



Wendy Li

Chair

Wendy is a Registered Industrial-Organizational Psychologist (RIOP) and an influential Strategic Advisor specializing in organizational culture and transformation, operational efficiency and optimization, leadership development and talent growth. Backed by extensive corporate management, Wendy possesses a deep understanding of multicultural corporate environments and translates complex institutional challenges into practical and effective corporate actions. Her sharp business acumen stems from an early career in Marketing & Research, giving her exceptional analytical skills that set her apart in the consulting industry.

This unique combination of expertise enables her to strategically combine psychological insights with data-driven analytics to drive meaningful and sustainable growth at individual, team, leadership, and organizational levels. Wendy is dedicated to mentoring future leaders, helping them cultivate agile leadership skills and authentic styles that amplify their executive presence and personal impact.

Characterized by her distinct human touch, Wendy's influence extends far beyond formal advisory and coaching sessions. In her interaction with both individuals and corporate groups, she consistently inspires people to unlock deep self-awareness, foster continuous personal growth, and build long-term structural resilience. Passionate about creating broad social impact, Wendy actively dedicates her time to community service and is deeply committed to supporting younger generations in discovering and developing fulfilling career paths.

Wendy holds a Bachelor of Social Science degree in Statistics, a Postgraduate Diploma in Psychology and a Master of Philosophy (M.Phil.) degree in Industrial-Organizational Psychology. Solidifying her leadership in the professional community, she currently serves as the Chair on the 2026-2028 DIOP Executive Committee of the Hong Kong Psychological Society.



Dr. Hodar Lam

DIOP
Vice-Chair

Dr. Hodar Lam (RIOP & AF, HKPS) is a Research Assistant Professor and Associate Programme Director of Work and Organisational Psychology at Lingnan University. Hodar holds more than a decade of university teaching experience in the Netherlands and in Hong Kong and has taught courses in areas of leadership, coaching, counselling, diversity, personnel management, social psychology, developmental psychology, and research methods. He obtained his Dutch University Teaching Qualifications when he was an Assistant Professor of Work and Organisational Psychology at University of Amsterdam, the Netherlands.

With an industry background in human resources management and counselling, Hodar's research focuses on emotion and well-being issues (especially loneliness and solitude) in leadership and work contexts. His research has appeared in *The Leadership Quarterly*, *Clinical Psychology Review*, and *Applied Psychology: Health & Well-being* and in major international conferences, including the Annual Meeting of the Academy of Management, European Group of Organization Studies Colloquium, and European Association of Work and Organizational Psychology Conference. He has contributed knowledge to industry-oriented outlets, such as *Forbes*, *QS Top Universities*, *I/O at Work*, *Health Action Magazine*; and mass media, such as *RTHK*, *Mill Milk*, *NowTV News*, *TVB News*, *am730*, and *Het Parool*. He has delivered talks, webinars and podcasts about loneliness, leadership, well-being at work, and mental health, some available on YouTube and/or Spotify.

Hodar was the DIOP Chair and a Council Member in the Hong Kong Psychological Society in 2024-26. He obtained his Doctor of Philosophy degree in Organisational Behaviour at Rotterdam School of Management, Erasmus University, the Netherlands. He was a visiting researcher at University of Queensland Business School, Australia.



Matthias Law

Honorary
General
Secretary

Matthias is an Industrial-Organizational Psychologist. He is a Registered Psychologist with the Hong Kong Psychological Society and a member of Australian Counselling Association. He serves as the General Secretary for Division of Industrial-Organizational Psychology.

Matthias is currently the Executive Director of New Horizons Development Centre with over twenty years of experience in providing counselling, training and consultation services. During his career, Matthias has worked with a variety of clients, including Government Departments, NGOs, Social Enterprises and Corporates. He also works as an adjunct lecturer for Tertiary Institutions and he enjoyed his teaching experiences. Matthias was the recipient of a Hong Kong Metropolitan University (formerly "The Open University of Hong Kong") Li Ka Shing School of Professional and Continuing Education Teaching Excellence Award in 2020.

