





MARCH 2023 | 9.00 AM - 1.05 PM

ACT NOW AND SECURE YOUR SPOT TODAY!

CORPORATE GOVERNANCE

# PROGRAMME OVERVIEW

A topic that keeps coming up on directors' lists of difficult things to manage is culture. Corporate cultism has reared its ugly head again in 2022. This phenomenon hinges on the belief that entrepreneurs should be given maximum leeway to run their companies as they see fit. Whether or not CEOs want it to, healthy business cultures can quickly mutate into corporate cults. Many of the businesses we celebrate are walking that narrow path; two notable examples are Apple and Tesla. All of them have developed cult-like followings among their customers, and they progressively promote these habits among their employees as well. Perhaps it is time to focus less on the charisma of corporate leaders and show more healthy cynicism and criticism if such scandals as Enron, FTX and Theranos are to be avoided in the future.

Then there is the unfortunate fact that not everyone has been enamoured of the ESG movement, even though many people, especially investors, have completely committed to an ESG corporate environment. According to a new Corporate Secretary survey, linking sustainability and social criteria to executive compensation is a rapidly emerging, if imperfect, solution that has become much more popular in Europe than anywhere else. How well firms perform on environmental, social, and governance (ESG) or non-financial problems will become a growing concern for company executives when it comes to how their compensation is determined.

of an independent director on the boards of Bursa-listed companies will be limited to 12 years. When a board member leaves, it may be quite disruptive for the organization if there is no plan in place to fill the vacancy. Directors' efforts and attentions may be diverted from other organizational priorities, the nominating and governance committees may be compelled to hurry to locate a successor, and investors and other stakeholders may begin to question the board's management skills. Most of these difficulties can be avoided with proactive board succession planning. These have exacerbated challenges with corporate governance. As boards are

In addition, back in January 2022, Bursa Malaysia announced that the tenure

expected to implement and convey policies taking into account diversity, equity, inclusion, and climate change - themes that can evoke acts with conviction since they can be emotionally charged. The slow-moving corporate environment has made stakeholders more restless.

## PROGRAMME OBJECTIVE This program intends to examine and analyse contemporary corporate

mance challenges in order to formulate action plans that could influence and improve the investability of listed companies and the allure of the Malaysian capital market.



## ICF COMPETENCY LEVEL Core - Corporate Governance (Proficiency Level 4)

- Core Ethics and Integrity (Proficiency Level 4)
- Behavioural (Organisation Leadership) Strategic Thinking (Proficiency Level 4)
- Behavioural (Organisation Leadership) Business Acumen (Proficiency Level 4)

# **LEARNING OUTCOMES**

By the end of this programme, participants will be able to:

- how those strategies are communicated assess the right level of executive compensation and incentive structures
- while keeping in mind any potential effects on business priorities and riskevaluate succession plans that take into account potential candidates as

examine business strategies (such as mission, culture, and vision) and

well as the objectives and challenges that companies face

**METHODOLOGY** 

Interactive presentations, case studies discussions and Question-and-Answer (Q&A) sessions

# WHO SHOULD REGISTER?

# Individuals Institutions

Board Members, Directors, Business Leaders, CMDP Alumni

10.15 am

Capital Market Intermediaries, Public Listed Companies (PLCs), Private Companies aspiring to be listed

### WHAT WILL YOU LEARN? Registration 8.00 am

9.00 am Corporate Cultism - Separating Cult from Culture

Charismatic corporate leaders – red flag or proof of genius?

- What aspects of company culture can leaders control? • Embracing radical transparency - pulling back the curtain of
  - corporate inner workings Promoting a healthy corporate culture - how do companies
  - walk the talk?

Tehmina Kaoosji Independent Broadcast Journalist Panellists:

Anne Abraham Chairperson, LeadWomen

Ramesh Pillai Chairman, Board of Governors, Institute of Enterprise Risk Practitioners

Moderator:

**Executive Compensation Trends - What Should Boards Be Thinking** 

- Psychology of pay what drives and motivates executive
  - Should leadership compensation be tied to ESG metrics? The challenges of executive compensation – getting it right

Tehmina Kaoosji Independent Broadcast Journalist

Kasturi Nathan Head of Board Advisory Services, KPMG

Dr Surina Ismail Group Chief of Sustainability, IOI Corporation

Panellists:

Coffee Break 11.25 am Leadership Succession Plan - What's Working and

11.55 am What's Not

 Why are boards afraid to talk about their future? • The next board leader - an outside(r) chance?

> • Championing greater diversity in senior management positions (SC CG Monitor 2022 - Thematic Review 2) • Board succession planning - forging an effective board

Moderator:

Tehmina Kaoosji Independent Broadcast Journalist

Tony Chin Advisory Board Member, Kanzun Ventures

Datin Dorph Peng Weng Yin National Deputy President, SME Association End of Programme

# **PANELLISTS**

programming experience.



