



Programme for Leadership Enhancement for Serving Vice-Principals

22/06/2024 Reflective Sharing

Attached Organisation

- Organisation – Bank of China (Hong Kong)



Domain : Internal relations

Teamwork makes the Dreams work

Embrace failure/mistakes 容錯文化

- *allow mistakes*
- *empower staff to take risks*
- *foster a culture that accepts failures from efforts (this encourages risk-taking and experimentation, which are critical for a 'breakthrough' in learning or teaching)*
- *recognize efforts* 激勵機制



TEAMWORK

Domain : Internal relations

Teamwork makes the Dreams work

Readily responsive to staff

- small gestures of appreciation

Encourage idea generation 鼓勵提出意見

- boost staff morale
- brainstorm how to make things better/what to improve
- provide opportunities for decision-making
- create a better 'we'



Learning & Planning to Work

- Mentoring and coaching with Gen Z
- Subtracting rules in school
- Creating condition from no conditions
- Management vs Leadership

「管理」、 「領導」 同樣重要

著重「管理」，過份仔細，按本旨辦事，只會停滯於一個階段，不會有進步；亦會減慢變革、創新的速度



若要將變革、創新持久或更進一步，即使有「領導」，亦需要有良好的「管理」技巧



Reflections

- History, Culture, Innovation



5 Dimensions / Domains of Leadership

- Instructional Management
- Internal Relations
- Organisational Management
- Administration
- External Relations

Reflections

- Networking and Sharing of Love



- Billions of thanks to our dearest BOCHK staff, for their heart and sweat

Thankful Words

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Thankful Words

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Thank you!