



Member of the International Federation of
Training and Development Organizations



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ITP

LINK

The Newsletter for Members of the Institute of Training Professionals

第八屆週年大會（2004 年）會務報告

近年香港政府大力推行在職培訓，然而各行各業似未有隨今年經濟復甦而加強培訓的工作。相反地，企業為求壓縮開支，反而在培訓方面減少投資，防礙了企業長遠及整體發展。

本會秉承學會的宗旨，配合政府推廣培訓的工作，在有限的人力及物力情況下，得各執行委員努力，籌辦多項活動，繼續以不同的方式為從事培訓工作的人士，提供專業的培訓知識，及提供經驗交流的機會，同時亦為新加入培訓行列的人士，提供基礎的知識。而本年度試推行的[觀察會員]計劃，就是希望更多從事培訓工作人士，瞭解培訓這一門專業的工作，並加入本會，一同推行專業培訓的工作。

現在，讓我代表幹事會呈交 2003-2004 年度的工作會務報告如下：

1. 會費

鑒於香港經濟於去年年中時仍遲不景，減薪減費持續，執行委員會乃決定繼續免收會費一年。

2. 教育及培訓

秉承學會的宗旨，本會在本年度舉辦了以下課程，而還有其他課程，亦在籌辦中：

A. Professional Diploma in Training Excellence

本會與香港生產力促進局合辦此課程。課程於 2002 年 12 月開課，至 2003 年 12 月結束。

B. Professional Diploma in People Development in China for SMEs

本會與香港生產力促進局合辦此課程，合共兩期，分別將於去年 9 月至今年 1 月及今年 4 月至 8 月進行。

C. Seminar on Work Based Learning Studies

本會與英國之 Middlesex University 於去年 11 月 3 日合辦此研討會。參加者共 50 人。

D. Seminar on ASTD 2004 International Conference & Exposition Sharing

為讓會員們得知此國際盛會的內容及培訓專業之新趨勢，本會特邀請三位參加者分享他們之心得。參加者約 30 人。

3. 參觀活動

本會共舉辦了四次參觀活動，與工商及政府等機構的培訓同業互相切磋學習，參加者均感獲益良多。詳情如下：

- A. 2003 年 11 月 20 日： 19 會員參觀懲教署(Correctional Services Department, Staff Training Institute) 之行政人員培訓學院。
- B. 2004 年 2 月 7 日： 23 會員參觀新巴有限公司(New World-First Bus Services Ltd.)及瞭解該公司之企業文化 變。
- C. 2004 年 2 月 21 日： 23 會員參觀深圳鹽田 之國際貨柜碼頭(Yantian International Container Terminals) 實地認識該公司之員工訓練。
- D. 2004 年 4 月 17 日： 19 會員參觀警察訓練學校(Police Training School) 瞭解他們對紀律部隊之訓練工作。

4. 會員通訊(The LINK)

會員通訊於去年 8 月及 12 月及今年 6 月共出版了三期。通訊除寄予各會員外，並同時上載於學會網站。

5. 康樂及聯誼活動

- A. 去年 12 月 28 日舉辦了一次聖誕遠足活動。
- B. 今年 2 月 7 日舉辦了一次農曆新年聯誼午餐。
- C. 今年 4 月 22 日在 麗酒店(Conrad Hotel)舉辦了一次[歡樂時光聚會] (Happy Hour Gathering)。

6. 對外事務

- A. 學會繼續為 International Federation of Training and Development Organizations 的會員。

7. 觀察會員(Observer Member)

為吸納新會員及推廣本會活動，本會今年試推行此 [觀察會員] 計劃，共有 120 人參加。會員部現正邀請他們申請成為正式會員。迄今已有十多位申請成為本會會員。

致謝

在各委員的努力下，學會經歷了繁忙的一年。回顧各活動帶來之成果，我們皆感欣慰。我衷心向各委員致謝。也願各委員來年繼續努力，推動會務向前邁進。

會長

關祐發

2004 年 7 月 15 日

**鑒於香港經濟於去年年中時仍遲不景，減薪減費持續，
執行委員會乃決定繼續免收 2004-2005 年度會費一年。**



The 8th AGM and the Executive Committee of 2004/2005

Chairman: Mr. Fred Kwan

Vice-chairmen: Dr. Denny Chow Mr. Alfred Ho

Committee Members:

Mr. Robbie Chan	Mr. David Lau	Mr. Victor Chan
Mr. Aaron Chiang	Mr. Tommy Choy	Mr. Sunny Chan
Mr. Richard Lui	Mr. Sam Ying	Miss Angie Yu (co-opted)



Congratulations!

Program: 國內人才發展專業文憑課程
Professional Diploma in People Development in China
(PDPD) (April 17, 2004 – August 7, 2004)

Here's a list of graduates of the Joint Professional Diploma in People Development in China (ITP/HK Productivity Council) (Intake Two).

Ruby Cheng
Justine Cheung
Alson Li
Carol Poon

Shirley Siu
Elsa Tai
Pauline Tsang
Carmen Tse

Teresa Wong
William Wong
Esther Wu
Moon Yu



Photo showing Dr Denny Chow, the Program Director, (third on left in front row) with Mr. Vincent Lau, President of Po Shing Immitation Jewellery Manufacturing Co. Ltd., Dongguan, China, and some participants of Professional Diploma in People Development (Intake Two), during a Study Tour in July 2004.

