



C-suite

CULTURE

FORGE

[CORE VALUES]

Digital transformation is first and foremost a mindset transformation that impacts the corporate culture.

Mindset transformation demands a continuing effort to forge your core values.

CULTURE FORGE

Culture Forge | Winning Teams is not a teambuilding exercise. Participants are trained to build a winning team that fulfills five dictums, or mandates:

- Meaning
- Results
- Process
- Growth
- Mindset

Mindset is the mandate for forming the team into a specimen of your corporate culture that breathes your core values every day at work.

The work team becomes a forge of human interaction where behavioral norms are initiated, cultivated, or discouraged in line with your organization's core values.



This unique learning experience will help your company's Senior Leaders understand how to:

COMMUNICATE WITH EMPATHY

Initiate, nurture and optimize the quality of working relationships that bust silo behavior, dissolve inertia, and boost agility.

HEIGHTEN ENGAGEMENT

Build and cultivate a team-based agility culture (people and process excellence) as manifested by Plan-Coordinate-Do-Check-Act.



A MEASUREMENT SYSTEM FOR WORK RELATIONSHIPS THAT IMPACT AGILITY

The A-WORQ score measures your progress in building an agility culture.

A-WORQ is the composite score of self-assessed idea meritocracy, team-assessed five dictums, and quality of management and leadership.

Only winning teams can cultivate an agility culture (zero inertia). Senior Leaders support them by practicing idea meritocracy and promoting quality work relationships.

iCoachAndrew

AGILITY

Do the right thing with speed and flexibility. Work relationships constitute the critical factor that impacts organizational agility. It is the 20% that affects 80% of your business.

Culture Forge will give your digital team leaders a 100% online journey of growth that will enable them to eliminate silo behavior, dissolve inertia and boost agility for productivity and harmony, the marks of a **winning team**.

Make all your teams understand the dynamic of human relationships and practice idea meritocracy to form an agility culture.

Work Relationships

The only sustainable advantage you can have over others is agility. Whatever you create, others will replicate.

