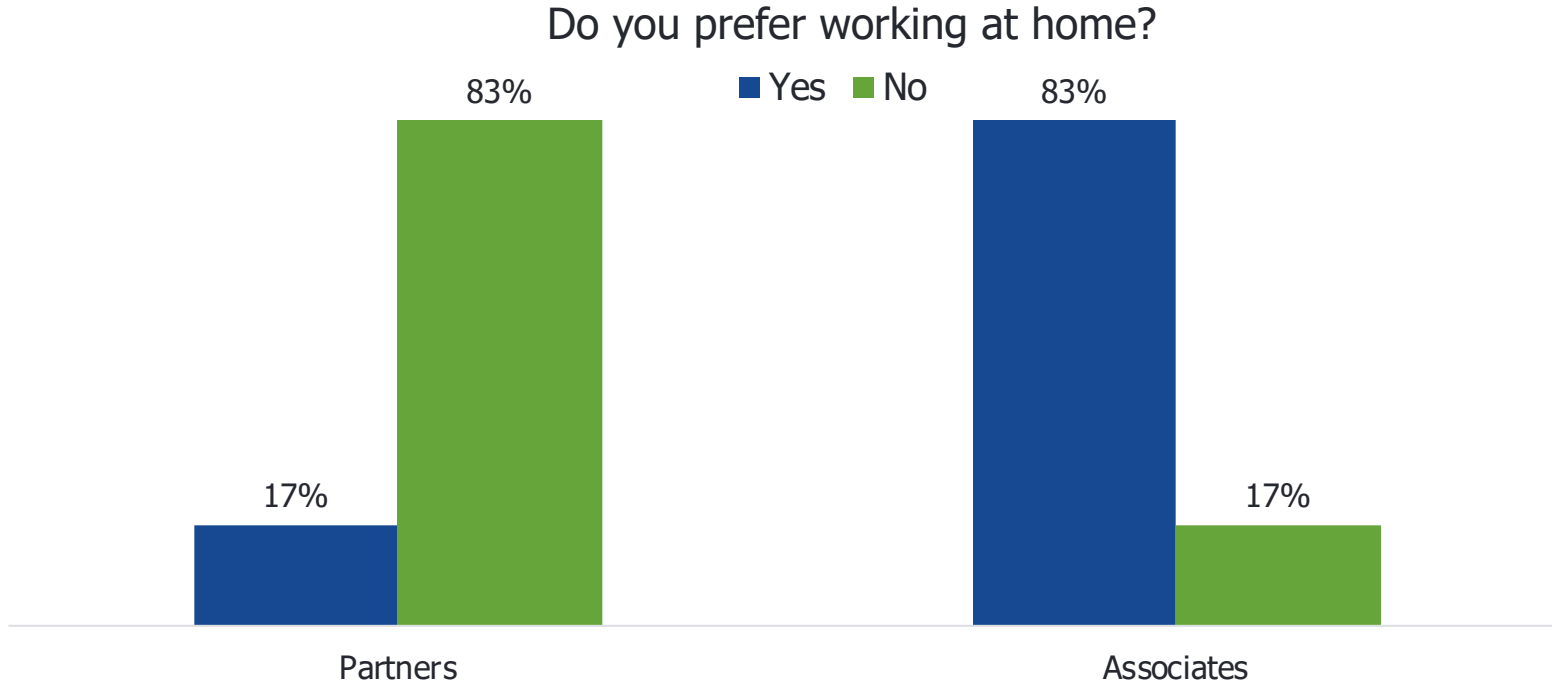




# **Are Lawyers Ready to #WFH?**

**YEE MEI KEN, SHEARN DELAMORE & CO., MALAYSIA**

There's clear **opposing preference** between partners & associates to the current situation of WFH.



