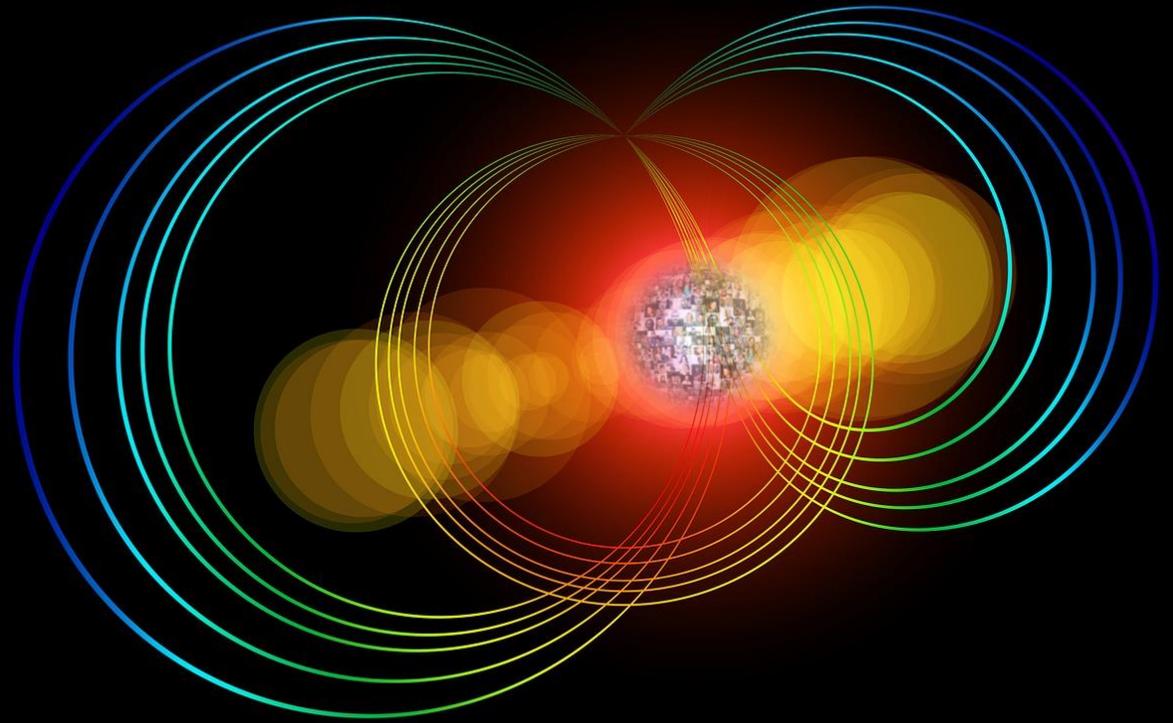


 Andrew Tan & Co.
People-centric Digital Transformation



**Tireless learning and thought leadership define our
relentless way of doing things at the Mill.**

**Andrew Tani, Sr.
ATC Founder & CEO**



Our Impact

Cohesive Board members and key players who drive order and morale to achieve sustainable competitive advantage

Sustainable
profitability
& growth



Board
Solutions

We help our Clients perceive, make sense of, predict and exploit disruptive trends. In twinning arrangements, we apply the digital mindset to build digital business streams, and engage in collaborative business initiatives that accelerate their people-centric digital transformation.

Theodore P. Rachmat
Founder & Chairman, Triputra Group



"Andrew Tani & Co. did a fine job helping us to design and execute our culture transformation at Astra from 1989 to 1996, and leadership development at Triputra since 2017 with the same paradigm, Organizing for Business Excellence, that is used for Winning Teams. I personally recommend Orbex 4.0 Winning Teams for building an agile team performance culture to address the need for remote value creation in the new normal.

Ririek Adriansyah
CEO Telkom



The telco industry is complex and the digital economy is bringing more challenges and opportunities for us to face. AndrewTani & Co. have helped us with their Organizing for Business Excellence and Quality of Management & Leadership Index to map our organizational effectiveness and guide our organization development efforts at Telkom.

Christian Kartawijaya
CEO Indocement



We started working with AndrewTani & Co. the year after the Asian Crisis of 1998 by deploying Orbex management technology for strategy planning, implementation and evaluation management at Indocement. Orbex paradigms, solutions and tools now constitute one of the key factors for our sustainable success for the past twenty years.

Kevin Lam
Bank UOB CEO



Congratulations on the 40th anniversary of AndrewTani & Co., a most significant milestone. Thank you for the support and insights to managing and building teams in Indonesia, we have benefited from your experience and wisdom.



Board Solutions

OUR MISSION
Help top management teams
attain sustainable business results
in the digital economy.

Good News From Indocement, This Cement Producer Distributes IDR 1.8 Trillion Dividend

09 JUL 2021 12:32



Illustration. (Photo: Doc. Indocement)

JAKARTA - PT Indocement Tunggal Prakarsa Tbk (INTP) will distribute blessings to its shareholders. This cement producer issuer has approved the entire 2020 financial year net profit of IDR 1.80 trillion as cash dividends to shareholders.

In a written statement from the company quoted on Friday, July 9, this decision was taken at the annual general meeting of shareholders (AGMS) for the 2020 financial year which was held Thursday, July 8 yesterday. Indocement also took IDR 862.55 billion or 4.75 percent of the retained earnings balance which has not yet been determined to be distributed as cash dividends.

INTP SECRET REVEALED...

Christian Kartawijaya
CEO Indocement



We started working with AndrewTani & Co. the year after the Asian Crisis of 1998 by deploying Orbex management technology for strategy planning, implementation and evaluation management at Indocement. Orbex paradigms, solutions and tools now constitute one of the key factors for our sustainable success for the past twenty years.

Orbex 4.0

In 1999 Indocement implemented our full suite of solutions. For over two decades, the total management system has helped Indocement formulate and execute strategy, and cultivate a vibrant (now, we say agile) corporate culture for sustainable competitive advantage.

Don't gamble with your future.

Let us help you do the right things in the right ways.

