In the era of VUCA (Volatile, Uncertain, Complex and Ambiguous), change is constant and generative. Dialogic organization development (OD) is crucial in helping companies achieve their targets continuously.

To help organizations thrive, INTEGRAL offers Dialogic OD Facilitation and Learning Solutions to develop organizational agility, as people are the core of all successful businesses.
Partnering for Workplace Wellness

Our healthcare team work closely with you on wellness programmes that suit your company best and improve the physical and mental health of your staff at all professional levels. Carefully selected programmes address your organisation’s unique business and wellness objectives, and help facilitate positive, sustainable returns on investments in workplace wellness.

Our medical services include, but not limited to
- Comprehensive corporate wellness strategy planning
- Corporate & pre-employment health assessment
- Onsite health fairs and nutrition days
- Health intervention programmes
- Health seminars on popular health topics

To connect with us, call 2849 0389 or email wellness@matilda.org.
YOUR GO-TO PROVIDER FOR LEARNING, DEVELOPMENT, AND INTEGRATED TALENT MANAGEMENT SOLUTIONS

- Strategic Review & Succession Planning
- Senior Executive Training & Leadership Development
- Executive Coaching & Performance Management
- Assertive Communication & Presentations Skills
- Positive Influencing & Problem-solving

TRAINING & COACHING | CONSULTING & ASSESSMENT | BLENDED LEARNING

Dew-Point International Ltd., 21/F., Ritz Plaza, 122 Austin Road, Tsimshatsui, Kowloon, Hong Kong.

(852) 2730-1151 info@dew-point.com.hk www.dew-point.com.hk
INTRODUCTION

The HR Service Providers Directory (HRSP), published by the Hong Kong Institute of Human Resource Management (HKIHRM) annually, aims to offer a comprehensive and informative guide to HR practitioners, business executives, management, consultants, trainers and other professionals. It features a comprehensive list of HR service providers and is supplemented with a wide range of useful information including:

- Key findings of recent HR surveys
- Articles on HR related issues

The Institute would like to take this opportunity to thank all participating organisations for their support. Special thanks go to article contributors who have shared their invaluable knowledge and insights with our readers.

An electronic version of the Directory is available for download from the Institute’s website at www.hkihrm.org

DISCLAIMER

No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without the prior written permission of the publisher.

The information contained herein is for readers’ general reference only and the HKIHRM has no intention to give endorsement of the companies or services/products listed. The publication is non-exhaustive and that it is compiled on the basis of information supplied by the companies concerned on a voluntary basis up to June 2019. The opinions expressed in this publication are not advice and no responsibility is assumed in relation thereto. Opinions expressed in this publication do not necessarily reflect the views of the publisher or staff. The HKIHRM disclaims any liability for any loss or damage arising from any inaccuracy or omission in the information contained herein or from the reliance upon it.

CONTENTS

5-9          HR’s Strategic Role in Change Management
12-14        Legal Changes Affecting HR
18-21        HR Professionals Positive about Greater Bay Area Development
24-25        Foster Intrapreneurship to Sustain Growth
30-41        HR Service Providers Profile
46-51        HR Products and Services Listing

PUBLISHED BY

Hong Kong Institute of Human Resource Management Limited
Suite 1503, 15/F, 68 Yee Wo Street, Causeway Bay, Hong Kong
T : (852) 2881 5113
F : (852) 2881 6062
E : info@hkihrm.org
W : www.hkihrm.org

© Copyright: Hong Kong Institute of Human Resource Management Limited
Published in July 2019
MEMBER-GET-MEMBER PROGRAMME
REFER YOUR FRIENDS TO GAIN PROFESSIONAL RECOGNITION!

RECEIVE A GIFT BY INVITING YOUR FRIENDS TO JOIN HKIHRM!

Referring a...
Corporate Member
You will get: HK$300 Supermarket Coupons
Your referral will get: HK$750 HKIHRM coupons & a complimentary seat for a designated seminar

Affiliate / Associate / Professional Member
You will get: HK$100 Supermarket Coupons
Your referral will get: HK$200 HKIHRM Coupons

BENEFITS & SERVICES

Member Rate
- Training and Events
- Advertising in HKIHRM's channels
- Email blast & direct mailing service
- Sponsorship & exhibition opportunities
- Job posting service

Gain Market Information
- Official journal - "Human Resources"
- HR Service Providers Directory
- Daily e-Newsletter
- HKIHRM researches, surveys & reports
- Topical seminars

Networking Opportunities

HR Professional Recognition
- Professional Member - M.I.H.R.M.(HK)
- Fellow Member - F.I.H.R.M.(HK)
- Mutual membership recognition with overseas HR professional bodies

Exclusive Privileges for Corporate Members
- Priority enrolment
- Free job posting service

(852) 2837 3814 membership@hkihrm.org www.hkihrm.org
HR’s Strategic Role in Change Management

By HKIHRM

With the changing demographics in the manpower market, rapid advances in technology, and an increasingly competitive business environment, disruptive change has become the norm in today’s workplace. To C-suite executives, change management is more than a core functional area. It is strategically important to an organisation in maintaining competitiveness and achieving sustainable growth. This underscores the compelling need for HR leaders to understand more thoroughly about the drivers behind the current and foreseeable organisational changes and how these will alter Hong Kong’s employment landscape.

Against this background, the Hong Kong Institute of Human Resource Management (HKIHRM) conducted an online Survey on Future Workforce Competencies between July and August 2018 to collect relevant data on these critical issues. The specific objectives of this study are:

- To understand the drivers of change affecting organisations in Hong Kong;
- To explore employment outlook of job families and relevance of job competencies in the near future as a result of change; and
- To gauge the level of preparedness of the workforce in adapting to expected organisational change.

During the survey period, the HKIHRM gathered a total of 97 valid responses from its members and other HR professionals. These responses were subsequently processed and analysed.

With respect to the profile of the respondents, nearly 60% worked for companies with an employment size of 100 or above, and over 90% were in middle management positions or above.

Drivers of change

Among the respondents, as many as 60% considered “manpower shortage” as a driver of change. This is hardly surprising since organisations across different economic sectors have encountered difficulties in recruiting suitable employees to fill job roles and they are under mounting pressure to respond to this through a viable change strategy.

“Changing customer behaviour and preference”, which was cited by 46% of respondents as a driver of change, came second. It was followed by “changing competitive landscape due to advances in technology”, with about a third of respondents viewing it as a force behind organisational change.
Regarding their potential impact on employment, the respondents believed that certain drivers of change, specifically automation and wider use of robotics and artificial intelligence, are likely to lead to reduction in jobs. In contrast, no particular driver of change was seen to have significantly greater potential for job creation.

### Change management

Among the respondents, 59% identified “employee resistance” as a major obstacle they face when managing and implementing organisational change. Other major obstacles include “lack of resources” and “risk-averse culture”, with each being picked by at least 40% of respondents.

### Employment trends

As for the coping strategy to address changes in organisations, most respondents resorted to “equipping employees with the required skills and re-organising jobs and work processes”. Specific measures adopted most frequently by respondents include “invest in re-skilling/up-skilling current employees” (55%), “support job rotation & staff mobility” (43%), and “redesign jobs to leverage technology & human skills” (38%).
Close to two-thirds of respondents predicted that job families related to data analytics and business intelligence would become more important in the near future, while jobs in information technology and healthcare are likely to gain importance as well, as over 40% of respondents indicated so.

On the contrary, 67% of respondents were not optimistic about the prospects for general administration and secretarial occupations. Likewise, almost half of respondents expected manufacturing and production jobs to lose importance in the next five years.

With the importance of data analytics/business intelligence and healthcare jobs likely to grow, an overwhelming proportion of respondents found it difficult or very difficult to recruit suitable candidates for these positions. Finding research and development talent was also seen by all of the respondents as difficult or very difficult.

**Workforce competencies**

In the survey, a high proportion of respondents regarded skills in change management, innovation and people management as critical workforce competencies. Digital and technology competencies, as well as communications and leadership skills were also considered critical, albeit to a lesser degree.
Around 30% of respondents expected digital, data analytics, change management and innovation skills to become increasingly sought after by employers in the next five years.

The respondents reported that it was most challenging to train up their current workforce in critical thinking, innovation and change management. These capabilities are all related to driving organisational change.

**HR's role in facilitating change**

More than two-thirds of respondents indicated that future workforce planning was given a high or very high priority on their organisation’s agenda.

When it comes to driving and implementing change, more than 60% of respondents reckoned that HR can play a pivotal role in “supporting business leaders to implement change”, “engaging right talent to cope with change” and “communicating change to stakeholders”.

<table>
<thead>
<tr>
<th>Skill/Ability</th>
<th>Required Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supporting business leaders to implement change</td>
<td>66%</td>
</tr>
<tr>
<td>Engaging right talent to cope with change</td>
<td>65%</td>
</tr>
<tr>
<td>Communicating change to stakeholders</td>
<td>60%</td>
</tr>
<tr>
<td>Re-skilling / up-skilling of workforce</td>
<td>58%</td>
</tr>
<tr>
<td>Restructuring workforce to align with</td>
<td>58%</td>
</tr>
<tr>
<td>Coaching managers to implement change</td>
<td>57%</td>
</tr>
<tr>
<td>Shaping culture to minimise resistance</td>
<td>57%</td>
</tr>
<tr>
<td>Implementing change initiatives</td>
<td>52%</td>
</tr>
</tbody>
</table>
To successfully discharge these responsibilities, it is imperative that HR professionals possess strong competence in change management. In this connection, the respondents believed communication and persuasion skills are more crucial than others.

When asked about their readiness for change management, six in ten respondents were confident that their organisation’s HR team is geared up for meeting challenges that may arise from organisational changes.

Key takeaways

As revealed in the survey, overcoming employee resistance is critical to successful implementation of organisational change. This calls for a competent HR team who are adept at communication and persuasion to ensure the vision and approach of any change strategy can be conveyed effectively to employees across all layers of an organisation. By establishing an effective communication mechanism, which is a prerequisite for rallying employees’ understanding and support for taking the change process forward, HR can better allay employees’ concerns, ameliorate uncertainties, and collect their feedback.

While re-skilling and up-skilling existing employees are of pivotal importance for change management, HR leaders should ensure the staff are equipped with a right mindset to support and foster organisational change. In this regard, greater attention should be given to cultivating competencies in critical thinking, innovation and change management as most survey respondents found it most challenging to impart these critical change-related soft skills to employees.

As observed by survey respondents, the majority of organisations attach importance to future workforce planning. This reflects the strategic role that the HR function can play in supporting, facilitating and enabling organisational change. Notwithstanding the majority of respondents expressing confidence in meeting the challenges presented by organisational change, HR professionals need to stay agile and remain resilient to keep up with the ever-changing environment.

Furthermore, since jobs in data analytics, business intelligence and information technology are likely to become more dominant in the market, HR professionals should be well versed in the latest technology, so that they can be positioned to drive changes and assist organisations through the digital transformation journey.
臨時員工管理系統
CASOSMART
為酒店業度身設計的
全新 HR 管理體驗

施特偉科技 (Cityray) 以旗艦產品 HRPLUS®為基礎，銳意為人力資源界打造可靠實用的管理科技方案。憑藉多年經驗，Cityray 現時為 30.8%的香港五星級或以上的酒店* 提供 HR Tech 服務。全新推出的臨時員工管理系統 CASOSMART，能夠針對管理臨時員工的靈活需求，為酒店業 HR 專家提供貼身的一站式工作項目管理方案，讓您輕鬆處理繁複的工作細項，減省寶貴的時間，使管理流程事半功倍！

*根據香港酒店業旅協 2019 年最新會員名冊，以 Alexa Advisor 所提供的樹形圖排名為基準

施特偉科技 (Cityray) 於 1987 年在香港成立，致力提供人力資源管理科技方案，現時服務網絡遍布中國各個主要地區及城市，包括香港、北京、上海、廣州、蘇州、深圳、成都及長春，為中國、香港及澳門企業提供完善的開發及支援服務。Cityray 的客戶行業層面廣泛，包括有專業服務、銀行及金融、建造、酒店、旅遊、零售、貿易、餐飲、電訊、物流、廣告及傳媒等等。三十多年來一直專注及用心服務每一位客戶，無論全球 500 強企業、跨國企業、上市公司及中小企，Cityray 定能為客戶提供人力資源管理方案及優質的售後支援服務，提升客戶們的市場競爭力。

如欲查詢，歡迎致電 (852) 2111 7111 或發電郵至 enquiry@cityray.com 與 Cityray 的專業顧問團隊聯絡。
Cityray® Since 1987

香港酒店市場佔有率 13.1%
5星級或以上市場佔有率 30.8%

iHRPLUS® 專業服務

了解更多HRMS及周邊方案
歡迎致電 (852) 2111 7111 或 電郵enquiry@cityray.com
聯繫我們的資深HRMS顧問

*根據香港酒店業協會2019年最新的會員名單，以及TripAdvisor所提供的評分而換算出的百分比
Legal Changes Affecting HR

By Hong Tran, Partner, Mayer Brown JSM
Marilyn Tryde, Associate, Mayer Brown JSM

This article discusses some of the legislative changes affecting HR introduced in the past year and other changes that are currently being considered. A major change in 2018 was the revision to the immigration policy to accept same-sex partnerships, which has been regarded as a breakthrough in LGBT rights in Hong Kong. Another important change in the pipeline is the proposed amendments to the Discrimination Ordinances offering further protection to employees. We will also discuss other potential reforms affecting HR.

