

# CEO Shadowing Programme - Gammon Construction Limited

## Innovative culture in construction industry

"I found that the 3-day shadowing programme very meaningful and valuable to me," said Ziv Ng, the year 3 student studying Civil Engineering at the University of Hong Kong. "I guess I even won't have the chance to come across these situations in early years after graduation."



Ziv admitted that he was the lucky one as he has the chance to "shadow" Mr. Edmond Lai, the Executive Director of Gammon Construction Limited who inspired Ziv a lot during the 3 days programme.

"Construction industry is "people business" which I hope Ziv could understand that every staff is the asset of the company. Reviewing the resources allocation is the important skill and major duty that a senior management has to deal with very often. Therefore I asked Ziv to attend our meeting discussing the policy relating to the benefits of our staff," said Edmond.

"I do appreciate the "people oriented" culture of Gammon," Ziv added that he was really fascinated by HR team's initiative of "lunch box meeting" where HR colleagues regularly visit the frontline staff at the construction site to listen to their requests, needs or even complains while they are having lunch box together. Edmond said that the company wanted to create the "caring" culture where staff could realize that their requests are being followed up seriously.

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Ziv was also much impressed by Gammon's well demonstration of its sustainable development. "I am surprised to know that there is a post called "Innovation Manager" in this company. The manager told me that there are already many technologies being applied in construction industry overseas. I find one interesting example is the robotic arm which could lift up heavy goods. This technology not only could alleviate workers' burden, it also helps solve the problem of labour shortage,"

"I believe technology application is the effective way for solving problems. Besides robotic arm, we also make use of drone technology for photogrammetry and VR in internal training etc. I expect the advancement of technology could gradually improve the overall industry environment and in long term this industry will become more attractive to the young people," added by Edmond.