



The Newsletter for Members of the Institute of Training Professionals

科技與培訓的零距離接觸

By Lam King Lok, Pius
Vice-Chairman, ITP

科技發展一日千里，培訓業界須不斷自我提升，推陳出新，確保行業和社會發展趨勢持續接軌。

學術界教職員、商界從業員及學生，相互探討各 5G 科技於培訓方面的應用的可能性，令大家獲益良多。

於 2021 年 9 月 24 日參觀天際 100 的數碼通 5G LAB，讓各會員親身體驗 5G 網課、智慧家居、人工智能識別技術、工業安全裝置等 5G 技術應用及推行情況，了解現時科技發展。當日參觀的會員包括

感謝數碼通客戶關係拓展總經理周楚如小姐及其團隊的詳盡介紹，讓各會員能更確切掌握 5G 技術應用，促進整體培訓行業的長遠發展。





The Talent 2022: Virtual Conference of People Development

On 4 – 5 March 2022, we got 290 enrolments for the event. Below are some sharing articles from some participants and Mr. Pius Lam, one of the speakers.

The Talent 2022 Virtual Conference of People Development 4 Mar (Fri) 2:25 – 5:15pm 5 Mar (Sat) 9:30 – 12:25pm Free of Charge		4 Mar	2:30 – 3:15pm	The “Right Stuff” for the Future “Science” Economy Prof. Quentin Parker Director of the Lab for Space Research HKU
			3:30 – 4:15pm	Business Case Deployment to Boost Peer Learning Dr. Tak-Yin Hui Associate Professor NUCB Business School, Nagoya University of Commerce and Business
			4:30 – 5:15pm	What the Future Holds - From Tradition to Metaverse Mr. Pius Lam Project & Program Development Manager Hong Yip Service Company Limited
		5 Mar	9:30 – 10:15am	Systems Thinking: The Genuine Thinking-Skill to Unleash the Real Value of Human Being in a VUCAD World in Solving Complex Problems Dr. Kelvin Wan PMI ATP & Approved Master Trainer
			10:30 – 11:15am	Design Thinking for Optimising the User Experience of the Cultural Experience Platform Ms. Emily Cheung Founder Shake To Win 赏游地
			11:30 – 12:15pm	Huawei Talent Development Experience Sharing Mr. Chen Zelong Architect of Organizational Leadership, Expert Huawei Technologies., Ltd

Business Case Deployment to Boost Peer Learning

香港專業教育學院觀塘院校
人力資源管理及人才分析高級文憑
一年級學生龔善圓

這次講座其中一個講題是由在人力資源有豐富經驗的講師 Dr. Tak-Yin Hui 講述，他講解了甚麼叫案例教學，例如透過一間公司實際面對的問題，從而分析出現問題的因素，再作出決策。

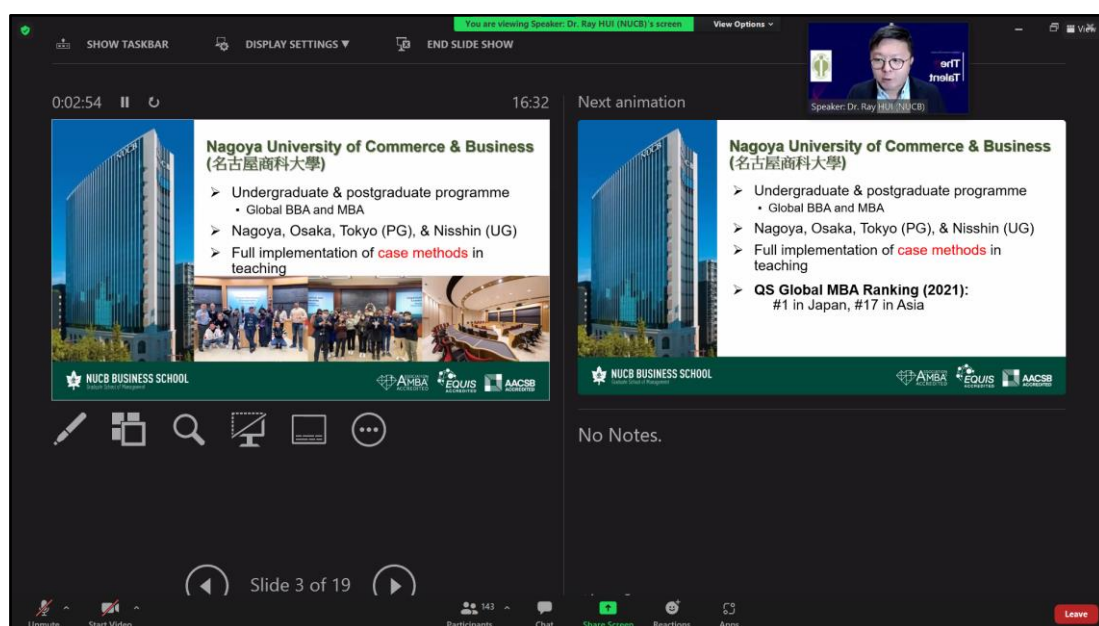
此外，他亦講述了不少人對於案例教學出現誤解，例如，認為案例教學只是空談，缺乏証據，又或者認為是閱讀理解。但是，透過他的講解，我明白案例教學並非如想象中般簡單。

