

AWARD FOR EXCELLENCE IN TRAINING AND DEVELOPMENT 2021



Prestigious award honours stellar performances in training & development



Anthony Rushton Chairman of the 2021 Training and Development Award Organizing Committee

The Hong Kong Management Association's Award for Excellence in Training and Development 2021 gives public recognition to outstanding organizations and trainers that have demonstrated excellence in this specialist field.

n recognizing corporates and trainers for outstanding training and development achievements, the Award is instrumental in enhancing professional excellence of the industry, and has itself evolved to keep

"We live in challenging times, especially with unprecedented impacts brought about by the COVID-19 pandemic," observes Mr Anthony Rushton, Chairman of the Award Organizing Committee. "But training and talent development remain the key to enhancing corporate competitiveness.

To cope with pandemic precautions and restrictions, companies have turned to technology and innovation to operate in a remote control mode, with virtual training being more important than ever before. "Virtual training is not a simple conversion from face-toface to online courses," says Rushton. "It calls for a re-design of the curricula and the delivery to maintain the all-important interactive

In this respect, Rushton notes that our trainers have, in the past year, shown remarkable agility in adapting to changing circumstances. "They have sharpened their expertise in the delivery of their programmes, making sure that they are user-friendly, and that there is seamless interaction between the trainer and the trainee.

In addition to the four existing judging criteria of objective setting, design and implementation, measurement and outcomes, and innovation, the Award this year has also taken into consideration the agility to address internal or external challenges, and the ability to develop long-term strategies.

Rushton also highlights the prime corporate concern of leadership training under current market conditions. Management staff must have a thorough knowledge of the business; be open-minded and curious in learning new things; and develop a design thinking mindset.

Looking ahead, Rushton points out that trainers must be able to master future skills. "They comprise not only soft skills such as teamwork and creativity, but also the application of new technologies such as data analysis, AI, blockchain, and more," he explains. "These skills will enable corporates to better cope with the upcoming digital transformation

"But above all, trainers must be true to their mission, and remain dedicated to their job," he concludes. "If they are passionate about it, they will shine in their performance and spread positive vibes in the organization or company.

Ms Lauren Zhao

Panel of Adjudicators

Ms Yvonne Chak

Hong Kong Christian Service

Managing Director, Commercial Group HKT Limited

Mr Wilson Kwong Chief Executive

Hong Kong Air Cargo Terminals Limited

Dr Victor Lee

The Hong Kong Management Association

Mr Stephen Leung

Country Manager
Pfizer Corporation Hong Kong Limited

Chief Executive Officer

Managing Director UPS Hong Kong & Macau

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Head of Human Resources and Administration

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Mr Ian Choy Chief People Officer

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 $\mathsf{Mr}\,\mathsf{C}\,\mathsf{K}\,\mathsf{Lee}$

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Chief People and Culture Officer Hong Kong Productivity Council

Global Head of Learning Delivery

and Regional Head of Learning

Human Resources Asia-Pacific

Mr Anthony Rushton

Guest Examiners from Singapore

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Synapsia Training Intern

Ms Tanie Eio

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Dr Christopher Fong Associate Consultant, Organizational Psychologist & Coach

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Mr Chester Tsang

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Ms Bianca Wong

Global Head of Rewards

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Hilti Group

Assistant Vice President, Human

Performance and Culture

Campaign Awards

Gold Award

• "G=ixi: Fueling Growth through Multiplying Innovation

The Hong Kong and China Gas Company Limited

Silver Award

Excellence in Future Skills Development

• "TechnoLand - We Build Our City, Turn Lines to Dreams" Architectural Services Department, HKSARG

AXA Excellence in Future Talent Development CTgoodjobs Excellence in Career Development Excellence in Future Skills Development HR Professionals' Favourite Campaio

"SPARK Programme (Technician Training)" Electrical and Mechanical Services Department, HKSARG

• "Shine through your Uniqueness - High Potential Development Programme" AXA Hona Kona & Macau

Bronze Award

 "International Talent Advancement Programme (I-TAP)" Hilti Asia Limited

Bronze Award

Recruit Excellence in Digital Innovation

• "Career Development Anytime, Anywhere" McDonald's Hong Kong

The Hong Kong Jockey Club Excellence in Leadership

 "DBS Transformational Leadership Journey for the Next DBS Bank (Hong Kong) Limited

Excellence Award

• "Succession Across Two Cities - Development of a New Career as Railway Professional in Macao MTR Railway Operations (Macau) Company Limited

Excellence Award

Recruit Excellence in Digital Innovation

• "All-in-one Enterprise Learning Management and

Knowledge Exchange Platform"

Urban Renewal Authority

Excellence Award

Excellence in Future Skills Development

 "Escalating URA's Location Intelligence for Urban Renewal" Urban Renewal Authority

Special Awards

AXA Excellence in Future Talent Development

"Global Intellectual Capital E-Intern"

Chow Tai Fook Jewellery Group Limited

Excellence in New Hire Onboard

• "PRURookies - Your First 90 Days" Prudential Hona Kona Limited

Individual Awards

Hongkong Land Trainer of the Year

Mr Lau Kai Kwan, Kenny Assistant Manager, APAC Learning & Development Ralph Lauren Asia Pacific Limited

