



大昌行集團
DAH CHONG HONG HOLDINGS



DCH Management Trainee Programme 2019

#DARE TO CHANGE

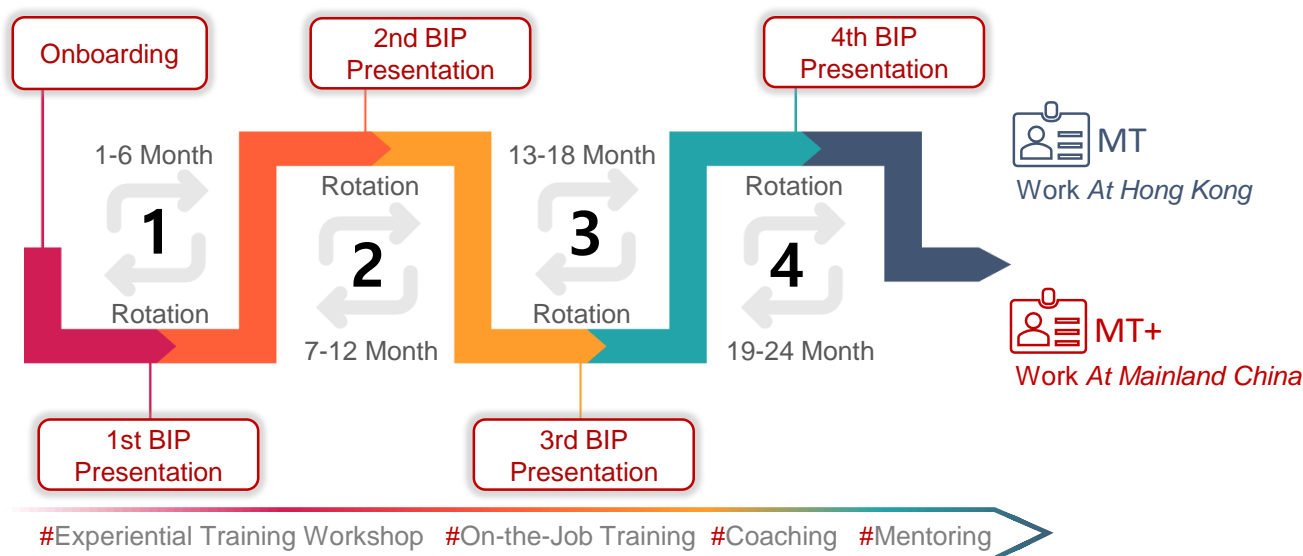
At Dah Chong Hong (DCH), we grow business and people. To capture business opportunities in the Greater China, DCH Management Trainee (MT) Programme is a two-year management development programme aiming to develop talented individuals, who venture to strive and perform in a fast-changing environment, to be future leaders. Every year, we take several talented individuals to join this programme. They are the change agents and culture ambassadors to facilitate business growth in Greater China through semi-annual individual Business Improvement Project (BIP), supported by performance and development management process and one-on-one mentorship.

#敢變。成就未來

PROGRAMME STRUCTURE

We equip MTs with the necessary but accelerated learning experience via a wide range of technical disciplines and business rotation. MTs will continue to grow and develop their professional career, supported by customized development initiatives including:

- Intensive Familiarization Programme
- Experiential Training Workshops
- Job Rotations and On-the-Job Training
- Book Reading and Reflection
- Individual Business Improvement Projects (BIPs)
- Coaching and Mentoring
- Gathering with MT Alumni
- Participation in Corporate Events and Culture Activities



Initial development spans MTs within a designated business unit – to learn and explore our businesses with deeper understanding. Experiential training workshops are focusing on developing MTs' personal effectiveness, management and leadership skills.

Experiential training is a necessity for MTs to achieve their mission - to inject new ideas and transform the business into a more innovative one through semi-annual individual BIPs.

Apart from skills and knowledge building, exchanging ideas and networking are also key opportunity for MTs to benchmark with each other, develop bonding and exchanging ideas.

We discuss with MTs about their career aspirations, formulate career plans that balance the needs of the business and MT's professional development, regularly review their progress, and offer coaching and advice where there is necessary to help MT achieve goals.



Vertical Rotation Within Business Unit

MT AND MT+

There are two streams in DCH MT Programme: MT and MT+. Both streams offer the same accelerated action-learning experience for the MTs. However, the final placement of MT will be at Hong Kong, while MT+ at Mainland China. The application process for MT and MT+ are separate but with the same set of requirements. MTs in both streams roll up their sleeves and get their hands dirty. Only those who are innovative, strategic, agile, and especially willing to take risks and turn setbacks into opportunities, are the talented people we are looking for.

WHO WE ARE LOOKING FOR

If you are passionate individuals who possess **Entrepreneurial Spirit** and meet the following requirements:



Accredited university graduate in any degree



Less than 3 years' working experience



Analytical thinking



Customer focused



Strong business acumen



Drive & results orientation

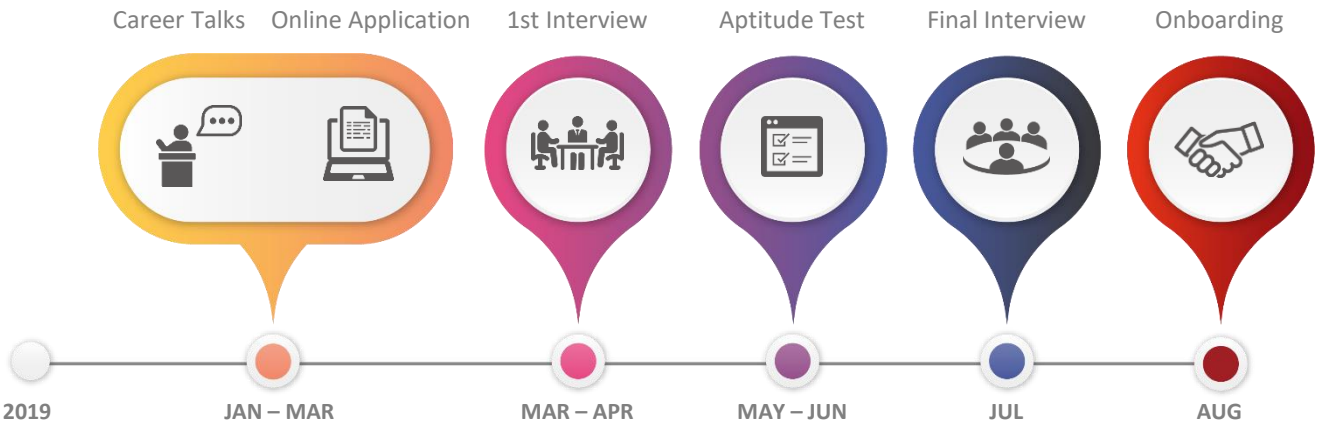


Innovation & problem solving



Excellent interpersonal and communication

RECRUITMENT PROCESS



Apply Now!

