



Mohd Rezaidi Ishak

Maestro of Integrity Orchestration

Profile Summary:

With an illustrious tenure spanning over 14 years of dedicated service at the esteemed Malaysian Institute of Integrity, has established himself as a formidable force in the realm of ethical governance. Excelling in roles such as Deputy General Manager and Lead Consultant, he has become synonymous with integrity and excellence. His adeptness at implementing national anti-corruption initiatives and advocating for corporate governance, business ethics, and sustainability across various sectors is widely recognized. With a remarkable track record in spearheading integrity-focused associations and contributing to standard development, Rezaidi is a sought-after authority in his field.

Professional Experience:

2020 - Present:

VisionEthics Advisory Services Sdn Bhd

Co-Founder and Director

- *Specialist in a spectrum of crucial domains including Integrity Assessment Tool (IAT), Community Integrity Building (CIB)/ Collective Action, and Corruption Risk Management (CRM).*
- *With extensive expertise in the implementation of ISO 37001: Anti-Corruption Management System (ABMS) & Mastery in Guidelines on Adequate Procedures Section 17(A) Corporate Liability MACC Act.*
- *Conducts highly informative and engaging training sessions, equipping stakeholders with the necessary tools and knowledge essential for upholding Corporate Integrity Systems.*

2008-2022:

Association of Anti-Bribery Management System Practitioners Malaysia (ABMS-MY) - Vice President

- *Contributed to the advancement of anti-bribery management practices within Malaysia.*

2013-2019:

Association of Certified Integrity Officers Malaysia (ACeIO) - Vice President

- *Initiated collaboration between ACeIO and SIRIM to introduce ABMS ISO37001: 2016 certification.*
- *Actively involved in the development of ISO and Malaysian standards, including ISO26000, ISO 37001, and MS2764:2022.*

2014:

- ***Recognized with the Prime Minister's Department Excellence Awards for Social Achievement Award - Humanitarian Work.***

Education

Master of Business
Administration (MBA)
Universiti Utara Malaysia (UUM)

Bachelor of Business
Administration
Open University Malaysia (OUM)

Diploma in Business Studies
***Universiti Teknologi MARA
(UiTM)***

Certificate in Computer
Programming
***Universiti Teknologi MARA
(UiTM)***

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Professional Qualifications:

- **Certified Integrity Officer (CeIO) – Malaysian Anti-Corruption Commission (MACC)**
- **HRDF Certification – Accredited by the Human Resources Development Corporation (HRDC)**
- **International Anti-Corruption Academy Austria – Summer Program 2021 and 2022**
- **Certificate in Unethical Decision-Making Organization – University of Lucerne, Switzerland**
- **Certificate in Collective Action – International Anti-Corruption Academy (IACA) Austria**
 - *Engaged in collaborative research initiatives with the esteemed International Anti-Corruption Academy Austria, contributing to collective efforts aimed at combating corruption on a global scale.*
 - *Participated in a series of alumni workshops facilitated by the International Anti-Corruption Academy (IACA) since 2020, focusing on critical themes including Corporate Governance, Ethical Behavior, and Anti-Corruption measures.*
 - *Currently serves as a trusted advisor within a specialized task force dedicated to shaping the establishment of the Integrity and Governance Unit, offering strategic insights and expertise to both private sector entities and statutory bodies.*

Professional Portfolio:

CORRUPTION RISK MANAGEMENT (OACP):

- Facilitated Corruption Risk Management sessions and workshops for a Public Utilities Company in the Energy Sector and Water Supply, enhancing awareness and mitigation strategies.
- Conducted Gap Analysis on the performance of Organization Integrity Plan for an Oil & Gas, Petroleum Chemical Industries GLC, ensuring alignment with best practices and regulatory requirements.
- Led Corruption Risk Management workshops for a GLIC involved in Retirement Fund, fostering a culture of transparency and integrity within the organization.
- Provided Corruption Risk Management training and workshops for a State Government, reinforcing ethical conduct and compliance with anti-corruption laws.
- Implemented Corruption Risk Management strategies for a GLC involved in Property Development, safeguarding against potential risks and vulnerabilities in business operations.
- Delivered Corruption Risk Management training to former MACC staff and ACEIO members as part of the Governance Integrity and Anti-Corruption Centre (GIACC) initiatives.

INTEGRITY ASSESSMENT TOOL (IAT):

- Implemented Integrity Assessment Tool for an Employee Provident Fund of Malaysia, ensuring adherence to ethical standards and regulatory compliance.
- Conducted Integrity Assessment Tool sessions for GLCs involved in Palm Oil Industries, Automotive sector, Diversified Business Industries, Public Utilities on Water Supply, and Capital Market, fostering a culture of integrity and accountability.
- Provided Integrity Assessment Tool for GLCs involved in Standard Quality (SIRIM), Airport Management, Pharmaceutical, and Chemical Industries, promoting ethical conduct and governance practices.
- Facilitated Integrity Assessment Tool sessions for Perbadanan Tabung Pembangunan Kemahiran, enhancing integrity and transparency in skill development initiatives.

