong Yick Ling, Sarah
HSBC Life (International) Limited

Distinguished Trainer Awardees

Mr Fung Wai Hong, Daniel
Prudential Hong Kong Limited

Ms Ho Manchi
AIA Hong Kong & Macau

Ms Kwong Yick Ling, Sarah
HSBC Life (International) Limited

Ms Lam Sze Sze, Gladys
Yip's Chemical Holdings Limited

Ms Wong Pik Chun, Sally
Prudential Hong Kong Limited

Mr Wong Tung Lui, Dony
Prudential Hong Kong Limited

Outstanding New Trainer Awardees

Ms Cheung Chi Fung, Daizy
Prudential Hong Kong Limited

Mr Fu Yat Kei, Jacky
AXA China Region Insurance Company Limited

Ms Ho Pik Ki, Peggy
AIA Hong Kong & Macau

Ms Tam Sau Ying, Tina
AIA Hong Kong & Macau

Mr Tsang Hing Cheong, Andy
CLP Power Hong Kong Limited

Mr Wu Wing Shing, Vincent
CLP Power Hong Kong Limited

2021

Trainer of the Year

Mr Lau Kai Kwan, Kenny
Ralph Lauren Asia Pacific Limited

Distinguished Trainer Awardees

Ms Cheung Lai Lai, Angela
Prudential Hong Kong Limited

Ms Chow Siu Po, Nicole
AIA International Limited

Mr Hung Shing Hing, Kilias
Prudential Hong Kong Limited

Mr Lau Kai Kwan, Kenny
Ralph Lauren Asia Pacific Limited

Mr Li Ying Cheung, Ricky
Prudential Hong Kong Limited

Outstanding New Trainer Awardees

Ms Cheung Pui Yung, Stephanie
Hilti (Hong Kong) Limited

Mr Martin Chung
GP Strategies (Hong Kong) Limited

Mr Ho Man Kit, Sampson
AIA International Limited

Ms Lau Zhi Ling, Phoebe
Quality HealthCare Medical Services Limited

Mr Lee Yan Ho, Kelvin
Infocan Computer (Hong Kong) Limited

Ms Wu Yifan Michelle
AXA China Region Insurance Company Limited

2020

Trainer of the Year

Mr Frank Mok
AIA International Limited

Distinguished Trainer Awardees

Dr Chan Suk Kuen Alison
AIA International Limited

Ms Fan Siu Ping Carol
AIA International Limited

Mr Lun Siu Hong
Prudential Hong Kong Limited

Mr Frank Mok
AIA International Limited

Mr Roland Lazol Ubando
GP Strategies (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



Outstanding New Trainer Awardees

Mr Chak Ka Hang Amen
Prudential Hong Kong Limited
Ms Chan Shuk Wun Josephine
HKT Teleservices
Mr Chan Pui Kei
AXA China Region Insurance Co Ltd
Mr Li Ka Kin
Prudential Hong Kong Limited
Mr Liu Tsun Ki Marcus
Prudential Hong Kong Limited
Mr Lo Tsz Hin
AXA China Region Insurance Co Ltd
Mr Lui Man Hei
AXA China Region Insurance Co Ltd
Mr David Wong
CLP Power Hong Kong Limited
Ms Ashley Yang
AIA International Limited
Mr Yuen Tat Chuen
AIA International Limited
Mr Jason Yeung
CLP Power Hong Kong Limited

