



NWS Holdings Limited
Management Trainee Programme 2007

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Chapter 1 Introduction

Company Background

NWS Holdings Limited (“NWS Holdings” or “the Group”), the infrastructure and service flagship of New World Development Company Limited (Hong Kong stock code: 0017), embraces a diversified range of businesses in Hong Kong, Mainland China and Macau. We are listed in the Hong Kong Stock Exchange (Hong Kong stock code: 0659) with market capitalization of HKD 24 billion (USD 3.08 billion) and employee size of 43,000.

Working with NWS Holdings

NWS Holdings regards people as our fundamental assets and believes that stronger business results happen when our staff succeed. Therefore, we continuously optimize our investment in people and maximize the value of staff.

With our three-year Management Trainee Programme, we aim to:

1. Recruit and develop talents of high calibre to join our management team.
2. Invest in succession of professional within the Group.

Management Trainee Committee

The Group puts great emphasis on the Management Trainee Programme. A Management Trainee Committee composes of Senior Managerial staffs of Corporate Office and Strategic Business Units (“SBUs”) and Management Trainees, has been formed to monitor, review and improve the programme.

Chapter 2 Programme Structure

Overview



Our Management Trainee Programme comprises six major components aiming to grow and develop all-rounded future business leaders for the Group.

Job Rotation enables trainees to learn operational skills and obtain an overview of our business operations. Training & Development Programme is distinctively designed to equip trainees with the crucial business knowledge, managerial skills and social skills.

Executive Exposure provides networking opportunities in which Senior Management will share with the trainees their unique insights. Management Projects are assigned to trainees to let them integrate and practice what they have learnt.

With the Mentorship Programme and Buddy System, guidance and support are provided to each trainee continuously throughout the three-year programme.

1. Job Rotation



Trainees will be attached to different departments to get familiarized with our business operations:

- 1.1 Corporate Office Deployment (6 months)
- 1.2 SBU(s) Functional Departments Deployment (27 months)
- 1.3 Senior Management Office Deployment (3 months)

2. Training & Development Programme – BLISS

Training courses are provided to enhance trainees' managerial and social skills:

- Business Knowledge
- Language and Computer Training
- Interpersonal and Communication Skills
- Supervisory and Managerial Skills
- Social Skills

(Please refer to Appendix 1 for details)



3. Executive Exposure

Meetings with executives are arranged for trainees to widen their job horizons and build up their network:

3.1 Executive Forum

Corporate Office's events for Senior Management, such as Management Dinner Talk and Management Conference

3.2 Management Integration

Knowledge sharing sessions with Senior Management and SBU Executives

3.3 Management Trainees Networking

Experience sharing among all Management Trainees

4. Management Projects

Projects are assigned to trainees to integrate and apply what they have learnt:

4.1 Business Projects

Presenting findings and ideas on business topics for Management's consideration on taking respective actions

4.2 Training Progress Presentation

Summarizing and presenting observation during job attachments

4.3 Special Projects

Organizing special events such as Management Conference, Sports Fun Day and Senior Management Outing

5. Mentorship Programme

Two mentors, who are at Senior Managerial positions at Corporate Office and/or at SBUs, will be attached to each Management Trainee for coaching and mentoring purposes.

6. Buddy System

A buddy, who is a more experienced Management Trainee, will be assigned to each trainee for providing advice, care and support.



Chapter 3 Career Development

Upon completion of the three-year programme and outstanding performance of the trainees, they will take up Junior Managerial positions at Corporate Office or designated SBUs.

A typical career path is as follows:



*Subject to performance of trainees and business needs of the company / Group

“Develop Talented Graduates for our Team”
NWS Holdings Limited – Management Trainee Programme 2007



Chapter 4 Application Procedures

Eligibilities

1. Holders of Bachelor's degree or Master's degree in any disciplines;
2. Must attain good results in English Language (syllabus B), Chinese Language and Mathematics at Hong Kong Certificate Education Examination or equivalent;
3. Must have less than three years of work experience;
4. Fluent spoken and written Chinese and English;
5. Proactive, innovative, resilient and able to think laterally; and
6. Excellent in communication, interpersonal and analytical skills.

The Management reserves the right to make appropriate revision of the programme when deemed necessary.

Application Procedure

Please apply online: <http://www.nwsh.com.hk/eng/home/careers.asp>.

For enquiries, please contact us at mtprogramme@nwsh.com.hk.

Recruitment Schedule

Recruitment Talk	October/November 2006
Application Deadline	31 December 2006
Aptitude Tests and Written Tests	January 2007
Assessment Centre	March 2007
First Panel Interview	April 2007
Final Panel Interview	
Commencement of Programme	July/August 2007

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Training & Development Programme - BLISS

Training Area	Training Courses*
<u>B</u>usiness Knowledge	<ul style="list-style-type: none"> - Business Process Improvement - Total Quality Management - Financial Management - Law - Accounting
<u>L</u>anguage and Computer Training	<ul style="list-style-type: none"> - Chinese Business Writing Skills - English Business Writing Skills - Putonghua - Computer Training
<u>I</u>nterpersonal and Communication Skills	<ul style="list-style-type: none"> - Effective Telephone Skills - Handling Customer Complaints - Dealing with Difficult People - Presentation Skills - Negotiation Skills
<u>S</u>upervisory and Managerial Skills	<ul style="list-style-type: none"> - Time Management - Stress Management - Change Management - Project Management - Risk Management - Problem Solving & Decision Making - Creative Thinking - Effective Leadership - Mapping Team Success - Coaching for Performance - Conflict Resolution - Crisis Management - Management Orientation Programme - Foundation Management Development
<u>S</u>ocial Skills	<ul style="list-style-type: none"> - Business Etiquette and Image - Food & Beverage Knowledge - Wine Knowledge - Golf Knowledge
<u>O</u>thers	<ul style="list-style-type: none"> - E-Learning - Occupational Health and Safety

**Subject to change*