首先，選擇案例時，要考慮很多因素，如案例是否可以令學生明白？是否有足夠的資料？案例是否有趣？以及是否符合學習目標等？可見選擇一個有素質的案例並不簡單，故此，我們需要找一些可靠的案例，例如可以在案例中心去找。

另一方面，他又講述講師在案例教學當中有非常重要的角色，他需要引導學生，以及幫助學生收集意見，避免他們離題等。另外，講師需要衡量很多方面，例如說話不要太多，他們亦不可以給了太多提示，或者批評同學，或太多的說教，而是真正讓學生自己真正學習案例。

最後，他說在預備案例時，亦要了解學習者的背景，如工作經歷、學歷，從而針對他們的情況設計或提供案例，更好地幫助他們提升學習效率。

總括而言，透過這個講座我明白案例教學並不簡單，需要一個具有質素、有針對性的案例，以及需要一個有資歷的講師，以至需要瞭解求學者（learners）的背景，從而設計相關的案例才具有針對性，才可以有一個有效率的案例教學。



華為人才發展

香港專業教育學院觀塘院校
人力資源管理及人才分析高級文憑
一年級學生黃俊傑 (Matthew)

在 2022 年 3 月 4 日舉行的《The Talent 2022》三個講座中，給我留下最深刻印象的講者是陳澤龍先生。陳先生分享了華為集團的人才發展經驗。華為人才發展分三個階段：

- 第 1 步：管理技能培訓 (MST)
- 第 2 步：系統領導力發展 (SLD)
- 第 3 步：綜合領導力發展 (ILD)

對於管理技能培訓，他建議因材施教。培訓的方法包括考核、演練、領導角色扮演、視頻、案例研究等。培訓時間為期兩天（14 小時），目標人群是一年以上的中基層管理人員。

課程結束後，學生將能夠達到以下培訓的目標：

1. 實現因人而異的領導，因材施教，靈活採用最適合的領導風格。
2. 激發員工潛能：領導者調整領導風格，實現團隊績效，同時保持下屬強烈的工作意願，提高工作滿意度。
3. 實現角色的根本轉變：領導者意識到成為合作夥伴、支持者和教練的角色。
4. 全面提升團隊績效：培養下屬成為獨立的高績效員工，有效提升團隊績效水平和生產力。

陳先生詳細介紹了華為集團的人才發展，從優秀課程階段，人才規劃到自我發展，以及整合領導力，我認為他描述如何制定人才規劃是十分成功的。



Virtual Conference Reflection

Lee Ka Wing, Kary
Year 2 student of Higher Diploma in Human Resources and Talent Analytics,
HKIVE (Tsing Yi)

I am delighted to have the opportunity to participate in this virtual conference. Through this virtual conference, I also learned a lot of new and helpful knowledge.

In the talk of *"Business Case Deployment to Boost Peer Learning"*, the Dr. Tak-Yin Hui uses his own experience to introduce us to the application of the "Case Method." I noticed that if we use the "Case Method" to present things, we can make the participants pay more attention to the speech, for example, let the participants discuss the process of the problem together so that the participants can learn something. The result is that it would be more effective for people to understand.

In addition, it is an imposing topic of

"What the Future Holds - From Tradition to Metaverse" delivered by Mr. Pius Lam. With the changing times, technology has become more and more highly developed, and the emergence of virtual currency has made transactions become more accessible and more convenient. Moreover, I am very interested in the virtual world because I want to watch some virtual concerts, to make friends, etc. I think it will be very funny, exciting, and impressive.

To conclude, I acquired different new knowledge in this virtual conference, which gave me a deeper understanding of these two subjects. Thank ITP for giving me a chance to participate the webinar.

What is Case Method?

- ▶ a **participant-centered** teaching approach that uses decision-forcing cases to put student in the role of a protagonist in a real-life event
 - explore management issues faced by actual companies
 - recognize and analyze various factors of influence
 - simulate management decision-making

A free case: Employee reactions to lottery-based incentives at United Airlines

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What the Future Holds - From Tradition to Metaverse

- Needs and Challenges
- Introduction of Training Technology with Metaverse Element
- What's Next

Speaker: Pius Lam

系統思維

香港專業教育學院觀塘院校
人力資源管理及人才分析高級文憑
一年級學生陳綺婷

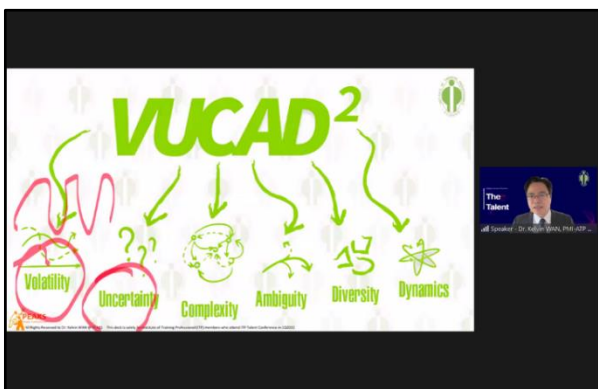
現今社會發展越來越快，正如 Dr. Kelvin Wan 所說，一味的努力不一定成功。要在新世代成為領袖，就需要學習系統思維。

