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The Official Magazine of The British Chamber of Commerce in Hong Kong Issue 59 Mar-Apr 2019

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March - April 2019



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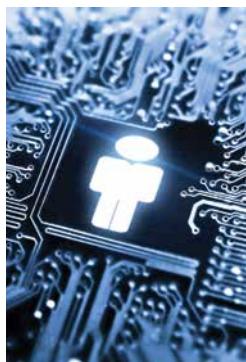
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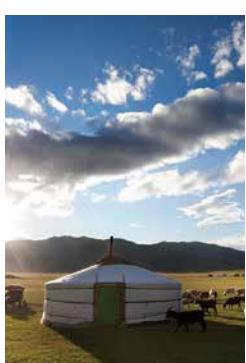
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CK Infrastructure



CHAIRMAN'S MESSAGE



Dear Members,

I am writing this month's message on the afternoon of the Standard Chartered Hong Kong Marathon after hobbling home from running a respectable time in the 10km race this morning. Now some of you are probably thinking I am shamelessly using the platform of the Chamber magazine to promote my own employer (or my own feeble sporting prowess). In fact, there is purpose in my comment: I am promoting Hong Kong.

The marathon can trace its roots back to 1981 when a handful of runners raced a circuit around Shek Kong in the New Territories. Corporate sponsorship started in the handover year of 1997 when the number of runners was just over 1,000. They took a symbolic course across the Shenzhen border and back. Today the marathon has grown to some 75,000 competitors, across a full, a half, 10km, wheelchair, and family races, and with it a magnificent sense of community spirit. If you have never been to Victoria Park in the week before, or on competition day itself, I would strongly recommend lapping up some of the carnival atmosphere. This is Hong Kong at its best - organised, competitive, together, having fun - and all done with a great sense of civics.

As I stumbled over the finishing line earlier today the Hong Kong CEO of Standard Chartered greeted me with a question. "Where is the Chamber team?" Watch this space for 2020!

This is also my first message in the New Year of the Pig.

Pundits, tipsters, and fortunetellers love to pin all sorts of attributes on the new zodiac animal at the start of the year. I have read that the pig can be lazy, industrious, sybaritic, frugal, shy, and sociable. Who knows? I did, however, hear an SAR official at a Chinese New Year party explain that "PIG" is an acronym for Prosperous, Industrious, and GBA.

This neatly sums up the Chamber's Year of the Pig too. There really is a great deal going on, and the Chamber is in the thick of it. Without doubt, the Greater Bay Area (GBA) is starting to take a centre stage position in our agenda. The Outline Development Plan (ODP) for GBA was published before the end of February. We will be ramping up our own analysis of the opportunity with a number of events, working with our subcommittees, all of which are touched by this initiative, for their input. We want to cooperate with our partners in the Consulate, in other Chambers, and with the Hong Kong Government too. No one has a monopoly on the thinking for GBA, and the government authorities across GBA have encouraged us to give our views and to lobby.

Alongside GBA we have not taken our eye off the other big issues of the day, including BREXIT, Trade Tensions, Belt & Road, Technology, Innovation, and Healthcare.

This month's magazine has articles reflecting on some of these subjects, including a piece from InvestHK on findings from a recent survey of mainland and international companies and

an article from Lim-Loges & Masters on how to prepare for 4IR (the Fourth Industrial Revolution).

Chamber events since I last wrote have included a Conversation with Janice Lee, Managing Director of PCCW; further analysis of Brexit with the benefit of Ros Kellaway from Eversheds-Sutherland bringing some legal shape to the political chaos; a breakfast with Alderman Peter Estlin, Lord Mayor of the City of London; and an analysis of Technology and Customer Behaviour from Anson Bailey of KPMG.

And the month ahead also includes a number of our networking events, including the wonderful Shaken Not Stirred drinks, sponsored by The Berkeley Group. There is always a wonderful mix of backgrounds, businesses, and ages represented at the SNS Drinks and, if you can, I strongly urge you to join. The Women in Business Committee, not to be outdone, is also hosting a networking event, sponsored by The Fry Group, with the alluring title "Exploring Your Unconscious Bias through Winetasting". This is a must for your Chairman!

And in April we will be holding the always popular BritCham-KPMG Rugby dinner.

So there is plenty going on.

Oh, and by the way, my time over 10km – a respectable 1hour and 5 minutes.

And I have not forgotten! May I take this opportunity to wish all Chamber members and friends the best possible New Year of the Pig - whatever you think it may stand for.

Kung Hei Fat Choi; Seong Jip Hing Lung; San Tai Gin Hong – as we say in these parts!



Peter Burnett
Chairman,
The British Chamber of
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Last Chance to Purchase Tickets for the Legendary Ladies Long Lunch

On April 5, 2019, the Christina Noble Children's Foundation (CNCF) will be celebrating the 10th anniversary of Hong Kong's legendary Ladies' Long Lunch at the Aberdeen Marina Club. This fun-filled afternoon of glitz and glam kicks off the Rugby 7's weekend in true style, featuring the Penguins International Rugby team to keep guests entertained!

Since 2010, this annual sold-out event has raised over HK\$9 million in much-needed funds for

underprivileged children and those at risk of commercial or sexual exploitation in Vietnam and Mongolia. CNCF's programmes range from long-term shelter to healthcare and educational opportunities and have to date positively impacted the lives of over 1 million children and adults collectively.

Please contact hongkong@cncf.org quoting 'Britcham' for a chance to get hold of some highly coveted last-minute tickets. Tickets are priced at HK\$2,000 each.

Virgin Atlantic Appoints Estelle Randle Head of Asia Pacific

Estelle Randle took up her new position on January 1 with responsibility for Virgin Atlantic operations across Hong Kong and mainland China.

Based in Hong Kong, Estelle will lead the strong team across Asia Pacific, as well as overseeing offline markets in Asia, Australia, and New Zealand.

Virgin Atlantic operates daily flights between Hong Kong and Shanghai to London Heathrow, as well as successful codeshare agreements with airlines including Virgin Australia, Air New Zealand, and Air China. Virgin Atlantic recently introduced three new ways to fly in economy – Economy Delight, Economy Classic, and Economy Light on all flights from Asia Pacific to further improve the customer experience.

Updates to Membership Categories & New Y-Network Additional Members

The British Chamber has launched a new category to help bridge the gap between its Start-up and Corporate memberships. The Chamber offers a competitively priced Start-up membership for companies which are three years old or less, while companies older than three years join as Corporate members. In recognition of the changing nature of business in Hong Kong and to support small businesses, the Chamber has launched a Small Business membership category. Organisations with 10 or fewer Hong Kong employees, and no other offices worldwide, can now benefit from a lower annual fee and be a Small Business member as long as they meet these membership criteria. (A copy of the company's most recent tax form BIR56A must be submitted on application). The Small Business membership category has a joining fee of

HK\$2,000 and an annual fee of HK\$7,000 and provides the member full access to the benefits of Chamber membership.

In addition to further develop the Chamber's diversity, both Sterling and Corporate members of the Chamber will now receive extra Y-Network Additional Memberships free of charge (two for Sterling and one for Corporates). Organisations can now nominate a member of their staff aged 30 or below to become a "named" member and receive the surrounding benefits of membership.

If you would like to discuss the Small Business membership category or the free Y-Network memberships please email membership@britcham.com.

Chamber Welcomes Mayer Brown as Sterling Member

The Chamber is delighted to announce that Mayer Brown has upgraded its membership to become the Chamber's latest Sterling Member.

A long-term supporter of the Chamber and one of the oldest law firms in Hong Kong, Mayer Brown (previously known as Mayer Brown JSM) recently celebrated its 10th anniversary as a global law firm. Under the global brand, the firm has also unveiled a refreshed logo and renewed its membership to the premium package available with the Chamber.

Mayer Brown is uniquely positioned to advise the world's leading companies and financial institutions on their most complex deals and disputes. With extensive reach across four continents, it is the only integrated law firm in the world with approximately 200 lawyers in each of the world's three largest financial centres – New

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York, London, and Hong Kong – the backbone of the global economy.

Mayer Brown has deep experience in high-stakes litigation and complex transactions across industry sectors, including its signature strength, the global financial services industry. Diverse teams of lawyers are recognised by clients as strategic partners with deep commercial instincts and a commitment to creatively anticipating their needs and delivering excellence in everything they do. A 'one-firm' culture – seamless and integrated across all practices and regions – ensures that clients receive the best of Mayer Brown's knowledge and experience.

The British Chamber of Commerce in Hong Kong 香港英商會

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Summit Aims to Prepare Students for Future Leadership

The "Future Global Leaders" Student Summit for aspiring senior youth aged 15+ is taking place in Adam Smith Panmure House, Edinburgh, this summer, as offered by GROWDynamics Talent Development in partnership with Edinburgh Business School, and London Gifted and Talented.

The aim of this summit is to equip students with a leadership mindset and lateral skills to thrive in their academic and future career pursuit in order to set a solid foothold in the new economy.

With the critical case of Adam Smith behind his remarkable theories of "Wealth of Nations" and

"The Theory of Moral Sentiments", different dimensions of his influence will be addressed for students' critical analysis, and for crafting their voices in our global environment.

The 16-day summit is coupled with a nine-hour pre-summit programme to fully prepare the student delegates. A free seminar is also taking place at CPA Australia on March 8.

Contact: info@growdynamics.net

Learn more: <https://www.growdynamics.net/summer-summit>



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Companies Encouraged to Adopt EOC Racial Diversity and Inclusion Charter

The Equal Opportunities Commission (EOC) has recently launched the Racial Diversity & Inclusion Charter for Employers in order to promote the principles of racial D&I in employment. The Charter is a set of guidelines and best practices that can help businesses further their racial diversity and inclusion goals.

The nine guidelines of the Charter cover three broad areas, namely policy, culture, and work environment. The EOC hopes that it will encourage businesses in adopting measures and realising the

racial diversity and inclusion commitment of their organisations.

For more information, please visit the EOC website <http://www.eoc.org.hk/EOC/GraphicsFolder/showcontent.aspx?content=homepage>

If your company would like to adopt the Charter, please click on the link http://www.eoc.org.hk/eoc/download/20190221/Charter_interest_form.zip to fill in the Interest Form and email back to nirupama@eoc.org.hk

Your Chance to Get Involved in the Great British Design Campaign

In March, the UK Department of International Trade (DIT) is officially launching the Great British Design campaign, which presents how British design is changing the face of business.

The pinnacle of the campaign will be the UK's participation as partner country for Hong Kong's Business of Design Week in December.

In the coming months, DIT will be hosting and supporting a series of events in Hong Kong and the Greater Bay Area to showcase the best of British design and highlight the UK's leadership in creative thinking and design management. To get involved with our campaign, contact us at DITHongKong@fco.gov.uk.





© The Salted Pig

The Salted Pig - Enjoy dining alfresco by the waterfront at Soho East

Our Guide to the East Side Neighbourhood

East Side, the emerging neighbourhood stretching from Sai Wan Ho to Shau Kei Wan, is fast becoming the go-to location for young professionals keen to experience a different way of living.

Featuring stunning, waterfront promenades, beautiful mountain scenery, convenient shopping options, a bustling food scene, and a charming mix of old and new, East Side is emerging as a sought-after place to live.

DINING

Savvy residents and sophisticated foodies know that East Side is the city's best kept secret when it comes to dining.

For a nostalgic trip to the booming 70s, head to *Tai On Building*. With a mix of lively stalls and curious shoppers, it is the place to sample the city's best street food. Those wishing to unleash their inner Anthony Bourdain can feast on specialties like succulent Hainan chicken, tasty fish balls, sweet egg waffles, and more.

For a more contemporary experience, try the *SoHo East* waterfront strip. Featuring chilled pubs, cool cafes and casual restaurants, it is the perfect after-work rendez-vous for residents of the area who are keen to relax by the sea.

LEISURE

Cityplaza is a great example of why Hong Kong is considered a shoppers' paradise. One of the city's largest malls, it is just a station away from *Sai Wan Ho*. But to explore a different side of Hong Kong, just hop-on to a ferry at the *Sai Wan Ho Pier* and head to the quiet island of *Tung Lung Chau*. Here, enjoy the territory's best natural rock climbing venues and scenic hikes with panoramic views of the water.

Nestled amongst the modern metropolis right across the harbour, the *Lei Yue Mun fishing village* – a living artefact of the city's rich fishing heritage – is another must-see destination.

WORKING

Centred around *Quarry Bay*, *Island East* is a CBD within close proximity to the East Side neighbourhood. A hotspot for global firms in the creative sectors and digital media like *Facebook*, this up-and-coming CBD is also attracting financial services giants relocating from Central such as *JP Morgan* and *Alliance Bernstein*.

Some premium commercial buildings in the area include *Cambridge House*, *Dorset House*, *One Island East*, and the brand new *One Taikoo Place*.