Andrew Emmanuel Tani
CEO & Founder



Orbex 4.0

THE FOUR FOCAL POINTS



We are a management consulting firm that specializes in the disciplines of people and organization development, the management of strategy and operations, and the purposeful shaping of both executive leadership and corporate culture.

Our Consultants help management teams to survive and grow in the digital economy by systematically, periodically and sporadically planning, implementing and evaluating their strategies, paying special attention to people and process excellence.

For over 40 years, we have served very large diversified public and private business groups, state-owned enterprises, government agencies and the world's largest faith-based NGOs. From the beginning of the 21st century, we have been helping them adapt, face the challenges of the digitalization and capture the opportunities of agile innovation.



/ Who We Are

OUR STRENGTHS

Best in class

- ◆ Strategy Management
- ◆ Corporate Culture
- ◆ Digital Business Stream Twinning Execution

Strategic Alliances

- ◆ Salesforce.com Development Team
- ◆ Hexagon

Inimitable

- ◆ Profound comprehension of transformation challenges faced by large industrial organizations
- ◆ Deep understanding of the human psyche, with Indonesia, in particular
- ◆ Instructional system design & deployment



We started helping our Clients prepare for the digital economy as early as 2012 when we facilitated Telkomset 2.0, an enterprise-wide digital mindset transformation exercise for the country's largest telco, and launched ATCDigital the following year.

[Why the butterfly? Metamorphosis. Our mascot for transformation.]

// Why We Are Effective

We are effective because we collaborate with the best Partners and hold dear service delivery guidelines whenever our Consultant Teams prepare for, execute and close Client mandates.

Hand-in-hand Scoping & Execution

We work hand-in-hand with Counterparts to ensure a high degree of coordination throughout scoping and execution.

Clarity of Expectation

We work with a written action plan and timetable with clearly defined deliverables and outcomes to allow proper coordination and progress assessment by the Client.

Clarity of Progress

We keep our Counterparts informed through oral and written reports submitted on a regular pre-agreed basis. Our reporting system consists of program schedules, progress monitoring charts, reports on accomplishment, review, and evaluation. Our reports, both oral and written, are timed, designed, prepared, and submitted in such a way to give regular feedback on progress of work and assessment of progress in the attainment of program objectives.



Proprietary Management Technology

Our integrated solutions are based on the Yin-yang SECU-VUCA Digital Mindset and the Four Focal Points of organizing for business excellence in the digital economy.

Transfer & User Involvement

We transfer know-how and know-why to our Counterparts to ensure that the quality of work performed is maintained after the consultancy engagement is completed. At the critical stages of formulation, validation and improvement, we involve the users of the working manuals that are developed. This heightens their cooperation and support during implementation.

Confidentiality

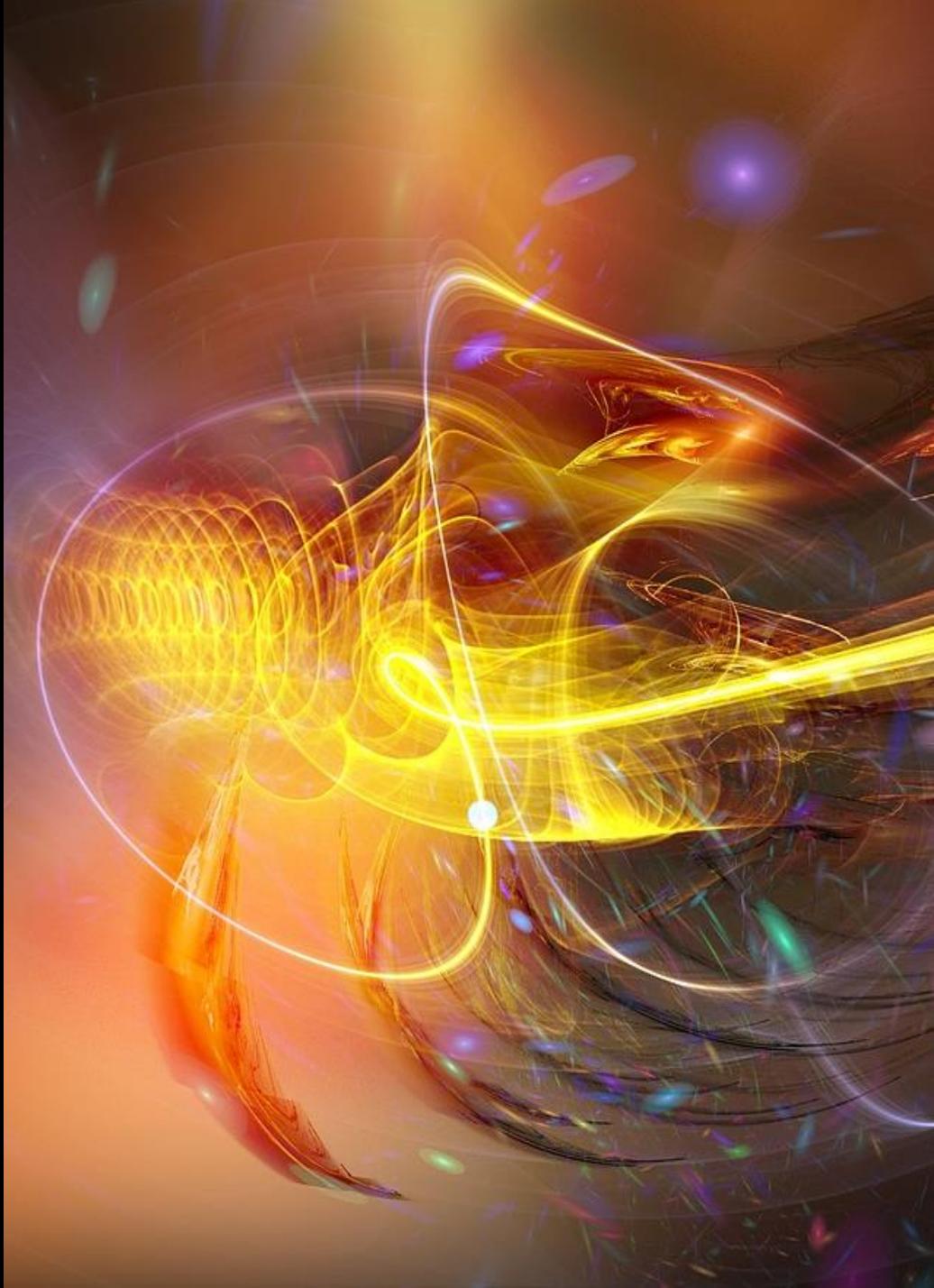
Our Consultants who are bound by a code of secrecy and professional ethics treat any and all information that form part of any assignment with the highest degree of confidentiality and discretion.



