

e2 HR / IR 2026 CONFERENCE

Co-hosted by AuntyHR

Empower & Evolve: Contemporary Issues & Trends in Industrial Relations

Le Méridien Petaling Jaya Hotel

11-13 MAY 2026 • 9.00 am – 5.00 pm

FEE (RM)	
WORKSHOP ONLY	RM 1,500 PER PAX
CONFERENCE & WORKSHOP	RM 4,500 PER PAX
CONFERENCE ONLY	RM 3,000 PER PAX

- All prices are exclusive of 8% SST.
- 30% upfront payment is required to secure registration and is claimable under HRDCorp, subject to grant approval



SCAN TO REGISTER

Sponsor by :



PRE-CONFERENCE WORKSHOP

11 MAY 2026

Coordinated by

AuntyHR
Influencing HR in Malaysia,
#AuntyHR #BebelBimbo



9.00am – 9.30am	<p>Opening</p> <p><i>Set context, expectations, and readiness for experiential learning.</i></p>	<ul style="list-style-type: none"> Welcome message & brief intro of host and trainers Reiteration of training objectives and outcomes Agenda run-through 	Icebreaker
9.30am – 10.30am	<p>SESSION 1</p> <p>The Social Experiment Part 1 with AuntyHR</p> <p><i>Surface gaps between self-perception and external perception</i></p>	<ul style="list-style-type: none"> Experimental Activity: First Impression Reality Check Debrief Focus: Intent vs. Impact 	Lecture Storytelling Energiser
 <p>MORNING TEA BREAK 10.30am – 10.45am</p>			
10.45am – 12.30pm	<p>SESSION 2</p> <p>Networking for HR Professionals: Creating a Lasting Impression with Dr. Eric Siew</p> <p><i>Build intentional connections that create lasting professional impressions</i></p>	<ul style="list-style-type: none"> Mastering Active Listening Asking Better Questions Non-verbal Language & Micro Signals Auditing Your Digital Footprint The Art of Following Up The Social Experience Part 2 Experimental Activity 	Lecture Storytelling
 <p>LUNCH BREAK 12.30pm – 1.30pm</p>			
1.30pm – 3.00pm	<p>SESSION 3</p> <p>The Alchymyst's HR Card Game Part 1</p> <p><i>Energise participants through a fun HR card game that reinforces key concepts while sparking laughter</i></p>	<ul style="list-style-type: none"> Experimental Activity: The HR Toxic Workplace Game – Introduction & Practice 	Energiser
3.00pm – 3.30pm	<p>SESSION 4</p> <p>Influence Under Pressure: Applying Awareness to HR Decision- Making</p>	<ul style="list-style-type: none"> Coalition-building vs. Exclusion Ethical decision making under pressure Communication choices during conflict 	Lecture Group Discussion
 <p>AFTERNOON TEA BREAK 3.30pm – 3.45pm</p>			
3.45pm – 4.45pm	<p>SESSION 5</p> <p>The Alchymyst's HR Card Game Part 2: Behavioral Assessment</p> <p><i>Apply awareness to make intentional HR decisions under pressure</i></p>	<ul style="list-style-type: none"> Experimental Activity: The HR Toxic Workplace Game Tournament 	Energiser
4.45pm – 5.00pm	<p>Closing : Q&A</p> <p>Clarify understanding and reinforce key takeaways</p>	<ul style="list-style-type: none"> Q&A 	Q&A

END OF WORKSHOP

PROGRAM DETAILS

CONFERENCE – 12 MAY 2026

Opening and Welcome Address 9.00am – 9.15am

TOPIC 1 9.15am – 10.00am

PIPs Gone Wrong. Key Learnings from Recent Industrial Court Awards on Performance Management

Performance Management has been regarded as a legal liability, and the costs are staggering. Learn critical mistakes that turn routine PIPs into losses through decided Industrial Court awards.



Amardeep Singh Toor
Partner,
Lee Hishammuddin Allen & Gledhill



COFFEE BREAK 10.00am – 10.30am

TOPIC 2 10.30am – 11.15am

Exiting the C-Suite and Senior Management: Legal, Reputational and Industrial Relations strategies for senior level termination

Terminating a senior executive requires more than just a checklist. Explore the complex intersection of airtight contracts, mutual separation strategies and the delicate art of a clean break.



Yong Hon Cheong
Partner,
Zaid Ibrahim & Co

TOPIC 3 11.15am – 12.30pm

The Corporate to Agile Pivot: Modernizing Human Resources and Industrial Relations for High Velocity Growth

Having steered a huge organisation successfully to scaling a high growth venture, Azran offers a rare perspective on how HR practitioners can re-think their blueprint for building a framework that is robust enough for a boardroom, but agile enough for a disruptive market.



