

To strengthen and expedite personal development, experienced senior managers serve as mentors to junior management staff who exhibit high potential with an aim to coach and counsel them on personal and career development. The mentor also provides guidance on how to meet personal development goals, which have been drawn up based on carefully designed assessments of each individual's strengths and weaknesses



Developing talent to support rapid growth in the Mainland

SOCAM's aggressive development plans in the Chinese Mainland would not be possible without its dedicated and motivated staff.

The Company is committed to developing its people to take on challenges and business opportunities. Building on its time honoured emphasis of developing human resources,

SOCAM has formed a strong pool of talent, from both Hong Kong and the Mainland, for developing its businesses. With more than 30 experienced management staff relocated from Hong Kong to business operations in the Mainland, SOCAM's strategy is to attract, retain and develop local talent to take up leadership roles in the future.



- Rapid expansion requires adaptability and responsiveness to change. To ensure all staff work toward common goals amid fast paced development, annual conferences are conducted for senior executives and managers of each business division in order to help them keep abreast of corporate directions and strategies as well as to set growth plans. These plans will then be cascaded down to all levels of staff
- SOCAM emphasizes well-rounded development of its people. In addition to providing on-the-job training and organizing courses ranging from knowledge and skills training to personal development and team-building programmes, SOCAM also sponsors employees to participate in relevant external courses. Overseas visits are organized for managerial staff to help them gain international exposure and keep abreast of the latest technologies and practices in their respective industries
- To develop future Mainland managers, SOCAM has been running a Management Trainee Programme, which aims at training high calibre fresh graduates from prestigious universities in the Mainland to become future managers and possibly leaders of its business operations. This well structured career development programme provides on-the-job rotation placements, personal development and management courses, and postings in Hong Kong with SOCAM and other relevant organizations
- The recently introduced management cadet programme will identify outstanding and exceptional staff for fast-track development into leadership positions, not only to champion SOCAM's strategic business developments but also to ensure continued growth of the Group