#### Tehmina Kaoosji Tehmina Kaoosji Broadcast Journalist and Gender Equality Activist currently

based in Kuala Lumpur, Malaysia. A familiar and in-demand broadcast face, Tehmina has more than a decade of LIVE breaking news and current affairs

is a Communications Consultant,

She currently anchors 'Wacana English', Sinar Harian's flagship current affairs talk show. She previously anchored 'Money Matters', TV3 Malaysia's flagship financial talk show. She was with the Malaysian National News Agency (BERNAMA), from 2014-2020, anchoring and producing special projects and annual highlights like the National Budget and Election coverage. She also

anchored and produced the feminist talkshow 'Tea with Tehmina', and 'Bernama Today' & 'The Nation', focusing on topics of national and regional current affairs. Tehmina is a Thomson Reuters Foundation Fellow and TedX Malaysia alumni. She has spoken at Malaysian Parliament on Online Hate Speech & Disinformation as part of the Asean Parliamentarians for Human Rights (APHR). She participated in the German Federal Foreign Office's Disinformation & Media Freedom workshop in Berlin. She has participated in the Estonian Ministry of Foreign Affairs Journalism & Media Ethics Training in Tallinn, Estonia.

debates and conferences on a wide range of subjects- from business, economy and technology, to politics and women's rights, sustainable development, public interest issues and media freedom.

Her expertise in deftly presenting and steering debate and conversations around

Malaysian-centric news while keeping a broader lens on Asia and the global

arena, assures non-partisan, solutions journalism outcomes.

Tehmina combines solid news judgement with an engaging broadcast personality. She is a versatile and highly experienced moderator of high-level

Audiences and clients applaud Tehmina's ability for humanising stories and contextualising broad based economic, political and social justice issues with grassroots realities.

In addition to her work with Malaysian media organisations, Tehmina also runs a boutique communications consultancy, The Big Picture, which specialises in

advocacy and policy based outcomes for international organisations such as the United Nations Population Fund. Her work also focuses on collaboration and strategising with civil society and in particular, women's rights organisations.

## (IERP) as well as being the Group Managing Director of Friday Concepts, an International ERM boutique

**PANELLISTS** 



### consultancy, and TriasGRC (a tech startup developing GRC solutions). His local and international Board experience

Provider, as well as Developmental Financial Institutions and other non-Financial Institutions Hehas experience chairing Board Risk Management Committees Investment Committees and Board Audit Committees, and being a member of the Board Collaboration Committee, Nomination Committee and Remuneration Committee. He is a former nominee Director for a Regional Central Bank. Ramesh is also the former Risk Management Adviser to the Public Trustee and

Ramesh Pillai is the Chairman of the Board of Governors

of the International Institute of Enterprise Risk Practitioners

one of the largest fund managers in the Region as well as to one of the largest Islamic fund managers in the Region. His main areas of expertise encompass Risk Management, Technology, Sustainability (ESG), Governance, Compliance and Finance and accounting. With over 30 years of Risk Management experience, he is also a recognized Global Pioneer in ERM and in the implementation of ISO 31000, ISO 31004 and 31010 practices. Ramesh holds a Bachelor of Economics with Accountancy (Honours) degree from Loughborough University, UK. A Fellow of the Institute of Chartered Accountants in England and Wales (ICAEW) as well as the Malaysian Institute of Accountants (MIA), a Certified Risk Professional (CRP), a certified Enterprise Risk Manager (ERM), a certified Islamic Enterprise Risk Manager

(ERMi), a Qualified Risk Director (QRD), a Qualified Risk Auditor (QRA), and

a certified Sustainability Risk Manager (SRM), Ramesh is also an Islamic and Conventional Risk Management resource for the Qatar Investment Authority and is listed in their Q-Finance Directory. Ramesh is an adjunct professor in Risk Management and a member of the MBA (ERM) Studies Committee in a leading International Private University. **Anne Abraham** Anne Abraham currently serves as an Independent Non-Executive Director on the Board of Metrod Holdings Berhad. Founded LeadWomen in 2011 to focus on developing and advancing women leaders in line with the Malaysian government's aspirational target of 30% women on boards.

from Plymouth Polytechnic, UK.

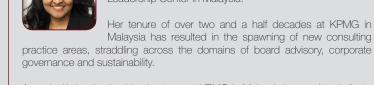
Recognised thought leader in diversity, equity and inclusion both locally and regionally. A faculty member of the Institute of Corporate Directors Malaysia (ICDM). Has over 20 years of corporate experience in several Malaysia and Managing Director Cisco Malaysia.

