



## **OCBC Hong Kong launches its first Coaching for Growth programme, cultivating a skills-first workplace from the top**

Hong Kong, 6 May 2026 – OCBC Bank (Hong Kong) Limited has launched its inaugural Coaching for Growth programme, enrolling 11 senior leaders at Executive Director and Managing Director level as its first cohort of aspiring coaches.

Building on OCBC Group's initiative first launched in Singapore in 2025, the expansion to Hong Kong and Malaysia in April 2026 marks a significant step in the Group's ambition to develop 100 ICF Associate Certified Coach (ICF-ACC) accredited senior leaders by end-2027.

The programme spans three modules: Coaching Essentials, Developing Coach, and Practicing Coach, delivered across April and May 2026. Participants will complete 60 hours of coaching education, 100 hours of coaching practice, and 10 hours of mentor coaching before sitting for the ICF credential exam to achieve the ICF-ACC accreditation. Upon certification, the senior leaders will join OCBC's internal coaching pool, enabling employees to sign up for one-on-one coaching sessions to receive personalized guidance and support.

Cindy Leung, Head of Human Resources, OCBC Hong Kong, said: "Coaching is a key leadership capability that we are actively embedding across OCBC. By investing in the development of our senior leaders as effective coaches, we are fostering a supportive culture that promotes continuous employee growth and empowers individuals to take ownership of their career journeys. This approach truly brings our skills-first philosophy to life at OCBC Hong Kong."

Alfred Ho, Head of Internal Audit, OCBC Hong Kong, one of the participants of the programme, said: "Good leadership isn't just about what you deliver — it's about who you help grow along the way. This programme has given me a structured path to develop practical coaching skills, and I'm committed to putting in the hours to earn the accreditation. I hope to be a resource that colleagues across the Group can genuinely benefit from."



11 senior leaders attended the first day of training, marking the start of their coaching journey.



Participants successfully completed the first two modules and took a group photo with the trainer.

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