

HR EXCELLENCE AWARDS 24/25

Briefing and Sharing Session

16 April 2024



Introduction of HR Excellence Awards 2024/25



Ms Theresa Lui

- Vice President, HKIHRM
- Chairperson, Organising Committee of HR Excellence Awards 2024/25
- Chief People Officer, Chow Tai Fook

About HKIHRM



Established since 1977 as a not-for-profit 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 which around 500 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

620+

Entries since 2012



220+

Awardees



Awards 2024/25
Categories & Eligibility

Awards Categories

Organisational

- Grand Awards
- Sub-Category Awards

GBA

NGO

SME

HR Team

Individual

HR Service
Provider



Organisational Category

8
Grand Awards

Grand Award of Diversity & Inclusion

- Age-Friendly Workplace Award
- Disability-Friendly Employment Award

Grand Award of Employee Experience

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

Grand Award of Employee Wellness

- Employee Benefits Award
- Employee Happiness Award

Grand Award of ESG Initiatives

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

Grand Award of HR Digitalisation

- HR Analytics Award
- Learning Technology Award

Grand Award of Talent Management

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

Grand Award of Change Management

Grand Award of Innovation

16
Sub-Category Awards

GBA Category



Compulsory additional requirement:

Organisations must possess with business registration and operation in the GBA cities including Guangzhou, Shenzhen, Zhuhai, Foshan, Dongguan, Zhongshan, Jiangmen, Huizhou, and Zhaoqing as well as Maca), excluding Hong Kong.

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



Compulsory additional requirement:

Organisations that are on the list of charitable institutions 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



Compulsory additional requirement:

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**

HR Team Category **NEW**

1
Award

**Outstanding
HR Team Award**

Individual Category

2
Awards

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

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

Special 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

HR Service Provider Category

Compulsory additional requirement:
Written endorsement(s) from relevant client(s) is/ are required.

***11
Awards***

**Change
Management
Provider
Award**

NEW

**Executive
Development
Programme
Provider Award**

**ESG
Provider
Award**

**Learning &
Development
Provider
Award**

**Mobility
Provider
Award**

**MPF
Provider
Award**

**Innovation
Provider
Award**

**Payroll
Provider
Award**

**Talent
Acquisition
Award**

**The Most
Popular
Recruitment
Platform Award**

**Wellness
Provider
Award**

Eligibility

Open to organisations from any sector or size that operate business in **Hong Kong and other GBA cities or Asia-Pacific areas**

Participants may 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 **past 2 years** (from April 2022 to March 2024).

Awards Categories

Winners will be honoured with one of the below awards:





Grand Award of the Year

- Submission of the highest number of entries within **Organisational Category – Grand Awards**
- The organisation that obtains the highest average score across the above entries

Excellent HR Leader Award

- Nominated by the Executive Council of the HKIHRM

Organisational Category

- Excellent Employer of the Year **NEW**



Submitting a minimum of **1** entry in the **Organisational Category – Grand Awards** and receiving at least **1 Elite Award** or higher

and



Submitting a minimum of **2** entries in the **Organisational Category – Sub-Category Awards** and receiving at least **2 Elite Awards** or higher

What to do...

