

HKIHRM HR Excellence Awards 2023/24 Briefing Session

Venue Sponsor:



Organiser:



香港人力資源管理學會
Hong Kong Institute of Human Resource Management

18 May 2023

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HKIHRM HR EXCELLENCE AWARDS CEREMONY 2021/22

<https://www.hkihrm-awards.org/>

Agenda

Award Categories,
Eligibility and Others

Award Process and
Judging Criteria

Publicity and
Media Exposure

Sharing Session
by Awardees



About the HKIHRM



Established since 1977 as a non-profit-making organisation in Hong Kong



The leading and most representative professional HR institute in Hong Kong



With a membership close to 5,000 HR practitioners, of whom around 520 are corporate members

About the Awards

- The Oscars of HR Profession in Hong Kong
- Recognise organisations and individuals who achieve business success through outstanding people strategies and practices

510+

Entries since 2012



120+

Awardees



What's **NEW** ?



Award Categories

1) Organisational Category

- Grand Awards
- Sub-Category Awards

2) GBA Category

3) NGO Category

4) SME Category



Simplified Judging Process

Grand Awards

Only ONE Judging Interview
for Finalists

Sub-Category Awards

NO Judging Interview



Award Types

- Excellent Award
- Elite Award
- Merit Award
- Professional Practice**
- **Good Practice**



Wider Publicity and Media Exposure for Awardees

Awards Categories, Eligibility and Others

Awards Categories

Organisational

HR Service
Provider

GBA

NGO

SME

Individual



Awards



Organisational Category – Grand Awards

Excellent Award

Elite Award

Merit Award

**Professional
Practice**

Organisational Category – Sub-Category Awards HR Service Provider Category GBA Category NGO Category SME Category Individual Category

**Excellent
Award**

Elite Award

Merit Award

Good Practice

** Except Excellent Award, other awards might have more than 1 awardee.*

Eligibility



Open to organisations from any sector or size that operate business in **Hong Kong, Macau, GBA or the Asia-Pacific areas**

You can apply for **different awards** of each category and compete for **more than one category**

The project/initiative has demonstrated measurable outcomes and accomplishments in the **last 2 years** (from Apr 2021 to Mar 2023).

Organisational Category



Grand Award of the Year

9

Grand Awards

Grand Award of Diversity & Inclusion

- Age-Friendly Workplace Award **NEW**
- Disability-Friendly Employment Award **NEW**

Grand Award of Employee Experience

- Best Workplace Award **NEW**
- Employer Branding Award **NEW**
- Family-Friendly Practices Award

Grand Award of Employee Wellness

- Employee Benefits Award **NEW**
- Employee Happiness Award **NEW**

Grand Award of ESG Initiatives

- Community Caring Award **NEW**
- Corporate Governance Award **NEW**
- Green Achievement Award **NEW**

Grand Award of HR Digitalisation

- HR Analytics Award **NEW**
- Learning Technology Award **NEW**

Grand Award of Talent Management

- Gen Z Attraction Award **NEW**
- Learning & Development Award
- Management Trainee Programme Award **NEW**
- Talent Acquisition Award

Grand Award of Change Management

Grand Award of Innovation

16
Sub-Category Awards

HR Service Provider Category



Note: A written endorsement
from relevant client(s)

***10
Awards***

NEW

**Mobility
Provider
Award**

NEW

**MPF
Provider
Award**

NEW

**Payroll
Provider
Award**

NEW

**The Most
Popular
Recruitment
Platform
Award**

NEW

**Wellness
Provider
Award**

**Change
Management
Provider
Award**

**ESG
Provider
Award**

**Innovation
Provider
Award**

**Learning &
Development
Provider
Award**

**Talent
Acquisition
Award**

GBA Category

NEW



Note: Organisations with business registration and operation in the GBA cities

**9
Awards**

**Change
Management
Award**

**Diversity &
Inclusion
Award**

**Employee
Experience
Award**

**Employee
Wellness
Award**

**Employer
Branding
Award**

**ESG
Initiatives
Award**

**HR
Digitalisation
Award**

**Innovation
Award**

**Talent
Management
Award**

NGO Category

NEW



Note: Organisations that are on the list of charitable institution and trusts of a public character, which is exempt from tax under section 88 of the Inland Revenue Ordinance

**9
Awards**

**Change
Management
Award**

**Diversity &
Inclusion
Award**

**Employee
Experience
Award**

**Employee
Wellness
Award**

**Employer
Branding
Award**

**ESG
Initiatives
Award**

**HR
Digitalisation
Award**

**Innovation
Award**

**Talent
Management
Award**

SME Category

NEW



Note: Manufacturing enterprises with fewer than 100 employees or non-manufacturing enterprises with fewer than 50 employees.