Azran Osman Rani
Group CEO & Co-Founder,
Naluri Life



LUNCH BREAK 12.30pm – 1.30pm

PANEL DISCUSSION 1 1.30pm – 2.15pm

The Perpetual Temporary: Rolling Fixed Term Contracts and Contracts for Service – Are they a ticking time bomb?

Temporary arrangements are sometimes not temporary. C-Suites, Senior Management, Contractors are common examples to name a few. This session focuses on navigating this IR minefield or fixed term engagements.



Leonard Yeoh
Partner,
Tay & Partners

PANEL DISCUSSION 1



Jassmine Joseph
Senior Consultant,
E2 Workforce Consulting



Moderated by
Rachel Tan
Partner,
Rachel & Co



Edward Saw
Partner,
Messrs Josephine,
LK Chow & Co.

TOPIC 4 2.15pm – 3.00pm

Trade Union Recognition in 2026: Compliance, Culture and Contingency Planning

The surge in union recognition claims isn't a coincidence. Legislative reforms have shaped a new future in IR. This session reveals why assuming the status quo is a dangerous gamble and how HR must pivot into a proactive, high-engagement unit.



Dzulfadli Bin Lamin
Senior Consultant,
E2 Workforce Consulting



COFFEE BREAK 3.00pm – 3.30pm

TOPIC 5 3.30pm – 4.00pm

Building a Resilient ER Culture Through Positive Psychology

Explore the powerful intersection of resilience and positive psychology and how organisations can focus on strengths, promoting gratitude and encouraging growth mindset as means to mitigate IR risks.



Max Wong
Director,
Impact Evolution

HYPOTHETICAL 4.00pm – 5.00pm

Exit Package or Legal Trap: How your seemingly safe MSS could backfire

A signed MSS is not an absolute shield. Recent case awards have emphasised on the importance of the 'leading up' instead of the document itself. This hypothetical session allows participants to understand the build-up of a MSS from multiple perspectives.

Coordinated by



Richard Wee
Managing Partner,
Richard Wee Chambers

END OF DAY 1

PROGRAM DETAILS

CONFERENCE – 13 MAY 2026

Registration and welcoming 9.00am – 9.15am

TOPIC 6 9.15am – 10.00am

Employee Surveillance & Tracking Tools – Is it permitted and how much is too much?

Biometric data, GPS monitoring and always-on status? As an organisation, how do you ensure surveillance remains a support tool rather than a ticking time bomb for PDPA breaches and perhaps, even constructive dismissal claims.



Foo Siew Li
Partner,
SKRINE

COFFEE BREAK 10.00am – 10.30am

TOPIC 7 10.30am – 11.30am

Post-Termination Playbook: Strategies to Protect the Business when key employees move on

This session provides a practical playbook for managing influential departures, from drafting airtight non-solicitation and non-compete to using digital forensics to safeguard trade secrets during a transition.



Donovan Cheah
Partner,
Donovan & Ho



Moderated by
Cassandra Peter
Consultant,
E2 Workforce Consulting



Lim Zi-Han
Partner,
Donovan & Ho

PANEL DISCUSSION 2 11.30am – 12.30pm

The Wellness Paradox: Balancing an Employer's Duty of Care with Demand for Performance

In an era where performance and mental health coincides, who wins? Experience the perspectives of a psychologist, lawyer and HR leader as they bridge this gap and discover how to manage underperformance while maintaining a culture of care.



Malar Ramalingam
General Manager,
InPsyful



Janice Anne Leo
Partner,
Steven Thiru
Advocates & Solicitors



Ian Cruddas
Ex-CEO of Mesra



Moderated by
Prashant Chadha
Managing Partner,
Energem Advisory



LUNCH BREAK

12.30pm – 1.30pm

TOPIC 8

1.30pm – 2.30pm

What Can HR Learn From Startups and Influencer Culture

From hiring to engagement – Tim explores how influencer and startup strategises on trust, storytelling and visible leadership is transforming the HR space.



Timothy Tiah
Executive Director,
Colony Co-Working Space

PANEL DISCUSSION 3

2.30pm – 3.30pm

Rapid-Fire Huddle: Open Q&A Session

No scripts, no slides – just solutions. Pick the brains of reputable Consultants on anything IR in this open interactive Q&A session.



Victor Gan
CEO,
E2 Workforce Consulting



Arul Singaraveloo
Co-Founder & CEO,
Malaysia HR Forum



COFFEE BREAK

3.30pm – 4.00pm

TOPIC 9

4.00pm – 5.00pm

The Viral Vent – Can HR Police Workplace Gossips and Online Posts?

In today's hyper-connected world, a seemingly harmless voice note, pantry gossip and online posts can quickly escalate into reputational damage risk. This session explores the fine line between professional responsibility and personal expression, giving HR clear pointers on when overstepping becomes actionable.



Wong Keat Ching
Partner,
Zul Rafique & Partners



CONFERENCE CLOSING AND LUCKY DRAW

5.00pm – 5.30pm

END OF CONFERENCE