

LEADERSHIP DEVELOPMENT

A group of around 60 senior executives and managers attended the “Effective Managers Development Program” in 2005.

The program aimed to strengthen their core leadership competencies, reinforce learning and sharing of information. To achieve this the executives were divided into 7 teams. These teams met each month to share how they had applied the new methods learnt in their work.

To carry the learning momentum into 2006, a “Leadership Essentials Program” will be implemented to the managers. The program consists of 4 modules. Its purpose is to: equip the managers with the right attitude and positive mindset to cope with changes; to manage performance and staff development and lead their teams to obtain positive business results.

EMPLOYEE TRAINING

A series of training courses and seminars have been conducted to enhance employees knowledge and understanding of their discipline in the following areas:

- **Technical Seminars:** to nurture and update the technical knowledge of the engineers.
- **Creativity Training:** to expose engineers to various creativity tools and widen their design perspective.
- **Quality Training:** to promote employees’ quality awareness, courses such as the Green Manufacturing Awareness training for WEEE (Waste Electrical and Electronic Equipment) and RoHS (Restriction of Hazardous Substances), 7S,...etc., were undertaken.
- **Personal Productivity Series:** to develop employees’ positive attitudes, communication skills, and team-working skills to improve overall effectiveness.
- **Language Training:** to enhance their English language skills to meet the language requirements of their position.



EMPLOYEE ASSISTANCE PROGRAM

Employee Assistance Program was set up in 2004 to enhance employees’ problem-solving capacity and well-being. Our Employee Relations Officer provides consultation and counseling services to help employees deal with their personal issues and matters relating to self, work, interpersonal relationships, marriage and family etc. Moreover, the Lunch and Learn Program has been regularly implemented for the employees during lunchtime. This program includes seminars and workshops conducted by experts of different disciplines such as Effective Stress Management, Weight Control, Happy and Successful Life, Acupressure Massage, Child Development Game, and Chinese Herbal Diet etc.

SOCIAL RESPONSIBILITIES



The Group supports various kinds of charitable events and promotes such activities within the organization through donations and sponsorship of events like the annual Standard Chartered Marathon and UNICEF Raffles Draw Campaign. The Group has formed a tripartite partnership with the Government and St. James' Settlement under the Government's Partnership Fund for the Disadvantaged. Accordingly, in the last quarter of 2005, the Group sponsored the "Grant-in-aid Brightens Children's Lives" charity project of St. James' Settlement. This is a one-year project that aims at improving the learning environment of children from low-income families. Whilst the Group donated its products such as digital cameras, MP3, and electronic learning products, the employees also donated stationery, cash and book coupons to the needy children.

CARE FOR THE COMMUNITY



Our volunteer team that consists of employees and management from different departments, participated in volunteer services organized by different social service agencies such as UNICEF, the Christian Family Service Centre, and St. James' Settlement. The services included promoting raffle tickets, flag selling, outings for the elderly, and donation of stationery for needy children. In 2005, the Group received the "Caring Company Award" from the Hong Kong Council of Social Service and the "Corporate Voluntary Service Award" from the Christian Family Service Centre. In 2006, we will organize social services including outings for children, blood donation, and visits to the elderly and the needy, etc.

EDUCATION SPONSORSHIP

Every year IDT and its Top Management offer scholarships to the Vocational Training Council, and sponsorships to support student projects, competitions, and leadership programs of the Hong Kong Polytechnic University. The Group has also provided opportunities for students in summer internship and practicum from tertiary institutes. It provides the students with a chance to learn and equip themselves with the right attitude, knowledge and skills through participating and involving in real-world business projects.

In 2006, our Chairman and CEO sponsored a leadership development program for the youth called "Hong Kong 200". This Leadership Project initiated by The Hong Kong Federation of Youth Groups aims to nurture the outstanding youth members of our community to create a pool of future leaders with a global perspective, who are competent and committed to contributing to the community. This is a ten-year program. Every year 200 young leaders aged 15-19 will be selected from the schools in Hong Kong for attending intensive training in Hong Kong and Beijing.