



# e2 HR / IR 2026

## CONFERENCE

Co-hosted by AuntyHR

**Empower & Evolve: Contemporary Issues & Trends in Industrial Relations**

**Le Méridien Petaling Jaya Hotel**

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**11-13 MAY 2026 • 9.00 am - 5.00 pm**

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**1 DAY PRE-CONFERENCE  
WORKSHOP &  
2 DAYS CONFERENCE**

**FOR MORE INFORMATION**

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**SCAN TO  
REGISTER**

# OUR SPEAKERS



**Yong Hon Cheong**  
Partner,  
Zaid Ibrahim & Co



**Donovan Cheah**  
Partner,  
Donovan & Ho



**Wong Keat Ching**  
Partner,  
Zul Rafique & Partners



**Azran Osman Rani**  
Group CEO & Co-Founder,  
Naturi Life



**Amardeep Singh Toor**  
Partner,  
Lee Hishammuddin Allen & Gledhill



**Janice Anne Leo**  
Partner,  
Steven Thiru & Sudhar Partnership



**Foo Siew Li**  
Partner,  
SKRINE



**Arul Singaraveloo**  
Co-Founder & CEO,  
Malaysia HR Forum



**Leonard Yeoh**  
Partner,  
Tay & Partners



**Richard Wee**  
Managing Partner,  
Richard Wee Chambers



**Lim Zi-Han**  
Partner,  
Donovan & Ho



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



**Timothy Tiah**  
Executive Director,  
Colony Co-Working Space



**Sim Ling KU**  
Influencing HR in Malaysia,  
#AuntyHR  
#BebelBimbo



**Victor Gan**  
CEO,  
E2 Workforce Consulting



**Max Wong**  
Director,  
Impact Volution



**Ian Malcolm Cruddas**  
Ex-CEO of Mesra



**Evelyn Chue**  
Director,  
PeoplePsyence



**Dr. Eric Siew**  
Lord of Choobub®



**Dzulfadhl Lamin**  
Senior Consultant,  
E2 Workforce Consulting



**Jassmine Joseph**  
Senior Consultant,  
E2 Workforce Consulting

## OUR MODERATORS



**Prashant Chadha**  
Managing Partner,  
Energem Advisory



**Rachel Tan**  
Partner,  
Rachel & Co



**Cassandra Peter**  
Consultant,  
E2 Workforce Consulting

## PRE=CONFERENCE WORKSHOP

11 MAY 2026

Coordinated by

AuntyHR  
Influencing HR in Malaysia,  
#AuntyHR #BebelBimbo



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

# 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 Yeo**  
Partner,  
Tay & Partners

## PANEL DISCUSSION 1



**Jassmine Joseph**  
Senior Consultant,  
E2 Workforce Consulting



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



Moderated by  
**Rachel Tan**  
Partner,  
Rachel & 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 Volition

**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
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TOPIC 6	9.15am – 10.00am
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### 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
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### 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



**Lim Zi-Han**  
Partner,  
Donovan & Ho

Moderated by  
**Cassandra Peter**  
Consultant,  
E2 Workforce Consulting

### 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.



**Evelyn Chue**  
Director,  
PeoplePsyence



**Janice Anne Leo**  
Partner,  
Steven Thiru & Sudhar  
Partnership



**Ian Cruddas**  
Ex-CEO of Mesra

Moderated by  
**Prashant Chadha**  
Managing Partner,  
Energem Advisory



### LUNCH BREAK

12.30pm – 1.30pm

TOPIC 6
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TOPIC 8
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1.30pm – 2.30pm

### What Can HR Learn From Startups and Influencer Culture

From hiring to engagement – Tim explores how influencer and startup strategies 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



TOPIC 9
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3.30pm – 4.00pm

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