THE HONG KONG JUNIOR CHAMBER OF COMMERCE

AWARD BID BOOK

NOM	:	Hong Kong Junior Chamber of Commerce
Award No.	:	II.1
Award Title	:	NOM Individual Development Program Award (II.A.1.1)
Conference	:	1996 JCI Pusan World Congress

JUNIOR CHAMBER INTERNATIONAL
GROUP II ENTRY FORM
AWARDS FOR NATIONAL ORGANIZATIONS

INSTRUCTIONS:
- Refer to the Awards Manual.
- Complete this form and attach five copies to your scrapbook as instructed in the Awards Manual.
- Attachments to this form are not permitted.
- Any financial information must be accompanied by the exchange rate into United States dollars (US$) at the date of completion of this entry form.
- Scrapbooks for Group II Awards are restricted to 30 pages.
- Please include a photograph relevant to the project or activity described in the entry form.

NATIONAL ORGANIZATION: Hong Kong Junior Chamber of Commerce

CERTIFICATION OF NATIONAL PRESIDENT
I hereby certify that the information in this entry form is true to the best of my knowledge.

Signature _____ Date Nov. 01, 1996

Name (Print) Justin Lui

AWARD NUMBER:	AWARD TITLE:	NAME, ADDRESS AND FAX NUMBER OF SUBMITTING NATIONAL ORGANIZATION OR CHAPTER:
II.1	NOM Individual Development Program Award (II.A.1.1)	Hong Kong Junior Chamber of Commerce 1/F., 60 Bonham Strand East, Sheung Wan, Hong Kong. Fax: (852) 2543 6271

CURRENT DECLARED NUMBER OF MEMBERS:	CURRENT DECLARED NUMBER OF CHAPTERS:
1,150	18

BUDGET AND FINANCIAL STATEMENT: In the space provided below, fill in the applicable amounts in local and U.S. currency. The "Proposed Budget" column reflects the project's anticipated income and expenses at the planning stage. The "Actual Budget" column reflects actual income and expenses.

Conversion Rate 7.80 =US$1.00	PROPOSED BUDGET	ACTUAL BUDGET
Income:		
Membership Dues	NIL US$ NIL	NIL US$ NIL
Other	397,527 US$ 50,965	405,412.8 US$ 51,976
Total Income:	397,527 US$ 50,965	405,412.8 US$ 51,976
TOTAL EXPENSES	397,527 US$ 50,965	391,606.8 US$ 50,206
TOTAL PROFIT/DEFICIT	0 US$ 0	13,806 US$ 1770

Entry Form

1

GROUP II ENTRY FORM - PAGE 2

NAME OF THE PROJECT: Leadership Development Scheme 1995-96

DESCRIPTION OF PROJECT OR ACTIVITY:

The Leadership Development Scheme consists of a variety of training programs developed to meet the diversified training needs of Prospective Members, Members, LOMs & NOM Officers & Trainers. Elements of QUALITY TRAINING are emphasised to uphold our image of leadership developmnt organization, and to attract new members & prospective members. The numbers of training programs implemented are : 9 for prospective members, 10 for members, 3 for LOM officers, 3 for NOM officers & LOM Presidents, 3 trainers' gatherings/workshops, and a Prime course. In addition, all Certified Local Trainers and Certified National Trainers are encouraged to conduct programs internally and externally.

NAME OF THE NATIONAL ORGANIZATION: Hong Kong Junior Chamber of Commerce

PLAN OF ACTION SUMMARIZED

OBJECTIVES	ACTIONS TAKEN	RESULTS ACHIEVED
1. To provide quality training to members, officers, and trainers. 2. To standardize training programs. 3. To strengthen the quality of local trainers. 4. To economise training resources.	1. Surveyed on training needs of members with opinions duly adopted. 2. Reviewed and implemented strategy as was established. 3. Put forth recommendations from relevant advisory committees.	1. High participation from members. 2. LOMs efforts relieved to provide specific training for chapter members. 3. Standardization of programs duly delivered. 4. Local trainers invited to conduct sessions in various external organizations.

BRIEF STATEMENT ON BENEFITS OF THE PROJECT OR ACTIVITY:

BENEFIT TO LOM/NOM :
1. With NOM co-ordinating essential trainings, LOMs can concentrate on tailor-making rpograms according to their specific needs. Resources of manpower, time and finances are economised.
2. Program quality is monitored as according to standards set forth by NOM.
3. Assist NOM and LOMs to develop a pool of trainers such that resources are maximised.

BENEFIT TO MEMBERS :
1. Provides opportunities in personal development, experience sharing as well as fellowship.

RECOMMENDATIONS:

1. Program standardization enables members to receive cohesive and consistent trainings conducted at different periods of time.
2. NOM's provision of essential training activities helps economization of resources and enables LOMs more time to develop own training activities.
3. Strengthening of skills in local coaches assists in their gaining exposure in external organizations, and thereby assists in reinforcingour image of leadership development organization.

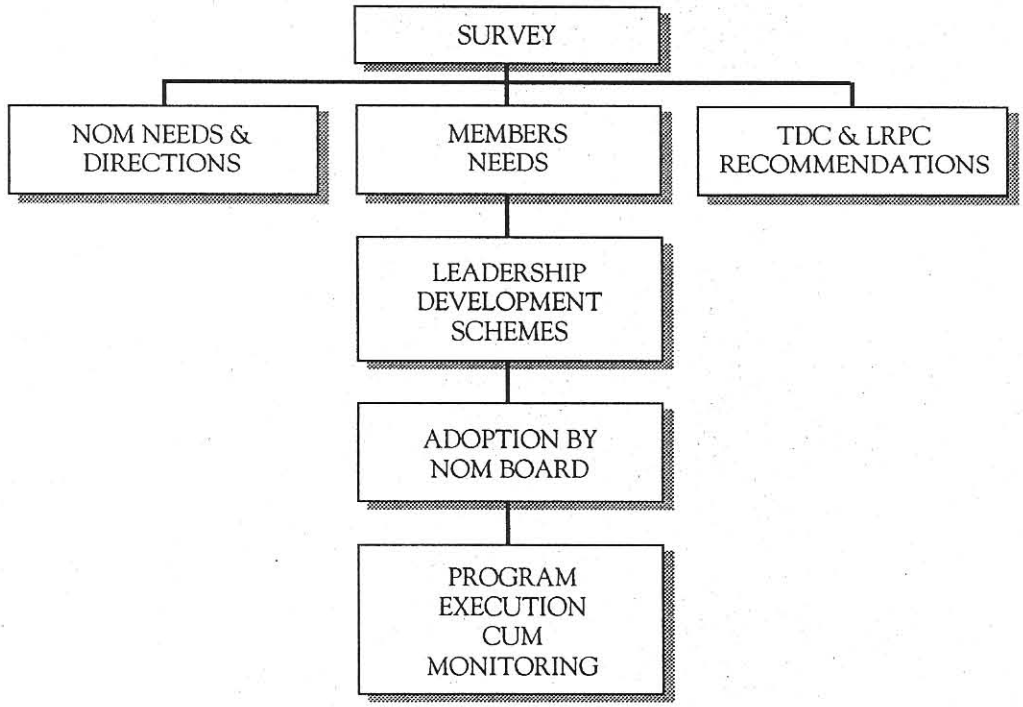
BEGINNING DATE:	ENDING DATE:	NUMBER OF COMMITTEE MEMBERS:	NUMBER OF OTHER VOLUNTEERS:
Nov. 01, 1995	Oct. 31, 1996	74	6
TOTAL PROJECTED INCOME US$:	**TOTAL ACTUAL INCOME US$:**	**TOTAL PROJECTED EXPENDITURE US$:**	**TOTAL ACTUAL EXPENDITURE US$:**
50,965.00	51,976.00	50,965.00	50,206.00

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Note : MP = Multiple Page No.

