

WEARE

TALENT PROMOTION 2020





Andy Lau
Co-Owner and Chief Commercial
Officer – Cloud Service

PASS

- · Ability to communicate effectively
- · Growth Mindset
- Proactively taking up leadership roles even before promotion



Ben Hui
Co-Owner and Chief Commercial
Officer – Residential Solutions

PASS

- Passionate on his/her role, continuously uplifting his/her team & influence others to hit the targets
- Lead with empowerment & delegation, rather than micromanagement
- · Open-minded in new ways of doing things. Dare to face new challenges

- Addict to superficial operational success, resist to learn from everchanging environment
- No future planning on personal / team growth
- · Can't match company core value & purpose



Ben Yeung

Co-Owner and Chief Commercial Officer – Business Development & Partnership

PASS

- Confident in leading the team to make a change to achieve a clear target or objective, which is a
 positive gain to company target
- Proud of his past performance and looking forward to another breakthrough
- Someone in the team is ready to take up his current work and ready for a taking a new leadership

FAIL

- Avoid risk taking either he/she never takes risks or never think that he/she should be responsible for a failure
- Business as usual Proud of his/her year of experience or knowledge, and intend to maintain the status quo, but not use them to make more changes in the company
- · Silo Little knowledge about what the other departments are doing or suffering



Clio Ip

Co-Owner and Director – Advanced Solutions

PASS

- Demonstrate passion in his/her existing role and looking for improvement continuously
- · With vision and mission
- Proactively working with different depts as 1-HKBN, working silo-ness

- No change in existing job after promotion
- No plan for develop successor
- Did not prepare for the interview



Danny Li

Co-Owner and Deputy Chief Technology Officer & Chief Information Security Officer

PASS

- · Know when to say "No" to management... with work around
- Think 1-HKBN as a whole, what can benefit HKBN & our Home the most
- · Not only grow oneself, but for the team members

FAIL

- · Cannot delegate
- Weak leadership
- · Do not have "can do" attitude



Eric Leung
Co-Owner and Chief Operations
Officer - Cloud Service

PASS

- Strong service mindset to resolve stakeholder issues and further enhance service coverage and business result
- Integrate different department for resolving complex complaints and make stakeholders HAPPY
- Willing to take up personal p/G for ensuring the solutions is right for the stakeholders



Gladys Cheng

Co-Owner & Director – Group Corporate Communications & Enterprise Solutions Marketing Communications

PASS

- Demonstrated a strong mindset to embrace change and lead his/her team to act proactively for great results
- Demonstrated leadership on motivating his/her team to learn continuously and grow professionally
- When spotted flaws or potential threats that may adversely affect the company, spoke up, proposed solid plans and drove actual execution, rather than hid behind the status quo and waited for orders from above

FAIL

- Underprepared. Failed to articulate clearly to impress interviewers that he/she is a capable candidate
- Over-focused on his/her past glory and failed to demonstrate the changes he/she would bring to the company after his/her promotion
- Only parroted HKBN culture, jargons or key initiatives; failed to demonstrate with real life examples how he/she upheld and embedded innovation and entrepreneurship in his/her work and team leadership



Janet Yeung

Co-Owner and Director – Talent Engagement - Enterprise Solutions & JOS Group

PASS

- Embrace HKBN culture, able to drive HKBN culture with the right mindset
- Able to demonstrate good understanding of the Leadership Attributes with examples
- Exhibit readiness for the next or expanded role

- Hold onto current operational success, unable to show capacity or desire to grow
- Incorrect or unable to demonstrate understanding of the Leadership Attributes
- Unable to drive personal/team's growth



June Lam

Co-Owner and Director – Business
Development & Partnership

PASS

- · Able to share his/her success story
- · Strong ownership to drive and deliver the results
- Well-equipped to take on a greater role and seek out new opportunity

FAIL

- Too operational
- Only focus on his/her expert areas without looking at a bigger picture from company's perspective
- Stop to learn or change



Kim Ping Yeung Co-Owner and Director – Information Technology

PASS

- Understand and adopt HKBN culture and demonstrate how to drive the result
- · Show the passion on the existing role and looking for new opportunity
- Empower the team and show how to grow personal and team

- Focus on the past success story and no future planning
- · Not willing to change or improve the team
- Unable to show the adoption and alignment on HKBN culture



