

Bio as of Feb 1, 2026



Dr. Toa Charm

Founding Chairman

Data & AI Literacy Association

LinkedIn Profile: <https://www.linkedin.com/in/toacharm/>

Dr. Toa Charm is a pioneer in digital transformation and AI strategy in Asia. He has served in senior roles at IBM, Oracle, HSBC, Jardine, and Cyberport, where he helped cultivate thousands of startups and several unicorns. Now Associate Professor at CUHK Business School, Founding Chair of the Data & AI Literacy Association, leaders of several elite tech companies and INEDs of reputable enterprises, Dr. Charm provides strategic advisory and training to enterprises across industries and governments, helping leaders harness AI, embrace innovation, and turn disruption into opportunity.

湛家揚博士

數據及人工智能素養協會創會主席

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湛家揚博士是亞洲數碼轉型及人工智能策略的先驅，曾於 IBM、Oracle、匯豐、怡和及香港數碼港等跨國企業及機構擔任高層職位，成功培育數以千計初創企業及多家獨角獸公司。現任香港中文大學商學院副教授兼行政人員工商管理碩士及博士課程副主任，並為數據及人工智能素養協會創會主席，同時出任多間頂尖科技企業領袖及知名企業的獨立非執行董事。湛博士為政府及各行業提供策略顧問與培訓，協助領袖掌握人工智能、推動創新，並將挑戰轉化為機遇。

Dr. Toa Charm

Founding Chair, Data & AI Literacy Association

DBA, MA, BSc, FHKIM, FDALA

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Dr. Toa Charm is a leading figure in innovation and artificial intelligence across Asia, with over 30 years of experience driving digital transformation and technology advancement. Bridging academia, industry, and policy, he currently serves as Associate Professor and Associate Director of the EMBA/DBA programs at CUHK Business School, and is the Founding Chair of the Data & AI Literacy Association, INED of TransUnion Credit Services, and leaders and advisors of a few elite Asia's tech start-ups including Buy&Ship, HairCoSys, Lively Impact, OpenCertHub Academy, Posify, Wizpresso and more.

Dr. Charm is dedicated to cultivating AI and data literacy among business leaders and the wider community, fostering corporate innovation, entrepreneurship, and intrapreneurship, and advancing the adoption of inclusive AI. His mission is to empower society through education, advisory, and thought leadership, narrowing the AI divide and positioning Hong Kong as vital bridges in the global AI era.

In the corporate sector, Dr. Charm has held senior leadership roles at IBM, Oracle, HSBC, Jardine, and Kingdee, and served as Chief Public Mission Officer of Hong Kong Cyberport. There, he successfully built one of the world's leading innovation ecosystems, nurturing over 1,200 startups from 30+ countries, including several unicorns. His contributions have earned him numerous accolades, including Fellow of the Hong Kong Institute of Marketing, recognition as a LinkedIn Top 5% Global Influencer, and the Distinguished Alumni Award from CityU Business School.

Beyond education and association work, Dr. Charm provides strategic advisory and executive training to organizations across finance, retail, technology, telecommunications, real estate, logistics, government, and public services. His clients include AXA, AIA, Prudential, BEA, Hang Seng Bank, ICBC, Ricoh, Hip Hing Construction, Chow Tai Fook, Harbour City, Galaxy Macau, DPO, Airport Authority, Department of Health, Urban Renewal Authority, and MTR. His programs help senior leaders grasp the latest trends in AI and digital transformation, translating theory into actionable strategies.

Dr. Charm serves on multiple advisory bodies in Hong Kong, including GS1 Hong Kong, the Federation of Hong Kong Industries (FHKI) Startup Committee, the Hong Kong Retail Management Association (HKRMA) Digital Advisory Panel, Hong Kong Science Park, and the Cyberport Entrepreneurship Centre. Dr. Charm is also deeply engaged in Macao's innovation landscape. He has been appointed as a member of the Macao SAR Government's Science and Technology Council, advisor to the Faculty of Business at Macao University of Science and Technology, Vice Chairman of the Macao Institute of Industrial Technology, and former member of the Talent Development Committee.

Dr. Charm is the author of 《數碼力大提升》 (Digital Power Up) , and a columnist on innovation and technology for the Hong Kong Economic Journal 《信報》 . He has also published a business case with Ivey Publishing, HSBC – Embracing Open Innovation for SMEs. He holds a Doctor of Business Administration from City University of Hong Kong and has completed executive training at Harvard, MIT, Stanford, Oxford, UC Berkeley, CEIBS, and IDEO. Widely recognized as a visionary force in Asia's digital economy, Dr. Charm continues to inspire and empower leaders to thrive in the age of AI.

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湛家揚博士是亞洲創新科技及人工智能領域的領軍人物，擁有逾三十年推動數碼轉型及科技創新的經驗，橫跨學術、業界及政策範疇。現任香港中文大學商學院副教授兼行政人員工商管理碩士及博士課程副主任，並為數據及人工智能素養協會創會主席，亦為 TransUnion 信貸服務獨立非執行董事，以及多間亞洲頂尖科技初創企業的領袖及顧問，包括 Buy&Ship、HairCoSys、Lively Impact、OpenCertHub Academy、Posify、Wizpresso 等。

湛博士致力培育企業高層及社會大眾的人工智能與數據素養，推動企業創新、創業及內創精神，並促進包容性人工智能的落地與普及。他的使命是透過教育、顧問服務及思維領導，縮小人工智能鴻溝，並推動香港在全球人工智能時代中成為重要的連結與橋樑。

在企業界方面，湛博士曾於 IBM、Oracle、匯豐、怡和及金蝶等跨國企業擔任高層職位，並出任香港數碼港首席公眾使命官，成功打造全球領先的創科生態圈，培育逾一千二百間來自三十多個國家的初創企業，其中包括多家獨角獸公司。他的貢獻獲得多項殊榮，包括香港市場學會院士、LinkedIn 全球前五百分影響力人物，以及香港城市大學商學院傑出校友獎。

湛博士亦為金融、零售、科技、電訊、地產、物流、政府及公共服務等領域提供策略顧問及培訓服務，客戶包括安盛、友邦、保誠、東亞銀行、恆生銀行、工商銀行、理光、協興建築、周大福、海港城、澳門銀河度假城、數字政策辦公室、機場管理局、衛生署、市建局及港鐵等。他的顧問及培訓工作，協助企業領導層掌握人工智能及數碼轉型的最新趨勢，並將理論與實務結合，轉化為具體策略與行動。

湛博士同時活躍於多個香港及區域性顧問組織，包括香港貨品編碼協會、香港工業總會創業委員會、香港零售管理協會數碼顧問小組、香港科學園及數碼港創業中心等。他亦深耕澳門創科發展，曾任澳門特區政府人才發展委員會成員，現任科技委員會委員、並出任澳門科技大學商學院顧問委員會成員及澳門工業技術研究院副理事長。

湛博士著有《數碼力大提升》一書，並於《信報》撰寫創新科技專欄，持續推動社會掌握科技趨勢與應用。他亦於 Ivey Publishing 發表案例《滙豐銀行 - 為中小企業擁抱開放式創新》。湛博士擁有香港城市大學工商管理博士學位，並曾於哈佛、麻省理工、斯坦福、牛津、加州大學伯克利、中歐國際工商學院及 IDEO 完成高管培訓，為推動亞洲數碼經濟的遠見卓識力量。