



# Excel Through Managing Change: The Board's Perspectives ***A View from GAMMON***

Presented by Thomas Ho, Chief Executive  
Gammon Construction Limited

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# The Gammon Promise

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## THE GAMMON PROMISE

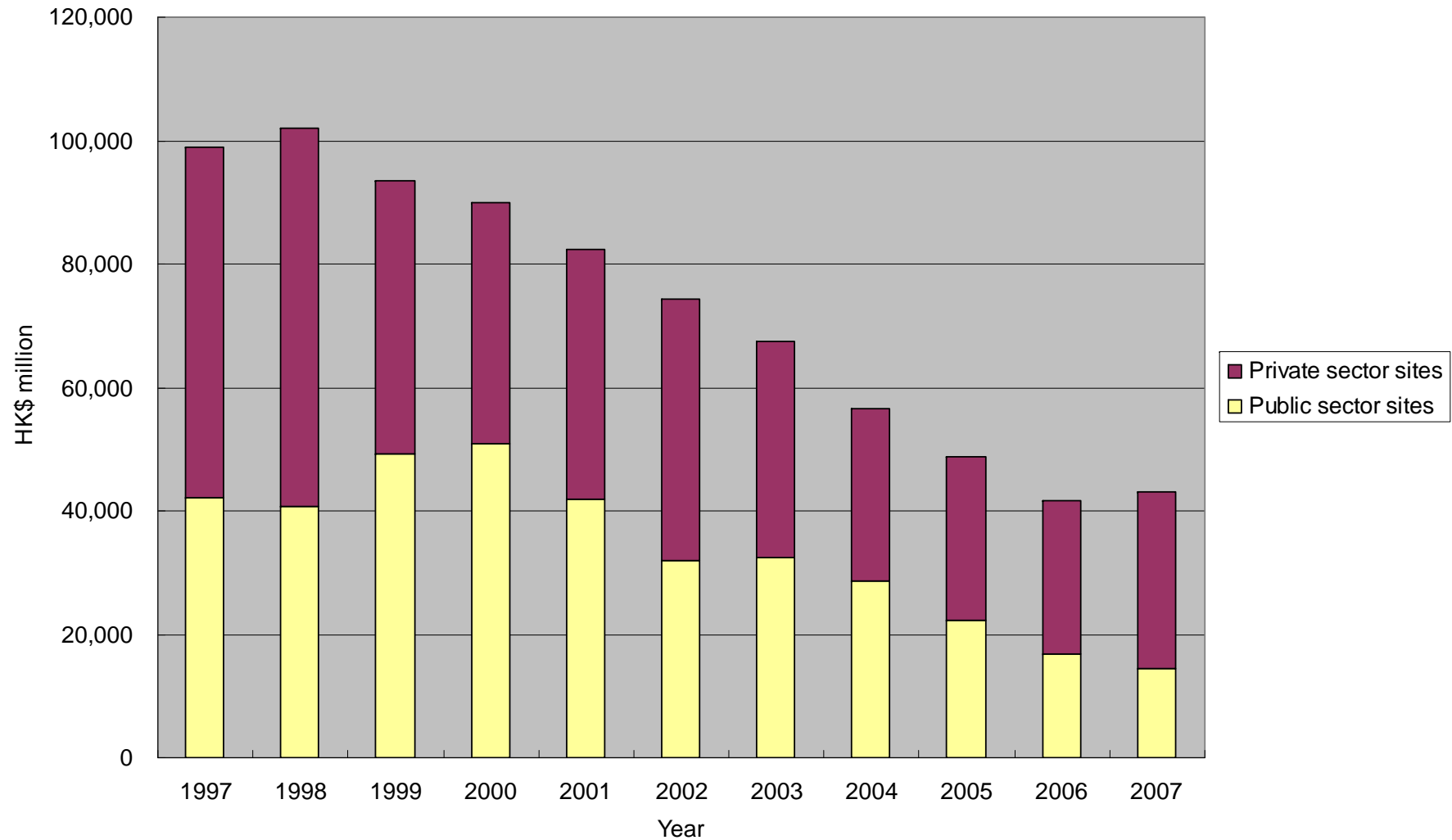
A CONTINUING COMMITMENT TO HONG KONG

BY KEVIN SINCLAIR



# Some big issues to tackle....work

Gross Value of construction works performed by main contractors at construction sites by sector (1997-2007)



# Late 1990's.... "an industry in Crisis?"

- High profile scandals
  - Housing Authority
  - Hong Kong Station
  - Tin Shui Wai
  - Sha Tin



Ming Pao 26 May 2000

# Construct for Excellence – The Tang Report

To Chief Executive 18 Jan 2001  
Tung Chee Hwa

“... we need a MODERN, SAFE,  
INNOVATIVE, EFFICIENT,  
ENVIRONMENTALLY RESPONSIBLE  
... construction industry ... to deliver  
QUALITY products ... to SUPPORT the  
... development of OUR ECONOMY  
... and to provide a BETTER LIVING  
ENVIRONMENT for the population.”

