



Master Class

# FORUM KHAS 2026

## Malaysia Payroll, Tax & Labour Compliance Mastery

LHDN | EPF | SOCSO | EIS | JTK | Employment Act 1955 | Sabah & Sarawak Labour Ordinance (SLO)

Held across **23 locations in Malaysia**, this event will empower over **3,000 HR and Admin professionals** with critical updates on taxation, labour laws, and compliance strategies.

The Ultimate Masterclass for HR & Compliance Professionals!

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July-Oct 2026



# The focus at **FORUM KHAS 2026**



Comprehensive overview of payroll compliance obligations in Malaysia, detailing the role of Lembaga Hasil Dalam Negeri (LHDN) and the responsibilities of employers in ensuring accurate payroll practices. It explains the key differences between monthly and annual statutory reporting requirements, while emphasising the importance of timely submissions, proper documentation, and the potential risks, penalties, and legal consequences arising from non-compliance with regulatory requirements.

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At FORUM KHAS 2026, participants will gain a clear understanding of Employees Provident Fund (EPF) compliance, including employer obligations, contribution calculations, and wage definitions. The session covers common mistakes, late payment penalties, and audit risks, while equipping participants with practical knowledge to ensure accurate submissions, maintain proper records, and achieve full compliance with EPF regulations.

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**The PERKESO** session at FORUM KHAS 2026 focuses on the latest regulatory updates, coverage expansion, and employer responsibilities under SOCSO. It also addresses penalties for non-compliance, contribution defaults, and improper claims, ensuring HR and payroll teams understand their duties in protecting employees through social security and occupational injury schemes.

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**The JTK** compliance session at FORUM KHAS 2026 highlights critical updates on labor law enforcement, fair employment practices, contract regulations, and Termination & Dismissal Clauses. Employers will gain clarity on inspection procedures, legal obligations, and penalties for breaches—ensuring full alignment with Jabatan Tenaga Kerja (JTK) standards in managing their workforce.



Malaysia's Industrial Court consistently handles hundreds of active labour disputes at any time, with over a thousand cases annually. Most involve unfair dismissal, misconduct, and retrenchment.

These cases result in significant financial impact on employers, highlighting the importance of proper compliance, documentation, and lawful termination practices to avoid costly legal consequences.



## SUBJECT FOCUS

**FORUM Khas:** This intensive 2-day seminar focuses on providing a comprehensive understanding of five key pieces of legislation that govern employment and industrial relations in Malaysia.

- 1. The Malaysian Employment Act (EA1955):** This act outlines the rights and obligations of employees and employers, covering areas such as wages, working hours, and employment contracts, ensuring fair treatment in the workplace.
- 2. Malaysia Industrial Relations Law:** It addresses the dynamics between employers and employees, focusing on trade unions, collective bargaining, and dispute resolution to promote industrial harmony.
- 3. EPF (Employees Provident Fund):** A mandatory savings scheme aimed at securing employees' retirement through contributions from both employers and employees, ensuring financial stability post-retirement.
- 4. SOCSO (Social Security Organization):** Provides social security protection, including benefits for work-related injuries, disabilities, and illnesses, ensuring a safety net for employees.
- 5. LHDN (Inland Revenue Board):** Main focus on e-invoicing, PCB Deduction procedures and subject focus on the deduction of income tax, ensuring compliance with tax laws and contributing to the nation's revenue, impacting both employers and employees.

## LEARNING METHODOLOGIES

FORUM Khas employs interactive learning methodologies including expert-led presentations, case studies, group discussions, and Q&A sessions. Participants engage in hands-on activities, real-world scenarios, and collaborative workshops to deepen their understanding of LHDN, KWSP, PERKESO, and JTK, ensuring practical knowledge application and compliance with regulations.

