

MECA

2025

MECA CONVENTION

19th Edition

11 - 13 NOVEMBER 2025
Connexion Conference & Event Centre

CONVENTION AGENDA PART ONE

★ DAY ONE ★

08.00 - 09.00 Registration & Coffee

09.00 - 09.15 Introduction

09.15 - 09.30 Keynote Address

09.30 - 10.30

Inside the Modern Workplace: Rights, Realities, & Responsibilities

This session features four expert perspectives that cut across the full spectrum of today's workforce challenges - employer strategy, employee sentiment, union responses, and legal precedent. From evolving policies to grassroots realities, each speaker offers a unique lens on the shifting dynamics shaping the future of work.



Datuk Dr Nora Abd Manaf
CHAIRMAN
MANAF GARDNER ASSOCIATES



Anna Balasubramaniam
CEO
MEGA EMPLOYERS CONSULTING AGENCY

10.30 - 11.00 Breakfast

11.00 - 12.00

Inside the Modern Workplace: Rights, Realities, & Responsibilities (cont'd)

This session brings grassroots and legal perspectives to the forefront - spotlighting workforce sentiment from the union community and unpacking key industrial relations precedents that continue to shape employer-employee dynamics in today's evolving HR landscape.



Chandrasegaran Rajandran
MANAGING PARTNER
PREM & CHANDRA ADVOCATES & SOLICITORS



Jeremiah Gurusamy
PARTNER
RAMESH DIPENDRA JEREMIAH LAW

12.00 - 13.15

Panel Session - Making Sense of Artificial Intelligence (AI): From Questions to Solutions

This session explores the evolving role of AI in the world of work - beginning with provocative questions to engage the audience, followed by a dynamic panel debate on the ethical, practical, and human implications of integrating AI into HR and organisational decision-making. Is AI a force for progress or a threat to the human element? Join the conversation and decide for yourself.



Surindren Manickam
DIRECTOR OF SALES | TRAINER | CONSULTANT
VLAM ASIA & EDGE TECH CONSULTING



David Mathew
PARTNER
MESSRS STEVEN THIRU



Azlan Sharom
VICE PRESIDENT, CORPORATE SERVICES
MDEC



Humayoun Khan
AI STRATEGY & INNOVATION LEAD
MYQUICKHR

13.15 - 14.15

Lunch

14.15 - 15.15

Panel Session - Industrial Relations Today: Disruption, Dialogue, & Direction

This panel brings together seasoned experts to unpack the most pressing and emerging issues in industrial relations - from evolving case law and union dynamics to shifting expectations around workplace fairness, flexibility, and dispute resolution. As the IR landscape continues to adapt to social, economic, and technological forces, this session offers a timely dialogue on what's changing, what's challenging, and what employers must prepare for.



Dr Mohamed Ashraf Iqbal
DIRECTOR
MINDSPRING SDN BHD



Yong Hon Cheong
PARTNER
ZAID IBRAHIM & CO



Dharmen Sivalingam
PARTNER
DHARMEN SIVALINGAM & PARTNERS



Vaclav Koranda
HEAD OF GROUP HR
BSSB

15.15 - 15.45

TEA

15.45 - 17.30

Unconscious Bias: Recognise, Reflect, Respond

This interactive session brings unconscious bias to life through a powerful, dramatized reenactment of real workplace scenarios. Attendees will witness how subtle, often unintentional behaviours and decisions can impact colleagues, workplace dynamics, and organisational culture. Designed to provoke reflection and dialogue, the session aims to challenge assumptions, spark empathy, and offer practical takeaways for building a more inclusive and self-aware work environment.

EXCHANGE
theatre

About Exchange Theatre

Born from a collaboration between Cultural Impact and the KL Shakespeare Players, Exchange Theatre is an innovative learning platform that uses the power of performance to spark meaningful dialogue and drive positive change. Blending theatre, facilitation, and real workplace stories, it helps organisations explore complex topics such as cultural diversity, gender dynamics, governance, growth mindset, and safety culture. Through engaging, interactive performances, Exchange Theatre transforms reflection into action—empowering teams, leaders, and communities to build more inclusive, connected, and high-performing workplaces.