Mikron Ng

Co-Owner and Chief Commercial
Officer - Business Market and
China Business

PASS

- Having ambition to make/execute new ideas for company's growth
- Having long term commitment to his career path in HKBN
- · Having strong mindsets on leading to changes

FAIL

- · Lack of ambition
- Business as usual
- Lack of preparation



Samuel Hui Co-Owner and Chief Transformation Officer

PASS

- Embrace growth mindset to motivate his team to transform, with solid game plan & KPI
- Step into shoes of customer to design pain/GAIN contract against customer's business KPI
- Embrace skin-in-game mentality with personal pain/GAIN against committed KPI

- Lack of high-level thinking beyond immediate operational KPIs lack thinking of his/her own career path
- Did not demonstrate he/she is able to motivate his/her team to be his/her successor embracing HKBN values
- Pure product selling not solutions selling



Stephen Lui Co-Owner and Director – Information Technology

PASS

- · Willing to delegate previous duties and take on new roles and responsibilities
- · Possess wider horizons than his functional role
- · Able to communicate effectively with management

- Operational mindset
- Expect more work on original role after promotion
- Not able to display leadership to management



PROMOTED TALENTS IN HONG KONG

84 Talents who come from different departments in Hong Kong, mainland China, Singapore and Malaysia are being promoted. In fact, we are delivering on our promise to be the most "promotion rich" integrated telecom and technology solutions provider and to be the best paying employer of elite performance Athletes in all regions where we operate.

Managers or above			
Name	Department	Title	
Chan Bo Chun, Bonnie	ADM	Associate Director - Corporate Social Investment and Talent Experience	
Chan Siu Fung, Angus	ESCSBS	Manager - Customer & Technical Service	
Hung On Yu, Richard	ITSA	Manager - Information Technology	
Ko Nok Yi, Stella	CORPCOM	Manager - Corporate Communications	
Liu Kwok Hei	ITCSS	Manager - Project Management	
Ng Tsing Pui, Thomas	ESCB	Team Lead - Carrier Business	
Tsang Tsz Ming, Mingo	ESBM	Director - Retail & Strategy Projects	
Yip Ka Wun, Calvin	ESTSI	Manager - Solutions Consulting	
Yiu Yu Wing , Michelle	MKC	Senior Manager - Marketing Communications	

Other Talents			
Name	Department	Title	
Au Wai Lok, Alfred	ESMAB	Account Manager - Major Accounts	
Chan Chi Keung, Eddie	ESBM	Account Manager	
Chan Kin Ying, Nico	ESMKG	Senior Officer - Marketing	
Chan Pak Yin	CPE	Service Technician	
Chan Pui Wai, Felix	ESPSC	Project Manager - Project Management	
Chan Sin Ying, Tracy	ADM	Senior Officer - Corporate Social Investment	
Chan Siu Leung, Riff	ESPSC	Project Manager - Project Management	
Chan Tat Sun, Terry	ESCLOUD	Senior Cloud Evangelist	

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PROMOTED TALENTS IN HONG KONG (Cont'd)

Other Talents			
Chan Tsz Him	CPE	Service Technician	
Chan Wai Sang, Wayne	ITSA	Officer - System Support	
Chan Yuet Ngo, Apple	MKQE	Senior Officer - Quality Enhancement	
Chau Heung Kwan, Iris	ADM	Senior Officer - Administration	
Cheng Tak Ho	CPE	Service Technician	
Cheung Ka Yi, Kathy	CPE	Assistant Officer - Operations Support	
Cheung Kar Sin, Jess	NDC	Assistant Manager - Network Design & Construction	
Cheung Wai Kin, Alvin	ESNDC	Engineer	
Chiang Lai Ping, Jessie	ESCLOUD	Senior Solution Architect	
Chow Yik Chim, YC	ESMKG	Assistant Manager - Marketing	
Choy Pak Nin, Hydro	ITDI	Solution Architect	
Chu Kwan Ho, Andy	ESIT	System Analyst	
Chuang Tung Leung, Roger	ESNOC	Officer - Operations	
Fong Wai Kuen, Karis	MKRET	Senior Officer - Marketing	
Hui Man Wai, James	ESPSC	Senior Network Engineer	
Hung Hiu Yu, Minnie	ESFIN	Assistant Officer - Finance	
Lai Hoi Tung, Sylvia	ESFIN	Accounting Assistant	
Lam Hin Sin, Audrey	ESFIN	Officer - Finance	
Lam Kwok Tung, Leslie	ESBM	Senior Account Manager	
Lam Pak Kim, Kim	ITSA	Senior System Administrator	
Lau Nga Yee, Flora	TM	Senior Officer - Talent Management	
Law Man Han, Jennifer	ITRBSS	Assistant Officer - Application Support	

