



Programme for Leadership Enhancement for Serving Vice-Principals 2016-17

**HONG KONG BAPTIST UNIVERSITY
DEPARTMENT OF EDUCATION STUDIES**

**CHU SO HA, PENNY
HO YI MEI, CINDY**

Attachment Organisation





THE CITYVIEW

城 景 國 際

The Cityview Hotel

CHANGE

- Hostel
- Loss suffering
- Image: unremarkable

- 4 star Hotel
- Profit making with Quality service
- Image :
Positive and Healthy
Environmental friendly
– Green hotel



DAY 1 (16.3.2017)



Mr. Alex Wu
General Manager



Ms. Mandy Tam
Human Resources Manager

DAY 2 (11.4.2017)

Ms. Lorraine Wong
Director of Sales



Mr. Will Lam
Front Office Manager

DAY 3 (12.4.2017)



Mr. Simon Ng
Food & Beverage Manager

Mr. Gundam Ng
Chief Engineer



DAY 4 (25.4.2017)



<What We Learn-Reflection>

It is highly important to :

1. Recruit the teachers'.

Passion, Heart



Goal: Personal = Company/School

2. Understand my teachers' strengths and weaknesses.

(Excellent Observation skills)

Underperformers

- Staff development training
- Mentorship



Strongest members

- Bear more responsibilities
let his strong point reveal & be recognized
empower their staff
- Strengthening its senior and middle management to prepare for possible
succession

~Problem solving by **questioning** techniques

~sparked motivation

<What We Learn-Reflection>

3. Remind them of our **school mission** and **vision**. (same direction)



4. Make them feel that :

- their **opinions are valued**.
- their work is important to the

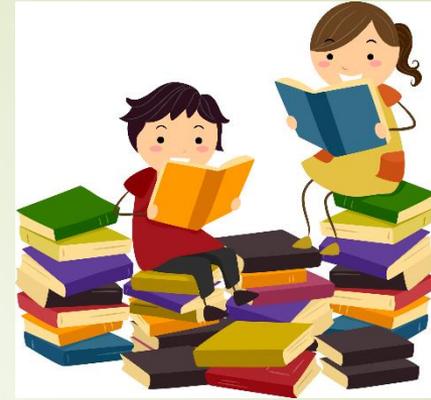
success

of the school.



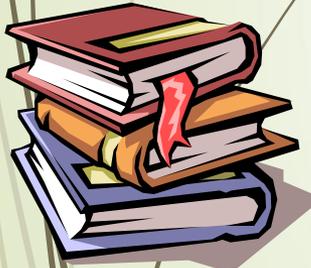
Change 1

Morning Reading



Problem:

Attitude of Students &
Teachers



Change :

Empowerment



Change 2



External School Review

Problem: Too much emphasize on the HOW approach

Change :

Clear School Mission and vision



Change 3

Problem:

Janitors, Clerical clerk,
Semi-skilled worker

Change

Observation skills

Problem solving by questioning
techniques



Aim of the Programme : enable VP to

- 
1. possess global perspectives of leadership beyond the school context;
 2. draw on the experience gained from the Programme and become more effective school leaders; and
 3. enhance the leadership of the profession as a whole.
- 
- 

astounded



inspiring

<Special Thanks>

- ~ EDB
- ~ HONG KONG BAPTIST UNIVERSITY
- ~ THE CITYVIEW
- ~ DR. YAU HON KEI, BRIAN
- ~ OUR GROUPMATES