WELLNESS

More than just a place to stay, East Side is a place to slow down and get centred. Try joining a local *Tai Chi* class at *Aldrich Bay Park* or go for a jog along the harbour on the *Aldrich Bay Promenade*, which spans from *Shau Kei Wan* to *Quarry Bay*.

ARTS & CULTURE

For those keen to explore Hong Kong's rich culture and heritage, East Side is filled with unique spots pointing at the area's past as a seafaring village.

Devoted to a Chinese deity indigenous to Hong Kong, the century-old *Tam Kung Temple* features worshipping items dating back to the *Qing dynasty*. Housed in an old fort used by the British Army until 1987, the *Museum of Coastal Defence* also highlights the area's strategic location. Stroll its historical trail for breath-taking views of the harbour and a glimpse of Hong Kong's military history.

waterfront suites

A Place to Call Home

Waterfront Suites is the newest development to land on the shore of the Eastern Waterfront. With every unit enjoying panoramic views of the sea on one side and tranquil park life on another, Waterfront Suites and its wellness-centred lifestyle can be found right within the heart of East Side.

Waterfront Suites offers a total of 74 units ranging from studio to 3-bedrooms, all featuring bespoke furniture and quality amenities.

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As Seen by the Community

What is life without a little adventure and exploration? Visit the East Side neighbourhood this weekend to discover lesser-known sights of the city. Here is a little collection of some Insta-worthy captures found in the neighbourhood for inspiration:



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@marc. chantal



@foodiejacie



@mish_ko

Sai Wan Ho Pier

Fireboat Alexander Grantham
Exhibition Gallery

Sushi Yue, Soho East

Shau Kei Wan Typhoon Shelter

Successful Movement of People Explored in GBA Panel Event

30 January 2019

In January, the Chamber hosted the latest in its series of events focusing on the Greater Bay Area. In this panel event, participants explored the successful movement of people in the Greater Bay Area and the practical and regulatory issues which need to be addressed to ensure its efficiency and success.

It was noted the benefits of the newly completed physical infrastructure links via rail and road are already becoming apparent, however, to facilitate the free movement of people, the three governments should look to trial single-border crossings and co-location. Moreover, to encourage greater tourism, providing multi-entry visas for the three places would be a draw for visitors to the region.

For businesses, aligning the tax and legal systems to allow better flow of talent and workforce was noted as one of the key factors to address in order to enable businesses to capitalise on a more integrated region. It was suggested that this could result in the creation of a Greater Bay Free Trade Area.



In Conversation with Janice Lee, MD of PCCW Media

15 January 2019

In January, the Chamber's Women in Business committee had the pleasure of welcoming Janice Lee, the managing director of PCCW Media, for an Inspirational Women Series event sponsored by Barclays. The former "Asian Media Woman of the Year" is in charge of PCCW's media and entertainment businesses, including Hong Kong's largest pay TV service, Now TV, and over-the-top (OTT) entertainment services, including Viu, and digital music service, MOOV.

At the crux of many of the problems facing traditional media companies today is the fact that content production has been democratised - broadcasters are no longer a unique breed. Is TV dead? Even though viewing figures have decreased slightly, to Janice, there's a great opportunity in the fact that the overall screen time has increased exponentially through online content. Using social media is also a new opportunity for finding and cultivating talent at the grassroots and local level. This is especially important

to Janice given that, in her experience, even though the world is getting smaller, the demand for content appealing to smaller local markets is still strong.

So what for the future of PCCW? Janice said that even though the growing pie of digital dollars is important, the company needs to maintain its TV channels for as long as possible. It needs to continue to improve its hardware in order to ensure that the service it is providing customers can stay ahead of the game. The competitive landscape has expanded, it is not as linear as it used to be, but to Janice, the key is still to create quality content. Good storytelling and a good cast are still a media company's best bet.

Thank you to Barclays for its continued sponsorship and support of the Inspirational Women Series, to Jasper Donat at Branded for moderating the discussion, and to Janice for donating her time to speak.



Lord Mayor of the City of London Declares City Open for Business

19 February 2019

In February, the Chamber had the pleasure of hosting the Lord Mayor of the City of London, Alderman Peter Estlin, as part of his visit to Hong Kong. The role of the Lord Mayor is to act as an ambassador for the UK's financial and professional services sector, and with the Brexit deadline looming, it was no surprise to have a full house to hear what he had to say.

In a wide-ranging presentation covering China, technology, social inclusivity, and cybercrime, the Lord Mayor above all made it clear that the City of London, despite Brexit, remains open for business. Headlines are being made of the 10,000 jobs that have been relocated out of London in the past year to continental Europe, but this ignores the 35,000

new jobs created last year, fuelled by the innovation taking place in the city.

The Lord Mayor believes that the future is bright for the City of London, and the UK generally. Even though the economy may not be growing as quickly as others in future, he believes the UK will still play a key role in the future as an intermediary between East and West. The City of London has already positioned itself as the leading centre for the internationalisation of RMB, alongside Hong Kong, for Belt and Road projects. The benefits of an open culture, a high level of innovation, a respected rule of law, and a strict regulatory environment that you can work with will keep the UK relevant on the global stage into the future.



How Technology and Customer Behaviour Are Shaping the Consumer of Tomorrow

14 February 2019

The Chamber recently held an insightful breakfast briefing with Anson Bailey, who shared findings on how technology and customer behaviour are shaping the consumer of tomorrow.

Emerging technologies are ever expanding and new trends are evolving leading to disruption across all sectors, including travel and retail. China's online shopping has seen a surge reaching US\$2 trillion and the U.S. closed over 9,000 retail stores last year. Technology is changing people's behaviour. Eighty percent of the global population will own a smartphone in 2020, and 90% of consumers say their buying decisions are influenced by online reviews. Social commerce is the imminent meeting point of social media and e-commerce.

The digital platform eco-system is growing and seeing a shift from ownership of assets to ownership



of access. Implementing a multi-channel approach is key for a seamless user experience moving forward. Out of the 11 AI unicorns in the world, six are from China. This highlights a key message to us all - don't get left behind, and keep learning.

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<https://www.britcham.com/pub/234>



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- International perspective and celebration of Chinese culture and heritage.
- Development of global citizens and active learners with social responsibility and international-mindedness through a wide range of global and local activities.
- Best international and local bilingual educational practices by highly qualified IB-trained teaching team.
- Inquiry-based teaching and learning in a bilingual environment of English and Chinese (Putonghua) with low teacher to student ratio.
- Students' diverse learning needs to be catered through differentiation.
- Comprehensive scholarship programme to encourage academic excellence and all-round personal development.
- State-of-the-art school facilities and a safe and conducive learning environment.



Developing a Greater Sense of International Mindedness and Social Responsibility

At VSA, students organize and participate in a wide range of activities, both locally and globally, through which they develop qualities and skills such as greater self-awareness, collaboration, empathy, and perseverance. VSA, representing Hong Kong as it's only Secondary School, attended The Yale Model United Nations conference in the United States, alongside more than 2,000 young delegates from 40 countries. During this overseas conference, the VSA students engaged in different committee sessions and proposed resolutions for world issues, such as child marriages in Africa and carbon emission.



VSA's Year 9-11 students represented Hong Kong in January's Yale Model United Nations conference in the U.S.

Unlocking Student Potential – Scholarship Opportunities at VSA

The Mission of Victoria Shanghai Academy (VSA) is to promote academic excellence, international mindedness, and all-rounded personal development. To enable more bright, active and talented students to receive a good education at VSA, scholarships are provided to current and prospective students with special aptitudes and talents, for them to reach their full potential.



Valerie Yue (right) and Katii Tang (left) have received the HKSAR Athletes Scholarship and Sports Scholarship from VSA, to support their passion for swimming. They represented VSA to win Gold in the School Girls Team category in the 2018 New World Harbour Race.



In 2018, VSA had two perfect scorers in the IB Diploma Exam.

Diploma Excellence Scholarship

One-off scholarships are awarded to Year 12 graduates with high IB results. In 2018, VSA has 2 perfect International Baccalaureate (IB) scorers, with an average score of 37.3, the global average being 29.78.

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VSA values and rewards students who have exerted effort in self-improvement, not only in academic results but in overall personal development, such as improvement in attitude and behavior. The goal is to inspire and support every student to be happy, healthy and accomplished.



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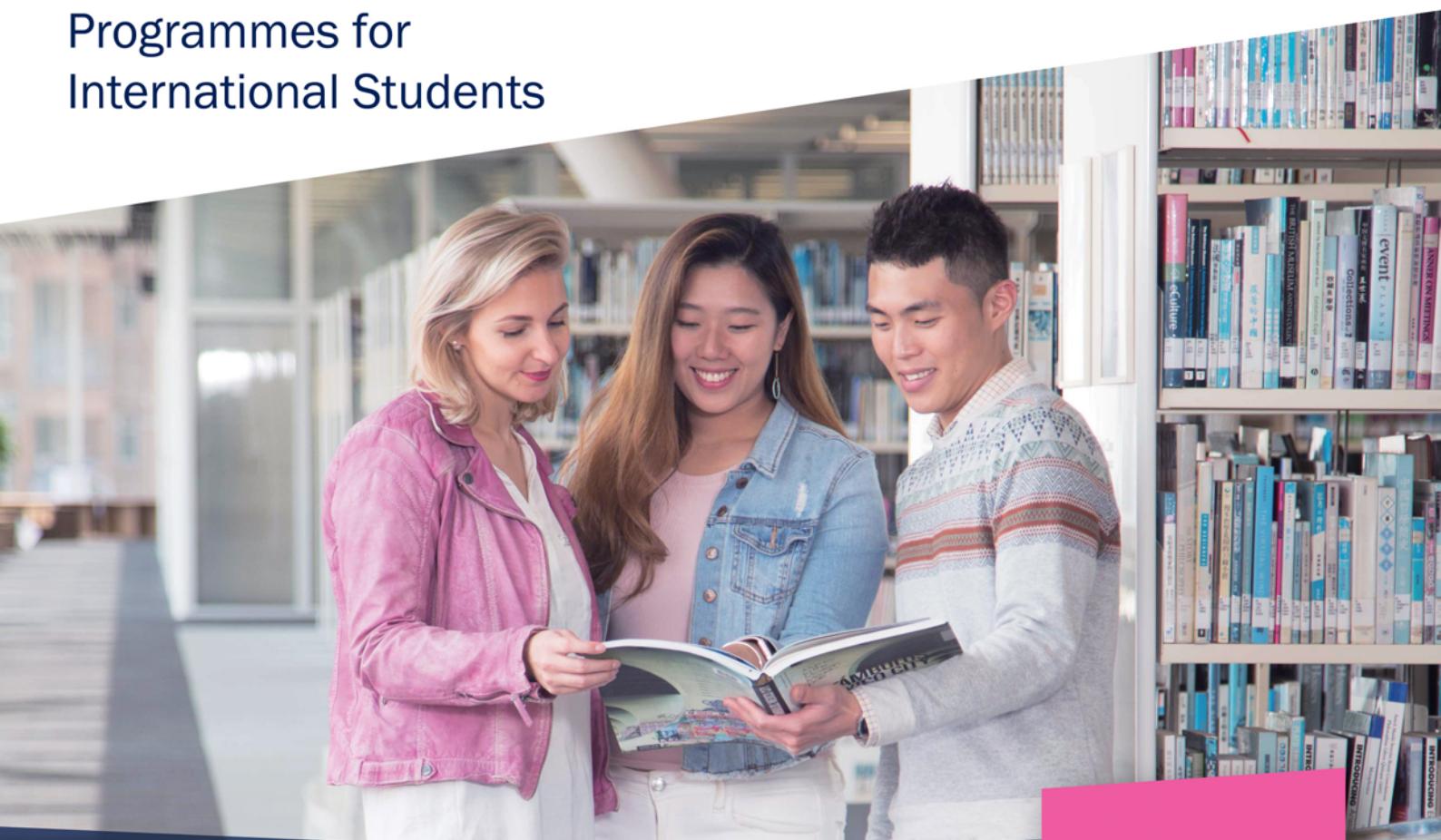
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Creating the Future Workforce

Creativity has always been off limits when it comes to the type of functions robots might master in the future. Not so anymore – and it's down to educators to find the right balance that will prepare students for jobs that are yet to be invented. – By Sarah Graham

The robots aren't coming, they're already here. And to top it all, they're getting more creative.

Where once automation of the workforce was confined to jobs that could be carried out through algorithms that learned from repetition, like assembly lines and engineering, we're now seeing roles in the creative industries being taken by robots. Journalism was one of the first to see the crossover, with news organisations including Forbes and The Washington Post using AI to assist journalists by creating first drafts of news stories and business reports.

Just last December, the first piece of AI-generated artwork sold at auction at Christie's for US\$432,500. *Portrait of Edmond Belamy* was created by Obvious, a Paris-based outfit that created a sophisticated algorithm to create the work of art.

