

Tough Times Never Last, Tough People Do! Managing Change in Times of Turmoil

Self-Empowerment for Managing Change in Turbulent Times

The world is now bombarded by fear, anxieties and negative thinking in the latest financial tsunami. How to be positive and keep hope alive in the midst of chaos? How to manage fear by engaging our attention to the right thoughts and disengaging our mind from the wrong feelings? Contrary to common belief and public sentiment, there are actually enormous opportunities from financial crisis. Only self-empowered positive thinker who believes tough times never last will achieve infinite possibilities and success.

Christine Lai, a change agent and a seasoned HR practitioner, will share with you her experiences and critical factors to make things happen even in the toughest time. As a regional Human Resources practitioner leading various scales of internal organizational change and coaching executives in transitions, Christine has helped contributing to the transformation and growth of individuals and many organizations. She will share with you many successful stories she has witnessed, as well as a new mindset to empower ourselves in managing change besides the right attitude and skills.

Coaching For Excellence: A Leadership Skill to Help Your Team Thrive in Chaos

Coaching, a leadership skill that equips leaders to communicate effectively and efficiently at all levels, helps leaders to develop, motivate, inspire and energize the people in the organization. Originated in the United States, coaching now plays an important role in company growth and organizational development, resulting in the following benefits:

- Balanced, vibrant and happy team members
- Less turn over
- Better working relationship
- Increased productivity and efficiency

In the midst of the financial tsunami, many organizations are facing not only financial difficulties, but also serious people problems in terms of increased stress, poor morale, high turn over, and declined productivity and team spirit. Coaching, emphasizing on relationship building between the coach and the coachee, is well fit to deal with these issues.

The speaker, Mr. Larry Wong, a professional coach and management consultant with years of management experience in various industries, will share the essence of coaching, the basic techniques and model in conducting coaching in your corporation or your project management environment. Larry will use many real life scenarios and case studies to support his presentation of the basic skills of coaching.

Certified PMPs can earn 4 PDUs towards maintaining their PMP credentials.

About the Speakers:

Dr. Christine Lai

Christine is a pioneer, organizational designer, change agent and strategic business partner working in dynamic global financial institutions including Royal Bank of Scotland, Morgan Stanley and Peregrine for more than 22 years. She is currently the North Asia HR head at RBS. Christine has extensive HR practitioner experiences in dynamic projects like setting up the first joint venture investment bank in PRC, merger and acquisition, organizational change, HR transformation, talent management, employee engagement, wellness and diversity projects. Christine's extensive exposures in global and regional matrix organization provide her additional competencies in managing complex diversity people and cross-cultural issues as well as pluralistic team of workforce.



Christine has been leading many start-ups of businesses and executing various organizational restructuring and integration activities. She has turned the employee engagement results into action through Employee Wellness and Diversity Inclusive Program. The employee branding is created through winning of the 'Caring Company' logo and internal Awards.

Christine got her part-time Doctorate of Business Administration degree at HK PolyU and EMBA degree at CUHK. She is also a Certified Master Coach and Mentor for Executives and students. She is a practitioner scholar and advocate of integrating knowledge and practice. Besides her Doctorate thesis on 'Social Capital on Organizational Citizenship Behavior', Christine has been presenting many organizational, strategy and people related topics at University, HR professional bodies and Chambers in HK and PRC. Her focuses are in the areas of Change and Leadership, Strategy and Execution, HR transformation, Cross-cultural Management, Talent Management, Employee Engagement and Work-Life Balance.

She has been the Chair-lady for the Management Department Advisory Committee of HK City U. for 6 years and is a Committee member of the Centre of HR Strategy and Policy at HK Baptist U. and also the Training and Development Committee of IHRM. She is also a member of different Chambers and guest lecturer for many MBA and HR and Executive Programs for various Universities.

Mr. Larry Wong

Larry has accumulated over 20 years of work experience in quality management, industrial engineering, project management, management services, change management, business process re-engineering and continuous improvements. He has worked in a number of renowned multi-national companies such as AT&T, Hongkong International Terminals Limited, DHL, Dah Chong Hong Limited, Johnson Electric Industrial Manufactory Limited and Philips, at senior management positions. While he was working for these companies as an internal doctor, he had led numerous



teams to accomplish a lot of projects which resulted in improved productivity and employees' morale, and increased bottom line and top line. In addition, Larry has also been involved in logistics operations at senior management level.

Larry is currently a partner at a.Life Limited, a people development and management consulting company. He holds a bachelor's degree in Industrial Engineering and a master degree in Business Administration from the University of Hong Kong and the Chinese University of Hong Kong respectively. In addition, he is a member of the Hong Kong Logistics Association, the Institute of Industrial Engineers and the International Coaching Federation.