



ITP

LINK

The Newsletter for Members of the Institute of Training Professionals

Love Flamenco

By Ms Angela Lee, MITP

Whenever you watch the soccer matches performed by Spanish teams, you could always hear people clapping hands following a certain pattern of rhythms. In fact, the people are doing “Palmas” which is one of the elements in Flamenco performance.

In fact, there are four major elements in Flamenco performance, namely:

- Guitar;
- Singing;
- Dance;
- Palmas.

Since spring last year, I have been learning Flamenco Dance. The reason for choosing this among all types of dances was because I always wanted to develop a life-long hobby that has the elements of art, music and exercise regardless of age, one can perform on his/her own or with partners, and also help one to express one’s feeling of happiness, sadness, and/or anger.

However, Flamenco Dance is not very popular in Hong Kong. It might be due to the fact that it needs a lot of hard work in practicing so as to develop a good sense to the complicated and ever-changing rhythms, a good co-ordination of head, body, hands and feet to perform different gestures or movement.

During the learning process of Flamenco Dance, I realized that being a dance teacher was not an easy task at the contemporary time. In the training and development field, we stress the need to train up one’s ‘competencies’ in performing a job. So, what are the ‘competencies’ of a dance teacher in order to maintain the interest and of a group of devoted students and to help them develop their endeavor for further progress?



Ms Angela Lee (left), Ms Alice Ng – Flamenco Dance Teacher (middle) and Ms Yuko Miura – Classmate (right)

Here are the 10-Cs that help to bring out the true quality of dance teacher:

Creativity – the teacher should have the knowledge and skills to design the course contents balanced with fun and hardship in practice;

Continual Learning – the teacher should continually acquire new knowledge and techniques for self-advancement;

Consistency – the teacher should perform consistently so that students can imitate easily;

Cross-cultural Adaptability – the teacher should be flexible to deliver knowledge to students of different cultural backgrounds;

Confidence – the teacher should be confident enough to confront challenging questions from students;

Communication – the teacher should have the ability to communicate his/her instructions clearly; and give feedback or comments on students' weaknesses so that immediate and appropriate corrections can be made;

Creditability – the teacher should establish a good prestige and image to gain the respect from students;

Coaching Skills – the teacher should recognize each student's weaknesses and stimulate the student to explore ways to overcome them;

Can-Do Spirit – the teacher should believe that there is no the-most-incapable student in class but believe that every student 'Can-Do' and will improve if he or she tries and puts in efforts;

Commitment – the teacher should be indulged and committed throughout the time in class because the students can feel his/her passion in teaching during interaction.

When I reviewed my learning process of the Flamenco Dance, I felt that I seemed to be 'physically disabled' without the ability to distinguish between left and right directions at the

beginning stage. I was quite frustrated at that time. However, I was lucky to have a good teacher to guide me step-by-step. Then, I gradually improved the co-ordination of my hands and feet and even the whole body. I even had plenty of chances to participate in some dance performances to further develop my self-confidence and courage. Definitely, there is still a long way to go for the more advanced stage in the Flamenco Dance.

Learning is tough if we only focus on our failure.

On the other hand, failure can be changed to 'fairy' if we get '4-Fs' in it:

- Friendship,
- Fun
- Faith, and
- Fever (i.e. passion).

So, are you ready to dance?



Taken after Ms Angela Lee's first performance of Flamenco Dance in October 2009.

Signing of MoU (Memorandum of Understanding) Between ITP and the Hong Kong Institute of Education

May 11, 2010

By Mr. Alfred Ho, FITP

May 11, 2010 marked another monumental date for ITP's history. After two years of working closely with the faculty team led by Dr. Thomas Man, Asst. Prof., Department of Social Sciences, the Master of Education programme with specialisation in Human Resource Training and Development has successfully passed through the accreditation process and will now be offered in September this year. Earlier members have been duly informed and requested to help promote this Programme amongst their colleagues and friends.