1. Changes that Recently Came into Force

Hong Kong Immigration Policy now accepts same-sex dependant visas

The Immigration Department has revised its policy for entry of non-local dependants (the “Policy”) to recognise overseas same-sex partnerships as eligible for dependent visa applications.

Under the revised Policy effective from 19 September 2018 a person who has entered into a recognised union is eligible to apply for a dependant visa/entry permit to enter into Hong Kong. A recognised union is any:

- Same-sex civil partnership;
- Same-sex civil union;
- Same-sex marriage;
- Opposite-sex civil partnership; or
- Opposite-sex civil union

outside of Hong Kong with the sponsor (of the dependant visa) in accordance with the local law in force at the place of celebration and with such status being legally and officially recognised by the local authorities of the place of celebration.

In order to be granted a dependant visa, a same-sex spouse has to also meet the original eligibility criteria of the Policy, namely:

(i) There is a reasonable proof of a genuine relationship between the applicant and the sponsor;
(ii) There is no known record to the detriment of the applicant; and
(iii) The sponsor is able to support the dependant’s living at a standard well above the subsistence level and provide him/her with suitable accommodation in Hong Kong.

This change represents a major shift from the Immigration Department’s previous policy of not entertaining dependant visa applications from same-sex spouses and is generally welcomed by employers who wish to attract and retain overseas talents.

Paternity leave increased from three days to five days

Male employees with a child born on or after 18 January 2019 will have their paid statutory paternity leave entitlement increased from three to five days if they have been employed under a continuous contract and have notified their employers of the childbirth in accordance with the law.

There is no change to other aspects of the statutory paternity leave including the rate of paternity leave pay.
2. Changes to Legislation in the Pipeline

Discrimination Legislation (Miscellaneous Amendments) Bill 2018

On 30 November 2018, the Government gazetted the Discrimination Legislation (Miscellaneous Amendment) Bill 2018 (the "Bill"). The Bill will amend the Sex Discrimination Ordinance ("SDO"), the Disability Discrimination Ordinance ("DDO"), the Family Status Discrimination Ordinance ("FSDO") and the Race Discrimination Ordinance ("RDO").

The proposed amendments are:

1. To provide for express provisions in the SDO to make discrimination on the ground of breastfeeding unlawful;
2. To extend protection from harassment and direct racial discrimination to cover acts on the ground of the race of an associate;
3. To expand the meaning of race and racial group in the RDO to include a race that is imputed to a person;
4. To provide express provisions in the SDO, DDO and RDO expanding the scope of protection from sexual, disability and racial harassment in the workplace;
5. To strengthen the protection to service providers against disability and racial harassment by customers under the DDO and RDO;
6. To prohibit certain acts of disability and racial harassment between service providers and customers which take place outside Hong Kong but on Hong Kong registered aircraft and ships;
7. To add provisions in the SDO and DDO to make sexual and disability harassment against members or applicants for membership of a club unlawful; and
8. To remove the intention requirement for an award of damages for certain acts of indirect discrimination under the SDO, FSDO and RDO.

The First Reading of the Bill and the commencement of Second Reading Debate took place on 12 December 2018. If enacted, legislative protection for employees, women and ethnic minorities will be enhanced.

3. Potential Reforms

(a) Abolition of the MPF Offsetting Mechanism remains a potential

An employer is currently allowed to offset a part of its employee’s accrued MPF benefits against the statutory severance or long service payment which may be payable to an employee. The proposal to abolish this MPF off-set mechanism, which has been the subject of prolonged debate, finally appears to be drawing close to an end.

In the Chief Executive’s 2018 Policy Address, she put forward a revised proposal for abolition of the off-set mechanism with enhanced support for employers (especially small and medium-sized enterprises), including:

- Increasing the subsidy amount from HK$17.2 billion to HK$29.3 billion to help employers pay for the originally offset payments;
- Increasing the subsidy period from 12 years to 25 years; and
- In the event that the aggregate benefit (severance payment/long service payment together with accrued MPF benefits) of an employee is smaller than the amount they would otherwise receive under the offset mechanism, the Government making up for the shortfall.

The Government aims to secure the passage of legislative amendments by the Legislative Council by 2022 and fully abolish the MPF offsetting mechanism two years after.

(b) Increased maternity leave

The Chief Executive announced in her 2018 Policy Address a proposal to extend the statutory maternity leave ("ML") from the current 10 weeks to 14 weeks. The Labour and Welfare Bureau recently submitted a Review of Statutory Maternity Leave to
the Legislative Council Panel on Manpower with details of the recommendations and the justifications.

The key recommendations are as follows:

- The extension of ML should take effect in one go and become the 11th to 14th weeks of statutory ML;
- The rate of ML pay remains at four-fifths of the employee’s average daily wages;
- The cost for this additional four-week ML pay should be funded and reimbursed by the Government;
- The additional four-week ML pay is subject to a cap of $36,822 per employee.

The Government also proposed two technical amendments to the Employment Ordinance, namely:

- To change the definition of “miscarriage” to mean “the expulsion of the products of conception which are incapable of survival after being born before 24 weeks of pregnancy”, as opposed to 28 weeks of pregnancy in the current definition;
- To require the employer to pay sickness allowance to an employee who has attended pre-natal medical examination in relation to her pregnancy so long as she can produce relevant documentary proof of having attended that medical examination.

The Government will be drafting the relevant legal instrument to give effect to the proposed changes and aims to introduce a bill to amend the EO to the LegCo in late 2019.

(c) MPFA proposes to raise the thresholds for MPF contributions

Under the Mandatory Provident Funds Schemes Ordinance ("MPFSO"), all employees and employers (unless exempt) are required to contribute 5% of the employee’s relevant income into a registered MPF scheme. This requirement is subject to minimum and maximum relevant income levels ("Thresholds") which are currently set at HK$7,100 (minimum) and HK$30,000 (maximum) respectively.

An employee whose relevant monthly income is less than the minimum relevant income level is exempted from making any contribution, although the employer remains obliged to do so. If the employee’s income exceeds the maximum relevant income level, both the employee and the employer are not required to contribute in respect of the portion in excess of the maximum relevant income level but are only required to contribute the maximum monthly contribution of HK$1,500.

Under the MPFSO, the Mandatory Provident Fund Schemes Authority ("MPFA") is required to conduct a review of the Thresholds at least once every 4 years. The MPFA submitted its review report in June 2018, proposing to raise both the minimum and maximum relevant income levels.

Under the MPFA’s proposal, the Thresholds will increase from HK$7,100 to HK$8,250 (minimum) and from HK$30,000 to HK$48,000 (maximum). The proposed increase in the maximum threshold will take place in two stages. In the first two years after implementation of the proposal, the maximum income level will increase to HK$39,000. It will be further raised to HK$48,000 from the third year onwards. As the 5% contribution remains unchanged, the maximum monthly contributions of both employers and employees will be raised to HK$1,950 in the first stage and HK$2,400 in the second stage.

So far, the Government is still considering the proposal and has not made a decision. If adopted, the proposed changes will have cost impact on nearly 500,000 employees whose monthly wages exceed HK$30,000.
Web-based TXJ HRMS for Hong Kong, Mainland and Macau

Arrange a FREE on-site Demo?

☎ 9608-2206

TXJ HRMS

- HRMS for Hong Kong
- HRMS for Mainland China
- HRMS for Macau
- HRMS for Taiwan
- Regional HRMS for Greater China
- HRMS for Expatriate
- HRMS for Share Service Centre
- HRMS for Payroll Outsourcing Service

Intranet In-house Web HRMS
Internet Cloud Web HRMS
Low Cost
Over 15 Years HRMS Experience
Easy to Use
Automated
Tailor-made Function
Turn-key Project

 Functions >>

- HR Information / Profile
- Employee Directory
- Organization Chart
- Budget Function
- Payroll and Costing
- Leave Management
- Time and Attendance
- DAW / E(A)O 2007 / EO713
- SMW Analysis
- 418 Control

- MPF / ORSO / Top-up / Plan
- Bank Autopay File
- IR Disk and Report
- Employee Self-service
- ePayslip
- eLeave
- eOT
- eT&E
- Compensation Leave
- Schedule Report or Task

- Reminder
- Accounting System Interface
- User-defined Report Builder
- Multiple Currency Payroll
- Training
- Performance Appraisal
- Recruitment
- Security Log
- Audit Log

TXJ Information Technology Company Limited
Tel: 9608-2208 / 8063-9860  e-mail: inquiry@txj-it.com  Web: www.txj-it.com
Unit 1104A, 11/F, Kai Tak Comm. Bldg., 317-319 Des Voeux Road Central, Hong Kong
Hong Kong, Shanghai, Shenzhen, Beijing, Guangzhou
Established in 1987, Faro Recruitment is a multi-national HR solutions company with a professional approach. We serve everyone from Fortune 500 corporations and government organizations to small-to-medium sized businesses. Whether you are a job seeker or an employer looking for the perfect candidate, we’re here for you. Forward thinking, passionate and ahead of market trends, we’re here to create HR solutions for you.

Faro Recruitment Group is a subsidiary of Out-Sourcing! Inc., a leading outsourcing company listed on the JASDAQ Standard Market of the Tokyo Stock Exchange. We work with clients from all over the world and we pride ourselves on our personal approach to hiring and job seeking. Supporting our clients’ unique needs thoughtfully and proactively is our highest priority. By working closely with our clients and candidates and continually striving for improvement, our diverse team seeks to provide personal and creative solutions to any HR support.

Our team has experience in Executive Search, Talent Acquisition, Workforce Management Solutions, and HR Consulting Services which cover all industries.

Our core specializations by Industry are:

* Banking & Insurance Services
* Consumer & Retail
* Finance & Accounting
* Gaming & Hospitality
* Human Resources
* Legal & Compliance

* Engineering & Facilities
* Manufacturing, Sourcing & Supply Chain
* Marketing & Communication
* Technology & Telecom
* Real Estate & Construction
Focus on Talent Passion for People

What we do:

* Executive Search
* Talent Acquisition
* Workforce Management Solutions
* HR Consulting Services

General Hotline:
Phone: +852 2506 2676
www.farorecruitment.com
HR Professionals Positive about Greater Bay Area Development

By HKIHRM

As one of the most important economic clusters in China, the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) looks to develop itself into a leading international economic and innovation hub on a par with other world-renowned bay areas such as New York, San Francisco and Tokyo.

The GBA comprises two Special Administrative Regions of Hong Kong and Macao, and the nine municipalities of Guangzhou, Shenzhen, Zhuhai, Foshan, Huizhou, Dongguan, Zhongshan, Jiangmen and Zhaoqing in Guangdong Province. The strategic significance of the GBA was underscored by the promulgation of the Outline Development Plan in February 2019.

While setting out the overarching direction for the socio-economic development of the region, the Outline Development Plan provides a framework to guide economic integration and co-operation among the GBA cities. One of the key policy objectives in this endeavour is to augment and strengthen the GBA’s talent pool by creating an environment conducive to nurturing and bringing in high-calibre talents.

The GBA development is expected to have far-reaching ramifications for human capital enhancement as well as people and talent flow in the region. Mindful of this, the Hong Kong Institute of Human Resource Management (HKIHRM) conducted a poll in April 2019 to collect HR professionals’ opinions on the GBA development, in particular how they foresee the impact it may have on Hong Kong companies’ people management strategies.

General perception of GBA development

The overwhelming majority (90%) of the respondents participating in the poll were aware of the GBA Outline Development Plan.

When asked which Hong Kong industries would be mostly likely to benefit from the GBA development, 41% indicated the banking and insurance sector, which was followed by financial services/fintech and technology-related industries.