★ End of Day One ★

CONVENTION AGENDA PART TWO

★ ★ DAY TWO ★ ★

09.00 - 09.15 *Arrival, Registration, & Light Refreshments*

09.15 - 10.45

Panel Session -
Multi-Generation, One Future: Building a Workforce That Works

In an era defined by widening generational gaps and rapid AI integration, future-proofing the workforce is no longer optional - it's urgent. This panel will explore how organisations can navigate emerging technologies while bridging generational expectations. From upskilling for AI-driven roles to fostering inclusive cultures that resonate across age groups, the discussion will unpack the real challenges, and solutions, of preparing today's workforce for tomorrow's demands.



Michele Sagan
CEO
SOUTH EAST ASIA CONSULTING
(SEAC)



Dr. Vimalambigal Muthusamy
HEAD OF HR, ASEAN &
TRANSITION LEAD HR OPERATIONS
BARRY CALLEBAUT SERVICES
ASIA PACIFIC SDN BHD



Wouter van der Weijden
CO-FOUNDER & MANAGING DIRECTOR
& SAMHOUD ASIA



Rina Estolano
PEOPLE VICE PRESIDENT
COCA-COLA BEVERAGES
SINGAPORE, MALAYSIA,
AND BRUNEI

10.45 - 11.15

Breakfast

11.15 - 13.00

Panel Session - Gear Up:
What It Takes to Build a Future-Ready Workforce

Future-proofing your workforce goes beyond strategy - it requires the right tools, platforms, and partners. This panel explores the evolving ecosystem of solutions that support workforce readiness - hear from experts as they share practical insights on equipping your organisation for sustainable growth in an age of constant change.



Marlin Nordin
DIRECTOR, BANKING, FINANCIAL SERVICES
& INSURANCE
INTELLIPRO GROUP



Mar Azleena Omar
HR DIRECTOR
TAMCO SWITCHGEAR (MALAYSIA)
SDN BHD



Khim Tan
EXECUTIVE COACH
PINNACLE



Segar Jeyatsingh
CEO
LEADERONOMICS
INTERNATIONAL

13.00 - 14.00

Lunch

14.00 - 15.15

Panel Session - On the IR Frontlines

In this signature session, MECA's experienced consultants deliver a readout on key trends, pressing issues, and practical challenges shaping the IR landscape today. This panel session provides grounded insights into what employers are facing on the ground - from misconduct and union disputes to compliance risks and tribunal outcomes. Expect a fast-paced, knowledge-rich session designed to equip employers with actionable takeaways and a sharper IR perspective.

MECA
CONSULTANTS

15.15 - 15.45

TEA

15.45 - 17.15

Inside a Domestic Inquiry: Process, Practice, & Pitfalls

This session offers a behind-the-scenes look into how a domestic inquiry unfolds - from the issuance of a show-cause letter to the proceedings of the inquiry panel. Through a live dramatization of a real-world workplace case, attendees will gain a deeper understanding of due process, procedural fairness, and common pitfalls employers must avoid. Designed to be both educational and immersive, this session provides practical insights into handling misconduct cases in line with best practices and legal expectations.

(DRAMATIZATION)

★ ★ **End of Day Two** ★ ★

CONVENTION AGENDA PART THREE

★ ★ ★ DAY THREE ★ ★ ★

09.00 - 09.15 - Arrival, Registration,
& Light Refreshments

Workshop

09.15 - 11.15
**Employment Act Updates:
What Employers Must Know**

Stay ahead of recent legislative changes with this update on the Employment Act, including developments up to mid-October 2025. Topics include EPF obligations for foreign employees, requirements for document stamping, and the integration of the Penal Code into employment-related enforcement. Essential for HR and IR professionals looking to remain compliant in a shifting legal landscape.

MEGA
CONSULTANTS

11.15 - 11.45 **Breakfast**

Workshop

11.45 - 13.15
**Understanding Termination:
MSS, VSS, Redundancy, & Others**

Gain clarity on the different forms of employment termination, including Mutual Separation Schemes (MSS), Voluntary Separation Schemes (VSS), redundancy, and others. This session breaks down the legal differences, practical differences, and proper procedural steps required to navigate these often-sensitive exits while maintaining compliance and minimizing risk.