SURVEY AND ANALYSIS

In order to meet the ever-changing training demands, surveys were conducted to gain insight into views of various levels of members. Recommendations from the Training & Development Committee (TDC) and the Long Range Planning Committee (LRPC) were also obtained and put forth in the Leadership Development Scheme for 1995-96.



PROGRAM MONITORING

1. Training & Development Committee recommendations :
   a) Improvement in Program Contents
      - Program Standardization
      - Develop new coaching ideas and new training program
   b) Improvement in Coaches Quality
      - Training for Trainers
      - Experience exchange with external trainers
2. Recommendations from Long Range Planning Committee :
   a) To activate senior members to conduct training.
   b) To improve the quality of existing trainers.
3. Feedback from LOM Officers and members re their preferrences :
   a) NOM's co-ordination in essential training programs for prospective members and members for resource effectiveness.
   b) Program continuity i.e. provision of essential training at levels of prospective members, members and officers.
   c) Diversify topics to satisfy different needs of members.

KNOWLEDGE & SKILLS

- To enhance members knowledge and skills by providing essential and quality trainings.

STANDARDIZATION

- To standardize program contents to enhance cohesiveness and consistency.

DEVELOPMENT

- To further improve NOM/LOM officers skills necessary for management and leadership.
- To strengthen the trainers team by providing learning and practising opportunities.
- To provide experience sharing opportunities and thereby fellowship cultivation amongest members.

ECONOMY OF RESOURCES

- To co-ordinate and consolidate training activities of LOMs to achieve economy of resources.

Individual Development



On general members level, we will carry on with the momentum as was set off last year and continue to run the frequent training sessions "Jaycees Academy". The sessions shall cover on skills and experience necessary to manage and supervise projects. On board members level, the traditional Executive Development Programs (EDPs) will continue but we shall review past formats and tap on new topics to satisfy the needs of our members. The Presidents Academy shall be launched around July of the year.

Externally, we will launch a large scale leadership development seminar middle of the year to promote the image of the HKJCC and hopefully to recruit members through this Project.

The Training and Development Committee (TDC) will continue with its advisory service on the area and to provide suitable development programs for our local coaches.

2. Individual and Leadership



Through the tremendous joint efforts made by the Training and Development Committee (TDC), National Leadership Development Team (NLDT) and National Leadership Development Director (NLDD) Louise Chan, 1995 was a fruitful and busy year in the area of training.

The mission of the NLDT is to enhance the image of Jaycees as a leadership development organization by providing quality training and leadership skill to all levels of members. Louise had organized eight training programs for members and four for NOM/LOM officers in a bid to equip them for future challenges. The NLDT had consolidated a training tool - 'Guide to organize a project' for project chairmen so as to enhance their skill on project management.

Meanwhile, TDC continues to improve our programs. It also arranges activities to enhance the skills and knowledge of our coaches. With improved coaching quality, improved programs and our unique learning-by-doing training provided to members, we remain to be a proclaimed leadership development organization.

SCOPE OF PROGRAMS

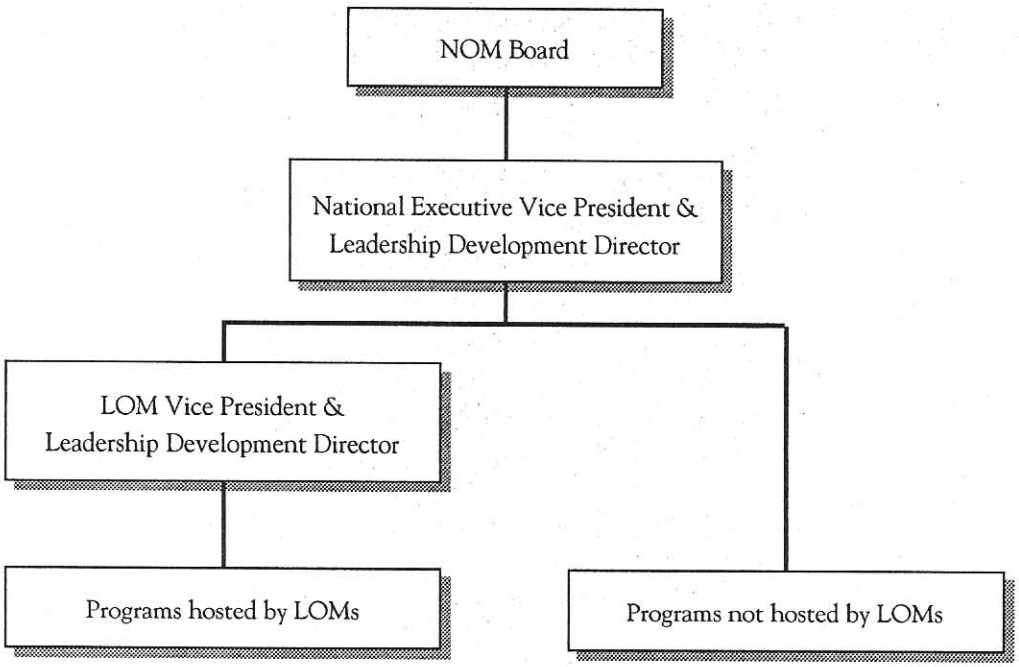
1. **Provide adequate basic training to general members**
   The objective is to strengthen individual development skills of members through their active participation.

2. **Advanced training for NOM & LOM officers**
   The objective is to strengthen leadership skills of NOM & LOM officers through their active participation.

3. **Special training for trainers**
   Special trainings are provided in forms of trainers' circle gatherings and workshops which expose Jaycee coaches to external professional trainers and enhance their skills. The NOM also encourages local coaches to conduct training for outside organisations.

4. **Develop training tools for members**
   All NOM project chairmen are provided with a "Project Management Tool" and briefed fully before the first organising committee meeting.