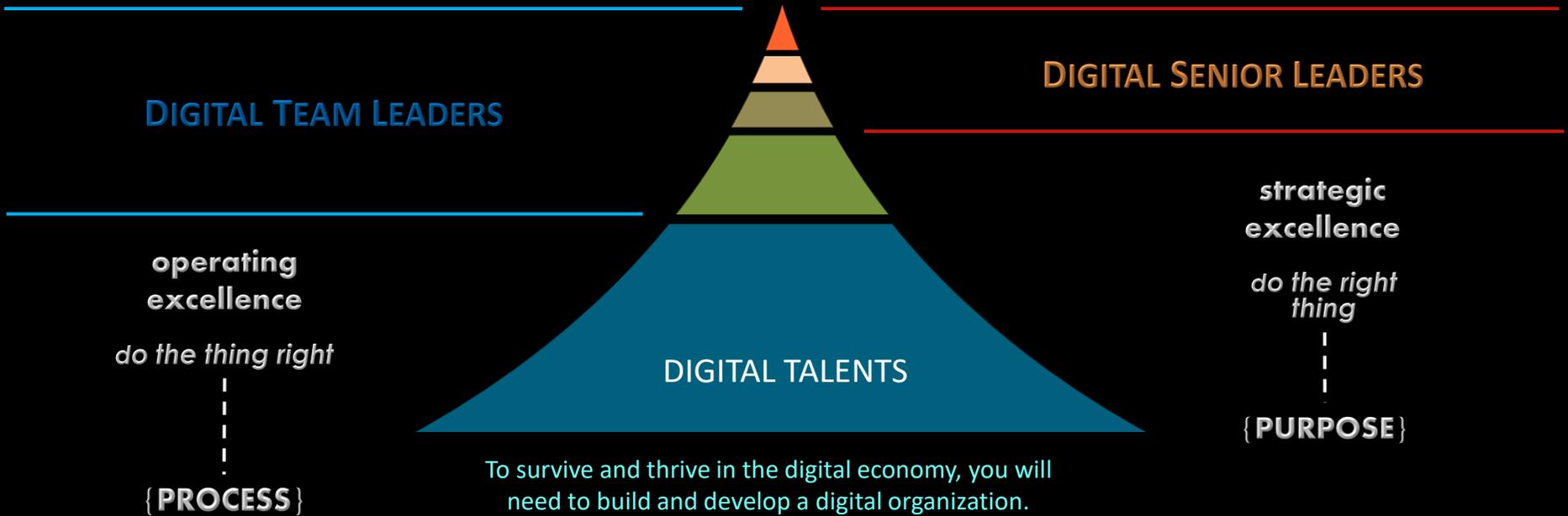
DIGITAL MINDSET

Transforming in the Digital Economy

Digital transformation is first and foremost a mindset transformation that is cultivated by Digital Talents, under the leadership of Digital Team Leaders, who are deployed by Digital Senior Leaders to survive and thrive in the digital economy.



