

# HUMAN RESOURCES

Hysan's path to success is built on our strong teamwork and people leadership. As at 31 December 2009, we employed a total of 487 staff, including the head office management team and front-line building management team.

A high standard of business ethics and deep respect for each individual staff member are amongst the Group's most cherished core values. They help to create an enabling working environment that assists in the realisation of our employees' full potential. This supportive culture is very much appreciated. Our commitment to forming long-term partnerships with employees proved most rewarding in 2009, when the Group faced challenges both externally and internally. By dealing with these issues as a team, the Group overcame all the obstacles and was ready to take our products and services to the next level.

## Teamwork – Towards a common goal of creating success

We focus on building a winning team to achieve the Group's business objectives.

A clear goal-setting process is in place to cascade company goals into individual ones and to recognise each individual's contribution to our business success. Employee participation is highly valued in the whole goal-setting process, which mobilises team commitment to achieve common goals. We continuously engage in the progress of the business by holding regular company meetings and establishing communication channels to share on-going team success and learning.

These activities include staff briefing sessions for our results announcements. "Marvellous Hysan" also updates colleagues regularly on Hysan's achievements electronically. In a highly encouraging working environment, the whole team is motivated to work together to achieve that extra mile to success.

Recently, we held an off-site Company Day for all Head Office staff. Our Chairman, Sir David AKERS-JONES, kicked off the day with an engaging speech on Hysan's values and guiding principles. This was followed by presentations from other senior management members on the coming year's objectives. The afternoon session was a team building session in which participants experienced the significance of cooperation and teamwork through games and projects.



**Our Chairman highlighted Hysan's guiding principles to staff at the Company Day, when our tightly-knit team shared and bonded.**





Post-annual results communications keep colleagues abreast of the Group's latest development.



## Building our talent pool – People development

To develop our employees to their fullest potential, we are committed to providing a motivating working environment that fosters personal leadership, empowerment, creativity and open communication.

While we believe staff members should take the initiative to upgrade their own competencies, we also understand management can help by providing opportunities to broaden staff's capabilities. We constantly explore various development opportunities to help our employees recognise their strengths and development areas and to pursue career paths that match aspirations. We assist our employees to identify competency gaps and, through training needs analysis, define those areas ripe for development. Personal growth opportunities include in-house training, field visits, job assignments and sponsorship for external trainings. Cross-functional teams and task forces are also set up for special projects to maximise employees' exposure to different business experiences and knowledge, thus enhancing skills for all members of the team.

Our human resources policies of "promotion from within" and "inter-departmental transfer" facilitate the all-round development and advancement of our employees.

## The Way Ahead

As stated in our 2010 company slogan "Together we can take the lead", collaborative teamwork and people development will continue to be our major focus and platform to support the Group's growth plan. We will continue to review and enhance the quality of our internal training curriculum, as well as support external development opportunities financially and otherwise. We shall develop human resources programmes to recognise successful teamwork behaviour among employees. All these will contribute towards developing the next generation of leaders at Hysan.