

Mr Armstrong Lee Hon-cheung

Honorary Fellow

Citation

“Hands-on, Hardworking, Humble” – this is the 3H principle that sums up the life that Mr Armstrong Lee Hon-cheung has led. It is also the key to his success in transforming himself from a student from a working-class family into a human capital management consultant who enjoys respect and renown throughout the region.

Having graduated with a Bachelor’s Degree in Business Administration and an MBA from The Chinese University of Hong Kong, Mr Lee embarked on his career as a management consultant in 1995. In 2002 he set up the Worldwide Consulting Group Company, which is now a leading executive search firm specialising in recruitment for mid- to senior-level positions at major companies, both multinational and local.

Over the years, Mr Lee has demonstrated the 3H principle in his professional life. First, he is very hands-on in his dealings with job candidates, who often come back as clients. Mr Lee earns the confidence and trust of candidates and clients by answering all their questions in a matter-of-fact manner and with his direct, personalised approach.

Hard work has helped him persevere through adversity. SARS hurt business the year after he founded his company, but he did not despair. Instead, he began his business day at eight every morning, and left his phone on 24/7, ready to take calls from a growing number of candidates and clients. His diligence was rewarded. He weathered the storm, and when calm returned gradually built his company into one of the leading executive search companies in the region.

Humility, the third H, is another of Mr Lee’s crucial attributes. Aware that the wheel of fortune turns for all men, he believes in treating everyone with respect. He always lends a helping hand when others are in need, and expects nothing in return. His generosity has earned him respect from clients, candidates, government officials, and members of the university community.

Mr Lee stresses that the foundation of leadership and friendship is trustworthiness, and that one can only earn people’s trust gradually and by “walking the talk”. So, in addition to the 3H, there is T for Trustworthiness, making it the 3H1T principle.

Mr Lee has made numerous contributions to higher education. His dedicated work as a member of the Lingnan University Council and Chairman of the Career Development Committee from 2016-2021 is one of many examples.

Mr Lee recalls how incredibly challenging it was for graduates to find jobs between 2019 to 2021 under the impact of Coronavirus outbreak. To help graduates meet the challenge, he

initiated new ways for them to grow their professional networks and explore career opportunities. For example, he created the HR Circle and the Finance and Banking Circle to enable students to forge connections with members of the human resources, finance, and banking professions. He also sponsored our BBA students for attendance at the Rotary Club of Greater Bay Area Charter Night in 2019 and invited them to other networking activities like the Appreciation Luncheon that he organised for employers, alumni, and students. At such events, Lingnan students can learn about current developments, including potential job opportunities, in the Greater Bay Area. They can even meet top executives from different industries. Mr Lee is gratified with the results of these initiatives. Despite the pandemic, over 80 per cent of Lingnan University graduates found employment. Over 85 per cent received full-time job offers within three months of graduation.

As a Council Member of the University, Mr Lee is a great believer in the quality of the liberal arts education that Lingnan offers. He highlights the close relationships between teachers and students, hostel residence and overseas exchange. All in all, Lingnan offers students plenty of opportunities to acquire knowledge beyond the classroom.

Mr Lee has also contributed to other institutions of higher education. He is currently a Council Member of The Education University of Hong Kong, and has been a Council Member of City University of Hong Kong and The Open University of Hong Kong (now the Hong Kong Metropolitan University). He was made an honorary fellow by City University of Hong Kong in 2014.

Mr Lee has a distinguished record of public service in the education sector and beyond. He is Chairman of the Board of Directors of Hong Kong Education City, and a member of the 6th Election Committee of the Hong Kong Special Administrative Region, the Social Welfare Advisory Committee, the Standing Committee on Language Education and Research, the Lump Sum Grant Steering Committee of the Government, and the Human Capital Committee of the Financial Services Development Council.

Mr Lee is a model successful Hong Kong entrepreneur and a seasoned mentor who guides young leaders towards achieving their career aspirations. Mr Chairman, I am honoured to present Mr Armstrong Lee Hon-cheung for the conferment of an honorary fellowship.

