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OPEN ENROLMENT PROGRAM

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MANAGING CULTURE TO PREVENT MISCONDUCT

Faculty
Dr. Elsa Satkunasingam



28 February 2024
9:00am - 5:00pm



RM 2,500
before SST



Program Overview

Many organizations enact codes and provide training and assessments to improve unethical conduct among their employees. While these steps are necessary, they may be insufficient and even counterproductive, unless the organization is prepared to deep-dive into the behavior of its employees, to find out whether the organization's policies are actually being practised. Organization's need to understand their organizational culture, and whether workplace bullying, harassment, and favoritism are prevalent, as this results in loss of talent, demotivates employees and may even affect the organization's reputation if misconduct is not reported until it is too late.

In this workshop, participants will learn to assess employees' interactions and identify destructive behavior. They will be exposed through the use of case studies and discussion groups, about how destructive and unethical behavior affects stakeholders and ultimately the organization's business in the long-term. Participants will learn to how to structure performance management and assessments, and incentivize employees to act with integrity at all times.

Learning Outcomes

At the end of the program participants will be able to:

- Understand that how the organization deals with misconduct impacts its culture
- Recognize indicators of poor behavior among employees
- Analyze the impact of destructive employee relationships on the organization's business
- Apply performance management and assessment tools to underpin good behavior among employees

Who Should Attend?

- Board of Directors
- Senior Management
- Compliance Officers

Faculty



Dr Elsa Satkunasingam is a Senior Business Development Adviser, Corporate Governance at Iclif Executive Education Center at Asia School of Business. She conducts training programs and carries out research in corporate governance. She was formerly the Deputy General Manager, Corporate Secretariat Division at the Malaysia Deposit Insurance Corporation specializing in research and training on corporate governance and compliance. She was also the head of the Corporate Governance Department at Bursa Malaysia and was involved in the development of the 2nd edition of the Corporate Governance Guide, the first edition of the Sustainability Reporting Guide and Toolkits and the

AGM Guide for Listed Companies. She was also involved in several publications by Bursa Malaysia documenting governance disclosures of listed issuers.

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



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