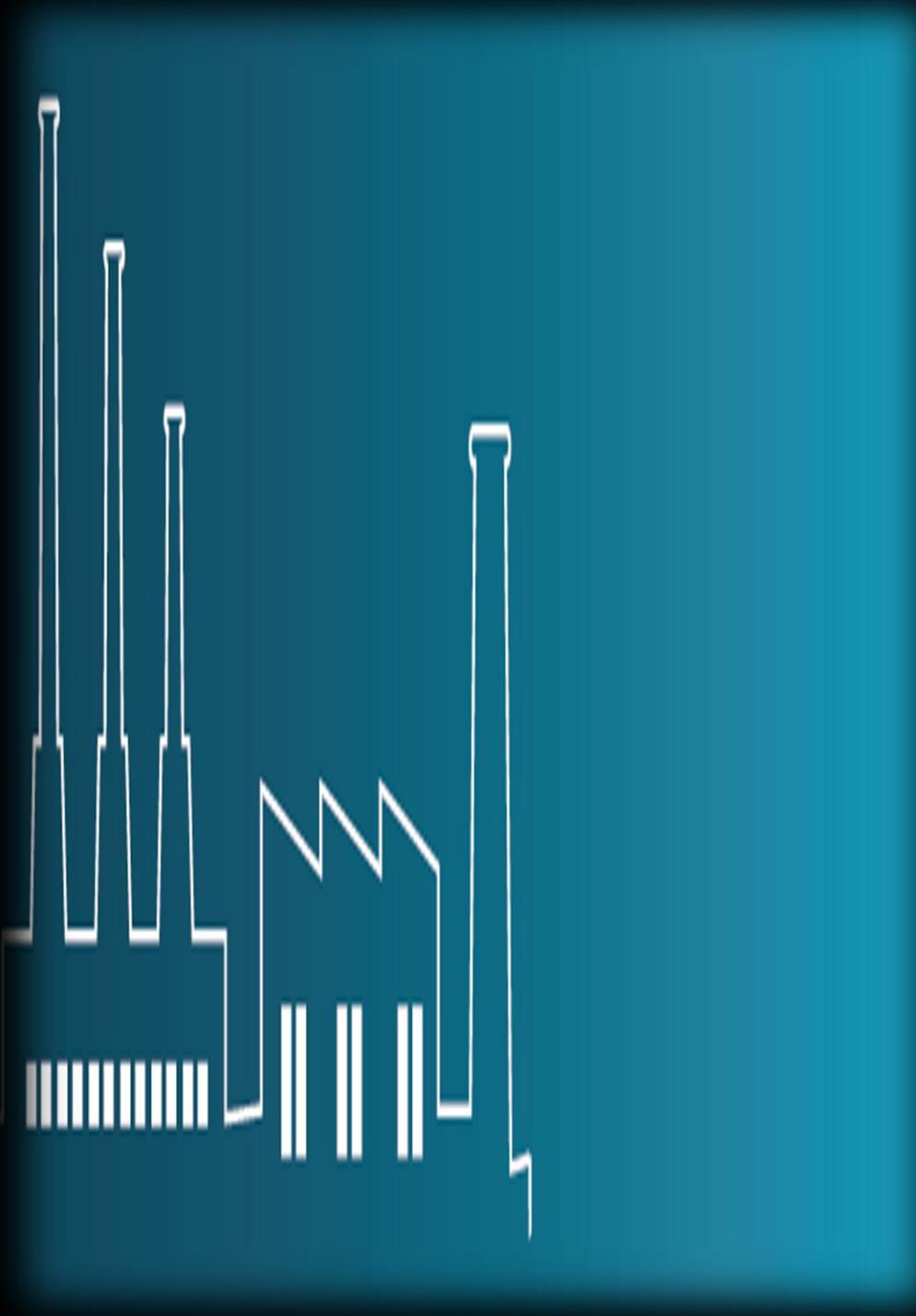
DIGITAL ORGANIZATION



Your organization will need the human energy of digital talents. Skilled and dedicated people who strive for relationship excellence by practicing idea meritocracy and working in agile harmony with others.

They will execute processes under leaders who strive for people and process excellence by doing things in the right way. Their team leaders comply with The Five Dictums of a Winning Team.

They will need purpose-driven senior leaders who strive for business excellence by doing the right thing. They understand the four focal points of business excellence in the digital economy.



Selected Case Studies from the Industrial Economy (non-exhaustive)

We helped our Clients organize for business excellence in the industrial economy, characterized by conditions that were stable, expected, complex and understandable.

SECU

VUCA

Stable

Volatile

Expected

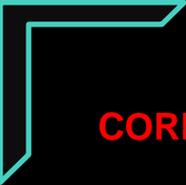
Uncertain

Complex

Complex

Understandable

Ambiguous



LEADERSHIP & CORPORATE CULTURE FORMATION



WHO THEY ARE

- ◆ One of Indonesia's blue chip business conglomerates
- ◆ One of Asia's largest diversified business groups
- ◆ More than 95,000 employees

WHAT THEY NEEDED

- ◆ Corporate culture formation
- ◆ Leadership development

OUTCOME

- ◆ Corporate culture cultivated with people and process excellence
- ◆ Researched leadership practices and developed instructional system for style-based intervention
- ◆ Trained more than 2,500 manager-leaders
- ◆ Withstood ownership crisis in 1992
- ◆ Increased revenues from USD 1 billion in 1988 to USD 7 billion in 1996 partly attributed by CEO to leadership culture of the group



STRATEGY MANAGEMENT SYSTEM & MINDSET DEVELOPMENT PROGRAM



WHO THEY ARE

- The second largest cement producer in Indonesia

WHAT THEY NEEDED

- ◆ Cultivate the corporate culture
- ◆ Change of paradigm in managing the business
- ◆ System to monitor the company's performance
- ◆ Measurement system of people contribution

OUTCOME

- ◆ Top 5 Most Profitable Companies in the IDX in 2012
- ◆ Increased and sustained market share and improved financial position, e.g. net gearing ratio from 1,130% in 1999 to 50% in 2006
- ◆ Recognition in 2007 as Best Managed Company, Best CEO by CNBC Asia, Best CFO by HK-based industry magazine
- ◆ Cultural transformation and blending
- ◆ Clarity of short-, medium-, and long-term strategic direction cascaded down to the cross-functional operations level
- ◆ Lean & agile organization: structural based and network of process/project based organization aligned with the strategic direction
- ◆ Enterprise-wide performance management system using Performance Quotient (PQ) – Management Control System



MINDSET TRANSFORMATION & STRATEGY MANAGEMENT PROGRAM



NUQUL GROUP

SINCE 1952

Growing Together

WHO THEY ARE

- ◆ Jordan's largest commercial enterprise
- ◆ Operations in 17 countries in Middle East North Africa region

WHAT THEY NEEDED

- ◆ Enterprise transformation to face the emerging landscape of global competitors in the MENA region
- ◆ A new paradigm to manage geographically dispersed business units
- ◆ Cultivate the corporate culture

OUTCOME

- ◆ New vision, mission and rehashed core values were used to strengthen senior leader cohesiveness
- ◆ Organization redesigned with a corporate center institutionalized to address challenges for business sustainability and changes in the business environment
- ◆ New decision architecture applied to revise the authority matrix based on the fine tuned organization structure
- ◆ New performance management system established to monitor and evaluate the group's achievements towards its desired intermediate state, based on the fine-tuned organization structure



**FOCUSED, RESTRUCTURED & INTEGRATED
TRANSFORMATION FOR UPSTREAM BUSINESS**



WHO THEY ARE

- ◆ The largest National Oil & Gas Company in Indonesia

WHAT THEY NEEDED

- ◆ Top Management Cohesiveness
- ◆ Long-Term Organization Development Blueprint
- ◆ Leadership Development
- ◆ Corporate Center Institutionalization
- ◆ Enterprise Process Engineering
- ◆ Performance Management System

OUTCOME

- ◆ Upstream Directorate restructured into 5 subsidiaries
- ◆ Arrested production decline Improved reserves outlook
- ◆ Improved production performance from ageing fields
- ◆ Improved operating excellence and HSE scores in the oil fields
- ◆ New management practices instilled
- ◆ Enhanced leadership quality

ORGANIZATIONAL RESTRUCTURING, MANAGEMENT SYSTEM DEVELOPMENT



WHO THEY ARE

- ◆ World's largest integrated flour milling operation
- ◆ 3 million tons of installed wheat milling capacity
- ◆ Most profitable division of USD 2.2 billion Indofood conglomerate

WHAT THEY NEEDED

- ◆ New vision, strategy and structure
- ◆ Leadership formation
- ◆ Management system

OUTCOME

- ◆ Branded commodity strategy deployed
- ◆ Quick recovery from Asian Crisis 1998
- ◆ Revenue increase from USD 400 million in 1999, 700 million in 2005, and estimated USD 1 billion by 2008
- ◆ Biggest cash contributor of among Indofood divisions
- ◆ Improved management culture