While more than half of the respondents believed the impact of the GBA development would be mainly positive; one-fourth said it was still premature to predict what will transpire.
Likely positive and negative impact

As for the likely positive impact, “more markets for products and services”, “a larger talent pool” and “freer capital flow” were cited as potential benefits by 63%, 50% and 47% of the respondents, respectively.

<table>
<thead>
<tr>
<th>Likely Positive Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More markets for products/services</td>
<td>63%</td>
</tr>
<tr>
<td>A larger pool of talents</td>
<td>50%</td>
</tr>
<tr>
<td>Freer flow of capital</td>
<td>47%</td>
</tr>
<tr>
<td>A larger pool of service providers</td>
<td>29%</td>
</tr>
<tr>
<td>More supply sources</td>
<td>26%</td>
</tr>
<tr>
<td>Availability of new technologies/expertise</td>
<td>26%</td>
</tr>
<tr>
<td>Improving economies of scale in operations</td>
<td>21%</td>
</tr>
</tbody>
</table>

In terms of the likely negative impact, “intensified competition” was an issue most of the respondents were concerned about. Among other issues, data privacy, policy/regulatory ambiguity/uncertainty, and cyber security were at the top of the list.

<table>
<thead>
<tr>
<th>Likely Negative Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intensified competition</td>
<td>47%</td>
</tr>
<tr>
<td>Data privacy issues</td>
<td>34%</td>
</tr>
<tr>
<td>Policy/regulatory ambiguity and uncertainty</td>
<td>24%</td>
</tr>
<tr>
<td>Cyber security issues</td>
<td>24%</td>
</tr>
<tr>
<td>Shift of local talents to other GBA cities</td>
<td>21%</td>
</tr>
<tr>
<td>Losing competitive edge of own company</td>
<td>21%</td>
</tr>
<tr>
<td>Intellectual property infringement</td>
<td>21%</td>
</tr>
</tbody>
</table>

Talent movement

When asked to predict any talent movement in the industry to which they belonged, slightly more than one-fourth of the respondents expected to see a shift of local talents to other GBA cities, while other respondents of the same proportion foresaw no significant movement. Still, another 25% said it was too early to tell.

<table>
<thead>
<tr>
<th>Likely Movement of Talents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shift of local talents to other GBA cities</td>
<td>28%</td>
</tr>
<tr>
<td>Inflow of talents from other GBA cities</td>
<td>23%</td>
</tr>
<tr>
<td>No significant movement of talents</td>
<td>26%</td>
</tr>
<tr>
<td>Too early to tell</td>
<td>25%</td>
</tr>
</tbody>
</table>
Regarding the factors that may facilitate the movement of talents between Hong Kong and other GBA cities, a vast majority of the respondents (86%) considered tax incentives to be effective. More than half reckoned that simplifying the passenger clearance process at cross-boundary checkpoints would be useful. Improving transportation infrastructure and networks was also seen by many as important.

### Important Factors to Facilitate Talent Movement

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tax incentives</td>
<td>86%</td>
</tr>
<tr>
<td>Simplifying cross-boundary passenger clearance process</td>
<td>55%</td>
</tr>
<tr>
<td>Better infrastructure to facilitate commuting between Hong Kong and other GBA cities</td>
<td>48%</td>
</tr>
<tr>
<td>Simplifying employment procedures</td>
<td>48%</td>
</tr>
<tr>
<td>Affordable accommodation</td>
<td>45%</td>
</tr>
<tr>
<td>Simplifying residency procedures</td>
<td>42%</td>
</tr>
<tr>
<td>Free flow of currency</td>
<td>38%</td>
</tr>
<tr>
<td>Easy access to banking services</td>
<td>35%</td>
</tr>
<tr>
<td>Affordable transportation</td>
<td>29%</td>
</tr>
</tbody>
</table>

**N=85**

### Challenges expected to be faced by Hong Kong employers and talents

It is reasonable to expect that as Hong Kong organisations look to hire talents from other GBA cities, they may face a host of challenges in maintaining a competent and co-operative workforce with employees from diverse backgrounds. These challenges could be multifaceted from differences in work culture, work ethics, regulatory and legal environment, and salary level, to tax arrangement, to assimilation into the local workforce.

### Major Challenges Expected to be Faced by Hong Kong Employers Hiring Talents from other GBA Cities

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Differences in work culture</td>
<td>73%</td>
</tr>
<tr>
<td>Differences in work ethics</td>
<td>64%</td>
</tr>
<tr>
<td>Differences in regulatory &amp; legal environment</td>
<td>64%</td>
</tr>
<tr>
<td>Tax arrangement</td>
<td>63%</td>
</tr>
<tr>
<td>Differences in salary level</td>
<td>58%</td>
</tr>
<tr>
<td>Integration with local workforce</td>
<td>45%</td>
</tr>
</tbody>
</table>

**N=94**

As for Hong Kong talents seeking employment in other GBA cities, similar challenges can be expected to confront them.

### Major Challenges Expected to be Faced by Hong Kong Talents Seeking Employment in other GBA Cities

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Differences in work culture</td>
<td>76%</td>
</tr>
<tr>
<td>Differences in regulatory &amp; legal environment</td>
<td>76%</td>
</tr>
<tr>
<td>Tax arrangement</td>
<td>70%</td>
</tr>
<tr>
<td>Differences in salary level</td>
<td>65%</td>
</tr>
<tr>
<td>Integration with local workforce</td>
<td>63%</td>
</tr>
<tr>
<td>Differences in work ethics</td>
<td>59%</td>
</tr>
</tbody>
</table>

**N=83**
Conclusion

With the GBA development gathering momentum, talent flow within the GBA city-cluster is likely to increase, resulting in the whole manpower pool becoming more vibrant and dynamic. From the perspective of Hong Kong employers, even though market competition for talents in the GBA may increase, organisations that maintain a good employer brand will be in a more advantageous position to attract and retain talents possessing the most desired qualities and competencies.

If the governments of the GBA cities are to encourage the interflows of talents, it is necessary to step up the facilitating and support measures and expedite their implementation. As revealed from the survey, priorities should be given to introducing tax incentives, streamlining passenger clearance at cross-boundary checkpoints, and providing more efficient transportation infrastructure to aid cross-boundary commuters.

When it comes to addressing the challenges expected to be faced by employers and employees as a result of cross-boundary employment, the HR function will have a pivotal role to play. For instance, they can help organisations to cultivate a more inclusive corporate culture which embraces workforce diversity. This can be achieved by developing a formal code of practice on proper workplace behaviour, setting up a transparent system for handling employee grievances, and coaching staff across different levels and functions on team-spirit. Furthermore, HR teams can organise talks and invite experts to speak to staff on topics pertaining to building an inclusive workplace culture and promotion of work ethics.
Leading the Way in HR Technology

With the experienced team of HR specialists and project consultants in over 10 countries across Asia Pacific, BIPO helps companies transform their HR operations to achieve business goals through our all-in-one technology platform. Enjoy the lower cost of ownership, higher mobility and greater scalability with a free upgrade of our cutting-edge cloud-based HRMS.

All-in-One HRMS

- Personnel
- Payroll
- Training
- Attendance
- Administration
- Performance Management
- Leave
- Recruitment
- Claims

Schedule your free demo today.
Located in the heart of Kowloon Bay, KITEC is a fully integrated exhibition and convention centre, which offers ultimate adaptability to the combination of events we host, from global exhibitions, conferences, concerts and banquets, to private meetings and company gatherings. Our professional catering team is ready to design gourmet menus specially catered to the taste of you and your guests.

Kowloonbay International Trade & Exhibition Centre
1 Trademart Drive, Kowloon Bay, Hong Kong
Sales Hotline: (852) 2620 2305
salesmgr@kitec.com.hk
www.kitec.com.hk
Foster Intrapreneurship to Sustain Growth

By Yeap Kok Leong, CEO & Managing Director, Tricor Malaysia
Sharon Cheng, Chief People Officer, Tricor Group

Entrepreneurs are universally admired for their visionary can-do attitude, perseverance and work ethic. Inspiring examples like Jack Ma and Steve Jobs motivate others around the world to work hard, think out of the box and take risks that can reshape their lives — as well as the world around them.

Yet, as companies grow to achieve ever bigger success, it can be challenging to continue nurturing the entrepreneurial spirit that has once characterised the initial growth. Procedures and protocols can replace spontaneous innovation. Growing headcount can hinder the close relationship and immediate rapport of founders. Growing customers and investors can make it tempting to only take safe choices.

In turn, companies of all sizes can protect themselves against growth stagnation by fostering a culture of "intrapreneurship", empowering employees to act like entrepreneurs for the benefit of the company. Creating this environment can be challenging, but the benefit is clear: intrapreneurship helps even the most successful organisation to remain competitive long after it has achieved profitability. Below are five tips to help companies of any size by unleashing the "intrapreneurs" on their staff to stimulate growth in the long term.

1. Stay agile

Maintaining agility is integral to building "intrapreneurship". Many multi-national companies which handle their payroll internally struggle to balance their global processes with flexibility for local specifications. Multi-national companies which outsource their payroll processing functions often find managing multiple partners arduous and time-consuming. A complete and centralised outsourced payroll solution that is tailored to any business’s specific goals and requirements can help save HR professionals from such minutiae in the long run.

With the help of the latest integrated cloud-based payroll solutions, employees can own, subscribe, deploy, use and maintain customisable and mobile modules from one single service provider. As the first step towards an agile workplace culture, everyone on the team can better take up ownership and become more efficient as an "intrapreneur" for any companies.

2. Persistent innovation of products and services

Driven by agility, successful companies will see no limit to improvement for a great product or service. Once a loyal base of customers has been developed, never stay complacent and assume that their needs will remain the same. A service that works well today may not be as relevant in five years’ time. Continual, customer-centric innovation is central to "intrapreneurship".
3. Grow to become diversified and open-minded to new ideas

When companies hire staff or select partners, it can be tempting to choose those whose profile is familiar to one’s team. However, if they are to achieve sustainable growth, it would be better to look to those with different skills and experiences who can help unlock new ideas and growth opportunities. More importantly, young graduates can bring in waves after waves of new ideas and different perspectives, thus creating the vibes and energy in an organisation.

In addition, companies can maintain their competitive edge by cultivating a culture where employees are encouraged to support each other as “intrapreneurs”.

4. Strategic “intrepreneurship” to accelerate success

Globalisation, digitisation, compliance, integration and new generation talent represent key driving forces for HR teams to be more strategic and forward-thinking. Shifting from gatekeeping to being a business partner is the only way to accelerate success.

Not every idea borne out of a company will succeed. “Intrapreneurial” spirit is not defined by singular success, but rather by the willingness to push the envelope, learn from multiple failures and never compromise the quality.

5. All for people investment

Evidently, any businesses’ biggest investment, opportunity and challenge are their people. An organisation must thoroughly understand its workforce to make quick, informed business decisions and get ahead of the curve.

Part of the effort to recruit and retain top talent involves the effective and resourceful management of benefits, which requires careful planning. Led by experienced professionals, and supported by proprietary information technology systems, HR teams can drive “intrapreneurship” in their enterprises and maximise returns on investment across a multitude of markets by getting the most from everyone on the team.
Annual Conference & Exhibition 2019

HR at the Crossroads: Disruptive Innovation - Workforce Dynamics

November 26-27 | HKCEC

Plenary Speakers

CY Chan
Co-founder, Head of Talent Engagement & Corporate Social Investment
AHK Group

Ray Chan
CEO & Co-founder
iGAG

Wai Quen Chan
Vice President, Human Resources
Hong Kong Disneyland

Isabel Fan
Regional Director, Talent
Teke Inc.

Carmen Chong
Director of People
Legend

Connie Lam
Director, Human Resources
CPL Power HR Limited

Rebecca Ray, Ph.D.
Executive Vice President, Human Capital
The Conference Board

Anthony So
Co-Founder & CEO
CoCom Consulting Company Limited

Jennifer Tan
CEO
Alipay Payment Services (MY) Limited

John Tsang, GBS, JP
Founder
Expona

Bianca Wong
Vice President, Human Resources
Vivibee

David Yeung
Founder and CEO, Green Monday

Jason Yip
Community Engagement Director
UNO

Concurrent Speakers

Eric Au Yeung
Co-founder & Director
ITakes Limited

Danny Chan
Chief People Officer
Pragmas

Seth De Grov
General Manager, Greater China
Dentons

Mimi Fu
Director of Learning and Development
Ocean Park

Eliza Ko
Head of Learning & Organization Development
Mission's Colombo Ltd.

