

D I G I T A L
L E A R N I N G
C O U R S E

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Overview of “Digital Learning Course (DLC)”

With the negative impact brought from Covid-19, a lot of businesses need to adopt new strategies to deal with the change in the market, which being digitalized is one of the trends. We, PERSOLKELLY Consulting, would also like to go with this direction to continuously deliver our value even under this situation. Digital Learning Course (DLC) is one of the many business initiatives under the umbrella. It's unlike the conventional face to face learning. It allows us, every single employee, to enjoy the learning experience anywhere at our convenience.

Unstable Covid-19 situation: Our company always puts our learner's safety as our top priority, and we realize it's not an appropriate time to put our learners into a confined room at present.

The economic impact of Covid-19: Many companies have cut their training budgets. However, people development should never stop, as better trained employees are better for the company, and staff also develop greater sense of responsibility.

Thus, we are now providing a new development alternative – DLC – for our customers. With a limited training budget, we had designed attractive training package option for continuous training/learning for your staff. The course durations are specially designed with bite-size learning and aims to build up your staff's inner muscles through 90 minutes e-workshop at a very competitive price.

Digital Learning Course (DLC) Topics

Leadership

Management

Soft Skill

Well-Being

Japanese

Course Schedule (Aug 2020 – Feb 2021)

	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Leadership	6 (THU) 14:00-15:30 Adaptive Leadership	2 (WED) 10:00-11:30 Transformational Leadership	15 (THU) 10:00-11:30 Agility Leadership			7 (THU) 14:00 -15:30 Adaptive Leadership	
Management	10 (MON) 14:00-15:30 Performance Management and Appraisal	23 (WED) 10:00-11:30 Effective Performance Coaching		17(TUE) 10:00-11:30 Managerial Judgement	8 (TUE) 10:00-11:30 Performance Management and Appraisal	12 (TUE) 14:00-15:30 Performance Management and Appraisal	2 (TUE) 14:00-15:30 Managerial Judgement 8 (MON) 14:00 – 15:30 Effective Performance Coaching
Soft Skill	20 (THU) 14:00-15:30 Goal Setting	9 (WED) 14:00-15:30 Problem Solving	8 (THU) 14:00-15:30 Storytelling	26(THU) 10:00-11:30 Communication with DISC		19 (TUE) 14:00-15:30 Problem Solving 28 (THU) 14:00-15:30 Communication with DISC	
Well-Being	4 (TUE) 10:00-11:30 Emotional Resilience		29 (THU) 14:00-15:30 Emotional Resilience	12 (THU) 14:00-15:30 AQ	17 (THU) 14:00-15:30 EQ		9 (TUE) 14:00-15:30 Emotional Resilience
Japanese	21 (FRI) 15:30-17:00 Performance Management				10 (THU) 15:30-17:00 Performance Management		

Leadership

- **Adaptive Leadership**
- **Transformational Leadership for the New Generational of Workforce**
- **Agility Leadership**





Adaptive Leadership

Self-awareness of our own leadership style is an essential element we need to build a high level of trust with our subordinates individually, and as a department. Thus, this module would be stressed on how the four leadership styles of directing, coaching, supporting and delegating, help us to realise what kind of supportive and directive behaviour is required in different situations to our staff.

Adaptive Leadership



Learning Points

- ✓ Understand adaptive leadership
- ✓ Realise one's communication tendency and make an effective transformation
- ✓ Grasp the core elements of adaptive leadership: directing, coaching, supporting and delegating
- ✓ Create your subordinate development plan



Trainer

Alvin Leung (Director of Learning Academy)



Language

Cantonese



Date and Time

6 Aug 2020 (14:00 – 15:30)

7 Jan 2021 (14:00 – 15:30)



Course Outline

- What is adaptive leadership and how does it relate to us:
 - ❖ Understanding various leadership styles
 - ❖ What is your leadership challenge
- The essential skills for directing / instructing
- “Coaching cycle” at workplace
- Support – how to motivate people to accept failure
- Ultimate delegation is all about empowerment – and the three level of empowerment