PROMOTED TALENTS IN HONG KONG (Cont'd)

Other Talents			
Lee Lai Mei, May	FIN	Assistant Officer - Procurement	
Leung Wai Kit, Keith	ITSA	Senior System Support Engineer	
Lui Ying Tai	ESNDC	Engineer	
Mak Yu Fu, Steve	ESIOT	Cousultant - IOT	
Man Pui Leung	CPE	Senior Service Technician	
Ng Kai Cheong, Charlie	ITSA	Officer - System Support	
Ng Oy Kwan, Kevin	ITAS	Analyst Programmer	
Ngan Chin Hei, Mo	TM	Officer - Talent Management	
Sze Yik Hin, Jeffrey	ESBM	Account Manager	
Tang Kit Hin, Rachel	FIN	Accounting Assistant	
Tsang Chun Ming	CPE	Service Technician	
Tsang Faan Wing, Kelvin	ESPSC	Senior Officer - Technical Consulting	
Tsang Kin Wai	CPE	Service Technician	
Tse Siu Yan	MKC	Senior Officer - Marketing Communications	
Tse Wai Lung Andy	ITCSS	Officer - Quality Assurance	
Wong Chung Ho, Dexter	FIN	Senior Officer - Procurement	
Wong Hoi Yan, Yan	ADM	Officer - Administration	
Wong Wai Kam	ESNDC	Senior Engineer	
Wong Yat Kar, Ita	FIN	Assistant Officer - Accounting	
Yau Siu Fung, Franklin	ITSA	Senior System Support Engineer	
Yuen Wai Tat, Victor	ITDI	System Analyst	
Yung Chi Ho Jackie	NCP	Assistant Manager - Network Commercial	

PROMOTED TALENTS IN MAINLAND CHINA

Managers or above			
Name	Department	Title	
林立峰(Luke)	ESCHBSZ	Manager - Enterprise Solutions	
呂清俠(Silver)	ESCHBSH	Manager - Enterprise Solutions	
張弛(Jennifer)	Finance	Senior Manager-Finance, JOS China	
鄧維超(Ray)	Sales	Senior Manager-Sales	

		Other Talents
Name	Department	Title
佘瑋俊(Chris)	ESGBC	Unit Manager - Business Market And China Business
洪丹娜(Danna)	ESCHBSZ	Account Executive Supervisor
翟家樂(Jerrard)	ESCHBSH	Senior Operation Support Supervisor
韓宇華(Maggie)	TM	Senior Officer - Talent Management
何文鋒(Man)	ESGBC	Senior Manager - Business Market And China Business
何綺虹(Nicole)	ESGBC	Senior Account Manager - Business Market And China Business
鄭佩瑩(Pat)	RSCS	Senior Unit Manager -Customer Service
陳曉欣(Summer)	ITDS	Senior Programmer
楊智鵬(Tony)	ITRBSS	Senior Programmer
張志輝(Demon)	Sales	Manager-Sales
韋崢貞(Jasmine)	Sales	Manager-Sales
季卉芳(Jessica)	Sales	Senior Manager-Sales
謝佩媚(May)	Solution & Pre-Sales	Asst. Manager-Customer Service
楊彥超(YanChao)	Solution & Pre-Sales	Senior Consultant-Solution

PROMOTED TALENTS IN SINGAPORE & MALAYSIA

Managers or above			
Region	Name	Department	Title
SG	Lubna Mohammedi Manasawala	Legal	Regional Legal Counsel

Other Talents				
Region	Name	Department	Title	
SG	Daniel Lim Qiang Han	Service & Delivery	Project Lead	
SG	Ng Wei Qi Danny	Sales	Sales Manager	
MY	Tan Eng Soon	Service & Delivery	Project Manager	
SG	Tan Wei Loon, Warren	Sales	Sales Manager	