Judy Lau
Country Manager (Hong Kong)
Wandersly, Inc.

Arvin Lam
Managing Partner
712M Ventures

Dr Sasha Lee
Chief Executive
Hong Kong Sports Institute

Adina Leung
General Manager (Hong Kong)
Director of Learning Academy
PERSO, KELLY Consulting

Theresa Lui
Vice President, Human Resources
PANDORA jewelry
Asia Pacific Limited

Eliza Ng
Director, Human Resources
Pulp Xcell (Hong Kong) Limited

Francis Ngai
Founder & CEO
Social Ventures Hong Kong

Kenneth She
CEO
Mansona (Member of the New World Group)

Hebert Shia
Co-Founder & CEO
GioMo Reward Limited

Sasi Yin
Chairperson
Director Association for the Handicapped

Aileen Yuen
Chief People Officer
Yum China Holdings, Inc.

and many more to come...
ANNUAL CONFERENCE & EXHIBITION 2019

HR at the Crossroads: Disruptive Innovation · Workforce Dynamics

MAKE THE MOST OF THE OPPORTUNITIES

MARKETING PLATFORM
High-profile brand exposure to raise customer awareness in Conference & Exhibition Hall, as well as other HKIHRM signature events and publications.

SPEAKING OPPORTUNITIES
Forums, symposiums, and workshops to enable experts to share experience and mingle with HR professionals.

EXHIBITION BOOTHs
5 booth types to suit different business needs. Packages start from HK$18,000!

NETWORKING OPPORTUNITIES
Extra coffee breaks to give participants ample time to explore the exhibits.

CHECK OUT THE VARIOUS MARKETING OPPORTUNITIES

T: 2837 3822 / 17 | E: project@hkihrm.org
全面人力資源法律顧問諮詢服務

1. 僱傭及人力資源法律諮詢服務
   - 依法處理敏感人力資源政策諮詢服務，例如防止僱員濫用
   - 企業勞資管理策略建議及相關諮詢服務以避免不必要法律訴訟
   - 騙駭條例下法律諮詢及制訂相關政策
   - 訂定法庭可執行的限制條款及保密協議及僱員違反協議的諮詢服務

2. 代表僱主處理及出席人力資源法律訴訟
   - 首席顧問代表客戶出席勞資審裁處訴訟及聆訊
   - 有關不同訴訟及僱主客戶在常態調查階段的回覆
   - 僱主和勞工處、律師、律師會及職業處理僱員違規僱員個案

3. 企業度身訂造與人力資源相關法例講座
   - 「企業董事、管理人員及經理如何依法處理具爭議人力資源業題，
     以避免罰款責任及法律諮詢講座」
   - 「僱員補償條例及相關人力資源爭議業題講座」
   - 「僱員補償條例及相關人力資源問題講座」
   - 「僱員補償條例及工傷僱員相關諮詢講座」
   - 其他多達十個度身訂造的與法規相關的企業內部課程

4. 法庭判決書為依據，檢討及重寫人力資源相關合約及文件
   - 以法庭判決書作為指引，協助企業撰寫符合法規的敏感人力資源政策，例如處理僱員病假政策
   - 撰寫避免部門主管及經理殺手房罪行的管理守則，相關符
     合法規指引可作訴訟中免責申訴

5. 與律師團隊合作處理客戶在地方法院、高等法院原認法庭及上訴庭人力資源相關訴訟

Other Consultancy Services:

Human Resources Consultancy
- Performance Management & Balanced Scorecard System
- HR Audit, HR Policy & Procedure Review

Executive Search and Recruitment Services
- Insourcing Staff Services

Research
- Market Research / Mystery Shopper Survey / Staff Opinion Survey

Corporate Training
- Provide over 60 types of Training Programme

Sales & Service Consultancy
- Facilitate Clients to Win Four Times - Grand Award and Customer Service Award of Hong Kong Award for Industries – Customer Services

卓思管理顧問有限公司 Strategic Consulting Limited
3728 1218  info@strategicon.hk  www.strategicon.hk
Holistic employee-oriented platform in ONE app

In view of the prevalent trend in smartphone usage that fosters a mobile workforce, COL has developed a series of mobile solutions to enhance staff management for enterprises.

COL mobile solutions support smartphones and tablet devices, creating an easy-to-navigate environment for users 24 hours a day, 7 days a week, regardless of where you are located.

Powered by the Employee Self-service (ESS) Platform of HRPRO®, COL’s award-winning flagship human resources management system, COL mobile solutions streamline workflows as well as increase productivity and operational efficiency.
HR Service Providers Profile

A.PLUS Management Consulting Limited  優卓國際管理諮詢有限公司

A·PLUS Expert®

602 Westley Square, 48 Ho I Yuen Road, Kwun Tong, Hong Kong
T : (852) 3709 8296  E : amcap@aplus-ap.com
W : http://aplus-ap.com

“A·PLUS” indicates the spirit of leading from good to GREAT. We strive to exceed all customers' expectation and enhance individual and organization growth for a better future.

Our service covering Hong Kong, Beijing, Shanghai, Shenzhen, Taipei, Macau & Malaysia and become one of the most reputable consulting partner of different local and multinational companies. We are an innovative and professional management consulting group rendering total learning & development solutions with psychological tools. We are the Global Top Diamond Partner of Wiley Everything DISC® and The Five Behaviors of a Cohesive Team™ serving one stop certification and application service in the regions, and experienced in MBTI® & TLC® practitioners focusing on leadership, personal development, team building, sales and service etc.

A·PLUS Expert 優卓國際管理諮詢 - 企業管理培訓 - 客戶滿意各行業

aCube Solutions Limited

Block A, 4/F, Eastern Sea Industrial Building, 2B-30 Kwai Chong Road, Kwai Chung, Hong Kong
T : (852) 3529 4123  E : info@flexsystem.com
F : (852) 3007 1424  W : www.flex.hk

aCube Solutions, a member of FlexSystem Limited, we are providing a comprehensive suite of technology and HR solutions. “FESA Human Resources” is designed for enhancing HR management and providing people-centric functions with robust capacities from HR operation to organisation planning, it provides business intelligence-based analysis for decision-making, unified platform for day-to-day operation from recruitment to payroll and HR service.

- Personnel Administration  - Employment Management  - Remuneration Management
- Payroll Management  - Workforce Management  - Timesheet Management
- Leave Management  - Mobile Employee Self Service  - HR Analytics

aCube is the Hong Kong branch of FlexSystem, a leading global provider of HR software solutions. FESA Human Resources®, our flagship product, is designed to streamline HR processes, transforming businesses into high-performance organizations.

Asian Tigers Mobility

17/F, 3 Lockhart Road, Wanchai, Hong Kong
T : (852) 2528 1384  E : info@asiantigers-hongkong.com
F : (852) 2529 7443  W : www.asiantigers-mobility.com

Asian Tigers Mobility provides international relocation solutions. Our comprehensive, point-to-point mobility services will meet your transferee’s relocation needs.

Established in 1974, we have 29 offices in 14 territories, more than 1,500 dedicated professionals, and a global network comprised of the very best moving and relocation companies in the world. We get the right people to the right places at the right time every time. We are dedicated to your success by ensuring the smooth transfer of your transferees.

Whether you are moving intra-Asia or to another continent, or locally in Hong Kong, we can help. Whatever your needs are, wherever you are heading, we can help facilitate and streamline your relocation. Give us a call, we are your relocation specialists and will provide a stress-free relocation solution.

BIPO Service Limited

C1, 22/F, TML Tower, 3 Ho I Shing Road, Tsuen Wan, Hong Kong
T : (852) 3643 0205  E : florencia.mok@biposervice.com
W : www.biposervice.com

BIPO is a leading one-stop human resource provider in Asia Pacific, focused on providing organisations with innovative ways to manage complex end-to-end HR processes. Through our cloud and mobile-based Human Resources Management system as well as industry-leading solutions such as Payroll Outsourcing, Attendance Automation, Business Intelligence, HR Consulting, Recruitment & Business Process Outsourcing and Flexible Employee Management, we help companies transform their HR operations to and beyond their expectations, while achieving business goals related to cost and profitability.

Founded in 2004, our Asia Pacific headquarters is in Singapore and R&D centre in Indonesia. We have offices in Australia, Hong Kong, India, Japan, Mainland China, New Zealand, Philippines, Vietnam, Taiwan and Thailand with business links in over 10 countries and regions.

The profile is only for information and the HKIHRM has no intention to give endorsement of the companies of services and products listed. Please refer to www.hkhrm.org for updates of company profile.
Bravo Personnel Consultancy Limited 百富人事顧問有限公司
1701 Capital Centre, 5-19 Jardine's Bazaar, Causeway Bay, Hong Kong
T: (852) 2831 6923 E: daniel@bravopersonnel.com
F: (852) 2576 8026 W: www.bravopersonnel.com

A Strategic Recruitment Partner
BRAVO is one of the Hong Kong's leading recruitment consultancies. We specialise in servicing all levels of employment on a permanent and temporary basis.
BRAVO was established in Hong Kong in 1993, we have accumulated a client data base of 10,000 and a candidate pool of 100,000.
BRAVO strives to engage with our clients to produce the best employees in town. We are committed to providing the best knowledge workers through our special research method.

BridgeBuilder HRMS
Block A, 4/F, Eastern Sea Industrial Building, 29-33 Kwai Cheong Road, Kwai Chung, Hong Kong
T: (852) 3798 4453 E: info@bbhrms.com
W: www.bridgebuilderhrms.com

BridgeBuilder HRMS, a member of FlexSystem which provides technology solutions with high quality and have served 20,000+ clients across 30 countries and 20 industries.
With over 20 years of proven HRM system development and implementation experiences, BridgeBuilder HRMS become Asia’s leading HR solution provider, our project heroes are familiar with local and regional HR practices. Today, our system is able to interface with different global HR system who come from different regions, including Hong Kong, Macau, PRC and Singapore.

More about BridgeBuilder HRMS:

<table>
<thead>
<tr>
<th>Full set of HRMS</th>
<th>HR Budget</th>
<th>Go Mobile</th>
<th>Regional HRMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Document Designer</td>
<td>Dashboard</td>
<td>Staff Portal</td>
<td>Cloud Solution</td>
</tr>
<tr>
<td>Reporting Designer</td>
<td>ESS &amp; ISS</td>
<td>Digital Onboarding</td>
<td>Interface with Global HRMS</td>
</tr>
<tr>
<td>Asia Market, Local Hire</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Catalyst Consulting HK Ltd
Studio A, 1/F, Sing Kui Commercial Building, 27 Des Voeux Road West, Sheung Wan, Hong Kong
T: (852) 2545 1101 E: support@catalysthk.com
W: www.catalysthk.com

A dynamic, talent & leadership solutions provider with an 18-year track record of creating breakthroughs, building leaders & teams! Our purpose: to ignite the resilient leadership voice in Asia-Pacific & to impact leadership globally. Our innovative & partnership-centred approach guarantees results for people, teams & organisations.
Catalyst’s 4 HOTTEST Signature Programmes are:

1. Developing Resilience
   Workshop/Retreat/Speaker
2. True Impact & Presence with CABi™
3. Female Leadership Programmes:
   a) Unlock Your Career Potential  b) Return to Work
4. The “Discovery Series”
   Ensures inclusive workplaces & smarter Management decision-making.
We are masters BLENDCERS of Assessment, Training & Coaching methodologies & tools. We create dynamic:

- Leadership Programmes
- Leadership Team Alignment Profiles
- Trusted Advisors for Assessment Centres, 360 & Executive Team Coaching solutions!

Ciic Hong Kong Limited 中智香港有限公司
Flat C, 13/F, Seabright Plaza, 9-23 Shell Street, North Point, Hong Kong
T: (852) 2858 9019 E: ciihk@hkciic.com
F: (852) 2546 8785 W: www.ciic.com

中智香港有限公司是中國國際技術智力合作有限公司的全資子公司。中國國際技術智力合作有限公司（簡稱中智·英文縮寫 CIIC）成立於1987年，是中央管理的事業單位，一家專業人力資源公司，依托集團公司全國性人力資源服務網絡，以及專業化的服務團隊，中智香港有限公司在香港提供人力資源服務業務為主，引進國際專業人才和輸入內地勞工業務並進，在香港人力資源行業具有一定的影響力。中智香港有限公司業務主要有一是人事代理、人員外包、財務代理、管理服務等。
HR Service Providers Profile

Cityray Technology (China) Limited

Room 1602, 18/F, Wing Shing Industrial Building, 26 Ng Fong Street, San Po Kong, Hong Kong
T : (852) 2111 7111 E : enquiry@cityray.com
F : (852) 2111 7222 W : www.cityray.com

Cityray has over 32 years specialised in HR & Payroll Systems in HK and PRC. Robust system which capable of managing changing governmental policy and reliable and professional service lead to our success throughout the years. "HRPLUS" and "HRPLUS+" HRMS are our flagship products which currently support over 1000 well-known and public-listed clients. Cityray provides various workflow-enabled web-based modules, known as Employee Self-Service system, which support a spectrum of HR business processes which required approval process. If you are uncertain how the technology can streamline your HR business processes, our free-of-charge consultant service will be your best choice. Our consultant would analyses with you and surely provide you a satisfactory solution.