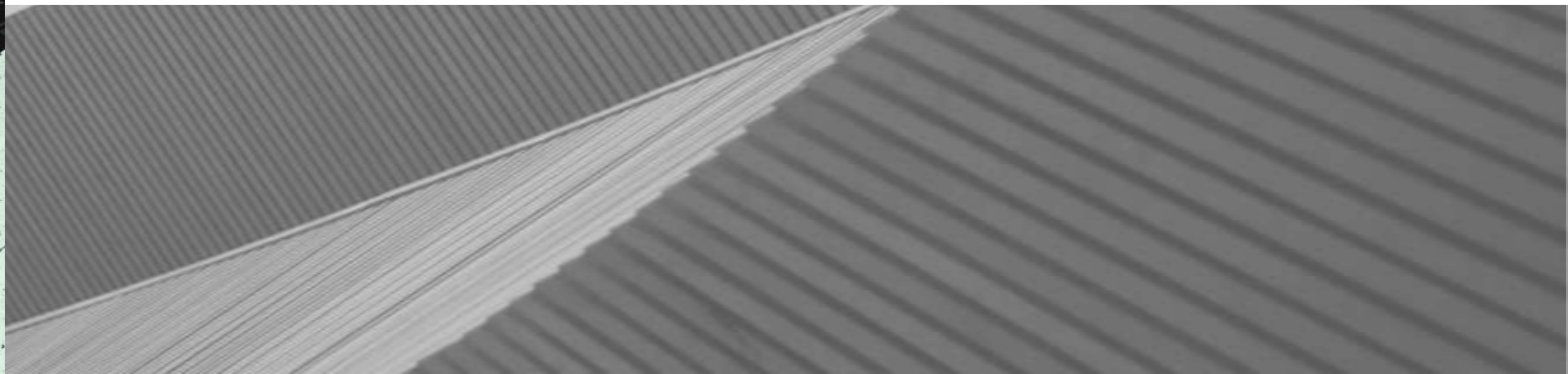
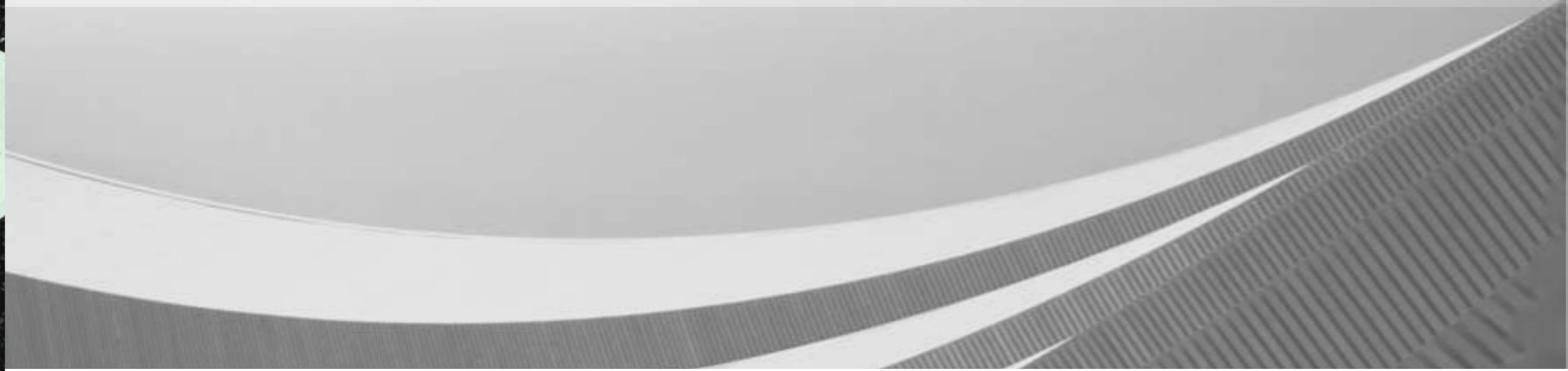
Target Attendees

Managerial Level



Transformational Leadership for the New Generational of Workforce

Do you have millennials in your team whom you find hard to manage? You are not alone. For close to a decade, managers have tried different ways to engage their young team members and coax them to perform in ways managers deem as "an acceptable employee". No matter which approach they take, the process is often not pleasant.