Henry Tang  
Chairman  
Construction Industry Review Committee



# Tamar



# ITE West



# The Venetian



# Sanlitun



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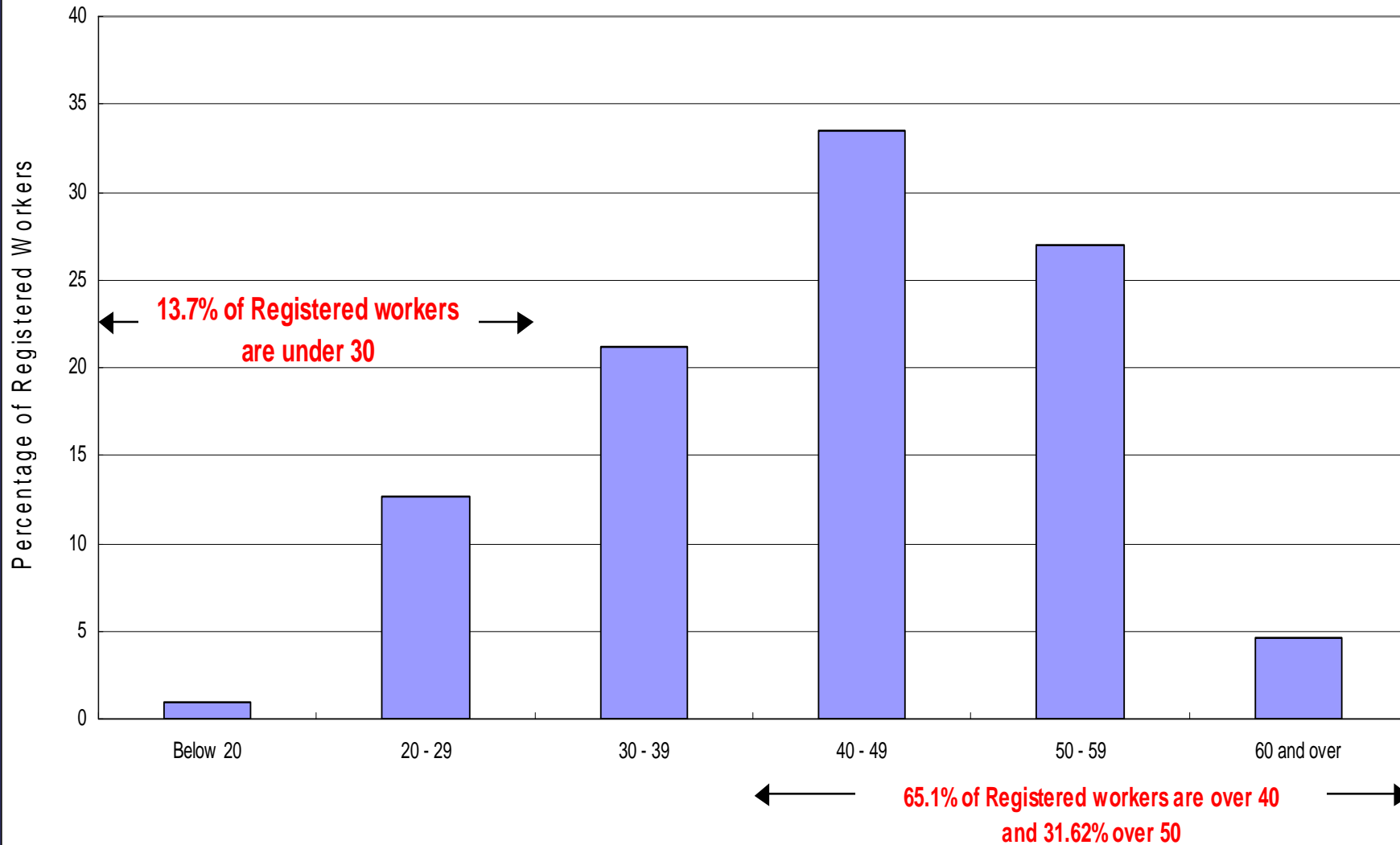
This artist's interpretation is created specifically for comment and is not intended for any form of publicity whatsoever. It is for reference and use only by the displayed brand.