<table>
<thead>
<tr>
<th>PRC Branch Office</th>
<th>Tel</th>
<th>Fax</th>
<th>PRC Branch Office</th>
<th>Tel</th>
<th>Fax</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beijing</td>
<td>(86-10) 6801 7111</td>
<td>(86-10) 6801 7222</td>
<td>Guangzhou</td>
<td>(86-20) 8765 7111</td>
<td>(86-20) 8765 7222</td>
</tr>
<tr>
<td>Shanghai</td>
<td>(86-21) 5385 7111</td>
<td>(86-21) 5385 7222</td>
<td>Shenzhen</td>
<td>(86-75) 8501 7111</td>
<td>(86-75) 8216 7222</td>
</tr>
<tr>
<td>Suzhou</td>
<td>(86-512) 6761 7111</td>
<td>(86-512) 6761 7222</td>
<td>Chengdu</td>
<td>(86-20) 8620 5111</td>
<td>(86-20) 8620 3033</td>
</tr>
</tbody>
</table>

COL Limited

Unit 825-876, 8/F, KITEC, 1 Trademart Drive, Kwai Chung, Bay, Hong Kong
T : (852) 2118 8998 E : colmarketing@col.com.hk
F : (852) 2112 0121 W : www.col.com.hk

COL, a leading IT services company based in Hong Kong with over 40 years of experience, COL is at the forefront of an array of HRMS providers to attain Excellent HR Information System Provider at HR Excellence Awards 2014 by the Hong Kong Institute of Human Resource Management. COL offers a comprehensive IT services portfolio, including application development and implementation, Business Process Outsourcing (BPO), IT infrastructure, etc.

With domain expertise in business applications, our certified team of professionals deliver the best practise Human Capital Management (HCM) solutions ranging from the award-winning HR Pro, the web-based and mobile compatible employee self-service portal to outsourcing services for MNCs, enterprises and SMEs. COL has also devised a powerhouse of mobile solutions for personnel of all levels to manage leave records, expense claims and log attendance without hassles.

"Document Management System" is another core application in our HCM product portfolio that securely manages HR related documents including employee P-files, appraisal records, training materials, etc.

COL is an Avaya partner, a Cisco Gold Partner, an EMC Velocity Partner, a Juniper Networks Elite Partner, an Oracle Gold and ISV Partner and a VMware Partner. COL was CMMI Level 3 assessed in May 2005.

Computer And Technologies Holdings Limited

10/F, Cyberport 2, 100 Cyberport Road, Hong Kong
T : (852) 2503 8000 E : info@cti.com
F : (852) 2503 8100 W : www.cti.com

Computer And Technologies (SEHK 00046) is an IT software and service company listed on the main board of Hong Kong Stock Exchange since 1998.

IPL HRMS and Platinum HRM are the Group's flagship Human Resources Management software suites, which empower businesses to transform traditional processes and enhance strategic decision making through the full spectrum of digital HR operations, from automating complicated payroll procedures to simplifying financial transactions, managing the organisational hierarchy, raising employee engagement, etc. A distilled creation integrating the expertise of both leading brands trusted by local conglomerates and multinational corporations, C&T HCM helps businesses achieve holistic Human Capital Management with module-driven solutions incorporating scalability, mobility, automation and real-time

cpjobs.com

Morning Post Centre, 22 Dai Fat Street, Tai Po Industrial Estate, Hong Kong
T : (852) 2680 8886 E : info@cpjobs.com
W : www.cpjobs.com

cpjobs.com, a leading digital recruitment platform owned by South China Morning Post Publishers Ltd., is the first recruitment digital platform in Hong Kong to make use of Predictive Job Matching Technology to proactively connect jobseekers with suitable employers.

Since the revamp in March 2015, cpjobs.com has established itself as a game changer by making both job hunting and hiring highly relevant, personalise and intelligent. We connect high quality candidates with some of Hong Kong's most successful businesses on a daily basis, and we will continue to upgrade and refine the platform to cater for Hong Kong's recruitment needs.
Data World Solutions Limited

Data World is a leading one-stop IT solutions provider offering a comprehensive range of world-class Business Management Solutions (BMS) from Enterprise Resources Planning (ERP), Human Resource Management (HRM) and Customers Relationship Management (CRM) to IT Infrastructure & Network Security.

DW-HR Human Resource Management Solution is an end-to-end human resource management system suitable for organisations of all sizes from simple single-user single-office to complicated large organisation environments with multiple locations in any industries.

With industry-specific designs, DW-HR is optimised to meet the unique HR management needs and challenges of various industries, especially Construction and Engineering, Cleaning and Environmental Services, Property Management, Security and Guarding, NGO and Education, Residential Care Home, Beauty and Care, Retail and Hospitality.

Making use of advanced internet technologies, DW-HR is a completely web-based system that provides a secure and easy-to-use HR management platform for both employers and employees to work anywhere, anytime.

Dew-Point International Limited

Dew-Point International Ltd. is a leading provider of training and management consulting services. Our in-depth knowledge combined with genuine enthusiasm and our highly customised experiential training techniques create practical and dynamic training sessions. We assess your specific needs, and respond quickly with customised, practical training programmes and consulting services. Incorporating assessment, training, team facilitation and executive coaching, we have ensured the long-term success of countless clients since 1973.

Specialisations: leadership, performance management, communication and teamwork, sales, process and productivity improvement, customer satisfaction, continuous improvement.

EY 安永

As the world continues to be impacted by globalisation, demographics, technology, innovation and regulation, organisations are under pressure to adapt quickly and build agile people cultures that respond to these disruptive forces. EY People Advisory Services believes a better working world is helping our clients harness their people agenda — the right people, with the right capabilities, in the right place, for the right cost, doing the right things.

We work globally and collaboratively to bring you professional teams to address complex issues relating to organisation transformation, end-to-end employee lifecycles, effective talent deployment and mobility, gaining value from evolving and virtual workforces, and the changing role of HR in support of business strategy.

Faro Recruitment (Hong Kong) Co., Limited

Established in 1987, Faro Recruitment is a subsidiary of Outsourcing Inc., a leading NASDAQ listed company on the Tokyo Stock Exchange. We are an award-winning industry leader in Executive Search, Talent Acquisition, and Workforce solutions. We also offer a broad range of HR consulting and specialist services, ranging from retained and contingent workforce solutions, to Payroll administration and HR Compliance. We believe quality Talent is key to our success and the success of our clients. Our focus and client-driven approach enable us to provide clients with insightful, timely and quality services when we source and secure talent on their behalf.
HR Service Providers Profile

FlexSystem Limited
Block A, 4/F, Eastern Sea Industrial Building, 29-36 Kwai Cheong Road, Kwai Chung, Hong Kong
T: (852) 2967 9020  E: info@flexsystem.com
F: (852) 2967 1789  W: www.flexsystem.com

FlexSystem is a leading enterprise solution provider in HK. Over 30 years, FlexSystem is keen on technology development and aims to enhance organisation’s workforce effectiveness. We delivered best practice solutions to over 5,000 companies and 3,000 installations throughout the world. FlexSystem provides comprehensive Human Resources Management System, which includes:
- Profile & Competency Management
- Payroll & Benefit Management
- Attendance Management
- Provident Fund & Taxation Management
- Performance & Training Management
- Workforce Self-service Platform
- HR Analysis & Evaluation

Gain Miles Assurance Consultants Limited
Office B-D, 31/F, Legend Tower, 7 Shing Yip Street, Kwun Tong, Hong Kong
T: (852) 2893 4402  E: marketing@gainmiles.com.hk
F: (852) 2834 8856  W: www.gainmiles.com.hk

Gain Miles is a leader in the Health and Wealth industry, providing comprehensive range of consultancy services including Pension, Employee Benefits, Corporate Risk Management and Individual Financial Planning.

Rooted in Hong Kong since 1980, Gain Miles has gained its prominence by providing employee benefits solutions in both breadth and depth to our corporate clients and its employees, supported by a series of exceptional initiatives including research, publications and member education. The years of excelling in the industry has made us who we are today – one of the best run consultancies in the territory advising over 600 corporate clients from an array of well-known brands across all sectors.

H. R. Solutions (Int’l) Ltd.
Room 2802, Tower Two, Lippo Centre, Admiralty, Hong Kong
T: (852) 2573 0501  E: mchung@hrsolutions.com.hk
W: www.hrsolutions.com.hk

HR Solutions offers customised training in leadership, performance management, sales and personal effectiveness including presentations, negotiating, team-working and communication skills. We are official partners of Think on your Feet and accredited facilitators of DISC and MBTI. Based in Hong Kong, we deliver training regionally.

Our programmes provide the skills to develop performance and team capability, create a positive, engaging work environment, and influence and win support for your ideas. With over 20 years’ experience providing flexible, reliable learning solutions, we are proud of the long-term relationships we have built up with our clients over the years.

Hexon Consulting Limited
Unit 4201 & 09, 42/F, AIA Tower, 183 Electric Road, North Point, Hong Kong
T: (852) 2209 1789  E: john.ng@hexon.consulting
F: (852) 2609 2189  W: www.hexon.consulting

Hexon Consulting Limited provides a wide range of training services to organisations of all sizes and across all industries. Our services include:
- Strategic Management – Strategic analysis, strategy development and execution, strategic performance measurement
- Organisation Structure – Job analysis, design and evaluation; grading structure; functional groupings and linkages; accountabilities, roles and responsibilities; optimising specialisation and centralisation
- Human Capital – People strategy, manpower analysis and planning, competency modelling and assessment, leadership and management development, O2O training, e-learning and e-Coaching
- HR management, structure and operations – HR policies and practices; HR process reengineering and outsourcing; HRIS
- Remuneration and performance – Reward strategy; pay and incentives; executive compensation; performance management system
- Business Processes – Process mapping, analysis and reengineering; activity-based costing and management
- Change Management – Shaping vision and culture for change; assessing change readiness and developing change roadmap; enabling change through engaging people

The profile is only for information and the HKIHRM has no intention to give endorsement of the companies of services and products listed. Please refer to www.hkihrm.org for updates of company profile.
Hong Kong Baptist University

Our executive-level MSc in Strategic HRM programme is designed to provide HR professionals with advanced management knowledge and practical HR skills, with emphasis on business acumen and strategic thinking competencies that enable them to recognise the challenges and opportunities facing contemporary human resource management.

The professional Master of HRM programme empowers graduates with essential HR knowledge, skills, and competencies to facilitate excellence in managing and developing talent.

Both Master programmes are mapped to the CIPD Level 7 qualification. As the CIPD Approved Centre, students, who enrolled as CIPD student members during their study and have successfully completed the required CIPD courses in our programmes, will automatically gain Associate professional membership of the CIPD upon graduation.

Hong Kong Institute of Human Resource Management

As the most representative professional human resource institute in Hong Kong, the Hong Kong Institute of Human Resource Management (HKIHRM) has a membership of close to 5,300, of whom about 600 are corporate members. Founded in February 1977 as a non-profit organisation, HKIHRM aims at developing, maintaining and enhancing professional standards in HR management, as well as increasing the value and influence of the HR profession. HKIHRM organises a wide range of professional activities, including multi-level training programmes, conferences and exhibitions and awards programme. It also provides various membership services, conducts professional surveys, and publishes an official journal. HKIHRM is a member of the Asia Pacific Federation of Human Resource Management, which is one of the continental federations under the World Federation of People Management Associations.

HRM Essentials System Consulting Limited

HRM Essentials is an energetic and innovative company that focuses on HR solutions. Our customers range from trading to financial institutions. We provide on-premises and cloud solutions. Users can access their systems anywhere at anytime.

- Unlike other solutions which are either too complicated or lack of focus. Our solutions are easy-to-use and powerful.
- We get our users involved in the development process. Users are happy and excited to see every release with the new features they requested.
- We commit to provide excellent after-sales services.
- Our solutions are budget-friendly.
- Most importantly, we serve our customers from our HEART.

