





# 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



The Hong Kong Management Association 36th Susan Yuen Memorial Lecture cum Award for Excellence in Training and Development 2021 Presentation Ceremony

### 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."



**HKMA**  
The Hong Kong Management Association

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