

# Launch of the Well-being@Work<sup>®</sup> Index for the Legal Industry

13 Jan 2025 (Monday) | 2:30 pm to 4:30 pm

## Raja Aziz Addruse Auditorium

Level 2, Wisma Badan Peguam Malaysia  
2 Leboh Pasar Besar  
50050 Kuala Lumpur

[Register online here](#)

The Bar Council Human Rights Committee is collaborating with O Psych, an organisational psychology company leading the Malaysia Well-Being@Work<sup>®</sup> (W@W) Movement, to launch the Well-being@Work<sup>®</sup> Index ("W@W<sup>®</sup> Index") for the legal industry.

The W@W<sup>®</sup> Index is a validated tool aligned with international standards like ISO 45003 and key global goals, designed to assess employee psychosocial risk, well-being, and psychological safety. As the first unified approach to workplace well-being measurement, it aims to generate an annual Well-being@Work<sup>®</sup> Index Report for Malaysia, offering insights, trends and recommendations to improve well-being in the workplace for generations to come.

This initiative is an opportunity for lawyers and Members of the Bar to better understand, gather data on, and actively prioritise workplace well-being within the legal profession.

By participating in the W@W<sup>®</sup> Index, you will receive a personalised, benchmarked report on your psychosocial risk, well-being, and psychological safety, along with a complimentary guidebook, and access to resources such as videos and articles. You can track your progress over time through reassessments and contribute to making workplace well-being a key priority.

We encourage your participation in this important exercise.

## Speakers

### Hetal Doshi

Registered Organisational Psychologist;  
Certified Professional Coach



Hetal Doshi holds a Master's degree in Organisational Psychology from Macquarie University, Sydney, Australia; Honours degree in Psychology (Second Upper Class of Honours) from Murdoch University, Perth, Australia; and a Bachelors of Arts degree majoring in Psychology from the National University of Singapore. She is an HRDF (Human Resources Development Fund)-certified trainer and is currently completing her International Coaching Federation ("ICF")-accredited coaching certification. She also is a certified user of several profiling tools including MBTI (Myers-Briggs Type Indicator), DISC (Dominance, Inducement, Steadiness, or Compliance), MPE (Management Potential Evaluation), Facet 5, SHL (Savile and Holdsworth Limited), and Genesys.

Hetal has been in the business of organisational psychology for several years with a focus on consulting, training, coaching, talent selection and development, psychometric testing, developing assessment centres, outplacement, and crisis consulting. She has worked successfully with individuals of varying job levels within the banking, services, government, academic, manufacturing, oil and gas, telecommunications, and transportation industries. Her work has taken her to countries and cities including Bangladesh, Hong Kong, Jakarta, Mumbai, Perth, Shanghai, Singapore, Sydney and Thailand. Within Malaysia, she has carried out work in states and areas not limited to Cyberjaya, Kuala Lumpur, Penang, Kuching, Johor, Seremban, and Terengganu.

Some of the clients Hetal has worked with in the past include Bank Negara Malaysia, Deutsche Bank, iCIMB, OCBC Bank, HSBC Bank, Bank Muamalat, Monash University, MAHSA College, Intel, Infineon, iPerintis, Ministry of Home Affairs (Malaysia), Malaysian Investment Development Authority ("MIDA"), Immigration Department of Malaysia, Royal Malaysian Air Force, Petronas Carigali, Sarawak Energy, Technip, HP, Ericsson, Woman's Aid Organisation, Nursing Professional Group, MISC, DHL, GE (General Electric), AirAsia, and Johnson and Johnson.

### Selvamalar Alagaratnam, Partner, Skrine

Selvamalar Alagaratnam heads the Employment Practice Group in Skrine. For 30 years she has been providing integrated support to clients in various industries on all employment / human resource-related matters. In recent years, she has naturally pivoted to supporting clients in managing and navigating the social criteria in ESG (environmental, social, and corporate governance) requirements and providing guidance in Business and Human Rights. Besides helping clients develop the framework to create and preserve a respectful workplace, she also conducts training to raise awareness and investigations into potential breaches, and helps clients manage remedial measures. Selvamalar feels strongly that for legal practice to remain sustainable, it must evolve to embrace the concept of a respectful workplace.