HUMAN RESOURCES



Date	Training Activities (Nov 01 1995 to Oct 31 1996)
	1. Survey, Analysis, Planning & Program Monitoring
1995 Nov - Dec	- Improve program by closely monitoring the 1995 and 1996 year plans, considering feedback from the Training and Development Committee.
	- Conduct survey and analysis on training needs.
	- Design Leadership Development Scheme 1996 incorporating NOM direction and emphasising program continuity and standardization.
1996 Jan	- 1996 Scheme adopted by NOM Board.
	2. Execution
	The organizing committee meeting of each project started one to three months before event day.
	2.1 Training for Prospective Members
1995 Nov 04	- Social Skills (Jaycees Academy 95)
Nov 18	- Project Management (Jaycees Academy 95)
Dec 02	- Jaycee Protocol (Jaycees Academy 95)
1996 Apr 22	- Goal Setting and Time Management (Jaycees Academy I)
Apr 29	- Communication Skills (Jaycees Academy I)
May 13	- Jaycee Protocol and Social Skills (Jaycees Academy I)
Jul 20	- Effective Function Management (Jaycees Academy II)
Aug 03	- Effective Chairman in Committee & Playing around with meeting procedures (Jaycees Academy II)
Aug 17	- Honouring through Protocol & Get what you want in socializing (Jaycees Academy II)
	2.2 Training for Members
1995 Nov 11	- Goal Setting and Time Management (Jaycees Academy 95)
Nov 25	- Chairmanship and Effective Meeting Skills (Jaycees Academy 95)
Dec 09	- Communication Skills (Jaycees Academy 95)
1996 Apr 13	- Project Management (Jaycees Academy I)
Apr 25	- Public Speaking Seminar
Apr 27	- Chairmanship and Parliamentary Procedures (Jaycees Academy I)
May 04	- Public Speaking Contest
Jul 06	- The Power of Now
Jul 27	- Achieving personal success by goal setting & Working smarter with your time (Jaycees Academy II)
Aug 10	- Communication for results (Jaycees Academy II)
	2.3 Training for Officers
1995 Dec 03	- 95 Executive Development Program III
1996 Feb 04	- 96 Executive Development Program I
Jun 09	- 96 Executive Development Program II
	2.4 Training for NOM officers and LOM presidents
1995 Dec 09-10	- NOM Officers & LOM Presidents Training
1996 Jul 07	- NOM Officers & LOM Presidents Management Training
Jul 27-28	- Presidents Academy
	2.5 Training for Trainers
1996 Apr 04	- 1st Trainers' Circle Gathering
Jun 22-23	- 2nd Trainers' Circle Gathering & Trainers' Workshop
Oct 05	- 3rd Trainers' Circle Gathering
Apr 05-07	- Prime
	3. Evaluation
1995 Dec	- Year end evaluation
1996 Jun	- Mid year evaluation
1995-96	- Evaluation meeting held within 30 days after program completion

Summary of reports submitted by
1996 National Leadership Development Director (NLDD)
1996 Chairman of Training and Development Committee (TDC)
1996 Recommendation from NLDD at National Convention
1996 Recommendation from TDC Chairman at National Convention

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1. **1996 NLDD report in January NOM Board meeting**

   1.1 program continuity
   1.2 program standardisation
   1.3 series of training planned for NOM/LOM officers - emphasizing on problem solving and attitude

2. **1996 Chairman of Training and Development Committee report at January NOM Board meeting**

   2.1 to prepare standardise manuals in 1996
   2.2 to devise and implement the certification scheme
   2.3 to provide more training to trainers
   2.4 to maintain the training database
   2.5 to strengthen relationship with outside training organisations
   2.6 to market Jaycees training programs to outside training organisations

3. **Recommendation from 1996 NLDD at National Convention**

   3.1 to continue to provide standardised and quality programs for all levels of menbers
   3.2 to encourage the adoption of dynamic approaches towards training which advocate active participation of trainees and creative approach of trainers
   3.3 to realize that training not merely a transfer of skills and knowledge, but also, a cultural socialisation where Jaycee culture is internalised among members

4. **Recommendation from 1996 TDC Chairman at National Convention**

   4.1 to reinforcing the internal resources which include the training materials and equipment
   4.2 to exploring new coaching ideas
   4.3 to providing opportunities to develop new coaches in particulat providing opportunity for them to take part in coaching

Financial Report

FINANCIAL STATUS (US Dollar)

Projects	Budget Income=Expenses	Actual Income	Actual Expenses	Actual Surplus
National Training Projects co-hosted by LOMs				
Public Speaking Seminar	3857	4072	3796	276
Public Speaking Contest	3564	3626	3559	67
Sub-total	7421	7698	7355	343
Other National Training Projects				
Jaycees Academy 95	1256	1274	1256	18
Jaycees Academy I	1195	1348	1163	185
Jaycees Academy II	1323	1421	1308	113
The Power of Now	7826	8136	7734	402
Executive Development Program III	5648	5437	5364	73
Executive Development Program I	5219	5313	5097	216
Executive Development Program II	5152	5211	5081	130
NOM Officers & LOM Presidents Training	1531	1492	1456	36
NOM Officers & LOM Presidents Management Training	1364	1375	1367	8
Presidents Academy	3717	3604	3592	12
1st Trainers' Circle Gathering	862	1029	923	106
2nd Trainers' Circle Gathering & Trainers' Workshop	1721	1806	1683	123
3rd Trainers' Circle Gathering	0	0	0	0
Prime Course	6730	6832	6827	5
Sub-total	43544	44278	42851	1427
Overall Total	50965	51976	50206	1770

Senator Raymond Yu
1995 National President
Nov 01, 1996

Senator Justin Lui
1996 National President
Nov 01, 1996

Notes : The National Training Seminars hosted by LOMs are self-financed projects.
The Surplus / (Deficit) generated were shared by NOM and the hosting LOMs.

Projects

National Training Projects hosted by LOMs	Hosting LOMs
Public Speaking Seminar	East Kowloon Jaycees / Apex Junior Chamber
Public Speaking Contest	East Kowloon Jaycees / Apex Junior Chamber

Other National Training Projects	Chapters from which the members of various organising committees came
Jaycees Academy 95	)
Jaycees Academy I	)
Jaycees Academy II	)
The Power of Now	)
Executive Development Program III	)
Executive Development Program I	)
Executive Development Program II	) all 18 local chapters
NOM Officers & LOM Presidents Training	)
NOM Officers & LOM Presidents Management Training	)
Presidents Academy	)
1st Trainers' Circle Gathering	)
2nd Trainers' Circle Gathering & Trainers' Workshop	)
3rd Trainers' Circle Gathering	)
Prime Course	)

