

Programme for Leadership Enhancement for Serving Vice-Principals 2020-21

Legan Group

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1 Brief description of the Organization

Name of Organization: Legan Group (since 1992)

Nature of business: End-to-end data centre services

Major services:

1. Colocation data centre services & bandwidth connectivities;
2. Advanced IT solutions including cloud infrastructure, Big data solutions & managed IT services;
3. Design and building of mission critical environments mainly data centre, clean rooms, laboratories, hi-tech eco-buildings.

1 Brief description of the attachment activities

Date: 9 March 2021

Legan representative: Mr. Julian Wong (Executive Director)

Topic: Overview of the organization



Date: 30 March 2021

Legan representatives:

Ms. Isa Fong (Associate Director);

Mr. Chris Siu (Senior Sales Manager)

Topic: Overview of Newtech



Date: 25 May 2021

Legan representative:

Mr. Chris Wong (Senior Facility Manager)

Topic: Frontline Management - Operations



Date: 2 June 2021 (AM)

Legan representative: Mr. Keeny Leung (Executive Director)

Topic: Overview of OneAsia Business & Operation



Date: 2 June 2021 (PM)

Legan representative:

Mr. Jim Yeung (Senior Operation Manager)

Topic: Site Visit (Legan Centre)



Date: 9 June 2021

Legan representative:

Mr. Julian Wong (Executive Director)

Topic: Farewell and "Take and Give" Session



2.1 Ethical Enabler of All-round Growth and Balanced Advancement

以德潤才的躬行者 – 貫徹全人成長及均衡發展的理念

觀察	對學校管理的啟發
<ul style="list-style-type: none">• 並照顧個人需要及發展的職場規劃• 以身作則 <p>Top kinds of leadership behavior (McKinsey's Organizational Health Index)</p> <ul style="list-style-type: none">• Support others• Seek different perspectives• Solve problems effectively• Operate with strong results orientation• Champion desired change• Clarify objectives, rewards, and consequences• Communicate prolifically and enthusiastically• Develop others• Make quality decisions• <p>4 kinds of behavior account for 89% of leadership effectiveness</p>	<ul style="list-style-type: none">• 持續學習• 勇於面對、擁抱挑戰• 領導及管理層要作榜樣• 學校面對不同的問題(疫情、社會事件、人事變動、收生轉變、國安教育、優化高中課程....)，管理層要帶領同工面對及應付挑戰，持續學習，例如建立校內、外的「學習社群」以互相砥礪

2.2 Versatile Architects of Vibrant Learning Organisations 博學啟思的建策者 – 塑造好學敏求的學習型組織

觀察

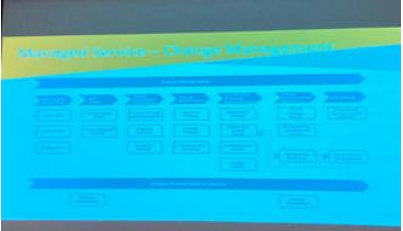

- 持續交流、不斷學習>掌握市場/科技/社會變化
- 建立遠景及發展策略



對學校管理的啟發

- 通才vs專才
- 制度化
- 持續求進
- 學校管理層需要熟悉自己部門的工作外，亦需明白其他部門的需要，協助工作更流暢，發揮「團隊精神」> 建立良好及互信的人際關係

2.3 Visionary Edupreneurs of Educational Transformation and Continuous School Improvement 高瞻遠矚的創建者 - 推動教育變革及學校持續進步

觀察	對學校管理的啟發
<p data-bbox="112 338 396 371">Mindsets matter!</p>  <p data-bbox="112 655 691 693">Setting clear procedural guidelines</p>  <p data-bbox="112 928 595 1010">Common Mission and Vision Communication</p>	<ul data-bbox="981 343 1796 780" style="list-style-type: none">➤ 制度化➤ 前景及希望➤ 建立共同目標➤ 持續求進➤ 學校領導層要持續學習，有預見及創見能力，才能帶領管理層及同工朝目標發展。

2.4 Other outstanding features such as trait of leader, other type of leadership...

觀察	對學校管理的啟發
<ul style="list-style-type: none">以客戶需要為方向  <ul style="list-style-type: none">不同發展階段>需要不同的領導形式	<ul style="list-style-type: none">以學生為中心配合不同持分者(家長、教師、辦學團體、社會)學校發展階段不同，需要不同的領導形式，故建立信任>更多參與>建立歸屬感>「共榮」



鳴謝

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