



LS Human Capital Sdn Bhd
(1171487-T)



MANAGING STAFF REORGANISATIONS IN THE ERA OF ARTIFICIAL INTELLIGENCE AND TARIFFS

A Half Day Session (ONLINE)

**December 08th, 2025 – 9.00am to 1.00pm
(Microsoft Teams)**

COURSE CONTENT

Overview and Objective

Almost every Malaysian company today is using artificial intelligence to work faster and more efficiently. Some companies have also discovered that AI can help them scale their operations at a much faster rate. At the same time, some organisations are also having to deal with the US tariff impact to their operations/business.

This half-day seminar will provide you with the precise knowledge and strategy you need to manage your organisation's reorganisation efforts successfully. Whether you are contemplating a reorganisation exercise later in the coming year or need to make some immediate adjustments to your reporting structure, this session will benefit you.

Among some of the issues that will be answered include:

- 1) Can we use '**job enrichment**' as justification for transferring an employee to work in a different state?
- 2) Where **automation and AI** has led to a reduction in the job scope, can an organisation justify the redundancy of the job function and retrench the said employee if 50% of the job scope still remains?
- 3) Can an organisation **redistribute** an employee's job functions to another department and retrench the said employee?
- 4) For how long can we place an employee under **secondment** and are we required to absorb that employee back even where his/her original role is no longer available?
- 5) How do we manage employees affected by a decision to '**outsource**' some of our job functions to a third party?
- 6) Can we offer an employee a **mutual separation** scheme directly instead of placing him/her under a performance improvement plan?
- 7) Can we prioritise a) under-performers, and b) medically unfit employees during a mutual separation exercise and how do we go about this safely?, and
- 8) An **in-depth exercise** where you will learn **how to manage the staff reorganisation process efficiently**.

AGENDA

9.00am to 10.30am

Understanding the Business Realities Today That Facilitate a Corporate Reorganisation

- The likely impact of US trade tariffs and what Malaysian companies are doing to prepare for this new reality
- **The impact of AI and Digitalisation and How it Is Impacting Staff Reorganisations Across the Globe**
- Understanding the other scenarios that can lead to a reorganisation (a discussion on cost-cutting, downsizing, outsourcing, mergers and changes in business direction)
- The legal requirements surrounding a reorganisation where employees are affected.
- Understanding the differences between a retrenchment, voluntary separation scheme and mutual separation scheme.
- Lifting the Corporate Veil (analysis of the recent Court of Appeal decision in Hubline).

10.45am to 1.00pm

Managing Transfers, Secondments, Reassignments and Ensuing Claims of Constructive Dismissal

- Deciding on which employees are to be transferred, seconded or reassigned
- How to manage situations where the only available position for the redundant employee is a lower ranked position (mitigating a claim for constructive dismissal)
- Managing claims of unfair labour practice and victimisation
- Exiting staff who are under-performing and with prolonged medical issues
- How to manage situations involving 'outsourcing' of business functions.

Managing the Staff Reorganisation Process Efficiently

- The Importance of having a proper process of selection and ensuring top management is involved in the exercise
- Should an employee under consecutive fixed-term contracts be prioritised over permanent employees when deciding who to retrench?
- Who should be in a company's reorganisation steering committee and how to prepare a business justification report
- Communicating the notice of the mutual or voluntary separation scheme (common mistakes to avoid)
- A manager's role in discussing the mutual/voluntary separation scheme with his subordinates.
- The mutual acceptance process by the selected employee and the organisation.

NOTE: Sample transfer notices, VSS/MSS notices as well as communication scripts, court awards and case studies involving reorganisational related situations will be shared with participants in ensuring the objectives of this session are achieved.

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TRAINER'S PROFILE



Shawn Sher is the founder and chief executive officer of LS Human Capital, an Employee Relations consulting and training firm that operates in the Asia Pacific region. He is the author of several publications such as “Important Industrial Court Decisions for Business Leaders”, “The Complete Employee Handbook”, “HR Concerns When Buying and Selling a Company in Malaysia” and “How to Comply with the Personal Data Protection Act”.

Shawn is a regular sought after speaker and has been invited to train and consult across the United States, United Kingdom, Europe and South Africa on a variety of topics concerning leadership, international industrial relations and HR management. He is also consulted by the Malaysian government where he formed part of the panel involved in changes being contemplated to Malaysia’s labour laws.

In addition, Shawn also serves as advisor to a number of multinationals and GLC’s in Malaysia on their employment law compliance and people development issues. His weekly updates on contemporary IR and leadership is widely followed across Malaysia, where more than 800 companies today subscribe to this service.

Shawn has a Masters in Laws qualification (specialising in Employment Law) from the University of Leicester, United Kingdom. In addition, he also possesses a specialisation certification in ‘Positive Psychology’ from the University of Pennsylvania, United States where he completed his certification in 5 areas of Positive Psychology including:

- 1) Positive Psychology: Martin E.P. Seligman’s Visionary Science with Dr. Martin E.P. Seligman,
- 2) Positive Psychology: Applications and Interventions with Dr. James Pawelski
- 3) Positive Psychology: Character, Grit and Research Methods with Dr. Angela Duckworth & Dr. Claire Robertson-Kraft
- 4) Positive Psychology: Resilience Skills with Dr. Karen Reivich, and
- 5) Positive Psychology Specialization Project with Dr. Martin E.P. Seligman

Shawn believes that ‘managing people the right way’ requires a combination of practical understanding of the law with the effective use of positive psychology in driving a committed and high performing work environment. He has also completed the certifications on the ‘Occupational Mental Health First Aider’ program from the Putnam Institute, UK.

REGISTRATION FORM AND CONFIRMATION

Course Title : “Managing Staff Reorganisations in the Era of Artificial Intelligence and Tariffs”
Date : December 08th, 2025
Held Via : Online (via Microsoft Teams)
Cost : RM 649/= per participant
 RM 599/= per participant (for registration before November 25th, 2025)
 RM 549/= per participant for 2 or more participants
 (please note an additional 8% SST shall apply to the rates above & it is 100% HRDC Claimable)

I, hereby confirm sending (.....) participant(s) to the above-mentioned public training programme.

Participant Name :
Position :
Company Name :
Address :

Telephone No :
Fax No :
Contact Person :
Participant Email :
Date :
Signature & Stamp :

(For more than one (1) participant, please provide names on separate registration form(s))

FOR MORE INFORMATION

Call us at 03-4266 9191 for any inquiries you may have during our official business hours from 8.30am to 5.30pm (Mondays to Fridays). Alternatively, you can send us an email to suha@lshumancapital.com / rowena@lshumancapital.com.