# Sustainability Report

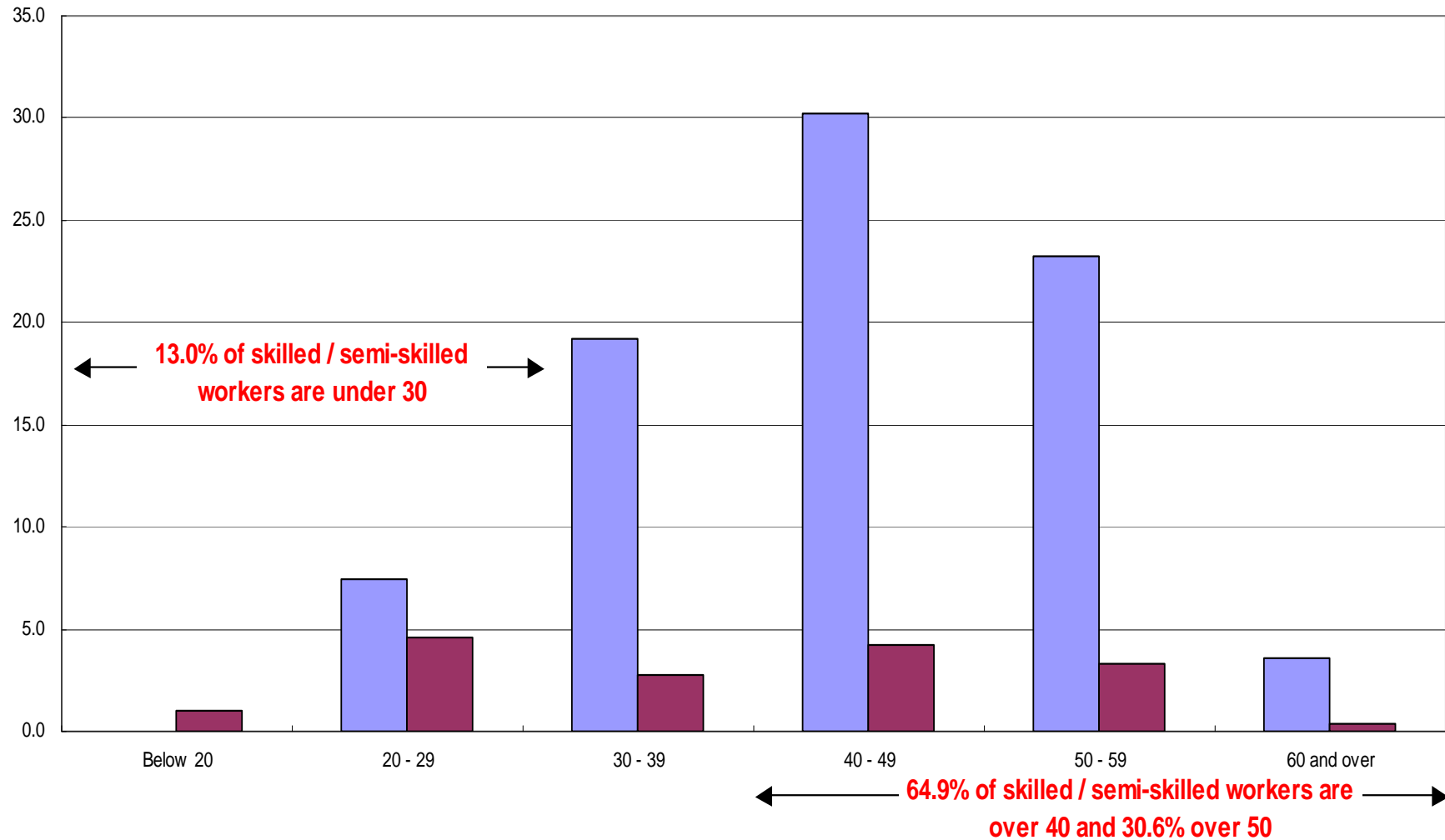
Sustainability is to Gammon the pursuit of our long-term economic and business goals in an environmentally and socially responsible manner



