

Programme for Leadership Enhancement for Serving Vice-Principals (2023/24)



Tin Shui Wai Methodist College
Lee Siu Leung



教師及校長專業發展委員會

Committee on Professional Development of Teachers and Principals

Programme for Leadership Enhancement for Serving Vice-Principals (2023/24)





有溫度的公司



Human Resources Dept .

= People Management



annual leave以外的特別假期：

生日假、入職週年紀念假、
公益假、幼稚園子女開學適應假、
進修假、**Relax Friday**（放早1小時）、
大節日假期如中秋節（上午WFH,下午放假）、
WFH on special day（情人節/世界環境日/公
司上市日）

帶小朋友上班/帶狗狗上班



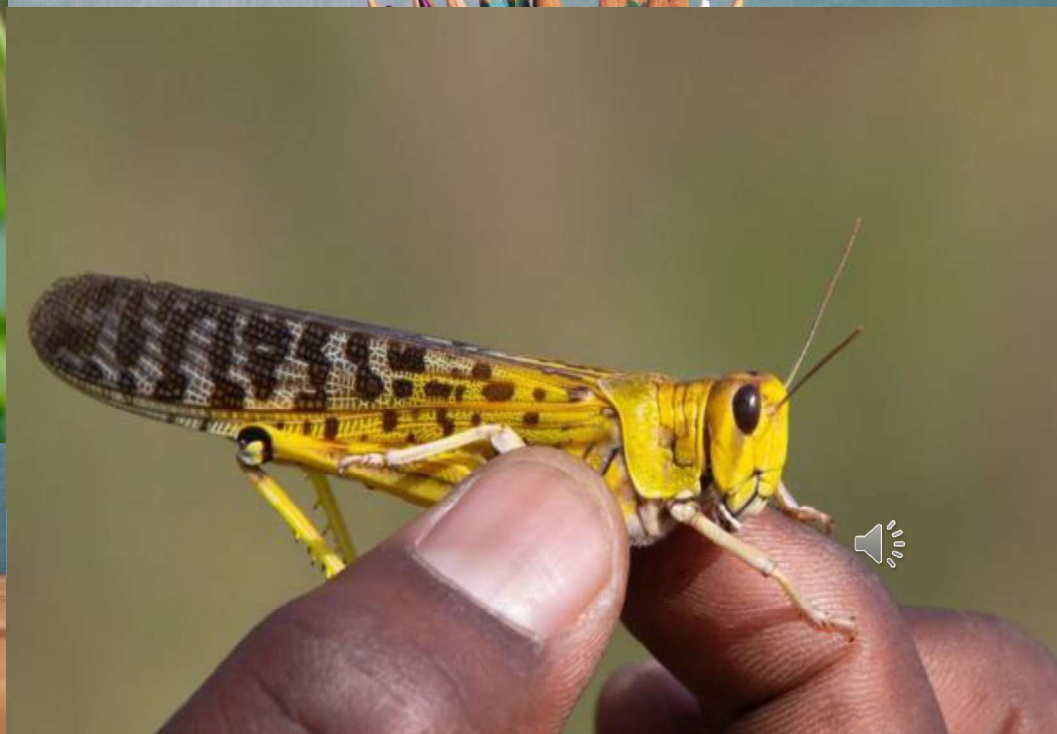
永富之道





勿讓蚱蜢

變蝗蟲



勿因競爭而失去本性、不離初心

謹守崗位
不放負、要互相尊重



對教育的寄語：

✓ 同心去做好教育、品行

✓ 品格很重要





Organisation management

Recruitment strategies

Recruit high-quality teachers, such as offering incentives, partnering with universities, or using social media to advertise job openings.

Retention strategies

Retain teachers and improve their job satisfaction, such as offering professional development opportunities, providing mentorship or coaching, or creating a positive school culture.

Team building

Facilitate team-building activities or opportunities for staff to collaborate and build relationships, such as team-building exercises or cross-curricular planning sessions.





鴻福堂

3招留人才



8月試行每周一日 WFH
最早 4:30pm 下班 可帶子女返工放暑假





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Internal relations

Fostering a supportive school climate

building trust and strong relationships with students, parents, and staff. This includes frequent, informal, and personable interactions with teachers to improve overall well-being and morale.

Addressing teacher morale and burnout

acknowledging and recognizing teachers' efforts through small gestures of appreciation, providing opportunities for decision-making, offering telework options, and engaging in frequent check-ins with teachers.

Engaging in conflict resolution

counsel staff about conflicts with other staff members and mediate disputes to maintain a productive work environment.





Internal relations

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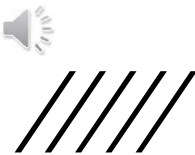
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Internal relations

鴻福堂集團8月起推家庭友善措施

SUPER
RAMA

每週一天在家工作

trust and strong relationships



仲可以帶子女、寵物返工



Get Things Done **(make a difference)**

- ✓ **build a school culture which values achievement**
- ✓ **regularly review the school's handbook/policies**
- ✓ **manage their unit's financial & human resources effectively**
- ✓ *deploy staff through maximizing the use of their talents/skills (&time)*
- ✓ *develop effective strategies for staff training & PD*
- ✓ *manage the learning environment*
- ✓ **ensure the range & use of resources are monitored**
- ✓ **work respectfully with others**



反思：

- ✓ 建立互信的工作環境
- ✓ 增加對學校的認知及擁有感
- ✓ 建立有溫度的團隊

