



The Hong Kong Chapter of IFMA
國際物業設施管理協會香港分會

CHAPTER NETWORK BREAKFAST

PEOPLE MANAGEMENT IN THE WORKPLACE

19th January (Friday) 2007 8:00am to 9:30am

Dot.Cod Seafood Restaurant and Oyster Bar, Central



Intuitively we know that we tend to do the things that bring us enjoyment and avoid things that bring us displeasure. We also like to think that when we enjoy, and thus do an activity more often, we tend to get better at it.

Over the past 10 years or so this intuitive idea has been conclusively proven by rigorous scientific study. It must make sense then to place someone into a work niche that is perfectly right for them. This is not just being kind; it is also the smartest way to achieve high levels of productivity. Picking a person based on suitability can result in productivity improvements 3 to 6 times higher than picking someone based on just eligibility.

This talk will highlight the difference between eligibility and suitability; discuss the relevance of enjoyment – performance theory and cover the principle of paradox.

You should attend to understand the latest thinking in job recruitment because: -

- it affects you as a manager looking to recruit staff that will achieve good performance.
- it affects you as a leader looking to manage your team members in the most effective way.
- it affects you as a job seeker, looking for the role that will allow you to shine and achieve the rewards you seek.





Ms Robin Giang

Biography – Ms Robin Giang

Ms. Robin Giang is an experienced consultant and market researcher, currently working with Human Potential Global. She works with executives and business line managers to identify ways to select and develop staff more effectively, and as such help organizations and their people to boost performance, increase job satisfaction, and foster corporate growth. She also provides coaching to individuals in career transition.

Previously, as a Research Manager at IDC Asia/Pacific, Ms. Giang made regular press appearances and was a frequent guest speaker at conferences across Asia. She presented to executives the latest IT market trends and developments for clients such as Microsoft, IBM, HP, SAP, and Oracle.

Ms. Giang holds a PgD from Hong Kong University in Management Consulting and Change and BA degrees from UC Berkeley in Political Economy and Asian Studies. She also spent a one-year stint at National Taiwan University where she studied Chinese Culture, History and Language.

EVENT DETAILS

Date:	19 th January 2007 (Friday)	Time:	8:00am – 9:30am
Venue:	Dot.Cod Seafood Restaurant & Oyster Bar, B4 Basement, Prince's Building, 10 Chater Road, Central		
Charges:	HK\$100 for chapter members HK\$150 for non-members and guests	Language:	English
Register:	Online at http://www.ifma.org.hk/events or complete and Fax the form below to the Administrator		
Enquiries:	Ken Lee, Chapter Administrator	Tel:	2824 8968 Fax: 2510 7017
Conditions and Event Information:	Places for the events are limited and you are recommended to make an advance booking. Payment can be made by cash or cheque on the door. Please make crossed cheques payable to "International Facility Management Association Hong Kong Chapter" Cancellations must be made a minimum of 48 hours prior to the event. Full price will be charged for late cancellation		

APPLICATION FORM

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I wish to attend the Hong Kong Chapter Breakfast Event on 19th January 2007

Name:	Title
Company	

Contact Details:	E-mail:	Office Tel:
		Mobile:

Chapter Member	Yes	No	Member No.
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