4
Awards

**Employee
Experience Award**

**Employee
Happiness Award**

**Family-Friendly
Practices Award**

Innovation Award

Individual Category

2
Awards

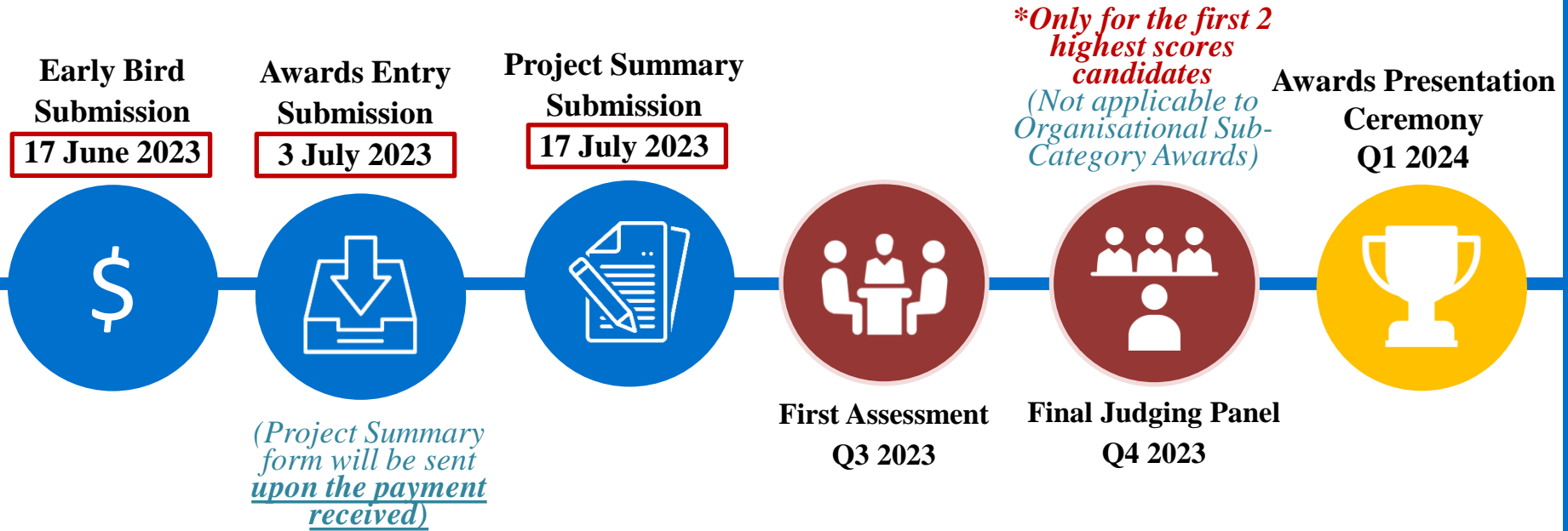
HR Professional Award
*(at the Managerial, Executive, or
Leadership level)*

Rising Star Award
*(at the Technical or
Professional level)*

Notes




1. Candidate(s) with at least **1 year** of working experience in the HR profession
2. Candidates(s) should **remain in the same organisation** during the interview period
3. Each organisation can endorse a **maximum of 3** candidates
4. Candidates(s) need to attach a **nomination letter** and other required supporting documents

Key Dates



Application eForm





[Home](#) | [Methodology](#) | [Entry Fee](#) | [Apply Now](#) | [Judges](#) | [Sponsors & Supporters](#) | [Past Awardees](#) | [More](#)

Organisational Category / HR Service Provider Category /
GBA Category / NGO Category / SME Category

We are: *

☐ HKIHRM Member ☐ Non-member

We submit the entry form at: *

☐ Early Bird Period (on or before 17 June 2023)

