

# Leadership-in-Action Project Outline

## Full Name and Affiliated University

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## Title of the LiA Project

Empowering the Down Syndrome and autistic community

## Organization Partner

Love 21 Foundation

## Organization Contact

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## Cause Supported

Love 21 Foundation is a non-profit organization, dedicated to empowering the Down syndrome and autistic community through employment, sports and nutrition programmes. Its quest lies in equipping the Down syndrome and autistic community with social connections, workplace skills, health awareness and resources.

## Sustainable Development Goals

3. Good health and well-being
  - 3.4 Reduce mortality from non-communicable diseases and promote mental health
10. Reduced inequalities
  - 10.3 Ensure equal opportunities and end discrimination

## Objectives

- To foster employability, health awareness and confidence of the Down syndrome and autistic community
- To coordinate activities and workshops with partnering organisations
- To advocate for more attention, resources, inclusive environments for the Down Syndrome and autistic community

## Challenges

- Communication barriers: The Down syndrome and autistic community often have varying levels of verbal and non-verbal communication skills, which may hinder convey of instructions and gathering of feedback. Miscommunication may affect team dynamics and collaboration.

- Expectations management: Balancing the expectations of diverse stakeholders, such as caregivers, colleagues, and partnering organizations, while ensuring that the targeted community felt supported may drive conflicts. Pressure to achieve specific outcomes could stress out both the targeted community and colleagues.

### **Overcoming challenges**

- Flexibility and sensitivity in communication: Utilising diverse means of communication, such as visual aids, hands-on demonstration and simplified language, could adapt to varying levels of communication skills. Developing sensitivity to non-verbal cues, along attentiveness, could also bridge the communication gap.
- Open communication with all stakeholders: Regular meetings and updates could help assess expectations and adjust goals accordingly. A safe space could encourage clear articulation of values and active involvement in decision making, empowering different stakeholders with sense of control.

### **Milestones per week**

#### Week 1

- Familiarise with daily operations of Love 21 Foundation
- Understand the expectations and goals of Love 21 Foundation
- Team building with full-time staff and interns

#### Week 2

- Supervise sports lessons
- Build rapport with Down Syndrome and autistic community and their caregivers
- Identify the hardships faced by Down Syndrome and autistic community

#### Week 3

- Manage employment and development programme
- Monitor and train workplace skills of employees with Down Syndrome or Autism
- Create an inclusive workplace atmosphere

#### Week 4

- Coordinate with HSBC on Mentorship Programme
- Bridge communication between mentors and mentees with Down Syndrome or autism
- Overlook the HSBC GameChanger Financial Workshop

#### Week 5

- Coordinate with Jockey Club on Health and Nutrition Programme
- Monitor and train employees with Down Syndrome or autism to perform body analysis
- Hold cooking demonstration workshop

#### Week 6

- Design and distribute certificates to employees in the employment and development programme
- Welcome volunteers from HandsOn Hong Kong
- Reflect upon leadership experience and learnings