



IMPACT HR SUMMIT 2 0 2 6



FuturifyHR: Change Ready Together

MEET OUR SPEAKERS



Max Wong

*Chief Executive Director
Impact Volution*



Shaun Lung

Head of Culture, Hextar



Eli Wong

*Ex Head of HR for Malaysia &
Singapore Maersk Line*



Joe Chang

*Chief Program Officer
Impact Volution*



Badrol Izam

*Ex Chief Human Resource
Officer, Malaysia Marine
& Heavy Engineering*



Rico Ho

*Founder of CRN Solutions
AI workflow architect*



Yim Choong Chow

*Ex-Managing Director, Maersk Group
of Companies, Malaysia Growth
Instigator & Creator of MAPISH*



Victor Gan

*Chief Executive Officer
e2 Workforce Consulting*

FEES

**HRDC Claimable
RM 2,799**

15 & 16 July 2026

21 & 22 July 2026

4 & 5 August 2026

Renaissance Johor Bahru

Iconic Marjorie Penang

Sheraton Petaling Jaya

KEY OBJECTIVES

AI READY ORGANISATIONAL

Integrate AI into critical policies, reward system and value

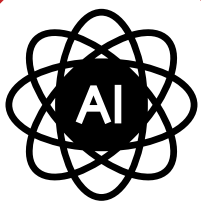
FUTURE/ CRISIS READY

Managing change and crisis without compromising performance

DECISION INTEGRITY

Addressing risks such as AI misuse, inconsistent decisions, and workplace disputes

KEY PILLARS



FuturizeAI

- *AI governance advocates*
- *AI for everyone to be efficient so everyone can achieve more in their role*



FuturizeTalent

- *Ensure business continuity*
- *Building change-ready capability*



FuturizeIR

- *Strengthening organisational stability*
- *HR protects trust and fair building defensible structure*

EVENT ITINERARY

Day 1: Foundations for Future-Ready HR

KEYNOTE

09:40 - 12:25		Positive Psychology in Leadership: Building Culture, Engagement and Retention Confidence Speaker: Max Wong	FuturizeTalent
		Future-Ready Industrial Relations: Protecting Trust, Fairness and Organisational Stability Speaker: Victor Gan	FuturizeIR
		AI Will Make Them Capable. Who Will Make Them Accountable? Speaker: Yim Choong Chow	FuturizeTalent
		Compensation, Benefit and Rewards Speaker: Eli Wong	FuturizeIR
		Making AI Everyone's Business: The Mindset Shift Organisations Need Speaker: Rico Ho	FuturizeAI

WORKSHOP

2:00 - 3:30		From Policy to Practice: Applying Industrial Relations in Everyday Workplace Situations Speaker: Victor Gan	FuturizeIR
		Having the right mix of Compensation, Benefits and Rewards Speaker: Eli Wong	FuturizeTalent
		From Possibility to Practice: AI Tools Everyone Can Use Speaker: Rico Ho	FuturizeAI
		From Insight to Impact: Applying the O.I.T Framework Speaker: Yim Choong Chow	FuturizeTalent

03:45	What Future-Ready HR Must Do Differently From Tomorrow Onward Fireside synthesis	Cross-Pillars
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EVENT ITINERARY

Day 2: Reality, Risk, Business Alignment

KEYNOTE



Flexible Work Arrangements: Policy Design, Fairness, and Operational Reality
Speaker: Badrol Izam

FuturizeIR

09:15

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12:30



When Legacy Meets a **Multi-Generations Workforce:** How Hextar Built a **Change-Ready Organisation**
Speaker: Shaun Lung

Cross-Pillars



When Performance Management Fails: Managerial Prerogative vs Employee Protection
Speaker: Badrol Izam

FuturizeTalent



AI Governance Reality Check: What Employers Must Get Right
Speaker: Rico Ho

FuturizeAI

01:30

HR Expert Panel: What is the future of HR ?
Fireside chat

Cross-Pillars

03:15

HR Networking Session

Cross-Pillars