MEGA
CONSULTANTS

13.15 - 14.15

Lunch

Workshop

14.15 - 15.30
**Handling Misconduct & Poor Performance:
Legal Frameworks & Best Practices**

Explore the statutory provisions governing employee misconduct and poor performance, and understand the procedural differences between the two. This practical session guides employers through the steps of managing discipline and performance issues effectively, from documentation to domestic inquiries, helping ensure actions are legally defensible and fairly executed.

MEGA
CONSULTANTS

15.30 - 17.30 **Tea & Networking**

★ ★ ★ End of Day Three ★ ★ ★

END OF THE CONVENTION AGENDA

CONFIRMED SPEAKERS



Dr Mohamed Ashraf Iqbal
DIRECTOR
MINDSPRING SDN BHD



Michele Sagan
CEO
SOUTH EAST ASIA CONSULTING (SEAC)



Marlin Nordin
DIRECTOR, BANKING, FINANCIAL SERVICES & INSURANCE
INTELLIPRO GROUP



Mar Azleena Omar
HR DIRECTOR
TAMCO SWITCHGEAR (MALAYSIA) SDN BHD



Khim Tan
EXECUTIVE COACH
PINNACLE



Yong Hon Cheong
PARTNER
ZAID IBRAHIM & CO



Dharmen Sivalingam
PARTNER
DHARMEN SIVALINGAM & PARTNERS



Chandrasegaran Rajandran
MANAGING PARTNER
PREM & CHANDRA ADVOCATES & SOLICITORS



Jeremiah Gurusamy
PARTNER
RAMESH DIPENDRA JEREMIAH LAW



Surindren Manickam
DIRECTOR OF SALES | TRAINER | CONSULTANT
VLAN ASIA & EDGE TECH CONSULTING



Dr. Vimalambigai Muthusamy
HEAD OF HR, ASEAN & TRANSITION LEAD HR OPERATIONS
BARRY CALLEBAUT SERVICES ASIA PACIFIC
SDN BHD



Humayoun Khan
AI STRATEGY & INNOVATION LEAD
MYQUICKHR



Datuk Dr Nora Abd Manaf
CHAIRMAN
MANAF GARDNER ASSOCIATES



Segar Jeyatsingh
CEO
LEADERONOMICS INTERNATIONAL



Rina Estolano
PEOPLE VICE PRESIDENT
COCA-COLA BEVERAGES SINGAPORE, MALAYSIA,
AND BRUNEI



Azlan Sharom
VICE PRESIDENT, CORPORATE SERVICES
MDEC



Anna Balasubramaniam
CEO
MEGA EMPLOYERS CONSULTING AGENCY



David Mathew
PARTNER
MESSRS STEVEN THIRU



Vaclav Koranda
HEAD OF GROUP HR
BSSB



Wouter van der Weijden
CO-FOUNDER & MANAGING DIRECTOR
&SAMHOUD ASIA

FEE STRUCTURE

Ticketing & Packaging

Early Bird Access	MECA Members	Non - Members
<i>(Only for the first 200 Sign-ups)</i> ▶ Only RM5,000 for full 3-day access	▶ RM1,750/day (minimum 2-day purchase) ▶ RM5,250 for full 3-day access ▶ Access to exclusive member-only sessions ▶ Full HRDF claimability ▶ Interchangeable attendance within the same company	▶ RM2,000/day (minimum 2-day purchase) ▶ RM5,500 for full 3-day access ▶ Interchangeability not allowed ▶ No access to MECA member-only sessions
	Group Discounts	
	▶ 3 pax = 10% off ▶ 5 pax = 15% off ▶ 7 pax or more = 20% off *For group discounts, tickets must be purchased together and are only applicable for purchase of 3-day tickets	

Important Notes:

HRD Corp Claimable : 30% Upfront Payment will be deducted from Levy Account to secure your seat and balance amount will be claimed after the event date.

Non-HRD Corp Claimable : Full payment to MECA Centre for Industrial Relations Sdn Bhd is required upon registration to secure your seat.

Submission of registration form is deemed participation. Cancellation(s) must be in writing via email. Cancellation(s) made after the upfront payment has been made will not qualify for a refund.



For More Information:

admin@meca.com.my
+603 2779 4227



meca_ir



mecaconsultants



mecaconsultants



mecaconsultants

SPEAKER PROFILES



Dr Mohamed Ashraf Iqbal

***DIRECTOR
MINDSPRING SDN BHD***

Dr. Mohamed Ashraf Iqbal is a distinguished leader and board member with extensive expertise in Islamic banking, finance, and strategic human resources. He is the founder of MindSpring and currently serves as the Chairman of Waafi Bank and Shari'ah Committee Member for HSBC Amanah.