Professional Portfolio:

COMMUNITY INTEGRITY BUILDING (CIB):

- Engaged in Community Integrity Building initiatives with Majlis Perbandaran Subang Jaya, Majlis Bandaraya Melaka Bersejarah, Majlis Daerah Ajil, Majlis Perbandaran Kelang, Majlis Perbandaran Dungun, and Majlis Daerah Marang, fostering integrity and civic responsibility within local communities.

INVOLVEMENT WITH JABATAN STANDARD MALAYSIA AND SIRIM:

- Served as a technical expert for the Department of Standard Malaysia, contributing to the development of Malaysian Standards on Corruption Risk Management (MS 2764:2022) and Shariah-Based Quality Management System (MS1900:2014).
- Participated in the Working Group on ISO26000 Social Responsibility Guidance Standard, ensuring alignment with international best practices and standards.

Research and Published Journals:

1. Adaptation of Corporate Social Responsibility Private Sector Guidelines: Pilot Case Study in Local Governance Practices

- Conducted a comprehensive pilot case study exploring the adaptation of Corporate Social Responsibility (CSR) Private Sector Guidelines within the context of local governance practices. This research contributes valuable insights into the implementation of ethical business practices at the local level.

2. Enhancing Integrity on the Organizational Performance of Local Authorities in Malaysia

- Explored strategies aimed at enhancing integrity within local government bodies in Malaysia. This research provides practical recommendations for improving governance practices and organizational performance within the local government sector.

3. The Trends and Directions in Organizational Culture: Relationship between Governance and Organizational Effectiveness in Malaysian Statutory Bodies

- Investigated the relationship between organizational culture, governance, and organizational effectiveness within Malaysian Statutory Bodies. This research offers empirical evidence and valuable insights into effective governance strategies in statutory organizations.

4. The Moderating Effect of Leadership Agility on the Leadership-Employee Engagement-Performance Relationship in A VUCA World

- Published a scholarly article in the INTAN Management Journal, examining the moderating effect of leadership agility on the relationship between leadership, employee engagement, and performance in a volatile, uncertain, complex, and ambiguous (VUCA) world. This research contributes to the understanding of leadership dynamics in dynamic environments.

5. A Snapshot View on Organizational Ethical Culture: Evidence from the Malaysian Public Sector

- Presented a snapshot view of organizational ethical culture within the Malaysian public sector in the INTAN Journal of Economics and Policy. This research offers insights into the ethical climate of public sector organizations, informing strategies for promoting ethical behavior and integrity.

6. Advancing Integrity in Local Authority Public Service Delivery: A Pandemic Case Study in Klang, Selangor

- Published a comprehensive case study in the Southeast Asian Social Science Review, focusing on advancing integrity in public service delivery within the local authority of Klang, Selangor, particularly during the pandemic. This research provides valuable insights and practical strategies for maintaining integrity amidst crisis situations in public service delivery.

Editorial Publications

National Integrity System (NIS)

- Co-edited publication focusing on the National Integrity System, providing an in-depth analysis of the integrity framework and mechanisms within the nation. This publication serves as a comprehensive reference for policymakers, researchers, and practitioners in the field of integrity and governance.

Sistem Integriti Nasional

- Co-edited publication in the national language, delving into the intricacies of the Sistem Integriti Nasional. This publication offers valuable insights into the national integrity system, catering to a diverse audience within the country.

Good Governance for Development

- Co-edited publication addressing the critical role of good governance in fostering sustainable development. This publication synthesizes research findings and best practices, offering practical recommendations for policymakers and development practitioners.

Corporate Social Responsibility: Our First Look:

- Co-edited publication providing an introductory overview of Corporate Social Responsibility (CSR) practices and its significance in contemporary business environments. This publication serves as a foundational resource for professionals and academics interested in CSR.

Corporate Integrity System: A System-Based Framework:

- Co-edited publication presenting a system-based framework for corporate integrity, offering a holistic approach to fostering ethical conduct and accountability within organizations. This publication is a valuable reference for corporate leaders, compliance officers, and governance professionals.

Corporate Integrity in Malaysia:

- Co-edited publication focusing on corporate integrity practices specific to Malaysia, examining the regulatory landscape, industry standards, and case studies. This publication serves as a guide for organizations seeking to enhance their integrity frameworks within the Malaysian context.

Strengthening Integrity and Reinforcing Trust:

- Co-edited publication emphasizing the importance of strengthening integrity mechanisms to reinforce trust in institutions and society. This publication offers practical strategies and case studies for building trust through integrity-enhancing initiatives.

Warisan Darah Perwira Sang Saka Biru:

- Co-edited publication highlighting the heritage and legacy of the Sang Saka Biru heroes, emphasizing values such as patriotism and integrity. This publication commemorates the contributions of these heroes and inspires present and future generations.

Warisan Perjuangan Perwira: Sang Saka Biru – Paksi Pertiwi, Setia Integriti, Diri Ma'anawi:

- Co-edited publication delving deeper into the struggle and principles embodied by the Sang Saka Biru heroes, particularly emphasizing integrity as a core value. This publication serves as a tribute to their commitment to integrity and national service.

Pembangunan Perkhidmatan Awam Berkualiti dan Berintegriti:

- Co-edited publication focusing on the development of quality and integrity in public services. This publication provides insights and best practices for fostering integrity and excellence within the public sector, contributing to effective governance and service delivery.