陳珊珊女士, *MH*
Ms CHAN Shan Shan, *MH*

Ms Cally Chan Shan Shan's journey is a story of firsts. As a trailblazer throughout her distinguished career, she broke new ground as the first female General Manager of both Microsoft Hong Kong and Macau and Hewlett-Packard (HP) Hong Kong and Macau. Under her leadership, Microsoft's Hong Kong office achieved many milestones, winning its first two global awards in 2019 and 2020. Her story is one of quiet determination to succeed, not only in her own career but also for a younger generation of women aspiring to follow in her footsteps as ICT professionals.

Born and educated in Hong Kong, Ms Chan grew up in a traditional household with three brothers, where expectations often favored the boys. Yet it was her mother who encouraged her to "follow her heart" when contemplating what career she should choose. And it was her grandmother who bought Ms Chan's first computer in celebration of her acceptance to The University of Hong Kong, where she graduated with a Bachelor of Science in Computing Studies.

Ms Chan's decision to study computer science stemmed from her love of mathematics, a discipline she had excelled in from an early age. At that time, computer science was a field so nascent that the program she registered had only been offered for three years. She nevertheless took a leap of faith and became one of only eight women in a class of over sixty.

After graduation, she joined HP as a support engineer, one of the very few female engineers there. Her rise through HP's ranks was steady. From support engineer to General Manager of the outsourcing business, she eventually became Vice President and Managing Director of HP Hong Kong and Macau. Along the way, she managed to complete an Executive MBA from The Chinese University of Hong Kong in 2007, balancing work, study, and leadership with remarkable discipline.

Ms Chan persevered through numerous obstacles on her journey. When she expressed interest in leading HP's Hong Kong office, her boss hesitated. It was not because of her capabilities, which were widely acknowledged, but because most stakeholders were men. Instead of backing down, Ms Chan proposed joining the Hong Kong Computer Society as a council member. This gave her visibility and credibility in the industry, as well as the opportunity to build trust in circles where she had once been an outsider.

陳珊珊女士的職涯就是一段充滿「第一」的傳奇，她在香港資訊科技界深耕35年，成為首位出任微軟和惠普香港及澳門區總經理的女性，開創業界先河。在她的領導下，微軟香港屢創佳績，於2019年及2020年首度榮獲兩項全球殊榮，成就斐然。憑藉其沉穩堅毅的精神，她不僅在職場上發光發熱，更為有志投身科技界的年輕女性樹立典範。

陳女士於香港出生，成長於一個傳統家庭，家中有三位兄弟，當時社會普遍在性別角色上存在傳統觀念，然而她的母親卻一直鼓勵她在探索未來職業時追隨心之所向。陳女士當年成功考入香港大學，收到外祖母送贈她人生第一部電腦，此電腦伴隨她完成學業及取得理學士（計算機科學）學位。

她選擇修讀計算機科學，源於自幼對數學的熱愛和天賦。當時該學系開辦僅三年，屬新興領域，但她目光篤定，毅然投身其中，成為逾六十名新生中寥寥八位女生之一。

畢業後，陳女士加入惠普，從支援工程師起步，是公司裏為數不多的女性工程師。她憑藉出色表現漸受倚重，青雲直上，逐步晉升至外購服務總經理、集團副總裁、香港及澳門區董事總經理。學無止境，她工餘時亦不忘進修，於2007年取得香港中文大學行政人員工商管理學碩士學位，事業和學業兼顧得宜，同時帶領企業蒸蒸日上。

陳女士的成功之路亦非坦途。儘管公司對她的才幹讚譽交加，但當她提出欲領導惠普香港分部時，卻遭遇上司的猶豫——因為業界持分者多為男性主導。陳女士並未退縮，反而主動要求加入香港電腦學會，擔任理事會成員，藉此累積和建立聲望，成功打入原來陌生的圈子，贏得信任和認同。

效力惠普27年後，陳女士毅然揮別熟悉的環境，勇敢踏上新征途，加盟微軟。她看準雲端運算及人工智能的發展潛力，縱然微軟當時仍以軟件業務為主，在雲端領域只是初露頭角，陳女士深信那是她實現抱負的最佳舞台。她督導有方，任職微軟期

After 27 years at HP, Ms Chan made a bold move to Microsoft, motivated by her belief in the transformative potential of cloud computing and AI. Despite Microsoft's reputation as a software company rather than a cloud leader, Ms Chan saw its potential to give her the platform she needed to make a bigger impact. While at Microsoft, she succeeded in helping the company reposition itself as a leading enterprise cloud and AI platform in the region. She also formed partnerships between Microsoft and external organizations like the Hong Kong Monetary Authority on initiatives aimed at the digital transformation of Hong Kong enterprises.