Matthias holds a Master of Science in Work and Organisational Psychology from the Lingnan University, and has a Master in Counselling from the Monash University. He received his Bachelor of Social Sciences (Hons) in Counselling and Psychology from the Hong Kong Shue Yan University.

Blending his passions into his current role, Matthias focuses on facilitating employee engagement, interdisciplinary teamwork, organizational commitment and change management. He specializes in work-family issues and Life/Career planning, as well as promoting diversity and inclusion in the workplace. He is experienced in counselling employees with diverse needs, supporting individuals in overcoming challenges, optimizing work and developing competence.



Dr. Grace Poon

Honorary
Treasurer

Grace is a member of the Hong Kong Psychological Society (HKPS). She holds a M.Phil. in Industrial-Organizational Psychology and a Ph.D. in Management from the Chinese University of Hong Kong.

Grace is an expert in leadership effectiveness and team dynamics. She has over 15 years of consulting experience in talent assessment and organizational development. She helps organizations to select the right leaders and develop future leaders through her leadership assessment and development work. She partners with organizations on senior executive succession planning, and she has experience in executive coaching. She also supports organizations on employee engagement through team analyses and workshops.

She works with clients who are Fortune 500 multinational companies, and high growth local or regional companies, in industries ranging from technology, semiconductor, consumer goods, and finance to manufacturing, automotive, oil and gas, and construction. She also supports institutional clients such as tertiary educational institutes, non-government organizations and local government departments



Heidi Au

Honorary Membership Secretary

Heidi is a Registered Industrial-Organisational Psychologist (RIOP) of the Hong Kong Psychological Society (HKPS). She holds a Master's degree in Industrial-Organisational Psychology from The Chinese University of Hong Kong (CUHK).

Heidi has worked in both in-house and external consulting roles across multiple industries. She currently leads the Talent and Organizational Development function at a leading technology, telecommunications, and entertainment group.

Heidi specialises in applying industrial-organisational psychology in human capital strategies. With over 18 years' experience, her areas of focus include strategic change management, culture transformation, leadership development, as well as end-to-end workforce strategy and implementation.

Heidi has also served as a mentor for DIOP in recent years, helping to nurture the next generation of I-O psychologist in the community. Through this role, she supports the training and development of emerging talent in the field.



Jasmine Tang

Public Relations Officer

Jasmine is a Registered Psychologist and an Associate Fellow of the Hong Kong Psychological Society (“HKPS”), a Graduate Member of The British Psychological Society (“BPS”) and an Associate Member of American Psychological Association (“APA”). She has been serving HKPS since 2020, initially as a Council Designated Person – Complaint Officer, then an Elected Council Member, the General Secretary of Registration Board, and a DIOP representative in PR Committee.

With a master’s degree in applied psychology and extensive consulting and in-house experiences across retail, aviation and financial sector, Jasmine specializes in talent assessment, leadership development and staff engagement. Currently, Jasmine is with AS Watson and her key focus is to manage the Professional Diploma in Retail Management programme (QF Level 5) that Group Retail Academy jointly developed with Institute for Entrepreneurship of PolyU, as well as driving leadership and youth development programmes to ensure our people capability could stay Fit for the Future. She is also responsible for partnering with regional and local leaders to champion DEI across Asia.

In her previous roles, she supported Cathay Dining with talent development, succession planning, staff engagement, LMS implementation, corporate communication and CSR while at Prudential Corporation Asia, her focus was on talent assessment and development for leaders across APAC. Prior to moving in-house, Jasmine was a talent management consultant with experience in the design and delivery of a variety of talent management solutions, including assessment/ development center, competency framework, leadership development workshop, career transition, 360 and psychometric assessment for clients across government, financial, sourcing, & retail sector.

She was a panel discussion speaker for The American Chamber of Commerce in HK (“AmCham HK”) in 2017 and personally, she is a mother and used to own an education business with 200+ students.



Florence Chan

Event & Promotion Officer

Florence has been working in customer service and training field for almost 20 years, and trained thousands of people in different aspects. She had served many Fortune ranked companies in the past which includes high-end and mid-range retails, after-sales service centers, corporate and public service sectors.