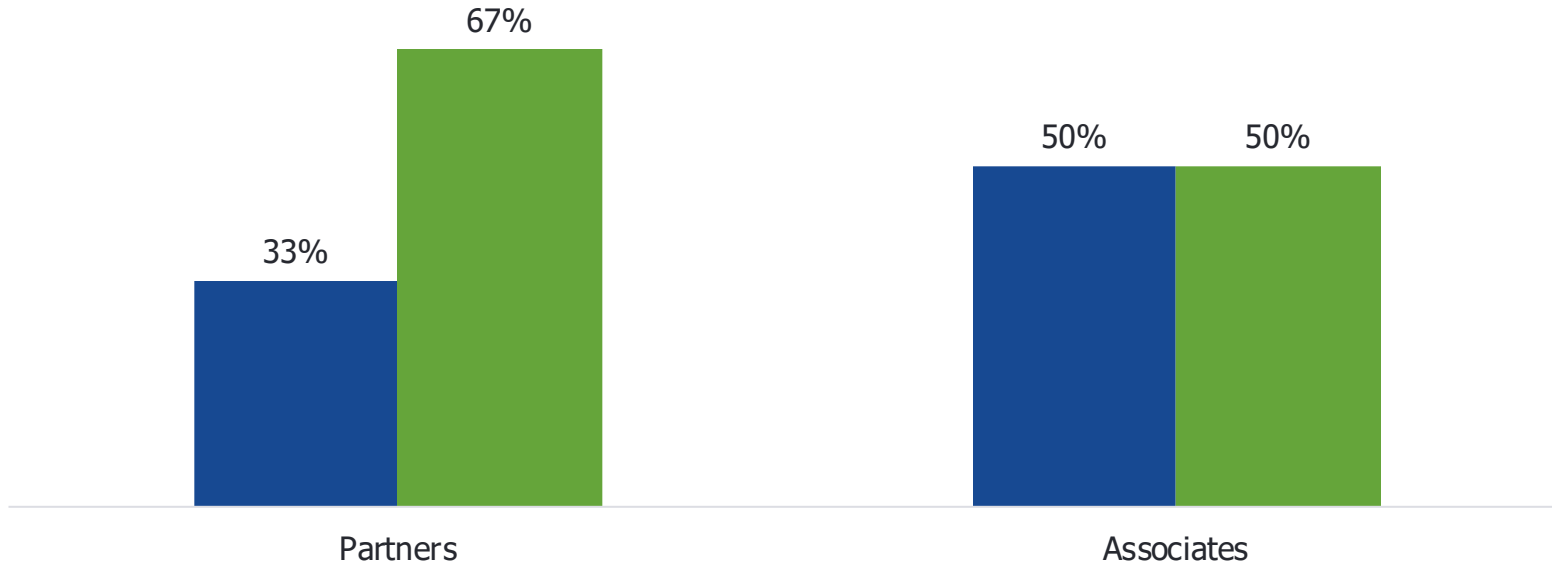
N = 12; partners = 6, associates = 6  
1. Do you prefer working at home?

However, both partners & associates have **mixed views** on WFH in the future.



Do you agree that WFH should be the new normal for lawyers?

