

## 服務特色 服務亮點

SERVICE HIGHLIGHT  
SERVICE ACHIEVEMENT



第一屆「扶康傳承：人才儲備及培訓計劃」共 21 位畢業生與香港社會服務聯會行政總裁、本會董事局正副主席、委員及總幹事合照

21 graduates of the 1st “Succession for a Brighter Tomorrow — Management Staff Development Program” with Chief Executive of HKCSS, Council Chairman and Vice Chairman Council Members and Chief Executive Officer of FHS

### 第一屆「扶康傳承：人才儲備及培訓計劃」畢業典禮

扶康會深信員工是機構最寶貴的資產，亦是成功為殘疾人士提供適切和優質服務的關鍵因素。本會為了更有系統地儲備人才及培育有潛質的員工，提升他們的個人效能和管理能力，成為優秀的管理者，於 2016 年 9 月試辦了一個為期十八個月名為「扶康傳承：人才儲備及培訓計劃」的內部管理員工人才培訓計劃。

本計劃透過員工自願報名，以及上司推薦，共招募了 21 位來自 3 個專業、多個不同職級的专业及管理員工參與。這個計劃內容除了為員工提供管理課程和培訓外，還特設跨部門實習、分組研習計劃、友好機構深度交流、特別任務等，更為每位學員安排一位專責導師 (mentor)，從而提升他們的管理能力及信心，增強他們對機構的歸屬感和責任感，裝備他們迎接未來的挑戰。

第一屆的培訓計劃已於 2018 年 3 月順利完成，並於 5 月 2 日假本會社企餐廳「康姨小廚」舉行畢業典禮。本會十分榮幸邀得香港社會服務聯會行政總裁蔡海偉先生連同本會主席郭鍵勳博士，B.B.S., J.P. 一同主禮，蔡先生及郭博士除勉勵 21 位「畢業生」外，並頒贈畢業證書予他們，見證他們的成長，鼓勵他們繼續提供更優質的服務予殘疾人士。另外，本會更邀請到 9 間社福機構的總幹事或高層管理人員出席支持本活動，當中包括 4 間參與本培訓計劃作深度交流的機構，包括新生精神康復會、香港盲人輔導會、香港復康會及香港耀能協會，讓本會員工獲益良多。

此外，本會的人力資源委員會成員蔡惠琴女士，J.P. 更於畢業禮上分享人力培訓及發展的專題，並對本計劃提出寶貴意見，以便本會日後進行優化。最後，活動以薪火相傳的儀式作結，象徵培訓計劃將會延續下去，並能發光發亮，為本會培育及儲備更多管理人才，以配合機構將來的發展。

第一屆培訓計劃完結之後，21 位學員自發組織了一個調查以評估計劃成效，發現 100% 參加者均對自己的管理信心有所提升，而更鼓舞的是參加者均一致認為自己對扶康會的歸屬感有所提升。

同時，在 21 位學員當中，有接近 24% 的學員在參加計劃過程中，展現出願意承擔更多工作責任而勇於投考晉升，通過公開、公平、公正考核，而成功升級，學員的成長實在令人鼓舞！



主禮嘉賓香港社會服務聯會行政總裁接受由本會服務使用者書寫的紀念品 (左起本會主席，香港社會服務聯會行政總裁，本會總幹事)

Chief Executive of HKCSS received souvenir made by our service users (Left: Council Chairman of FHS; Chief Executive of HKCSS; FHS, CEO of FHS)



畢業典禮於本會社企餐廳「康姨小廚」舉行，得到多位嘉賓到場支持，氣氛熱鬧

The graduation ceremony was held at “Madam Hong Restaurant”, the social enterprise catering outlet operated by Fu Hong Society



薪火相傳儀式象徵培訓計劃將會延續下去，並能發光發亮  
The “Switch-on cum Pass-on Ceremony” symbolizing our Society’s commitment to nurture the next generation for a brighter tomorrow

## Graduation Ceremony of the First “Succession for a Brighter Tomorrow — Management Staff Development Program”

Our Society has been committed to providing quality services for persons with disabilities, as well as enhancing knowledge and management skills of staff. Preparing for Succession for a Brighter Tomorrow, the Society organized the 1st “Succession for a Brighter Tomorrow – Management Staff Development Program” (MSDP) in September 2016.

Through self application and recommendation by superiors, 21 participants from 3 professions with different ranks were recruited for this 18-month Program. Management trainings, internal placement, group innovative projects, inter-agency exchange, special duties and mentorship for every participant were arranged throughout the whole training process, so as to strengthen the participants’ confidence and competence in management, as well as sense of belonging and responsibility to the Society, and to well equip them for the challenges ahead.

The Program was successfully completed in March 2018 and the graduation ceremony was conducted at “Madam Hong Restaurant”, the social enterprise catering outlet operated by Fu Hong Society on 2 May 2018. Heartfelt thanks to Mr. CHUA Hoi-wai, Chief Executive of The Hong Kong Council of Social Service, for coming to officiate the Ceremony together with Dr. Joseph KWOK, B.B.S., J.P., Council Chairman. Mr. CHUA and Dr. Kwok gave an inspirational speech and presented the certificates to the 21 “Graduates”, witnessing the every endeavours they made and encouraging them to keep up their goodness in provision of quality services to persons with disabilities. Meanwhile, we are delighted to have chief executives or senior management staff from 9 NGOs, including The Hong Kong Society for the Blind, The Hong Kong Society for the Rehabilitation, New Life Psychiatric Rehabilitation Association and SAHK that had kindly accepted our request to provide valuable placements for our MSDP graduates to conduct in-depth inter-agency exchanges with them which is full of inspiration.

On the other hand, Ms. Virginia CHOI, J.P., member of FHS Human Resources Committee as well as an expert in human resources field, shared her views on human resources training and development and gave invaluable advice on this Program. In the end, there was a “Switch-on cum Pass-on Ceremony” symbolizing our Society’s commitment to nurture the next generation for a brighter tomorrow.

As program evaluation, the 21 graduates spontaneously conducted a survey upon completion of the Program, in which has heartening indications that 100% of the participants had enhanced their management confidence as well as had strengthened their sense of belonging to the Society.

Meanwhile, 24% of the 21 participants showed their endeavors to take up more responsibilities and got promoted successfully after open and competitive recruitment process. The growth of all participants was really encouraging!