總體來說，系統思維就是要用宏觀角度去思考，不單是就事論事。不靈活變通，就會令自己在市場失去競爭力。以 Dr. Kelvin Wan 提及的「草莓規律」為例，以往只能在冬天產出草莓的農夫並不能滿足當今客戶的需要，亦會被其他的農夫淘汰。要和其他農夫競爭，便需要使用系統思維，去滿足顧客的需要，如利用溫室種植，可以一年四季都可以生產草莓，才能在市場和別人競爭，讓自己獲得成功。只有可以綜觀全局的人才可以成為市場的領導，要作為一個成功的領導，就需要看到整體世界的變化，擁有開放

性思維，了解團隊每個人的強項，才能帶領團隊進步。

我們心中可能都有疑問，為什麼我們現在的身分並不是一個領導，但系統思維對我們仍然這麼重要？Dr. Kelvin Wan 便對此給出了答案，即使你在工作中只是團隊的一員，你也可能是家庭中的父母，是家庭的領袖 (Leader)；即使你不是家庭的領袖，我們每個人仍然是自己人生中的領袖。

總括而言，無論我們正處於人生的什麼階段，我們都需要了解未來的新趨勢，了解科技的變化，學會系統思維才能使我們進步，成為一個好的領袖。



What the Future Holds - From Tradition to Metaverse

DAMAI Neha, Lisa

Year 2 student of Higher Diploma in Human Resources & Talent Analytics

Hong Kong Institute of Vocational Education (Kwun Tong)

What are metaverse and blockchain? The metaverse and blockchain have become two of the most popular buzzwords lately. "Metaverse influences both life and economy. We can play, enjoy, work, buy and socialize in the metaverse," said Mr. Pius Lam, Project and Program Development Manager of Hong Yip Service Company Limited, a speaker for the topic of "What the Future Holds – From Traditional to Metaverse" in the conference of "The Talent 2022" on March 4, 2022.

Firstly, we can use virtual reality (VR) to provide training workshops and even in a Metaverse to help participants develop new skills. Hong Yip Services Company Limited now offers VR training programs for different kinds of training, such as safety training for staff who are working at height, tree care, and electronic safety. The scenes on VR are based on reality, which give participants real-life experience and raise their awareness of safety in the workplace. In addition, Mr. Pius introduced the "4 VC Theory": Value Creation, Value Credibility, Value Commonality, and Value Circulation.

Even though VR training becomes more popular, it does not mean that it can replace traditional training. An effective training workshop is about the sharing of experience

with the participants. The most important objective to be considered is to provide what kinds of training activities that can achieve the sharing of experience in the most effective way.

Mr. Lam also mentioned blockchain, which is a system for recording information in a way that makes it difficult or impossible alter, hack, or defraud the system. To apply this technology in the school or college, it can be an electronic version of a certificate or transcript called "Blockcerts". It is a user-friendly verification system for graduation certificates. Employers can also drag and drop the blockcerts directly into the browser, import them to the iOS wallet or Android wallet for verification to prevent the problem of fake certificates. The Hong Kong University of Science and Technology offers Blockcerts so that employers can verify students' certificates easily and quickly. It is also environmental-friendly.

To conclude, this webinar explained how these technologies can be used in our daily lives and how to connect reality in the virtual world.



元宇宙科技為大勢所趨 培訓業者如何掌握機遇

By Lam King Lok, Pius
Vice-Chairman, ITP

近期坊間興起一股虛擬熱潮，NFT、Metaverse、Blockchain 成為城中熱話，作為培訓界別從業員，能否掌握當中機遇，開拓一片嶄新藍海，至關重要。

培訓專業學會於 2022 年 3 月 4 日至 5 日舉辦網上公眾論壇 “Conference of People Development – The Talent”，本人有幸作為其中一位講者，和大家探討相關議題: “What the Future Holds - From Tradition to Metaverse”。隨著疫情肆虐及科技發達，虛

擬世界高速發展，透過元宇宙進行多元化培訓及交流，日益變得可行。於論壇中，本人除了向大家展示相關技術，亦討論各企業如何應用於培訓行業，及元宇宙未來的發展趨勢，與各專業人士、學界精英交流心得。

從傳統培訓範疇邁向創新培訓領域的大門已經打開，如何開闢自己的一片元宇宙，主導權掌握在自己手中。培訓專業學會將繼續作為汪洋大海中的燈塔，和向藍海航行的大家並肩同行。



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培訓專業學會

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