"The algorithm is composed of two parts,' co-founder Hugo Caselles-Dupré explains in a post on Christie's website. 'On one side is the Generator, on the other the Discriminator. We fed the system with a data set of 15,000 portraits painted between the 14th century to the 20th. The Generator makes a new image based on the set, then the Discriminator tries to spot the difference between

a human-made image, and one created by the Generator. The aim is to fool the Discriminator into thinking that the new images are real-life portraits. Then we have a result."

Similarly, music has been created by machines. In 2017, Flow Machines software, a Sony Computer Science Laboratories (CSL) project, produced the first pop song using AI.

It's difficult to keep up with the pace of technological advances, and even harder to predict the job roles that will be available to those currently entering the education system. This poses an interesting challenge for educators: how can they prepare youngsters for jobs that don't yet exist?

Scott Belsky, Adobe's chief product officer, in January predicted that the development of algorithms in the creative space would be a positive thing. "Automation will liberate us from the mundane and enable us to focus on more engaging, creative, and fulfilling work. We just have to prepare ourselves and our children for the future. And we have to start now," he said.

We spoke to five schools to find out how they're preparing students for future jobs by nurturing their creativity. **B**



Simon Wood, Design Tech Lead, Kellett School:

Creativity is an important focus for Kellett teachers in all subjects. Thinking creatively supports students' own thinking and teachers are highly creative in planning their lessons.

Creative subjects are part of Kellett's core curriculum from Reception upwards, and are optional subjects in years 10-13. They are popular and their uptake is high. Creative subjects develop a student's ability to think differently and view the world differently, as well as building a broad range of skills.

More than ever before we will continue to need creative individuals to work in future industries. This new workforce will be doing jobs that don't even exist yet. That being the case the curriculum will need to focus on skills such as communication, critical thinking, decision-making, use of technology. Essentially grounding the individual for 'lifelong learning' so they can quickly assimilate the skills required as these jobs come on line. Industry will need "higher order thinkers" who are analytical in their approach to complex problems. Education needs to help students examine biases, embrace ambiguity, and foster an appreciation for ethical concerns... arguably areas that AI is not that adept at doing.



Lisa Milanec, Head Mistress, Mount Kelly School:

When talking about how you develop creativity with students there definitely has been a move away from teachers being prescriptive and a move towards giving children choices about how they might want to create and complete a piece of work.

We don't know the jobs that are going to be available when our students leave school so we need to give them the skills as opposed to just knowledge in order for them to be adaptable for the jobs that will be available in the future. One of the conversations I've had a lot recently is about empathy. Certain specific patterns or processes can be programmed but are we ever going to be able to teach a robot about empathy or understanding people's feeling and emotions?

At Mount Kelly we're looking at how we can use technology to support our students' ability to be creative. For example, how virtual reality can help with storytelling. Children are able to use VR goggles with different scenes and settings to enable them to write about story settings, and describe and discuss what they can see.



Pupils at Mount Kelly School

**Maly Pena, Head of Communications, and Kyle Wagner, STEM Director, The International Montessori School:**

In 2019 we are still talking about 21st century skills as if they are something students will need in the future. The 21st century is already centuries old. If we don't create the conditions that allow for innovation within our classrooms/ schools, we are already behind. Fortunately, it doesn't require an advanced degree and years of experience to innovate; it simply requires an open mind and willingness to put in place the systems we know create the most innovative results.

It's time to start talking about the 22nd century. And while we can't possibly predict **WHAT** occupations will still be around, we can predict what skills will be needed.

Creativity. It's the one skill that can adapt regardless of the situation, industry or task. At the International Montessori Schools of Hong Kong, creativity is part of our life blood. Montessori has been promoting creativity by allowing children to make mistakes and learn from those mistakes from a very early age. We dedicate time for creative projects, reward innovative and divergent ideas, empower students to make decisions, allow for failure, and measure what matters most.



Kyle Wagner



The British International School
in Hong Kong



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Jacqueline McNalty, Principal, Malvern College Pre-School:

We certainly value creativity at Malvern. We believe it's essential and it's timeless, and it's a big part of our early years curriculum. Children are born naturally curious, we use different strategies to enhance that.

You can want to know a fact, but it's what you do with the knowledge. It's going to be those inquiring minds that change the world, that will be the inventors, the problem solvers.

There's a very strong tech side to our program. We have Zenbo the robot, and our pre-schoolers are very interested in getting him to move. We work with a robotics team in Shenzhen who are taking some of these ideas and developing them.

As part of our Forest School, children go out for one day every fortnight, developing creative thinking from that experience in the context of nature by creating pulleys and ziplines – problem-solving to transport things.

Moving away from facts and figures ... thinking with a human heart, that's something that can't really be replicated.



Zenbo the robot at Malvern College Pre-School

Ben Keeling, Principal, Shrewsbury International School:

We run a thematic curriculum programme at Shrewsbury. Supported by a wide range of resources, it encourages students to see and engage with the connections between subjects, to consider solutions to multifaceted challenges and to think independently about how best to apply their knowledge and understanding. The balance between freedom and constraint requires intelligent and continual engagement to ensure that students are suitably challenged and truly engaged.

When we talk about creativity in the workplace, we are often referring to lateral thought. An ability to think with clarity, distinction, or connection in search of efficient solutions. Technology will always prove a great partner in this work. As educators, we have a responsibility to provide opportunity and direction – to make sure that our students are well equipped to harness technology and to maximise its impact.





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At Anfield we use English as the medium for teaching and learning. In addition, there is also a strong emphasis on the acquisition of Chinese (Putonghua) as a second language. As a family school community,

Anfield provides the highest quality education, developing independent and critical thinking skills and a love of learning in a culturally aware Catholic environment. The school values and encourages the characteristics of honesty, integrity, responsibility, commitment, courtesy, tolerance, self-discipline, consideration and respect for others and the environment, as we prepare all our students to live in a complex and changing world.

The Anfield St. Bosco Centre is a provision for pupils aged 5-11 years who have special learning difficulties. The Centre offers specialist, holistic British Education within a safe, caring environment designed to raise the pupils' self-esteem and confidence. The aim is to prepare pupils so that they can eventually access a mainstream education independently.

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Get Sporty

Despite Hong Kong's famous trails and its proximity to the ocean, the city's youth are leading more sedentary lifestyles than ever before. And at the core of the problem is pressure to excel academically.

– By Sarah Graham

Hong Kong is a city well-known for its sprawling running trails and is suitably placed for water sports activities. It attracts an ever-expanding selection of international endurance races, including the Spartan Race, and the Ultra Trail World Tour, which attract thousands of competitors.

Yet in recent years reports from the Journal of Exercise Science and Fitness, and the British Journal of Sports Medicine, have found that the city's young people aren't getting enough exercise. In fact, according to Dr. Robin Mellecker of the University of Hong Kong's Institute of Human Performance, the city's prisoners are getting more exercise than its primary and secondary school students.

The Journal of Exercise Science and Fitness report, which was based on a 2018 survey of 6-17-year-olds by researchers Active Healthy Kids Hong Kong, concluded: "Children and youth in Hong Kong have low physical activity and physical fitness levels and high sedentary behaviours despite a generally favourable community environment. A high prevalence of obesity and low levels of family support warrant more public health action."

The survey graded indicators relating to children's activity levels, such as organised sport participation, sedentary behaviours, amount of sleep, parents who are physically active with their children, and available activity options at schools. In the cases of almost all indicators, grades had dropped compared with 2016.

With so many sports facilities – among them, according to Hong Kong government statistics for 2018, an impressive 234 hard-surfaced soccer pitches, 99 sports centres, and a staggering 638 badminton courts, to name a few – there's really no excuse for the shocking lack of exercise among the city's young people.

Or is there? Hong Kong is well known for its exam-focused culture, with many students under pressure to gain entrance to universities in the city or overseas. A study by Hong Kong Paediatric Foundation last year revealed that the top reason for stress among children, according to the parents polled, was academic performance.

In several of Hong Kong's international schools, this issue is being addressed.

Ian Clayton, Head of International Stream at the French International School, says it is essential that parents lead by example when it comes to exercise. "Many parents, not all obviously, are more focused on grades and academic achievement. Sport and PE is not always a priority for them. In my opinion, this can apply to all parents no matter their demographic. The parents don't always appreciate or understand the importance of how physical activity can be beneficial

for their own physical, mental, and social wellbeing and therefore don't always model the correct attitude or have expectations for their own children," he says, adding: "Students have tutors in the evenings and study instead of possibly being involved in physical activity. Many parents are 'too busy' to be involved in sport or exercise themselves. If parents do sport and are active, then most of the time the students are too."

Sport is a key part of the curriculum and students at FIS attend compulsory PE lessons throughout their journey through the school, with several hours per week set aside for activities and theory related health, fitness, and wellbeing. Clayton says many of the topics covered during these sessions are applicable to life in general and not just to IGCSE PE.

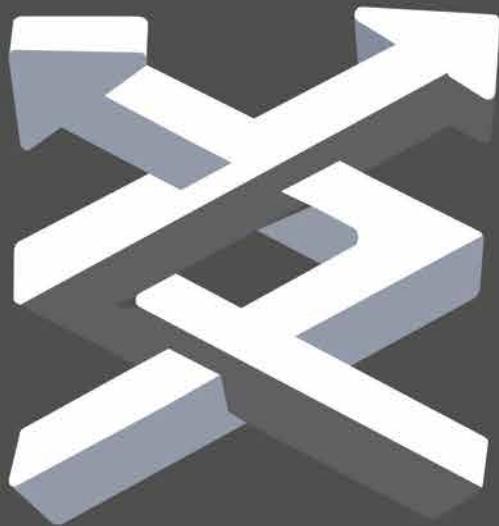
"The most important part of physical activity is that they are involved and taking part to the best of their ability, whatever their ability may be. Essentially, for the students to have fun when taking part in physical activity. Most people take part in sport throughout their lives for enjoyment. To learn how to perform, to understand why they do it, how to make progress and how to be involved in whatever practical activity they choose to do. If students continue to take part in sport once they've left FIS, at University and in adult

Grades according to physical activity indicator in the 2018 Hong Kong report card on physical activity for children and youth

Indicator	2018 Grades	2016 Grades
Overall Physical Activity	C-	D
Organized Sport Participation	C	C-
Active Play	INC	INC
Active Transportation	B+	B
Sedentary Behaviours	C-	C
Physical Fitness*	D	-
Sleep*	C-	-
Family	D-	D
School	C	C
Community and Environment	B	B
Government	C	INC
Obesity*	D-	-

Note: The grade for each indicator is based on the percentage of children and youth meeting a defined benchmark (except for Obesity): A+ is 94%-100%; A is 87%-93%; A- is 80%-86%; B+ is 74%-79%; B- is 60%-66%; C+ is 54%-59%; C is 47%-53%; C- is 40%-46%; D+ is 34%-39%; D is 27%-33%; D- is 20%-26%; F is <20%; INC is incomplete data.

* New indicators in the 2018 Report Card.



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life, then we've done a good job. The key is life-long participation," he says.

Richard Lant, Head of PE and Sports at West Island School, echoes this sentiment.

"I think if you ask the vast majority of parents they will say sport and health is important but what we're seeing in the curriculum is that Y7-9 students have two 65-minute sessions per week which is not enough in itself for a healthy active lifestyle so they have to supplement this with additional exercise. This is even more important when they get to Year 10 where there is a greater academic demands and there is less time for Core PE (reduced to 1.5 hours per week). Unless the students are regularly exercising independently then there is a decline in cardio vascular fitness levels. There is a drop-off in independent and team sport participation from Y10 to the late teens," he says.

The challenge, Lant says, is trying to get students to understand the benefits of getting involved in

exercise regularly. One way in which WIS is trying to tackle the issue is by offering students early morning exercise classes (in addition to lunchtime and afternoon activities) with teachers and coaches, including swimming, sunrise running, and circuit training. He says the uptake has been positive and many that attend have made it part of their weekly routine.

The irony, Lant points out, is that lack of exercise is may adversely affect students' grades.

"The message from our school is that sporting and exercise involvement is good for you in many ways, not just physical health but mental health.

Exercise has been shown to increase brain function and for the students that's an essential part of their studies. The Year 11-13 students are reminded when they go on study leave that they can only be productive for a few hours before they need to have a break and recharge their batteries - exercise is a good way to do that because it releases endorphins which stimulate cerebral activity."

But it's not only pressure to excel academically that is adding to the lack of exercise among the city's youth. Judy Kong, Chief Executive of InspiringHK Sports Foundation, believes a shortage of space, particularly in the cases of those from underprivileged backgrounds, is leading to a more sedentary lifestyle.

The foundation, established in 2012, has developed a city-wide sports programs explicitly aimed at girls from low-income families in which they partner with 'buddies' from the corporate world who are a positive influence on the young women.

Targeting 2,000 girls from at least 20 schools, the program will feature workshops on fitness, nutrition, mindfulness and self defense training.

"It's very important that girls especially understand the importance of sport to become more confident, take charge of their lives," Kong says.

She also cites pressure to gain good academic results as a reason why sport has been pushed down the list of priorities for students and their parents.