1. *Tick the box on the Entry Form*

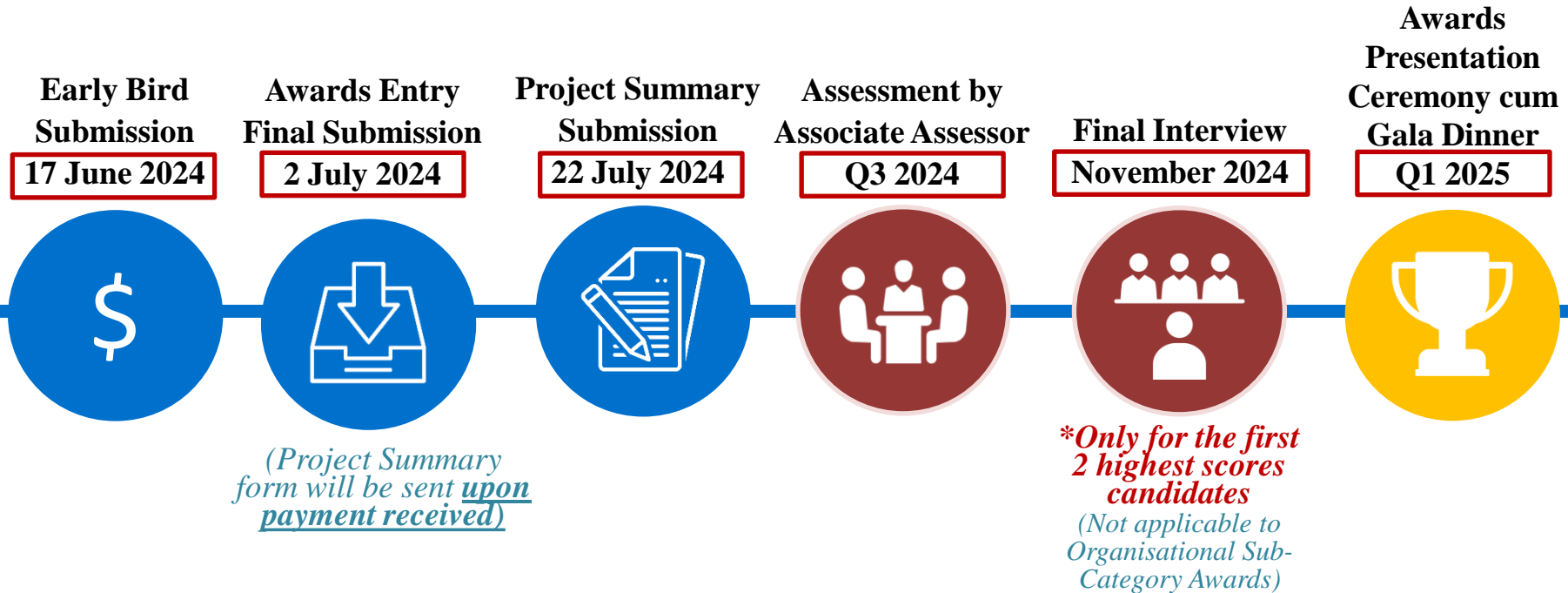
Please put tick if you would like to apply for the Excellent Employer of the Year 如欲申請年度僱主大獎，請在方格內加剔號::

We are applying for the Excellent Employer of the Year. 我們申請傑出年度僱主大獎。

2. *Free entry*

Award Submission Process and Judging Criteria

Key Dates



Entry eForms



[Download here](#)

A screenshot of the HKIHRM website's entry form page. The page has a dark header with the HKIHRM logo and navigation links: Home, Awards Info, Apply Now, Briefing Session, Organising Committee & Assessor, Sponsors & Supporters, and More. Social media icons for Facebook and LinkedIn are in the top right. The main content area is white with a dark header section containing the text "2024/25 Entry Form" and "Organisational Category / HR Service Provider Category / GBA Category / NGO Category / SME Category". Below this is "Individual Category". Two orange arrows labeled "Click" point to the "Organisational Category" text and the "Individual Category" text. Below the "Individual Category" text is a blue arrow pointing down to a white box containing the "Early Bird Application 早鳥優惠報名" section. This section includes the text "We are 我們是: *" and two radio button options: "HKIHRM Member 香港人力資源管理學會會員" and "Non-member 非學會會員". A blue "Next" button is at the bottom right of the white box.

Fee per Entry

Early Bird
(until 17 June 2024)

Regular
(18 June - 2 July 2024)

Category	Early Bird (until 17 June 2024)		Regular (18 June - 2 July 2024)	
	HKIHRM Member	Non- Member	HKIHRM Member	Non- Member
Organisational Category Grand Awards	HK\$11,000	HK\$13,800	HK\$13,800	HK\$16,000
Organisational Sub-Category Awards / HR Service Provider Category / GBA Category / Individual Category / HR Team Category	HK\$7,500	HK\$11,000	HK\$11,000	HK\$13,800
NGO Category / SME Category	HK\$3,250	HK\$5,000	HK\$4,750	HK\$6,500

Judging Criteria

**Organisational Category-Grand Awards/GBA Category/HR Team Category/NGO Category*
/SME Category***

Part 1: Methodology of the initiative/ project (25%)

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

Part 2: Execution of the initiative/project (35%)

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

Part 3: Achievement and outcome (35%)

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

Part 4: Creativity and innovation (5%)

- Idea and implementation to foster organisational flexibility and competitive advantages

**A project summary form with checklist and application sample(s) will be further provided to the applicants of NGO / SME Categories entrants.*

Judging Criteria

Organisational Category - Sub-Category Awards

Part 1: Methodology of the initiative/ project (30%)

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

Part 2: Execution of the initiative/project (35%)

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

Part 3: Achievement and outcome (35%)

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

Judging Criteria

Individual Category

Part 1: Contribution to business success of an organisation with significant impact (25%)

Part 2: Demonstration of skills and experience (75%)

- 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

Judging Criteria

HR Service Provider Category

Part 1: Methodology of the initiative/ project (25%)

- 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 (35%)

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

Part 3: Achievement and outcome (35%)

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

Part 4: Creativity and innovation (5%)

- Idea and implementation to foster organisational flexibility and competitive advantages

Assessment & Judging

Associate Assessor:



**Assessment
Q3 2024**

The diagram consists of two overlapping circles. The left circle is light blue with a darker blue border and contains the text 'Assessment Q3 2024'. The right circle is light purple with a darker purple border and contains the text 'Final Judging Panel* November 2024'. A teal arrow points from the right side of the left circle towards the left side of the right circle, indicating a sequential process.

