

HR Roundtable Workgroup Meeting



2nd Meeting on 11 Jul 2023

The newly established HR Roundtable Work Group (WG) consists of over 20 HR professionals from various industries, a representative from the Hong Kong Institute of Human Resource Management (HKIHRM), and members of the HKRSA committees. With Ka Shi Lau as the convenor, the group aims to build robust partnerships with corporate employers, effectively addressing retirement planning and related issues. The group focuses on three key areas 「三步曲」: financial wellness, member education, and operational concerns. Additionally, it provides a platform for industry-wide networking and knowledge sharing.

At the second WG meeting held on July 11, 2023, Mr. Francis Mok, a seasoned HR executive, was invited as a guest speaker. Having worked with diverse, sizable organizations such as MTR Corporation, Jebsen, AIA, Urban Renewal Authority, and Hutchison Ports, he shared his insights on “Redefining Retirement”. His talk underscored the importance of retirement planning and social connections, positing retirement as a new phase in life with renewed vigor and sense of purpose rather than the end. Participants found his presentation beneficial, sparking lively discussions on potential topics for the 「三步曲」 theme.

The WG welcomes more HR professionals to join for networking and knowledge sharing. The upcoming meeting in mid-September will focus on “Three Instruments of Peace” 「平安三寶」 - a will, an advance medical directive, and an enduring power of attorney. These instruments are crucial for retirement planning and safeguarding individuals' wishes in case of mental incapacity or death.



The HKRSA plans to develop a support program to assist employers in this area, ultimately benefiting their employees. Updates on this initiative will be shared with HKRSA members when available. For further inquiries about the Roundtable WG, please contact the Secretariat at events@hkrso.org.hk.

RETHINKING RETIREMENT



Francis Mok
2023 July



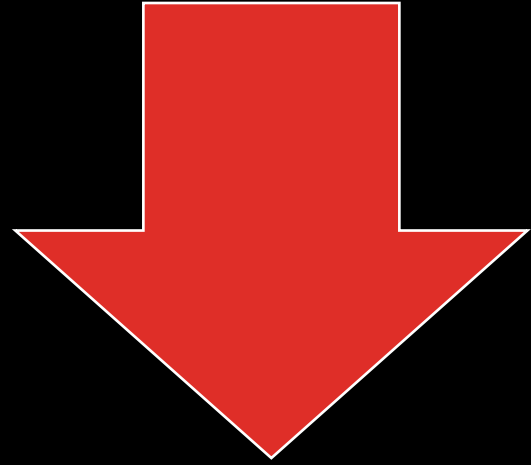
CONTENT

- What is Retirement to most people?
- Why retire, or not retire?
- The 5 emotional stages of retirement
- Living a happy and meaningful retirement life
- My “Retirement” Journey



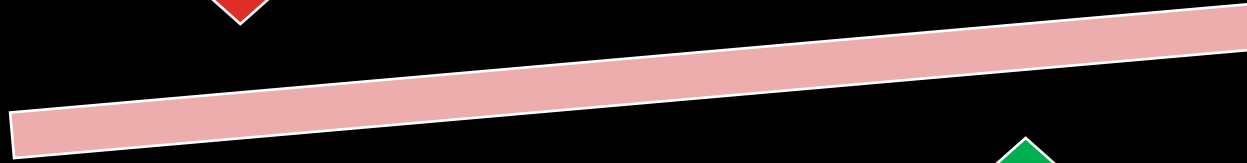
RETIREMENT DICTIONARY DEFINITIONS

- Leave
- Cease
- Stop
- Remove
- Withdraw



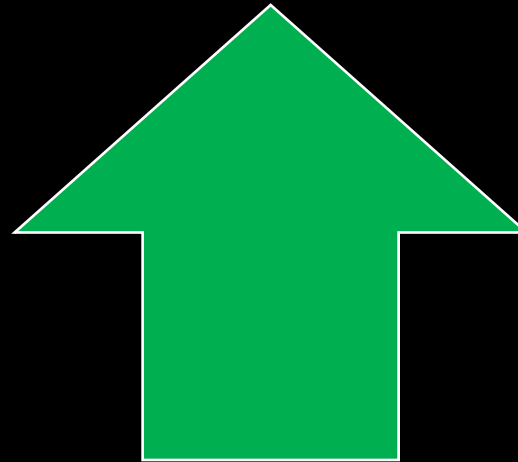
Retirement?