AIA International Ltd Distinguished Trainer Awardees

Ms Cheung Lai Lai, Angela Senior Unit Manager Prudential Hong Kong Limited Ms Chow Siu Po, Nicole

Training Manager Business Training and

Development AIA International Limited Mr Hung Shing Hing, Kilias Regional Manager Prudential Hong Kong Limited

Mr Lau Kai Kwan, Kenny Assistant Manager, APAC Learning & Development Ralph Lauren Asia Pacific

Mr Li Ying Cheung, Ricky Assistant Training Manager Prudential Hong Kong

Ms Wu Yifan, Michelle

Company Limited

Senior Distribution Training

AXA China Region Insurance

Outstanding New Trainer Awardees

Ms Cheung Pui Yung, Stephanie
Senior Human Resources Officer
Hilti (Hong Kong) Limited

Mr Lee Yan Ho, Kelvin
Systems Engineer (Traini
Infocan Computer (Hong Mr Martin Chung

Training Associate Business Training and

Officer, Learning and Organization Development

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Learning Manager Leadership and Management GP Strategies (Hong Kong) Limited
Mr Ho Man Kit, Sampson

Development

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Ms Lau Zhi Ling, Phoebe

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AWARD FOR EXCELLENCE IN TRAINING AND DEVELOPMENT 2021



HKMA announces winners of Award for Excellence in Training and Development 2021

Organized by Hong Kong Management Association (HKMA) since 1990, the annual Award for Excellence in Training and Development 2021 had successfully held its Presentation Ceremony on October 11 at JW Marriott Hotel.



Over the years, the Award for Excellence in Training and Development has given public recognition to hundreds of training and development programs and trainers that have yielded spectacular results in talent development in Hong Kong. Divided into Campaign Awards and Individual Awards, the Award acknowledges sterling endeavors by both organizations and trainers.

More than 250 human resources professionals, business executives and guests gathered at the ceremony to share invaluable experiences with the wider business community. The Guest of Honor of the occasion, the Honourable Wong Kam-sing, Secretary for the Environment, delivered a speech on "Embracing the Next Normal" at the 36th Susan Yuen Memorial Lecture, to kickstart the event.

A total of 22 organizations and trainers were recognized based on a comprehensive set of judging criteria including objective setting, design and implementation, measurement and outcome, innovation and agility.

Towngas fuelled the top training initiative

The Gold Award of the Campaign Awards went to "G=ixi: Fueling Growth through Multiplying Innovation by Implementation" by The Hong Kong and China Gas Company Limited. G=ixi is a corporate cultural change program to foster business growth in the creation of mutual benefits of the staff, clients, investors and the society. Designed to unleash the potential of staff at all levels, G=ixi encompasses learning, innovation, implementation and staff recognition

to meet higher expectations from investors and the society for ESG performance.

The Panel of Adjudicators described G=ixi as "a comprehensive program on innovation and mindset change which was fun and filled with passion", that the objectives were clearly defined to transform learning and innovation to retain and develop talents and sustain growth.

Towngas drew up training workshops on innovation, problem-solving and quality improvement tools that are applicable at work. Overseas field visits were organized for staff to learn the best practices from leading companies. Staff could take part in face-to-face brainstorming sessions and online forums in various communities for knowledge sharing and idea exchange.

The program was praised for its successful engagement with and empowerment of employees at all levels to turn ideas into actions through a good blend of exposure activities, trends, platforms, rewards and recognition for success, in particular in the areas of skills enhancement, wider community involvement and sustainable social impact.

The Innovation Funding initiative was established to provide financial support for promising innovation proposals. 310 new innovation projects were delivered between 2017 and 2020, enhancing safety and efficiency, saving man-hours and costs, and making contributions to ESG. For example, the staff-invented Water Heater Hydropower Generator saves up to 1.6 million batteries a year.

The ROI from 2017 to 2020 reached 912 per cent, thanks to innovation projects bringing ongoing new revenue and cost savings. Under the strategy and culture of G=ixi, new green business projects have been carried out in Hong Kong and the mainland to bring about social good.

As recognition of staff achievements, the Hall of Innovation was set up to showcase outstanding creations, and names of the staff involved were also included in the patents of inventions to give them credit. As a result, an atmosphere of fun and passion has been reinforced to keep up the momentum



to pursue new ideas and solutions for clients in a smart and sustainable way.

The panel concluded that the impressive results with cost saving and high return of investments within four years proved that Towngas always focuses on driving exceptional performance.

Trainer of the Year grateful for company and family support

Kenny Lau, Assistant Manager, APAC Learning & Development from Ralph Lauren Asia Pacific Limited, was named "Hongkong Land Trainer of the Year" and also received the "Distinguished Trainer Award".

"This marks a key milestone in my career path. A heartfelt appreciation to my company and leaders' nomination and support, also to HKMA for

offering such a challenging yet rewarding program, which provided me great insight in the upcoming training," said Lau.

He expressed gratitude to his supervisors and colleagues for their guidance and support along the way. "I want to say a big thank you to my dad and my heavenly mum. None of this would happen, be possible without you. This is for you."





Congratulations.

to Awardees of the HKMA Award for Excellence in Training and Development 2021

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