

Human Resources

Henderson Land's position as one of the most forward thinking and dynamic property development groups is in no small part a result of the personal commitment demonstrated by each employee, day after day, in the service of the Group's objectives. As at 31 December 2009, the Group had approximately 7,700 full-time staff. With human resources as the most valuable asset of the Group, Henderson Land is committed to exploiting individuals' talents while also encouraging staff to maintain an equitable work-life balance. To meet the challenges resulting from development of the business of the Group as well as the different workplace needs that emerge in a large organization, Henderson Land is committed to designing regular training courses for all staff. To nurture employee relationships, teamwork and communication, the Group regularly conducts activities that cultivate a sense of belonging among staff while also focusing on the continuous development of an outstanding team of individuals.

Staff Training and Development

To fully exploit the talent of its staff, the Group fosters a culture of continual learning by providing comprehensive study and training opportunities. Training supports each employee's ambitions to learn in order to achieve the professional objectives of their roles within the Group. In addition, training provides a means to become better acquainted with the Group and its culture, its environment, and its activities. During the year, a total of 43 internal training programmes and seminars were organized by the Group including "Orientation Programme", "Business Etiquette", "Light Pollution", "Putonghua Course", "Mental Health" and a series of seminars on China Business. These programmes were attended by 1,128 participants, accounting for a total of 254 training days. The Group's subsidiaries also organized various training activities for their staff. In addition to in-house training programmes, the Group also provided staff with an educational subsidy to encourage and support employees who wished to improve their professional knowledge and skills by enrolling in external courses. The Group has also established an internal e-Learning network to promote a culture of "continual learning" and to enhance the self-learning initiatives of its staff.

Understanding the Mainland's Business Dynamics

The economy of mainland China has advanced at a remarkable pace, resulting in significant sustained socio-economic interaction between the Mainland and Hong Kong. With its business activities expanding significantly in mainland China in recent years, the Group recognizes the need to equip its staff with the necessary knowledge and skills to support such developments and regularly conducts training courses and seminars for this purpose.

A series of seminars on China Business

During the year, the Group ran a series of China Business seminars to help staff appreciate the latest developments in the Mainland market. The seminars covered topics on issues relating to environmental protection and economic development.



Seminar on "China's Economic Development – Review of 2009 and Looking Forward to 2010"

Putonghua Courses

With the Group's steady expansions of its business activities in mainland China, Putonghua language capability of Mainland market-focused staff is becoming essential. During the year, regular Putonghua training courses were conducted for general staff. In addition, to address the individual requirements of certain departments, the Group also conducted a series of tailor-made Putonghua courses to further strengthen the language proficiency of executives in their daily work.

Orientation Programme

The Group provided an orientation programme for new employees every month. The programme was intended to help them quickly adapt to their working environment by enabling them to learn all about Henderson Land. It provided an occasion for them to foster their first acquaintances within the Group, while also helping to create a sense of belonging by offering shared terms of reference in respect of the Group's culture, values, business principles and methodologies.

Enhancing Personal Skills

Henderson Land commits substantial resources to organizing practical training courses. During the year these included a Business Etiquette programme, which provided employees with guidance on how to represent the Group in a professional manner and also on how to enhance their interpersonal skills. Other practical training included workshops on computer software applications, with the objective of enhancing employees' computer literacy and IT skills.

Enhancing Environmental Awareness

With the increasing prevalence of concerns about global warming and environmental issues, the Group has taken an active stand to promote awareness and action among Henderson Land staff. As one example of this during the year a series of seminars on light pollution were organized.

Work-life Balance

In its pursuits to encourage all staff to maintain a healthy work-life balance, the Group raises their awareness of physical and psychological workplace health issues. As one such initiative, during the year staff participated in seminars that helped them to understand mood disorders.

Staff Activities

Henderson Land places great emphasis on maintaining strong communication between departments both as a function of business, but also to ensure colleagues can socialize with each other outside the workplace. A variety of social activities and dinner gatherings were organized during the year for all staff.

In December 2009, the Group's annual Christmas party took place in the Ballroom of The Mira. During the evening, commemorative gold and silver plates were presented to colleagues who had served the Group for twenty and ten years respectively. All guests and staff had an enjoyable evening, with entertainment that included singing and African Drums performances, rounded off by a lucky draw featuring attractive prizes.

Among the various contests organized by the Group for its staff, the "Cooking Competition 2009" allowed employees to demonstrate their culinary skills and share their knowledge and experiences of cooking with their colleagues.



The Group invited Ms. Annie Wong, a famous chef and cookery instructor from Towngas Cooking Centre, to be the judge of the Competition.

As a responsible corporate citizen, the Group holds a Blood Donation Day every year in response to the ongoing appeal by the Hong Kong Red Cross for blood donations. In July 2009, the Human Resources Department arranged for a mobile donor team from the Red Cross to come to the Group's offices. 72 volunteers from among the Group's employees donated blood during the day.

In April, the Group sponsored and participated in the charity "MTR Hong Kong Race Walking 2009" event, with all funds raised going towards the health promotion activities of the Hospital Authority's Health InfoWorld campaign.

Other Group activities focused on the community during the year included "Green Power Hike", "Dress Special Day", "Love Teeth Day", "Oxfam Rice Sale" and "ORBIS Pin Day".



Dr. Lee and other members of the senior management toasted the Company's staff and wished everyone a merry Christmas and a happy new year.