**BUILDING COHESIVENESS AND
STRATEGIC COHERENCE FOR SUSTAINABILITY**



WHO THEY ARE

- ◆ One of the largest integrated food and animal protein producer companies in Indonesia with Asia regional operation

WHAT THEY NEEDED

- ◆ Top management cohesiveness
- ◆ Leadership development
- ◆ Operating performance analysis
- ◆ Strategy and business planning

OUTCOME

- ◆ SSX listing
- ◆ Topline growth from USD650 mn to over 3 bio in 2019
- ◆ Improved market share
- ◆ Improved financial performance
- ◆ Business direction clarified across the business units
- ◆ Enhanced cross-company collaboration
- ◆ Improved management system

CULTURE TRANSFORMATION



VICO Indonesia

WHO THEY ARE

- ♦ Indonesian pioneer of oil & gas producers
- ♦ Largest gas producer in 1990s

WHAT THEY NEEDED

- ♦ Cohesion of expatriate and local people
- ♦ Cohesion of management and staff
- ♦ Ladderized supervisory development program

OUTCOME

- ♦ A Ladderized Supervisory Development Program used as a model for oil & gas production sharing contractors in Indonesia
- ♦ Increased productivity of manpower
- ♦ Higher focus on safety and prevention of accidents.
- ♦ Improved performance in areas of HSE and loss prevention
- ♦ Cooperation and coordination across functions



**OIL & GAS INDUSTRY
ORGANIZATION DESIGN STANDARDS**



WHO THEY ARE

- ◆ Government Executive Agency for Upstream Oil and Gas Business Activities in the Republic of Indonesia

WHAT THEY NEEDED

- ◆ Standard Guidelines for KKKS Organization Development and Career Development Monitoring Program

OUTCOME

- ◆ Standard Organization Development Guidelines for production sharing contractors in Indonesia
- ◆ Standard guideline on the performance of production sharing contractors HR Departments
- ◆ Standard guidelines for determination of optimum number of expatriates hired by production sharing contractors in Indonesia



DIGITAL STRATEGY FORMULATION & MANAGEMENT COHESION BUILDING



Enhanced executive cohesiveness

Top management code of conduct

Strategic development program to attain the vision in 2020

WHO THEY ARE

- The largest national telco and media services company in Indonesia

WHAT THEY NEEDED

- Top management cohesiveness
- Clarity & common shared strategic direction

OUTCOME

- Strategic direction articulated: Telkom successfully navigated the crossroads of deciding whether to establish infocom businesses for the digital economy as separate companies or evolve the core and execute infocom businesses within the Telkom organization
- Enhanced executive cohesiveness
- Top management code of conduct
- Strategic development program to attain the vision in 2020

CULTURE BLENDING PROGRAM



WHO THEY ARE

- The second largest telco in Indonesia

WHAT THEY NEEDED

- Harmonization of corporate culture after Indosat acquired Satelindo and iM3
- Paradigm shift in managing the core business and delivering the service to the customers

OUTCOME

- Well defined and actionable values system
- Top management commitment towards common formulated values
- Values internalization into day-to-day business activities and processes across the organization
- HR infrastructure & system improvement roadmap to ensure a sustainable behaviour change



**ADVISOR TO THE GOVERNOR
ON ORGANIZATION & CULTURE**



WHO THEY ARE

- Central Bank of Indonesia
- Monetary authority for the national economy
- Supervisor of financial services industry

WHAT THEY NEEDED

- Articulation of vision, mission and values
- Review of long- and medium-term development strategies
- Unified language and Board cohesion
- Review of organization development policy to address evolving maturity of nation-wide branch network

OUTCOME

- 2008 Destination Statement rehashed and extended to 2020 timeline
- Revised Central Bank branch categorization
- Academic review of regionalization strategy for Central Bank

LONG TERM DEVELOPMENT PLAN & COHESION BUILDING



WHO THEY ARE

- GOI Ministry of National Education
- Education Authority in Indonesia
- Ministry with the biggest budget in the Indonesian Government

WHAT THEY NEEDED

- Shared vision for the reconstituted department
- Long- and Medium-term development strategies
- Unity and commitment to execute the Long Term Development Plan of the Ministry of National Education among Key Players under the leadership of the GOI Minister of National Education



OUTCOME

- Vision 2025 and the launching of medium-term development strategies of the department
- Long- and Medium-term development strategies for the main units of the department
- Highly spirited signing of Joint Commitment to attain Vision 2025 through the implementation of the national education blueprint

LONG TERM DEVELOPMENT PLAN & COHESION BUILDING



WHO THEY ARE

- The Family Planning Agency for Indonesia
- One of the most respected technocracies in the Indonesian government

WHAT THEY NEEDED

- A shared vision for the reconstituted government agency
- Long-, Medium- and Short-term development strategies
- Reconciliation among key players



OUTCOME

- Vision 2020 and Work Program 2005-2010 presented to the President of the Republic of Indonesia at a ceremony held at the Palace
- Highly spirit led signing of the Joint Commitment to build BKKBN enterprise

LONG TERM DEVELOPMENT PLAN & CULTURE FOUNDATION BUILDING



WHO THEY ARE

- 30 million member faith-based NGO
- Biggest non-profit social-religious organization in Indonesia
- 19 universities, 350 hospitals, thousands of clinics and orphanages
- Operating in almost all regencies



WHAT THEY NEEDED

- Shared vision for the Healthcare Division
- Long-, Medium- and Short-term development strategies
- Business mapping

OUTCOME

- Vision 2020: Prime Mover of Associational Social Network for a Healthy and Independent Society
- Work Program: Towards a Quantum Leap in Health Services
- Highly spirit led launching of Vision 2020 Secretariat
- Newly elected Board adopted Orbex for the whole enterprise

Selected Case Studies from the Digital Economy (non-exhaustive)

We are at the forefront of helping industrial companies to address the challenging characteristics of volatility, uncertainty, complexity, ambiguity, and exploit the opportunities that their businesses will find in the digital economy.