Currently she is a Training Consultant provides counselling, training, team building and consultation services to corporate as well as individual customers.

In addition to these areas, she is also an expert in enhancing company culture, employee engagement, positive thinking, communication and coaching.

Florence holds two Master Degrees obtained from the Lingnan University: Master of Science in Work and Organisational Psychology, and Master of Science in Applied Psychology (Counselling).

Besides, she is the certified NLP trainer, National Guild of Hypnotists (NGH) registered hypnotherapist, Chartered Corporate Coach (Cambridge International College), and the first batch of Points of You® Level 3 Expert in China.

Florence is also good in planning, executing service improvement and quality assurance projects. She obtained professional certification of Lean and Six Sigma Blackbelt (Service Industry) and integrated these knowledges with work psychology to enhance staff performance.



Jasmine Lok

Event & Promotion Officer

Jasmine is an organizational development and talent management professional with over 18 years of in-house consulting experience. At the core of her work is a deep passion for applying psychological science to help individuals and organizations maximize human capital.

Jasmine has led and implemented a range of HR programs, including succession planning, high-potential talent identification, and development. She is experienced in translating business goals into specific people initiatives across the entire talent management lifecycle. Her work spans from translating company vision and values to competency frameworks, designing performance management system to formulating impactful learning and development initiatives. She has played a pivotal role in cultivating engaged cultures and spearheading change management efforts.

Jasmine's achievements include winning the Distinguished Trainer Award and leading her company to the Gold Award in HKMA Award for Excellence in Training & Development. She is currently working at Maxim's Group and has held roles in leading companies in the FMCG and insurance sectors.

Academically, Jasmine holds a master's degree in Work and Organizational Psychology from Lingnan University and a bachelor's degree in Psychology from Curtin University in Australia. She is also an accredited administrator of various psychometric assessments, including the Saville WAVE, Big Five and DISC. Additionally, she is a certified career development facilitator.

Throughout her career, Jasmine has remained committed to lifelong learning and professional development. Her passion for helping individuals unlock their potential is evident in all aspects of her work.



Andrew Wong

Ethics Officer

Andrew is a Registered Psychologist with the Hong Kong Psychological Society (HKPS), a Chartered Psychologist and an Associate Fellow with the British Psychological Society (BPS). He is also a Certified MBTI Practitioner.

Andrew holds a Master of Occupational Psychology from the London Metropolitan University in UK. He has over 20 years of In-House HR and Consulting Experience in the areas of talent acquisition, talent assessment, organisation development, leadership development, and performance management. He is currently the Managing Partner of King Lego Consultancy, and focusing on providing psychological and HR consultancy services to various local and international companies. His consulting experience include designing and developing the assessment and development centre, building competency models, leadership coaching, and setting up HR operating models.

Prior to King Lego Consultancy, Andrew was the HR Director at EcoSmart Energy Management Limited where he was responsible for group HR operations and leadership development across all divisions. Before moving to EcoSmart, Andrew was the HR Manager at Richemont Asia Pacific Limited, as a HR Head for various luxury brands including Cartier, Piaget and Van Cleef & Arpels, where he advised these brands in their regional offices on their talent and leadership strategies.



Dr. Francis Cheung

Continuing
Education
Officer

Dr. Francis Cheung is an associate professor in the Department of Psychology at Lingnan University, Hong Kong. He received his Postgraduate Diploma in Psychology, Master of Philosophy in Industrial and Organizational Psychology (I/O), and his doctoral degree from the Chinese University of Hong Kong.

Francis's primary research is on occupational well-being. His current work focuses on several key areas, including workplace emotional management, organizational dehumanization, and occupational health disparities in Hong Kong. His research has appeared in the Journal of Vocational Behavior, Journal of Business and Psychology, Applied Psychology: Health and Well-being, and Applied Psychology: An International Review, among others.