Transformational Leadership for the New Generational Workforce



Learning Points

- ✓ Gain the ability to see the new generation of workforce in a new perspective
- ✓ Understand how to transform oneself into a leader that inspires the young workers, and to invigorate their passion in their work
- ✓ Devise creative ideas and next steps to implement in your workplace



Trainer

Alvin Leung (Director of Learning Academy)



Language

Cantonese



Date and Time

2 Sep 2020 (10:00 – 11:30)



Course Outline

- Learn how the new generation of workforce thinks about the current work market
- What are the leadership styles that engages them?
- Introduction of transformational leadership:
 - ❖ Element 1: Idealized influence
 - ❖ Element 2: Intellectual simulation
 - ❖ Element 3: Individual consideration
 - ❖ Element 4: Inspirational motivation
- Virtual breakout sessions to discuss and share stories with other participants
- Create your own action steps to implement what you've learned



Target Attendees

Managerial Level (particularly those who have new generational subordinates)



Agility Leadership

Living in the VUCA (Volatile, Uncertain, Complex and Ambiguous) world where change can be fast and unpredictability is all around us, we are called to embrace leadership agility. In order to cultivate the right leadership style in an agile manner, creating a culture genuinely to embrace vulnerability is very important. Therefore, our fundamental concept of this module would be very much stressing on this point.

Agility Leadership



Learning Points

- ✓ Understand VUCA in today's world context
- ✓ Realise the combination of old and new methods in building up skills
- ✓ Embrace failure to build a strong innovation culture



Trainer

Alvin Leung (Director of Learning Academy)



Language

Cantonese



Date and Time

15 Oct 2020 (10:00 –11:30)



Course Outline

- The concept of Agility Leadership
 - ❖ What is Conventional leadership and necessary skill re-definition in an organisation
 - ❖ How to embrace change under VUCA
- Fail Fast
 - ❖ The importance of giving your team empowerment
- Fail Small
 - ❖ Project the calculated risk through logical thinking
- Fail Forward
 - ❖ Self-awareness - an ultimate breakthrough of leadership for further development



Target Attendees

Managerial Level (preferably with experience)

Management

- **Performance Management and Appraisals**
- **Management Foundation**
- **Effective Performance Coaching**
- **Managerial Judgement
- Case Study**





Performance Management and Appraisals

Business results are closely watched by managers. On the other hand, people development is also another important mission in any company. How can managers make rational, objective and consensual business decisions for their company in the process, manage the staff's performance and productivity is challenging for a lot of managers. Performance Management is a crucial element in running a company well.

Performance Management and Appraisals



Learning Points

- ✓ To reinforce the concept of standard logical thinking
- ✓ Share the common assessment tendency via case studies
- ✓ Aim to give fair performance judgement and people management



Trainer

Alvin Leung (Director of Learning Academy)



Language

Cantonese



Date and Time

10 Aug 2020 (14:00 – 15:30)

8 Dec 2020 (10:00 – 11:30)

12 Jan 2021 (14:00 – 15:30)



Course Outline

- Understand the art of goal setting and performance appraisal
- Tips of successful goal alignment
- Dig out the common assessment biases
- How to balance motivation and development expectation
- Effective feedback skills



Target Attendees

Managerial Level

who carries out Performance Appraisals



Management Foundation

For someone to be promoted to become a supervisor or manager, the essential skills he has to learn is about the role change. Without an in-depth understanding what is expected of a people manager would harm one's own performance and also become an obstacle for staff development. Besides, as a manager, the way to communicate on a daily basis would also be very different. So it's important to have a good foundation of management knowledge to be aware about it.

Management Foundation



Learning Points

- ✓ A full understanding of the role of a manager
- ✓ Motivate attendee to strive further for managerial effectiveness
- ✓ Building up a habit to review and grow



Trainer

Alvin Leung (Director of Learning Academy)



Language

Cantonese



Date and Time

8 Jul 2020 (14:00-15:30)



Course Outline

- Definition of management
- What are the common mistakes of managers we find at workplaces
- Importance of Communication Efficacy
- Introduction to the Management Cycle
- Effective Management



Target Attendees

Managerial Level



Effective Performance Coaching

With the rise of new working styles and improved technology, research has shown that remote work is predicted to become the norm in the next decade. Faced with this immense change, many managers realise their present management styles are no longer effective to the new workforce and work modes. They struggle to manage and motivate their staff, and find the need to learn new ways to manage staff - bring out the best in their staff, and to retain them. Thus, this module would be stressed on how to deliver effective coaching conversation to staff and drive performance effectively.