SECU

VUCA

Stable

Volatile

Expected

Uncertain

Complex

Complex

Understandable

Ambiguous





CULTURE BLENDING VIA BOC COHESION & REWARD SYSTEM



WHO THEY ARE

- Indonesia's financial services authority

WHAT THEY NEEDED

- Smooth transition of people from Bank Indonesia and Ministry of Finance to the newly formed OJK
- Rehash of shared vision, mission and core values in light of evolving digital business and financial services landscape
- Fair, commensurate and accountable reward system for the Board of Commissioners

OUTCOME

- Heightened cohesiveness of Board of Commissioners
- Peaceful transition of Bank Indonesia and Ministry of Finance personnel to the newly formed agency



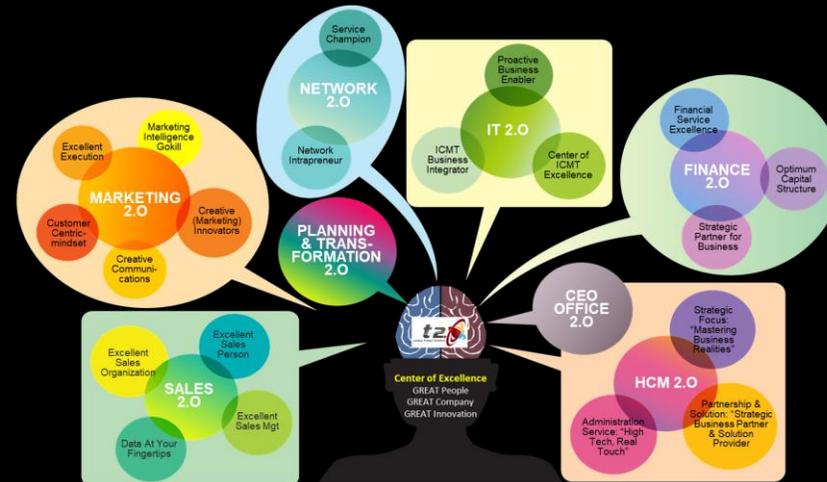
BOARD RESTRUCTURING & DIGITAL CAPABILITY BUILDING

WHO THEY ARE

- The country's #1 telco in market share
- Daily revenues generated: USD 125 mn
- Over 100 million active subscribers
- Contributes 75% of group profits

WHAT THEY NEEDED

- Smooth transition from 5-member to 8-member Board of Directors
- Shared vision, mission and core values for digital intermediate state, Telkomsel 2.0, and an enterprise transformation roadmap
- Deliberation, articulation and dissemination of desired Telkomsel 2.0 Directorate capabilities



OUTCOME

- Clarity of vision, mission and core values for digital intermediate state, Telkomsel 2.0, among key players and all employees
- Cohesive Board of Directors and Senior Leaders
- From silo'd to solid way of doing things, e.g. agility and linkage dialogs
- Directorate capability statements and orchestrated development

DESIGN THINKING & AGILE EXECUTION FOR TEAMS



KARYAWAN AGILE TELKOMSEL EXECUTORS

WHO THEY ARE

- The country's #1 telco in market share

WHAT THEY NEEDED

- Team members with the empathy to articulate human-centered customer point of view
- Team members who habitually work with prototypes to test their hypotheses
- Team members who practice agile execution attitudes and methods, such as sprint, scrum, minimum viable product, product development log, pivot and optimization

OUTCOME

- Pilot teams practicing design thinking and agile execution methods
- Pilot projects completed successfully using design thinking and agile execution attitudes and methods



BOARD & SENIOR LEADERS DIGITAL MINDSET TRANSFORMATION

WHO THEY ARE

- The country's 4th largest bank (2010 AUM USD 58 bio)
- Over 26,000 employees manning over 2,000 service delivery units in 17 regions across Indonesia

WHAT THEY NEEDED

- Shared digital mindset
- Shared understanding of BNI 'tu digital
- Deliberation, articulation and dissemination of desired BNI 'tu digital Directorate capabilities

OUTCOME

- Board members and Senior Leaders as Digital Teachers propagate the shared digital mindset to all employees
- BNI 1946 values and behavioral norms rehashed with digital values and skills
- First-cut Directorate digital capability statements



BOARD & SENIOR LEADERS DIGITAL MINDSET TRANSFORMATION

WHAT THEY NEEDED

- Digital team performance culture for the bank
- Team Leaders and Team Members with a shared digital mindset
- A work culture that champions idea meritocracy

OUTCOME

- Over a hundred selected Team Leaders and Members practicing the tenets of idea meritocracy and agility (coordination, cooperation and collaboration)
- Improved collaboration interface between IT service departments and their internal customers



THINKSHOP ON DIGITAL MINDSET & DIGITAL ORGANIZATION

WHO THEY ARE

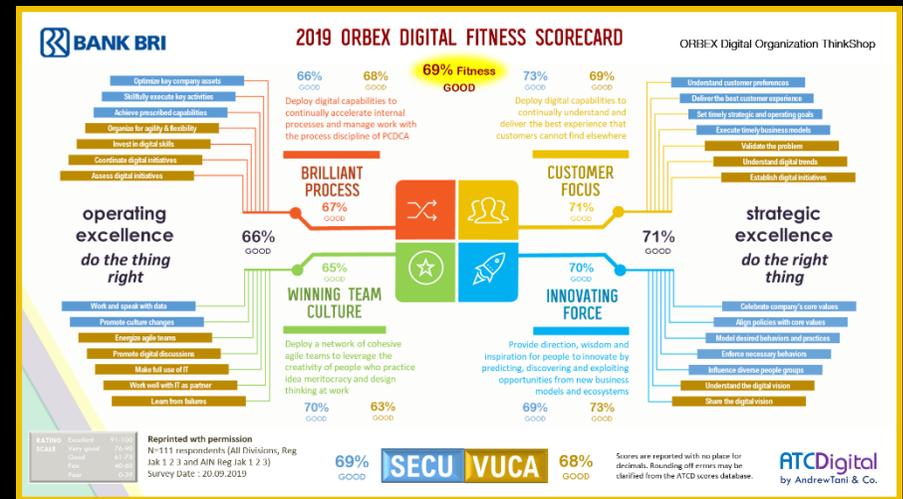
- The country's largest bank (2020 AUM USD 104 bio)
- Over 80,000 employees manning over 4,000 service delivery units in 17 regions across Indonesia

