



PROGRAM DETAILS

FACULTY	DATE/TIME	FEE [*]	VENUE
Noel Ko Peter Kua	7 - 8 September 2026 9.00AM - 5.00PM	RM3,500 USD875	Asia School of Business

Note: *

- Excludes Sales & Service Tax (8%)
- Fee excludes accommodation at ASB Residential for outstation/ overseas participants but can be arranged at additional cost.
- USD Pricing is indicative pricing. All fees are invoiced in Malaysian Ringgit (RM). USD amounts are shown for reference only and will vary based on the prevailing exchange rate at the time of payment.

Program Overview

This two-day high-impact workshop is designed to transform **HR professionals, Talent Acquisition (TA) specialists, Employee Experience (EX) managers, and People Operations leaders** in Malaysia into a modern, autonomous talent engine.

In a highly competitive business landscape where digital talent shortages are critical, statutory compliance is increasingly complex, and employee burnout is a persistent operational risk, winning the talent war requires incredible speed, hyper-localized employee engagement, and proactive, data-driven workforce interventions.

This program is structured as a direct technological evolution:

- **Day 1** focuses on Generative AI as a "Co-Pilot," mastering advanced prompt engineering to manually analyze legislative changes, draft localized policies, script empathetic employee communications, and design tailored upskilling programs.
- **Day 2** elevates the team to Agentic AI, taking those exact same Day 1 use cases and building automated, multi-step "Digital People Workers" that execute autonomous sourcing pipelines, run transaction-triggered compliance cross-verifications, and manage employee lifecycle events without human prompting.

Participants move seamlessly from learning what to write to building self-running systems that handle automated HRD Corp levy optimizations, localized multi-lingual employee query triaging, and proactive retention monitoring across regional corporate offices and manufacturing hubs.

Learning Outcomes

At the end of the program, participants will be able to:

- **Master HR-Focused Commercial Prompt Engineering**
Use structured "Role-Task-Context" patterns to instantly generate localized employee policies, compliance briefs, and empathetic communication scripts in professional English and Bahasa Melayu.
- **Transition from GenAI to Agentic Autonomy**
Understand the strategic shift from manually prompting an AI tool to orchestrating autonomous, multi-step human capital workflows.
- **Build No-Code Automated Talent Sourcing Pipelines**
Construct autonomous agents that watch designated recruitment platforms, pre-qualify niche technical profiles, and draft highly contextualized outreach messages to passive talent.
- **Deploy a 24/7 Localized HR Knowledge Concierge Agent**
Create a conversational workflow that intercepts inbound employee policy inquiries, responds in colloquial, localized dialects (English, Bahasa Melayu, Mandarin), and references complex employee handbook terms to eliminate administrative bottlenecks.
- **Establish Responsible AI Governance & Ethical HR Guardrails**
Define strict "human-in-the-loop" checkpoints to ensure all autonomous HR systems strictly comply with the Personal Data Protection Act (PDPA), Ministry of Human Resources (KESUMA) guidelines, and Industrial Court standards.

Who Will Benefit?

- **Chief Human Resource Officers (CHROs) & HR Directors** looking to build a data-driven, risk-managed people strategy.
- **Talent Acquisition (TA) Managers & Lead Recruiters** seeking to drastically accelerate technical sourcing and outreach velocity.
- **Employee Experience (EX) Managers & Employee Relations Specialists** focused on scalable wellness support and court-defensive documentation.
- **People Operations & Payroll Managers** aiming to eliminate manual transaction processing, streamline onboarding, and automate statutory Malaysian compliance audits.

Program Outline

Day 1: The AI-Powered HR Engine & Prompt Mastery

Module 1: GenAI Fundamentals – The New HR & People Operations Toolkit

A non-technical breakdown of how Generative AI acts as a human capital strategist and workforce planning co-pilot for corporate, SME, and multinational HR professionals in Malaysia.

- **Scenario (Compliance & Workforce Strategy):** An HR Manager uses structured prompts to analyze recent Ministry of Human Resources (KESUMA) legislative announcements (e.g., progressive wage rollouts or updated Employment Pass thresholds) and drafts a comprehensive, highly personalized executive briefing on the financial implications for their specific sector.
- **Hands-on:** Practice "Structured Prompting" using real, anonymized corporate profiles to turn AI into a compliance research partner, benchmarking localized salary data, benefits frameworks, and competitor talent offerings.
- **Expected Impact:** Immediate improvement in the speed, strategic alignment, and accuracy of internal executive briefings and compliance risk assessments.