Effective Performance Coaching



Learning Points

- ✓ Break the old management mindset of 'working equals performing' and 'seeing is believing'
- ✓ Explore techniques that will motivate your employees when communicating on expected performance with them



Trainer

Alvin Leung (Director of Learning Academy)



Language

Cantonese



Date and Time

23 Sep 2020 (10:00-11:30)

8 Feb 2021 (14:00 – 15:30)



Course Outline

- Explore the challenges of current management approaches
- Recap the essential role of a manager
- The construct of "performance"
- Effective ways to manage remotely:
 - ❖ Request of performance with reasonable hypothesis
 - ❖ Ways of communication
 - ❖ Build agile team cohesiveness
- The essential mentality of an effective manager



Target Attendees

Managerial Level

A person is sitting in a wooden chair, working on a laptop. They are wearing dark trousers and brown leather shoes. A dark bag is on the floor next to the chair. The background is a modern office space with large windows and a tiled floor.

Managerial Judgement - Case Study Course

In this course we are going to switch the focus to the perspective awareness and ways of thinking of a Manager via case studies and group discussion. We aim to initiate an in-depth discussion of different management approaches. You'll be able to bring your perspective, point of view and ideas on the table, and through the discussion, each participant may learn from each other. All the participants also share and study the optimal solution, ways to establish immediate and long-term countermeasures and any practical consideration together.

Managerial Judgement - Case Study Course



Learning Points

- ✓ Handle problems vs Solve the managing problem
- ✓ How to make judgements quickly in width and in depth
- ✓ Understand the guiding principles of judgment behind the different perspectives



Trainer

Alvin Leung (Director of Learning Academy)



Language

Cantonese



Date and Time

17 Nov 2020 (10:00-11:30)

2 Feb 2021 (14:00 – 15:30)



Course Outline

- Why judgement is important for managers
- Learn the importance of opening up yourself to explain your logic
- Case study to solve workplace problems happening on a daily basis
- Discussion with participant to understand other perspectives



Target Attendees

Managerial Level (with significant management experience)

Soft Skills

- Effective Workplace Communication Skills with DISC
- Successful Goal Setting 101
- Problem-Solving in Logical Thinking Approach
- How To Run Virtual Meetings Effectively
- Art of Storytelling in Business Presentation





Effective Workplace Communication Skills with DISC

The DISC Model is widely used in personality tests, and commonly adopted by companies to help staff members understand themselves, so that they are able to improve their behaviour, interpersonal relationships, work performance, leadership style etc. Thus, this module will use DISC tool to help you understand yourself, and to design the communication method that best suits you.

Effective workplace communication skills with DISC



Learning Points

- ✓ Understand the distinctions of the various DISC communication styles
- ✓ Identify your personal style and recognize clues for identifying the styles of others
- ✓ Modify your own behavioural pattern to improve interaction and communication at your workplace



Trainer

Winnie Lee

(Associate Director of Learning Academy)



Language

Cantonese



Date and Time

14 Jul 2020 (14:00 –15:30)

26 Nov 2020 (10:00 -11:30)

28 Jan 2021 (14:00 –15:30)



Course Outline

- Introduction – What is the personality system?
- Why is it important in the workplace?
- Knowing Self: What is your DISC style (DISC test)
- Understanding others' observable behaviours through their communications
- Develop effective communication strategies for the different styles



Target Attendees

General Staff Members



Successful Goal Setting 101

Goal Setting is a key element of the overall performance-evaluation cycle. A well-prepared goal can prevent argument and misunderstandings between individual and the corresponding assessor. Thus, this module is designed to provide solid knowledge and techniques for you to set your goals as well as to manage the progress of achieving those goals.

Successful Goal Setting 101



Learning Points

- ✓ What is the concept of a performance appraisal system
- ✓ How it can shape your career development
- ✓ Understand how to set an effective goal



Trainer

Winnie Lee
(Associate Director of Learning Academy)



Language

Cantonese



Date and Time

20 Aug 2020 (14:00-15:30)



Course Outline

- What is an effective goal
- Concept of goal setting
- Essential skill for goal setting
- Tools & techniques to convince others



Target Attendees

General Staff Members



Problem-Solving in Logical Thinking Approach

In a world where the inevitable and change is constant, no plans, regardless how perfect, can lead us to our goals for sure. How can we make the right judgments when we are under pressure and clouded by emotions? Thus, this module would be stressed on sharing a thinking framework that help you to cast your emotions aside and focus on using logical thinking to devise effective solutions.

