



**協興建築有限公司**  
**HIP HING CONSTRUCTION CO LTD**

新創建集團成員 *Member of NWS Holdings*

# **HR Magazine Conference – How HR Can Captain the Ship**

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# How Hip Hing & New World HR Develops Captains and their Crew to Captain the Ship

# Company Background

- Member of NWS Holdings Limited/New World Development Co. Ltd., established in 1961.
- Leading Main Contractor – Construct buildings and infrastructure in Hong Kong, China and SEA.
- Employs over 1,600 full time staff.
- More than 35 projects (construction sites) in-progress
- Value of contracts on hand (31 Dec 2011) – HK\$21.14 billion
- Significant projects in HK: HKCEC, Tamar Government HQ

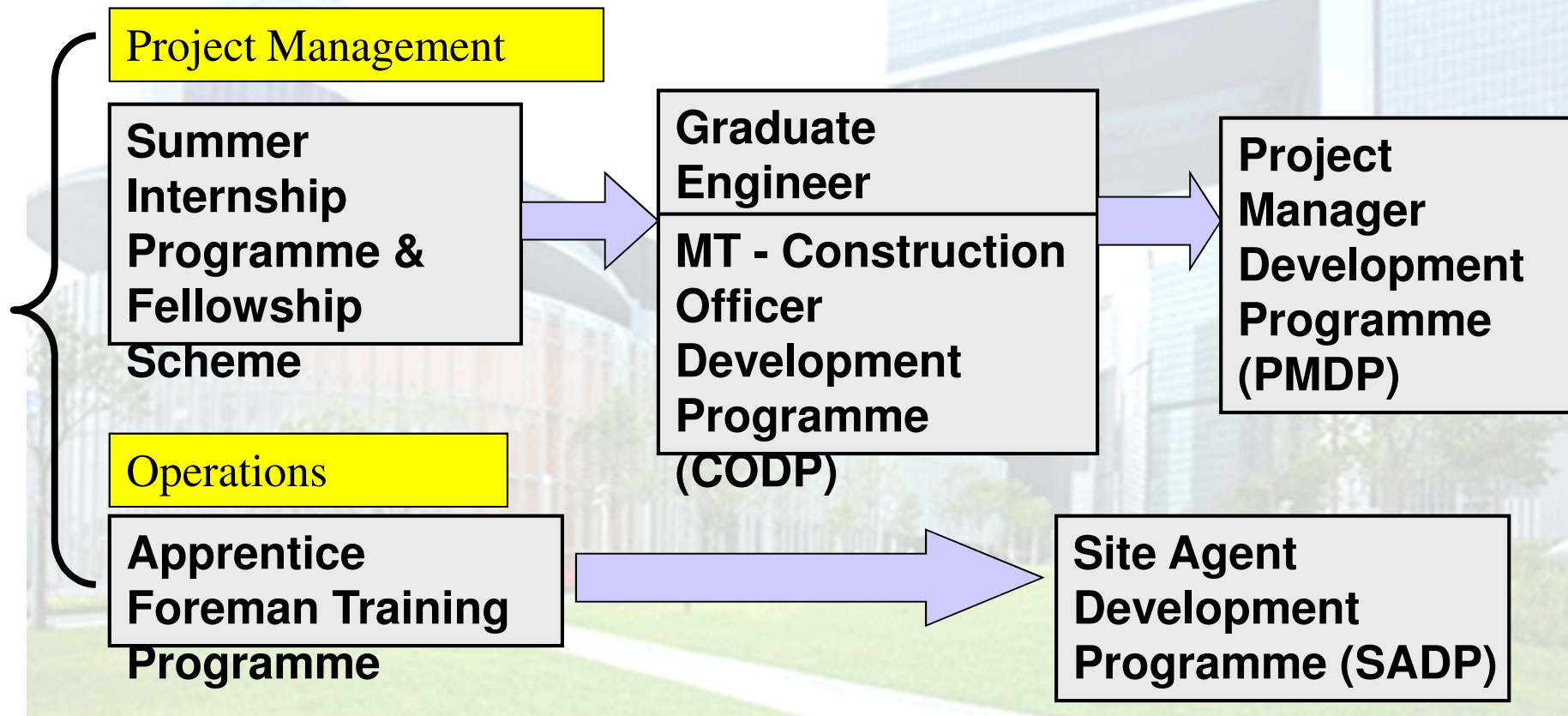


# Challenges

- External environment – 10 Major Infrastructure Projects
- Increasing demand on number of staff at different levels
- Competition for experienced staff – turnover rate
- Staff quality

# HR Strategies in T&D

- Comprehensive, structured and interlinked people and talent development programme



# HR Strategies in T&D

## Project Management

- HH Group Summer Internship/Fellowship Programme
- Graduate Engineer Programme
- Management Trainee Programme :  
Construction Officer Development Programme (CODP)
- Project Manager Development Programme (PMDP)



# HR Strategies in T&D

## Operations

- Apprentice Foreman Programme
- Site Agent Development Programme (SADP)

# HR Strategies in T&D

- Next Stage



- Ultimate aim (destination) – Run construction projects effectively and increase profitability



# HR Strategies in T&D

- Mirror of New World Group Talent Development Model and Strategies

## New World Group Talent Development Model and Strategies

Talent Development & Succession Planning

<b>A. Top Executives</b>	<b>B. Talent Pool</b> ( <i>STAR. AMT, MT</i> )	<b>C. Professionals</b>
<b>D. Junior Management (<i>YoungSTAR</i>)</b>		
<b>E. General Staff</b>		

# HR Strategies in T&D

## Hip Hing Group Talent Development Model and Strategies

Talent Development & Succession Planning

<b>A. Top Executives</b>	<b>B. Talent Pool</b> (PMDP, SADP, CODP)	<b>C. Technical Professionals</b> (HKIE Scheme A, Qualified Engineers Scheme, HKIS, etc.)
<b>D. Supervisory Staff</b> ( <i>Technical/ Job Knowledge + Competence/Soft Skills</i> )		
<b>E. General Staff</b> ( <i>Technical/ Job Knowledge + Competence/Soft Skills</i> )		

# HR Strategies in T&D

## Key to Success

- Integrated programme into HR and business processes – not a standalone activity
- Cost effectiveness – maximize the utilization of internal resources