

OPEN
ENROLMENT
PROGRAM

Power Imbalance – The Spanner in Ethical Frameworks

FACULTY

- Dr Elsa Satkunasingam
- Eulis Rachmatiah Iskandar

WHO SHOULD ATTEND

- Senior Management
- Heads of Department
- Company Secretaries
- Compliance Officers and
- Anyone who is interested in attending

www.asb.edu.my/executive-education

Course Fee: RM1,200 before SST



Idlif Executive Education Center

PROGRAM OVERVIEW

Many organizations enact codes and provide training and assessments to improve ethical conduct among their employees. However, they may not be aware of how power imbalances in employee relationships impact the implementation of these codes and policies. Without addressing power imbalances, such codes and policies may not be as effective. The tone from the top will determine the echo from the bottom. Senior management needs to ensure that they support proper training and resources for persons in charge of investigating ethical breaches. They must also ensure that investigations into ethical breaches are allowed to get at the truth without fear or favour. The general perception that top performers are often given greater leeway than other employees when they breach the rules, only serves to undermine trust in the organization's codes and policies that are aimed at improving ethical conduct.

In this program, participants will learn about power imbalance and how it impedes the ethical culture of the organization, namely during the investigation process and when conducting due diligence. They will be exposed to real life local examples and case studies of how ethical breaches were addressed.

At the end of the program participants will:

- Understand how power imbalance affects an organization's ethical culture
- Recognize factors that can impede investigations and due diligence
- Understand how to address these impediments

PROGRAM OUTLINE**Day 1**

Sessions 1: Introduction

- The Concept of Power
- How and why power imbalance exists
- The role of cultural values

Sessions 2: Impact of Power Imbalance

- Greenwashing Integrity
- The importance of ethics and integrity in building a sustainable organization
- Trust and transparency
- International and local case studies

PROGRAM OUTLINE**Day 2**

Sessions 1: Throwing a Spanner in the Works

- The 'golden boy' phenomena
- The position of the compliance officer in the organizational chart
- Impeding investigations into the truth and ignoring findings
- Retaliation against whistleblowers

Sessions 2: Addressing Power Imbalance

- Changing the mindset of the leadership
- Creating a psychological safe space
- Clarity in decision-making processes and consistent consequences of breaches

FACULTY



Dr Elsa Satkunasingam is a Senior Business Development Adviser, Corporate Governance & Sustainability at the Iclif Executive Education Center at Asia School of Business. She conducts training and research in corporate governance for financial institutions and companies. She was formerly the Deputy General Manager, Corporate Secretariat Division at the Malaysia Deposit Insurance Corporation (PIDM) specialising in research and training on corporate governance and compliance. Prior to that she was the head of the Corporate Governance Department at Bursa Malaysia and was involved in the development of corporate

governance and sustainability programs and publications. She has also published several book chapters and journal articles in the area of corporate governance. She holds a PhD from Monash University and a Master of Laws and Bachelor of Laws from University Malaya.



Eulis Rachmatiah Iskandar is the Founder and Principal Trainer of Ethiculture Training and Consultancy. She was Head of Ethics & Privacy at Celcom Axiata Berhad from 2017 to 2021 where she was brought in to set up the Ethics & Privacy Office. Prior to joining Celcom, she was Senior Legal Counsel with the Corporate Governance & International Compliance Unit, Group Legal, PETRONAS from 2013 to 2017.

Before focusing on ethics and compliance, she had over 20 years working experience as General Counsel and Company Secretary for various public listed companies. Experience includes advising the Board and Management on compliance with the Companies' Act, Bursa Malaysia Listing Requirements and the Code of Corporate Governance. She has a special interest in Corporate Governance and was a frequent speaker on the topic. She also chaired the MICG's National Conference on Corporate Governance for two years in a row. Eulis is a Certified Integrity Officer (CeIO) under the Malaysian Anti-Corruption Academy and is also a Certified Information Privacy Manager (CIPM) under the International Association of Privacy Professionals (IAPP). She is also a member of the Ethics Standard Board of the Malaysian Institute of Accountants.

Eulis graduated with an LLB (Hons) in Business Law from the London Metropolitan University in 1991 (previously known as City of London Polytechnic). She is also an Elite@UM Fellow with the University of Malaysia and lectures on the topic of Data Protection and Privacy.

REGISTRATION FORM

Power Imbalance – The Spanner in Ethical Frameworks

FEE: RM1,200 before SST

NAME

DESIGNATION

COMPANY

ADDRESS

CONTACT TEL. NO. (COMPANY)

CONTACT TEL. NO. (PERSONAL)

EMAIL ADDRESS *(email address of participant and not a representative)*

NAME OF SECRETARY

CONTACT TEL. NO.

EMAIL ADDRESS

PAYMENT

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Payment should be made within **30 days** from the invoice date or in advance of the program date, whichever is sooner. Your place is only secured once payment has been received within this period.

- Cheques should be made payable to **ASB MANAGEMENT SDN BHD- FEES**
- For telegraphic transfer, kindly remit payment to **ASB MANAGEMENT SDN BHD- FEES** account number: **514150439951** at **MALAYAN BANKING BERHAD, JALAN RAJA LAUT BRANCH, 50350 KUALA LUMPUR**

Please send your registration form to fide@asb.edu.my

Please email a copy of the payment receipt to asbfinance@asb.edu.my

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