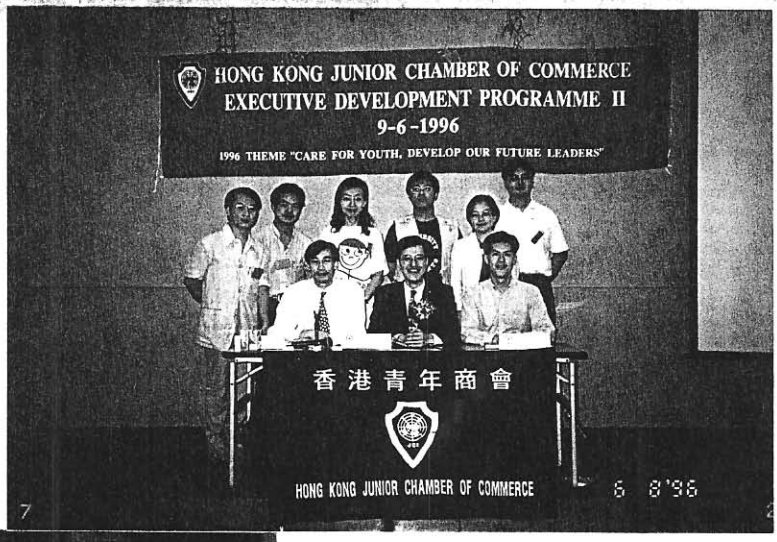
100% LOM PARTICIPATION





Conclusions :

100 % of LOMs participated.
2 LOMs co-hosted 2 National Training Projects.
Members from all 18 LOMs participated in organising the other 14 training programs.



OC members from different LOMs

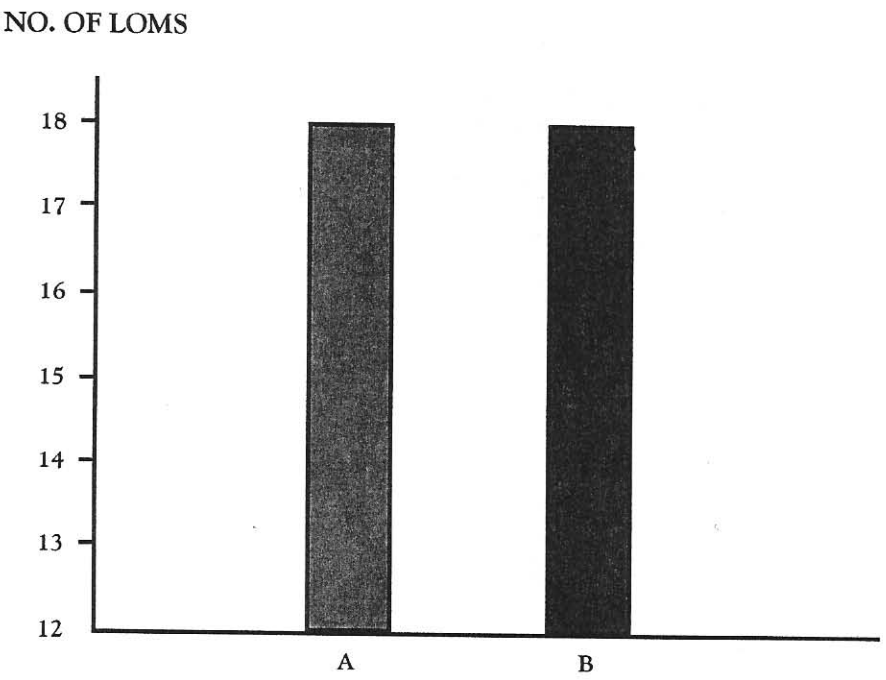


Good opportunity for OCs to learn to working with different LOM members



Careful Planning and Execution result in good attendance

Number of LOMs attending National Training Seminars hosted by LOM

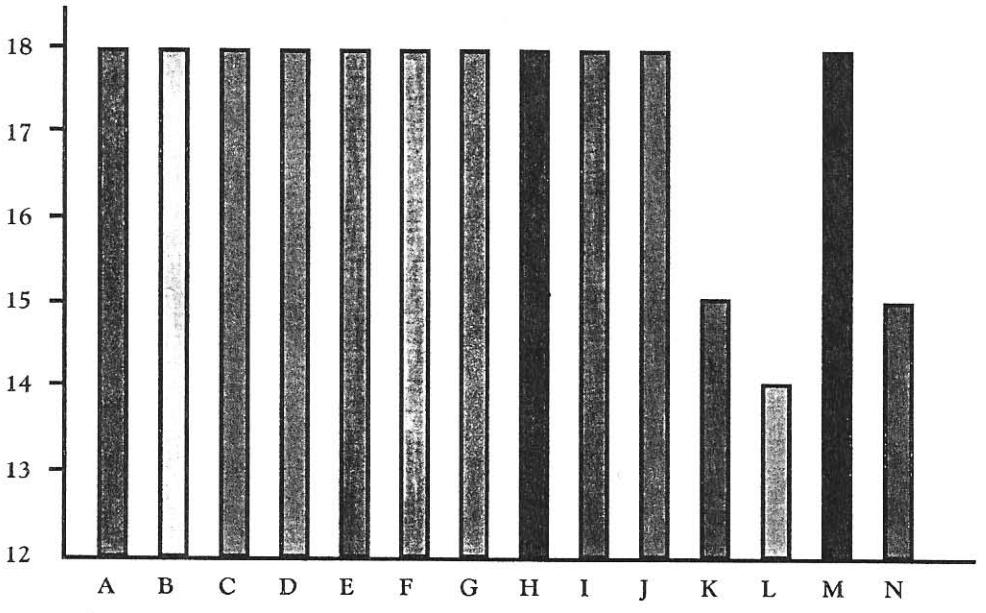


List of National Training Projects hosted by LOMs :

A. Public Speaking Seminar

B. Public Speaking Contest

Number of LOMs attending National Training Seminars hosted by NOM



List of National Training Projects hosted by NOM :

A. Jaycees Academy 95
B. Jaycees Academy I
C. Jaycees Academy II
D. The Power of Now
E. Executive Development Program III
F. Executive Development Program I
G. Executive Development Program II
H. NOM Officers & LOM Presidents Training
I. NOM Officers & LOM Presidents Management Training
J. Presidents Academy
K. 1st Trainers' Circle Gathering
L. 2nd Trainers' Circle Gathering & Trainers' Workshop
M. 3rd Trainers' Circle Gathering
N. Prime Course



Attendance at all training projects were extremly high and feedback was encouraging







Summary

Projects	Number of Supervisors NOM	Number of Supervisors LOM	Organising Committee Membership	Number of LOMs attended	Number of members attended
National Training Projects hosted by LOMs					
Public Speaking Seminar	2	2	8	18	155
Public Speaking Contest	2	2	8	18	120
Sub-total		**2**	**8**	**18**	**275**
Other National Training Projects					
Jaycees Academy 95	2	0	4	18	198
Jaycees Academy I	2	0	5	18	170
Jaycees Academy II	2	0	4	18	234
The Power of Now	2	0	8	18	257
Executive Development Program III	2	0	6	18	198
Executive Development Program I	2	0	7	18	217
Executive Development Program II	2	0	8	18	233
NOM Officers & LOM Presidents Training	2	0	3	18	35
NOM Officers & LOM Presidents Management Training	2	0	2	18	37
Presidents Academy	2	0	6	18	34
1st Trainers' Circle Gathering	2	0	2	15	28
2nd Trainers' Circle Gathering & Trainers' Workshop	2	0	2	14	32
3rd Trainers' Circle Gathering	2	0	2	18	53
Prime Course	2	0	7	15	20
Sub-total			**66**		**1746**
Overall Total			**74**		**2021**

Observations :

1. Almost 100 % participation from LOMs in terms of attendance.
2. A total of 2 LOMs co-hosted the National Training Projects.
3. 2 NOM officers (EVP & LDD) supervised all training projects.
4. Attendance to most projects were high. In particular, the EDP achieved the purposes of improving NOM/LOM communications, and developing skills and concepts of NOM/LOM officers.

