



人力資源 Human Resources

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加入苗圃行動為義工已十一個年頭，曾任不同崗位——包括活動籌委及董事。今年在一個偶然的機會走馬上任成為本部部長，對我是一個新的挑戰。人力資源的工作看似簡單，只負責義工及會員事務，但因人數多及牽涉敏感資料，需要審慎的處理而變得複雜。

以會員週年大會為例，乃苗圃盛事又是人資部的重頭戲，程序上絕不能草率了事。而週年晚宴是讓所有會員團聚的好機會，又豈能隨隨便便呢？每月苗圃簡介會、會員面見，也是需要耐心和時間才能做得好的工作。幸運的是自己的工作時間較彈性才可應付得來。

另一方面苗圃最大的特點之一是以義工主導，會內由董事局至活動籌委均由義工組成。所以我深深明白知人善用、發掘義工潛能、展其所長，使他們願意留下來協助發展會務是人力資源部的使命和責任。

在任的時光裡，最感快慰的事就是看到活動的參加者成為義工常常回來參與會務，與苗圃培育出一份感情來，但如何維繫義工，卻是我最感困難而又必需要克服的一項工作。

本屆由於我仍兼任其他活動的幹事，所以未能全面投放時間發展人力資源部，未能做到最好，實在心感愧疚。其實本部已有計劃多辦一些聯誼活動、興趣或培訓班讓義工及會員多見面溝通，認識新朋友之餘又可以為自己增值。希望來年仍有機會為人資部效勞把大計實現！

人力資源部長
張民光

Human Resources

In the 11 years where I have joined Sowers Action (the "Organization") as a volunteer, I have taken up different posts within the Organization, including being a member of various event-preparation committees and a Board Director. This year, by sheer chance, I hurriedly took on the office of Director to Sowers Action's Human Resources Department. This was indeed a new challenge for me. Tasks concerning human resources looked simple at first glance, as they concerned only the welfare of the Organization's volunteers and members. However, in view of the large number of volunteers working for and members subscribing to Sowers Action as well as the sensitivity of the information involved, a cautious procedure was necessary for handling various issues, hence complicating the work of human resources.

Taking the Annual General Meeting as an example, which was a grand occasion for Sowers Action and an important event for the Human Resources Department, no procedural mistakes resultant from hastiness would be tolerated. The Organization's annual banquet, which provided a good opportunity for all members of Sowers Action to meet up, had to be organized with meticulous care. In order to obtain a desirable outcome for tasks in conducting monthly introductory meetings and interviewing potential members, patience and time were crucial. I rejoice in the fact that I have had flexible working hours, or, I would not have been able to do my work.

The main characteristic of Sowers Action is that it is a volunteer-led charity: everyone working for Sowers Action, from its Board Directors to constituents of its various event-preparation committees, is a volunteer. For this reason, I fully understand the principle of using a man according to his ability. Since it is the mission and responsibility of the Human Resources Department to seek out the capability of all volunteers, so that they may obtain satisfaction by bringing their best into play, it is hence my goal to entice volunteers to remain with Sowers Action and help the Organization in its welfare development.

During the term of my office, I was most pleased to see activity participants, having developed an attachment for Sowers Action, returning to work as volunteers and participate in the Organization's internal affairs. However, the task of holding together volunteers was what I found most difficult to accomplish, I had to overcome many obstacles, including myself in this respect.

As I have simultaneously taken on the responsibility of Executive Officer in other activities during the term of my office, I was unable to fully dedicate myself and my time to the development of the Human Resources Department. For this, I feel remorseful. In fact, to promote mutual understanding, the Human Resources Department has planned to increase the number of get-together activities, hobby and training classes, so that volunteers and members of the Organization could meet up more frequently. As such, these individuals could make new friends while at the same time enhance their own value by learning new skills. Hopefully, I could continue to serve the Human Resources Department and realize the constructive plans I have just mentioned.

Thomas Cheung
Director of Human Resources Department