

Strategic HR Transformation Masterclass

Unorthodox Strategies for Extraordinary
Results and High Performance

100% HRD Corp
Claimable



by
Arulkumar Singaraveloo

Course Introduction

Today's organisations face a common challenge. Despite investing heavily in HR initiatives, employee engagement programmes, training, benefits, performance management systems and workplace initiatives, many **continue to struggle with productivity, accountability, retention, discipline, workforce optimisation and organisational performance**. Many HR practices have remained largely unchanged for decades, with organisations continuing to **rely on conventional methods while expecting different results**.

Although these traditional approaches may deliver incremental improvements, they often fall short of creating the breakthrough outcomes needed to compete in today's demanding business environment. This intensive two-day programme introduces participants to a **different way of thinking about people management**. Rather than focusing on HR theory, participants will explore **innovative, practical and unconventional strategies** that challenge traditional assumptions and unlock hidden opportunities within existing HR systems.

Through proven methodologies, strategic frameworks and breakthrough concepts, participants will learn **how to achieve more with existing resources, identify the employees who truly drive organisational success, redesign HR practices for maximum impact and build high-performance cultures without relying solely on increased budgets or additional headcount**. This is not another HR best practices programme, it is a paradigm shift in how organisations approach people strategy.



Programme Objectives

This programme aims to:

1. Challenge conventional HR thinking and introduce a new paradigm for managing people, performance and organisational effectiveness.
2. Explore innovative and breakthrough HR strategies that can enhance employee value, strengthen workplace discipline and improve organisational performance.
3. Demonstrate practical methods for optimising HR costs, benefits and workforce resources while maintaining employee engagement and business sustainability.
4. Examine effective approaches for talent acquisition, performance management, employee relations and workforce optimisation.
5. Equip participants with practical frameworks, tools and implementation strategies that create sustainable competitive advantage through people management.

Key Learning Outcomes

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

1. Identify opportunities within their existing HR practices to achieve breakthrough improvements and measurable business impact.
2. Evaluate and implement innovative HR strategies that improve productivity, employee engagement, retention and organisational performance.
3. Apply practical techniques to optimise costs, simplify HR processes and improve operational efficiency without compromising employee experience.
4. Strengthen performance management, disciplinary management and workforce accountability using structured and practical frameworks.
5. Develop an actionable HR breakthrough roadmap that can be immediately implemented within their organisation to support business growth, organisational excellence and sustainable competitive advantage.

Who Should Attend?

1. HR Business Partners
2. HR Leadership Team/Heads
3. Business Owners/Leadership Team
4. Department Heads

Contents

Day 1: HR Paradigm Shift & Employee Value Strategies

Module 1: Breaking Traditional HR Thinking

- Why many HR initiatives fail to deliver breakthrough results
- The hidden cost of conventional HR Thinking
- Moving from administrative HR to strategic innovation
- Understanding competitive advantage through people practices
- HR myths that organisations continue to believe
- Avoiding weak implementations (Singapore Airlines pilot case)

Module 2: Identifying Your Real Employees

- Who are the real employees driving organisational success?
- The Employee Value Matrix
- Differentiating high-value contributors from passengers
- Resource allocation strategies based on employee value
- Building differentiated workforce strategies

Module 3: Giving More Without Spending More

- Creating perceived value without increasing costs
- Re-engineering existing employee benefits
- Maximising ROI from existing HR investments
- Practical case studies and examples



Module 4: Leave Management Breakthrough Strategies

- Strategy 1 – Annual Leave Strategy
- Strategy 2 – Medical Leave Strategy
- Strategy 3 – Sabbatical Leave Strategy
- Strategy 4 – Friday Half-Day Strategy
- Strategy 5 – Flexible Leave Strategy
- Strategy 6 – Maternity & Paternity Leave Strategy
- Strategy 7 – Effective Work Hour Balancing Strategy

Day 1 Workshop Wrap Up

Participants identify at least five breakthrough strategies suitable for their organisation to be added into their "HR Breakthrough Roadmap"