Citation written and delivered by Professor Frankie Lam King-sun

李漢祥先生

榮譽院士

贊辭

「親力親為(Hands-on)、勤奮(Hardworking)、謙和(Humble)」——這3H原則是李漢祥先生的寫照，也是他成功的關鍵，讓他從一個來自基層家庭的學生成為區內備受尊崇的人力資源管理顧問。

李先生在香港中文大學取得工商管理學士學位和碩士學位後，於1995年展開他的管理顧問生涯，並於2002年成立環球管理諮詢有限公司，該公司目前是一家領先的獵頭公司，專門為大型機構，包括跨國公司和本地企業招聘中高級人才。

李先生一直在日常生活中踐行三項原則。首先，他事事親力親為。在獵頭這個行業，曾經接洽的人選往往會日後變成客戶。李先生對於職位候選人和客戶提出的所有問題，總是實話實說，他的實事求是的態度贏得了大家的信心和信任。

此外，他深信天道酬勤，認為只要有毅力，任何困難都可以克服。他的公司在開業第二年就受到SARS的嚴重影響，但他沒有氣餒，而是每天早上八時就開始工作，電話一星期七天、每天24小時長開，以確保能隨時接聽職位候選人和客戶的來電。就是因為勤奮用功，李先生熬過了2003年，並逐漸將公司打造成區內領先的獵頭公司。

第三，李先生堅持謙遜待人。他相信時來運到，否極泰來。所以必須平等待人並予以尊重。他總是在別人有需要時伸出援手，並且不求回報，他的坦誠直率為他贏得了客戶、職位候選人、政府官員和大學界別的敬重。

李先生強調，領導力和友誼是建基於可可靠的程度，要「言行一致」才能逐漸贏得人們的信任。因此，除了3H之外，還有一個代表值得信賴的T (Trustworthiness)，這就是他的3H1T原則。

李先生不僅在其專業範疇內努力不懈，而且積極投身各項公職。他在2016年至2021年出任嶺南大學校董會成員兼就業發展委員會主席期間一直表現出色。

他憶述在2019年至2021年新冠疫情期間，畢業生就業毫不容易。於是他提出新方案，拓展就業網路，擴闊畢業生尋找工作機會。例如，他創建了人力資源圈及金融與銀行圈，使學生能夠與人力資源、金融和銀行界多個行業進行互動。他還贊助嶺大工商管理課程的學生參加2019年大灣區扶輪社創社就職慈善晚宴和其他交流活動，並為僱主、校友和學生舉辦感謝午宴。通過這些活動，嶺大學生可以瞭解大灣區的發展現狀和就業機會。這些活動也讓學生得以與來自不同行業的高層管理人員會面。李先生對這些舉措所取得的成果感到欣慰，儘管新冠肺炎肆虐，但超過八成的嶺大畢業生已經就業，而其中超過八成五在畢業後三個月內就覓得全職工作。

身為嶺南大學校董會成員，李先生認為嶺大提供優質博雅教育。嶺大不但讓師生建立良好的關係，為學生提供了大量課外學習經驗，並為學生提供豐富的舍堂生活和寶貴的海外交流機會。

李先生在其他高等院校也有重大貢獻，目前是香港教育大學的校董會成員，曾擔任香港城市大學和香港公開大學（現名為香港都會大學）的校董會成員。2014年，他獲香港城市大學授予榮譽院士的名銜。

李先生亦參與多項公職，擔任香港教育城董事會主席，以及香港特別行政區第六屆選舉委員會、社會福利諮詢委員會、語文教育及研究常務委員會、特區政府整筆撥款督導委員會和香港金融發展局人力資源小組的成員。

李先生是香港企業家的成功典範，對人力資源管理作出了重大貢獻，同時積極指導年青人實現職業抱負。主席先生，本人謹恭請閣下頒授榮譽院士銜予李漢祥先生。

贊辭由林敬新教授撰寫及宣讀