



HOUSE NEWS



Key Takeaways

- Mutual recognition programmes expand professional development, provide a global perspective, and enable connections with likeminded professionals.
- HR practitioners need to be aware of the changing global labour environment to advise on recruitment strategies that integrate with business plans.
- The mutual recognition programme allows HKIHRM members to expand their skills and gain a wider perspective on HR practices through different lenses and cultures.

Mutual Recognition Programme Expands Knowledge and Experiences Horizons

----- CHRIS DAVIS

Mutual recognition programmes such as the Mutual Recognition of Professional Membership between Hong Kong Institute of Human Resource Management (the Institute) and Canada-based Chartered Professionals in Human Resources Canada (CPHR) of British Columbia and Yukon, provides a platform for expanding professional development.

As the scope of HR responsibilities become increasingly multi-faceted, HR practitioners need to expand their horizons to keep up-to-date with the latest trends and best practices.

Exchanging experiences through an online networking with likeminded HR professionals can help HR practitioners enhance their professional skills.

When recruiting talent from the global arena, spotting talent or skills gaps within an organisation from a global perspective enables the HR function to fill gaps effectively.

In an interconnected world where talent is borderless, whether it is a talent search in a different country or jurisdiction, or managing teams remotely, in-depth understandings of how HR practices are applied in different parts of the world can be invaluable skills for HR practitioners. Established in 2015, the Mutual Recognition of Professional Membership between the HKIHRM and CPHR of British Columbia and Yukon provides HR practitioners — particularly those with regional and global responsibilities — to not only obtain the CPHR designation, but also with an opportunity to interact and explore the many different aspects

of the HR profession with likeminded professionals.

The Institute's Executive Council points out how the Institute and CPHR mutual recognition programme enables participants to expand their networking opportunities with other HR professionals. For example, through online interactions HR practitioners are able to learn about the latest HR trends and best practices in different cultural environments. This exchange of ideas can provide useful insights when planning new projects and initiatives within their own organisations as well as reshaping strategies to improve existing HR processes.

The mutual recognition understanding is based on recognition of "substantial equivalency" of the Institute's Professional Members M.I.H.R.M. (HK) or Fellow Members F.I.H.R.M. (HK) designation to those of the CPHR designation. Importantly, the Institute's Executive Council believes it is important to emphasise the mutual recognition programme is not necessarily for the Institute members who are considering emigrating to Canada. For example, when viewed from a professional development perspective, joining the mutual recognition programme can enable HR practitioners to expand their skills and gain a wider perspective by exploring HR practices through different lenses and cultures. The Institute's Executive Council also points out how a HR practitioner with an international

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understanding of HR operating practices is an invaluable asset to an organisation, particularly in light of the Hong Kong Government-backed global talent recruitment drive.

With Hong Kong Government initiated immigration facilitation policies designed to attract more than 100,000 top professionals to Hong Kong by 2025, it is important for HR practitioners are aware of the changing global labour environment so they can advise their organisations on recruitment strategies that integrate with business plans. As the economy begins to show signs of a rebound this year and industries regain momentum after being hit hard by three years of COVID-19-related operational restrictions, Hong Kong has to resolve the acute labour shortage across various sectors and also work to bridge the gaps for highly skilled talent. According to human resources platform Deel, Hong Kong companies are currently among the world's top hiring firms in terms of organisations' rate of hiring.

With a view to attracting more high-quality talent to Hong Kong to address talent shortages and meet the city's development needs, in May 2023, the Hong Kong Government expanded the Top Talent Pass Scheme to more than 50 professions under nine industry segments that can benefit from immigration facilitation policies. Industry sectors include business support; creative industries, arts and culture, performing arts; development and construction; environmental technology services; financial services; healthcare services; innovation and technology; legal and dispute resolution services and maritime services.

Reaping the benefits

King Lee, who has been our Institute's member for over 14 years and a CPHR Professional Member for three years, is currently studying in Canada. He says the HKIHRM and CPHR mutual recognition programme has proved useful on several levels. For instance, by joining CPHR activities gaining fast-track professional recognition and building a network of HR professionals working in different industry sectors, mainly through online interactions. "Connecting with the HR community outside of Hong Kong has certainly been useful in terms of making connections and widening my perspectives," Lee says. Whether in person or online networking is an ideal way to discover valuable insights about different business customs, cultural priorities and values. "Cultural awareness and empathetic insights are valuable when working with teams located in multiple locations or when interviewing candidates from different countries," Lee notes.

Aside from the CPHR designation being highly regarded in the HR field, which can enhance the job prospects for HR practitioners seeking to work in Canada, Lee believes the mutual recognition arrangement can help HR practitioners to develop a global mindset, which can be an asset to help an organisation spot potential opportunities and pitfalls before they happen. Eligible individuals that join the mutual recognition programme have access to personal

development and talent development plans and international employment templates.

In addition to discussions about perpetual hot topics such as talent development, another benefit of the mutual recognition arrangement Lee appreciates are the discussions that focus on inclusion and diversity, personal goals, whole person development and wellbeing issues. "In Hong Kong, when we have discussions among HR practitioners we tend to focus more on business matters and less on personal goals and whole person development," Lee notes. In terms of professional development, interaction with HR practitioners from diverse international backgrounds can help individuals to hone problem-solving skills so they can more effectively handle the challenges that come their way. Furthermore, sharing experiences and learning about new ideas can help HR practitioners to develop their storytelling skills, which can help to bring the organisation and its workforce together.

Mutual recognition initiative supports personal growth and development

Sharing similar experiences and sentiments to Lee, Chris Chan has been our member since 2022. He is originally from Hong Kong and is currently working in Canada as a training specialist with a particular focus on training design and delivery. Chan says the mutual recognition programme has provided him with the opportunity for personal as well as professional growth. "The programme provides you with access to a wealth of resources, knowledge and a network of HR practitioners across the HR landscape," he says. Thanks to the mutual recognition programme, he gained his Chartered Professional Human Resources status within a month of arriving in Vancouver, British Columbia. Noting how the HR landscape in Canada and Hong Kong share a number of similarities, such as recruitment, compensation & benefits, and people & organisational development, Chan says where a difference does occur is the emphasis on diversity and inclusion. As a multi-cultural nation, Chan says while this is expected to be the situation in Canada, however, given Hong Kong's status as a globally connected city, by being a leading partner in embracing diversity and inclusion, as well as being vital for team cohesion, the HR function can project a positive corporate image and competitive advantage to attract and retain top talent both locally and globally.

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