Module 2: GenAI for Hyper-Localized Talent Attraction & Candidate Personas

Using AI to fast-track employer branding campaign ideation, build detailed technical and non-technical candidate personas, and write job descriptions optimized to attract highly sought-after digital and AI talent in Malaysia.

- **Demo:** Turn a dry, technical product engineering requirement brief into distinct, localized candidate personas and targeted candidate attraction strategies designed to combat the local tech talent drain.
- **Hands-on:** Input a mock technical hiring brief > AI generates localized recruitment angles, LinkedIn outreach copy, and specialized job descriptions adapted to attract top-tier Malaysian technical professionals.
- **Expected Impact:** Recruitment marketing copy and job descriptions completed in a fraction of the time with deeply resonant local positioning that appeals to modern digital talent.

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Module 3: AI for High-Stakes Industrial Court Defense & Presentation

Leveraging GenAI to structure objective, auditable, and documented HR frameworks for performance improvement plans (PIPs), flexible work arrangements, or organizational restructuring that withstand strict Industrial Court scrutiny.

- **Scenario:** Input raw documentation regarding an employee performance trend and relevant company policy history > AI generates a fair, objective PIP outline, customized mitigation milestones, and exact conversation talking tracks for HR managers.
- **Hands-on:** Build a robust, 6–8 section performance intervention documentation framework, establishing clear compliance around objective performance measurement, employee feedback loops, and fair evaluation standards.
- **Expected Impact:** 30–50% reduction in documentation preparation time paired with a vastly sharper, legally defensive, and objective employee relations narrative.

Module 4: GenAI for Employee Wellbeing & Mental Health Micro-Consulting

Synthesizing complex organizational health guidelines into highly accessible, empathetic, and culturally aware workplace wellbeing communication frameworks to combat high burnout rates and address mental health stigmas.

- **Scenario:** Input sample wellness dilemmas, overtime data trends, and operational burnout indicators typical of high-stress corporate or manufacturing environments > AI instantly creates clear, simplified financial wellness/mental health guides and supportive response scripts for managers.
- **Hands-on:** Build an "Empathetic Communication & Wellness Content Library" filled with high-performing prompts for HR and people managers to draw from during WhatsApp, internal chat, and face-to-face employee support sessions.
- **Expected Impact:** Enhanced employee psychological safety and corporate trust by positioning the HR department and front-line managers as accessible, empathetic allies.

Day 2: From Manual Prompts to Autonomous Workflow Agents

Module 5: The "Auto-Sourcing Engine" – Agentic Digital Talent Acquisition

Introduction to Agentic AI and orchestration within HR, moving from manual candidate sourcing prompts to setting up self-running digital talent acquisition pipelines.

- **Scenario (Day 1 Progression):** Instead of manually researching prospective talent on LinkedIn and writing a customized outreach script (Module 2), an autonomous Sourcing Agent automatically watches a designated candidate incoming sheet, cross-checks their public professional footprint against technical criteria, and queues up a customized, highly personalized outreach draft for the Talent Acquisition specialist to approve.
- **Hands-on:** Build an autonomous candidate routing workflow that pushes pre-screened, high-value tech profiles directly into a specific internal HRIS/CRM recruitment channel alongside an AI-generated technical skills and wallet-share compatibility assessment.
- **Expected Impact:** Automated early-stage candidate sourcing and a consistently active, highly tailored pipeline of high-demand digital and specialized talent.

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Module 6: The "Compliance & Payroll Auditor" – Transaction-Triggered Safeguards

Leveraging multi-step autonomous agents to turn real-time payroll, workforce adjustments, and structural changes into automated compliance and cost-optimization checks across core HR systems.

- **Scenario (Day 1 Progression):** Instead of manually cross-checking new statutory updates like foreign worker EPF contributions or Progressive Wage minimums against active databases (Module 1), an automated Analytics Agent tracks live employee datasets, flags personnel whose records require structural adjustment under new Malaysian labor updates, drafts the required salary or contribution updates, and stages them for the Payroll Director's formal approval.
- **Hands-on:** Construct a workflow that instantly processes an anonymized compensation log, generating automated regulatory adjustment alerts, updated employment contract addendums, and internal compliance tracking records simultaneously.
- **Expected Impact:** Elimination of manual statutory calculation errors and proactive, frictionless alignment with rapidly shifting domestic labor laws.

