


## MEMORANDUM

To : All Agency Members

From : Anthony Wong, Business Director 

Subject : Open for Application - JC InnoPower Social Welfare Fellowship

Date : 22 January 2024

With the recent human capital turnover in the social welfare sector, it is important to retain and nurture existing practitioners and build leadership pipeline for the social welfare sector. In the post-COVID new normal, non-profit organisations face increased pressure to adapt quickly to evolving service needs and new regulations, while managing manpower shortage to maintain quality service delivery.

In light of these challenges and the changing talent development needs of the sector, The Hong Kong Council of Social Service has partnered with The Hong Kong Jockey Club Charities Trust to launch the “JC InnoPower Social Welfare Fellowship” (the “Programme”) in 2024. The Programme aims to enhance senior management’s leadership and competence in developing service, organisational and sectoral resilience through action learning, talent development, and collective leadership for a healthy and strong talent ecosystem that can withstand multi-faceted complex challenges while driving sectoral development.

The Programme is tailored for senior leaders in the social welfare sector. It comprises a 30-day leadership development programme across 6 months and implementation of a staff development project in 6 months. Through a series of leadership workshops, study tours, and individual and group coaching sessions, senior leaders will develop their adaptive leadership capacity to navigate the fast-changing world and effectively manage inevitable changes. By strengthening the leadership capacity of organisations, we aim to build resilience at the service, organisational and sectoral levels. Upon successful completion of the leadership development programme, each Fellow shall receive a Staff Development Fund of HK\$200,000 to support the implementation of a staff development project within their organisation.

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We recognise the importance of collaboration and the power of collective efforts in overcoming organisational and sector-wide challenges. In view of this, we expect that application is to be submitted by team of 3 to 5 senior management members of organisation. For small-sized organisations, a smaller team of 2 will also be considered. By joining forces, we can work towards nurturing a talented and resilient ecosystem that can effectively address the multifaceted challenges faced by the social welfare sector while driving its overall development.

As the application period will start from 22 January 2024 (Monday) and end by 29 February 2024 (Thursday), you may send in your application now. For more details, please visit <https://jcinpower.hk/en/social-welfare-fellowship>. For those who are interested in the programme but would like to get to know more about it before formally submitting an application, you may first send in an Expression of Interest (EOI) in English to [jcip\\_swf@hkcss.org.hk](mailto:jcip_swf@hkcss.org.hk) no later than 31 January 2024 (Wednesday). Organisations expressing interest through this EOI will be invited to a face-to-face info session on 6 February 2024 (Tuesday) afternoon. **Please note that your submission of EOI does NOT imply an application for the Programme. Your application will be considered only when you have submitted a formal application.**

Should you require any further information, please feel free to contact Ms. Circle Chan, Manager of Talent Development at 2876 2463 or email at [jcip\\_swf@hkcss.org.hk](mailto:jcip_swf@hkcss.org.hk).

Encl. Expression of interest form for the JC InnoPower Social Welfare Fellowship

## 通告

致：各機構會員  
由：黃健偉  
業務總監  
事由：「賽馬會創新社福力量」現已接受報名  
日期：2024年1月22日

近年，社福界人力流動頻繁，挽留及培育人才，以建立領袖梯隊對業界持續發展更顯重要。後疫情的新常態下，非政府機構有需要快速適應不斷變化的服務需要以及規例的調整，更要在人力短缺情況下維持服務質素，營運壓力遞增。

有鑑於以上的挑戰及社福業界不斷變化的人才發展需求，香港社會服務聯會與香港賽馬會慈善信託基金合作，於2024年推出「賽馬會創新社福力量」計劃（下稱「計劃」）。本計劃透過推動行動學習、人才發展和集體領導，提升非政府機構高級管理團隊的領導力，以建立服務、機構以及業界的韌性。為社福界培育一個健康及強大的人才生態系統，以應對當前和未來多方面複雜的挑戰，推動業界持續發展。

本計劃為社福界高級管理團隊而設，由橫跨6個月、為期30天的領導力發展計劃和6個月的人才發展項目實踐所組成。透過一系列的領導力工作坊、考察團以及個人和小組形式進行的高級管理層教練環節，旨在提升管理團隊的調適性領導力（**Adaptive Leadership Capacity**），裝備他們在瞬息萬變的環境中迎接和處理不可避免的轉變，藉此加強機構及業界的韌性（**Organisational and Sectoral Resilience**）。每位成功完成領導力發展學習旅程的夥伴可運用其港幣20萬元的種籽基金，於機構內設計及推行人才發展項目。

我們深信同心協力能助業界共同面對人才發展的挑戰。因此，我們誠邀貴機構的高級管理團隊成員組成一支由3到5人的團隊參與計劃。如有需要，小型機構可提名一支由最少2名高級管理人員的團隊。透過協作，我們可以培育一個有才能且有韌性的生態系統，以有效應對社福界面對的多方面挑戰，並推動其整體發展。

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計劃現已正式接受報名，報名日期由2024年1月22日（星期一）至2024年2月29日（星期四）。有關計劃及報名詳情，請瀏覽<https://jcinnopower.hk/tc/social-welfare-fellowship/>。

如貴機構有意參與是次計劃，並希望於報名前了解更多計劃詳情，可於2024年1月31日（星期三）前以電郵提交意向表格（僅提供英文版本）至[jcip\\_swf@hkcss.org.hk](mailto:jcip_swf@hkcss.org.hk)。透過意向表格表達興趣的機構，將獲邀出席2024年2月6日（星期二）下午的計劃簡介會。請注意，透過意向表格表達興趣並不代表報名參與本計劃。只有正式報名後，貴機構的申請方會被考慮。

如有任何查詢，歡迎致電 2876 2463 或電郵至[jcip\\_swf@hkcss.org.hk](mailto:jcip_swf@hkcss.org.hk)，與人才發展經理陳圓善女士聯絡。

附件：「賽馬會創新社福力量」計劃申請意向表格