Problem-Solving in Logical Thinking Approach



Learning Points

- ✓ What is Logical Thinking Framework and how it can help you face market turbulence more effectively
- ✓ The key skills behind Logical Thinking
 - ❖ Approach problems and make decisions in a totally logical way of thinking
 - ❖ Anticipate problems logically and plan solutions to address the root cause



Trainer

Winnie Lee

(Associate Director of Learning Academy)



Language

Cantonese



Date and Time

9 Sep 2020 (14:00-15:30)

19 Jan 2021 (14:00 -15:30)



Course Outline

- How most people read problems
- Introduction to Logical Thinking Framework and its benefits
- Learn to analyse problems - on a phenomenal level and drill down to its root cause
- Construct critical steps to address the root cause of problems
- Know-how on anticipating problems and planning effective solutions ahead
- Interactive exchange with other participants in virtual breakout rooms



Target Attendees

Experienced Staff members

With 5 or more years experience



How to run Virtual Meetings Effectively

With the development of technology, it has reshaped the way businesses communicate. Virtual meeting is one of the examples of the evolution of modern business communication. Undoubtedly it helps in reducing travel cost and time; and it's quick to arrange, which results in more productivity and efficiency. Yet compared with convention face to face meetings, we still find some limitations of using virtual meeting, like lacking of engagement with users. Thus, this module will share some tips on running an effective virtual meeting.

How to Run Virtual Meetings Effectively



Learning Points

- ✓ Key Do's & Don'ts while running virtual meetings and important virtual etiquette
- ✓ How to keep your participants more engaged and participative during virtual meeting
- ✓ Enhancing your presence and presentation skills during a virtual meeting



Trainer

Gary Lo (Associate Trainer)



Language

Cantonese



Date

21 Jul 2020 (14:00-15:30)



Course Outline

- Engaging Audiences: How to better engage your audience during and before virtual meetings
- Enhance Presence: How to better project energy and professionalism during virtual meetings
- Audience Participation: How to generate Participation during virtual meetings
- Virtual Presentation Skills: Important Presentation Skills required in a virtual setting
- Virtual Etiquette: Key Do's and Don'ts during virtual meetings



Target Attendees

All Staff Member



Art of Storytelling in Business Presentation

People love stories, no matter if one is telling the story, or listening, as it enables people to exchange the value or to get inspired. In business, a good story leaves a memorable impression on to clients or your boss, and catches their attention., while A good story-teller can even change people's attitudes and drive a desirable behaviour - that's the power of storytelling. Thus, this module would be stressed on showing you the power of storytelling and how it influences on others, and how to deliver your value to client through creating a good story and impactful messages.

Art of Storytelling in Business Presentation



Learning Points

- ✓ How to use Storytelling to make our communication more effective and convincing
- ✓ How to enhance audience engagement through creating customised stories
- ✓ How to develop clear and concise yet impactful messages with a clear logical flow



Trainer

Gary Lo (Associate Trainer)



Language

Cantonese



Date and Time

8 Oct 2020 (14:00-15:30)



Course Outline

- Storytelling Fundamentals: How to transform a typical presentation into an engaging story
- Audience Engagement: How to customise your stories based on the audience's interest
- Building Context: How to build the context and structure of our story
- Storytelling framework: Effective story frameworks to help you build our business case
- 3-H Rule: Building a "tree diagram" to structure a solid and easy-to-follow proposition
- Action Titles: Developing story titles for each piece of information to build a coherent flow



Target Attendees

All Staff Member

Well-Being

- **Developing Emotional Resilience**
- **Turning adversity into opportunity by managing Adversity Quotient**
- **Emotional Intelligent Leadership: Developing effective emotional climate in team**





Developing Emotional Resilience

Life is like a roller coaster, which can be extremely unpredictable: things can be going well this moment, but it turns upside down at the next. Living in this rapidly shifting world, how we manage our emotions is important, specially during tough times. Would you like to choose to live in the shadow of defeat, or capitalize it and transform the pain into power? Thus, in this module, it will share some effective techniques to identify various emotions, increase your self-awareness, and learn how to develop a resilient mindset.

