



## 「扶康傳承：人才儲備及培訓計劃」 榮獲「香港人力資源學會」 頒發「卓越人力資源獎」

“Tomorrow’s Leader – Management Staff Development Program”  
has won HKIHRM HR Excellence Award presented by  
Hong Kong Institute of Human Resource Management

為配合機構服務發展，本會分別於2016年及2018年推行了兩屆「扶康傳承：人才儲備及培訓計劃」，共有40名具有發展潛質的專業職級職員參加。

第二屆的計劃透過18個月多元化的密集式培訓，培育管理人員，承傳機構文化。本會參考了由Dr. Donna Leigh Bliss等多位美國學者研究的「領導力發展模式」，在1)道德規範、2)核心領導能力、3)個人專才、4)實踐與督導和5)個人反思和成長等五大範疇內，規劃全面的培訓內容，當中包括專業管理培訓工作坊、機構內部和跨機構服務單位實習、專業領航教練提供個人指導、海外交流學習、師友分享工作經驗和心得等等。

「扶康傳承：人才儲備及培訓計劃」設計周詳，有效提升職員之管理能力，計劃更榮獲「香港人力資源學會」頒發「卓越人力資源獎」。「香港人力資源學會」於2020年9月25日舉辦網上頒獎典禮，本會主席施家殷先生，MH率領參與計劃的職員一同出席，並在典禮上感謝大會對「扶康傳承：人才儲備及培訓計劃」之認同。



**E**nvisioning the growth of service needs, the Society launched 2 batches “Tomorrow’s Leader – Management Staff Development Program” in 2016 & 2018 respectively to develop future leaders for succession.

40 professional staff with potentials were selected to participate this program. Through the 18-month diversified intensive training, the “2<sup>nd</sup> Tomorrow’s Leader -Management Staff Development Program” aims to cultivate management talents and inherit the culture of the Society”. The Society adopted the Principled Leadership Development Model, developed by Dr. Donna Leigh Bliss and other American scholars to formulate comprehensive training contents in five areas: 1) underlying ethical principles; 2) core leadership competencies; 3) domain-specific leadership competencies; 4) integrative practice opportunities and mentoring support and; 5) ongoing self-reflection and continued growth. Activities included professional management training workshops, intra- & inter-organizational internship opportunities, individual coaching by professional trainers, overseas learning tours, mentoring support and experience sharing etc.

This well-designed program has proven to elevate our staff management skills, and has won the Hong Kong Institute of Human Resource Management (HKIHRM) HR Excellence Award presented by Hong Kong Institute of Human Resource Management. Mr. Kyran SZE, MH, Chairman of the Society, together with participating staff of the Program, attended the virtual ceremony on 25 September, 2020, and extended his thanks to HKIHRM for the recognition.