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

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

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

* 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



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

2 0 1 0

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

2 0 0 9

Trainer of the Year

Ms Elsa Lam

Ageas Insurance Company (Asia) Limited

Distinguished Trainer Awardees

Mr Joseph Chan

HSBC

Ms Elsa Lam

Ageas Insurance Company (Asia) Limited

Mr Thomas Robillard

FedEx Express

Mr Wilkins Wong

Civil Service Training & Development Institute, Civil Service Bureau

Outstanding New Trainer Awardees

Ms Fanny Chan

HSBC

Ms Effie Cheng

McDonald's Restaurants (HK) Limited

Mr Andy Lau

HSBC

Mr Nelson Wong

The Hong Kong Jockey Club

Mr Will Wong

HSBC

2 0 0 8

Trainer of the Year

Mr Kelvin Ju

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

2 0 0 7

Trainer of the Year

Ms Carroll Chu

Island Shangri-La, Hong Kong

Distinguished Trainer Awardees

Ms Carroll Chu

Island Shangri-La, Hong Kong

Ms Selina Kam

HSBC

Mr Kenny Mak

HSBC

Ms Shirley Ng

Hong Kong Disneyland Resort

Outstanding New Trainer Awardees

Mr Mark Chan

HSBC

Mr Peter Cheung

Hong Kong Disneyland Resort

Mr Desmond Ho

HSBC

Mr Badhri Nath Rama Iyer

HSBC

2 0 0 6

Trainer of the Year

Ms Michelle Yam

Shangri-La Hotels & Resorts

Distinguished Trainer Awardees

Ms Sara Ho

The Hong Kong Jockey Club

Ms Doris Ip

The Aberdeen Marina Club

Ms Jessie Lau

HSBC

Ms Carrie Wong

HSBC

Ms Michelle Yam

Shangri-La Hotels & Resorts

Outstanding New Trainer Awardees

Ms Iris Chow

HSBC

Ms Angela Tsui

CLP Power Hong Kong Ltd

Ms Joyce Wai

HSBC

2 0 0 5

Trainer of the Year

Mr Shekhar Visvanath

HSBC

Distinguished Trainer Awardees

Ms Marianne Chung

HSBC

Mr Allen Kuo

HSBC

Mr Gary Liu

The Dairy Farm Company Ltd

Ms Theresa Sham

The Excelsior, Hong Kong

Dr Chester Tsang

Hospital Authority/Institute of Health Care

Mr Shekhar Visvanath

HSBC

Outstanding New Trainer Awardees

Ms Elsie Gung

HSBC

Mr King Lee

Kowloon-Canton Railway Corporation

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

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

QUOTES FROM 2024 WINNERS



CAMPAIGN AWARD

Gold Award Winner

We are honored to accept the Gold Award for the HKMA Award for Excellence in Training and Development 2024 on behalf of the MTR Corporation. We would like to extend our deepest gratitude to the organisers and judges for recognising the significance and impact of our Corporate Development Ladder Programme. This programme has been instrumental in nurturing our new leaders in human intelligence and embedding the MTR DNA within our workforce. By doing so, we are not only fostering personal and professional growth but also reinforcing our investments in our people and commitment to our core purpose of keeping cities moving. Thank you for this prestigious recognition.

**"Corporate Development Ladder -
Developing 'Human' Intelligence and
MTR DNA in Leaders"**
MTR Corporation



INDIVIDUAL AWARD

Trainer of the Year

I am deeply honored to receive this award for the "Distinguished Trainer Award". Helping others succeed is my greatest achievement, for in their growth, I find my own. I am grateful for the opportunity to make a positive impact on the lives of those I serve.

Ms Gobby Leung Tsz Yan
Senior Distribution Training Manager
AXA Hong Kong and Macau





Join HKMA Membership Now! Corporate and Individual Members

A platform for exchange of ideas,
networking and personal development
for 13,000 members

Why HKMA:



Network

build connections



Privilege rates

on courses, events and room rental



Visibility

promote your company, products
and services to the business community



Market intelligence

e-newsletter



Staff Development

\$10,000 study credit for charter member

Join Us Now!

Corporate
Members:



Individual
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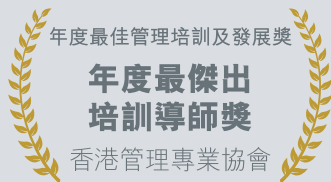
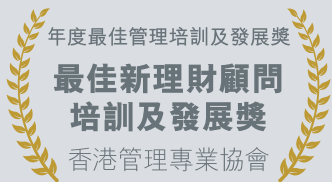
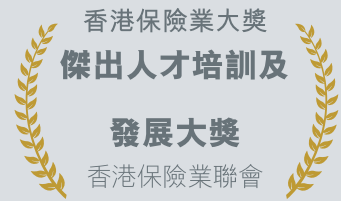
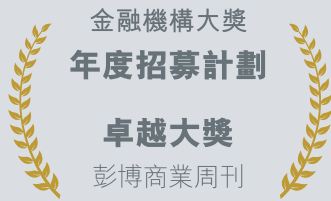
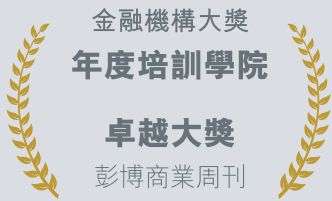
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