Developing Emotional Resilience



Learning Points

- ✓ Increase your emotional self-awareness
- ✓ Learn techniques to reduce anxiety and distress when facing challenges
- ✓ Build new habits and outlooks to develop mindfulness by living in the present, thus contribute to creating a positive environment



Trainer

Winnie Lee
(Associate Director of Learning Academy)



Language

Cantonese



Date and Time

4 Aug 2020 (10:00 - 11:30)
29 Oct 2020 (14:00 - 15:30)
9 Feb 2021 (14:00 - 15:30)



Course Outline

- What is Emotional Resiliency (ER)?
 - ❖ Why do we need it?
 - ❖ How it can help our work life and our personal lives
 - ❖ Using an interactive activity, we learn how to identify various emotions and manage it
- How to develop your Resilience?
 - ❖ 3R's Strategy – a 2-minute resilient test using the POINTS OF YOU Card Game
 - ❖ Exploring your 'Ideal' vs the 'Reality', and how to bridge the gap under the current COVID-19 situation, using a process map
- How to develop a Resilience Plan?
 - ❖ What is a Purposeful Pause
 - ❖ How to use Purposeful Pause to exercise mindfulness, take care of your emotional well-being and create a workplace full of positive energy



Target Attendees

General Staff Members



Turning adversity into opportunity by managing Adversity Quotient

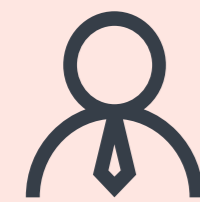
How many adverse events do you experience on your average day? Are you consumed by these events or are you letting them lead you to stronger performance? In this module would be stressed on how to improve and manage our Adversity Quotient which will help us to face and overcome challenges at the workplace.

Turning adversity into opportunity by managing Adversity Quotient



Learning Points

- ✓ Understand the elements of AQ
- ✓ Learn practical skills to build strong AQ competence and cope with adversities for a better life
- ✓ Develop inner power to improve positivity and proactive mindset



Trainer

Winnie Lee
(Associate Director of Learning Academy)



Language

Cantonese



Date and Time

12 Nov 2020 (14:00-15:30)



Course Outline

- INTRO of Adversity Quotient (AQ)
 - ❖ What is difference between IQ, EQ & AQ
 - ❖ Why it is important to build this ability
- Understand your AQ through “CORE” dimension
 - ❖ What is your AQ score? – AQ test
 - ❖ How’s CORE (Control, Ownership, Reach, Endurance) reflect AQ
- Improving your ability to fight adversity:
 - ❖ Understand your stuck moment / grief cycle
 - ❖ Apply 3 effective strategies to overcome stuck and challenging moments
 - ❖ Practical tips for developing and executing “champion of change”, build new habits and take it into action, manage workplace challenge



Target Attendees

General Staff Members



Emotional Intelligent Leadership: Developing effective emotional climate in team

Leadership style affects the staff's perception of organizational climate to varying level. It also impacts team's productivity and performance. Leaders with high EI can develop better communication and foster positive team climate. Thus, this module would shows you the essential techniques to develop emotional intelligent leadership and brining positive emotional influence to your team.

****Pre-assessment of emotional climate index (ECI) is required for this course****

Emotional Intelligent Leadership: Developing effective emotional climate in team



Learning Points

- ✓ Understand Emotional Intelligent leadership
- ✓ Learn the importance of emotional influence (emotional climate) on teams
- ✓ Develop positive emotional climate to improve team happiness, motivation and productivity



Trainer

Winnie Lee
(Associate Director of Learning Academy)



Language

Cantonese



Date and Time

17 Dec 2020 (14:00-15:30)



Course Outline

- EI Leadership
 - ❖ What is Emotional Intelligent leadership?
 - ❖ Why is it an essential element for team management?
- The importance of influencing your team by creating effective emotional climate
 - ❖ What is emotional climate?
 - ❖ What is your emotional climate index result (pre-assessment of emotional climate index)
- Enriching your own positive emotional climate
 - ❖ Practical tips on exploring emotional hot button and transforming autopilot pattern



Target Attendees

Management Level

Japanese

- Labour market and HR management in Hong Kong
- Communication beyond cultural gap
- Performance Management





Labour market and HR management in Hong Kong

<Expat. Training - part 1>

For Japanese Managers (or Management Trainee) who newly arrived in Hong Kong. Good performance cooperating with local talents in a short period of time is required. This module is designed to equip necessary concept and strategy by understanding of local labour market and HR management in Hong Kong.