Next

Entry Fee

Early Bird (until 17 June)
per entry

Regular (18 June – 3 July)
per entry

Category	HKIHRM Member	Non- Member	HKIHRM Member	Non- Member
Organisational Category Grand Awards	HK\$9,500	HK\$13,000	HK\$12,500	HK\$16,000
Organisational Sub-Category Awards / GBA Category / HR Service Provider Category / Individual Category	HK\$6,500	HK\$10,000	HK\$9,500	HK\$13,000
NGO Category / SME Category	HK\$3,250	HK\$5,000	HK\$4,750	HK\$6,500

Award Process and Judging Criteria

Judging Criteria

Organisational Category (Grand Awards and Sub-Category Awards) /
GBA Category / NGO Category / SME Category

Part 1: Methodology of the initiative/ project

- Core concept
- Project objectives and expected goals
- Ethical practice which demonstrates the underlying value of the organisation

Part 2: Execution of the initiative/project

- Approach used to deliver the message of the initiative/project and its effectiveness
- Management of stakeholders' expectations

Part 3: Achievement and outcome

- Intangible and quantifiable outcome evaluation
- Contribution to business performance and stakeholders of the organisation

Part 4: Creativity and innovation (*Not applicable to Organisational Category – Sub-Category Awards*)

- Idea and implementation to foster organisational flexibility and competitive advantages

Judging Criteria

HR Service Provider Category

Part 1: Methodology of the initiative/ project

- Core concept
- Project objectives and expected outcomes
- **Ethical practice and continued commitment in improving the quality of life of the workforce, community and society and fostering sustainable development in clients' organisations**

Part 2: Execution of the initiative/project

- Approach used to deliver the message of the service/project and its effectiveness
- Management of stakeholders' expectations

Part 3: Achievement and outcome

- Intangible and quantifiable outcome evaluation
- Contribution to business performance and stakeholders **of the clients**

Part 4: Creativity and innovation

- Idea and implementation to foster organisational flexibility and competitive advantages

Judging Criteria

Individual Category

Part 1: Contribution to business success of an organisation with significant impact

Part 2: Demonstration of skills and experience

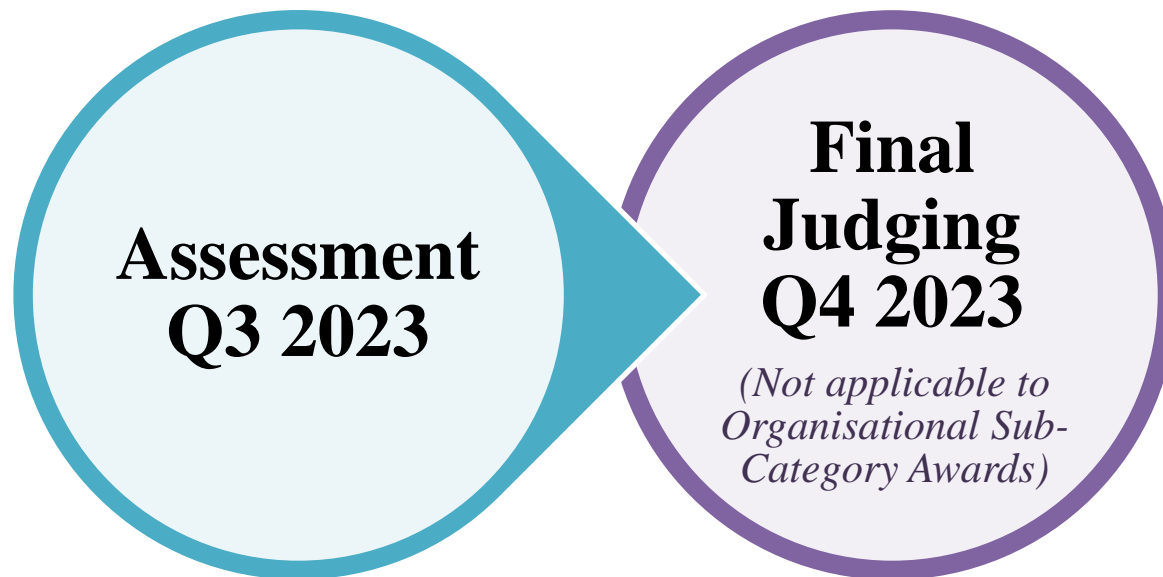
- HR competencies (reflected by desirable behaviours at work)
- Roles and responsibilities which help add value to an organisation
- Scope and depth of HR professional areas