Similarly, Hong Kong Rugby Union runs a series of community events and programs aimed at getting young people fitter, healthier, and happier. Some of its initiatives have added educational value in that they also provide academic tuition for students. One of those is the British Council Rugby Programme, a partnership between HKRU, the British Council, and the Education Bureau, which

uses rugby as a medium to build confidence in communication in English by creating an immersion environment with sessions run by native English-speaking coaches, and specially created syllabuses.

"That has proved very popular among the local schools," says Robbie McRobbie, Chief Executive, HKRU.

Another is Hong Kong's Rugby Spirit, which sees HKRU team up with Laureus Sport for Good Foundation to help students focus on the seven priority values identified by the Education Bureau for Hong Kong students: "Perseverance" (Determination), "Respect for Others", "Responsibility", "National Identity", "Commitment", "Integrity" (Honesty), and "Care for Others" (Teamwork).

McRobbie says more than 80 local primary schools are enrolled in the initiative and adds: "The twist to it is the physical activities they're doing reinforce one of those values."

Its School of Rugby program utilises both the sports field and the classroom to encourage youngsters to adopt positive life values, Mc Robbie says. "It uses rugby to illustrate important values and get the youngsters to relate that back to everyday life. For example, with respect in the sense that players respect the referee, they respect each other. Then the coach draws that back to the figures in their everyday lives, like teachers and parents. It's a cunning way to deliver an important educational message." **B**

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No Room for Complacency on Climate Change

The world is on a disastrous course if net carbon emissions are not reduced to zero by 2050. Here's how businesses can help meet that target. – By Amie Shuttleworth

The latest Intergovernmental Panel on Climate Change (IPCC) report (SR15) states that at the current level of governmental commitments, the world is on course for a disastrous 3°C of warming. The biggest revelation though from this recent report is that just half a degree increase will have a radical impact and therefore we should all be working to a 1.5°C rather than a 2°C scenario, as agreed at COP21 in Paris.

To achieve the 1.5°C scenario, we must reduce our net carbon emissions to zero by 2050. This means huge changes to the way we live, the way we get around, how we generate electricity, how we arrange our cities; to what we wear and what we eat. We are currently living well beyond the world's means, and the price tag for mitigating against it is rising every day.

To put this into perspective, the world is already over 1°C warmer than pre-industrial levels. Last year alone we saw devastating hurricanes in the US, record heat waves in Europe, the barrier reef in Australia being rapidly bleached, and the advent of the super typhoons in South East Asia. The report makes it very clear that climate change is already happening and has subsequently upgraded its risk warning.

The difference between the 1.5°C and 2°C scenarios is hard to understand, but the SR15 report provides some examples demonstrating the impact that just 0.5°C will make:

1. Sea level rises will displace 10 million more people by 2100 (with the half degree bringing 10cm additional pressure on coastlines)
2. Ecosystems (including insects, crops and vertebrates) are twice as likely to lose half their habitat

3. Corals would be 99% lost (instead of 70%)

This report was presented to governments at the UN Climate Conference in Poland at the end last year, but there is much to be done when you have countries like the UK investing in fracking instead of renewables, and Australia opening new coal mines.

Impact to the built environment and infrastructure

First and foremost, we must continue the drive to eliminating greenhouse gas emissions associated with the construction, operation, maintenance and end of life of built assets – which currently sits at over 39% of all carbon emissions emitted globally¹. This is something we could now solve with the skills, knowledge and technology available to us. Developers should be asking for zero carbon solutions and designers have the responsibility to provide them, even if their client isn't asking for it.

This is much easier for new build developments, the area of major concern really is the existing stock of poorly performing buildings, which need significant upgrades if we are to achieve the net zero ambition by 2050. In Australia, the National Australian Built Environment Rating System (NABERS) is mandatory for all commercial buildings over 1,000m², this annual review monitors the building performance in use, allowing investors, owners, operators and tenants to understand their actual and relative carbon footprint, and then make changes where necessary. We are starting to see this style of performance review enter the UK market, with 21 Moorfields – developed by Landsec for Deutsche Bank – being a pilot scheme for the new UK-equivalent scheme, the Better Building Partnership's Design for Performance.

As well as reducing our contribution to exacerbating anthropogenic climate change, we will also have to deal with the long-term impact of a changing climate which we have already locked in. Sustainability assessment methods such as BREEAM and Green Star have credits associated with encouraging measures to be taken to mitigate the impact of extreme weather conditions for the design life of the asset, including risks associated with structural stability and robustness, material durability, and the impact on business continuity. However, one of the biggest gaps in knowledge currently is how buildings and infrastructure will react to the different scenarios projected by the IPCC – and which one should be used.

How Cundall is doing its part, and hopefully helping others to follow suit

Just 100 companies are responsible for 71% of greenhouse gas emissions² since 1988 with 25, mainly coal, oil and gas companies, responsible for over half. So, although governments are vital to achieving the 1.5°C scenario, we recognise the role all businesses must play to ensure we are decoupling economic growth from emissions. We can still grow but need to emit less.

While Cundall is not a major emitter, we work on many projects where we can influence greenhouse gas emissions, and to play our part we need to demonstrate leadership. Some of our recent achievements include:

- A 39% reduction in energy intensity since our 2012 baseline year
- Targeting carbon neutral by 2020, and climate positive by 2025
- Using science-based targets to drive down energy demand in our offices

- Providing embodied carbon assessments on all our projects by 2025 (even if the client doesn't ask for it)
- Conducting research into climate change adaptation – particularly looking at physical risk
- Founding Partner of the WGBC Net Zero Carbon Buildings commitment
- A member of the Climate Group's global EP100
- Lobbied in collaboration with the corporate leaders' group, the Environment Ministers of the European Union, to review its interim targets to ensure net zero emissions can be achieved by 2050

Collaboration is key

We must collaborate to create real traction. Whether that is lobbying governments to act by removing subsidies for fossil fuels, legislating for zero carbon retrofits and new builds, or investing in fossil fuel free transportation and energy, joining and participating in the work of global networks such as Green Building Councils, or sharing stories with others to encourage positive action and change. All have an impact and are important.

Only by working together can we tackle the challenges outlined in the IPCC report. And this must be done now, this is not something that can wait another decade, or even another year. We must act without delay and advocate others to do the same. 

1 [https://www.worldgbc.org/sites/default/files/UNEP%20188_GABC_en%20\(web\).pdf](https://www.worldgbc.org/sites/default/files/UNEP%20188_GABC_en%20(web).pdf)

2 <https://www.theguardian.com/sustainable-business/2017/jul/10/100-fossil-fuel-companies-investors-responsible-71-global-emissions-cdp-study-climate-change>



Amie Shuttleworth
Global Director of Sustainability,
Cundall

Cundall currently operates from over 20 locations globally. We have taken our multi-disciplinary and award-winning engineering expertise to each of these markets and tailored it to suit individual local needs. With sustainability at the heart of everything we do, our team of engineers and consultants delivers innovative, sustainable design solutions to address the project's whole life cycle.

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Benefits of a Hong Kong Retirement Scheme

It's best known for its financial prowess, but Hong Kong's robust corporate pensions infrastructure is an often overlooked jewel in its crown. – By Tom Broughton

Hong Kong has long served as a financial and commercial hub for Southeast Asia, and it now serves as the key gateway to burgeoning mainland China. Benefiting from a common law legal system and a simple and competitive tax regime, Hong Kong is home to the headquarters of many multinational companies. But one of Hong Kong's greatest assets as a regional headquarters' platform – its corporate pensions' infrastructure – is often overlooked.

Employee benefits packages are a vital consideration to any employer that wishes to attract and retain the best talent, as well as to maintain a loyal and committed workforce. One of the main components of any employee benefits package is occupational pensions or savings provision.

Companies undertaking specialist activities, or operating from certain regions such as Asia, invariably recruit a high proportion of their workforce from overseas. The recruitment, relocation, orientation, and training of expatriate employees require considerable investment. This makes high staff retention all the more important.

The basis for Hong Kong's corporate pensions' infrastructure was provided by the Occupational Retirement Schemes Ordinance (ORSO), which became effective in 1995. This established a registration system for occupational retirement schemes that were established voluntarily by employers to provide retirement benefits for their employees. It was followed in 2000 by the Mandatory

Provident Fund Schemes Ordinance, which then provided a framework for the establishment of Mandatory Provident Fund (MPF) schemes.

MPF schemes are compulsory in nature, as the name implies, while ORSO schemes are set up voluntarily by employers and therefore afford greater flexibility. ORSO schemes enable the sponsoring employer to decide the enrolment and eligibility arrangements, the contribution rates, and the minimum retirement age. They also permit a much wider range of investment options. Contributions can be made solely by the employer or by the employer and the employee if the scheme allows.

In addition, a time-based vesting scale can be applied to every ORSO scheme. If an employee fails to meet the time-based vesting criteria, he or she will forfeit any unvested contributions made by the employer.

For example, if the minimum period of service stated in the vesting scale is three years and an employee has served less than three years, he or she will not be entitled to any part of the employer's contributions upon the premature termination of employment. The time-based vesting criteria can either be absolute or on a sliding scale.

A trust-based structure for an ORSO scheme, such as those set up by Sovereign, will further ensure the legal separation of a scheme's assets from those of its sponsoring employer. This provides an additional layer of comfort to employees and protects the plan from any party seeking to lay claim to the assets of the business.

The Hong Kong government incentivises employers to contribute to Hong Kong-based ORSO schemes. Contributions into pension schemes on behalf of a company's staff members get full tax relief

against corporate profits tax, subject to a maximum of 15% of each of those individual's total annual emoluments.

For example, where an individual is earning HK\$1 million per year, a maximum of an additional HK\$150,000 can be settled upon the pension scheme by the employer. The HK\$150,000 contribution by the employer will also reduce the employer's assessable profits tax by HK\$150,000.

ORSO schemes offer particular tax advantages to expatriate staff who intend to return to a country that has a double taxation agreement with Hong Kong. Hong Kong has treaties with a number of countries – including Belgium, Canada, the Czech Republic, France, Hungary, Indonesia, Ireland, South Korea, the Netherlands, Romania, Russia, Switzerland, and the UK – which specify that pension distributions from Hong Kong corporate retirement plans "in consideration of past employment" are only taxable in Hong Kong.

Flexi-access Drawdown (FAD) is available upon meeting the minimum retirement age. The minimum retirement age is determined by the employer but may not be less than 45 years of age. On attaining the minimum age of retirement under an ORSO scheme, distributions to members can be made in the form of lump sum and/or regular payments or transfer to other pension plans or annuity contracts.

ORSO schemes can also be particularly attractive for employers using Hong Kong as a platform for regional retirement schemes. Employers from within a grouping of companies may operate, contribute to or participate in a group occupational retirement scheme that covers two or more companies from within a group. This can be particularly important for employees based in less politically or economically stable countries. ■



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Tax Transparency and the Everyday Investor

Since late 2018, information on local financial accounts held by overseas tax residents has been shared with their home tax authorities. Here's how it could affect you. – By Jason Pearce

Over the last year or so, many of us will have received letters from our bank, insurance company or other financial institution asking for confirmation of certain personal information including, perhaps surprisingly, our tax residency. Have you ever wondered why, and what the information will be used for?

This is all related to the international initiative known as the Common Reporting Standard (CRS).

Since late 2018, Hong Kong's Inland Revenue Department has been sharing information on local financial accounts held by overseas tax residents with their home tax authorities, and receiving information on overseas accounts held by tax residents of Hong Kong. The process by which this is implemented is called the Automatic Exchange of Information (AEOI).

Background to the CRS and the AEOI

Put simply, more than 100 governments worldwide, galvanised by the Organisation for Economic Co-operation and Development (OECD), have committed themselves to exchange information about financial accounts held by their taxpayers with overseas financial institutions. The purpose of this initiative is to improve tax collection by foiling tax evasion.

The institutions involved include not only banks, but also custodians, certain brokers, collective investment vehicles, and insurance companies where contracts have redeemable cash values, including those held in complex company and trust structures.

Soon, many more countries will be signing up for CRS. Surprisingly to some, the likes of Switzerland, South Africa, the UAE, China, and Russia have already signed up to CRS; although the USA is not currently a signatory (see below). Within Europe, the EU is fully committed, as are the UK Crown Dependencies, namely Guernsey, Jersey, and the Isle of Man. You can find a list of jurisdictions committed to CRS here: www.oecd.org/tax/transparency/AEOI-commitments.pdf

Who and what is being reported?

In the US, the initiative to ensure their citizens worldwide declare and pay tax appropriately is known as FATCA, the Foreign Account Tax Compliance Act. But unlike FATCA, which provides data to the Internal Revenue Service (IRS) on US 'persons' (citizens and green card holders) with wealth outside the US, the CRS focuses on tax residency.

For example, under CRS, a UK domicile Hong Kong tax resident with wealth in China will have data on themselves and their relevant assets in China made available annually by the financial institution in China to the Hong Kong tax authority (albeit through the tax authority in China).