His distinguished career includes significant leadership roles such as General Manager of Human Resources at Proton Berhad and Managing Director for Proton in the UK and Europe.

A founding board member of HSBC Amanah, Dr. Ashraf possesses a unique blend of qualifications, holding a PhD in Islamic Banking and Finance, a postgraduate diploma in Islamic Studies, an MBA, and a Bachelor's degree in Mechanical Engineering.

He is recognized for his strategic vision and his ability to drive growth across diverse sectors and international markets.



Michele Sagan

***CEO
DIRECTOR OF WORKFORCE TRANSFORMATION FOR
SOUTH EAST ASIA CONSULTING (SEAC)***

Michele has 25 years of leadership, management and finance experience both in the UK and Malaysia, bringing critical leadership and management insights with her.

Michele has grown business revenues and built client opportunities over the years, managing accounts up to RM2billion, while also developing expertise in a wide variety of areas, allowing her to advise, train, coach and mentor clients on leadership, multi-generational workforce, strategic thought, change management, human capital development, managing culture, individual performance, career planning, and more.

A certified leadership development and human capital strategist, she has also led, consulted, and facilitated on business strategy and human capital projects, working with board of directors and senior management teams in a wide range of areas.

A certified instructional designer, international speaker and leadership trainer, she has designed and developed curriculum in the leadership and talent development space for MNCs, GLCs and the private sector.



Yong Hon Cheong

PARTNER
ZAID IBRAHIM & CO

Yong Hon Cheong currently heads the Human Capital Services practice in Zaid Ibrahim & Co. From the advisory and transactional perspective, he has advised on employment issues in some of the largest merger and acquisition projects in the country. He also works closely on a regular basis with international law firms and multinational organisations, dealing with employment issues for Malaysia in global or regional corporate exercises.

His clients include multinationals in sectors such as automotive, hospitality, services, manufacturing, consulting and financial services. Hon Cheong also represents a wide variety of corporate clients in industrial relations and employment disputes at the Industrial Court and appellate courts. More recently, he has been engaged in providing advice on social issues arising from ESG compliance such as modern slavery and anti-harassment.

From the litigation perspective, Hon Cheong is a well-regarded and regular personality at the Industrial Court conducting cases for a wide range of corporate clients. He also has extensive experience in handling judicial review proceedings and appeals at the Court of Appeal and the Federal Court. His litigation experience cuts across a wide range of employment matters that include unjust dismissal claims, trade disputes and collective bargaining.

Hon Cheong is also often sought to participate in speaking engagements on employment laws, including at conferences organised by local and regional conference organisers. He also regularly contributes articles to international and regional publications working in tandem with foreign law firms.

Since 2011, Hon Cheong has been named as a ranked individual under "Employment & Industrial Relations" in Chambers Asia Pacific.



Khim Tan

EXECUTIVE COACH
PINNACLE

Khim Tan is an Executive, Leadership, and Life Coach with over 30 years of C-suite and Human Capital experience spanning Banking, Insurance, FMCG, Consulting, and Tech. She has successfully coached leaders across 14 Asia-Pacific countries, supporting them through leadership transformation, career progression, and life transitions.

Khim has held senior leadership roles at Alliance Bank, AIA, BAT, PwC, and Maybank, bringing deep organisational insight to her coaching. Her expertise includes leadership development, executive presence, succession planning, talent strategy, and people integration in digital transformation and M&A. A certified Gallup Clifton Strengths and DISC practitioner, Khim blends empathetic and results oriented coaching to drive sustainable growth.

She was named among Asia's Top 50 HR Leaders (Speakin 2024) and Malaysia's Top 40 Most Influential HR Leaders (ET HRWorld). Khim holds an MBA and is currently pursuing a PhD focused on AI adoption.

Her coaching philosophy:
Empower. Elevate. Excel.



Mar Azleena Omar

HR DIRECTOR

TAMCO SWITCHGEAR (MALAYSIA) SDN BHD

Mar Azleena Omar is a people-centric HR leader with over 35 years of extensive experience across diverse industries and organizations. Renowned for her strong emphasis on strategic business partnering combined with hands-on operational expertise, she has built a solid foundation across the full HR spectrum - ranging from talent management to organizational development.