Participation by Individual Members

Training for Prospective Members

Projects	Number of NOM Supervisors	Organising Committee Membership	Number of members attended Actual	Budget
Social Skills (JA 95)	2	4	32	30
Project Management (JA 95)	2	4	35	30
Jaycee Protocol (JA 95)	2	4	29	30
Goal setting and Time Management (JA I)	2	5	27	35
Communication Skills (JA I)	2	5	40	35
Jaycee Protocol and Social Skills (JA I)	2	5	35	35
Effective Function Management (JA II)	2	4	45	40
Effective Chairman in Committee & Playing around with meeting procedures (JA II)	2	4	38	40
Honouring through Protocol & Get what you want in socializing (JA II)	2	4	43	40
Sub-total	**2**	**13**	**324**	**315**



Jaycee's Academy



This is a new series of basic training programs conducted to provide more opportunities for new members and prospective members in addition to the twelve training projects organized this year.

With "limited resources", this series of training seminars were organized on six consecutive Saturdays starting from 2nd November, 1995 to 9th December, 1995 at the Seminar Room of Chamber Office. Topics included social skills, time management and goal setting, project management, chairmanship, JC protocol and communication skills.

The feedback from members were very good and it attracted around 35 members for each seminar and it is planned to have another series of Jaycee's Academy in next year.



A good chance to practise coaching skills at the Jaycee's Academy

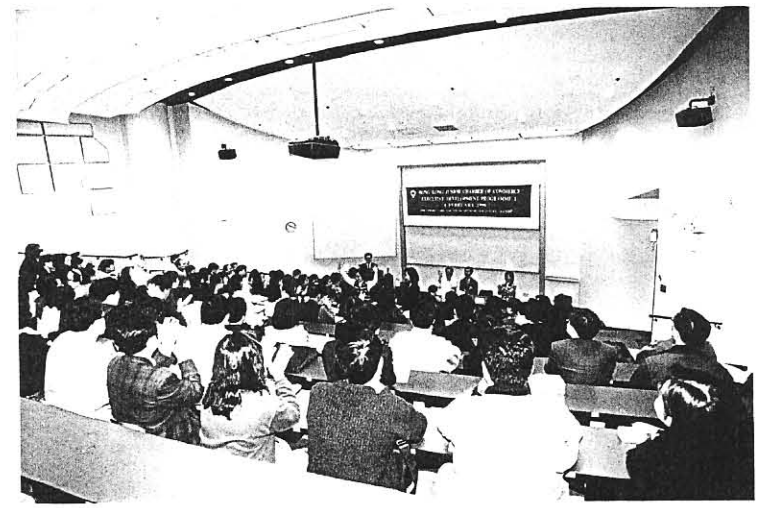
Training for Members

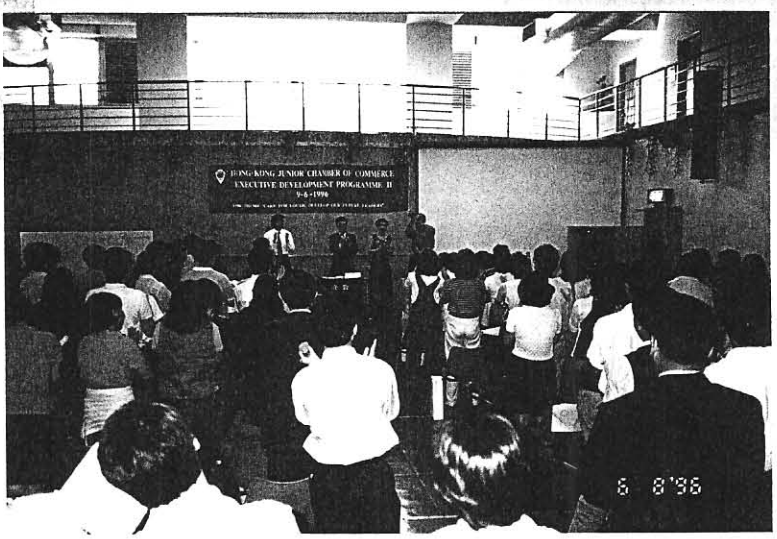
Projects	Number of Supervisors		Organising Committee	Number of members attended	
	NOM	LOM	Membership	Actual	Budget
Goal Setting and Time Management (JA 95)	2		4	37	30
Chairmanship and Effective Meeting Skills (JA 95)	2		4	30	30
Communication Skills (JA 95)	2		4	35	30
Project Management (JA I)	2		5	32	35
Public Speaking Seminar	2	2	8	155	120
Chairmanship & Parliamentary Procedures (JA I)	2		5	36	35
Public Speaking Contest	2	2	8	120	120
The Power of Now	2		8	257	200
Achieving personal success by goal setting & Working smarter with your time (JA II)	2		4	56	40
Communication for results (JA II)	2		4	52	40
Sub-total	2	2	29	810	680



Training for LOM Officers

Projects	Number of NOM Supervisors	Organising Committee Membership	Number of members attended Actual	Budget
95 Executive Development Program III	2	6	198	180
96 Executive Development Program I	2	7	217	200
96 Execitove Development Program II	2	8	233	200
Sub-total	2	21	648	580





Executive Development Program III

The final EDP of this year was successfully organized on 3rd December,1995 at City University of Hong Kong and with 183 members to attend. Both the current and incoming Board Members from NOM and LOMs were enlightened by NP Senator Raymond Yu and JCI EVP Senator George Lung on Resources Management. During the Joint Directors' Meeting in the afternoon session, all Directors and supervisors from respective areas joined together for sharing of experiences so that the new Directors can set more practicable goals in 1996.





