



Robert—  
—Walters

# The Malaysia Leadership Awards 2026

Nomination guide

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# Welcome to Malaysia Leadership Awards 2026

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It is with great excitement that I introduce the inaugural Malaysia Leadership Awards. This marks a significant milestone for us at Robert Walters Malaysia, as we celebrate 20 years of empowering businesses and professionals across the country. Launching the leadership awards during such a special year allows us to further our commitment to recognising and celebrating exceptional leaders who drive progress and shape the future of Malaysia.

Over the past year, leadership in Malaysia has been tested in unique ways. From navigating economic shifts and embracing technological advancements to addressing evolving workforce expectations, leaders have had to adapt quickly while remaining steadfast in their vision. In a country as diverse and dynamic as ours, strong leadership plays a pivotal role in fostering innovation, collaboration, and sustainable growth across industries.

At Robert Walters, we have spent two decades witnessing how transformative leadership can inspire change and create meaningful impact. These Awards are an opportunity to honour those who lead with integrity, influence, and purpose, leaders who empower others and drive positive outcomes for their organisations and communities.

As we launch this exciting initiative, I look forward to seeing how the Malaysia Leadership Awards will grow into a platform that celebrates the very best of leadership in our country. Together, let us champion those who are making a difference and inspiring progress for generations to come.



**Gan Hua Choon**

Country Manager  
Robert Walters Malaysia

# Nomination

## Nomination process

**Nominations open:** 8 April - 12 June 2026

All nominations must be submitted through the Malaysia Leadership Awards 2026 [nomination page](#). You can nominate yourself or someone you know who exemplifies exceptional leadership.

If you nominate someone else, they will receive an email notification advising them of the nomination and inviting them to review and amend the submission before it is finalised.

### Submitting a nomination:

1. Visit our [nomination page](#).
2. Click the drop-down button and select “Apply” or “Nominate.”
3. Enter the details of yourself or the person you are nominating.
4. Answer the award questions using the award criteria as a guide to complete your nomination.
5. Submit your nomination.

### Important notes:

- Nominees will be notified that they have been nominated by someone.
- Each person can only be nominated once per category.
- Each award category answer field has a limit of 2,000 characters (approximately 300 words).
- You may supplement your answers with supporting documents or files by emailing them to [malaysialeadershipawards@robertwalters.com](mailto:malaysialeadershipawards@robertwalters.com) after submitting the form.

## Award categories

- Gemilang Executive Leader
- Nadi Chief HR Leader
- Permata Chief Finance Leader
- Angkasa Chief Tech Leader
- Semarak Chief Marketing Leader
- Amanah Chief Legal Leader
- Wibawa Chief Manufacturing Leader

# Judging

## Judging process

Each award category will be evaluated by a judging panel comprising industry experts and Robert Walters professionals. The panel will review each entry based on the nomination guidelines and the submission's overall merit. While judges will assess entries using category-specific criteria, they are not limited solely to these guidelines, each nomination will be evaluated holistically to ensure fairness and recognition of exceptional leadership.

### Judging phases

1. **Shortlisting:** The shortlisting process will run concurrently with the nomination period. All eligible nominations will be reviewed and shortlisted by our industry experts.
2. **Interviews:** Based on this pre-assessment, 5 finalists per category will be selected to participate in a one-hour face-to-face or online chat with a Robert Walters Manager or Director. This session provides an opportunity for finalists to share deeper insights into their leadership journey.
3. **Final evaluation:** Each award category will have its own panel of judges, comprising industry experts in their respective fields and Robert Walters professionals. The panel of judges will then conduct an in-depth evaluation of each finalist and select one winner in each category.

## Key dates 2026

**Nominations open:** 8 April - 12 June 2026

**Shortlisting:** 15 - 24 June 2026

**Selected finalist interviews:** 1 - 24 July 2026

**Judges' meetings:** 3 - 14 August 2026

**Winners selection:** 14 August 2026

**Award ceremony:** 24 September 2026

# Award categories and guidelines

# Gemilang Executive Leader

Recognises leaders who build future-ready talent pipelines, foster innovation and agility, drive transformational growth, and demonstrate resilience by navigating crises with strength while ensuring organisational stability and progress.