H = Help and Hear  E = Empathy  A = Access the situation  R = Respond  T = Take action

Still not sure? Call us now... and talk.

Integral Training & Consulting Ltd.

Founded in 2004, Integral focuses on our best value to clients: creating customized dialogic organization development (OD) facilitation and learning solutions to develop people and organizational agility.

Some of our areas of expertise include:
- OD in Practice
- Strategic / Business Facilitation
- Systems Thinking for Complex Problems
- Strategic Thinking & Execution
- Positive Change Management
- Team Alignment Facilitation
- Design & Facilitation using LEGO® SERIOUS PLAY®
- Integral Leadership Series + Action Learning
- Tactical Project Management
- Facilitation & Presentation
- Influence & Negotiation
- Creativity & Innovation

**Note: Please see further details on our advertisement on Inside Front Cover. 請詳請參閱本公司刊登於內頁的廣告。**
HR Service Providers Profile

JobsRnR 賞仕

Suite 905, Metropole Building, 94-96 Peking Road, Taikoo Shing, Hong Kong
T : (852) 3904 3188  E : official@jobsrn.com
W : www.jobsrn.com

JobsRnR (www.jobsrn.com) is an Asia-focused social recruitment platform specialises in HR technology and ironing out recruitment pain points corporate HRs are confronted with. Instead of offering HRs costly and inefficient solutions like conventional headhunts and job boards, JobsRnR optimise recruitment process with our exclusive “O2O2O - B2B2C” strategy, employer branding and training services through JobsRnR academy.


Kowloonbay International Trade & Exhibition Centre 九龍灣國際展貿中心

1 Trademart Drive, Kowloon Bay, Hong Kong
T : (852) 2620 2305  E : salesmgr@kitec.com.hk
F : (852) 2620 2818  W : www.kitec.com.hk

KITEC

Located in the heart of Kowloon Bay, KITEC is a fully integrated exhibition and convention centre all under one roof and is suitable for banquets, seminars, concerts, public shows and exhibitions. It includes 8,300 sqm of exhibition and convention space, meeting rooms with flexible layout. Star Hall is capable of accommodating 3,600 audiences, which is an ideal venue for concerts and entertainment activities.

九龍灣國際展貿中心設有8,300平方米會議及展覽場地，會議室、主題演講、會場、演唱會及展覽等。

Leadingenes Limited 領俊顧問有限公司

Room 1001A, Kinrick Centre, 32 Hollywood Road, Central, Hong Kong
T : (852) 2151 1311  E : info@leadingenes.com
F : (852) 2151 1303  W : www.leadingenes.com

LEADINGENES is an organisational capability architect that enables companies around the world to meet business challenges through effective HR solutions. We offer a full spectrum of HR consultancy and training services covering the design, implementation and measurement of programmes in such areas as HR strategy, recruitment, corporate culture, performance management, staff development, organisational development, HRIS, etc. This, coupled with our unexcelled focus and abilities in knowledge and skills transfer, helps companies increase their capabilities, achieve bottom-line results and sustainable business performance.

領俊顧問有限公司擁有豐富的人力資源管理經驗，致力為世界各地企業提供專業、全方位針對性的為人力資源管理顧問

Lee Hecht Harrison

Unit 1004, 10/F, Li Po Chun Chambers, 189 Des Voeux Road Central, Hong Kong
T : (852) 2840 0838  E : solutions.hk@hh.com
W : www.lhh.com

As the world-leading Talent Development and Transition company, Lee Hecht Harrison has the local expertise, global infrastructure, industry leading technology and analytics to help companies simplify the complexity associated with transforming their leadership and workforce so they can accelerate results, with less risk. We have operated in Hong Kong for over 30 years. Teams in 66 countries with more than 400 offices around the world leverage our proven programmes and global experience to deliver tailored solutions to clients that align talent with the needs of their business in the following areas:

- Career Transition and Outplacement
- Leadership Development
- Career Development
- Executive Coaching
- Change Management
- Assessment and Talent Identification

The profile is only for information and the HKIHRM has no intention to give endorsement of the companies of services and products listed. Please refer to www.hkihrm.org for updates of company profile.
Management Development Services Limited

Room 1701-3, Kai Tak Commercial Building, 317-319 Des Voeux Road, Central, Hong Kong
T: (852) 2817 6807 E: mds@mdshongkong.com
W: www.mdshongkong.com

MDS is a market leader in talent and leadership development, executive coaching, sales enablement and psychometric instruments. We have the latest programmes for global leaders in an age of digital transformation. Our clients include top companies in banking, financial services, pharmaceutical, manufacturing and IT.

MDS is the certification centre and regional distributor for several world class assessments including MBTI®, FIRO®, Leadership Effectiveness Analysis (LEA®), GMI®, Sales Performance Assessment™ (SPA™) and TKI® for negotiation skills.

From MDS offices in Hong Kong, Beijing, Shanghai, Taipei and Singapore, we manage a first class team of international trainers and executive coaches. They are located in the 18 cities across the APAC region.

Matilda International Hospital

41 Mount Kellett Road, The Peak, Hong Kong
T: (852) 2849 0111 E: info@matilda.org
W: www.matilda.org

Matilda International Hospital is known worldwide for exceptional standards of patient care, personalised approach and advanced technology. The hospital’s specialist services comprise Orthopaedics and Spine, General Surgery to Maternity, Ear Nose and Throat and Wellness. We provide an entire suite of results-oriented health and wellness services that address your specific medical and budgeting needs.

明德國際醫院以優質醫療服務和尖端技術為自豪。醫院的專科範圍包括骨科及脊椎外科、產科、外科手術、耳鼻喉科和身體檢查。我們提供以目標為本的醫療保健服務，滿足企業特定的需要和預算。

Mayer Brown

16-19/F, Prince’s Building, 10 Chater Road Central, Hong Kong
T: (852) 2843 2211 E: hongkong.office@mayerbrown.com
F: (852) 2845 9121 W: www.mayerbrown.com

Mayer Brown’s dedicated Employment & Benefits team in Asia is part of a global group comprising over 100 lawyers. We advise on all forms of employment and HR-related matters including contentious and advisory, disputes, transactional and strategic employment issues.

Mayer Brown is one of the very few international firms in Hong Kong with an integrated and dedicated group of full-time employment lawyers with experience covering all aspects of employment law including both contentious and advisory work.

Our clients are some of the largest and most well-known employers in the region from sectors including aviation, healthcare, education and financial services. We advise them on highly-publicised, ground-breaking contentious issues and help them to navigate complex non-contentious issues often involving tens of thousands of employees.

MRC (HRMS) Limited / Manpower Resource Computing Limited

Units 2803-2807, 28/F, CEO Tower, 77 Wing Hong Street, Cheung Sha Wan, Hong Kong
T: (852) 2861 2382 E: info@mrc.hk
F: (852) 2117 9221 W: www.mrc.hk

MRC founded in 1987 and has been focusing in Human Resource Management System (HRMS) solution more than two decades. Today we are one of the leading HRMS solution providers in region. With our domain knowledge of HRMS and collaboration with HR practitioners, our solution is faster, simpler and smarter. Our HRMS was continuously upgraded to meet the changing requirements of our Clients, HR and Government.

Our HR system includes but not limited to:
- Organisation Establishment
- Leave Administration Management
- Staff Management
- Time & Attendance
- Payroll Management
- Appraisal Performance Management
- HK, Macau & PRC Taxation
- Employee Self Service (Web & App)

The profile is only for information and the HKIHRM has no intention to give endorsement of the companies of services and products listed. Please refer to www.hkihrm.org for updates of company profile.
HR Service Providers Profile

Nova Management Consultants Limited & Nova Training and Education Institute

Suite 803, Two Chinschem Exchange Square, 338 King’s Road, North Point, Hong Kong
T: (852) 2573 0118  E: evanhoo@the-nova.com
F: (852) 2573 0668  W: www.the-nova.com / www.nova-training.com

Established in 1996, Nova is well-respected in delivering high standard HR, Training and Event Management services. We have associates in China and Asia.

Nova Consultancy focuses on:
Executive Search, Recruitment and Staff Leasing; HR Compliances, Operation, Administration and Outsourcing, e.g., Payroll, MFR, etc.; Event Management and Software "Evenessia" Provision.

Nova Institute is:
- The sole partner of Islamic Banking and Finance Institute of Malaysia (a member of Malaysia Central Bank) for Hong Kong and China;
- Our Product: Islamic Banking and Finance Qualification Course, Tailor-made In-House Course and E-Learning Course plus Consultancy for Banking, Capital Market, Takaful (Insurance), Wealth Management, Financial Planning and etc.

O.C. Tanner Asia

300 Beach Road, No.34-07 The Concourse, Singapore 199555
T: (65) 6202 4298  E: info@octanner.sg
W: www.octanner.com

O.C. Tanner, the global leader in engaging workplace cultures, helps thousands of top companies create peak moments that inspire people to achieve, appreciate, and thrive at work. Clients use O.C. Tanner’s Culture Cloud suite of apps and solutions to retain, engage, and attract talent, inspire innovation, bond teams, drive performance goals, and connect people to company values.

From apps to awards, Culture Cloud makes it easy to craft every part of the employee experience to help people dream bigger and reach higher. Learn how to influence greatness in your organisation with Culture Cloud at octanner.com.

OT&P Healthcare 領康醫療

19/F, Chun Wo Commercial Centre, 25 Wing Wo Street, Central, Hong Kong
T: (852) 2526 9866  E: business@otandp.com
F: (852) 2868 9733  W: www.otandp.com

Over the last 25 years, OT&P Healthcare has developed into one of Hong Kong’s leading medical service providers. Known for its welcoming atmosphere, clear practical advice, and the excellence of its healthcare practitioners, OT&P offers companies and individuals a trusted medical partner dedicated to meet the highest international standards. OT&P’s mission is to provide convenience, availability and excellence in healthcare. Our six clinics are located in convenient areas of Hong Kong close to where people live and work. OT&P adheres to the strictest quality standards in safety and risk management, it is the first and only clinic group in Hong Kong to achieve international accreditation. For more about our service and contact information, please visit www.otandp.com

Pacific Base Technology Limited 宏基科技有限公司

Unit 8, 19/F, 118 Connaught Road West, Hong Kong
T: (852) 3157 1778  E: sales@hris88.com.hk
F: (852) 3157 0064  W: www.hr88.com.hk

HRIS88 is the most up-to-date Human Resource Information System using the latest technologies with innovative designs. We have more than twenty years of experience in HRIS Solutions for the region. Core Modules include HR, Leave, Payroll, and Time Attendance. Intranet Applications include Employee Self-Service/Manager Self-Service, ESS/ESS, Leave, Attendance, Rotating, Appraisal, Admin, Claims, IOT Application, and HR Portal.

Every Company needs a well updated HRIS System like HRIS88 to comply with the latest Labor Ordinance Amendments, Personal Data Privacy Ordinance, MFR changes; and to decipher ‘Working Hours’ to cope with Minimum Wages and future, ‘Working Hours’ challenges. HRIS88 can cope with complicated Payroll and Attendance situations. Attendance control hardware options are also available from our HRIS88 Solutions. Furthermore, efficient Customisation can tailor your System to specific needs and purposes.

HRIS88 comes with expert HRIS consultancy and systematic project management. We are here to serve you the best, meeting your needs and exceeding your expectations.

Advertisement on Last Inside Page

The profile is only for information and the HKIHRM has no intention to give endorsement of the companies of services and products listed. Please refer to www.hkihrm.org for updates of company profile.
Paradigm 21 Group

Room 2201, Times Square, Tower 2, Causeway Bay, Hong Kong
T: (852) 2862 7608  E: pm@paradigm21.com

Paradigm 21 Group is a leading Global award-winning Executive Coaching, Leadership Training & Organisational Effectiveness HR Consultancy partnering with MNCs, Regional and Local organisations to maximise people performance and financial results. Paradigm 21 Group custom design Leadership Training, Executive Coaching, 360 Feedback & Assessment Programmes to help retain and develop current and future leaders for organisation’s sustainable growth and drive future success.

** Paradigm 21 Group Specialises in:
- C-Suite & Senior Executive Coaching
- HR OD L&D Consulting
- 360* Feedback & Assessment
- Change Management
- Coaching, Facilitation, Team Building
- Career Transition Programme
- Accredited Professional Coach Training ICF
- Mentor Coaching & Coach Supervision
- Group & Team Coaching
- Leadership Training Workshop
- Business English Programme
- Sales Training Programme

Professional Talent Management Limited

3A, 116-118 Wing Lok Street, Sheung Wan, Hong Kong
T: (852) 9878 7916  E: Enquiry@PTM.Limited
W: www.PTM.Limited

Our consulting team comprises honorary professors and HRM lecturers/specialists/advisors. We provide strategy and management consulting services, such as organisational design and development, talent development and management and change management. We take pride in helping our clients, both sizable and non-profit organisations alike, and we would always put our client’s interests before our own.

