

“The GIFT Young Leaders Programme creates an ideal platform to challenge participants intellectually and raise their awareness of Hong Kong’s economic and social dynamics in the context of a globalising world. It also gives every participant an opportunity and a supportive environment to flex their leadership muscles and build a great team together. It’s a life-changing experience for an aspiring leader.”

Kelvin Chan
MTR Corporation



HONG KONG YOUNG LEADERS PROGRAMME (HKYLP)

Module 1: Dynamic Classroom Sessions

18-23 Nov 2024 | 6 Days

Module 2: Experiential Project-based Learning

8-13 Dec 2024 | 6 Days | Includes hotel stay

WHO SHOULD ATTEND

- The Programme is designed for high potential talent transitioning into leadership roles.
- Emerging leaders looking for potential innovative business opportunities and a chance to directly contribute to socially impactful policies for the betterment of Hong Kong.
- Experienced talents who want to broaden their worldview and expand their network, particularly in sectors outside of their profession.

Average age: 28-40 years old

Common titles include: Senior Officer, Manager, Senior Manager

Key Benefits

STRENGTHEN BUSINESS ACUMEN

Gain practical insights into nascent business opportunities and trends shaped by markets, governance, and societies through real business projects

IGNITING A SENSE OF PURPOSE

A journey of self-discovery focused on motivation and purpose beyond people management, leveraging professional skills to help reshape society

DEVELOP GLOBAL MINDSET

Deepen understanding of 21st century challenges to acquire tools for running outcome-driven meetings and purposeful stakeholder engagement across multi-sectoral contexts

INSPIRING HIGH PERFORMANCE

Develop Knowledge, Communication, and Empathy (GIFT’s “KCE”) for effective leadership; and practising collaboration skills across diverse settings

NETWORK AND LEARN WITH DIVERSE LEADERS

Build networks across industries and sectors, and broaden perspectives through interactions with world-class speakers and facilitators

INSIGHT INTO LEADERSHIP POTENTIAL

Observations throughout the YLP are synthesised into personalised evaluation reports for continued development and career planning

Module One Highlights

Strategic Leadership

Elevate leadership capacity to deliver results and drive organisational success

- Connect 'purpose' to 'potential' to unlock greater value for the individual, organisation and society
- Use GIFT's outcome-driven process and practical tools to cultivate high performance teams
- Foster a workplace culture with a growth mindset
- Practice cross-cultural and intergenerational leadership to navigate diverse and dynamic environment effectively

Global Awareness

Look beyond the headlines to gain nuanced insights into global complexities to overcome the strategic challenges of operating in today's volatile environment

- Assess the impact of globalisation in political structures, economies, and social and cultural values
- Reimagine capitalism and explore new economic models that prioritise collective well-being in a resource-constrained world
- Understand the intricate relationships between government, business, and civil society in addressing basic needs, driving economic growth, and enhancing societal well-being
- Develop strategies to handle organisational externalities, balancing economic goals with social and environmental responsibilities.
- Examine the trade-offs and potential of technological innovations for meaningful problem solving



[2 min video of GIFT programme in action](#)



Module Two Highlights

Local Insights

Gain an in-depth understanding of the global issues by appreciating local nuances through immersive site visits and direct engagements with communities and stakeholders from diverse backgrounds. These firsthand experiences provide unique perspectives and insights that desktop research alone cannot offer.

Leadership in Action

Challenge leadership skills, adaptability, and resourcefulness by immersing participants in high-stakes environments and unfamiliar settings with changing scenarios. Receive direct feedback from peers and facilitators during participant-led sessions to uncover and address any leadership blind spots.

Breakthrough Ideas

Develop bold, innovative ideas that drive long-term commercial success and positive societal change, beyond conventional notions of development and progress. Generate solutions that address global challenges and foster sustainable growth, leveraging creativity and forward-thinking to make a meaningful impact.

People learn 70% through experience, 20% through relationships, and 10% through formal training methods.



Our experiential learning methodology was presented at the United Nations as an "Innovation in Leadership Development"



"The programmes are designed to help participants... learn how to adapt their business models to succeed in new markets"

Module Two Experiential Project Learning Reshaping Education For a Technology-enabled Future



Embed Technology Literacy in Pre-College Education to Leverage Opportunities, Increase Competiveness, and Overcome Future Challenges

Unique Positioning within the GBA: Hong Kong's competitive advantages are in upstream technological and scientific research, and downstream financing. By developing infrastructure with other cities in the GBA, Hong Kong can attract FDI and new industries to establish their research institutes in Hong Kong. The city also possesses the unique capability of bringing industries from Mainland China to the overseas market via its recognised and globally accepted business acumen. As a city at the intersection of many cultures, Hong Kong acts as the bridge between China and international markets. This infrastructure development to support the growth of science-related industries will create employment opportunities for local talents who have the right skills.