*We recommend you to take both part 1 & 2 but you can also choose either 1 or 2

Labour market and HR management in Hong Kong



Learning Points

- ✓ Understand the unique feature of talent market in Hong Kong
- ✓ Understand the basics of implementing HR system in Hong Kong



Trainer

Hiroaki Ide
(Associate Director, Organizational Development)



Language

Japanese



Date

10 Jul 2020 (15:30-17:00)



Course Outline

- Understanding talent market in Hong Kong
 - ❖ Difference in the perception of social environment between Japan and Hong Kong
 - ❖ The features of talent market and career path in Hong Kong
- HR management in Hong Kong
 - ❖ Appraisal, Salary System and Career Path in Hong Kong
 - ❖ Differences in HR management between Hong Kong and Japan



Target Attendees

Expatriates newly assigned in Hong Kong within 1 year



Communication beyond cultural gap

<Expat. Training - part 2>

For Japanese Managers (or Management Trainee) who newly arrived in Hong Kong. Good performance cooperating with local talents in a short period of time is required. This module is designed to build an effective communication with local staff.

*We recommend you to take both part 1 & 2 but you can also choose either 1 or 2

Communication beyond cultural gap



Learning Points

- ✓ Understand the difference in working attitude and behaviour between Hong Kong and Japanese staff
- ✓ Understand the difference of the cultural awareness in communication



Trainer

Shizuka Takemura
(Senior Consultant, Organizational Development)



Language

Japanese



Date

17 Jul 2020 (15:30-17:00)



Course Outline

- The view of work for Hong Kong and Japanese staff
 - ❖ Communication errors that often occur between the Hong Kong and Japanese staff
 - ❖ Differences in work views between Hong Kong and Japanese staff
- Tips on "How to communicate with Hong Kong people"
 - ❖ Your communication style
 - ❖ Communication with Hong Kong subordinates with rich experiences



Target Attendees

Expatriates newly assigned in Hong Kong within 1 year



OPEN

Performance Management

Are you confident in conducting appraisal review meetings? How do you give strict comments or express your dissatisfaction in a constructive manner? If you have cultural and language gaps to bridge, the delivery will even be more difficult. This module is designed to grasp a global standard of Performance Management which helps local talent development.

Performance Management



Learning Points

- ✓ Understand the basics of Performance Management as a management method
- ✓ Understand the importance of Performance Management in overseas management



Trainer

Hiroaki Ide
(Associate Director, Organizational Development)



Language

Japanese



Date

21 Aug 2020 (15:30-17:00)
10 Dec 2020 (15:30-17:00)



Course Outline

- The role of appraisal in Management
 - ❖ What is "Management"? What is "Appraisal"?
 - ❖ Interpersonal Skills in Hong Kong
- Request & feedback to Local staff
 - ❖ Request to subordinates to set a goal and its tips
 - ❖ Balance between achievements and growth of subordinates
 - ❖ Feedback in daily management (Give compliments and reprimands)
- Appraisal Skill
 - ❖ Case Study (understand your traits)
 - ❖ Feedback during meeting



Target Attendees

Japanese Managers (appraiser)

Pricing Options

If you are interested in the plan or any question, please contact us via infohk@persolkellyconsulting.com

Single Course (one-off)	Member* HKD350
	Non-Member HKD450
Individual Plan (unlimited access in 6 months) ▼ Non-transferable unless the person leave the company	Member* HKD1,890 per person
	Non-Member HKD2,430 per person
Corporate Diamond Plan (unlimited access in 6 months)	Member* HKD25,000 <i>(max 10 enrolment in each courses)</i>
	Non-Member HKD35,000 <i>(max 10 enrolment in each course)</i>

*Member: existing PERSOLKELLY Consulting's member

MEET OUR TEAM



**Regional Director, Learning Academy,
PERSOLKELLY CONSULTING**

Alvin Leung

Alvin Leung is currently the General Manager / Director of Learning Academy at PERSOLKELLY Consulting Hong Kong. He has been with the PERSOLKELLY Group for more than 12 years, worked in different business divisions and was well-promoted. His work portfolio includes Human Resource Management Advisory, Leadership Development/Management, Change Management, Talent Management Development, Employee Engagement, HR Consultancy Services, Training and Speaking Engagement.