退休?



Rejuvenation?

進優?





RETIREMENT IS

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What is RETIREMENT to
you?

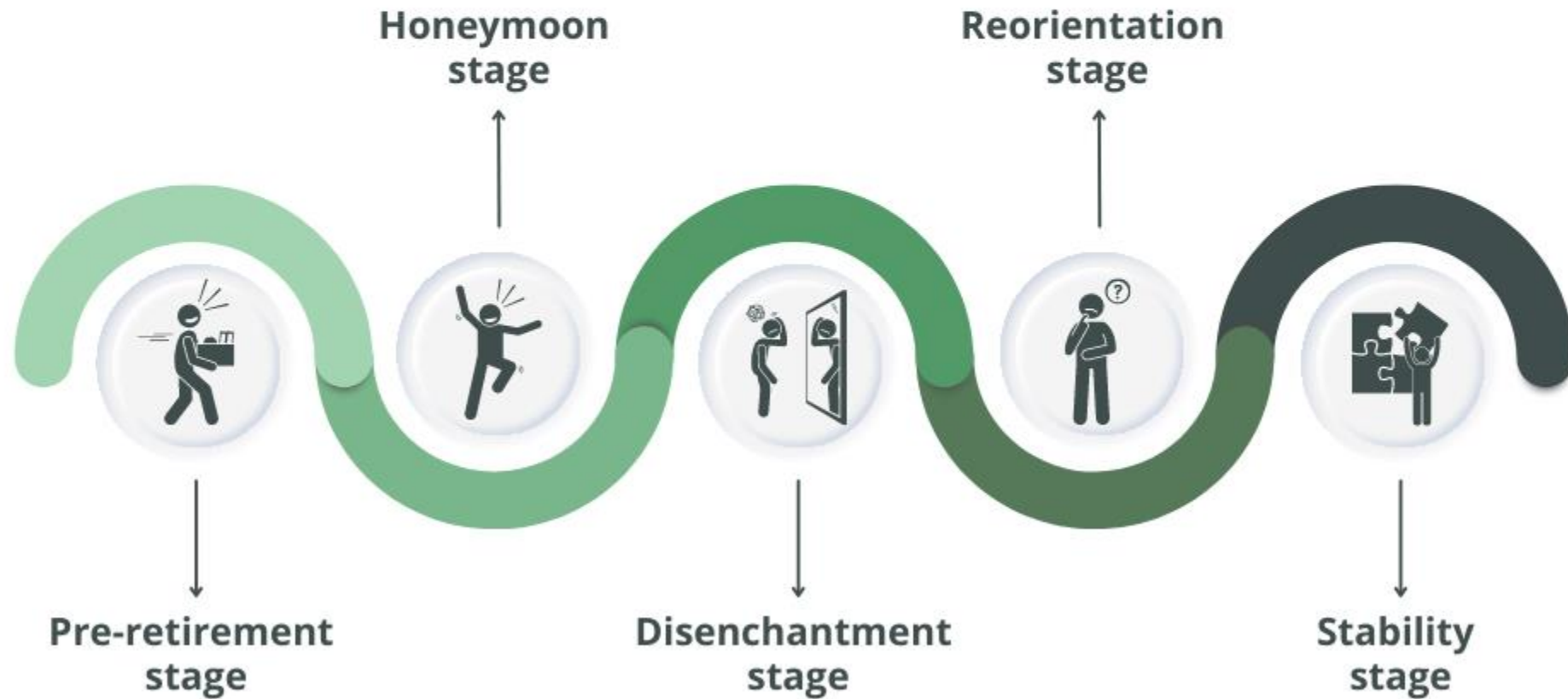
RETIRE OR NOT?



RETIRE OR WHAT?



THE 5 EMOTIONAL STAGES OF RETIREMENT





RETIREMENT CONSIDERATION

1. Age
2. Financial security
3. Health
4. Burnout
5. Lifestyle changes
6. Job loss
7. Career completion



THE WORLD HAS CHANGED!

