

**HKSI
Member
Profile
會員專訪**



Mr David Lui
雷賢達先生

Learning to Win

Industry veteran and HKSI board member Mr David Lui calls for more emphasis on personal development if Hong Kong is to retain its competitiveness.

As an industry practitioner for more than 21 years, Mr David Lui, vice chairman of respected European investment management company Schroders, is well qualified to comment on the areas he sees as needing attention if Hong Kong is to retain its competitive edge.

A frequent visitor to China since 1995 in his quest for suitable joint-venture partners, Mr Lui has witnessed first hand how the Mainland has managed to build a successful securities and investment industry in just a short period of time using local talent.

And it is this rapid development in the finance sector that has Mr Lui questioning Hong Kong's ability to stay competitive.

"As a frequent visitor to China assessing JV prospects since 1995, I've been looking at how Chinese fund management works and what kind of attitude and qualifications they have, and how they've gone from nothing and built up a significant business in a short space of time," he said.

"We must recognise the severe competition that exists within Asia and China. On the whole, I think the academic standards and commitment of some Chinese professionals may be higher."

Challenges Ahead

Mr Lui, who will this year step down as a member of the Hong Kong Securities Institute (HKSI) board and as chairman of the Membership Committee, was quick to stress that Hong Kong had many committed and respected professionals.

However, he believes that local companies, institutions and Government should begin to promote the need for enhanced continuous professional training (CPT) if we were to meet the competitive challenges from other markets.

According to Mr Lui, CPT hours played an adequate role, but he would like to see more day- or week-long training courses, perhaps

involving local tertiary education institutions.

"For many professions CPT is compulsory, so some practitioners just do whatever courses they can lay their hands on at the lowest cost," he said. "This is quite a common attitude, but is not appropriate and is to the detriment of themselves and to Hong Kong as an international financial centre."

"You have people who have been in the business for a long time and tend to stick with what they know, so there is not much motivation to do things differently, better, more effectively or efficiently."

Link With The Academia

Mr Lui said that unlike Mainland China, the link between tertiary institutions and the finance industry in Hong Kong was limited. And what there was not of much practical use.

"Whatever is researched or developed among the academics is not being readily passed on to or quickly adopted by the securities and fund management industries," he said.

"The leading houses may be the exception to the rule as they are certainly not the norm in the industry. We need to secure closer links and develop more cooperation between the two sides, so as to foster a much faster and greater transfer of knowledge and development into the finance industry."

The HKSI is at the forefront of promoting personal development and already offers an extensive range of courses and seminars featuring speakers from a wide variety of backgrounds and jurisdictions.

The programme calendar typically includes a variety of luncheon and evening seminars, executive briefing sessions, and full day conferences and sessions.

Last year the HKSI organised 56 events, attended by 4,414 members and market practitioners.

Its training courses include courses for those wanting to practice in Mainland China, in-house training for companies, professional certificate programmes.

The HKSI also currently offers a number of joint training programmes with the School of Continuous and Professional Education at the City University of Hong Kong, the University of Hong Kong, the Hong Kong University of Science and Technology, and the Canadian Securities Institute and Hong Kong Exchanges and Clearing Limited.

The Unique Role

Mr Lui said HKSI members could use their experience and knowledge to keep other members up-to-date with developments in their particular industry.

He said the HKSI was perfectly situated to act as a bridge between educational institutions

and professionals, and hoped the government could offer tax incentives to individuals or companies as an incentive to undertake more intensive CPT.

"Every year the firm should insist that senior managers or those looking for advancement should undertake at least two weeks of formal training. Not just a few hours here or there," he said.

"The problem in Hong Kong today is that people are too focused on one role and don't have enough experience across a number of roles. In part that is because people aren't given enough time for further study."

"The government, companies and institutions should be encouraging people to go out and study."

持續進修 致勝之道

資深業界高層兼學會董事局成員雷賢達先生認為，香港如要維持競爭力，必須加倍著重個人發展。

卓

越歐洲基金管理公司寶源投資管理有限公司副主席雷賢達先生，具備超過二十一年的從業經驗。對於香港要維持競爭優勢需注意的範疇，他正是提供意見的合適人選。

雷先生自1995年已經常往返內地，旨在為合資企業尋找合適的合作夥伴。他親身目睹內地如何在短時間內，以當地精英為骨幹，建立起成功的證券及投資行業。

正因為內地金融業迅速發展，促使雷先生思量本港維持競爭優勢的能力。

他表示：「自1995年，我已經常到內地考察合資基金業的前景。我一直留意國內基金管理的運作，從業員所持的態度、具備的資歷，以及他們如何在短時間內建立起這個重要環節的業務。」

他續稱：「我們必須明白到，亞洲及國內存在很多競爭對手。整體而言，我認為有部份國內從業員的學歷水平及責任感可能會勝於本地同業。」

面臨挑戰

將於年底卸下學會董事局成員及會籍委員會主席

職務的雷先生，同時強調本地擁有很多可靠及優秀的從業員。

然而他認為，面對其他市場激烈的競爭，本地公司、院校及政府應著手，進一步推廣持續專業培訓的重要性。

雷先生指出，持續專業培訓時數的要求發揮了一定的作用，然而，他希望能有更多為期一天或一週的培訓課程，其中可考慮與本地專上院校合辦。

雷先生表示：「很多行業均規定從業員必須進行持續專業培訓，部分從業員為了應付要求，只願付出最少的代價，隨意修讀課程。這種態度甚為普遍，卻並不恰當，對從業員本身及作為國際金融中心的香港毫無益處。」

「有些從業員在業內工作了很長時間，難免囿於自己所熟悉的一套，同時亦缺乏推動因素，令他們採用另一套較佳、具成效或效率的做法。」

院校合作

雷先生指出，與內地不同，本地專上院校與金融界的接觸不多。即或間中有聯繫，其實際效用亦不大。

HKSI
Member
Profile
會員專訪

他解釋：「學術界研發的成果，往往未有傳遞到證券及基金管理界，業界亦沒有迅速採納。」

他續稱：「業內首要的公司會是例外，因為它們的做法不在行業常規之列。我們必須加強業界及院校之間的聯繫和合作，藉以促進更快速廣泛的知識交流，推動金融界的發展。」

學會作為推動個人發展的先驅，籌辦了全面的課程及座談會，邀得不同背景及來自不同地區的嘉賓主講。

學會的活動通常包括一系列午餐會及晚間座談會、行政人員簡報會、全日研討會及工作坊等。

去年，學會舉辦了 56 項活動，吸引了 4,414 名會員及業內人士參與。

學會的培訓課程包括為有意在國內從業人士而設的課程，為公司而設的內部培訓課程，以及專業證書課程等。

此外，學會目前正與香港城市大學專業進修學

院、香港大學、香港科技大學、加拿大證券學會及香港交易及結算所有限公司合辦一系列的培訓課程。

獨特角色

雷先生表示，學會會員可憑藉經驗和知識，協助其他會員掌握個別行業的最新動態。

他指出，學會是院校及業界之間的最佳橋樑。他希望政府可以向個人或公司提供稅務優惠，藉此鼓勵從業員接受更深入的持續專業培訓。

雷先生認為：「公司應該規定，高層管理人員或有意自我提升的員工，每年必須接受為期最少兩星期的正式訓練，而非只是間中參與數小時的課程。」

他分析：「香港目前的問題，是從業員過份專注於單一範疇，經驗不足以應付不同的職責。部分原因，是人們未有付出足夠時間進修。」

「是以政府、公司及院校均應鼓勵從業員抽出時間積極進修。」