Training for NOM Officers & LOM Presidents

Projects	Number of NOM Supervisors	Organising Committee Membership	Number of members attended Actual	Budget
NOM Officers & LOM Presidents Training	2	3	35	35
NOM Officers & LOM Presidents Management Training	2	2	3	35
Presidents Academy	2	6	34	30
Sub-total	2	11	106	100

Special trainings to get NOM/LOM officers for the year ahead







Training for Trainers

Projects	Number of NOM Supervisors	Organising Committee Membership	Number of members attended Actual	Budget
1st Trainers' Circle Gathering	2	2	28	30
2nd Trainers' Circle Gathering & Trainers' Workshop	2	2	32	30
3rd Trainers' Circle Gathering	2	2	53	30
Prime Course	2	7	20	20
Sub-total	**2**	**13**	**133**	**110**

Trainers Circle Gathering

On April 4, about 30 of our Certified Local Trainers (CLTs) gathered at a session in which Peter Sim, the celebrated coach of the JCI, and Teresa Alberto – APDC Chairman shared with us their views on the role of the coaches as a leader and vice versa.

We would like to share with our readers some tips which Peter gave during the session for a good coach:

REF Formula

"Don't say anything when you are not ***Ready***, not in ***Emotion*** and not knowing the ***Fact***.

10X Formula

X amine yourself (examine your own strengths and weaknesses)
X cited, get (get excited about your training)
X pand horizon (expand your thinking horizons)
X change news (keep yourself abreast of happenings)
X plore potentials (test your potentials)
X ult in risk taking (ready to take challenge)
X cellence pursuit (give yourself nothing but the best)
X amples to follow (find yourself a mentor)
X ercise (your body and mind)
X pect success (have confidence in what your are doing)



"REF Formula" & "10X Formula" were well-received by the CLTs.



GUIDES TO ORGANISING A JAYCEE PROJECT



Through the tremendous joint efforts made by the Training and Development Committee (TDC), National Leadership Development Team (NLDT) and National Leadership Development Director (NLDD) Louise Chan, 1995 was a fruitful and busy year in the area of training.

The mission of the NLDT is to enhance the image of Jaycees as a leadership development organization by providing quality training and leadership skill to all levels of members. Louise had organized eight training programs for members and four for NOM/LOM officers in a bid to equip them for future challenges. The NLDT had consolidated a training tool - 'Guide to organize a project' for project chairmen so as to enhance their skill on project management.

Meanwhile, TDC continues to improve our programs. It also arranges activities to enhance the skills and knowledge of our coaches. With improved coaching quality, improved programs and our unique learning-by-doing training provided to members, we remain to be a proclaimed leadership development organization.

HONG KONG
JUNIOR CHAMBER
OF COMMERCE

Training for Prospective Members

Social Skills
Project Management
Jaycee Protocol
Goal Setting
Time Management
Communication Skills
Chairmanship
Parliamentary Procedures

Training for Members

Goal Setting
Time Management
Chairmanship
Communication Skills
Project Management
Public Speaking
Parliamentary Procedures
The Power of Now

Training for LOM Officers

Executive Development Program III - Resources Management
Executive Development Program I - Be a Motivating Leader
Executive Development Program II - Enneagram &PersonalGrowth

Training for NOM Officers & LOM Presidents

NOM Officers & LOM Presidents Training
NOM Officers & LOM Presidents Management Training
Presidents Academy

Training for Trainers

Trainers' Circle Gathering
Trainers' Workshop
Prime

Jaycees Academy

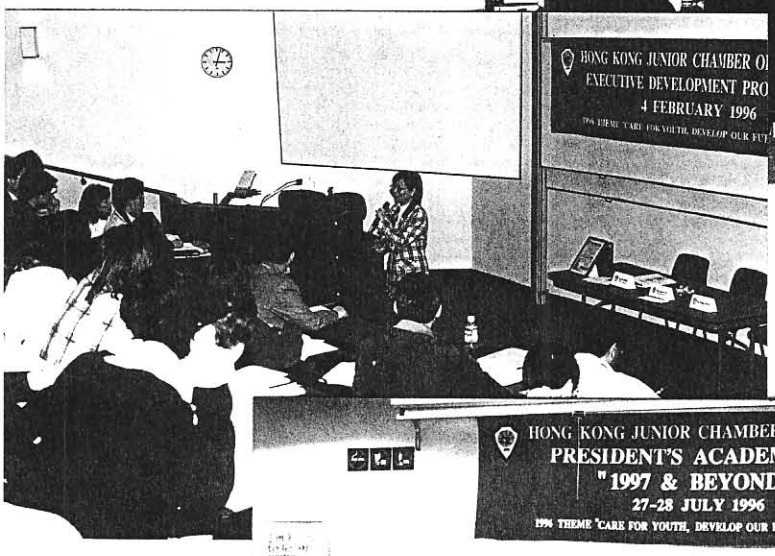
After a successful pilot testing from last year, the first series of Jaycees Academy was launched from April 1996. Due to continuous inflow of new members, we feel that it is necessary to provide regular trainings to facilitating their involvement in project management. Upon recommendations from the Training and Development Committee (TDC), sessions on Project Management, Goal Setting and Time Management, Chairmanship and Parliamentary Procedures, Communication Skills, JC Protocol and Social Skills were and will be conducted.



Cadets sharing views during discussion times.

