

# EMPLOYEE DEVELOPMENT & SOCIAL RESPONSIBILITIES

## LEADERSHIP DEVELOPMENT

IDT believes strong leadership enhances employee performance and drives business results and growth. Developing leaders through comprehensive skill training and development programmes to strengthen employees' core competencies is one of the priorities of the Company. The "Effective Manager Development Programme" (EMDP), designed for 60 senior executives and managers commenced in February 2005. The programme consists of 6 modules including Managerial Leadership and Competence Development; Selection and Interview Techniques; Performance Management and People Development; Coaching and Motivation; Decision Making and Problem Solving; and Presentation and Communication. Experienced executive training consultants are invited to conduct this development programme at our training centre.



## EMPLOYEE TRAINING

A series of technical seminars conducted by experts in the industry and academic institutions have been organised to nurture the technical competencies of our engineers. Other training programmes include multi-skill worker training to improve productivity and WEEE (Waste Electrical and Electronic Equipments) and RoHS (Restriction of Hazardous Substances) knowledge, and English-language training for engineers of Xixian, Shenzhen, China and Putonghua-language training for Hong Kong engineers to improve their language skills and communication. SAP briefings and demonstrations are also conducted to ensure correct implementation of the SAP system in the organisation.

## EMPLOYEE ASSISTANCE PROGRAMME

The Employee Assistance Programme has been set up since 2004. Our Employee Relations Manager provides consultation and counseling to employees who encounter personal difficulties at work or at home. The objective of this programme is to enhance employee problem-solving capacity and to help them deal with personal issues relating to self, work, interpersonal relationship, marriage and family, etc. This service is completely confidential and voluntary. Employees can make use of this channel to release their stress and express their personal problems.

## SOCIAL RESPONSIBILITIES

IDT has supported numerous community programmes through donations and various kinds of sponsorships including the Youth Outreach Bikathon, Community Chest Charity Dinner, and UNICEF "Living Gift" Raffle Draw Campaign. Our senior management act as role models, demonstrating their caring spirit to the community by having made personal donations to



various charitable organisations. They encourage employees to participate in social activities and fund raising campaigns such as the Hong Kong Red Cross South Asia Relief Fund for tsunami victims and affected areas, the Hong Kong Sports Association for the Physically Disabled, and the Hong Kong Federation of Youth Groups to support the sporting activities of the youths in Hong Kong.

## EDUCATION SPONSORSHIP

Each year, IDT and the Company's senior management offer scholarships and sponsorships to student projects, competitions and leadership programmes of the Hong Kong Polytechnic University, providing students a chance to equip themselves with the right attitude and skills to participate and become involved in real-world business projects.

## CARE FOR COMMUNITY

In February 2005, a volunteer team made up of employees and management from different departments was established to participate in different community activities and programmes organised by social service organisations, such as organising an Easter party for deprived children and together with their family members, visited and delivered food to the elderly living in squatter areas before the Tuen Ng Festival. Our employees contributed their time and effort in serving the needy and showed their care for the community through their voluntary work.