This award is open to CEOs, Managing Directors, General Managers – the number 1 person in the organisation.

## This award recognises:

- **Future-ready workforce & leadership pipeline:** Builds sustainable talent pipelines, prepares the workforce for future skills, and strengthens succession planning across the organisation.
- **Innovation, creativity & organisational agility:** Cultivates a culture that encourages new ideas, digital adoption, and continuous improvement to stay ahead of evolving market trends.
- **Transformational impact & business growth:** Leads transformative initiatives that elevate organisational performance, drive growth, and enhance both team and individual development.
- **Resilience & crisis leadership:** Demonstrates strong leadership under pressure, effectively navigating crises while maintaining stability and momentum.

## Guidance for preparing a nomination

Whether you are nominating yourself or someone else, use the themes outlined in the award criteria as a guide when preparing the nomination. While judges will evaluate submissions based on these criteria, they may also consider other aspects of leadership excellence to ensure a holistic and fair assessment.

## Supporting documents

Both applicants and nominators are encouraged to provide supporting documents, such as performance reports, CVs, or other relevant materials that strengthen the nomination.

These can be submitted alongside the application or emailed separately to [malaysialeadershipawards@robertwalters.com](mailto:malaysialeadershipawards@robertwalters.com) after completing the nomination form.

# Nadi Chief HR Leader

Recognises HR leaders passionate about all aspects of HR, respected for nurturing talent and advancing the profession through thought leadership, community contributions, and innovative initiatives that deliver measurable impact.

This award is open to Chief Human Resource Officers (CHROs), Chief People Officers, or equivalent senior HR leaders.

## **This award recognises:**

- An industry leader who is passionate about all aspects of HR, including nurturing and developing talent within the HR field, and is recognised and respected by peers and the wider community.
- Actively drives the development of the HR profession through thought leadership, speaking engagements, and meaningful efforts that give back to the HR community.
- A track record of introducing people-first initiatives that challenge conventional practices and lead to measurable organisational outcomes.

## **Guidance for preparing a nomination**

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# Permata Chief Finance Leader

Recognises finance leaders driving sustainable value through strategic foresight, innovation, and agility, while empowering the finance community through mentorship, collaboration, and impactful knowledge-sharing.

This award is open to CFOs, Finance Directors, or senior finance professionals.

## **This award recognises:**

- A finance leader who demonstrates strategic foresight, balancing performance with purpose to create sustainable business value.
- A leader who embraces innovation and agility to strengthen financial resilience and future-proof their organisation.
- A mentor and collaborator who uplifts the finance community through knowledge-sharing, empowerment, and meaningful impact.

## **Guidance for preparing a nomination**

Whether you are nominating yourself or someone else, use the themes outlined in the award criteria as a guide when preparing the nomination. While judges will evaluate submissions based on these criteria, they may also consider other aspects of leadership excellence to ensure a holistic and fair assessment.

## **Supporting documents**

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# Angkasa Chief Tech Leader

Honours tech leaders future-proofing organisations through AI, digital innovation, and agility, while driving Malaysia's tech ecosystem growth via collaboration, mentoring, and delivering impactful, measurable organisational success.

This award is open to C-suites in Tech function (CIO, CTO, CDO, CISO) or equivalent tech leaders.

## **This award recognises:**

- A leader who proactively future-proofs their organisation and workforce by embracing emerging technologies, bringing cutting-edge AI vision to life, building digital capabilities, and cultivating an agile, innovation-driven culture.
- A leader who actively contributes to the growth of Malaysia's tech ecosystem through knowledge-sharing, industry collaboration, ecosystem development, and mentoring the next generation of tech talent.
- A leader who has delivered standout projects resulting in measurable, positive impact within their organisation.