The reporting of assets will depend on the information held by financial institutions on account holders and the self-certification made by them to those institutions. That explains why financial institutions have been writing to investors to confirm relevant information in cases where they didn't hold it in the past.

Not all information is provided to all participating governments; just where the wealth is situated and where the owner is tax resident. Reportable information will be shared annually, and includes:

- information on the account holder
- account number
- the account balance or value
- all types of investment income, and
- sales proceeds and other income generated, or payments made, with respect to the account.

The CRS is a requirement that is binding on financial institutions, not clients. Clients will, of course, have their own reporting obligations so the information supplied by the client and through the CRS should match up. It has been reported*, for example, that through the CRS, the National Tax Agency of Japan has gathered details of over 400,000 offshore bank accounts held by Japanese nationals, whereas only 9,000 citizens declared offshore accounts in 2016.

All information exchanged is done through a financial institution's domestic tax authority. It is the responsibility of the financial institution to identify reportable accounts and, as a result, you might be asked by financial institutions to provide new or updated information, including self-certification of your tax status.

Should I sell all my overseas assets?

Holding wealth overseas can be perfectly legal. It is the non-disclosure of wealth, where obliged to do so, that is illegal, and this is what the CRS is aiming to address. It is extremely important to discuss this issue with your professional adviser to ensure you are not in an arrangement which you think is legitimate when it isn't, or not reportable when it is.

Many advised investors prefer to invest in an offshore portfolio bond as, in the majority of jurisdictions, it can legitimately and legally provide tax efficient growth

known as gross roll up, tax deferral, and a number of flexible options to access their money. So, with the benefit of quality advice, the burden of tax can be reduced.

If you are concerned about whether your income and gains need to be disclosed, you should take action and review your current wealth solutions to ensure they remain fit for your purposes.

Confidentiality and personal data

Needless to say, this initiative involves the collection and distribution of large amounts of personal data and financial information. Unfortunately, research** shows that in the first half of 2018, over 3.3 billion records suffered data breaches worldwide, in 944 separate incidents. Most of these breaches were caused by malicious outsiders gaining access to the data as well as accidental loss of the data.

Because of the sensitivity and significance of the data that the CRS harvests and shares, legitimately shielding this information from the risk of a breach can be highly valuable.

Those with complex financial affairs may choose to invest in structures that contain them in a single wrapper, for example a portfolio bond. In such cases, the assets linked with the portfolio bond are not reported individually, instead the wrapper is reported as a single holding, consolidating all holdings within.

The reported value of the investor's holdings remains the same, but by cutting down the amount of data transmitted, the chances of personal data being exposed are reduced. B

* <https://www.internationalinvestment.net/internationalinvestment/news/3505796/japan-obtains-400-overseas-account-details>

** Breach level index from Gemalto. Data Privacy and New Regulations Take Center Stage, 2018 first half review.



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Matters of the Heart

Coronary heart disease is on the rise among younger patients. The radial approach, which minimises injury and involves a short hospital stay, is now the preferred treatment.

– By Dr Tse Tak Sun

Most of us have heard of coronary angioplasty. It has a long history and we are still seeing new advancements being made. One of these, the use of radial access, was introduced to Hong Kong 15 years ago, and due to its reduced injury and faster recovery times, it is now the most common approach to the surgery.

With Hongkongers increasingly adopting Western dietary habits (i.e. consumption of trans fat) and sedentary lifestyles, we have seen a growing trend of coronary heart disease in younger patients, with

some even requiring coronary angioplasty before the age of 50. When the radial approach performed through the wrist first appeared 25 years ago, it was seen as a medical breakthrough.

In the traditional femoral approach, doctors make a small incision in the groin area, then insert the catheter and balloon through the femoral artery to open the narrowed coronary artery. This approach risks injury to the veins and nerves in the groin and causes bleeding in the femoral artery.

In radial access, the puncture site in the wrist is not near any major nerves or veins and so there is a lower risk of injury. It's also easier to stop the bleeding with a simple compression device, with less risk of complications. Radial access has now replaced the traditional approach as the standard for coronary angioplasty.

The transradial approach is technically more demanding, but with advancement in technology and technique, this approach is more frequently performed nowadays. And it is the preferred approach in the setting of acute myocardial infarction (heart attack) because of the lower risk of access site bleeding despite anticoagulants being used.

At present, over 95% of local patients undergo the radial access procedure. About 1% of patients have to stick to the traditional way because they have a small radial artery or renal failure which requires dialysis.

Many Hongkongers are afraid of coronary angioplasty because of the risk of injury. A 45-year-old patient, Mr Leung (alias), for example, consulted his doctor when he experienced chest pains. He was diagnosed with coronary heart disease and his doctor suggested he undergo coronary angioplasty surgery. Mr Leung was against it. A few months ago, he was again admitted to hospital for chest pains and it was found that three of his



coronary arteries were narrowed, including one that was 90% blocked. He did not agree to the surgery until his doctor convinced him that the operation involved only local anaesthesia, and that he could be discharged from hospital the next day.

If the patient does not follow doctor's orders to take their medication and change their dietary habits for the better, they risk renarrowing of the arteries.

The opening of narrowed arteries doesn't mean a patient is "cured" of heart disease. If the patient does not follow doctor's orders to take their medication and change their dietary habits for the better, they risk renarrowing of the arteries. They should cut saturated and trans fats from their diet to reduce their "bad" cholesterol levels, and take steps

toward a healthy lifestyle, such as quitting smoking and doing at least 30 minutes of moderate-intensity exercise daily. ■



Dr Tse Tak Sun
Director of the Cardiac Catheterization Laboratory and Honorary Consultant in Cardiology, Gleneagles Hong Kong Hospital

Gleneagles Hong Kong Hospital (GHK) is a state-of-the-art private hospital committed to providing Hong Kong people with high-quality and accessible healthcare services. Located at Wong Chuk Hang on Hong Kong Island South, GHK provides 500 beds and a comprehensive range of clinical services spanning more than 35 specialties and subspecialties, including being as the only 24/7 Outpatient and Emergency services private hospital on Hong Kong Island.





Hong Kong: The Place to Be

Recent surveys of international businesses in Hong Kong indicate that the city is more of a magnet than ever for multinationals and startups as new regional economic development strategies take shape. – By Stephen Phillips

The Belt and Road Initiative and the Guangdong-Hong Kong-Macao Greater Bay Area development are two critical national economic development strategies which provide the British business community with tremendous opportunities in Hong Kong. The city continues to attract a wide array of leading companies from around the globe, as is fully reflected in our latest annual surveys.

According to the 2018 Annual Survey of Companies in Hong Kong with Parent Companies Located outside Hong Kong, there are 8,754 companies in the city with parent companies located outside Hong Kong, representing a robust 6.4% year-on-year growth. The growth is even more prominent in

the number of companies using Hong Kong as their regional headquarters, which now reaches 1,530, up 8.3% as compared with the same period last year.

The companies tell us that the favourable factors are Hong Kong's simple tax system and low tax rate, free flow of information, free port status, and geographical location. According to the survey, the UK is ranked fourth as the major sources of parent companies in Hong Kong.

Robust Startup Ecosystem

Hong Kong's business appeal was also shown in our "2018 Startup Survey". Our startup ecosystem has skyrocketed in the last few years. The survey saw

2,625 startups operating in Hong Kong's various co-work spaces, private or government incubators. This is an 18% year-on-year increase, while jobs created surged by 51% year-on-year. The startup community is also highly international in nature with 35% of founders coming from outside Hong Kong. The UK is the top origin of non-local founders, followed by the US, mainland China, Australia, and France. They are engaged in businesses such as fintech, e-commerce, supply chain management, logistics technology, professional or consultancy services, information, computer and technology, etc.

Spearheaded by InvestHK, Hong Kong's annual StartmeupHK Festival (21-25 January 2019) drew well over 17,000 delegates and more than 300 speakers this year. It brought together multiple sectors within the technology and start-up community not just from Hong Kong, but from around the world, to exchange ideas and do business.

Collaboration on Innovation and Technology

Under the "one country, two systems" principle, Hong Kong retains its common law system and independent judiciary, providing effective legal protection to individuals and businesses. Hong Kong's advanced infrastructure includes world-class transport networks, and it is a communications hub in the Asia-Pacific region with a well-developed information and communications infrastructure. On top of this, the city offers a pool of highly educated and multi-lingual professional talents with both mainland and international business know-how and expertise, supplemented by several admission schemes for attracting talents, entrepreneurs, and professionals.

Hong Kong-UK collaboration in innovation and technology is going from strength to strength. Precision Robotics, one of Hamlyn Centre of the Imperial College London's spin-offs, initiated Surgical Robotics R&D in Hong Kong in March 2018 to address global health challenges through technological innovation. It is also one of the partners in the transdisciplinary medical robotics research partnerships between the Chinese University of Hong Kong (CUHK) and overseas institutes.

And as one of the world's top three financial centres, Hong Kong is a strategic platform for fundraising and financial and professional services that companies from the Chinese mainland and other parts of the world tap into for their regional operations, and

more and more in pursuit of projects along the Belt and Road.

The Greater Bay Area development is creating many new opportunities for both B2C and B2B businesses in serving the population of close to 70 million people as well as the vibrant and innovative companies based in the area.

It's an exciting time in Hong Kong for British companies and entrepreneurs. We look forward to working more closely with the British Chamber of Commerce in Hong Kong to help British world-class institutes and companies to leverage the Belt and Road Initiative and the Greater Bay Area development. **B**



InvestHK

The Government of the Hong Kong Special Administrative Region

InvestHK is the department of the Hong Kong Special Administrative Region Government responsible for attracting foreign direct investment and supporting overseas and mainland Chinese businesses to set up or expand in Hong Kong. It provides free advice and customised services for overseas and mainland companies. Contact us now to discover the business opportunities in Hong Kong.

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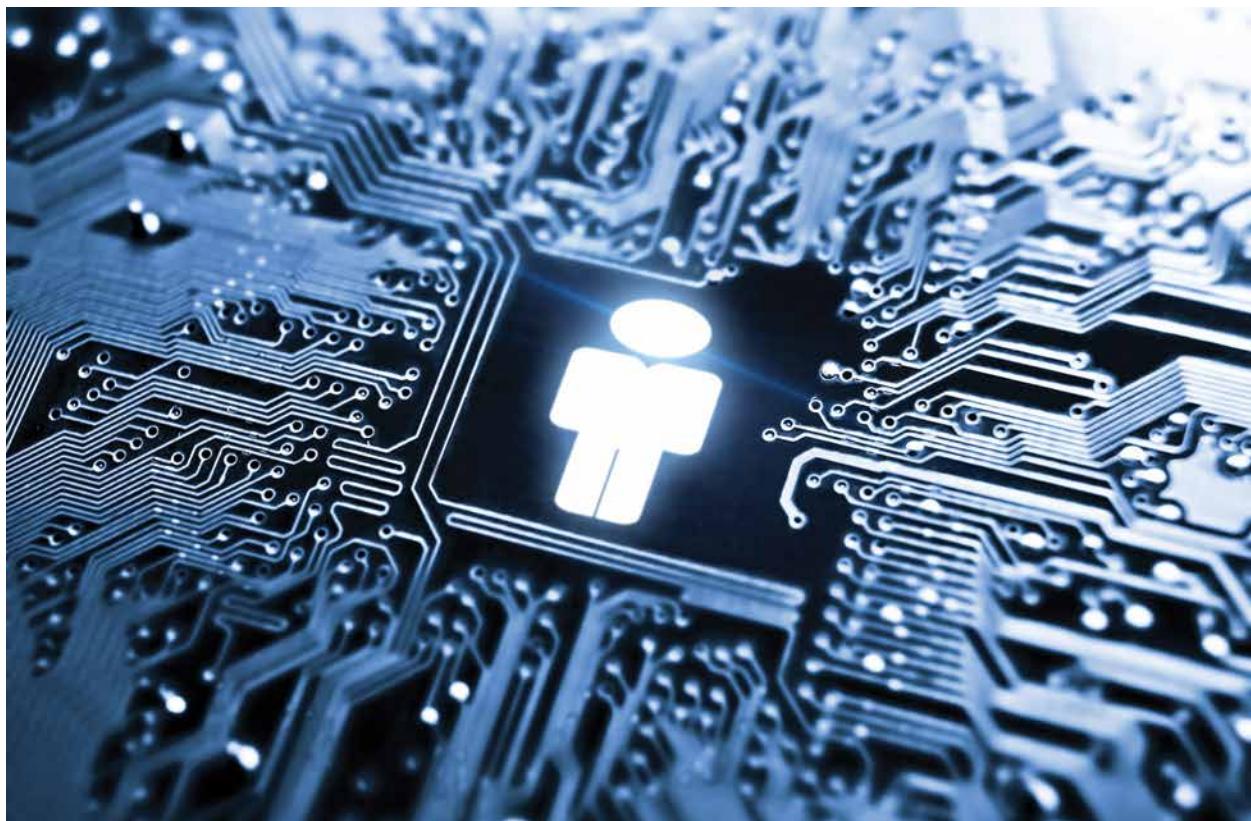
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Preparing for the Fourth Industrial Revolution

Rapidly advancing technology is forcing businesses to constantly re-evaluate models, making the role of the human resources strategist more essential than ever. – By Lelia Lim-Loges

Lim-Loges & Masters recently gathered insights on HR's role in propelling the Fourth Industrial Revolution (4IR) from a panel of senior leaders within Asia Pacific. The group, which participated in a roundtable in Singapore in late 2018, included representatives from major enterprises including Dole Asia Holdings, Hehsed Consulting, Intel Wise Group, Kimberly-Clark, SABIC Asia Pacific, Sanofi Group, and Volvo SEA. This white paper summarises their views.