To mark the next page of the collaboration between the two parties, an MoU



signing ceremony was arranged on May 11 at the picturesque HKIE Taipo campus. Officiating the ceremony was Prof. Joshua Mok Ka Ho, Associate Vice President and Dean of Faculty of Arts and Sciences. He was accompanied by Dr. Eugenia Ng, Associate Dean of Graduate School; Dr. Thomas Man; Dr. Christina Yu Wai Mui, Asst. Prof.; and Mr. Eric Law Kim Fai, Teaching Fellow, both from the Department of Social Sciences. The ITP delegation was led by Chairman Mr. Fred Kwan and supported by Vice-chairmen Professor Alfred Ho and Mr. Kelvin Sze; Executive Committee Member Mr. Sam Ying, the major thrust behind the collaboration; and Dr. Denny Chow, General Manager of ITP.

The ceremony started right on time at 4:30 p.m.,

with Prof. Mok introducing his faculty team members present, followed by Chairman Fred's introduction of the ITP delegation. Prof. Mok in his welcome remark indicated that HKIE has recently concluded quite a number of degree programme collaborations with tertiary institutions in the Mainland and overseas. Encouraging to learn from him was that the Fire Services Department has expressed interest in and recognition for the need of competent/professional training and development. Prospects for graduates of the Human Resource Training and Development specialisation are good and applicant recruitment is expected to be encouraging.



For members and readers' information registered students of this Programme are entitled to free student membership during their course of study. Upon graduation they are eligible for full membership (MITP) or associate member (AMITP) depending on their work experience in the field. Senior members of ITP now serve on the Programme Advisory Board, while some will take up teaching role in some of the elective/specialist courses of the Programme in the future.

Further information of this Programme can be accessed via <http://bus.ied.edu.hk/hrtd>. Enquiries can be directed to Dr. Thomas Man via email (wyman@ied.edu.hk) or by phone 29487300.

Visit to MTR West Rail Operations Control Centre & Pat Heung Depot

15 May 2010

By Mr. Alfred Ho, FITP

Members and friends of ITP spent the morning of a fine Saturday visiting the eye-opening operations control centre of MTR's West Rail Line and its depot at Pat Heung on May 15.

The twelve-men delegation was received by Mr. Kenneth Yu, Senior Operations Training Officer, right at the point of assembly, Kam Sheung Road Station. Through the kind arrangement of West Rail's Security Department, members of the delegation were taken by MTR's vehicles to its Operations Control Centre.

Entering the Control Centre building the ITP delegation was greeted by Mr. Anthony Lau, Chief Controller, the Shift-in-charge of West Rail Operations Control Centre. We were led

into the high-security control room where a big real-time schematic system operation display wall (see below picture) immediately caught our eyes. The delegation learned that the control system there besides monitoring the West Rail system's operation, is able to interface with other railway lines (e.g. East Rail and the original MTR system) through on-line monitors and teleconferencing facilities.

Having had a concise introduction on the operations control of the West Rail system, the delegation took vehicles, again arranged by the Security Department, to West Rail's Pat Heung Depot. The purpose built depot located next to Kam Sheung Road Station provides parking, cleaning, maintenance and repair services for the rolling stock of the West Rail line. Train operation training is also situated inside the depot.

The ITP delegation was first led to the operation training room where two full-scale train cab simulators are installed. Inside the training

centre delegates were briefed by Messrs. Kenneth Yu and Andrew Luk, Assistant Training Officer, the cabin staff trainer of the training



ITP delegation took a photo in front of display wall with Mr. Anthony Lau, Chief Controller (centre in uniform).

provision of West Rail Line, on the operational training practice of West Rail Line. The delegation learned that all operators have to go through a 2-month training and pass an examination before they will be released to the field to take on the on-the-job training. They will first have the chance of operating a train under the supervision of the trainer within the depot before the train is released to the

passenger-carrying system or after the train is released back to the depot (e.g. after peak hours). Only until their performance is regarded by the trainer as satisfactory will they be allowed to drive trains in the (passenger-carrying) line system. Even trainer operators have “graduated” they still have to attend half-yearly refresher courses and pass tests on their knowledge and practice complying with the set regulations, standards and procedures before they are allowed to carry on their normal work duties. This stringent practice ensures that the Line’s operation always meets the highest standards.



