

ABOUT THE WORKSHOP

Establishing a Strategic Human Resources Management (SHRM) Committee for forward-looking staff management is of vital legal and management importance to schools. The functions of this Committee include formulating forward-looking school-based policies and guidelines on teachers' professional acts, especially when they deliver their education services under public trust; setting up internal dispute settlement mechanism to avoid any potential escalation into staff litigation which might last for years with millions of legal costs; and cultivating a positive, supportive and understanding school culture for teachers' continuing professional development and sustainable school succession planning.

In this workshop, participants will be introduced to the potential legal risks and impacts of malpractices in schools; the importance of establishing a SHRM Committee in formulating school-based policies on teachers' professional behavior; and the necessary legal knowledge in handling school disputes including the hierarchy of courts, the cost of litigation and the benefits of Alternate Dispute Resolution (ADR), i.e. mediation. This workshop will also provide a supportive and interactive platform for participants to share their schools' successful experiences, management struggles and conflict resolution mechanism, with the aid of video clips, case studies, court judgements and small group discussions.

ABOUT THE FACILITATOR

Dr Vincent Wong is the Senior Lecturer in the Faculty of Education, the University of Hong Kong and Specialism Coordinator in Educational Administration and Management (MED). Vincent has served as the Visiting Research Fellow and Academic Visitor in areas of education and law in the University of Oxford. Having sharpened his professional expertise in educational and administrative leadership in the University of Cambridge, the Harvard Kennedy School of Government and the Chartered Institute of Arbitrators, Vincent has been training strategic school or organisational leadership for ministerial, senior or government officials from Ministry of Education and for principals, middle managers and panel heads or schools from over 40 economies including Hong Kong, China, Finland, Australia, United Kingdom, Italy, Ireland, Korea, Japan for over 15 years. Internationally, Vincent has served as a Special Researcher in Human Resources Management (HRM) for the Finnish and the Chinese Government. He is also a Visiting Professor in Meiji University School of Business Administration, Japan and Visiting Scholar in various renowned universities. Locally, Vincent has been appointed by the Secretary of Education as the member of Steering Committee on Promotion of Vocational and Professional Education and Training and Qualification Frameworks, and appointed by Education Bureau as Vetting Committee for Sabbatical Leaves for Professional Development of Principals and Teachers and other government departments for other public services.

**Dr Vincent Wong****19 July 2022 14:30-17:30****Establishing Strategic Human Resources****Management (SHRM) Committee****for Forward-looking Staff Management Policies**

Target Participants: Principals, Vice-principals and Assistant Principals, Panel Heads, Functional Heads, Middle Managers in Local Kindergartens, Primary and Secondary Schools

Medium of Instruction: Cantonese (Supplemented with English)

Venue: Main Campus of The University of Hong Kong

Fee: HKD\$700 / Participant

Quota: 30 Participants

Registration: www.alite.edu.hku.hk