■ Yes ■ No



N = 12; partners = 6, associates = 6

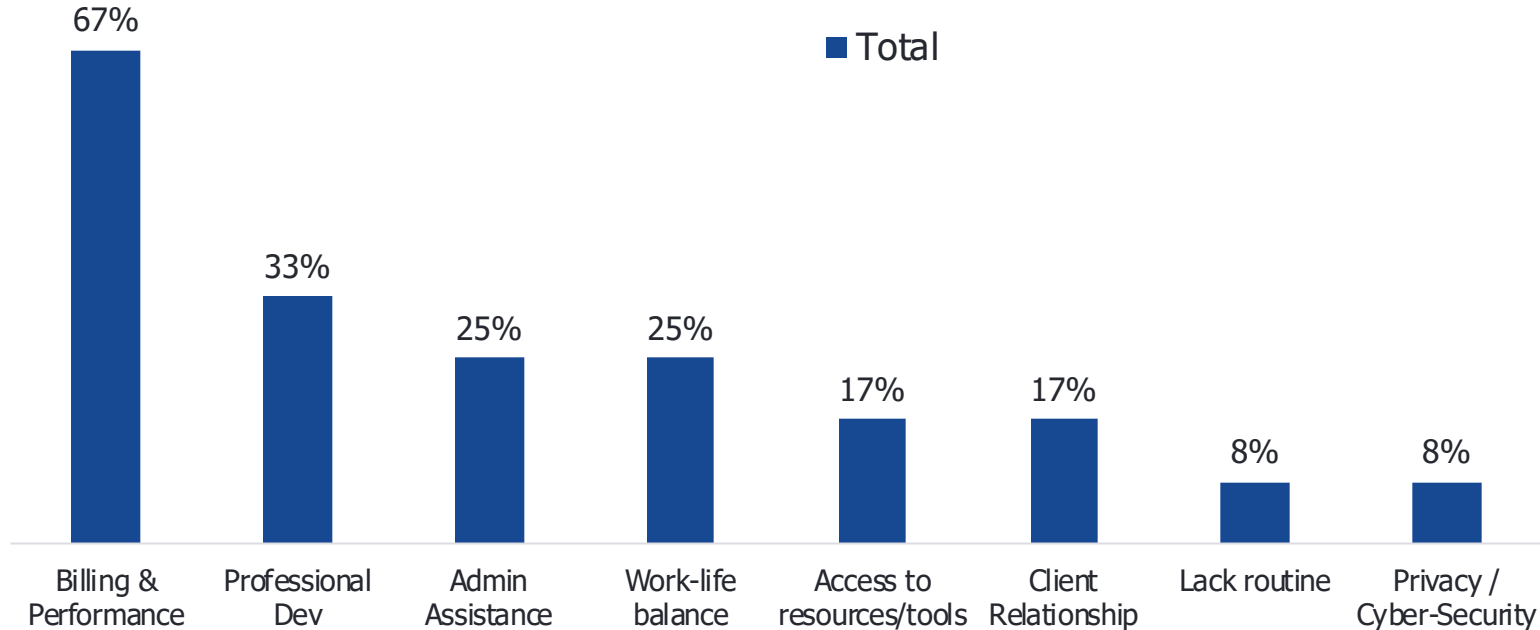
5. Do you agree that WFH should be the new normal for lawyers?

Because there are ***various concerns*** regarding WFH that need to be addressed for this arrangement to be sustainable.