Training for members

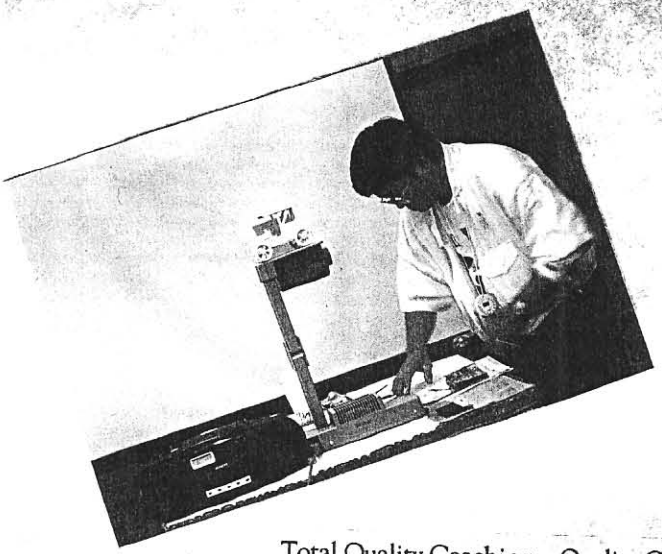


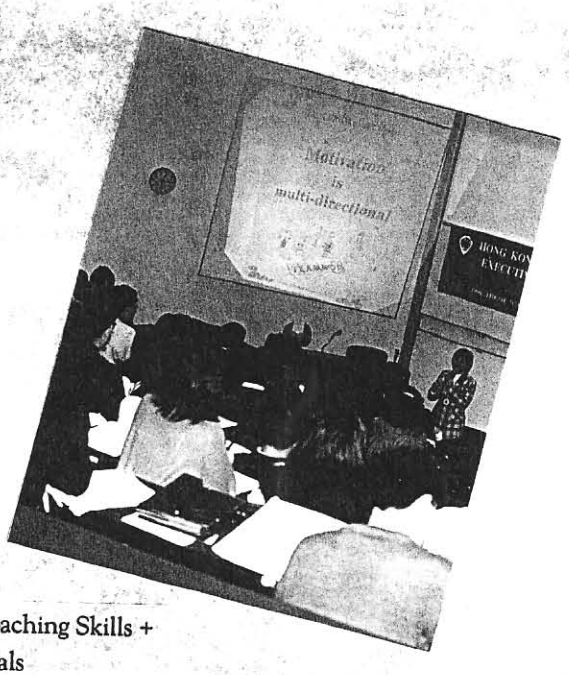


NOM/LOM officers exclusive training opportunity



Training for President candidates





Total Quality Coaching = Quality Coaching Skills +
Quality Coaching Materials



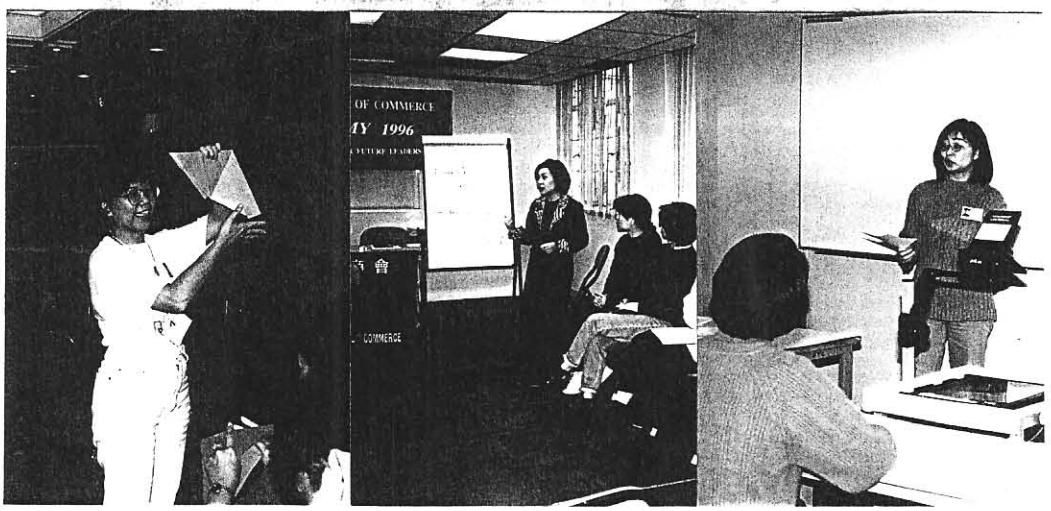
Members participation is essential
to put knowledge into practise





Scope and Relevance of Program

Emphasis on skills development



CLTs sharing relevant and useful knowledge and experience - fulfilling members needs



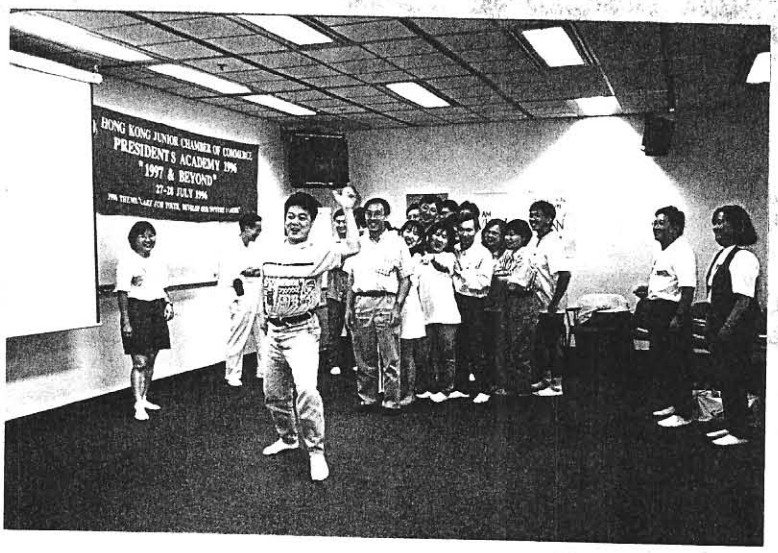
Members needs - self development such as Public Speaking, Goal Setting ...

NOM needs - to provide quality training to members of all categories, beneficial to NOM/LOM development

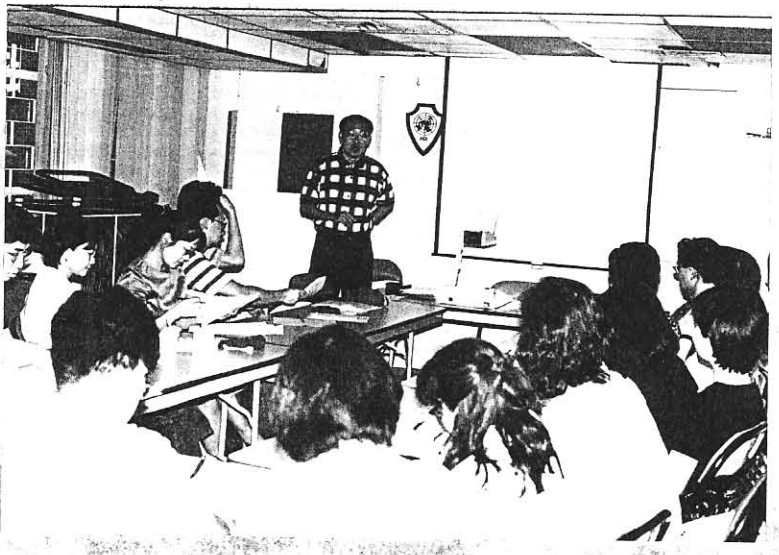


Benefits to LOMs

Appropriate & Adequate Training



We stress on quality and quantity of training programs

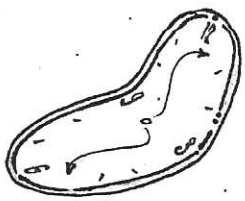


Again - stress on both QUALITY and QUANTITY of training programs



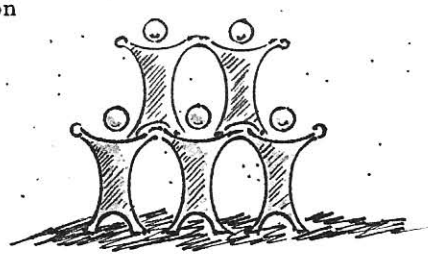
(1) Due to good planning and execution, all training activities resulted in handsome profits. Such profit would be used in future NOM and LOM projects.

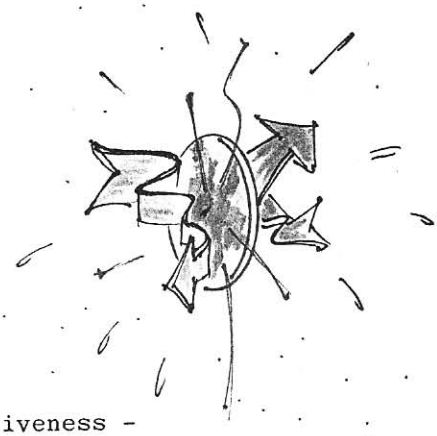
(2) Training projects under the co-ordination of NOM were cost effective (that is 1 LOM organized 1 project for 17 LOMs to attend) and helped to reduce unnecessary inter-chapter competition and time clash.