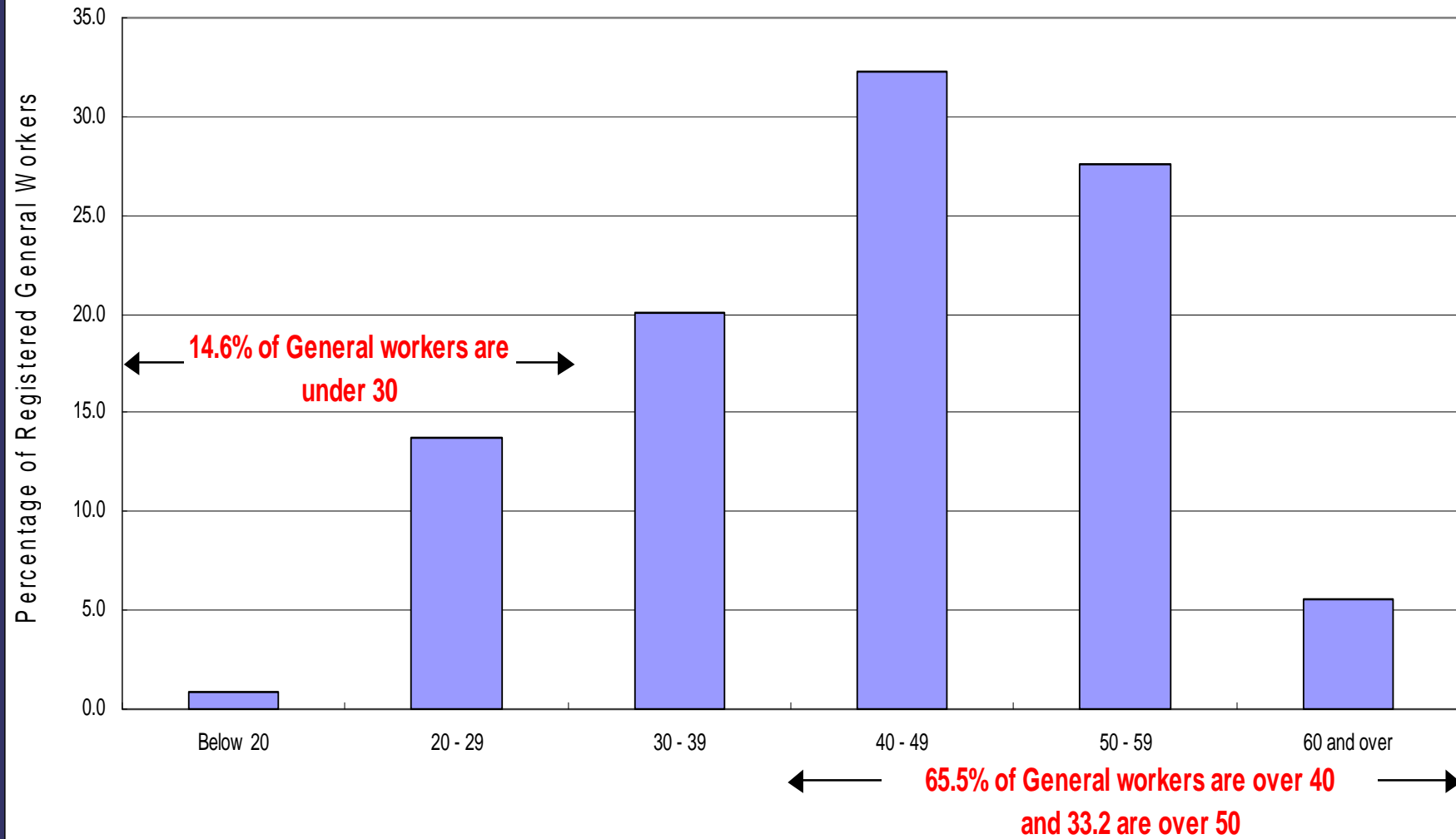
## Demographics of Registered Construction Workers as at 30 November 2007 (All Workers, approximately 220,000)



## Demographics of Registered Construction Workers as at 30 November 2007 (Skilled and Semi-Skilled Workers)



## Demographics of Registered Construction Workers as at 30 November 2007 (General Workers)



# Challenging the education system

Survey conducted by The University of Hong Kong  
Careers Education and Placement Centre 2005

Professional degree Graduates working in different occupations

	Inside own subject of study	Outside own subject of study
Architecture	80%	20%
Dentistry	100%	0%
Education	83%	17%
Engineering	71%	29%
Law	71%	29%
Medicine	95%	5%

Sources from: [http://www.hku.edu.hk/press/news\\_detail\\_5389.html](http://www.hku.edu.hk/press/news_detail_5389.html)

Latest figures for Engineering loss, 33% in 2006

# Today's Challenge

- **TALENT MANAGEMENT**
- **MANAGE INFLATION IMPACTS**

**THANK YOU**