## Concerns about WFH

■ Total



N = 12; partners = 6, associates = 6

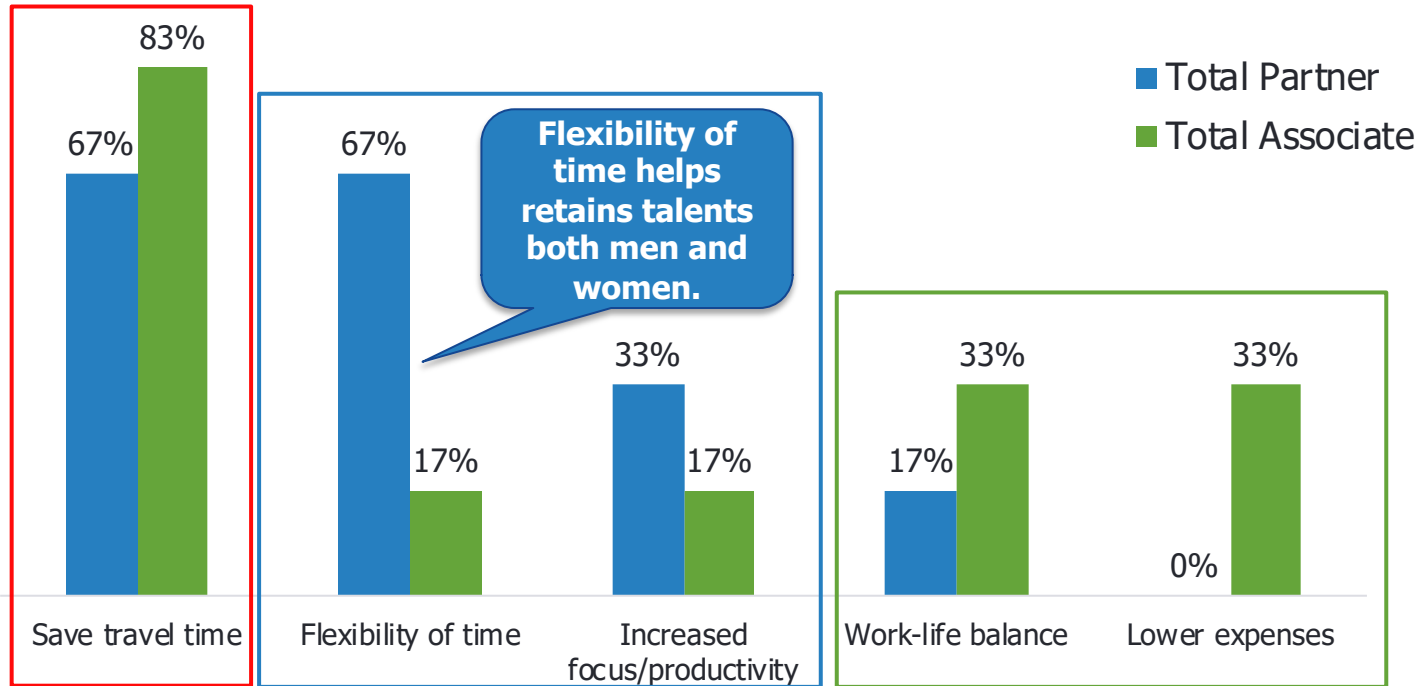
7. What is your greatest concern WFH? Pick one. a) Privacy b) Professional development c) billings & performance