Pulse Learning & Development

Room 2802, Tower Two, Lippo Centre, Admiralty, Hong Kong
T: (852) 2573 0501  E: anthony@LDpulse.com
W: www.LDpulse.com

Pulse LD, a fully-owned subsidiary of HR Solutions, brings together professional facilitators and leading technologies for developing leaders, team alignment/planning and sales force development.

Pulse represents the critical moments of focused energy needed to influence, create transformations and drive organisational change. The three pulses in the logo represent the core communication skills we develop – Informing, influencing and inspiring.

While both HR Solutions and Pulse LD continue to provide our full range of training programmes, Pulse LD further aims to build leadership, sales and communication skills through blended learning solutions and technologies to enable sharing, retention and tracking of results. We are also building our capability through our network of affiliates locally and internationally.

ResourcePlus Ltd

Unit 7B, Wing Tat Commercial Building, 122-125 Wing Lok Street, Sheung Wan, Hong Kong
T: (852) 2588 1281  E: info@resourceplus.com.hk
W: www.resourceplus.com.hk

ResourcePlus Ltd., established since 2000, is a professional HR consultancy company specialised in:
Talent Development solutions - training, executive coaching & mentoring
Talent Assessment solutions - psychometric assessment, 360 competency assessment

We provide pragmatic, client centric and sustainable solutions to clients from various industry sectors covering Greater China and Asia region.
HR Service Providers Profile

Sloane Manpower & Educational Group 訊樂人事及教育集團

SLOANE 訊樂

Bank Street®

By Sloane Manhattan

CANARY 加能

Education Group 多能集團

618-617, 6/F, Tower Two, Lippo Centre, 89 Queensway, Hong Kong
T: (852) 2810 5088 / 2819 5688  E: info@sloaneasia.com

Sloane Group (www.sloane.com.hk) is an international consumer group of companies comprise manpower, education and
corporate services solutions. Our clients includes Fortune 500 and China Top1000 and listed corporations in the Asia Pacific
region. Sloane’s member companies include our signature brand Bank Street by Sloane Manhattan Financial Search
(www.banksstreet.com.cn), Sloane Manhattan SME Payroll Outsourcing (www.sloaneoutsourcing.com), Canary Educational
and Corporate Training Group (www.canary.hk), Canary Institute of Management (www.canary.org.hk) and Anchors Hospitality

Please contact us at: info@sloaneasia.com or (852) 2810 5088.

Strategic Consulting Limited 卓思管理顧問有限公司

Room 1403, 14/F Capital Centre, 151 Gloucester Road, Wan Chai, Hong Kong
T: (852) 3728 1218            E: glosia@strategiccon.hk
F: (852) 3728 1268            W: www.strategiccon.hk

We are an all-round Human Resources Legal Services, Training and Human Resources Consulting Firm:
1. Legal Services in Human Resources:
   - Represent clients to handle Labour Tribunal disputes and complaint cases in EOC
   - Review HR related Contract, Restitutive Covenant, Confidentially Agreement, Equal Opportunity Policy, Staff Handbook and Code of Conduct at Work
   - Conduction of In-house tailored made HR Related Legislations Workshop
2. Training Consultancy: Provide over 60 types of training programmes in management, culture and team building, professional business
   services, sales and services, and interpersonal skills.
3. Recruitment and Human Resources Consulting including setting up Performance Management System, Balanced Score Card Management
   System, Compensation and Benefits Policy.
4. Research : Market Research, Customer Survey and Mystery Shoppers Survey

Technosoft Hong Kong Limited

Unit 1403, L14, Core F, Cyberport 3, 100 Cyberport Road, Pokfulam, Hong Kong
T: (852) 2892 1393            E: ortaine@technosoft.thk.com
F: (852) 2838 1037            W: www.technosoft.hk

We have been providing HR/Payroll software packages for Hong Kong since 1988 for different businesses and industries.
Now we support global organisations with ready-made standard modules specific to local requirements in Hong Kong, Macau,
China, Taiwan, Singapore, Vietnam, Malaysia, Thailand, Philippines, Indonesia and India, and will be supporting more and
more countries in the future. Our product range covers core employee information maintenance, full-scale payroll processing,
and extensible with add-on HR features from employee self-services, appraisal and evaluation, training, recruitment, to global
HR and finance interface etc. Our solutions are developed completely on Microsoft platform and supports Microsoft Office and
.Net environments, scalable enough to support from entry-level desktop users, local area network multi-users, to large scale
remote access users and web-based users.

Tricor Group 卓佳集團

54/F, Hopewell Centre, 183 Queen’s Road East, Wan Chai, Hong Kong
15/F, Mapletree Bay Point, 348 Kwun Tong Road, Kowloon, Hong Kong
T: (852) 2850 1888            E: info@hk.tricorglobal.com
F: (852) 2810 8185            W: www.tricorglobal.com

Tricor Group (Tricor) is the leading business expansion specialist in Asia, with global knowledge and local expertise in
business, corporate, investor, human resources & payroll, and corporate trust & debt services. Tricor provides the building
blocks for, and catalyses every stage of your business growth, from incorporation to IPO.
Strategically headquartered in Hong Kong, we operate out of 21 countries / territories and across a network of 48 offices.
Tricor has served more than 1,860 companies publicly listed in Asia and over 40% of the Fortune Global 500 companies.
Tricor is uniquely positioned to unlock the potential of your business, and help you stay one step ahead of today’s diverse and
fast evolving regulatory environment.
TXJ Information Technology Co., Ltd

Unit 1104A, 11/F, Kai Tak Commercial Building, 317-319 Des Voeux Road, Central, Hong Kong
T : (852) 2134 9960 E : inquiry@txj-it.com
F : (852) 3011 5681 W : www.txj-it.com

With over 15 years’ experience in the sphere of HRMS, TXJ delivers values to clients through professional TXJ HRMS functions and supportive services. TXJ HRMS is a Web-based HRMS with Mobile Phone Apps. TXJ HRMS brings you rich analytical reports, management tools, workflow management and regional management functions.

- HRMS for Hong Kong
- HRMS for Mainland China
- HRMS for Macau
- HRMS for Regional Share Service Centre
- HRMS for Payroll Outsourcing Service
- HRIS
- Payroll & Costing
- Leave Management
- Time and Attendance
- Employee Self-service
- eAttendance
- ePayslip
- eLeave
- eOT
- eTrip
- eExpense Claim
- Organisation Chart

Local support service for Hong Kong, Macau, Shanghai, Beijing, Guangzhou, Shenzhen, etc.

Vision Skill Consulting Limited 宏信達顧問有限公司

25/F, Yue Thai Commercial Building, 128 Connaught Road, Central, Hong Kong
T : (852) 2581 3313 E : consultant@vision-skill.com
F : (852) 2722 0302 W : www.vision-skill.com

Vision Skill Consulting (VSC) a Hong Kong registered company was founded in 2002. VSC has international clients in Hong Kong, Greater China, Asia, Middle-East, India, Europe and America. We provide professional business, management and training consultancy services. Our portfolio of client ranges from the world’s leading luxurious brand, the fastest ground transportation, and the market leaders in technology to the public services. The consulting team consists of multinational specialists in business strategy, process re-engineering, functional and organisation design, change and development. VSC also has a team of Railway System specialists serving clients from the rail industries including contractors, manufacturers and operators.

VSC aims to energise organisations through business strategies and organisational development solutions.

VSC is ISO 9001 accredited by Lloyd’s Register Quality Assurance.

Wisetop Consultants Limited 天創顧問有限公司

Units 901-902, iHome Centre, 369 Lockhart Road, Wan Chai, Hong Kong
T : (852) 2121 8246 E : support@wisetop.net
F : (852) 2121 1340 W : www.wisetop.net

Wisetop provides professional HR solution to all kinds of industries, from middle size to over thousands employees, located in HK, PRC or Macau. Our clients satisfied about our solution, our attitude and our professionalism. Since we have worked with many different kind of corporate for years, we understand HR operation and familiar with Labor Law. Since we are expertise in IT with enough experiences, capability and creativity to handle different problems and situations in HR management, we have confidence to provide the most suitable and most cost-effective solution to our clients, just like you.

The profile is only for information and the HKIHRM has no intention to give endorsement of the companies of services and products listed. Please refer to www.hkihrm.org for updates of company profile.
A new platform for all to share... and all the choices to choose.

Cloud, or not Cloud
Enterprise class HR management and payroll solution supports on-premises server installation, hosted remote access, and Software-as-a-Service (SaaS) versions, providing all options of licensing and subscription.

Here, there, and everywhere
One system, many countries, covering from Greater China to South East Asia, and rolling out to more countries around the world each month, with full compliance to local statutory requirements and practices, all with buy-as-you-go options.

House brand, OEM, or home-made
User front-end offerings from Technosoft and other authorized partners that match seamlessly with the HR platform to perform all HR management and payroll accounting functions, or simply build your own input forms, reporting worksheets, or data mining engines with the versatile tools of .NET object libraries and webservices.

Partners and Providers
The HR Platform is never an island. We work with a wide range of partners to provide customized user interfaces and outputs, enterprise solutions integrations, infrastructure and hosting services, and all the way to HR management, payroll accounting and regional outsourcing services.

Just remember, our competitors are also our partners.

www.technosofthk.com

Please contact us at sales@technosofthk.com
Are You Ready for What’s Next?

Today, many companies are transforming their businesses. But will they succeed? At Lee Hecht Harrison we can help your business thrive in an ever-changing world. Our solutions help organizations bridge the gap between strategy and implementation, achieve individual commitment aligned to organizational objectives and quickly change the mindset and capabilities of your workforce.

We’re ready to make a difference for you.

Learn more about our approach at LHH.com.

LEE HECHT HARRISON

✉ solutions.hk@lhh.com
📞 (852) 2840 0838
🌐 www.lhh.com
In addition to the free job listing service, cpjobs launches the first-of-its-kind Token Model, which allows recruiters to spend smartly and flexibly on powerful features to get the best performance out of every hiring dollar.

Preview before download CV – one of the killer features allowing recruiters to preview candidates’ CVs prior to using a token to download the full version. It provides better ROI.

Register Now to get
• 5 FREE TOKENS (worth HK$400)

More details
hr.cpjobs.com/registration
T: 2680 8228  E: advertise@cpjobs.com

*5 Free Tokens will be granted upon approval.
Do you change your people or change the way your people work?

EY global People Advisory Services helps you support your people to transform your business.

ey.com/pas  #BetterQuestions

The better the question. The better the answer. The better the world works.