Module 7: The 24/7 Localized HR Knowledge Concierge – Automated Query Triage

Deploying autonomous, context-aware agents to handle real-time inbound employee policy inquiries, leave tracking questions, and benefits requests across Malaysia's most common workplace communication tools.

- **Scenario (Day 1 Progression):** Moving past manually selecting localized communication scripts from a static advisory library (Module 4), a live HR Agent intercepts employee inquiries on internal messaging channels (e.g., Microsoft Teams, Slack, or WhatsApp), processes mixed multi-lingual inputs (English, Bahasa Melayu, Mandarin), references the official corporate employee handbook, and prepares an accurate, personalized response for human HR validation.
- **Hands-on:** Connect a conversational AI agent to an incoming employee service webhook to automatically classify query categories (e.g., Medical Claim vs. Maternity Leave), score urgent employee relation flags, and assign high-priority cases to the correct specialized HR team member.
- **Expected Impact:** 24/7 immediate response capability for general employee inquiries, eliminated internal HR response drop-off rates, and significantly reduced administrative workloads for People Operations teams.

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Module 8: HR Automation Governance & The Strategic Upskilling Roadmap

Establishing strict organizational boundaries, data protection approval loops, and comprehensive utilization of HRD Corp levy funds for risk-managed, automated human resource operations.

- **The "HR Autonomy Audit":** Mapping out current operational bottlenecks - such as slow onboarding documentation collection, manual HRD Corp grant submissions, or tedious leave tracking approvals - and defining where to position mandatory "human-in-the-loop" verification gates to ensure complete PDPA compliance.
- **Hands-on:** Co-create a comprehensive "Intelligent People Operations Playbook" detailing automated communication boundaries, strict employee data protection checkpoints, and an automated agent workflow that pairs internal talent upskilling gaps with accredited, HRD Corp-claimable training programs.
- **Expected Impact:** A clear, prioritized 3-to-6 month implementation roadmap for low-risk, high-return workforce automation that leverages available training levies efficiently.

Faculty



Noel Ko is a Data Scientist and Technical Trainer with GrowthPro.asia, where he guides organizations through the practical adoption of Generative and Agentic AI. He delivers deep-dive training across neural networks, GPT applications, and cloud-based ETL workflows using Databricks and SQL, helping teams move from manual processes into robust, data-driven capability.

Noel's background spans global financial audit, risk management, and medical technology. As a Data Analyst in Audit and Risk Analytics at Becton Dickinson, he developed an ensemble classification model using Artificial Neural Networks to predict late payments, achieving a 90% positive recall rate, and implemented Large Language Model prompt engineering and Named Entity Recognition to automate sentiment

and data censorship across global survey datasets. He also upskilled global risk management teams, transitioning legacy audit methods into big data-driven processes through advanced Power BI dashboards.

Noel holds a Master of Data Science and Business Analytics from Asia Pacific University and a Bachelor of Medical Bioscience from Monash University, a combination that shapes his ability to translate complex technical concepts into scenario-based training that specialized industries can put to immediate use.



Peter Kua is Co-founder and Chief Data Officer of GrowthPro.asia, where he leads ROI-driven AI transformation for enterprises across ASEAN, from strategy through role-specific training and hands-on capstone pilots. He brings more than 25 years of experience across Big Data, data science, and AI strategy, with a startup-style leadership posture and a deep network spanning the private sector, government, and academia.

Peter is the author of Malaysia's National Data and AI Blueprints (2019 to 2021), work that shaped the country's foundational AI agenda. He has built data capability from the ground up across multiple organizations, including Head of Data Science and Analytics at Media Prima Digital and Head of Big Data Analytics Innovation at MDEC, where he developed the National Big Data Analytics Framework and

National Data Ocean. He has also led development of a patent-pending yield-prediction method now adopted by more than 200 plantation companies across Malaysia and Indonesia and has spoken at more than 50 regional data and AI events.

Peter holds an MSc in Electrical Engineering from Wichita State University and completed executive education in Competing on Business Analytics and Big Data at Harvard Business School. He is an HRDC-Certified Trainer in Data Strategy and Monetization.



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