

Tomorrow's Business Leaders 未來商界領袖

The Chamber's first Business-School Partnership seminar examined the challenges faced by our young generation in today's global job market and how we can better prepare them to succeed

總商會首次舉辦的「商校交流計劃」研討會，探討了年輕一代在現今全球就業市場所面對的挑戰，以及如何協助他們掌握致勝的技能

Businesses often lament that they are unable to find the talent that they need to grow their businesses, while youngsters complain they cannot find the job that they want to do. Is there a mismatch? Are both sides setting their expectations too high? Or is it just a case that each older generation likes to complain that “youngsters today never had it so good”?

Teresa Yang, Vice Chairman of Esquel Group, believes parents' desire to give their children a good start in life is actually doing more harm than good.

“A portion of Hong Kong youngsters are pampered as they are overly protected by their parents. Along with Hong Kong's natural advantages, they have been provided with the best resources available. This created a comfortable environment

As the world is also getting smaller, he added that competition among talent around the world is also fiercer. “So I would urge Hong Kong students to take advantage of opportunities and strengthen their language skills whenever possible.”

Eliza Ng, Director, Human Resources, Fuji Xerox Hong Kong, echoed his comments. She said students need to pos-



To shed some light on this far-reaching debate, secondary school heads, teachers, businesses and students shared their views at the Chamber's first seminar organized under the Business-School Partnership Programme on June 29.

As an international financial centre and melting pot of cultures and nationalities, Hong Kong's youngsters are exposed to a wide range of influences from a very young age. Despite these advantages, recent indications show that students' soft skills lag behind their peers around the region, particularly in communication, confidence and language abilities.

for them to grow up in, which gradually reduced their eagerness and commitment to improve and take on new challenges,” she told the audience.

Frederick Ma, Honorary Professor at the University of Hong Kong, said it is important that people think regionally and globally rather than locally.

“China has also created additional opportunities for Hong Kong youngsters who have the chance to work in China and be a part of its growth. This is a superb advantage that students should utilize,” he said. “They also need to have ‘passion’ if they want to succeed.”

sess problem solving skills and that they should equip themselves with both work experience and at the same time acquire more knowledge of various businesses in preparation for stepping into the real world. To make this possible, she added that more work opportunities need to be made available for the young generation.

Carmen Ting, Principal, Learning and Development, KPMG China presented her ‘Model of GROW’ to students. G – gain knowledge on the company they work in. R – reach out for help and to help those in need. O – open their minds to new challenges, perspectives, experi-

“ I would urge Hong Kong students to take advantage of opportunities and strengthen their language skills whenever possible. 我鼓勵香港學生把握機會，盡量加強語文技巧。 ”

Frederick Ma, Honorary Professor at the University of Hong Kong
香港大學名譽教授馬時亨



ences as well as continuous improvement. W – wisdom in making good decisions, especially when the answers are not necessarily obvious.

Nicholas Sallnow-Smith, Chairman, The Link Management Ltd, said people are not interested in doing repetitive work in today’s world. Consequently, hopping from job to job will be inevitable, as the type of employers, job nature and types of workers will also change. Individuals with the strongest ability to adapt and seize the initiative will be the ones who will succeed.

He urged youngsters to keep asking ‘why?’ Why is your company in business? Why are you better than your competitors? Employers who are able to answer those questions will provide the reasons why people should join the team.

During the Q&A session, panellists were asked their views on Hong Kong’s examination system and what changes they feel would facilitate recruitment in their organizations.

Ma said education should focus more on ethics and individual values, teaching them not to be materialistic but to be a valuable asset to society. Teresa Yang encouraged a balance between academics and skills training, particularly in life skills. Employers are always worried whether or not new graduates, especially those from local universities, have the life skills to handle challenges ahead.

Sallnow-Smith said Hong Kong students are perfectly capable, but intrinsically in the current system they are taught to obtain certain academics qualifications, and to not ask questions. He added that educators need to encourage a learning atmosphere in schools to allow students to blossom.

A student from The Chinese University of Hong Kong asked about the pros and cons of studying abroad, and the qualities that students should possess for exchange programmes. Both Ting and Sallnow-Smith said studying abroad will

widen an individual’s perspective and broaden their horizons. The panellists felt that taking a gap year before work or studying abroad would allow students to acquire a set of life skills that will benefit them in future.