Day 2: High Performance, Cost Optimisation & Operational Excellence

Module 5: HR Cost Optimisation Strategies

- Strategy 8 – Insurance Benefit Strategy
- Strategy 9 – Cost Saving Through Notice Period Management
- Strategy 10 – Cost Saving Through Annual Leave Strategy
- Strategy 11 – Cost Saving Through Insurance Benefits

Module 6: Talent Acquisition, Retention & Flexible Workforce Strategies

- Strategy 12 – Hiring Through Panel Interview Strategy
- Strategy 13 – Hiring Effectively
- Strategy 14 – Training Budget Strategy
- Strategy 15 – Creating Flexible Workforce
- Strategy 16 – Cooling Period Strategy

Module 7: High Performance & Discipline Culture

- Strategy 17 – Managing C & D Performers Through Discipline and Performance Enhancement
- Strategy 18 – Disciplinary Management A-Z in Under 30 Minutes
- Strategy 19 – Zero Headache Separation Management
- Strategy 20 – Medical Process Management Strategy
- Strategy 21 – Performance Management – Self Assessment

Module 8 :HR Operational Excellence Strategies

- Strategy 22 – Effective Programme Implementation and Compliance
- Strategy 23 – Simplifying Payroll Processes
- Strategy 24 – Managing Probation by Limiting Organisational Risk
- Strategy 25 – Lean & Fast strategies
- Strategy 26 – Effortless HR Audit Preparation

Capstone Session

Building Your HR Breakthrough Roadmap

Participants will:

- Assess current HR practices
- Identify immediate breakthrough opportunities
- Prioritise high-impact initiatives
- Develop a 90-day implementation plan
- Create measurable success indicators

Key Takeaway

Participants will leave with more than 20 practical breakthrough HR strategies that can be immediately implemented to improve organisational performance, strengthen discipline, enhance employee value, optimise costs and create sustainable competitive advantage.

Duration

2 Days

Fees

RM 3,500 (100% HRD Corp Claimable)

Trainer's Profile



- Degree in Civil Engineering (UTM)
- MBA (Strathclyde University, UK)
- Accredited HRD Corp Trainer
- Former HR Director (Business Consulting) at Infineon Technologies
- Former HR General Manager at Hartalega Holdings Berhad
- CEO at Malaysia HR Forum (Currently)
- Completed numerous million-dollar HR projects

Arulkumar Singaraveloo brings over 25 years of dynamic and progressive experience in Human Resources, having held senior leadership roles across diverse industries including semiconductors, healthcare manufacturing, oil & gas, education & training, and transportation technology.

He holds a Degree in Engineering from UTM and an MBA from the University of Strathclyde, Scotland. Arul has served as the HR General Manager at Hartalega Holdings Berhad, the world's largest nitrile glove manufacturer and as Human Resources Director (Business Consulting Services) at Infineon Technologies, a leading global semiconductor company.

A results-driven HR leader, Arul is widely recognised for aligning HR strategies with business goals to drive organisational performance, regulatory compliance, and workforce transformation. His areas of expertise include strategic HR business partnering, industrial and employee relations (IR/ER), recruitment, talent management, training & development, performance management, and compensation & benefits. Arul has led large-scale HR operations supporting workforces exceeding 9,000 employees, and he has successfully built HR functions from the ground up.

He has also developed comprehensive labour and social compliance frameworks and pioneered systematics for social accountability and ethical employment practices. Known for his pragmatic approach to HR and industrial relations, Arul is frequently sought after for his ability to resolve complex workplace issues with logical, business-oriented solutions. He has introduced numerous tactical tools and frameworks to help companies cultivate high-performance HR teams and disciplined workforces.

Beyond corporate roles, Arul is the Chief Executive of the Malaysia HR Forum, a prominent HR platform with over 78,000 HR and business members, dedicated to professional development, knowledge sharing, and industry advocacy. He is also a trusted advisor to CEOs and senior leadership teams on matters of HR strategy, workforce transformation, and organisational change. As a speaker and trainer, Arul continues to influence the HR landscape in Malaysia through his thought leadership, training programs, and policy engagement.