## LEARNING OUTCOME

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

- Understand statutory compliance requirements across LHDN, EPF, SOCSO, EIS, and JTK
- Apply accurate payroll calculations including PCB and statutory contributions
- Prepare EA Forms and statutory submissions correctly
- Identify compliance risks and avoid penalties
- Implement proper disciplinary, termination, and labour law practices
- Manage audits, inspections, and regulatory enquiries professionally

## SUBJECT FOCUS @ FORUM KHAS

- EPF: Contributions & Deductions.
- PAYROLL Guidelines.
- EPF: Benefits & Claims.
- SOCSO: Contributions & Deductions.
- JTK : Terminations & Dismissal Procedures
- Employment Insurance Scheme 2018 (EIS).
- Income Tax Remuneration.
- Monthly PCB Deductions
- Tax Residency.
- MTD / PCB.
- Withholding Tax.
- Tax Treatment for Gratuity and Compensation.
- Benefits-in-kind and Perks & Others.
- Key Public Rulings by LHDN.
- Tax on Shares Offered by Employer.
- Preparing the EA Form & Other Documentation



## WHO SHOULD ATTEND?

- HR Manager/ Executives
- Admin Manager/ Executives
- Payroll Managers, Executives, Supervisors, Officers, Assistants and all personnel involved in handling human resources matters and salary administration and benefits.
- Level for Officers and above.



## Course Contents

## OVERVIEW of FORUM KHAS 2026

FORUM KHAS 2026 is a comprehensive 2-day masterclass designed to provide participants with an in-depth understanding of Malaysia's payroll, tax, and labour compliance framework. This program integrates key statutory requirements governed by Lembaga Hasil Dalam Negeri (LHDN), Employees Provident Fund (EPF), Social Security Organisation (SOCSO), Employment Insurance System (EIS), and Jabatan Tenaga Kerja (JTK) Malaysia.

Participants will gain practical knowledge on payroll processing, PCB calculations, statutory contributions, employment law compliance, and handling regulatory inspections. The program also highlights critical differences between Peninsula Malaysia and East Malaysia through the Employment Act 1955, Sabah Labour Ordinance, and Sarawak Labour Ordinance.

This forum is designed to equip HR, payroll, and finance professionals with the skills and confidence to ensure full compliance, reduce organisational risk, and manage employee-related statutory obligations effectively.



# Day One

## Course Contents

### PAYROLL & TAX COMPLIANCE

LHDN | EPF | SOCSO | EIS | JTK | Employment Act 1955 | Sabah & Sarawak Labour Ordinance (SLO)

**9:00 AM – 10:30 AM**

#### **Module 1: Payroll Compliance Framework in Malaysia**

- Overview of payroll compliance obligations
- Role of LHDN and employer responsibilities
- Monthly vs annual statutory reporting
- Risks and penalties for non-compliance

**10:30 AM – 10:45 AM (Break)**

**10:45 AM – 12:30 PM**

#### **Module 2: PCB Calculation & Tax Compliance**

- Understanding PCB (Potongan Cukai Bulanan)
- Taxable income components
- Employee reliefs and deductions
- Common PCB calculation errors

# **Practical Exercise:** PCB calculation scenarios

**12:30 PM – 1:30 PM (Lunch Break)**

**1:15 PM – 2:45 PM**

#### **Module 3: EA Form & Year-End Reporting**

- EA Form structure and requirements
- Reconciling payroll with EA Form
- Common reporting errors and corrections

# **Activity:** EA Form error identification

**2:45 PM – 3:00 PM (Break)**

**3:00 PM – 4:30 PM**

#### **Module 4: Payroll Audit & LHDN Compliance Risk**

- LHDN audit process
- Required payroll documentation
- Handling audit queries
- Best practices for compliance

#Simulation: Responding to audit queries

**4:30 PM – 6:00 PM**

#### **Day 1 : Questions and Answers & WRAP UP**

Guest Panelist from LHDN with the Trainer will be conducting the Panelist Session



# Day Two

## Course Contents

### STATUTORY & LABOUR COMPLIANCE

LHDN | EPF | SOCSO | EIS | JTK | Employment Act 1955 | Sabah & Sarawak Labour Ordinance (SLO)

**9:00 AM – 10:30 AM**

#### **Module 5: EPF, SOCSO & EIS Compliance**

- Contribution requirements and rates
- Wage definition for contributions
- Employer vs employee obligations
- Common compliance mistakes

**#Exercise:** Contribution calculation

10:30 AM – 10:45 AM (Break)

**10:45 AM – 12:15 PM**

#### **Module 6: Employment Law Framework (JTK + SLO)**

- Employment Act 1955 overview
- Sabah & Sarawak Labour Ordinance differences
- Employer obligations and employee rights

**12:15 PM – 1:15 PM (Lunch Break)**

**1:15 PM – 2:45 PM**

#### **Module 7: Misconduct, Discipline & Termination**

- Domestic Inquiry (DI) process
- Just Cause & Excuse principle
- Types of termination (misconduct, performance, redundancy)

**#Role-play:** DI simulation

2:45 PM – 3:00 PM (Break)

**3:00 PM – 4:30 PM**

#### **Module 8: JTK Complaints & Employer Defence**

- Handling employee complaints – Processes and Documentation
- Conciliation process – Employee and Employer
- Documentation for defence for Employer
- Preventive HR strategies

**#Simulation:** JTK complaint handling

**4:30 PM – 6.00 PM**

**FORUM KHAS Conclusion**, Question & Answers : Guest Panelist from Jabatan Tenaga Kerja (JTK)

## INVESTMENT

**RM2890.00 per person. (WM)**

**RM2980.00 per person (EM)**

*(HRDCorp SBL Khas Claimable)*

### Inclusive of :-

- 2 days Forum Master Class (hotel venue)
- 2 Lunch + 4 Tea Breaks.
- Government Agency Guest Panelist\*
- HRDCorp Accredited Trainer
- Participating Certificate.

### Terms & Conditions:-

- **Registration dateline: 3 weeks before the event date.**
- Please see the event venue listings and date.
- HRDCorp SBL Khas Claimable module – participants MUST apply 30% advance grant upon registration.
- Cancellation notice: min 14 days before the event.

**SPECIAL PACAKGE**  
**Sign Up 2 persons**  
**Get +1 person FREE**  
*(Terms & Conditions Applies)*



**REGISTER NOW**

## Schedules & Venues 2026:

**Kuala Lumpur | 2-3 July 2026**

**Ipoh | 9-10 July 2026**

**Alor Setar | 13-14 July 2026**

**Penang | 16-17 July 2026**

**Senai | 3-4 Aug 2026**

**Kuching | 6-7 Aug 2026**

**Bintulu | 10-11 August 2026**

**Miri | 13-14 August 2026**

**Shah Alam | 17-18 Aug 2026**

**Kota Kinabalu | 3-4 Sept 2026**

**Tawau | 7-8 Sept 2026**

**Langkawi | 10-11 Sept 2026**

**Seremban | 21-22 Sept 2026**

**Melaka | 1-2 Oct 2026**

**Johor Bahru | 5-6 Oct 2026**

**K. Terengganu | 8-9 Oct 2026**

**Batu Pahat | 12-13 Oct 2026**

**Sibu | 15-16 Oct 2026**

**Labuan | 19-20 October 2026**

**Kuantan | 2-3 November 2026**

**Muar | 16-17 November 2026**

**Kota Bahru | 19-20 November 2026**

**Sandakan | 3-4 Dec 2026**

**Segamat | 7-8 Dec 2026**

## Top 10 Smart Questions Participants Should Ask Trainers / Speakers During Day 1 Session on LHDN at FORUM KHAS

Ideal for HR, Payroll, Finance, Admin, SME Owners & Managers

These questions help participants gain practical guidance—not just theory.



### 1. PCB Underpayment Discovery

If we discover PCB was under-deducted for past months, what is the correct way to rectify it with LHDN?

**Why it matters:** Very common payroll issue.

### 3. Bonus / Incentive Tax Treatment

How should PCB be calculated for bonuses, commissions, allowances, backpay, or annual incentives?

**Why it matters:** High-risk area for mistakes.

### 5. Independent Contractor vs Employee

How does LHDN determine whether someone is an employee or contractor for tax purposes?

**Why it matters:** Misclassification risk.

### 7. Foreign Employees / Expats

What common tax mistakes do employers make for foreign workers or expatriates regarding residency status and deductions?

**Why it matters:** Frequently misunderstood.

### 9. Old Historical Errors

If we uncover payroll tax errors from previous years, is voluntary disclosure better before LHDN discovers it?

**Why it matters:** Strategic compliance question.

### Bonus “High Impact” Question from HR Leaders

How can HR work better with Finance to prevent PCB, payroll, and e-Invoicing compliance failures?

### Questions to Avoid.

- Questions only about your own private case in public
- Overly basic questions already covered in slides
- Aggressive “how to avoid tax” questions
- Long speeches disguised as questions

### 2. Late PCB Payment

What penalties apply if PCB was deducted but submitted late to LHDN, and can penalties be reduced?

**Why it matters:** Many companies face cash flow delays.

### 4. E-Invoicing + HR Payments

Do staff claims reimbursements, training invoices, consultants, or recruitment fees fall under e-Invoicing obligations?

**Why it matters:** Cross-over between HR and Finance.

### 6. Payroll Audit Readiness

If LHDN audits our payroll records tomorrow, what 5 documents must we be ready to produce immediately?

**Why it matters:** Excellent practical question.

### 8. Director / Management Liability

Can directors, HR heads, or payroll officers be personally exposed for repeated PCB non-compliance?

**Why it matters:** Gets management attention fast.

### 10. 2026 Priority Focus

Based on current enforcement trends, what areas is LHDN focusing on most in 2026?

**Why it matters:** Gives forward-looking insight.

### ASK-HRD Tip for Participants

The best question is one that protects money, reduces risk, or improves systems.

### Best Strategy During Day 1 | Ask:

- One question on penalties
- One question on process
- One question on future risk

That alone can save a company thousands



# Top 10 Smart Questions Participants Should Ask During JTK Session (Jabatan Tenaga Kerja) – FORUM KHAS

Ideal for HR, Admin, Payroll, Managers & Business Owners

*The JTK session is one of the most valuable parts of FORUM KHAS because many employers only learn the rules after a complaint happens.*

## 1. Contract of Service Compliance

What are the most common mistakes employers make in employment contracts that may trigger JTK disputes?

**Why ask:** Poor contracts create future problems.

## 3. Working Hours & Shift Staff

For shift operations, hospitality, retail, or factories, what are the key legal rules on working hours and rest days?

**Why ask:** Great for operations-heavy companies.

## 5. Probationer Rights

Can probation employees file complaints to JTK, and what protections do they have under the law?

**Why ask:** Common misunderstanding.

## 7. Domestic Inquiry / Misconduct

When handling misconduct cases, what process should employers follow before dismissal to reduce legal risk?

**Why ask:** High-risk area.

## 9. Records Required During Inspection

If JTK visits our premises tomorrow, what records and documents must be available immediately?

**Why ask:** Excellent readiness question.

## Bonus High-Level Question

What are the top 3 HR policies every SME in Malaysia should implement immediately to avoid JTK complaints? Questions That Create Big Value for Participants

### Ask about:

Documentation    Payroll legality  
Discipline process    Leave rights  
Inspections    Prevention

## 2. Overtime Calculations

What are the most common errors companies make when calculating overtime, public holiday, or rest day payments?

**Why ask:** Frequent complaint area.

## 4. Salary Deduction Legality

What deductions can employers legally make from employee salaries, and what deductions are not allowed?

**Why ask:** Very practical and important.

## 6. Resignation Without Notice

If an employee resigns suddenly or absconds from work, what is the correct legal process for the employer?

**Why ask:** Happens often.

## 8. Leave Entitlements

What are the most common employer mistakes involving annual leave, sick leave, maternity leave, or public holidays?

**Why ask:** Constant complaint category.

## 10. 2026 Enforcement Focus

What areas is JTK actively focusing on in 2026 during inspections and complaints?

**Why ask:** Helps prioritise compliance now.

## ASK-HRD Tip for Participants

JTK cases are often lost because of poor records, not poor intentions.

Strong Reminder to Employers

If it is not documented, it becomes difficult to defend.



## 10 Killer Questions to Ask During Industrial Court Session – FORUM KHAS

For HR Leaders, Employers, Managers & Business Owners

*These are “killer” questions because they go straight to the issues that cost companies money, reputation, and years of litigation*

### 1. Termination Without Strong Evidence

What level of evidence is normally expected before dismissing an employee for misconduct?  
**Why it matters:** Many employers act too quickly.

### 3. Poor Performance Cases

Why do many employers lose poor performance cases even when the employee was genuinely underperforming?  
**Why it matters:** Very common mistake.

### 5. Retrenchment Defence

What documents must an employer keep to defend a retrenchment exercise as genuine and fair?  
**Why it matters:** Important during restructuring.

### 7. Reinstatement Risk

When does the Industrial Court usually consider reinstatement instead of compensation?  
**Why it matters:** Strategic exposure.

### 9. Manager Personal Liability

Can HR managers, directors, or supervisors be personally named or exposed because of wrongful dismissal decisions?  
**Why it matters:** Gets leadership attention.

### Bonus “Boardroom” Question.

What type of cases are increasing most recently—misconduct, performance, discrimination, harassment, or constructive dismissal?

Questions That Hit Hardest for Employers

#### Ask about:

Evidence    Documentation    Fair process  
Performance management    Retrenchment  
Management mistakes

### 2. Domestic Inquiry vs Immediate Dismissal

When is a domestic inquiry necessary, and when can an employer proceed without one?  
**Why it matters:** Crucial legal risk area.

### 4. Constructive Dismissal

What management actions most commonly trigger constructive dismissal claims?  
**Why it matters:** Often accidental.

### 6. Show Cause Letter Mistakes

What are the biggest mistakes employers make when issuing show cause letters?  
**Why it matters:** First step often mishandled.

### 8. Social Media / WhatsApp Misconduct

Can offensive social media posts or WhatsApp messages justify dismissal, and what proof is needed?  
**Why it matters:** Very current workplace issue.

### 10. Best Prevention Question

If you were advising employers today, what are the top 5 actions to reduce Industrial Court claims immediately?  
**Why it matters:** Most valuable practical question.

### ASK-HRD Tip for Participants

Industrial Court cases are often lost months before dismissal, when employers fail to document issues properly.

### Strong Reminder

Emotion should never lead termination decisions. Process and evidence should.

## 10 Questions Employees Use Against Employers in Court / Unfair Dismissal Cases

### FORUM KHAS Industrial Relations Awareness Session - For Employers, HR & Managers

These are the kinds of questions employees or their representatives often use to challenge employers. Knowing them helps organisations improve fairness, documentation, and process.

#### 1. Due Process

Did the company give me a fair chance to explain before taking action?

**Why it matters:** Natural justice is central in many disputes.

#### 3. Consistency

Have other employees committed similar acts but received lighter punishment?

**Why it matters:** Inconsistent discipline can undermine fairness.

#### 5. Investigation Quality

Was a proper investigation carried out before the decision?

**Why it matters:** Rushed or biased investigations create risk.

#### 7. Motive / Retaliation

Was I terminated after making a complaint, taking leave, or raising concerns?

**Why it matters:** Retaliation allegations are serious.

#### 9. Retrenchment Genuineness

If redundancy was the reason, was the role genuinely removed or replaced?

**Why it matters:** Sham retrenchment claims are common disputes.

#### What Employers Should Learn From These Questions

**Use them as a compliance checklist:**

- Document misconduct and investigations
- Apply rules consistently
- Keep written policies updated
- Use coaching / PIP for performance cases
- Ensure neutral decision-makers
- Keep retrenchment records genuine and clear

#### 2. Evidence Basis

What actual evidence did the employer rely on to accuse me?

**Why it matters:** Decisions without evidence are vulnerable.

#### 4. Clear Rules

Was there a written policy or rule that I was said to have breached?

**Why it matters:** Employees may argue expectations were unclear.

#### 6. Performance Management

If performance was the issue, where are the warnings, coaching records, targets, and improvement plan?

**Why it matters:** Poor performance usually needs documented management steps.

#### 8. Procedural Fairness

Who made the decision, and was that person impartial?

**Why it matters:** Bias or predetermined outcomes can be challenged.

#### 10. Remedy / Loss

If the dismissal was unfair, what loss of income and career damage did I suffer?

**Why it matters:** Impacts compensation claims.

#### ASK-HRD Practical Tip

Before any termination, ask internally: "Could we answer these 10 questions confidently with documents?"

If not, risk is higher.

#### Important Note

Court outcomes depend on specific facts, evidence, contracts, and applicable law. These are common themes, not guaranteed arguments.

# WHAT THEY SAID

## ABOUT FORUM KHAS SEMINAR



**Ms Kamala Govindan : HR Manager | Pristine Logistics Sdn Bhd, Seremban**

The networking opportunities were fantastic. I met HR managers, admin executives, and business leaders from different industries while learning current updates from Malaysia authorities. Professional, informative, and impactful.



**Ms Eunice Yang : Business Owner | Suinam Furniture Sdn Bhd, Muar**

As a business owner, I found FORUM KHAS highly beneficial. Instead of theory, the programme focused on real employer risks, legal responsibilities, and best practices. Worth every minute of attendance. Thank You Dr Adeva.



**Ms Murni Manap : HR Manager | Setia Tropika Dev Berhad. Kuala Lumpur**

FORUM KHAS gave me confidence to handle payroll, statutory deductions, disciplinary matters, and documentation better. The Q&A sessions were extremely valuable because the answers were practical and direct. 2 Days is too short



**Mr Jason Ooi : Director ; Nirwana Group Sdn Bhd, Kuala Lumpur**

The event was very well organised from registration until closing. The trainers explained complex compliance matters in a simple and professional way. It saved us from many possible company mistakes. I hope next year better hotel and better food please.



**Ms Mairasah Othman ; Asst Manager HR | Langkawi Ferry Services SB, Kedah**

Excellent programme with knowledgeable speakers and relevant case studies. I especially appreciated the Industrial Relations and Employment Act updates. Every HR practitioner should attend FORUM KHAS at least once. Q&A Session was good. 10/10.



**Ms Vimlah Narayanan: Admin Manager | Samsung Electronics Sdn Bhd, Seremban**

FORUM KHAS was one of the most practical seminars I have attended this year. The sessions on JTK, LHDN, KWSP, PERKESO, and labour compliance were very clear and updated. I returned to office with real solutions. Love the Industrail Law session with Speaker Dr Adeva.



**Hj Asriyah Adb Hafid, Ketua Penolong Pengarah, Jabatan Tenaga Kerja, Sabah**

Bagi saya, inisiatif FORUM KHAS merupakan satu usaha yang sangat cemerlang oleh ASK-HRD. Menggabungkan JTK, LHDN, KWSP dan PERKESO dalam satu seminar membolehkan para peserta memperoleh jawapan yang tepat bagi setiap persoalan mereka. Saya gembira dapat menjadi sebahagian daripada sesi yang hebat ini sebagai penceramah di FORUM KHAS Sabah.

## ABOUT US

ASK Management Group Sdn Bhd, a member of the ASK Management Group Ltd network from Singapore, began its journey in education and professional development in 2010. Since then, the organization has expanded its presence across key regional markets including Malaysia, Indonesia, Vietnam, United Arab Emirates & India . With more than 15,000 training hours delivered across diverse industries and disciplines, the group has built a strong reputation for impactful learning solutions.

Our affiliate brand, ASK-HRD, is proud to hold a prestigious five-star recognition from HRD Corp Malaysia. This distinction reflects our commitment to excellence and positions us among the leading training providers in the country. ASK-HRD offers a comprehensive portfolio of learning solutions, including online programs, customised in-house corporate training, public workshops, certification pathways, and intensive executive development programs across multiple international markets, with strong operations in the region.

Driven by innovation, ASK-HRD continuously designs market-relevant programs based on current business trends, workforce demands, and evolving industry practices. Our practical and forward-thinking approach has strengthened our standing as a trusted name in talent development. Each year, we contribute more than 15,000 hours of professional learning supported by a dedicated team of over 55 specialists in training operations, program design, and consulting services.

In addition, our panel of more than 32 experienced trainers and industry practitioners delivers expertise across a broad range of disciplines, ensuring organizations receive high-quality, results-driven development solutions throughout Asia and beyond.

Whether your organisation requires training in machine learning, innovation management, big data analytics, leadership excellence, HR transformation, or corporate governance, ASK-HRD is ready to support your growth with customised world-class solutions.



### Integrity

- We take personal responsibility in achieving our worthwhile pre-determined personal and business goals.
- We think and act Above the Line. We lead by example: We walk the talk.



### Performance And Accountability

- We are self-driven, passionate about taking personal responsibilities, and accountable in meeting expected Key Performance Indicators (KPIs).
- We seek co-operation and collaboration with all ASKhrdf members working as a team for achieving win-win goals.



### Learning And Development

- We cultivate the habit of love and joy in learning and dedicate time each week, month, and year for personal and professional development.
- We are role models to our clients and practice what we preach by taking daily action steps, doing the right things at the right time with the right skills.



### Client Focused

- We are seen as clients' trusted, reliable advisors and partners to help them achieve their worthwhile pre-determined personal and business goals.
- We deliver more than we promise.



### Innovation

- We are seen as clients' trusted, reliable advisors and partners to help them achieve their worthwhile pre-determined personal and business goals.
- We deliver more than we promise.



“

I am convinced that nothing we do is more important than **hiring** and **developing people**. At the end of the day, you bet on **people**, not on strategies.”

”

— Lawrence Bossidy



*"Empowering excellence through unwavering dedication.  
Your trusted partner for professional training, where  
knowledge meets transformation."*



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