8. Do you have any other concerns WFH, aside from the selections in No. 7? If Yes, what?

Main benefit of WFH is **saving commute time**. However, partners & associates will experience different benefits as a result of different priorities.



Please state two (2) benefits of WFH.





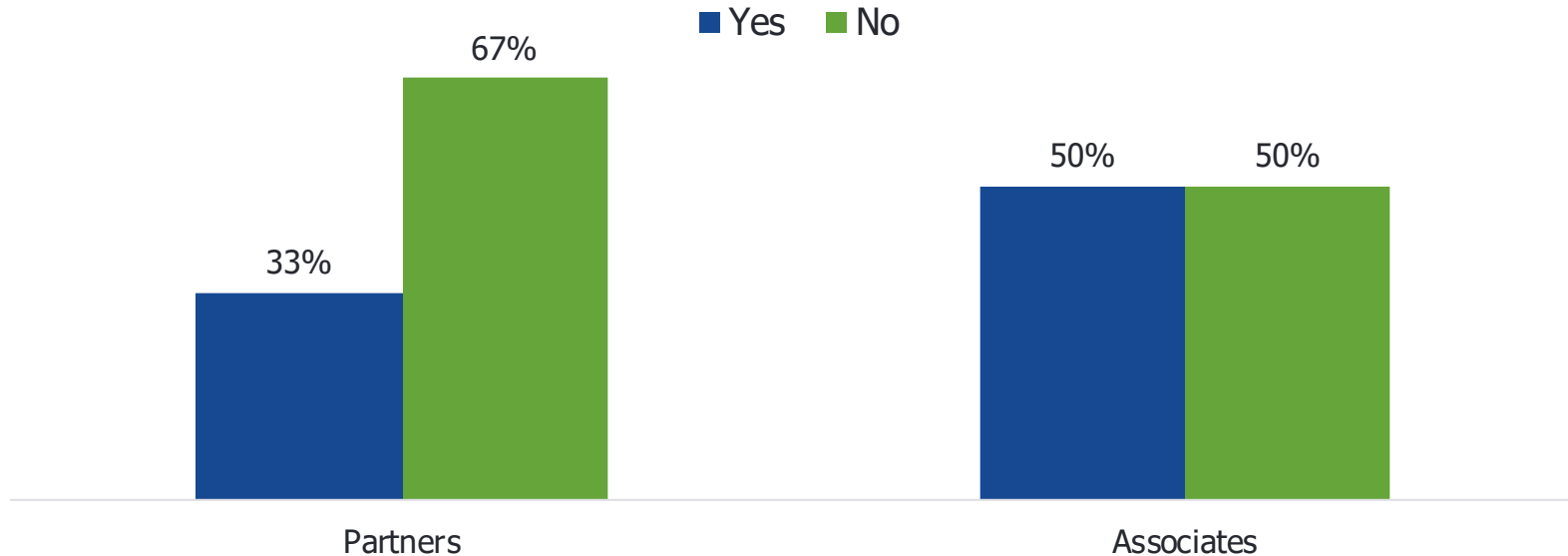
# **Organizational Effectiveness**

## Oversight / Training of Lawyers

Effective communication is required but will require additional effort without face-to-face interaction.



Do you think that you are able to communicate better virtually with your lawyers (your partner)?



N = 12; partners = 6, associates = 6

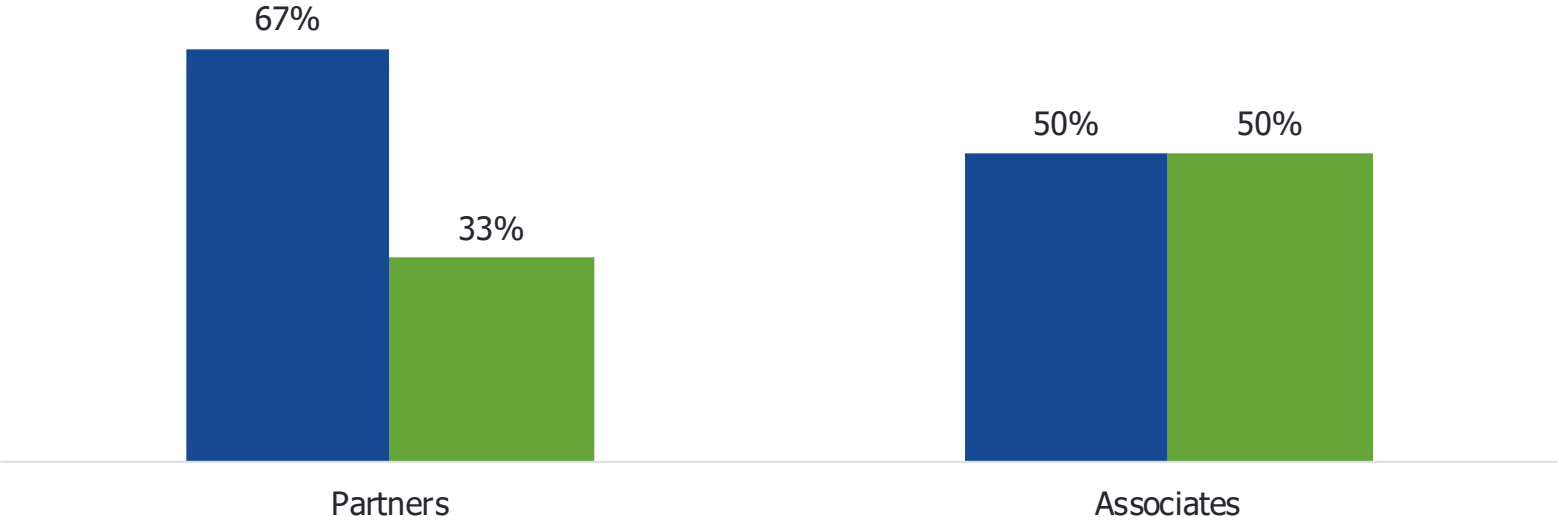
2. Do you think that you are able to communicate better virtually with your lawyers (your partner)?

Similarly, efforts are needed for the training of lawyers via virtual learning.



Do you think that virtual communications might improve training of lawyers?