Chronic Talent Gap: The city faces a continued critical talent shortage, where both the Hong Kong Government and industries strive to expand the talent pool. The Government is attracting returning and migrating I&T talents through policy initiatives, such as Hong Kong Talent Engagement (HKTE). At the same time, many employers are reskilling workers from their own industry and unrelated sectors. In the long term, however, it is important to cultivate the local youth in order for them to effectively support a robust and sustainable positioning of Hong Kong.

Innovation Inspired by Diversity: Hong Kong enjoys a historic and economic advantage of being an international city - a melting pot of diverse cultures and backgrounds. The city's dense population and high accessibility offer innovators an ideal testing ground for R&D. Diversity is proven to be the key for innovation and Hong Kong's youth have much potential, having been immersed in such a diverse environment. To leverage this, it is important to examine whether the city's education system effectively and systematically prepares students to embrace and internalise innovation.

Understanding Hong Kong's Education Issues

Now 20 years since its last reform, Hong Kong urgently needs an education revolution. The system is resistant to change due to the historic trauma from policies that overlook the effects of extra workload from implementation and the lack of proper support for teachers. A shrinking student population has led to school closures, but it also creates an opportunity to re-examine teachers' workflow and training - to incorporate new teaching methodologies catered to meet the future challenges and opportunities of Hong Kong.

The Government has been developing Hong Kong into a regional education hub since its 2010 Policy Address, through internationalisation and diversification of the city's post-secondary education sector. The policy is based on the fact that Hong Kong has world-renowned universities and outstanding research talents, but it does not extend to include primary and secondary schools in this vision and planning. To prepare our pre-college youth to adapt and thrive in a technology-enabled future, and accounting for students who may not pursue an academic degree, it is important to instill technology literacy, international awareness, and innovative mindsets from the start.

Despite a resistance to change, Hong Kong's education system has embraced various new initiatives in response to the vibrant and dynamic societal changes in the city. In the past decade, education approaches and initiatives, such as holistic education or whole-person-education, inclusive education, STEM or STEAM education, and 'Students as Learning Experience Designers' have made their way into the school curriculum. The resulting effectiveness and application of these new pedagogies varied widely according to the capability, funding, vision of each school and their principals, and the school's banding. Given that quality education is a basic right for citizens, these initiatives contributing to an effective education system should be challenged and made available for all.

"The GIFT Young Leaders Programme creates a synergistic platform for participants from different pillars of society to realise their potential. It provides intensive team collaboration, where we learn how to build a great team together. The cohesion and bonding is a long-lasting benefit for all of us."

Fion Chau

The Hong Kong Federation of Youth Groups

Invest in your organisation's future. Enrol your top talents today.

“The programme not only helps to grow our professional network across a wide-spectrum, it also enhances our leadership, communication, collaboration, decision-making and creativity competencies. Most importantly, it unlocks our thinking and fills the passion in our hearts to build a bright future for Hong Kong together.”

Kin Cheng
OGCIO

“It was a rare opportunity to team up with bright minds from across a spectrum of industries to achieve a common goal of making Hong Kong a better place. To be constantly challenged, debate different points of views, whilst producing a meaningful outcome was very satisfying. These were all instrumental factors in making the GIFT YLP an impactful, unique, and insightful experience. Its tough but pragmatic approach brings out the leadership qualities of each participant, giving them an enriched perspective to bring back to their workplace.”

Andrew Nardi
DBS Bank

Please write to:
Eric Stryson
estryson@global-inst.com
+852 9736 5595

Programme Fee:
HK\$98,000 per person

Includes a combined full 12 learning days, course materials, personalised evaluation reports, hotel accommodation during M2, logistics, and most meals.

For more information, please visit:



<https://global-inst.com/hong-kong-young-leaders-programme/>

Selection of leadership programme participant organisations:



Office of the Government Chief Information Officer
The Government of the Hong Kong Special Administrative Region
of the People's Republic of China

一國兩制研究中心
One Country Two Systems Research Institute



- Leadership Development
- Management & Organisational Development
- Sustainability Advisory
- Policy Advisory
- Understanding Global Shifts & The Rise of Asia