Club, a global business campaign lobbying for increased women representation

on the boards of Malaysian PLCs. Anne holds a B.A. in Mathematics from Essex

University, UK and obtained her Higher National Diploma of Computer Studies





1.05 pm

#### Kasturi is the Partner and Head of Board Advisory at KPMG in Malaysia as well as the program leader for KPMG Board Leadership Center in Malaysia.

**Kasturi Nathan** 

Her tenure of over two and a half decades at KPMG in Malaysia has resulted in the spawning of new consulting

governance and sustainability. Armed with her leadership, the team at KPMG in Malaysia has assisted clients across a cross-section of industries and backgrounds in driving ethics and

purpose within their organisational fabric. Notably, her team was commissioned

by Bursa Malaysia Berhad to formulate the development of Corporate

Governance Guide (revised across several editions), as well as the Sustainability Reporting Guide and Toolkits which serve to facilitate the understanding of listed issuers on the implementation of corporate governance and sustainability Premised on the notion of inculcating accountability and promoting fairness in reward mechanisms, Kasturi has led engagements on remuneration analyses, benchmarking and policy formulation for the cohorts of board of directors, C-suite and other key senior management personnel. She has also authored

multiple thought leadership publications and opinion pieces on current issues

She is a regular speaker on corporate governance and a trainer of boards in programmes that are organised under the auspices of regulators and professional bodies. In terms of professional credentials, Kasturi is a Fellow Member of CPA (Aust), a Chartered Accountant (MIA), a Professional Member of Institute of Internal Auditors Malaysia, and holds a Bachelor's Degree in accounting.



Materials

with regards to remuneration.

### their implementation for the whole IOI Group (Plantation & Manufacturing Divisions).

**Dr Surina Ismail** 

Prior to this, she was the Global Director for Intellectual Property (IP) Management at Emery Oleochemicals where her main responsibilities include IP Strategy, Valuation & Portfolio Management. At the same time, she was also a Business Development and Operations Director for Emery Advance Material, a subsidiary company of Emery which specializes in the dispersion of Nanocarbon in

Dr. Surina Ismail currently holds the position of Group Head

of Sustainability, IOI Corporation Bhd. In this capacity, she

is responsible for corporate sustainability which includes aligning the strategy and sustainability policies together with

(she holds several patents in this field) and where she was responsible for developing the business strategy for their patented technology as well as oversee the operation's side of this technology. She holds a BSc. (Hon) Chemistry from Indiana University, MSc. (Polymer Organic) from University of Massachusetts and PhD. (Bio-organic Polymer) from University Akron, USA with past experiences in the academia working as

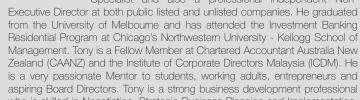
a Research Fellow, Visiting Scientist & Assistant Professor in the USA before

returning to Malaysia and entering the Industrial Sector. She joined Sime Darby

Technology Center, a technical center focused in the field of rubber and tires,

as Materials Testing & Analysis Manager cum Quality Manager. Later on, she

moved on to UCB Asia Pacific, a leading multinational company in UV Coatings, as Technical Development Manager for Asia. She then joined KLK Oleo as R&D Director at KLK Oleomas, a major manufacturing company in the oleochemicals In Regulatory and Sustainability Matters, she has been involved in activities such as the Supply Chain Certification for RSPO, RSPO's Trade & Traceability Committee as well as in the sub-working group in Oleo Derivatives, LCA as well as in REACH, GHS, etc.



business awards.

**Tony Chin** 

from the University of Melbourne and has attended the Investment Banking Residential Program at Chicago's Northwestern University - Kellogg School of Management. Tony is a Fellow Member at Chartered Accountant Australia New Zealand (CAANZ) and the Institute of Corporate Directors Malaysia (ICDM). He is a very passionate Mentor to students, working adults, entrepreneurs and aspiring Board Directors. Tony is a strong business development professional who is skilled in Negotiation, Strategic Business Planning and Implementation,

Tony Chin is the Immediate Past Chairman of Sumitomo Mitsui

Bank, Malaysia, and is currently the Advisory Board Member

of Kanzun Ventures. He has many years of experience in

the Audit, Banking and Finance industry across Australia,

Singapore and Malaysia. He is a Corporate Turnaround

Specialist and also a professional Independent Non-

Operations Management and International Business. **Datin Dorph Peng Weng Yin** Datin Dorph Peng is the Founder and Managing Director of Green Wellness Malaysia since 2012 although her business venture and experience started back in 1999 when she was also a software programmer during the dot com boom. As a MBA holder and multi-award winner, Datin Dorph is also a dedicated mother and social volunteers in many NGO and Societies with her latest role as the Deputy National President of SME

Association of Malaysia and Chairman of Sunway Geo Avenue 1 JMC 2022.

Datin Dorph also frequently contributes as conference panelist and judge for

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