Assessment & Judging

Assessors:



香港都會大學 李兆基商業管理學院
Hong Kong Metropolitan University
Lee Shau Kee School of Business
and Administration



Judging Panel



Lawrence Hung
Director of
Human Resources
Chinachem Group



Ian Choy
Executive Director –
Human Resources,
Corporate Communications
and Administration
Gammon Constructions Limited



Connie Chan
Head of Human Resources &
Administration
Octopus Holdings Limited



Fanny Chan
Chief Administrative Officer
Head of Human Resources,
Managing Director
China Everbright Bank



Priscilla Chau
Director – Human Resources
CLP Power Hong Kong Limited



Miko Cheung
Human Resources Director
LAWSGROUP



Theresa Chong
General Manager, Human Resource
Hong Kong Aircraft Engineering Compa



Joyce Ho
Human Resources Director,
Operations, C&B
Informa Markets Asia Limited



Theresa Lui
Chief People Officer
Chow Tai Fook



Jennifer Tam
Partner
Mayer Brown



Benjamin Wong
Human Resources Director, Greater China
Goodman Asia Limited

and other representatives from Government, public body, academia & NGO

DOs AND DON'Ts

Dos and Don'ts



DO'S

1. **Fully Study the Entry Guide**, esp. Awards definition, judging criteria etc., carefully before your application
2. Submit written entries and settle payment **ON TIME**
3. Supplementary information, e.g. charts, tables, photos, video links etc. are recommended, which must be put under **one Project Summary form**
4. Nominate a staff to be the **key contact person** during the Awards period



DON'TS

1. Exceed word limit
2. Any false or misleading information will lead to disqualification

Publicity and Media Exposure

Media Partner - HKET

Awardees will have media exposure in the **newspaper and digital platforms of HKET.**



Newspaper
Supplement
(daily circulation rate
of 73,330)

Online Article
(More than 200,000
visits per day)

Websites
Banner
(400,000 impression)

Interview for
Video
Highlights

Social Media

Video Awards
Highlight



Publicity on the HKIHRM Platforms

Online Article
(HR Journal)
(Over 500 views)

**Website
Banners**

eDM
*(~5,000 members &
9,000 non-members)*

e-Newsletter
(~5,000 members)

**Interview for
other Media
platforms**

**Award Logo
Usage**

Press Release

Social Media
*(LinkedIn:
7,000 followers)*



Bus Shelter Advertising

- Advertisement at **24 bus shelters** in May



Check It Out!

Check It Out!



Sponsorship

Showcase your brand and services to the HR professionals and the whole community.

Champion the HR Excellence together with us!

- **12-month** long promotional campaign
- Branding exposure in the **newspaper and digital platforms of HKET**
- Branding exposure in **Bus Shelter Advertising**
- Enjoy high-profile and a wide range of **hybrid exposure**
- Enjoy exposures at **other HKIHRM online or offline marketing platforms**
- Enjoy exposures at **HR Service Providers Directory**
- **200+** HR Pioneers & Professionals at **Awards Ceremony cum Gala Dinner**



Sharing Session by Awardees



Bessie Chong

Director, Group HR
and Organisational
Development,

Esquel Group
(Excellent Change
Management Award)

Jodi Kwok

Head of Human
Resources &
Administration,

Swire Properties
(Excellent ESG Award)

Facilitator:

Miko Cheung

Organising Committee
Member, HR Excellence
Award 2023/24

HKIHRM

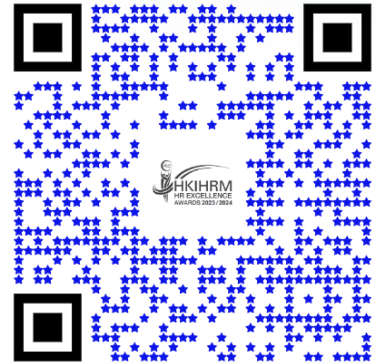
Join the Awards now!

Enjoy the Early Bird Rate by 17 June 2023!

- Website:
<https://www.hkihrm-awards.org/>
- Enquiries:
specialprojects@hkihrm.org or
2837 3816 / 2837 3892



Awards Website



Download Entry Form

Thank You!

Venue Sponsor:



Organiser:



香港人力資源管理學會
Hong Kong Institute of Human Resource Management