Ms Chan's leadership philosophy is firmly anchored in her "3C Principle" of Capability, Connect, and Create, as well as her "ABCDEF Framework" that can be applied to any profession: A for Artificial Intelligence (AI); B for Big data; C for Cloud computing; D for Delegation; E for Emotional intelligence; and F for Flexibility. These principles became her compass, helping her navigate change with agility and inspire others.

A passionate advocate for gender diversity and inclusion, Ms Chan worked closely with HR at Microsoft to ensure female candidates were included in final interview rounds. By the time she stepped down, female representation had risen substantially to nearly 40%. Ms Chan also founded the FACE Club—Female, Attract, Connect, Engage—as a mentorship and support platform for women in tech. Today, she continues to mentor young women and promote gender diversity through government initiatives such as "She Inspires".

Ms Chan's commitment to education and innovation further extended to her role at The Hong Kong University of Science and Technology (HKUST), where she served as a Council Member and Chair of the Knowledge Transfer Committee. She played a pivotal role in supporting university startups and now continues to serve as a board member of the HKUST Redbird Innovation Fund, guiding emerging ventures toward commercialization. Her deep background in information technology provides a critical lens for evaluating novel technologies and assessing market viability, a skillset she applies to both her academic and public service roles to champion forward-looking, technology-driven initiatives.

After 35 years of continuous work with only one day off between leaving HP and joining Microsoft, Ms Chan is finally taking a well-deserved break to recharge. Yet even in rest, she is still thinking ahead about how to leverage her experience to create broader impact.

HKUST is proud to honor Ms Cally Chan Shan Shan for her outstanding contributions to technology, education, diversity and leadership, as well as her vision of encouraging women to pursue a career in tech.

間，協助公司成功重新定位，躍身為區內領先的企業雲端與人工智能平台，並與香港金融管理局等機構締結合作關係，致力推動本港企業數碼轉型。

陳女士的領導哲學建基於其「3C原則」──「能力」（Capability）、「連繫」（Connect）、「創造」（Create），以及其「ABCDEF框架」──人工智能（AI）、大數據（Big Data）、雲端運算（Cloud Computing）、權責委派（Delegation）、情緒智商（Emotional Intelligence）及靈活應變（Flexibility）。這套理念放之四海而皆準，是她馳騁商海的導航明燈，無論任何變化她也能機智應對，游刃有餘。

作為女性領袖典範，陳女士熱心推動性別多元與共融，她與微軟的人力資源部緊密合作，確保女性應徵者能在最終面試佔一席之地。端賴陳女士的努力革新，在她離任時，女性員工比例已顯著上升至接近四成。此外，她更創立業界首個女性組織FACE Club，旨在凝聚女性（Female）、吸引人才（Attract）、建立連繫（Connect）及推動參與（Engage），為科技界女性提供師友及支援平台。時至今日，她仍然通過「友妳啟導友師計劃」等政府項目，繼續培育年輕女性，積極推廣共融，扶掖後進。

陳女士在教育及創新範疇同樣不遺餘力，她曾任香港科技大學（科大）校董會成員及知識轉移委員會主席。她亦積極支持大學初創發展，現時擔任科大紅鳥創新創業基金董事會成員，悉心指導初創企業邁向商業化。她在資訊科技領域的深厚背景，使其能以獨特的專業眼光，精準評估新興技術與市場的可行性，並充分將這項專業能力運用在其學術界與公共服務角色中，積極推動以科技驅動、具前瞻性的計劃。

在長達35載的職業生涯中，陳女士僅在離開惠普和加入微軟之間休息了一天。如今，她終於卸下重任，享受久違的休閒時光。然而，即使在休息之際，她仍尋思如何運用自身經驗和智慧，轉化為造福社會的力量。

陳珊珊女士對科技、教育、多元共融和企業管理貢獻殊深，其鼓勵女性投身科技行業，更堪為表率，科大謹此衷心表揚。