Throughout her enduring career, Azleena has demonstrated a deep passion for coaching leaders, building organizational capabilities, and driving meaningful cultural transformation. Her ability to align people strategies with business goals has consistently contributed to high-performing teams and sustainable growth. In addition to her corporate leadership, she finds fulfillment in mentoring young adults, aiming to positively shape their personal and professional journeys.

She is currently the HR Director at TAMCO Switchgear Malaysia, where she plays a key role in cultivating a high-performance culture and championing continuous improvement throughout the organization.



Marlin Nordin

**DIRECTOR, BANKING, FINANCIAL SERVICES & INSURANCE
INTELLIPRO GROUP**

Marlin A Nordin leads Intellipro's Banking, Financial Services & Insurance (BFSI) practice in Malaysia, specializing in mid to senior-level talent engagements across diverse business verticals.

With over 30 years of experience in the financial services industry, Marlin has held senior leadership roles at American Express, HSBC, and Maybank, where she notably served as Head of the Group Resourcing Centre.

Her expertise spans strategic recruitment, stakeholder engagement, and workforce planning.

Marlin holds a Bachelor of Science in Finance from California State University, Fresno, and an MBA from California State University, Bakersfield.



Dharmen Sivalingam

PARTNER

DHARMEN SIVALINGAM & PARTNERS

Dharmen, an Industrial Relations practitioner with more than 20 years' experience, has supported numerous employers on every aspect of Industrial Relations.

He has experience in the end-to-end management of what can be a delicate relationship between an employer and an employee. He represents only employers and has acted as Counsel for many employers in litigious matters before the Malaysian Courts. He has written numerous articles on Industrial Relations issues at various platforms.

Dharmen has earned a reputation for success in IR disputes because of his distinct ability to process data quickly and distinguish issues in question, thereby producing solutions which are clear and accurate. Dharmen read law at the University of Wolverhampton and was called to the Malaysian Bar in 2001. He commenced legal practice with one of the larger legal firms in Malaysia and set up DSP in 2013.



Jeremiah Gurusamy

PARTNER

RAMESH DIPENDRA JEREMIAH LAW

Jeremiah heads the Corporate Commercial and Employment practice group of the Law Firm. Jeremiah has acted for a wide range of clients from various industries and has extensive experience in corporate banking, project financing, real estate and property transactions, corporate and commercial matters, joint ventures, mergers and acquisitions, capital markets, privacy and personal data protection and employment law. He is known for his ability to provide succinct practical advice.

Jeremiah is regularly invited to present papers and conduct workshops for the corporate sector and is a Guest Lecturer at Universities. He is a certified Mediator of the Malaysian International Mediation Centre (MIMC) and a Certified Integrity Officer (CeIO) by the Malaysian Anti-Corruption Commission (MACC).

Jeremiah is recognised as Recommended Lawyer in the area of Corporate and M&A by Legal500 Asia Pacific in its annual rankings publication, where he is praised for providing 'a personalised and reliable service'. Benchmark Litigation had quoted Jeremiah R. Gurusamy as an "An excellent lawyer" in its publication.



Azlan Sharom

***VICE PRESIDENT, CORPORATE SERVICES
MDEC***

Azlan Sharom is the Vice President of Corporate Services at the Malaysia Digital Economy Corporation (MDEC), where he oversees Human Resources, Administration, Legal, IT, Procurement, and the Transformation Management Office.

A graduate in Electrical and Electronics Engineering from the University of Sheffield, Azlan's diverse career spans technology, education, and public service. He began his journey at Intel Technology in Penang before serving in key government roles, including at the National Economic Action Council and the Ministry of Higher Education.

His leadership experience extends across Sapura Group, Yayasan AMIR under Khazanah Nasional Berhad, and Sapura Energy, where he drove organisational and cultural transformation initiatives. Deeply passionate about human and organisational development,

Azlan also serves as Chairman of Insan Siddiq Berhad, a non-profit focused on nurturing integrity and intellectual excellence among future generations.



Surindren Manickam

***DIRECTOR OF SALES / TRAINER / CONSULTANT
VLAN ASIA & EDGE TECH CONSULTING***

Surindren brings over 20 years of industrial experience in customer experience, technology, automation, sales, and people management. His deep industry knowledge is backed by a decade-long journey in student coaching, tuition, and mentoring future professionals.