Across nearly all industries, rapidly advancing technology is driving fundamental change in what is fast becoming known as the Fourth Industrial Revolution (4IR). As businesses start to embrace the capabilities unleashed by technologies such as AI and machine learning – from predicting

consumer behaviour to making personalised recommendations in real time and at scale – they are creating innovative new business models built on connectivity and joining entirely new ecosystems. These changes are creating the need for workforces with new skill sets, with an emphasis on creativity and data analysis and more evident customer orientation, among others. At the same time, they're generating a need for new kinds of workplaces and platforms that can allow workers to be more flexible, agile and customer-centred than ever before. And with different generations entering and exiting the world of work, a business must also ensure that all its people can keep pace in a future where their capabilities will be further augmented by technology. So how are these deep shifts affecting the role of the human resources (HR) function? More

specifically, what does building a future workforce mean in an Asia Pacific context, and what should HR professionals be doing now to prepare?

Managing new talent, new skills and constant change

As the technologies of the 4IR automate more manual processes and free workers from functional tasks, business leaders will need to create a new range of specialised job roles involving more intensive work with AI-based tools. Here, human ingenuity will intersect with intelligent technology to drive swifter and more compelling innovation, with each enabling the other to do more complex analytical and productive work. The round table participants agreed that HR has a pivotal role to play in shaping this workforce of the future. By attracting and retaining the best talent with the skill sets required to thrive in the 4IR, HR professionals can help their organisation leapfrog the competition. "It's up to us to ensure the right people are in the right place, and that they've been engaged at the right price tag," said Lynette Ng, Head of Talent Management, Asia Pacific and Japan, Sanofi Group. "On top of that, it's HR that has the competencies and understanding to manage that talent and ignite them to find solutions for tomorrow."

At the same time, organisations are starting to rethink work architecture at the broadest level to transform the way business is done. A work culture primed for innovation demands more flexible, collaborative ways of working, with agile networks of teams replacing more traditional hierarchies.

"HR is well positioned to help organisations develop the critical mindset changes needed to succeed in such an interconnected, unpredictable and evolving environment," said Francis Goh, CEO & Founder, Hehsed Consulting. "That means helping to define and foster a culture where continuous change is seen as normal and embraced, rather than resisted."

As research shows, the cost of employee disengagement is considerable. Influencing engagement levels is a further area where HR

can continue to play a vital role in the 4IR. "HR's understanding of performance management means we are uniquely qualified to act as a sounding board during times of disruption," said one attendee, a senior vice president, Asia. "As companies transform, HR's expertise in changing cultures and behaviour will become more and more important, helping to ensure employee engagement with minimal dissatisfaction and resistance to change."

Embracing an increasingly strategic role

Participants agreed that to help organisations address these kinds of challenges, HR must expand its purview well beyond the more traditional delivery of transactional services such as payroll, benefits, and leave administration.

"Increasingly, I'm seeing business leaders ask HR questions like, 'How would you articulate a future CEO profile for our organisation?' or 'How can you help us bring leaders on board more quickly?'" said Eugene Lam, HR Director, Asia Pacific, Kimberly-Clark (currently with Danaher Group). "Another common request is: 'I'd like you to conduct a culture workshop as part of our

change initiative.' And those things aren't traditional HR territory."

In response, HR leaders have the opportunity to play a much greater role in operational decision-making and strategic planning. As Lynette Ng said: "We need to level up. We need to raise our game."

She described how, with a corporate mandate to build global talent pools, she was taking the conversation out of HR and into the business environment. "With any kind of strategic planning around where the business is heading, we need to ask what are the capabilities we'll need in the future, and what does success look like? HR has to be a vital part of the dialogue," she said.

Becoming more centrally involved in the strategic decision-making of a business is also common sense against a backdrop of structural changes within the HR function.

"Tasks like payroll administration may remain a pillar of HR, but increasingly, these can be outsourced or digitised," said Lee Min Yin, Director, HR, Asia Pacific, SABIC Asia Pacific. "It's not the same with talent management expertise. HR professionals are best placed to understand the operational and financial risks inherent in having the wrong talent and bring that perspective to bear on a company's strategic needs. Business partnering in these kinds of ways is where we can really add value, and we need to take advantage of it."

Driving change in a diverse region

In responding to these kinds of shifts, the HR function in leading organisations is fast evolving to have more influence and business clout than ever before. However, participants were quick to point out that this is not a universal experience across Asia Pacific, where skills levels and talent pipelines vary widely across industry sectors and areas.

As Eugene Lam said: "When you lead an Asia Pacific team – and that's across up to 14 disparate markets with varying standards of growth, language, cultural, and regulatory frameworks – there are typically such wide differences in capability that it can be quite a complex task to make it all cohere. It can also make it more challenging for the HR function to drive an effective change agenda."

Despite such complexities, it still falls to HR to reskill workers – across generations – to ensure their organisations can fill all the positions needed for the workforce of the 4IR. "Solutions will lie with HR proactively designing and implementing rapid, flexible and tailored upskilling and retraining processes that can be quickly scaled up. They will also involve putting in place agile lifelong learning environments, so workers – both long-serving and temporary – can upskill throughout their careers," said Tay Kay Luan, author and Vice-Chancellor, University of Malaya-Wales.



Lelia Lim-Loges
Founder &
Managing
Partner

And as the war for talent heats up in the 4IR's fiercely competitive environments, it will also be up to HR to create a seamless, consumer-style employee experience. In the view of Eric Wong, Chief Human Resources Officer, Intel Wise Group, the most successful HR leaders are already leveraging functions outside their own (such as IT and marketing) to do just that.

"The technologies of 4IR are all about empowering organisations to deliver more personalised customer experiences," he said. "To recruit and retain the best talent in this new era, companies must translate their relentless focus on delivering personalised, compelling and people-centric customer experiences to the way they interact with their employees."

Shaping a workforce fit for the future

In conclusion, participants agreed that organisations will look to HR to lead them to the forefront of change. More specifically, it will be up to HR to:

- equip the teams and platforms of tomorrow with the right talent and skills
- redefine workplace cultures, and
- enhance workplace flexibility to ensure that employees can deliver winning customer-focused solutions.

"I'm excited about the opportunities the 4IR brings to help all our people achieve their potential more effectively," said Eric Wong. "And even as technology modernises our function, at its heart it will still be about delivering 'the human touch.' We must ensure that the workforce understands the ethics of the company and how to embrace that – to walk its values. That is an aspect of our role that cannot be digitalised, and it's one we must harness and protect." **B**

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Here Comes Summer 2019



Sveti Stefan, Montenegro

Go glam in Montenegro, discover a secret side to Bali, or have an adventure in Mongolia. This year's top summer destinations offer endless memories and something special for all. – By Lightfoot Travel

MONTENEGRO

Back in the 50s and 60s, Montenegro had a reputation as the San Tropez of the Balkans with the likes of Elizabeth Taylor, Sophia Loren, and Princess Margaret mingling on its glitzy shores. Fast forward 50 years and its golden beaches, medieval charm, and exclusive yachting scene are making a glam comeback. The tiny islet of Sveti Stefan is the most photographed spot. Joined to the mainland by a narrow strip of land, the entire island is part of the luxurious Aman resort, and only paying guests can enjoy the superb facilities and service that the brand is rightly famous for.

Stay: Aman Sveti Stefan is located in the former royal residence of Villa Milocer on the fortified islet of Sveti

Stefan. Oozing 15th century charm, the guestrooms, suites and cottages are in restored fishermen's houses with exposed stone walls and wooden beams. There's also three private beaches, three swimming pools, an exquisite spa, and endless eateries.

FIJI

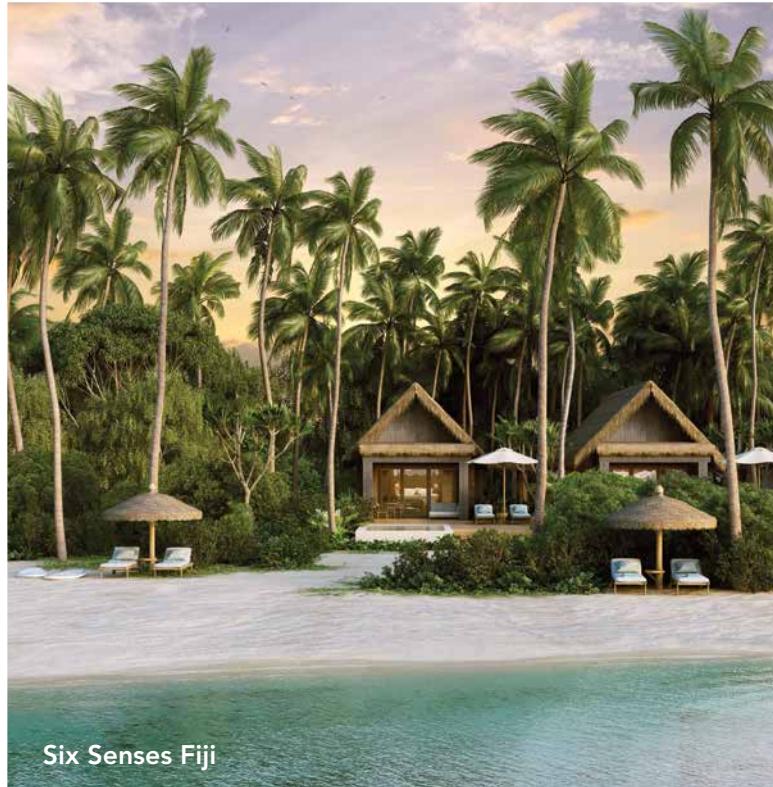
While Fiji boasts endless exclusive resorts, what really adds to its allure are all the activities available on your sandy doorstep. Adrenaline junkies will adore the diving, snorkelling, surfing, and kayaking. Nature lovers can explore rainforests, mangroves, waterfalls, and swimming holes. And culturists can visit nearby villages, sample signature massages, or sip cocktails created from only the finest of local ingredients. Bliss!

Stay: Six Senses Fiji is the fuzzy place that forms in your mind when you dream of paradise. Interiors are relaxing with wood furniture, big beds, and bathrooms with outdoor tubs. Outside, an infinity pool, private sundeck and spa await, while further afield you'll find immaculate reefs. The beachside location, lush gardens, and impressive eco-endeavours also indicate that this will be a hotspot for couples and families this year.

MUNDUK, BALI

Just when you think Bali hasn't got any more secrets up its sleeve, it springs another stunning must-visit destination upon us. Munduk, in North Bali, has been bubbling under for a while, but this summer will really see it shine thanks to its natural landscapes, religious sites, and authentic vibe. While it's true that some parts are already Instagram favourites, Lightfoot Travel has the insider intel to speed you away from the tourist traps to lakes, waterfalls, springs and restaurants that are still as yet uncovered.

Stay: Your arrival to Sanak Retreat Bali may feel like you're heading into the depths of beyond but worry not: you are in fact on your way to serenity. This getaway features 11 stylish wooden bungalows with



Six Senses Fiji

a private terrace or balcony overlooking tropical landscapes and a swimming pool. There's also private dining; a library; cooking, yoga and meditation classes; and children are welcome. Plus point: as the property is 500m high above the ground there are less tropical insects!



