

## Candidate to the Board

# Olivier KYC



### EXPERIENCE/AREAS OF EXPERTISE RELEVANT TO THE SCHOOL AND THE BOARD

I bring deep institutional knowledge gained over a three-year Board tenure, combined with more than fifteen years of management consulting experience leading complex transformations. I understand the School's culture, governance structures, and community expectations, and I apply disciplined, outcome-focused approaches to turn Board strategy into clear priorities, sound decisions, and measurable results.

As Board Secretary this year, I strengthened governance effectiveness by sharpening agendas, clarifying decision-making, and improving follow-through. Working closely with the Chairman, Head of School, and senior leadership team, I helped translate Board discussions into concrete actions across HR, finance, facilities, curriculum, and student wellbeing. My consulting background brings structure, accountability, and pace—ensuring decisions are executed consistently rather than repeatedly revisited.

As a member of the Compensation and Benefits Committee, I contributed to the redesign of teacher evaluation processes and conditions of service for more than 800 teaching and non-teaching staff. The outcome was a fairer, more transparent, and development-focused framework that supports performance, engagement, and long-term retention. I applied proven HR transformation practices pragmatically, aligning roles, expectations, and incentives while respecting the realities and values of an educational environment.

I was an active contributor to the Board-level efforts to establish the School's first Child Protection Policy, laying a clear safeguarding foundation for all students, with particular attention to those with special needs. Working closely with the FIS health team, we monitored wellbeing indicators, including bullying trends, and strengthened coordination between pastoral, health, and academic teams.

### HOW I EXPECT TO CONTRIBUTE AS A BOARD DIRECTOR

Trust, Dialogue, and Accountability Trust matters to me. I aim to be accessible, ensure every voice is heard through regular surveys that reflect parent and teacher perspectives, clearly explain Board decisions and actions in the right forums, and always act in the best interest of all debenture holders.

Continued Contribution as Board Secretary I expect to continue serving as Board Secretary, supporting clear decisions, smooth Board operations and progress against the Head of School KPIs. My focus is on transparency, effective collaboration and alignment between the Board, the school, and families.

Supporting Responsible Use of AI at School I would be happy to contribute to an AI Committee to guide how AI is used for learning. The focus would be helping teachers, preparing students, and using technology responsibly and thoughtfully.

Shaping the 2028–2032 Strategic Chapter I want to help shape the next strategic chapter by refreshing the OneFIS vision. Using a design-thinking approach, my focus is on a clear direction families can understand, practical priorities that reflect parents' needs, and actions that deliver real, visible progress for students and the school.

### HEAR FROM THE CANDIDATE



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### WHAT I SEE AS PRIORITIES FOR THE SCHOOL IN THE NEXT 3 TO 5 YEARS

The International Stream must stand out among Hong Kong's top international schools. Priorities include stronger IB results, better language pathway, and improved university placements.

The school's infrastructure must support effective learning and projected student enrollment. Blue Pool Road requires planned renovations and balanced class distribution across campuses. Digital infrastructure requires reliable consistent platforms for students, parents and teachers.

Parents want confidence in an excellent education across both French and International streams. This means improving the curriculum, strong language pathways, solid maths and science foundations, and ethical use of AI. This implies investing on our highly-dedicated and outstanding teachers, investing in their trainings and sharing learnings between streams.

Families expect tailored guidance and consistently high standards for their children. This requires early orientation, structured preparation for leading universities globally, clearly defined pathways to top European engineering and business schools, and transparent data on placement outcomes.

Wellbeing and inclusion is a clear value of our school , with well-trained teachers who can effectively support children with special educational needs, stronger collaboration with local and international specialists, practical support for families (including coordination with the Consulate), and consistent prevention and handling of bullying.