WHAT THEY NEEDED

- Shared digital mindset
- Shared understanding of the digital organization
- A snapshot of the Bank's digital fitness as perceived by the ThinkShop participants

OUTCOME

- ThinkShop participants as Digital Teachers propagate the shared digital mindset and organization to their colleagues
- Scorecard showing degree of digital fitness in four areas of digital business excellence: customer focus, innovating force, brilliant process and winning team culture



BOM COHESIVENESS & CULTURE-DRIVEN NETWORK PERFORMANCE ENHANCEMENT

WHO THEY ARE

- Parent is ASEAN's third largest bank (2020 AUM USD300 bio)
- M&A process of Bank Buana Indonesia that started in 2004 culminated with almost 100% ownership and name change to Bank UOB Indonesia in 2011

WHAT THEY NEEDED

- Unified mindset for the Bank's Senior Leaders to face the internal and external challenges of sustainable growth
- Align remnants of legacy culture with the performance expectations of the Corporate Center

OUTCOME

- Heightened levels of trust with intensified meaning for the U in UOB became a foundation for building the Bank's Golden Bridge to Sustainable Growth
- 57% positive growth in Fee Income Performance and average 34% positive growth in NPBT; 57% improvement in branch index, 73% improvement in Service Index.
- For Business Banking , all participants have increased their Score Card with average improvement 23% .



BOM COHESIVENESS, DIRECTORATE CAPABILITY ALIGNMENT & CULTURE-DRIVEN NETWORK PERFORMANCE ENHANCEMENT

WHO THEY ARE

- Parent is ASEAN's fourth largest bank (2020 AUM USD 204 bio)
- M&A process of Bank Internasional Indonesia that started in 2008 culminated in name change to Bank Maybank Indonesia in 2015

WHAT THEY NEEDED

- Unified mindset of Bank's Senior Leaders to impact corporate culture of Indonesian subsidiary in alignment with Regional Bank's mission of Humanizing Financial Services and the Group's TIGER values
- Align remnants of legacy culture with the performance expectations of the Corporate Center

OUTCOME

- Senior Leaders orchestrated by the Board of Management members breathing TIGER values and norms articulated in Board Charter
- Heightened organizational rhythm to enhance growth of self-assessed and monitored Directorate Capability Statements
- Across the board performance score enhancement of Win the Market TIGER Teams deployed in Areas and Branches (18-148%)



Maybank



BOARD & SENIOR LEADERS DIGITAL MINDSET TRANSFORMATION



WHO THEY ARE

- The country's de facto national oil company
- 175 in the Fortune 500 Largest Global Companies
- Fully integrated energy enterprise with over 12,000 employees who generated annual revenues of USD 58 bio in 2018

WHAT THEY NEEDED

- Shared digital mindset for the Board of Directors and Senior Leaders (Board members of subsidiaries)
- Guided practice in applying the digital mindset in one of three areas: employee experience/internal process, customer experience and business model



OUTCOME

- ThinkShop participants as Digital Teachers propagate the shared digital mindset and organization to their colleagues
- Digital initiatives to follow through with their respective management teams.

GLOBAL MINDSET FOR HIGH PERFORMANCE MANAGERS

WHO THEY ARE

- The country's largest bank (2020 AUM USD 104 bio)
- Over 80,000 employees manning over 4,000 service delivery units in 17 regions across Indonesia

WHAT THEY NEEDED

- Shared digital mindset
- Shared understanding of the digital organization
- A snapshot of the Bank's digital fitness as perceived by the ThinkShop participants

OUTCOME

- ThinkShop participants as Digital Teachers propagate the shared digital mindset and organization to their colleagues
- Scorecard showing degree of digital fitness in four areas of digital business excellence: customer focus, innovating force, brilliant process and winning team culture

BRILIAN Global Leader Program

KARAKTER GLOBAL LEADER

SECU vs VUCA

Stable	Volatile
Expected	Uncertain
Complex	Complex
Understandable	Ambiguous

LinkedIn Post:

Jansen Simanullang
Regional Head of IT & E-Channel @ Central Java at PT Bank Rakyat Indonesia (Perseero) Tbk

Text:

Terima kasih Bapak atas materi Global Leader Character yang diberikan kepada kami peserta pendidikan Brilian Global Leader Program (BGLP)

Terutama konsep Yin dan Yang antara SECU dan VUCA

Semoga ilmu yang Bapak berikan dapat kami gunakan pada saat ini di posisi saat ini dan di masa depan saat berada pada posisi sebagai Global Leader

Word Cloud: semangat, inspired, mindset, amazing, excited, ready, challenge, eye opener, more and knowledge, open new perspective, enter/lead, ready to implement, kultura, amazing, excited, baru, kultura

Task: Sebutkan sepehat dua kata yang dapat menggambarkan suasana hati Anda pada akhir sesi Karakter Global Leader

ORGANIZATION DEVELOPMENT & EFFECTIVENESS METRIC SYSTEM



WHAT THEY NEEDED

- A measurement system to reveal and monitor areas of effectiveness and inertia in the organization
- A detailed report on the strengths and weakness of all Directorates and their Team Leaders in managing work and leading people

OUTCOME

- Personal Effectiveness Scatter Diagram classifying Team Leaders into five categories of effectiveness: excellent, very good, good, fair and poor
- Sustainability Matrix that classifies Team Leaders into four categories of sustainable performance based on their KPI achievement vs personal effectiveness scores: optimum sustainability; unstable success; on-track performance and danger zone
- People and organization development recommendations to improve Pertamina's overall organizational effectiveness rating



BOARD & SENIOR LEADERS DIGITAL MINDSET TRANSFORMATION

ANGKASA PURA II
INDONESIA'S AIRPORT COMPANY



WHO THEY ARE

- The country's leading airport development company
- More than 17,000 employees man 19 airports, including the capital city's Soekarno-Hatta

WHAT THEY NEEDED

- Shared digital mindset for the Board of Directors and Senior Leaders (Board members of subsidiaries)
- Guided practice in applying the digital mindset in one of three areas: employee experience/internal process, customer experience and business model

OUTCOME

- ThinkShop participants as Digital Teachers propagate the shared digital mindset and organization to their colleagues
- Digital initiatives to follow through with their respective management teams





Dear LifeTouchers,

We hear and read from good souls who passionately talk and write about their dream to develop a million people for Indonesia's growth and resiliency.

