



LS Human Capital Sdn Bhd
(1171487-T)



HOW TO MANAGE EMPLOYEE UNDER PERFORMANCE & RENEWALS/NON- RENEWALS OF FIXED TERM EMPLOYMENT CONTRACTS

A Half Day Session (ONLINE)

**October 29th, 2025 – 9.00am to 1.00pm
(Microsoft Teams)**

COURSE CONTENT

Overview

In recent high profile Industrial Court and Court of Appeal decisions, our employment courts ruled that an organisation does indeed have the right to terminate employees under a fixed-term contract prior to the expiry of their fixed-term contract due to either performance or redundancy reasons. With these decisions, organisations now have more flexibility when managing staff poor performance and redundancies as well as how they structure their fixed-term contracts.

This half-day online session will address these issues and will deliver the following outcomes:

1. Clear guidelines on how to manage employee under-performance (be they staff under probation, under contract or permanent employment),
2. Clear steps on how best to manage situations involving selecting employees to be made redundant where they are under a fixed-term contract, and
3. Best practices when managing renewals of fixed-term contracts to provide your organisation with the option for an early termination of contract.

AGENDA

9.00am to 10.30am

The New Legal Developments Surrounding the Right to Terminate Staff Under a Fixed-Term Contract due to Performance and Redundancy

- Understanding the recent Industrial Court and Court of Appeal decisions affirming the right of an organisation to terminate staff under a fixed term contract prior to the expiry of their fixed term contract
- What is the correct time-gap to have in between fixed-term contract renewals
- Clauses to include when managing fixed-term contract renewals
- Managing agency hires (how to manage under-performing/problematic staff hired via recruitment agencies).

10.45am to 1.00pm

Best Practices for Managing Employee Under-Performance

- Managing staff who are not performing, have attendance issues or demonstrate attitudinal/behavioural issues while under probation
- What is the best way to manage an under-performing permanent staff in an effective manner within the shortest time-frame possible
- How best to manage under-performing staff under a fixed-term contract
- How to manage situations where employees challenge their performance rating assessment, refuse to participate under a PIP and instead contend that they are now suffering from mental health issues and are being harassed by their supervisor.

NOTE: Case studies, sample policy documents and court awards will be used as supporting tools throughout the session in ensuring the goals of this session are met.

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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 : “How to Manage Employee Under-Performance And Renewals/Non Renewals of Fixed Term Employment Contracts
Date : October 29th, 2025
Held Via : Online (via Microsoft Teams)
Cost : RM 649/= per participant
 RM 599/= per participant (for registration before October 07th, 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.