Mickey Fung

Registration Officer

Mickey is a Registered Industrial-Organisational Psychologist (RIOP) and a seasoned talent management practitioner with over 17 years of experience specialising in talent assessment & development, leadership competency, succession planning, talent management system & analytics, and graduate recruitment (HK & Mainland China).

Mickey has been serving the DIOP Executive Committee since 2014 as General Secretary and representative in the HKPS membership committee. She is currently the DIOP representative in HKPS Registration Board. Mickey holds a Master Degree in Occupational Psychology from Birkbeck College, University of London, a Bachelor degree in Psychology from the Chinese University of Hong Kong (CUHK), as well as an Advanced Professional Diploma in Human Resource Management from CUHK School of Continuing and Professional Studies.

Mickey is currently the Senior Talent Management Manager at MTR Corporation. As a seasoned in-house talent management expert, Mickey collaborates with the senior leadership and drives numerous talent initiatives, such as leadership competency model, talent management strategy and corporate leadership pipeline, corporate succession planning cycle, identification and development of high-potential talents from executive managers to graduate levels, design and implementation of talent management systems and analytics, and execution of graduate recruitment and overseas internship programme etc. She works closely with various external consultants and provides advice to business managers with corporate-wide considerations (i.e. policy compliance & internal controls, budgeting, tender & contract) to ensure the smooth running of projects and alignment with business priorities.



Fanny Chow

Scientific & Research Officer

Fanny is a highly accomplished HR professional with a proven track record in talent development and management, transformational leadership, and organizational culture. With diverse industry experiences spanning sectors like banking, luxury retail, insurance, conglomerate and airline. Fanny's expertise lies in driving organizational success through strategic talent strategies that align with business objectives. Her work has been recognized with prestigious industry awards, including “Best Holistic Leadership Development Strategy” and “Best Talent Development Strategy”.

Fanny is equipped with dual master's degrees in I-O Psychology and Applied Psychology, as well as a Master's in HR Management.

Drawing on her understanding of human behavior and organizational dynamics, Fanny has excelled in designing and implementing strategic interventions to upskill employees, enhance customer service, and develop high-potential talents. Her evidence-based approach has consistently driven positive organizational outcomes.



Ruby Lau

Mentoring Program Officer

Ruby is a Registered Industrial-Organizational Psychologist (RIOP) of the Hong Kong Psychological Society (HKPS) and a Certified Global Career Development Facilitator (GCDF). She also leads the mentorship program of the Division of Industrial Organizational Psychology (DIOP).

Ruby holds an MPhil degree in Industrial-Organizational Psychology and a Bachelor's degree in Social Science (majoring in Psychology) from The Chinese University of Hong Kong. She has extensive experience in leading and driving talent management and assessment, organization development, coaching, staff communication, and engagement initiatives in various organizations across diverse industries, including consulting, F&B, the public sector, and aviation.

Currently, Ruby is with the Talent Management Team at Cathay, where she formulates, guides, and manages strategies and projects for talent management and people development at the headquarter and regional levels. Building upon her expertise, she successfully creates and pioneers the first-ever corporate-wide career development program for internal middle to senior-level HiPos, facilitating employees to move beyond their careers and building a sustainable talent pipeline for the organization. Prior to joining Cathay, Ruby played a pivotal role in driving diverse talent management and organization development initiatives in her previous organizations. These initiatives involved, but were not limited to, leading early career development for young talent and corporate graduate trainee programs, advocating for and spearheading the application of psychometric assessment in various TM & OD areas such as recruitment, team dynamics, talent development, and succession planning. She also led the design and delivery of talent assessment and development centers, as well as driving and managing projects focused on employee engagement and organization culture. Ruby's passion lies in devising and championing TM & OD strategies and fostering people development to achieve organization growth and business success.

Ruby is also an accredited administrator for various psychometric assessments, such as WAVE, Hogan, etc. She is deeply passionate about unleashing the untapped potential within individuals. Her mission is to empower and inspire people, helping them unlock their true capabilities and experience growth and fulfillment in both their professional and personal lives. She eagerly looks forward to connecting with others to share insights, collaborate, and grow together.