Sanak Retreat Bali



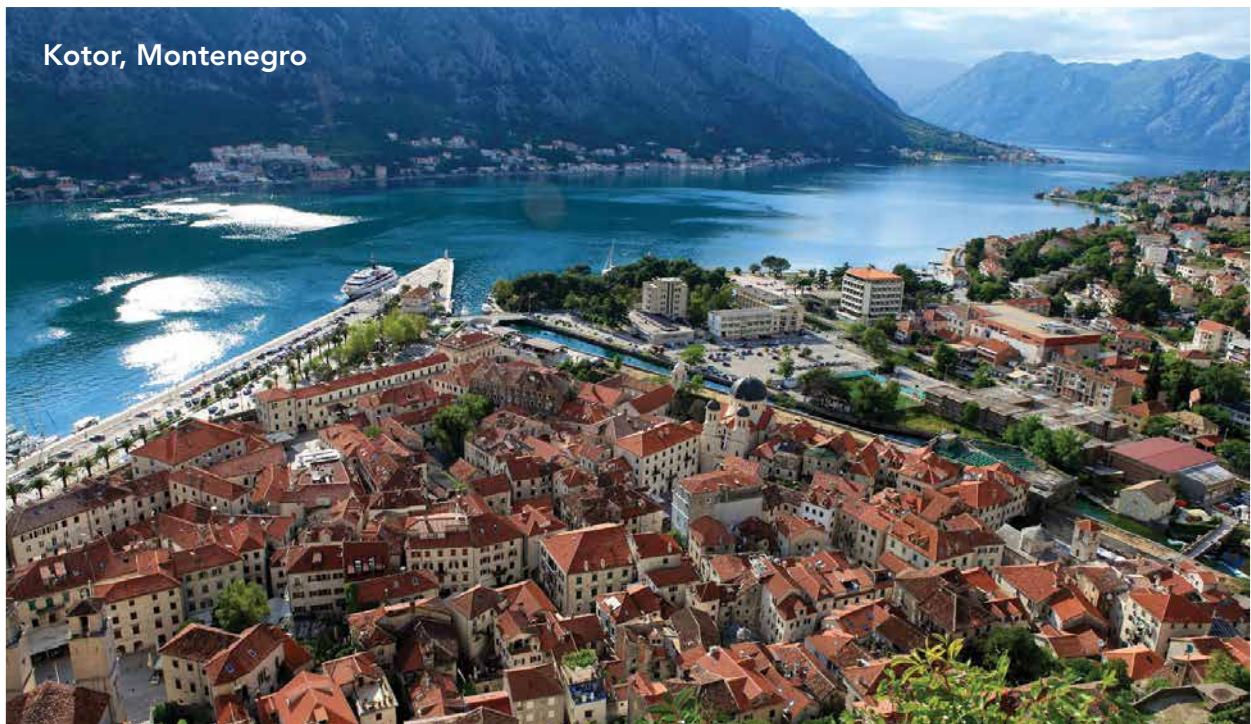
Tovolea Bar at Six Senses, Fiji



Sanak Retreat Bali



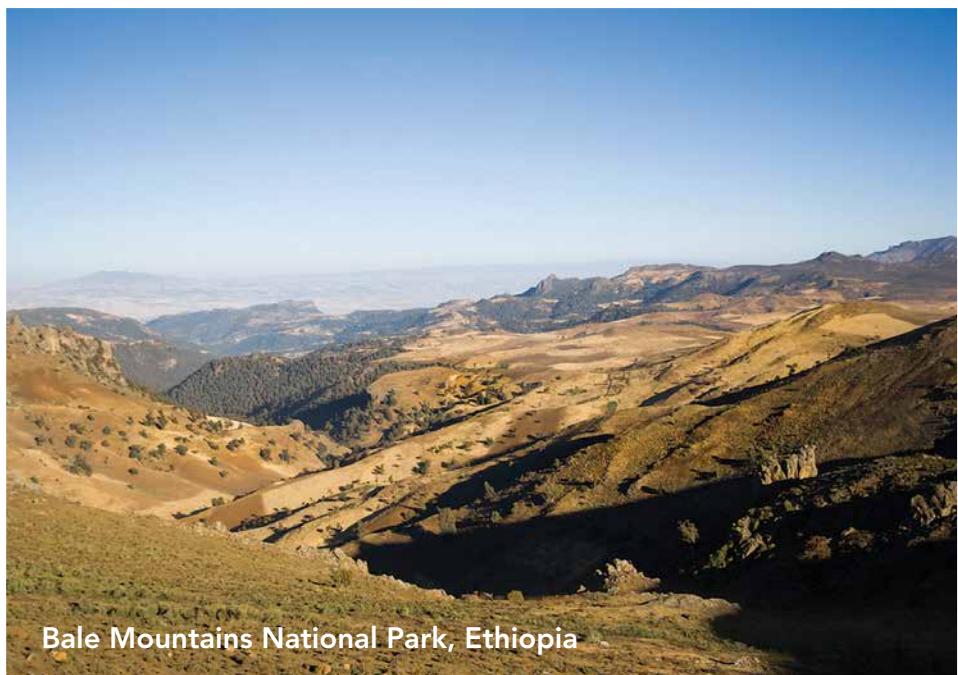
Aman Sveti Stefan, Montenegro



Kotor, Montenegro

SOUTHERN ETHIOPIA & ZANZIBAR COMBO

For a trip less ordinary, combine the chaos and colours of Ethiopia with the calming shores and carefree living of Zanzibar. Explore vibrant Addis Ababa. See rare Ethiopian wolves in Bale Mountains National Park. Marvel at the landscapes and lakes of Ethiopia's Great Rift Valley, and discover the culture and traditions of the Omo River Valley tribes. Afterwards, head to Zanzibar for some serious chill-time and pampering.



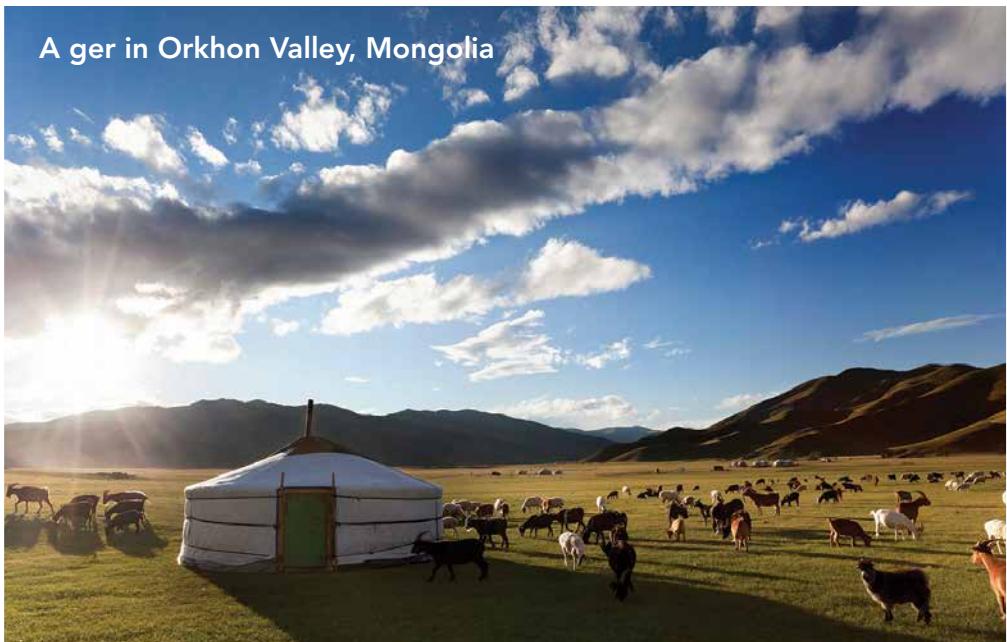
Stay: Zanzibar White Sand Villas is part of the Relais & Chateaux portfolio offering eleven spacious villas with their own pool and recreational areas. Located on the beachfront, powdery sand meets turquoise waters and the watersports centre offers some of the best kitesurfing out there. Kitesurfing not your thing? The rooftop champagne bar is also fabulous.

MONGOLIA

Mongolia remains one of the last untamed frontiers of travel. Nestled between China and Russia, it offers the chance for roaming lush grasslands, sliding down desert dunes, climbing mountain ranges, and galloping across vast open plains on horseback. July hosts the annual Naadam Festival, a major one-of-its-kind celebration heralding the nomadic culture of Mongolia with local events such as horse riding, wrestling, and archery.

Stay: Adults and children will adore camping in a ger and living as the locals do. Help on the land, go stargazing, lounge around the cosy wood stove, and listen to a traditional Mongolian singing performance. Lightfoot Travel can recommend stylish homestays that will offer comfort, cool, and a slice of local culture that you won't find anywhere else. 

A ger in Orkhon Valley, Mongolia



Lightfoot Travel is a luxury tour operator with offices in Singapore, Hong Kong, Dubai and London, specialising in designer holidays around the world. Tel: Hong Kong +852 2815 0068, Singapore +65 6438 4091. www.lightfoottravel.com

DESIRE MADE REAL

Getaways

Banyan Tree Yangshuo

The natural wonder of the Limestone Mountains in Yangshuo is a sight to behold. It is truly breath-taking and a memory for life. Yangshuo has so much more to offer, with the Li River, the caves, the rice fields, activities like rock climbing, and much more. It truly is a natural feast of visual impressions. Against this landscape, Banyan Tree has built a mountain resort with picturesque scenery and access to all the activities.

There are so many things to see and do in Yangshuo, the list goes on. From drifting along the Li River on a bamboo raft, to going on a photo exploration to Xianggong Hill, or meeting some of China's oldest contemporary artists. You will never have a dull moment in Yangshuo.

Just traveling to Yangshuo is a romantic experience in itself. See the beautiful nature together, go on a river cruise, or learn about contemporary Chinese art painting. There is plenty to do for couples in Yangshuo. Find more couples activities on our website.

Address: No. 168 Zhengdong Street, Fuli Town Yangshuo, Guilin, Guangxi P.R.China
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Email: reservations-yangshuo@banyantree.com



Body & Mind

Aromatherapy Associates is dedicated to helping you relax and find balance in your life, leading a healthier, mindful lifestyle and promoting wellbeing. Founded in London in 1985, Aromatherapy Associates has a proud heritage of creating the finest natural hand-blended essential oils with therapeutic benefits. With over 30 years' experience, Aromatherapy Associates combines in-depth knowledge of plants and aromatherapy with the latest technology to bring you an array of award-winning luxurious bath, body, and skincare products to meet the needs of every consumer.



Art

Art Central will return to Hong Kong's Central Harbourfront for its highly anticipated 5th edition from March 27-31, 2019.

Art Central 2019 will welcome 107 leading galleries from 22 countries, with over 30 exhibitors making their Art Central debut. The fair will feature a critically acclaimed five-day programme including performance art, large scale installations, and talks from some of the leading names in contemporary art today.



Eat & Drink

One Harbour Road caters to people on vegetarian diets and those who are looking for healthy dishes to balance the celebration meals. For the first time, Chef Cheong specially curated dishes with Omnipork, an all-purpose plant-based pork alternative that is nutritionally superior and environmentally friendly. A set menu and individual dishes are available.

Highlights include:

- Deep-fried lotus root with plant-based pork*, chestnuts, coriander, celery, morel mushrooms
- Roasted plant-based pork, stone bowl-fried beetroot rice, morel mushrooms, yellow fungus, water chestnut

**Omnipork is invented by a Canadian foodtech company, is a blend of plant-based proteins from peas, non-GMO soy, shiitake mushrooms and rice, making it a high-quality vegan protein. Omnipork is also cholesterol-free, antibiotic-free, hormone-free and animal cruelty-free.*

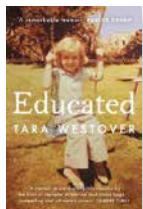
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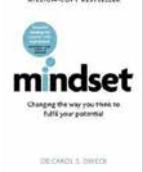


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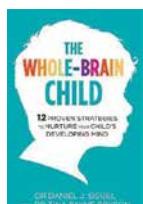
Educated (HK\$79.84* + free delivery) by Tara Westover

Tara Westover and her family grew up preparing for the End of Days but, according to the government, she didn't exist. She hadn't been registered for a birth certificate. She had no school records because she'd never set foot in a classroom, and no medical records because her father didn't believe in hospitals. As she grew older, her father became more radical and her brother more violent. At 16, Tara knew she had to leave home. In doing so she discovered both the transformative power of education, and the price she had to pay for it.



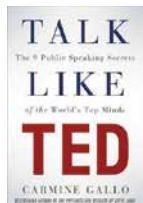
Mindset – Updated Edition: Changing The Way You think To Fulfil Your Potential (HK\$75.06* + free delivery) by Carol Dweck

World-renowned Stanford University psychologist Carol Dweck, in decades of research on achievement and success, has discovered a truly ground-breaking idea - the power of our mindset. Dweck explains why it's not just our abilities and talent that bring us success, but Dweck reveals what all great parents, teachers, CEOs, and athletes already know: how a simple idea about the brain can create a love of learning and a resilience that is the basis of great accomplishment in every area.



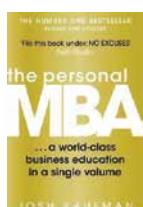
The Whole-Brain Child: 12 Proven Strategies to Nurture Your Child's Developing Mind (HK\$93.55* + free delivery) by Tina Payne Bryson

In this pioneering, practical book for parents, neuroscientist Daniel J. Siegel and parenting expert Tina Payne Bryson explain the new science of how a child's brain is wired and how it matures. Different parts of a child's brain develop at different speeds and understanding these differences can help you turn any outburst, argument, or fear into a chance to integrate your child's brain and raise calmer, happier children.



