

# Practice Management Series for SMPs

(October - December 2020)

Run yearly since 2018, this series of seminars on practice management aims to help practitioners from small and medium practices (SMPs) better prepare for the challenges and opportunities ahead, adapt to changes, improve their management and operational efficiency, as well as to support their sustainability and future success.

Topic (Programme code)	Date and time	Speakers
<b>Introduction of Technology Voucher Programme</b> (EWEB20101502)	Thursday, 15 October 2020 12:30 p.m. – 2:00 p.m.	<b>Ms Shirley Chan</b> Manager (Innovation and Technology Fund), Innovation and Technology Commission
<b>How to motivate your millennials?</b> (EWEB20102201)	Thursday, 22 October 2020 12:30 p.m. – 2:00 p.m.	<b>Ms Rebecca Chan</b> Managing Director, KOS International Limited
<b>Getting ready for the AML / CFT inspections in Hong Kong</b> (EWEB20110901)	Monday, 9 November 2020 12:30 p.m. – 2:00 p.m.	<b>Ms Pia Lai</b> Senior Manager, Forensic & Integrity Services, Ernst & Young Advisory Services Limited  <b>Mr Sean Chiu</b> Senior Manager, Forensic & Integrity Services, Ernst & Young Advisory Services Limited
<b>How to plan for the succession?</b> (EWEB20120901)	Wednesday, 9 December 2020 12:30 p.m. – 2:00 p.m.	<b>Mr Alex C.B. Wong</b> Founder, C.B. Wong & Co

<b>Language</b>	Cantonese (supplemented with English for technical terms)
<b>Format</b>	Webinar
<b>Fee (for each)</b>	HKICPA member or student: HK\$150 IA/ HKIAAT member or student: HK\$150 Non-member: HK\$330 <i>(An email will be sent to you when your registration is accepted, which will include login details to the webinar. You can access the webinar by tablet, smart phone or PC.)</i>
<b>Participants</b>	Partners; Managers; Supervisors
<b>Competency*</b>	Industry knowledge; Information technology; Team building; Ethics, integrity and professionalism; Business planning and strategy; Change management
<b>Sub-competency*</b>	Driving future focus, turning vision to strategy; Technology-related upgrades and implementation; Talent management; Inspiring & motivating others; Understanding professional ethical standards and requirements in HK and other major jurisdictions; Recognizing ethical risks and taking measures to mitigate business integrity risks; Developing and implementing strategic actions; Communicating, managing and evaluating strategic plans; Promoting vision for change and leading changes
<b>Rating*</b>	Intermediate to advanced level
<b>CPD hours (for each)</b>	1.5

\* Please refer to the [Institute's online CPD Learning Resource Centre](#) for descriptions of competency and rating.



## About the programme

### Introduction of Technology Voucher Programme (EWEB20101502)

#### Course outline

Launched in November 2016, the Technology Voucher Programme (TVP) aims to support local enterprises / organizations in using technological services and solutions to improve productivity, or upgrade or transform their business processes. In this seminar, you will learn more about the TVP and its latest enhancement measures. And most importantly, how to adopt technological services and solutions to improve your organization's operational efficiency and stay competitive with the support of the TVP.

#### Speaker

**Ms Shirley Chan**, Manager (Innovation and Technology Fund), Innovation and Technology Commission

### How to motivate your millennials? (EWEB20102201)

#### Course outline

Over the years, there have been numerous discussions and debates on the best ways to retain millennial employees. Millennials are often compared with the older generations on their ambitions, performance and stability. Are their motivations hugely different? Maybe not! It is more a matter of communications and transparency. Millennials came of age at a time of rapid technological advancement and they do not take on any task without question. Hence, the task of motivating them boils down to communications and talent management.

This module will cover the following key areas:

1. What do millennials look for in a workplace?
2. How has the workplace evolved in the past two decades?
3. What does "Career" mean to them? How does it tie to their personal and social life?
4. What should you look for when hiring?
5. How to retain your top performers with a good talent management plan?

#### Speaker



**Ms Rebecca Chan**, Managing Director, KOS International Limited

Ms Chan joined KOS Group in July 2018 as Managing Director, overseeing the business operations of the Corporate & Financial Services team.

Ms Chan has over 14 years of experience in the HR services industry. Prior to joining KOS Group, she worked at PageGroup Hong Kong as Director of the Accounting & Finance and Financial Services divisions.



## Getting ready for the AML/CFT inspections in Hong Kong (EWEB20110901)

### Course outline

As the anti-money laundering and counter-terrorist financing (AML/CFT) regulatory environment is becoming increasingly stringent, the money laundering typologies used by the criminals are getting more and more complicated. Criminals make use of different techniques, for example, through the use of legal persons and trusts, to conceal the identity of the money launders or the true source of the illicit funds. In view of this, regulators across the world as well as international bodies have established AML/CFT regulations and guidelines governing the Designated Non-Financial Businesses and Professions (DNFBPs). In Hong Kong, the Anti-Money Laundering and Counter-Terrorist Financing (Financial Institutions) (Amendment) Ordinance 2018 was put in place in March 2018 to extend the statutory requirements on customer due diligence and record-keeping to cover DNFBPs, including lawyers, accountants, real estate agents, and trust or company service providers. The Hong Kong Institute of CPAs is the regulatory body for accountants.