### Sharmila Ravindran, Managing Partner, Ravindran Advocates and Solicitors

Sharmila Ravindran commenced legal practice in 2004 and is the founder and managing partner of Ravindran Advocates & Solicitors. Her areas of practice are in legal disputes and corporate advisory.



She is an accredited adjudicator with the Asian International Arbitration Centre ("AIAC") and is a legal sustainability

## Programme\*

2:00 pm	Registration
2:30 pm	Opening Remarks
2:40 pm	Launch of Well-being@Work <sup>®</sup> Index for the Legal Industry
3:00 pm	Panel Discussion Well-being@Work — Measurement in the Legal Industry
3:45 pm	Call to Action
4:30 pm	Closing Remarks

\*The organisers reserve the right to make any modifications which are necessary.

practitioner endorsed jointly by the Asian Institute of Alternative Dispute Resolution ("AIADR") and UN Global Compact Network Malaysia & Brunei Academy.

She is a member of the Disciplinary Committee of the Advocates and Solicitors Disciplinary Board, and served as the past Chairperson of the Kuala Lumpur Bar's Gender Equality and Diversity Committee for two terms. She currently sits as an independent director on the non-profit board that governs Lean in Malaysia, a women empowerment platform that aims to address the two key issues of women dropping out of the workforce, and also the lack of women in senior management positions.

She was named by Southeast Asia Women — a platform powered by the Young Southeast Asia Leader's Initiative ("YSEALI") — to have contributed to the field of Government and Law. She was also named one of the 100 Women of Power 2023 under Prestige Malaysia, and in 2024, Asia Law Portal featured her as one of the "30 lawyers to watch in the business of law in Asia".

### Wong Keat Ching, Partner, Zul Rafique & Partners; Co-Chairperson, Bar Council Industrial and Employment Law Committee



Wong Keat Ching is a partner in her firm's Employment & Industrial Relations, Litigation, and Legal Forensic Investigation & Compliance and ESG practice groups. She advises on workplace misconduct, corporate restructuring, and labour due diligence, and conducts legal forensic investigations.

She is the Co-Chairperson of the Bar Council Industrial and Employment Law Committee and Chair of the LAWASIA Employment Law Committee. She is also an advocacy trainer and a frequent speaker at conferences. She is recognised as "Band 1" by Chambers Asia-Pacific, is included in Legal 500 Asia-Pacific's Hall of Fame, and named a "Global and National Leader for Labour & Employment" by Who's Who Legal.

## Moderator

### Abang Iwawan, Managing Partner, Abang & Co; Deputy Chairperson, Bar Council Human Rights Committee



Abang Iwawan has experience in commercial arbitration, having acted as both counsel and sole arbitrator. His recent cases include disputes in water and waste management, energy, utilities, transportation, and heavy industry.

He is an incumbent International Chamber of Commerce ("ICC") YAAF Regional Representative for South Asia (2024–2026), member of the Expert Advisory Committee for AIAC's Standard Form of Building Contracts, and the founding president of the Young Society of Construction Law Malaysia.

Beyond his commercial practice, Iwawan is passionate about human rights and has represented the Malaysian Bar at the United Nations for the Universal Periodic Review, and currently serves as the Deputy Chairperson of the Bar Council Human Rights Committee.

Iwawan has been called to the Bar of England and Wales (Middle Temple) and admitted as an advocate and solicitor of the High Court of Malaya. He is a Fellow of CIArb (UK), and an empanelled arbitrator at the AIAC, Thailand Arbitration Center, and Borneo International Centre for Arbitration and Mediation. He was included as a "Rising Star in Malaysia" by Thomson Reuters ALB and was a finalist for "Young Lawyer of the Year (under 40)" at the ALB Southeast Asia Law Awards.

This event is free of charge, but advance registration is required.

Registration will close on **10 Jan 2025 (Friday), 5:30 pm**, and is on a first come, first served basis.

Please note that no additional registration will be accepted once the closing date has passed, or if the event is full (whichever comes first).

We may not permit future registration if you fail to attend the event after registering, unless you provide acceptable and valid reason(s).

Organised by  
Bar Council Human Rights Committee  
in collaboration with O Psych



Should you have any enquiries, please contact:

**Rathi Ragnathan** (rathi@malaysianbar.org.my); or  
**Pavithra Balasundram** (pavithra@malaysianbar.org.my)