Alvin is a seasoned leadership consultant. His passion to influence and unleash human potential through learning and the change of mindset and behaviour has been well-reflected in the projects he worked on. Alvin has provided human resources management consultation to organizations in Greater China and Vietnam, from start-ups to large multinational corporations. The industries he consulted spanned from Logistics, Banking & Finance, Manufacturing, Trading, Services, to Retail & Consumer industries.

Alvin has conducted hundreds of training workshops in various subjects, from Management Workshop, Goal Setting/Assessor, Logical/Problem Solving, First Time Manager, Passion & Purpose, Communication, 360-degree Self Leadership Breakthrough, Team Building, soft skills related subjects to tailor-made projects such as Change Management and Talent Development Program.

Alvin obtained his Master in Strategic Human Resources Management from the Hong Kong Baptist University and earned his Bachelor of International Business (Japan Studies) from the City University of Hong Kong.

MEET OUR TEAM



Associate Director, Learning
Academy, PERSOLKELLY CONSULTING

Winnie Lee

Winnie Lee is Associate Director of Learning Academy at PERSOLKELLY Consulting Hong Kong. She has more than 10 years' experience in the fields of learning and development and performance coaching in various industries, which include hospitality, luxury retail, IT and management consulting in Hong Kong, Macau, China and Singapore.

Winnie's professional training portfolio includes management and leadership skills, experiential learning, coaching, mindset and behaviour, effective communication, customer service, interviewing skills, and other soft skills. She is certified as a DISC consultant, emotional intelligence practitioner and Global Leadership Coach, NLP/life Coach. Winnie has trained up more than 2000 business leaders, managers, supervisors, entry-level staff. Her ultimate passion is to partner with organization to create impact for their business leaders, employees, and work with young people and the community. Her favourite motto in life is "Your attitude determines your altitude".

MEET OUR TEAM



Associate Trainer

Gary Lo

Gary is a seasoned trainer and TEDx Speaker with extensive corporate experience. He spent most of his career working at some of the most admired Fortune 500 companies including LVMH, Apple Inc., Unilever, GlaxoSmithKline and Nestle, with a scope covering the Greater China & APAC region. He was the former Head of Marketing & Admissions for the HKUST MBA Programs, and now serves as a Guest Lecturer for the HKU SPACE Institute for China Business and Nielsen University. He is also an appointed career coach for top universities in the region, where he has trained thousands of MBA and Masters students, professionals and corporate executives from all around the world. He is a high impact presentation winner and has made over 1,000 public speeches in 30 different cities. He is also a Udemy Online Course Instructor with 40,000+ students globally.

Various top-tier corporates have invited him as an instructor, including J.P. Morgan, Morgan Stanley, BlackRock, UBS, HSBC, Apple, Google, Microsoft, Facebook, Chanel, Bulgari, Swarovski, Intercontinental Hotels Group, L'Oreal, Estee Lauder, Johnson & Johnson, Bayer, Walmart, FedEx, Nielsen, Warner Music, AIA, Prudential, Manulife, HK Land, New World Development, Fung Group, HKGCC etc. He is an Internationally Certified NLP Master Practitioner endorsed by authoritative organizations such as ABNLP, INLPA, NLP U etc. Gary holds an MBA degree from the HKUST Business School and also a Mastering Design Thinking Certificate from the MIT Sloan School of Management. He speaks native English, Cantonese and fluent Mandarin.

MEET OUR TEAM



Associate Director

Hiroaki Ide

Hiroaki Ide is the Associate Director of Organizational Development at PERSOLKELLY Consulting in Hong Kong.

Hiroaki joined PERSOLKELLY Consulting in 2017. He has built an extensive track record in human resources management consultation in Japan, Hong Kong and Mainland China. He has more than 8 years of experience designing and supporting the implementation of human resource system in over 50 companies in various industries. He is experienced in in-house strategic workforce planning and has been the business partner of many listed companies in Japan.

MEET OUR TEAM



Senior Consultant

Shizuka Takemura

Shizuka Takemura is Senior Consultant of Organizational Development at PERSOLKELLY Consulting Hong Kong.

She has worked in the HR industry for more than 14 years and has extensive experience in human resources management consultation in Hong Kong since 2017, with specialties that range from restructuring, to designing and implementation of HR systems.

Shizuka is also a certified Global Career Development Facilitator and certified executive coach at The University of Hong Kong with more than 2,000 career consultations completed.

THANK YOU