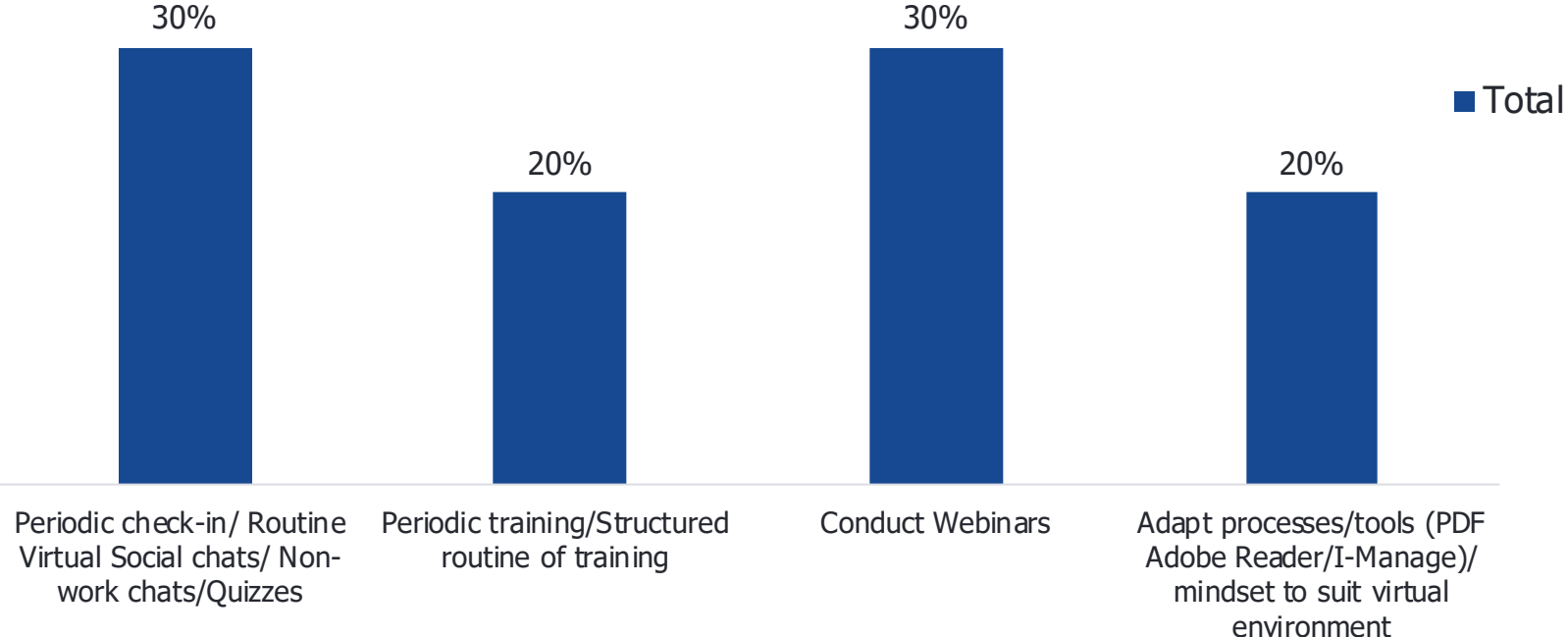
■ Yes ■ No



N = 12; partners = 6, associates = 6  
4. Do you think that virtual communications might improve training of lawyers?