Redefine Human Capital Management With Engagement And Agility

- HR Master Data
- Business Intelligence
- Workflow Engine
- Leave Management
- Payroll Management
- Appraisal
- Recruitment
- Attendance
- Timesheet
- Many More

Also available in: HRMS PLATINUM
<table>
<thead>
<tr>
<th>Company Name</th>
<th>Contact Information</th>
<th>Areas of Products / Services Offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>A PLUS Management Consulting Limited</td>
<td>T: (852) 2708 8390 F: (852) 3037 1424 E: <a href="mailto:sales@aplp.com">sales@aplp.com</a> W: <a href="http://www.aplp.com">www.aplp.com</a></td>
<td>✓ ✓ ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>aCube Solutions Limited</td>
<td>T: (852) 2829 1123 F: (852) 3037 1424 E: <a href="mailto:info@acubesystems.com">info@acubesystems.com</a> W: <a href="http://www.acubes.com">www.acubes.com</a></td>
<td>✓ ✓ ✓</td>
</tr>
<tr>
<td>Asian Tigers Mobility</td>
<td>T: (852) 2528 7443 F: (852) 2528 7443 E: <a href="mailto:info@asiantigermobility.com">info@asiantigermobility.com</a> W: <a href="http://www.asiantigermobility.com">www.asiantigermobility.com</a></td>
<td>✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>BISO Service Limited</td>
<td>T: (852) 3643 3296 E: <a href="mailto:florence.mok@biso.com">florence.mok@biso.com</a> W: <a href="http://www.biso.com">www.biso.com</a></td>
<td>✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Brave Personnel Consultancy Limited</td>
<td>T: (852) 2681 8026 F: (852) 2576 8026 E: daniel@bravепersonnel.com W: <a href="http://www.bravepersonnel.com">www.bravepersonnel.com</a></td>
<td>✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>BridgeBuilder HRMS</td>
<td>T: (852) 3798 4453 E: <a href="mailto:info@bridgetaghm.com">info@bridgetaghm.com</a> W: <a href="http://www.bridgebuilderhrms.com">www.bridgebuilderhrms.com</a></td>
<td>✓ ✓ ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Catalyst Consulting HK Ltd</td>
<td>T: (852) 2645 1101 E: <a href="mailto:support@catylog.com">support@catylog.com</a> W: <a href="http://www.catalyst.com">www.catalyst.com</a></td>
<td>✓ ✓ ✓ ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Citic Hong Kong Limited</td>
<td>T: (852) 2858 9219 F: (852) 2548 8765 E: <a href="mailto:citic@ke.com">citic@ke.com</a> W: <a href="http://www.citic.com">www.citic.com</a></td>
<td>✓ ✓ ✓ ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Citrix Technology (China) Limited</td>
<td>T: (852) 2111 7222 F: (852) 2111 7222 E: <a href="mailto:enquery@citrix.com">enquery@citrix.com</a> W: <a href="http://www.citrix.com">www.citrix.com</a></td>
<td>✓ ✓ ✓</td>
</tr>
<tr>
<td>Computer And Technologies Holdings Limited</td>
<td>T: (852) 2503 8100 F: (852) 2503 8100 E: <a href="mailto:info@cat.com">info@cat.com</a> W: <a href="http://www.cat.com">www.cat.com</a></td>
<td>✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>cyjobs.com</td>
<td>T: (852) 2640 8466 E: <a href="mailto:info@cyjobs.com">info@cyjobs.com</a> W: <a href="http://www.cyjobs.com">www.cyjobs.com</a></td>
<td>✓ ✓</td>
</tr>
<tr>
<td>Data World Solutions Limited</td>
<td>T: (852) 2165 7147 F: (852) 2165 7147 E: <a href="mailto:info@dataworld.com">info@dataworld.com</a> W: <a href="http://www.dataworld.com.hk">www.dataworld.com.hk</a></td>
<td>✓ ✓ ✓</td>
</tr>
<tr>
<td>Dew-Point International Ltd.</td>
<td>T: (852) 2730 1191 F: (852) 2730 1191 E: <a href="mailto:info@deu-point.com">info@deu-point.com</a> W: <a href="http://www.dew-point.com.hk">www.dew-point.com.hk</a></td>
<td>✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>EY</td>
<td>T: (852) 2888 4948 F: (852) 2888 4948 W: <a href="http://www.ey.com">www.ey.com</a></td>
<td>✓ ✓ ✓ ✓ ✓ ✓</td>
</tr>
</tbody>
</table>

Executive Coaching Facilitating Management Offsites
Executive Coaching
Expert in Business Management Solutions from ERP, HRM and CRM to IT Infrastructure and Network Security
Executive Coaching

Assurance, Tax, Transaction, Advisory
<table>
<thead>
<tr>
<th>Company</th>
<th>Area of Products / Services Offered</th>
<th>Categories of Products / Services Offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faro Recruitment (Hong Kong) Co., Limited</td>
<td>Hong Kong</td>
<td></td>
</tr>
<tr>
<td>FlexSystem Limited</td>
<td>China</td>
<td></td>
</tr>
<tr>
<td>Gain Miles Assurance Consultants Limited</td>
<td>Physical / Occupational Consulting</td>
<td></td>
</tr>
<tr>
<td>R. R. Solutions (Int'l) Ltd.</td>
<td>Professional Consulting / Services</td>
<td></td>
</tr>
<tr>
<td>Hexon Consulting Limited</td>
<td>Hong Kong</td>
<td></td>
</tr>
<tr>
<td>Hong Kong Baptist University</td>
<td>Employment / HR Consulting / Services</td>
<td></td>
</tr>
<tr>
<td>Hong Kong Institute of Human Resource Management</td>
<td>Employment / HR Consulting / Services</td>
<td></td>
</tr>
<tr>
<td>HRM Essentials System Consulting Limited</td>
<td>Employment / HR Consulting / Services</td>
<td></td>
</tr>
<tr>
<td>Integral Training &amp; Consulting Ltd.</td>
<td>Integrated Learning Solutions</td>
<td></td>
</tr>
<tr>
<td>JobsRun® 實仕</td>
<td>Convention and Exhibition</td>
<td></td>
</tr>
<tr>
<td>Kowloonbay International Trade &amp; Exhibition Centre</td>
<td>Corporate Culture</td>
<td></td>
</tr>
<tr>
<td>Leadingenes Limited</td>
<td>Executive Coaching</td>
<td></td>
</tr>
<tr>
<td>Lee Hecht Harrison</td>
<td>Executive Coaching</td>
<td></td>
</tr>
<tr>
<td>Management Development Services Limited</td>
<td>Executive Coaching</td>
<td></td>
</tr>
<tr>
<td>Matilda International Hospital</td>
<td>Executive Coaching</td>
<td></td>
</tr>
<tr>
<td>Mayer Brown</td>
<td>Executive Coaching</td>
<td></td>
</tr>
</tbody>
</table>

- Hong Kong
- China
- Professional / Occupational Consulting / Services
- Employment / HR Consulting / Services
- Integrated Learning Solutions
- Convention and Exhibition, Retail & Property Leasing
- Corporate Culture, Organisational Development, Competency Development, Performance Management System, Job Coaching, Executive Coaching
- Executive Coaching, Team Building, Talent Development and Advanced Sales Development Programmes, Sales Distribution of MRTBP, FRCPC, LEA360° PMI, GMI, SPF, TMK and Miller Heiman Products
- Healthcare services including Health Assessment, Corporate Wellness, Orthopaedics and Spine, Maternity, General Surgery, and Ear Nose and Throat, etc.
### HR Products and Services Listing

<table>
<thead>
<tr>
<th>Company Name</th>
<th>Contact Details</th>
<th>Area of Products / Services Offered</th>
<th>Categories of Products / Services Offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>MRC Asia</td>
<td>T: (852) 2881 2282  F: (852) 2117 6021  E: <a href="mailto:info@mrch.com">info@mrch.com</a></td>
<td>🥇 🔒 🌐 🟠</td>
<td>💰 📚 🤖 📚 🟠</td>
</tr>
<tr>
<td>Nova Management Consultants Limited</td>
<td>T: (852) 2573 0118  F: (852) 2573 0668  E: <a href="mailto:evanho@thenova.com">evanho@thenova.com</a></td>
<td>🥇 🥇</td>
<td>💰 🏛 🤖 📚 📚 🟠</td>
</tr>
<tr>
<td>O.C. Tanner Asia</td>
<td>T: (852) 6002 4236  E: <a href="mailto:info@octanner.asia">info@octanner.asia</a></td>
<td>🥇</td>
<td></td>
</tr>
<tr>
<td>OT&amp;HP Healthcare</td>
<td>T: (852) 2526 9486  F: (852) 2865 9733  E: <a href="mailto:business@otandp.com">business@otandp.com</a></td>
<td>🥇</td>
<td>Healthcare Provider</td>
</tr>
<tr>
<td>Pacific Base Technology Limited</td>
<td>T: (852) 3157 1776  F: (852) 3157 0889  E: <a href="mailto:sales@hd88.com.hk">sales@hd88.com.hk</a></td>
<td>🥇 🥇</td>
<td>Executive Coaching, Leadership Training Academy, Professional Coach ICF Accredited Programme</td>
</tr>
<tr>
<td>Paradigm 21 Group</td>
<td>T: (852) 2892 7668  E: <a href="mailto:pml@paradigm21.com">pml@paradigm21.com</a></td>
<td>🥇 🥇 🥇</td>
<td>Executive Coaching, Leadership succession Planning, Manager as Coach Coaching, ICF Certified Coach</td>
</tr>
<tr>
<td>Professional Talent Management Limited</td>
<td>T: (852) 9878 7916  E: Enquiry@PTMLimited</td>
<td>🥇 🥇</td>
<td></td>
</tr>
<tr>
<td>Pulse Learning &amp; Development</td>
<td>T: (852) 2973 0501  E: <a href="mailto:anthony@ljpulse.com">anthony@ljpulse.com</a></td>
<td>🥇 🥇 🥇</td>
<td>Authorised distributor of ViewSavvy360 tool, Momentor EPC/Coaching Platform</td>
</tr>
<tr>
<td>ResourcePlus Ltd</td>
<td>T: (852) 2558 1281  E: <a href="mailto:info@resourceplus.com.hk">info@resourceplus.com.hk</a></td>
<td>🥇 🥇</td>
<td></td>
</tr>
<tr>
<td>Siana Manpower &amp; Educational Group</td>
<td>T: (852) 2810 5068 1280  F: (852) 3444 2229  E: <a href="mailto:info@siyanetglobal.com">info@siyanetglobal.com</a></td>
<td>🥇 🥇</td>
<td>HR / Payroll Outsourcing, Behavioral Personality Assessment, Career Management &amp; Outplacement Accredited Training Programmes: Leadership, Hospitality, Services, Sales</td>
</tr>
<tr>
<td>Strategic Consulting Limited</td>
<td>T: (852) 3728 1218  F: (852) 3728 1268  E: <a href="mailto:gloria@strategicgroup.hk">gloria@strategicgroup.hk</a></td>
<td>🥇 🥇</td>
<td></td>
</tr>
<tr>
<td>Technosoft Hong Kong</td>
<td>T: (852) 2802 1393  F: (852) 2848 1037  E: <a href="mailto:sales@technosofthk.com">sales@technosofthk.com</a></td>
<td>🥇 🥇</td>
<td></td>
</tr>
<tr>
<td>Tricor Group</td>
<td>T: (852) 2800 1866  F: (852) 2810 8185  E: <a href="mailto:info@hk.tricorglobal.com">info@hk.tricorglobal.com</a></td>
<td>🥇 🥇</td>
<td></td>
</tr>
<tr>
<td>TKJ Information Technology Co., Ltd</td>
<td>T: (852) 2134 9960  F: (852) 3011 5681  E: <a href="mailto:inquiry@tkj-hk.com">inquiry@tkj-hk.com</a></td>
<td>🥇 🥇</td>
<td></td>
</tr>
<tr>
<td>Vision Skills Consulting Limited</td>
<td>T: (852) 2541 3313  F: (852) 2722 0302  E: <a href="mailto:consultant@visionskill.com">consultant@visionskill.com</a></td>
<td>🥇 🥇</td>
<td></td>
</tr>
<tr>
<td>Wisdom Consultants Limited</td>
<td>T: (852) 2121 8246  F: (852) 2121 1240  E: <a href="mailto:support@wisdom.net">support@wisdom.net</a></td>
<td>🥇 🥇</td>
<td></td>
</tr>
</tbody>
</table>
HRIS88 Human Resource Information System

How to decipher Working Hours? Wages? Get HRIS88 to work for You

HRIS88 built with 20+ years of HRIS experience using cutting-edge technologies

Readily available iApplications plus tailored Customizations

Full Compliance
Swift Implementation
Professional Support

HR Portal
ESS / MSS
iLeave
iAttendance
iRostering
iOT Approval
iClaim
iAppraisal

HRIS88

Pacific Base Technologies Limited
Tel: (852) 3157-1778  Fax: (852) 3157-0969  E-mail: sales@HRIS88.com.hk  www.HRIS88.com.hk
Pay Trend and Benefits Seminar

Top-Notch Motivational Speakers
250+ C&B and HR Professionals
80% Senior Management

A superb branding and networking platform to develop new opportunities!

Contact us for sponsorship and exhibition packages!

(852) 2837 3819 / 3827
learning@hkihrm.org
www.hkihrm.org

31 October 2019
09:00 – 17:00
Royal Plaza Hotel, Mongkok, Hong Kong
The internationally acclaimed workshop that helps you organise your ideas FAST!

THINK ON YOUR FEET®
CLARITY • BREVITY • IMPACT™

“A real delight. I am already benefiting from the learning. It is definitely a course that I would like my team to take.”

“The feedback from the participants was very positive; many commented on how inspiring and fun the session was.”

“These skills will maximize my chance of getting my ideas accepted when presenting to senior management.”

✓ Structure ideas quickly, clearly & memorably
✓ Inform, persuade & appeal to your listener
✓ Handle tough questions under pressure

HR Solutions
Rm 2802, Tower Two, Lippo Centre, Admiralty, Hong Kong
Tel: (852) 2573 0501  mchung@hrsolutions.com.hk
www.hrsolutions.com.hk