



Mr C W LAU
Associate Consultant

Mr Lau has over 15 years' experience in Learning & Development and Human Resources Management. Spencer's focusing areas are organizational development and change management and he has been facilitating a number of major change projects within major international banks. One of his signature projects is to merge the information system team and the information technology team into one unit and to groom the staff to be internal IT consultants.

Before joining the financial industry, Mr Lau began his career in retailing in HK. He designed and delivered various kinds of training in financial management, store management, product management and customer service training. He also has experience setting up a HR and Administration Department in Mainland China and managing the whole spectrum of HR operation including recruitment and selection, compensation and benefit, employee relationships, HR policies and training and development.

With extensive global learning and development experience and a western education background, Spencer possesses the skills of combining a western approach with Asian values and cultures.

Mr Lau graduated from Hong Kong City University. He holds an MBA from Andrews University of Michigan and a Diploma in Training Management from the Chinese University of Hong Kong. He is also the certified facilitator of Myers Briggs Types Indicators (MBTI), Implementation Methodology Association (IMA), Gallop Organisation (GO) and Neuro Linguistic Programming (NLP).

Mr Lau has delivered various learning solutions to a wide of industries include Hallmark Cards (HK) Ltd., Yahoo! Holding (HK) Limited, Ocean Park, Hong Kong Institute of Human Resources Management, Standard Chartered Bank, China Everbright Bank, Sun Hung Kai Property.