It is a noble dream about the harvest... 

But we must not forget to mention the farmers of the mind.

The goal of iCoachChannel is to engage 38,000 Bahasa Indonesia iCoaches by 2045; among them, there will be 17,000 first-time authors.

It is an audacious goal.

But we can truly start impacting economic growth and resiliency for over 270 million Indonesians when we are halfway there.

Please help me build iCoachChannel to become Your Passion Planet.



iCoachAndrew

WE ARE HELPING BUILD THE WORLD'S FIRST WISDOM MARKETPLACE

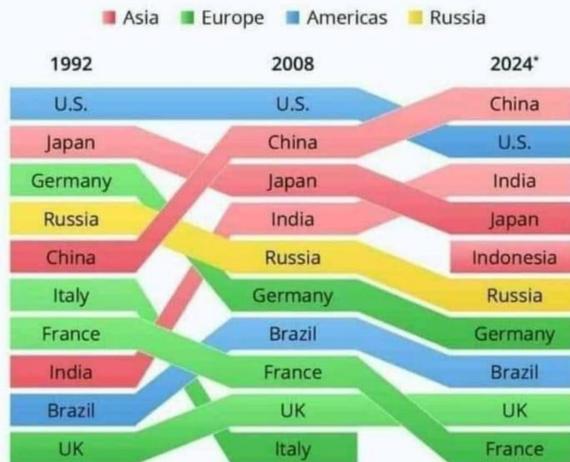


iCOACH CHANNEL

... TO CONTRIBUTE TO INDONESIA'S BECOMING THE FIFTH LARGEST ECONOMY IN THE WORLD

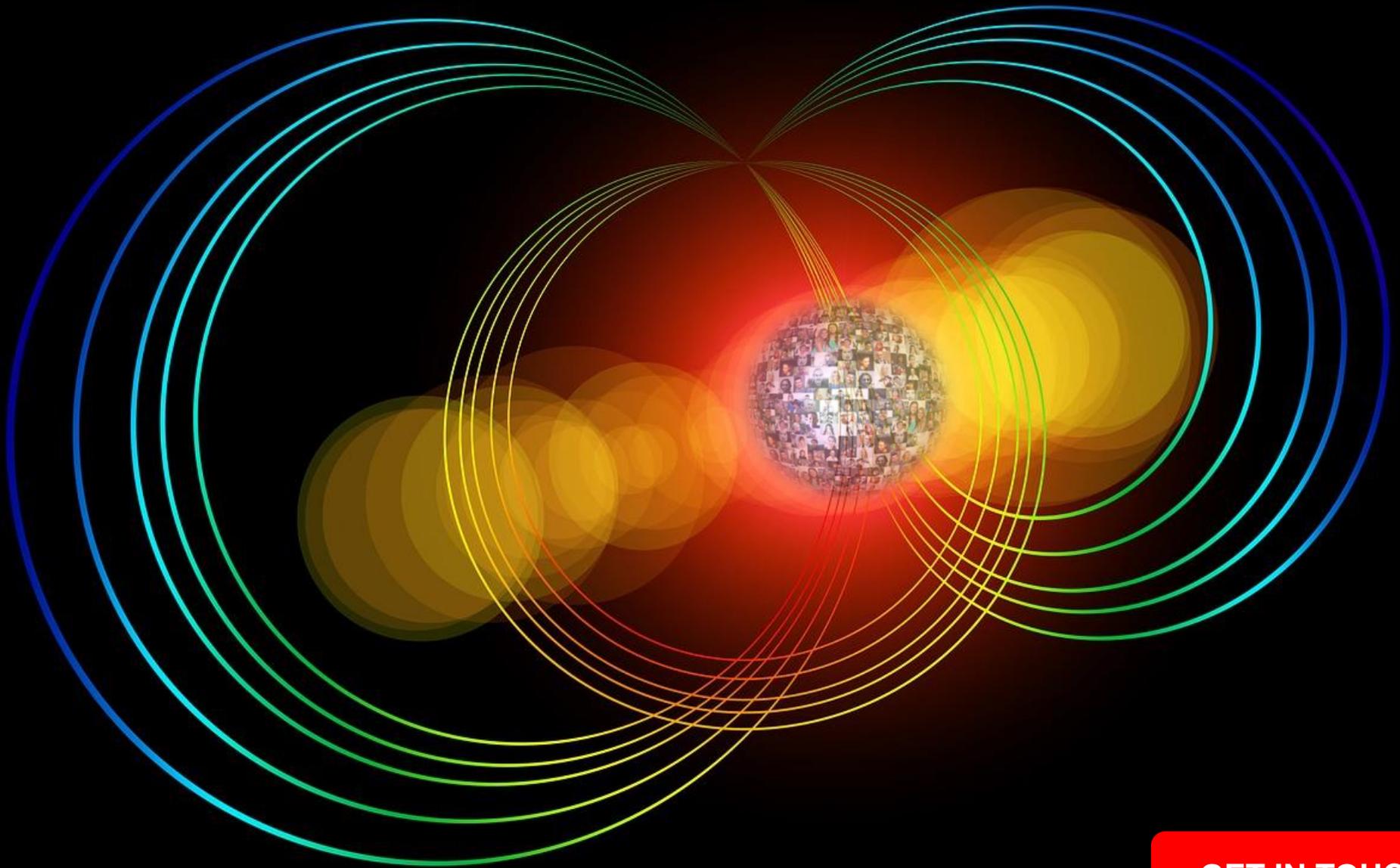
Continental Shift: The World's Biggest Economies Over Time

Countries with the highest GDP on Earth in 1992, 2008 and 2024*



* projection Based on purchasing power parity, intl. dollars Source: IMF





GET IN TOUCH