Inside the ‘cockpit’ of the train cab simulator.

Another illustration of the importance that the West Rail Line places in staff training is that every year the company sends staff overseas to share experience and gain from good practice exchange. Due to its high reputation in the trade, overseas operators also frequently send trainees to West Rail to receive training.

After the briefing session, the ITP delegation was led to the depot ground to take a “free ride”

controlled by Andrew to experience through a train cleaning operation. Most members of the delegation were excited to have this rare opportunity and enjoyed much the “privilege” of being exclusive passengers of a train, though only for short while.

To conclude the rich visit program, as usual, it was time for our Chairman Mr. Fred Kwan to present to the representatives of the West Rail Line the Institute’s pendant. Being a rare opportunity, members of the delegation seize the occasion to take some personal photo shots before finally bidding farewell to our kind hosts.



Chairman Mr. Fred Kwan presenting ITP pendant to Mr. Kenneth Yu, Senior Operations Training Officer, joined by Mr. Andrew Luk, Assistant Training Officer. They are accompanied by General Manager Dr. Denny Chow (left) and Vice-chairman Kelvin Sze (right).

ITP also wishes to take this opportunity to express its gratitude towards Mr. Steven Cho, Head of Operations Training, and Mr. Tony Chan, Manager – Operations Training, for granting ITP the visit opportunity and for facilitating the whole reception arrangement.

春郊漫步七木橋

蔡偉靈

很感謝培訓專業學會的幹事在每年的春天和秋天都安排遠足活動予各方友好。每次活動的路線均經過精心策劃、對體力要求不高、安全和環境優美，這次春郊漫步七木橋活動也不例外，難怪途中有位長者楊伯伯也冒昧地跟我們結伴而行。

2010年3月14日的天氣甚為適宜郊遊，除了大霧外，沒有烈日當空，沒有下雨，行程得以在一個悠閑、舒暢和清涼的環境下進行。在新娘潭的起點，大夥兒先來過合照，然後向橫山腳下村出發。幹事們分成前、中、後不同位置，配備精良先進的無線電通訊設備，沿途照顧團友，十分細心。

橫山腳下村和上村雖然已變為荒廢的村落，但隱約也能體會當時村民的簡樸及艱苦生活。緬懷過去一番之後，團隊便繼續往上七木橋和下七木橋前行，途中遇上不少志同道合的遠足愛好者。在香港，假日的郊野可真熱鬧！

某些路段頗為濕滑，團友們都能發揮團隊精

神，互相提點和扶持，特別是對楊伯伯的關顧。楊伯伯在途中不停講述他的人生觀，一時是基督教的教義、一時是佛家哲學、一時是儒家的訓條、一時是道家的思想，林林種種都引用來勸諫我們要愛惜身體、家人、朋友和光陰。想不到遠足也能上了一課人生哲學觀。

尤德亭是遠足人士稍作休息的地方，我們也不例外。到達時，已有另外一些行山人士在此休息；我們坐下不久，他們又整裝出發了，像是

值班的人在工作崗位交接似的。尤德亭是個觀景的絕佳位置，居高臨下，遠至沙頭角、鹽田港，近至鹿頸村都盡收眼底。不一會兒，另外的一群行山人士到來休息，我們說聲謝謝你們來值班便又動身起行，朝終點站鹿頸進發。



這是一個享受和親近大自然的活動、是一項身心健康的運動、是一個交朋結友的場合、是一個認識香港典故的教室、是一段歡樂的美好回憶，甚有意思。期待秋季郊遊日子的來臨，培訓專業學會繼續舉辦遠足活動，也期待更多朋友可以加入我們的行列。

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