DNFBPs should establish and put in place effective AML/CFT policies and controls to ensure compliance with the regulatory requirements in order to avoid potential financial losses and reputational damage.

In this module, the speakers will share with you the information on the AML/CFT compliance monitoring review by the Institute, findings identified in recent AML/CFT compliance monitoring review, as well as disciplinary cases on DNFBPs, in order to assist you in getting prepared for the AML/CFT reviews. The speakers will also discuss the trends in the use of technology in AML/CFT compliance to improve efficiency and effectiveness.

### Speakers



**Ms Pia Lai**, Senior Manager, Forensic & Integrity Services, Ernst & Young Advisory Services Limited

Ms Lai joined the Forensic & Integrity Services of Ernst & Young Advisory Services Limited (EY) in 2015 and has over 10 years of experience in anti-money laundering (AML), anti-bribery and anti-corruption compliance, forensic accounting, corporate fraud investigation, as well as financial statement audits.

Ms Lai has extensive AML compliance advisory experience in a wide range of sectors, including banking, securities firms, payment service companies, fintech companies, and money service operators, in Hong Kong and Mainland China. She assisted clients in enhancing their AML/CFT framework and controls, performing AML/CFT controls review upon regulators' requests, as well as conducting transactions look-back exercise for AML/CFT risks, and validating remediation taken by clients to improve their AML/CFT controls, etc.

Prior to joining EY, Ms Lai was an Audit Manager at another Big 4 firm and was responsible for managing the financial statement audits of a variety of companies in Hong Kong and Mainland China, including Hong Kong-listed companies, MNCs and local private companies. She has diverse industry experience including satellite services, architectural and design, property management and valuation, consumer products, as well as education.



**Mr Sean Chiu**, Senior Manager, Forensic & Integrity Services, Ernst & Young Advisory Services Limited

Mr Chiu joined the Forensic & Integrity Services of Ernst & Young Advisory Services Limited (EY) in 2010 and has over 10 years of experience in forensic data analytics, and 4 years of experience in anti-money laundering (AML).

Mr Chiu has extensive AML system advisory experience, including providing transaction monitoring (TM) system implementation advisory services, performing TM threshold tuning and performing sanctions system testing. He also worked with a development team to design an electronic risk assessment (eRA) platform and assisted clients to digitize their risk assessment questionnaires.

Apart from his AML experience, Mr Chiu has worked on multiple compliance data analytics projects in global corporations spanning industries including investment banking, insurance, vehicle, information technology, airline, pharmaceutical, government bodies and manufacturing etc.



## How to plan for the succession? (EWEB20120901)

### Course outline

The need to provide quality services may divert the attention of many CPA practices from succession planning. While striving to create a client base, it's of same level of significance that CPA practices consider how these clients will continue to be served as the owners of the CPA practices change or retire. Recognizing the importance of succession planning gives CPA practices the power to set the tone and direction with which they wish to guide their practices into the future.

At this sharing session, the speaker will base on his real life experience to provide participants with insights into the challenges succession planning poses for CPA practices, the considerations to be given, and the actions taken to address those challenges

### Speaker



**Mr Alex C. B. Wong**, Founder, C.B. Wong & Co.

With over 30 years' experience in auditing, taxation, accounting and financial management, Mr Wong is the founder of an SMP.

Mr Wong is a Certified Public Accountant and serves as an independent non-executive director of various Hong Kong listed companies. Before he set up his own practice, he worked in audit and tax divisions of one of the Big 4 firms. He also taught Audit and Tax at universities in Hong Kong.

Mr Wong is a fellow member of a number of professional bodies, including the Hong Kong Institute of Certified Public Accountants (HKICPA), the Association of Chartered Certified Accountants (ACCA), the Institute of Chartered Accountants in England and Wales (ICAEW), and the Taxation Institute of Hong Kong (TIHK).

In addition to his daily work, Mr Wong is a member of both the Council of The Hong Kong Polytechnic University. He also serves at various professional bodies and government offices as a committee member. He is currently a member of the Practice Review Committee of HKICPA, the Tax Subcommittee and the Students Affairs Subcommittee of ACCA Hong Kong. He was a Past Chairman of the Executive Committee of ACCA Hong Kong and the Chairman of ACCA's Small and Medium Size Enterprise Sub-Committee. He had also served as a member of the Hong Kong Inland Revenue Department's Users Committee and the Small and Medium Practices Committee of HKICPA for a number of years.

Mr Wong is a frequent speaker on tax and SME related matters for various organizations and professional bodies.



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