# Suggestions to improve virtual communication / training



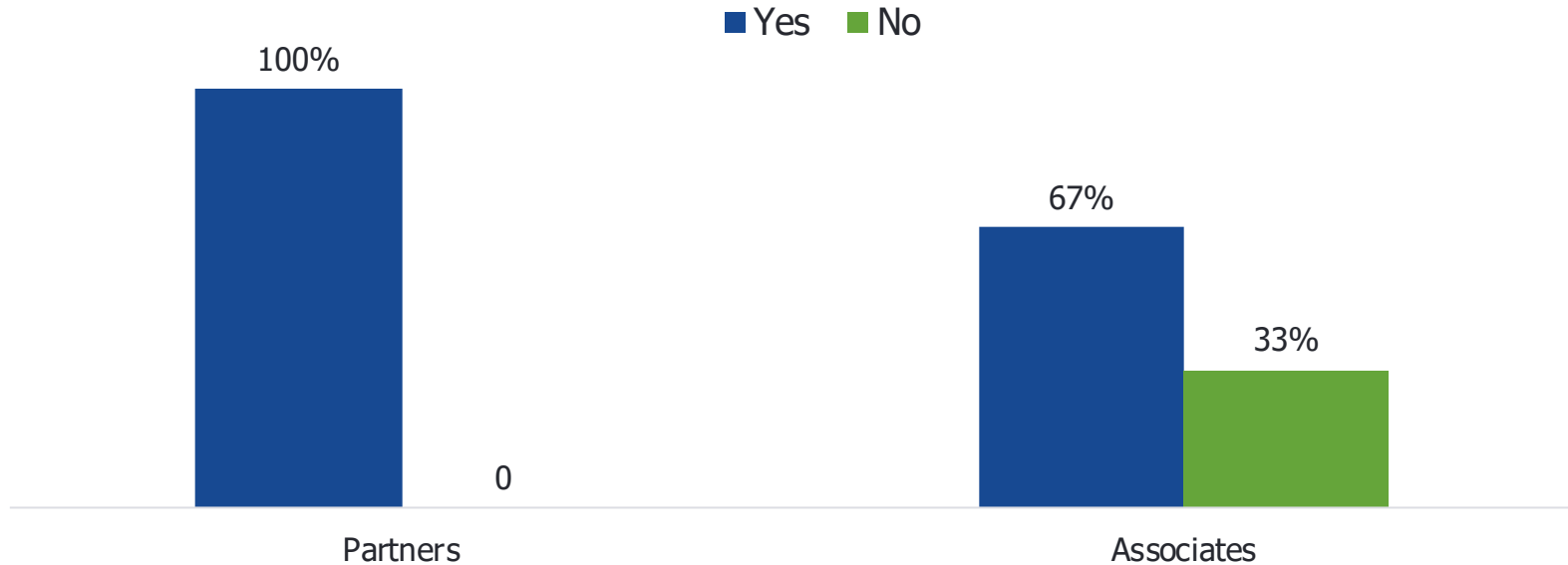
N = 10; partners = 6, associates = 4

9. Please suggest a way to improve virtual communication / training of lawyers

# WFH needs to be complemented with flexi-time.



Do you agree that WFH should include flexibility such as working after hours and on off days when necessary?



N = 12; partners = 6, associates = 6

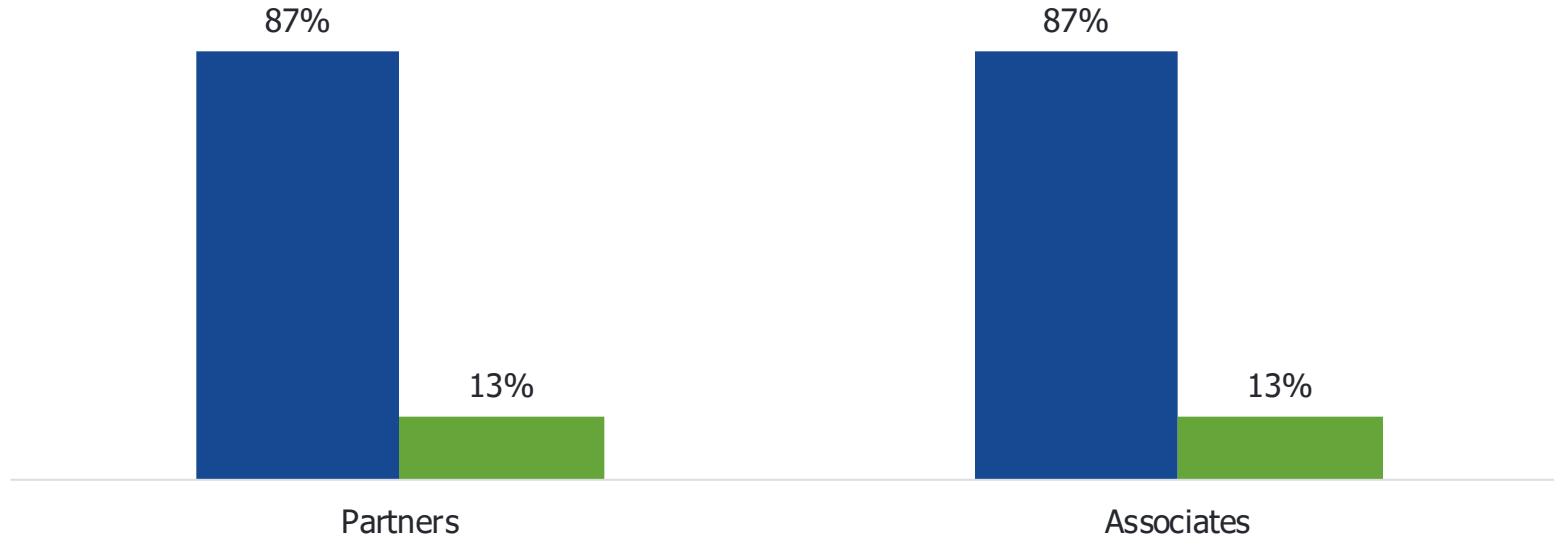
6. Do you agree that WFH should include flexibility such as working after hours and on off days when necessary?