Time Effectiveness - to avoid time clash

Manpower Effectiveness - to relieve tight manpower situation





Cost Effectiveness - to avoid unnecessary inter-chapter competition

Cost Effectiveness - to generate project fund

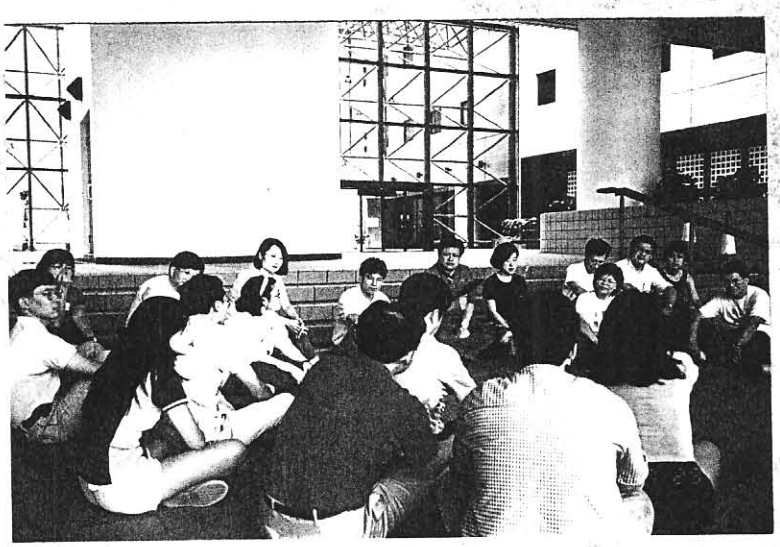


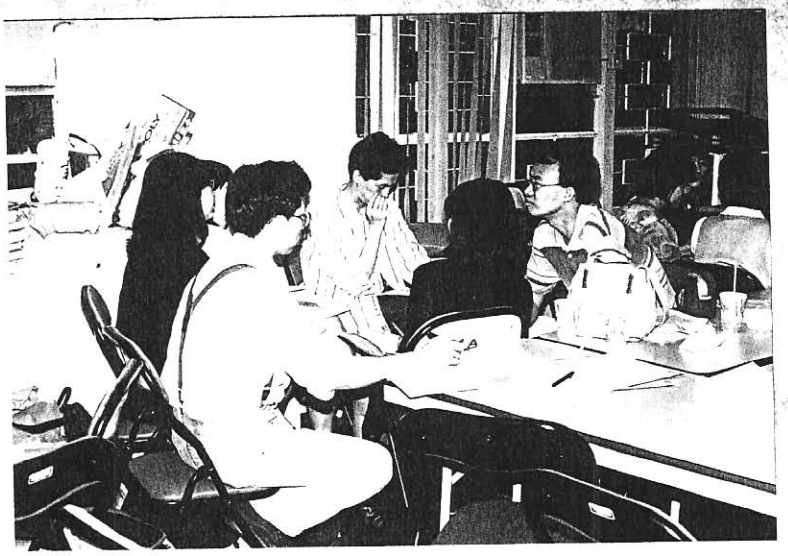


'96 National President always emphasized on NOM/LOM Officers training



CLTs sharing the knowledge of leadership skills

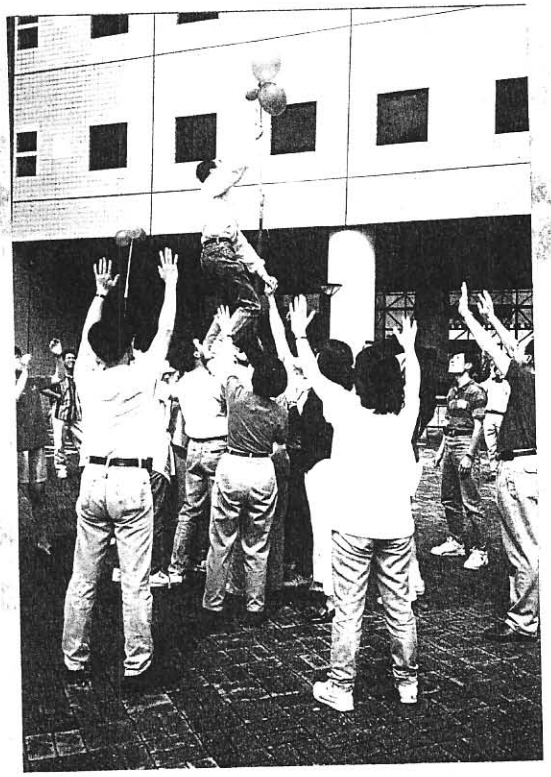




Team Work in the Leadership Training Program



Constructing the "ME" chart







Discussion and Presentation are important parts of a training session







Smiling faces and foot without shoes, demontrating the enjoyable atmosphere

Develop Coaches

NEW COACHES AT THE DEBUT



Bottom up! Surely there is no impression without expression

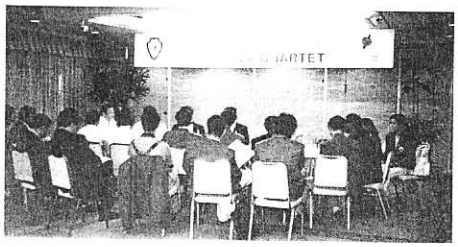
Fifteen fresh graduates from the recent PRIME course participated in the Coaches Development Camp in Cheung Chau during 22-23 June.

Practice makes one perfect! The participants conducted several practical presentations in the camp and received feedbacks from fellow coaches. Personal coaching was also given by the panel of coaches including Paul Chan as the programme designer, Petrus Yung, Shelina Chung, Wesley Chau and '94 NVP C.K. Lee .

Presenting effectively is an art of acting. Fellow coaches acted in some fun-filled and dramatic drills to enhance their flexibility in presentation expression.

To improve clarity, participants practised th
gestures, intonation and voice pr
reading exercise. To many
benefits could be
presentati
pr
the
TDC
guara





Focusing attention at the seminar

COACHING QUARTET

Organized by the HKJC, the Coaching Quartet was held
May 25, featuring 4 high-powered coaches, namely Teres
Alberto (Malaysia), Sunil Kumar (Pakistan), George Lung
(HK) and Shelina Chung (HK).

There were about 32 participants, each contributing their thoughts on the topics of 'Coaches as Leaders', 'Leaders as Coaches', 'Coaches/Leaders. How to get motivated?' and 'How to be an effective facilitator?'.

The participants were a mixture of senior and junior coaches and other Jaycee members who were interested in coaching. Everyone who participated shared and learned from each other.