With 5 years of hands-on training and consultation experience, he has equipped organizations with the tools to thrive in an evolving digital landscape. Surindren is certified in CCNA, ITIL 4.0, and SIX SIGMA, reflecting his technical and strategic strengths.



Segar Jeyatsingh

CEO
LEADERONOMICS INTERNATIONAL

Segar Moses Jeyatsingh is Chief Executive Officer at Leaderonomics International. He partners with leaders and organisations across the Asia-Pacific to drive business strategy, talent development, and high-performance team dynamics.

Segar has cross-industry experience in telecommunications, insurance, oil & gas, healthcare, mining, e-commerce, and satellite communications. In addition to scaling corporate capability, he has co-founded startups focused on transformational education, school transit solutions, and e-commerce.

An entrepreneur at heart, Segar combines strategic insight with practical leadership development to help organisations adapt, grow, and lead more effectively in a changing environment.



David Mathew

PARTNER
MESSRS STEVEN THIRU

David Dinesh Mathew is a Partner at Messrs Steven Thiru with a strong practice in civil and commercial litigation, administrative law, and regulatory compliance.

His expertise spans areas increasingly relevant to the digital economy, including competition law, data protection, and cyber-related regulations. David advises corporates on navigating emerging compliance risks around technology adoption, making him well-placed to address the legal and governance dimensions of artificial intelligence.

Beyond litigation, he trains and advises professional bodies on issues such as personal data protection and regulatory frameworks, and serves on the Board of the Financial Planning Association of Malaysia. David holds an LL.B. and LL.M. from London, is a Barrister-at-Law of Gray's Inn, and was admitted to the Malaysian Bar in 2005. His insights bring a critical legal and regulatory perspective to the future of AI integration in the workplace.



Anna Balasubramaniam

CEO

MECA EMPLOYERS CONSULTING AGENCY

With over 20 years of experience in employment law and industrial relations, her journey began in 1996 as a Research and Training Officer at MECA Employers Consulting Agency.

She has had the privilege of training under some of Malaysia's most esteemed legal figures, including her Master of Pupilage, Justice Datuk Nantha Balan, Mr. Steven Thiru, and Dato Dr. Cyrus Das. This chapter in her career deepened her understanding of complex industrial relations and sharpened her advocacy skills.

Returning to MECA in 2001, she brought a fresh perspective to the consulting practice. She embraced innovative approaches to workplace challenges, delving into training, policy drafting, investigations, and union negotiations.

In 2022, she co-authored A Practical Guide to the Employment Act 1955, reflecting her commitment to knowledge enhancement in this field.



Rina Estolano

PEOPLE VICE PRESIDENT

COCA-COLA BEVERAGES SINGAPORE, MALAYSIA, AND BRUNEI

Rina Estolano is a seasoned human resources leader, currently serving as People Vice President at Coca-Cola Beverages Singapore, Malaysia & Brunei.

With over 21 years of experience, she specialises in organisation design, compensation & benefits, employee relations, and talent strategy across multi-country operations.

Based in Kuala Lumpur, Rina is known for shaping inclusive workplaces, aligning people practices with business goals, and nurturing high-performance cultures in fast-paced FMCG environments.



Datuk Dr Nora Abd Manaf

CHAIRMAN

MANAF GARDNER ASSOCIATES

Datuk (Dr) Nora Manaf is Chairman of Manaf Gardner Associates and Independent NonExecutive Director of MBSB Group. A Harvard AMP alumnus and PhD by Practice graduate from Heriot-Watt, she is also a Chartered Accountant, Chartered Banker, Gallup Strengths Coach, and Black Belt Sustainability Practitioner.

From 2008 to 2024, Nora served as Group Chief Human Capital Officer of Maybank, where she led the Leap30 Transformation, elevating the bank's global employer ranking, sustaining high employee engagement, and reshaping the organisation for regional growth without retrenchment. Prior to Maybank, she held senior roles at Standard Chartered and Maxis, driving critical HR transformations across Asia.

Widely recognised as a leader in human capital strategy, Nora has received multiple global awards, including the World Women Legend & Icon Leadership Award 2025. She continues to shape future skills, sustainability, and diversity agendas across Malaysia and the region.