- Life expectancy over the years changed the game
- More intellectual requirement jobs (Less physically demanding jobs) for elderly

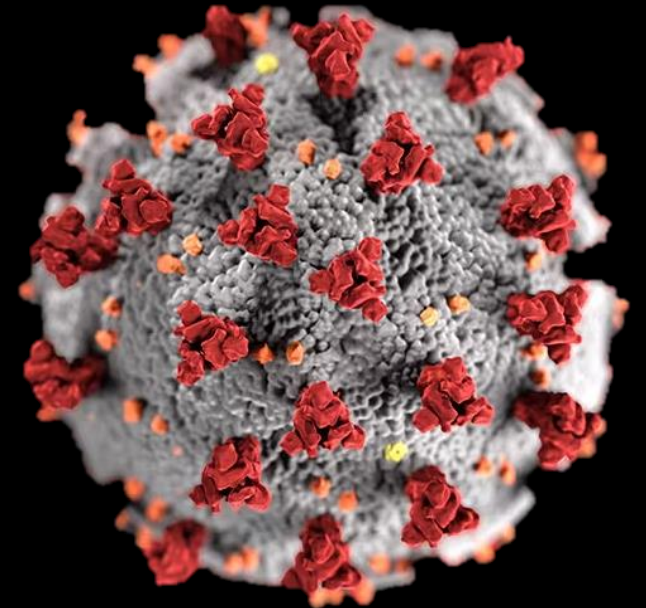
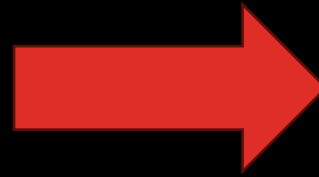


MAJOR FACTORS BEHIND

- Financial Health
- Physical Health
- Social Health
- Marital status (the Netherlands study)
- Retirement planning
- And more....

MY RETIREMENT JOURNEY

On 1 Feb 2020,
This is what I
had in mind...



MY RETIREMENT JOURNEY

Started on 1 Feb 2020 – The peak of Covid 19 outbreak...

- Rethinking
- Replan
- Re-adjust
- Re-adapt
- Re-schedule
- “What do I want?”



I believe the second half of one's life is meant to be better than the first half. The first half is finding out how you do it. And the second half is enjoying it.

— Frances Lear —

AZ QUOTES



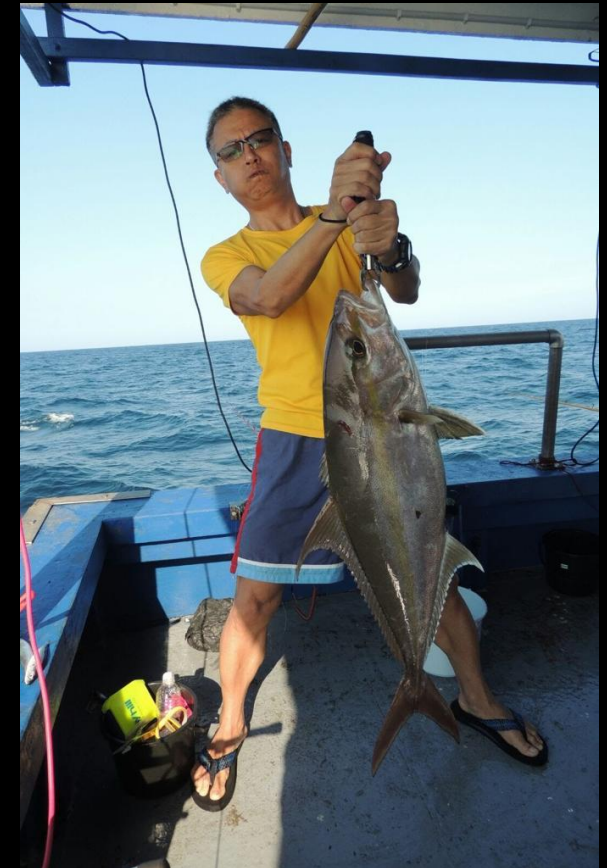
MY RETIREMENT JOURNEY

MISSION :

Living a happy and meaningful retirement

I am not quite there yet, but I am finding my way to better meaning, health and happiness every day.

WHAT I ENJOYED DOING BEFORE MY RETIREMENT



WHAT I ENJOYED EVEN MORE NOW



May your life be full of happiness,
success, and love. Sending my

Best Wishes
to you!



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