Although Hong Kong students perform very well academically, speakers stressed it is also very important for them to be flexible, open minded and possess life skills to take on challenges. Otherwise they will never be able to conquer challenges that life will inevitably throw their way. ❀

“ We need to nurture, develop and sustain our future manpower in order to fuel our economic growth. 我們要培育、發展和維持未來的人力資源，以刺激本港經濟增長。 ”

Shirley Yuen, CEO of HKGCC
總商會總裁袁莎妮



企業經常慨嘆找不到合適人才助他們擴展業務，而年輕人則抱怨找不到理想工作。社會是否出現人力錯配的問題？勞資雙方的期望是否定得太高？還是這只是上一輩老是批評年輕人「一代不如一代」的其中一例？

為探討這個影響深遠的議題，中學校長、教師、企業和學生參加了總商會於6月29日首次舉辦的「商校交流計劃」研討會，分享他們的意見。

作為國際金融中心及文化種族大熔爐，香港的年輕人從小就面對四方八面的影響。儘管具備這些優勢，近日有研究顯示本地學生的軟技能遜於區內學生，特別是溝通技巧、信心水平和語言能力。

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適應能力最強又能搶佔先機的人，最終會脫穎而出。

Nicholas Sallnow-Smith, Chairman, The Link Management Ltd
領匯管理有限公司主席蘇兆明



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部分香港年青人嬌生慣養，因為他們受父母過分保護。

Teresa Yang, Vice Chairman of Esquel Group
溢達集團副主席楊敏賢

溢達集團副主席楊敏賢認為，家長渴望在生活上給子女一個好開始，其實弊多於利。

她對與會者表示：「部分香港年青人嬌生慣養，因為他們受父母過分保護。加上香港的天然優勢，他們得享最好的資源。這造就他們在一個安逸的環境下成長，從而逐漸減少他們力求進步和接受新挑戰的慾望和承擔。」

香港大學名譽教授馬時亨表示，年青人必須以亞洲和全球為念，而非把目光停留在本地。

「中國亦為香港年輕人締造了額外的機遇，讓他們有機會在內地工作，參與國家發展。這是一個絕佳的優勢，學生應好好利用。」他說：「如果他們想成功，也要『心中有火』。」

他補充說，隨著世界變得愈來愈小，全球的人才競爭亦愈趨熾烈。「所以我鼓勵香港學生把握機會，盡量加強語文技巧。」

富士施樂（香港）有限公司人力資源部總監伍雪芬亦深表贊同。她說學生應具備解難技巧，累積工作經驗來裝備自己，同時對不同企業加深認識，做好踏進現實世界的準備。她續稱，要做到這一點，社會就要為年青一代提供更多就業機會。

畢馬威中國培訓及專業發展部門主管合夥人丁紀文向學生提出她的「發展（GROW）模式」。「G」代表Gain，加深對公司的認識；「R」代表Reach Out，尋求協助，同時協助有需要的人；「O」代表Open，對新挑戰、新觀點、新體驗和不斷改進持開放態度；「W」代表Wisdom，作出精明抉擇，特別是當答案模稜兩可，就更更要明智選擇。





Students need to possess problem solving skills and acquire more knowledge of various businesses in preparation for stepping into the real world.

學生應具備解難技巧，對不同企業加深認識，做好踏進現實世界的準備。



Eliza Ng, Director, Human Resources, Fuji Xerox Hong Kong

富士施樂（香港）有限公司人力資源部總監伍雪芬



領匯管理有限公司主席蘇兆明表示，在現今的社會，人們無興趣做重覆的工作。結果，經常「跳糟」在所難免，而僱主、工作性質和員工亦隨之轉變。因此，適應能力最強又能搶佔先機的人，最終會脫穎而出。

他鼓勵年輕人要經常問「為甚麼？」為甚麼你的公司會開始營運？為甚麼你比競爭對手優勝？能夠回答這些問題的僱主，會讓你找到加入公司團隊的理由。

在問答環節上，嘉賓被問到他們對香港考試制度的看法，以及他們認為甚麼轉變可以讓企業更有效地招聘人才。

馬時亨表示，教育更著重道德倫理和個人價值，教導學生不應崇尚物質主義，而是要成為社會的寶貴資產。楊敏賢鼓勵學校要平衡學術與技能培訓，特別是生活技能。身為僱主，他們經常擔心應屆畢業生（特別是本地大學的應屆畢業生）是否具備生活技能，以應付未來挑戰。

蘇兆明說，本地學生絕對能夠勝任，但現行制度卻只教他們考取若干學歷，多讀少問。他續稱，教育工作者應在校內鼓勵學習氣氛，讓學生發展潛能。

一位香港中文大學的學生問及外地升學的利弊，以及參加交流計劃的學生應具備甚麼條件。丁紀文和蘇兆明均表示，外地升學可擴闊視野，增廣見聞。嘉賓認為，投身社會前休學一年或到外地升學，可讓學生掌握生活技能，有助日後發展。

儘管本地學生的學術表現超卓，嘉賓強調他們必須靈活變通、開放思維，具備生活技能，以接受種種挑戰。否則，他們永遠不能克服生命中必經的磨練。



Students need wisdom in making good decisions, especially when the answers are not necessarily obvious.

學生應作出精明抉擇，特別是當答案模稜兩可，就更要明智選擇。



Carmen Ting, Principal, Learning and Development, KPMG China
畢馬威中國培訓及專業發展部門主管合夥人丁紀文



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