Dr. Vimalambigai Muthusamy

HEAD OF HR, ASEAN & TRANSITION LEAD HR OPERATIONS

BARRY CALLEBAUT SERVICES ASIA PACIFIC SDN BHD

Dr. Vimalambigai Muthusamy is the Head of HR, ASEAN & Transition Lead HR Operations at Barry Callebaut Services Asia Pacific Sdn Bhd, where she leads people strategy across seven ASEAN markets and drives HR transformation across the AMEA region.

With over 20 years of experience in human resources and operations, primarily in the food and manufacturing industries, she is recognized for her strategic leadership, talent development, and change management expertise.

Vimala holds a Doctorate in Business Administration and is a passionate advocate for inclusive workplaces, digital HR innovation, and cultivating future-ready leadership across diverse, multicultural environments.



Chandrasegaran Rajandran

MANAGING PARTNER

PREM & CHANDRA ADVOCATES & SOLICITORS

Chandra Segaran is an Industrial Relations and Human Resources practitioner with extensive experience in employee relations, dispute resolution, and labour law advisory.

Over the years, he has worked closely with organisations across sectors, guiding employers on compliance with the Employment Act, Industrial Relations Act, and collective bargaining frameworks.

His expertise spans disciplinary management, workplace investigations, and negotiations with trade unions, making him a trusted advisor to HR and business leaders navigating complex workforce challenges.

Known for his practical approach and deep understanding of the Malaysian IR landscape, Chandra continues to contribute to shaping fair and sustainable workplace practices.



Humayoun Khan

AI STRATEGY & INNOVATION LEAD

MYQUICKHR

Humayoun Khan is the AI Strategy and Innovation Lead at MyQuickHR, where he drives the development of intelligent HR technologies that enhance how organizations attract, manage, and develop talent.

He led the creation of MyQuickHR's patent-pending AI Talent Matching system, part of the company's Talent Acquisition solution that won the Asia Pacific ICT Alliance (APICTA) Award, competing against innovations from 17 countries. His work spans AI-driven talent acquisition, workforce analytics, document understanding, and decision intelligence, enabling HR teams to reduce manual effort and accelerate decision-making.

Based in Kuala Lumpur, Humayoun combines technical product leadership with a deep understanding of organizational transformation. He focuses on building responsible and explainable AI solutions that make adoption accessible and impactful for organizations across industries.



Vaclav Koranda

**HEAD OF GROUP HR
BSSB**

Vaclav Koranda, born in the Czech Republic, brings over 25 years of experience in human resources across Europe and Asia, having stepped into his first HR Director role at just 27. He has held senior leadership positions in the ICT industry, often with regional responsibilities in Central and Eastern Europe, and served on the Czech Republic's Sector Council for Information Technology and Telecommunications.

Currently an Adjunct Professor at Taylor's University, Malaysia, Vaclav is a recognized thought leader, named among "101 Global HR Heroes" and one of Malaysia's most influential HR leaders. Holding a master's in Work & Organizational Psychology, he is also a certified PRINCE2 Practitioner, CHRP, and SHRM-SCP.

A passionate advocate for the future of work, digitization, and performance management, Vaclav is a sought-after global speaker, author, and regular contributor to leading HR media. He also runs Get Your Dream Job, a newsletter supporting job seekers worldwide.



Wouter van der Weijden

**CO-FOUNDER & MANAGING DIRECTOR
&SAMHOUD ASIA**

Wouter is the Co-Founder and Managing Director of &samhoud Asia, an international consultancy firm with offices in The Netherlands and Malaysia. Together with Nur Hamurcu, they lead &samhoud Asia serving clients in Asia Pacific.

Wouter has more than 25 years of extensive consultancy experience both in Europe and in Asia covering multiple industries such as utilities, luxury brands, banking, insurance, and telecommunications.

His areas of expertise include business transformation, identity, vision & corporate strategy, branding and organisational culture, leadership development, executive coaching.

His client portfolio includes a wide variety of global firms such as SD Guthrie, MISC, EdgePoint, EPF, Tenaga Nasional Berhad, Axiata group, Mercedes Benz, Perfetti Van Melle, Rabobank SEA, Hong Leong Islamic Bank, AMB Generali Group, and Vopak.