Words from Miss Elsa Tai, a graduate of the Joint Professional Diploma in People Development in China Program (Intake Two)

"I have just completed a Joint Professional Diploma in People Development in China Program (Intake Two) by the Institute of Training Professionals and the Hong Kong Productivity Council from April 17, 2004 to August 7, 2004 and would like to take this opportunity to express my appreciation to the lecturers and coordinator for their effort in arranging this practical and lively program.

What I appreciated most was the arrangement of different lecturers who are specialized in different fields to handle various topics. The materials and statistics provided by some lecturers are quite useful for future reference. Best of the all, we even had the Vice Chairman of the Guangdong Federation of Trade Unions of China to share with us the contemporary practices and regulations in the Mainland.

Last but not least, the classmates are so friendly and helpful and I am very glad to have the chance to spend these past few months with them."

August 2004

ASTD 2004 Conference Sharing Session

The legendary ASTD annual conference & exposition is the largest of its kind in the world. Every year it attracts thousands of T&D/HRM practitioners, researchers, scholars and students from all over the world to participate, present and explore. Held in Washington D.C. between 23 and 27 May, and marking also its 60th Anniversary, the theme of this year is "***Learn, Perform and Succeed***".

To benefit also those fellow trainers who were unable to attend, the Institute organized a Sharing Session on June 23 at the Management Development Centre of Hong Kong between 6:30 and 8:00 p.m.

Three seasoned HRM practitioners/trainers presented their personal observations and reflections at the session. They were: Dr. Philip Lok, Management Adviser of the Management Development Centre of Hong Kong; Ms Grace Cheung, Manager, Human Resource Development (General), Housing Department of the HKSAR Government; and Ms Anita Lo, Human Resources Director of Jardine Aviation Services Ltd.

There are totally nine tracks in this year's conference: Careers: guiding yours, guiding others; E-learning; Leadership and management development; Learning as a business strategy; Measurement and evaluation; Organizational culture and change; Performance improvement; Personal and professional effectiveness; and Training and specialized training programs.

Due to its massive scale and the large number of concurrent sessions, no one was able to attend most of them. Only areas that attracted the presenters were reported as a result. In the 'Measurement and evaluation' area, they observed that there weren't much changes though there were ample talks on the ROI (return on investment) aspects. Companies still mostly used the first 2 levels of training evaluation.

On "Leadership and management development", again, ROI concepts prevailed. A 'leadership scorecard' measuring the effects of coaching, 360-degree feedback, training etc. on leadership development was introduced. Other *avant garde* topics include spiritual leadership, feed forward leadership, and grass-root leadership.

Topping the list of “Personal and professional effectiveness” topics for trainers were presentation skills (regarded the most important), storytelling skills, case writing skills. The key underlying message was – ‘back to basic: training skills are more important than content’.

On “E-learning”, various online and virtual universities reported their offerings and achievements. Online simulations for applications such as sales training were highlighted. However, a curious observation was that there wasn’t much mentioning of knowledge management (KM) in the conference.

The management guru, Henry Mintzberg, presented a keynote speech drilling down on the current MBA programmes. He dissected the approaches adopted in MBA programmes into three generations: first generation – using mainly lecturing and case studies; second generation – using action learning and work out methods; and the third generation – employing reflective learning and drawing much learning from experience. He predicted for higher relevancy and greater effectiveness, the third generation approaches should be the mainstream of the future.

The presenters also shared with participants the grand Expo that was concurrently held, describing the eye-opening experience of seeing the offerings of over 300 exhibitors, covering universities, e-learning providers, publishers, assessment centres...showing off training programmes and tools for manager and leadership development, such as simulations, and games.

The event was overly subscribed, with over thirty members and friends attending. Following the presentations, there was a Q&A session. Participants actively took this opportunity to direct follow-up queries at the presenters. Due to time constraints, the event was forced to close at 8:30 p.m., much exceeding its original finishing time.

Our hearty thanks go to the three presenters. The above short account is far from complete in describing the very rich content of the event and reporting in high fidelity the excitement and enthusiasm that only those being present could share and enjoy!



“Observer Member” – An initiative for those in the training and development business

Last year, the Executive Committee had launched a new initiative of creating an innovative type of membership titled “ Observer Member “. The scheme aims to invite those who are in the training and development business to get to know more about our Institute and to take part in its activities first before formally enrolled as member of the Institute. This initiative, which is probably the first of its kind ever launched by a professional institute in Hong Kong, has been well received. In view of its tremendous success in the last year, the Executive Committee resolved to keep up the momentum the initiative has built up. Please grasp this opportunity to invite your colleagues and acquaintances to become our Observer Member by simply completing the REPLY SLIP below and then fax it back to us.

Please note that the series of activities planned by the Institute for this year has already commenced in September. Therefore, don’t miss the chance to enroll as member of the most prestigious training community in town.

Reply Slip (fax to 23092799)

I would like to be an Observer Member of ITP, please keep me informed of ITP’s activities.

Name: _____

Phone: _____

e-mail: _____

Company: _____

Position: _____

培訓專業學會

Web Site : www.itp.org.hk

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