Finally, effective organizations should display high level of mutual trust.



Did you get the same level of work commitment and discipline from your lawyers (your partner)?

■ Yes ■ No



N = 12; partners = 6, associates = 6

3. Did you get the same level of work commitment and discipline from your lawyers (your partner)?



# **Corporate Governance**

## Virtual Shareholders Meeting

**YEE MEI KEN, SHEARN DELAMORE & CO., MALAYSIA**



## Section 327 Meeting of members at two or more venues

- (1) **Subject to the constitution**, a company may convene a meeting of members at more than one venue **using any technology or method that enables the members of the company to participate and to exercise the members' rights to speak and vote at the meeting.**
- (2) The main venue of the meeting shall be in Malaysia and the chairperson shall be present at the main venue of the meeting.

# Securities Commission Guidance and FAQs on the Conduct of General Meetings for Listed Issuers (issued on 18.04.2020)



- 1.3 ***Fully virtual general meetings*** are conducted online, without a physical meeting venue for board members, senior management, shareholders and others involved in a general meeting to gather. The only venue involved in the conduct of a fully virtual general meeting is the **broadcast venue** where only the essential individuals are physically present to organize the fully virtual general meeting. Shareholders in a fully virtual general meeting will participate by audio or/and video capabilities.
- 1.4 The essential individuals physically present at the broadcast venue **should be not more than 8 individuals**. It is envisaged that these individuals would include the Chairperson of the general meeting, the Chief Executive Officer, the Chief Financial Officer, the company secretary, the auditor, the scrutineer and those providing audio and visual support for the fully virtual general meeting. Listed issuers are encouraged to conduct the fully virtual meeting with the fewest possible number of essential individuals present at the broadcast venue, and are reminded to ensure social distancing and precautionary measures are practiced.

# Guidance and FAQs on the Conduct of General Meetings for Listed Issuers (issued on 18.04.2020)

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- 1.5 A ***hybrid general meeting*** is conducted at a physical meeting venue with shareholders physically present. The same meeting is broadcasted online, and shareholders are also provided the option of participating in the meeting via audio and/or video capabilities.
- 1.6 A listed issuer shall not conduct a hybrid general meeting during an MCO, as it involves a gathering of individuals at 1 or more physical meeting venue(s). During an MCO, the SC will only consider and facilitate time-limited travel exemptions for essential individuals to conduct a fully virtual general meeting.



## 2.28 If the MCO and social distancing requirements are lifted, are listed issuers expected to conduct fully virtual or hybrid general meetings?

Listed issuers are **encouraged to continue leveraging technology to conduct their general meetings beyond the MCO. This includes conducting fully virtual or hybrid general meetings.** Listed issuers should ensure their constitution allows them to leverage technology to facilitate communication and engagements with shareholders. This is also in line with Principle C (II) and Practice 12.3 of the Malaysian Code on Corporate Governance, where boards are encouraged to have effective, transparent and regular communication with shareholders including leveraging technology to promote shareholder participation.