**Final Judging
Panel***
**November
2024**

**Not applicable to Organisational Sub-Category Awards*

Judging Panel



Lawrence HUNG

- President, HKIHRM
- Director of Human Resources Chinachem Group



Theresa LUI

- Vice President and Chairperson of Awards Organising Committee, HKIHRM
- Chief People Officer, Chow Tai Fook



Ian CHOY

- Vice President and Advisor of Awards Organising Committee, HKIHRM
- Executive Director - People & Culture, Gammon Construction Limited



Connie CHAN

Director, Human Resources & Administration, Octopus Holdings Limited



Fanny CHAN

Chief Administrative Officer, Head of Human Resources China Everbright Bank Co., Ltd., Hong Kong Branch



Priscilla CHAU

- Executive Council Member, HKIHRM
- Director, Human Resources, CLP Power Hong Kong Limited



Miko CHEUNG

Human Resources Director, LAWSGROUP



Bessie CHONG

Director, Partnership Development, Esquel Group



Joey CHUNG

Executive Director, Human Resources BOC International Holdings Limited



Joyce HO

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



Roy PANG

Group Human Resources Director, ImagineX Group



Jennifer TAM

- Executive Council Member, HKIHRM
- Partner, Mayer Brown



Benjamin WONG

Managing Partner, So.G People Solutions Ltd.

and/or other representatives from the Government, public body, academia & NGO

DOs AND DON'Ts

Dos and Don'ts



DO'S

1. **Fully study the entry guide**, particularly on Awards definition, judging criteria before application submission.
2. Submit entry(ies), settle payment and project summary **ON TIME**
3. Supplementary information such as charts, tables, photos, Youtube video link(s) 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
5. Ensure thorough rehearsal if you are invited to participate in the final judging



DON'TS

1. Exceed word limit
2. Misinterpret the Awards definitions and submit the entry to a wrong Awards Category
3. Any false or misleading information will lead to disqualification

Publicity and Media Exposure

Awards Branding Awareness (April – May 2024)

- **63 bus shelter digital frames** in Hong Kong Island



Check It Out!

- **20 buses** running in different routes in Kowloon



Check It Out!

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
(900,000 impression)

Interview for Video Highlights

Social Media



The screenshot shows a newspaper article from the 'Business' section of 'Hong Kong Economic Times' (HKET). The main headline is '專業評審成就「人力資源管理奧斯卡」 匯聚業界精英促砥礪互進' (Professional Review Achieves 'HR Excellence Awards' Gathering Industry Elite Promoting Mutual砥礪 and Progress). The article discusses the 24th and 25th HR Excellence Awards, organized by the Hong Kong Institute of Human Resource Management (HKHRM). It mentions that the awards are highly regarded in the industry and aim to recognize outstanding HR professionals. The article includes several sub-headlines and photos of award winners and organizers. At the bottom of the page, there are logos for 'Jobsdb', 'CHRONICLE', and 'BDO'.

Publicity on the HKIHRM Platforms

Awards
Highlight
Video

Website
Banners

eDM
(~5,000 subscribers)

e-Newsletter
(~5,000 members)

Interview for
other Media
platforms

Award Logo
Usage

Press Release

Social Media
(LinkedIn:
7,600+ followers)



Sponsorship

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

- **12-month** long promotional campaign
- Branding exposure in the **newspaper and digital platforms of HKET**
- Branding exposure in **Bus Shelter and Bus Body 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**
- **Network with 400+** HR Professionals at **Awards Presentation Ceremony cum Gala Dinner**

More details



Q&A



Award-winning Project Presented by Grand Award of the Year Recipient

Speakers:

Crystal Cheung

Clinical Psychologist

Hong Kong Fire Services Department

Choi Tsz Leung

Assistant Divisional Officer (Incident Safety Team) H&K

Hong Kong Fire Services Department



Panel Sharing by Past Award Recipients

Panelists:

Mona Wong
Director of Learning & Development



SINO HOTELS
信和酒店

Florence Mok
*Managing Director,
North Asia*



Judy Kong
Chief Executive



Facilitator:

Miko Cheung, *Organising Committee Member, HR Excellence Awards 2024/25*



Q&A

Join the Awards now!

Enjoy the Early Bird Rate till 17 June 2024

- Website:

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

- Enquiries:

project@hkihrm.org or

2837 3829 / 2837 3822 / 2837 3824 /

2837 3823



[Awards Website](https://www.hkihrm-awards.org/)



[Entry Forms](#)

Thank You!

Venue Sponsor:



Organiser:

