

**SHOW UP
WITH INTENTION:
THE LEGAL &
BEHAVIORAL LINES
AT WORK**

with



2026

TRAINING OBJECTIVE

To help you understand where the legal and behavioural lines are at work, so you can show up intentionally, make better decisions, and avoid unnecessary trouble.

TRAINING OUTCOME

You leave with clearer judgement on what is acceptable at work, know where the lines are, and feel more confident managing flexibility, boundaries, and professional conduct.

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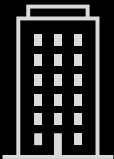
THE **WORKFORCE HARMONY** ADVOCATE



B. ENG (HONS) ELECTRONICS MAJORING IN
COMPUTER FROM MULTIMEDIA UNIVERSITY



TWENTY YEARS OF EXPERIENCE IN THE **WORKFORCE
SOLUTIONS** INDUSTRY



LAST EMPLOYMENT AS **CORPORATE SERVICES
DIRECTOR** AT THE LEADING WORKFORCE SOLUTIONS
COMPANY IN MALAYSIA



PREVIOUSLY APPOINTED PANEL MEMBER OF THE
MALAYSIAN INDUSTRIAL COURT BY MOHR,
REPRESENTING EMPLOYERS



THE VERSION
OF YOU
THAT **SHOWS**
UP TO WORK



THE VERSION OF YOU THAT **SHOWS** UP AT WORK

MOTIVATION
IS HOW YOU **FEEL**



INTENTION
IS NOT
MOTIVATION

INTENTION
IS HOW YOU **DECIDE**

HOW YOU CHOOSE TO
SHOW UP?

WHAT STANDARDS
YOU HOLD YOURSELF

WHAT BEHAVIOUR YOU
REPEAT EVEN WHEN
YOU'RE NOT IN THE

THE VERSION OF YOU THAT **SHOWS** UP AT WORK



MODERN
WORK
RUNS ON
TRUST

WHY WORK FEELS MORE FLEXIBLE TODAY?

FLEXI-HOURS EXIST BECAUSE **TRUST** EXISTS

CASUAL CULTURE REFLECTS MUTUAL
RESPECT

AUTONOMY COMES WITH **EXPECTATIONS**

FREEDOM WORKS ONLY WHEN
RESPONSIBILITY WORKS

THE VERSION OF YOU THAT **SHOWS** UP AT WORK

GOOD INTENTIONS STILL NEED BOUNDARIES

MOST PEOPLE **DON'T PLAN** TO GET INTO
TROUBLE

ISSUES USUALLY **START SMALL**

REPEATED BEHAVIOUR **CREATES PATTERNS**

THIS IS WHERE **HR AND THE LAW** STEP IN

WHEN
INTENTION
MEETS
REALITY

**THE REALITY:
HOW HR &
THE LAW
SEE BEHAVIOUR**



THE REALITY: HOW HR & THE LAW SEE **BEHAVIOUR**

WHAT COUNTS AS A **MISCONDUCT**?

**SITI NORBAYA ABDUL MANAF V. JOHNSON & JOHNSON
SDN BHD
(AWARD NO. 43 OF 1977)**

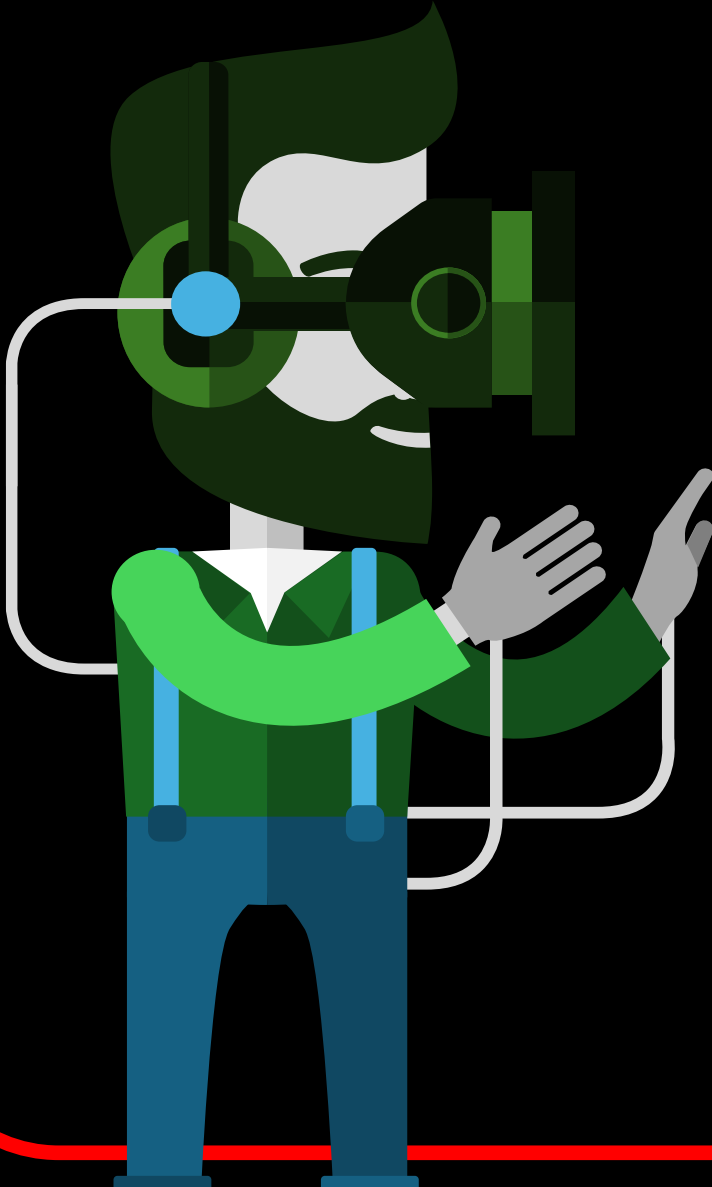
“In Industrial law misconduct can broadly dealt under three headings:

- (a) Misconduct **relating to duty**, such as carelessness, fraud, misappropriation, insubordination etc.
- (b) Misconduct **relating to discipline**, such as fighting, assault, quarrel, gambling, damage to company property, drug abuse etc.
- (c) Misconduct **relating to morality**, such as indecent act, sexual harassment etc.”



THE REALITY: HOW HR & THE LAW SEE **BEHAVIOUR**

WHAT **COURTS** LOOK AT WHEN DECIDING CASES



NATURE OF THE
BEHAVIOUR

ROLE &
LEVEL OF
RESPONSIBILITY

FREQUENCY &
PAST RECORD

IMPACT ON THE
ORGANISATION

THE SCENARIOS: **CASE LAWS** IN ACTION