## **Guidance for preparing a nomination**

Whether you are nominating yourself or someone else, use the themes outlined in the award criteria as a guide when preparing the nomination. While judges will evaluate submissions based on these criteria, they may also consider other aspects of leadership excellence to ensure a holistic and fair assessment.

## **Supporting documents**

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# Semarak Chief Marketing Leader

Honours visionary marketing leaders driving purpose-driven campaigns, brand transformation, and sustainable growth through creativity, authenticity, innovation, and collaboration, while celebrating Malaysia's cultural identity and elevating marketing's role in organisational success.

This award is open to Chief Revenue Officers (CROs), Chief Sales Officers (CSOs), or senior commercial leaders who drive the company's overall sales strategy and growth.

## **This award recognises:**

- Visionaries who craft purpose-driven campaigns that resonate with audiences and reflect Malaysia's rich cultural identity.
- Individuals who elevate marketing as a catalyst for organisational success and community impact.
- Marketing leaders who drive brand transformation through creativity, authenticity, and strategic foresight.
- Leaders who drive innovation, cross-segment collaboration, and sustainable brand growth.

## **Guidance for preparing a nomination**

Whether you are nominating yourself or someone else, use the themes outlined in the award criteria as a guide when preparing the nomination. While judges will evaluate submissions based on these criteria, they may also consider other aspects of leadership excellence to ensure a holistic and fair assessment.

## **Supporting documents**

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# Amanah Chief Legal Leader

Honours legal leaders driving ethical governance, industry change, innovation, and transformative solutions while mentoring future talent and fostering collaboration, learning, and purpose within and beyond their organisation.

This award is open to Chief Legal Officers (CLOs), General Counsels, Heads of Legal, or other senior legal professionals who play a leading role in shaping a company's legal strategy, compliance, or risk management. Applicants do not need to personally manage all three areas; significant responsibility or oversight in one or more of these domains is sufficient.

## **This award recognises:**

- A leader who upholds the highest standards of ethics and governance while influencing positive change within the industry.
- A champion of innovation in legal practice, driving transformative solutions and fostering continuous improvement.
- A mentor who nurtures future legal leaders and promotes a culture of learning, collaboration, and purpose within and beyond the organisation.

## **Guidance for preparing a nomination**

Whether you are nominating yourself or someone else, use the themes outlined in the award criteria as a guide when preparing the nomination. While judges will evaluate submissions based on these criteria, they may also consider other aspects of leadership excellence to ensure a holistic and fair assessment.

## **Supporting documents**

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# Wibawa Chief Manufacturing Leader

Recognises transformative leaders advancing Malaysia's global prominence through manufacturing excellence, future-ready talent, innovation, and ESG practices while driving productivity, competitiveness, and the Net Zero agenda.

This award is open to Plant Directors, Operations Directors, or senior manufacturing professionals who lead with purpose and vision.

## **This award recognises:**

- A transformative leader driving Malaysia's nation-building agenda by elevating local capabilities to global prominence and establishing world-class manufacturing infrastructure.
- A visionary empowering high-value talent, and fostering a future-ready workforce while advancing value-added engineering, automation, and digital transformation to boost productivity, competitiveness, and innovation.
- A progressive leader embedding ESG practices, championing inclusivity and human rights, promoting responsible growth, and advancing the journey toward Net Zero.

## **Guidance for preparing a nomination**

Whether you are nominating yourself or someone else, use the themes outlined in the award criteria as a guide when preparing the nomination. While judges will evaluate submissions based on these criteria, they may also consider other aspects of leadership excellence to ensure a holistic and fair assessment.

## **Supporting documents**

Both applicants and nominators are encouraged to provide supporting documents, such as performance reports, CVs, or other relevant materials that strengthen the nomination.

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# Nominate Today

Whether you're applying for yourself or nominating an exceptional leader, take this opportunity to recognise the outstanding leadership shaping Malaysia's future.

[Nominate here](#)

## Contact details

Need to get in touch? Feel free to reach out to  
[malysialeadershipawards@robertwalters.com](mailto:malysialeadershipawards@robertwalters.com)

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