Talk Like TED: The 9 Public Speaking Secrets of the World's Top Minds (HK\$84.20* + free delivery) by Carmine Gallo

TED talks have redefined the elements of a successful presentation and become the gold standard for public speaking around the world. TED and associated Tedx conferences are held in more than 130 countries and are being viewed at a rate of 1.5 million times a day. The techniques that top TED speakers use are the same ones that will make any presentation more dynamic, fire up any team, and give anyone the confidence to overcome their fear of public speaking.



The Personal MBA: A World-Class Business Education in a Single Volume (HK\$109.60* + free delivery) by Josh Kaufman

This revised and expanded edition of the bestselling book, The Personal MBA by Josh Kaufman, gives you everything you need to transform your business, your career, or your working life forever. An MBA at a top school is an enormous investment in time, effort and cold, hard cash. And if you don't want to work for a consulting firm or an investment bank, the chances are it simply isn't worth it. Josh Kaufman is the rogue professor of modern business education. He's torn up the rulebook and given thousands of people worldwide the tools to teach themselves everything they need to know.

Members can find these books at <https://www.bookdepository.com/british-chamber>

* Prices were correct as at 5pm HKT on 14th February 2019

Book Depository (bookdepository.com) is a leading online book retailer with over 20 million books and free delivery worldwide (no minimum spend). Based in the UK, it ships to over 160 countries displaying books in 26 different local currencies, including the Hong Kong Dollar.

Safety and Productivity Demonstrated During CITAC Tour

31 January 2019

The Construction Industry Group enjoyed a tour of the CITAC (the Construction Innovation and Technology Application Centre) in January.

On 31 January, the CIG attended the CITAC's inaugural exhibition in the Construction Industry Council Training Centre in Kowloon Bay. The exhibition is divided into five different thematic zones, namely Industrialisation, Informatisation, Intelligentisation, Integration, and Infinity. The group was given an informative tour of the five thematic zones and enjoyed a lively interactive session with the presenters. Members had the opportunity of trying out some innovative wearable devices and equipment designed to improve safety and productivity.

CITAC was launched in November 2017. Currently, more than 30 cutting-edge products are being featured at the centre.



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Member Offers

There are many great benefits of being a member of The British Chamber of Commerce. One of those is the Member Offers programme, an exclusive package of member discounts which range from dining and hospitality, to travel and business services.

Please present your membership card to enjoy these special offers. Full offer details are available online at www.britcham.com/membership/membersoffers



Food & Beverage & Accommodation



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10% discount on the dining bill



Complimentary small plate with purchase of main



15% discount on dining between Monday to Saturday



Up to 15% discount on food and beverage



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S p o n s o r e d b y



24 January 2019 –
Berkeley Group,
30/F, Edinburgh Tower, The Landmark



Mei Han Wong, Jonathan Lebrett (Knight Frank) & Courtney Bothma (FCM Travel Solutions)



David Smyth (RPC) & Cleavon Tate (Asia Plantation Hong Kong)



Richard Wong (ERE Property) & Desmond Wee (HSBC)



Ian Tam, Chaz Kittrell (Eversheds Sutherland) & Daniel Wolfsheimer (EY)



Simon Robinson (Joint Dynamics), Steve Nguyen (Euromonitor International) & Juliette Dutois (Joint Dynamics)



Pierre Vauvillier (Uniplan) & John Irwin (Gyro)



Christopher Harvey (Accenture) & Jasmine Jalif (St. James's Place)



Dora Lam & Tiffany Hon (Quintessentially)



Andrew Seaton (British Chamber of Commerce in Hong Kong) & Richard Wong (ERE Property)



James McGowan (Barrister-at-Law) & Simon Challinor (TDR-SEED)



Maggie Lee (Knight Frank) & Andrew Seaton (British Chamber of Commerce in Hong Kong)



Dora Lam (Quintessentially) & Allan Wilkinson (Buzzacott)

After Angels

Each year, many businesses apply to the British Chamber's Business Angel Programme to seek mentors, advice and possible funding to get their dreams off the ground. In a brief Q&A in each issue, Britain in Hong Kong will endeavour to reacquaint our members with the successful applicants of the programme and showcase who they are and where fortune and hard work has taken them.



Jamie Wilde
Chief
Technology
Officer,
Miro

When did you apply to the British Chamber's Angel Business Programme?

We were first introduced to the Business Angel programme in late 2017. We joined the November 2017 pitch competition at Eaton House and were fortunate enough to earn a place at the finals.

What funding or other support have you received?

As a result of joining Business Angel, Miro was fortunate to benefit from advice from Patrick Eng, a Business Angel

mentor. Patrick helped us to develop our pitch technique and group dynamic.

What has your growth or development been since then?

Since participating in Business Angel we have continued to iterate and develop our business. In early 2018, we applied for and won the chance to present at the TechSauce 2018 roadshow in Bangkok and were invited to join other successful businesses from all over South East Asia and

About the company:

Miro is an AI and computer vision technology startup focused on amateur sports & fitness. Miro's proprietary AI can identify athletes, extract brand preferences and unlock one-of-a-kind insights from event photos/video. Powering the experience for more than 400 events globally, Miro's AI is a rich source of data for event professionals, sponsors, and brands. Since launching in April 2017, Miro has indexed and analyzed over 8 million bodies in motion!



About the Business Angel Programme:

The British Chamber's Business Angel Programme, launched in late 2007, was the first such initiative to be launched in Hong Kong. Since its inception, the Business Angel committee has reviewed applications from hundreds of enthusiastic Hong Kong entrepreneurs, introducing many of them to a wealth of Angel Investors and Professional Advisors drawn from the membership of the British Chamber. The Business Angel Programme runs a series of events every year, which allows shortlisted candidates to present their business plans in front of a panel of investors and enjoy the opportunity to network and make valuable contacts. The British Chamber Business Angel Programme is sponsored by Baker Tilly Hong Kong and supported by TiE HK and Connect Communication.

For more information visit angel.britcham.com

beyond to pitch to an international audience there.

Our pitch and presentation at TechSauce 2018 allowed Miro to join Batch 14 at Chinaccelerator in Shanghai. That's where we continued on for the remainder of 2018. We learned so much from William, Oscar, Chris, and the team at Chinaccelerator that it's impossible to commit to



words. They helped us to develop our business, but also a culture and a mindset that will grow Miro into an international business.

What's next?

We are raising our seed round right now!

Achievements

SuperCharger (2018) – Audience Choice

TechSauce (July 2018) – Finalist & Prize Winner

Alibaba Smart Cities Award 2018 – Hong Kong Regional Winner – global finalist.

Chinaccelerator Batch 14

MPA – Innovation award recipient 2018

SXSW 2019 – (March 2019) Selected as Sport tech pitch company

Sport Tech Tokyo – (March 2019) Participating company



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Perspectives

In each issue of **Britain in Hong Kong**, the Chamber checks in with one of its Sterling Members to get a fresh perspective on our local businesses, and a peek into the personalities of our captains of industry.



Jeremy Clay
*Managing Partner,
Mayer Brown*

MAYER | BROWN

What is Mayer Brown today following the combination of Mayer Brown and Johnston Stokes & Masters?

Mayer Brown is a distinctively global and well-established law firm serving many of the world's largest companies, including more than half of the world's largest banks. We're one of the few law firms to have around 200 lawyers in each of the world's premier centres of finance: Hong Kong, London and New York. Together with our wider platform – we're based across four continents – this makes us a unique firm. The firm is also highly integrated: we act now for over 80% of the clients in at least two of our big regions in the USA, Europe and Asia, and for a very significant number of clients we act in three regions. One of the primary aims of the firm is to serve clients across that platform; the combination of Mayer Brown and Johnston Stokes & Masters, which was already

a powerhouse law firm in Hong Kong, was a major step in achieving this.

You celebrated 10 years as a combined firm in October last year. Why is the anniversary significant and what has the firm achieved in the past 10 years?

We felt it was the right time for us to record and celebrate the combination of Mayer Brown and Johnston Stokes & Masters, which we believe is one of the most successful big law mergers. A lot has happened over the last 10 years; we have succeeded in integrating two great firms – and others – in one global entity. Our global platform enables us to seamlessly provide clients with our best capabilities and experiences wherever they are located.

We want to highlight our success in creating an integrated global law firm. A lot of large law firms

spread across regions are structured differently. By contrast, we have maintained a consistent structure, which helps ensure seamless cooperation between partners wherever they are. Thus, our 10th anniversary signals a point in time where we can look back and say, yes, that has worked for us and it's worked successfully for our clients. We can see the number of clients that are using us here but also in other regions such as the US, Europe and Latin America increasing – this is a good moment for us.

What is the firm's vision and business strategy?

We see ourselves as a top international business law firm, and we aim to be in the top 10 international business law firms in the world. It's critical to have extensive, high-quality offerings in key offices (for us, in New York, Chicago, London and Hong Kong) but it does also mean that we need to further develop in our other offices. The US provides us with great strength. We need to continue to consolidate and build that depth in the US as it's such a huge legal industry market, but having the depth also in Europe and Asia for us is a signature strength. We're going to be deepening those key offices and our key product offerings, which will be focused around high-stakes litigation and complex transactions across identified industry



We have to be able to show our clients why we're the right legal services provider for them. I think the other huge thing that is driving change in our business, in this region in particular, is China.



sectors, including our signature strength, the global financial services industry.

Building that strength and then consolidating it and deepening it in a way that is best for our clients' needs is an important goal. We feel like we are in a good position; we need to keep building on it to really be where we want to be in the next five to 10 years.

Tell us about the firm's re-brand in March. Why re-brand and what do you aim to achieve?

Branding has to be an expression of who you are. After a period of time, our existing branding clearly no longer reflected what we had become and where we want to be over the next 10 years. It was then the right time to consider what we should be saying about ourselves, and

how we said it. We spent time talking to our lawyers and clients to get a better understanding of how we needed to change. As a result, we decided we needed to be clearer about what a distinctively global firm Mayer Brown is – highlighting our collaborative one-firm approach, our uncompromising and consistent standards across offices and practices, our strategic partnering with clients and our deep market and sector experience, allowing us to provide commercially astute advice across our global platform.

What are the challenges and opportunities you see in Asia/Hong Kong?

I think for big law firms one major challenge will be the different legal services providers coming into the market driven by technology. We need to take those threats seriously.

We have to be able to show our clients why we're the right legal services provider for them. I think the other huge thing that is driving change in our business, in



this region in particular, is China. China is developing a lot of big law firms, and they're now beginning to emerge into the global legal marketplace with different business models. Some have not quite worked, while some are seemingly working better. But the sheer volume of the lawyers that are coming out of law schools in China, and their ambition, is something that increasingly affects our market.

For us, looking at business here in Asia, we see many opportunities in terms of Hong Kong's position in being able to benefit from the Belt and Road Initiative and all the Greater Bay Area developments.

Another opportunity for us is joining up our established offices in Hong Kong and the mainland with our developing offices in Tokyo and Singapore – this is an exciting process for the firm.

Additionally, another important driver of change is client demand for diversity. We are very focused on this across our platform in Asia and the entire firm. It is a major challenge to the big law firm model and we need to change to meet it.

How does the firm respond or adapt to advancements in technology?

A top priority for Mayer Brown is to stay ahead of disruptive forces of technology and also to take advantage of the opportunity technology can provide in terms of delivering services to our clients. Recognising our clients' concerns over cybersecurity and data privacy, we have substantially enhanced our capabilities in this area, including hiring a former general counsel of the US National Security Agency.

The use of artificial intelligence is another critical area in which we must be at the technological forefront to enhance our client service. We need to work with clients to adapt the way we use technology and data



to improve our relationships and our service, and to meet their demands more easily and cheaply – that's the best use of technology.

What is the future of the business of law?

The industry will continue to be very competitive, with rivals emerging from alternative service providers and the Big Four accounting firms. I strongly believe

that big law has a place – it has a very powerful quality offering.

The big law firm brands have high-quality people and businesses are moving to meet the challenges we face – inevitably at different paces. We want to be a leader in this process of change. The real role for big law and a major focus for Mayer Brown is to ensure we provide a fully

integrated, diverse and consistently high quality global offering.

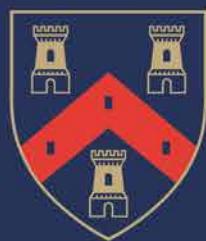
In doing this, it's important to adapt to the changing demands of our people. We need to ensure they can all have meaningful and successful careers. The traditional law firm model needs to rapidly change – the careers of our lawyers are going to be different from the ones we offered 10 or 20 years ago. We need to combine these changes with making sure we also continue to adapt to meet our clients' changing needs and requirements. These are huge challenges, but ones I'm confident we can meet. **B**



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In response to the many challenges facing society today, CityU is pioneering a transformational undergraduate curriculum and the greater integration between research and teaching in the classroom. Its visionary leadership has established several notable firsts in Hong Kong: the first College of Veterinary Medicine and Life Sciences, the first free-standing School for Data Science, the first School of Creative Media, and the first School of Energy and Environment.

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