Jeff Bezos, Founder of Amazon

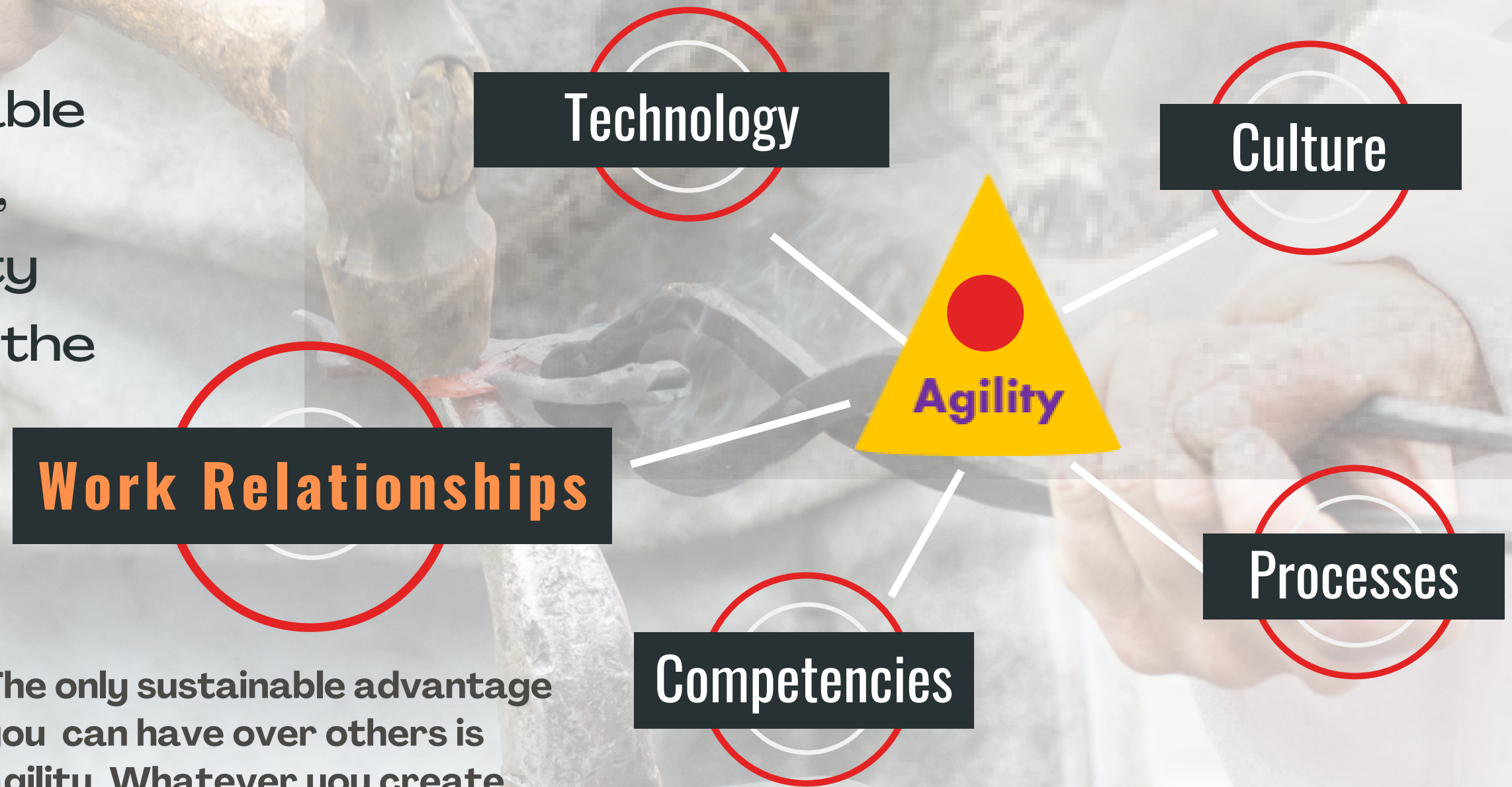
Technology

Culture

Agility

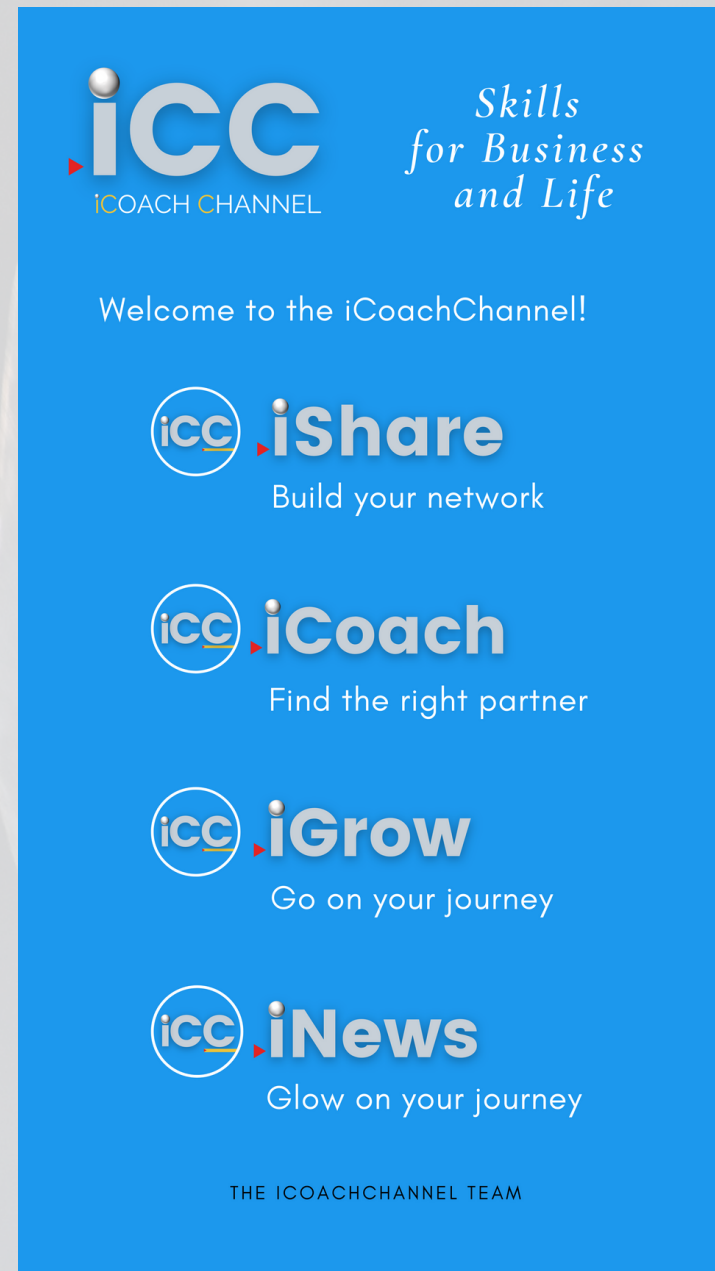
Processes

Competencies





Executives download the iCoachChannel for the journey



GROWTH JOURNEY
100% ONLINE
16 hours

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 they use for Culture Forge.

Theodore P Rachmat
Founder & Chairman, Triputra Group

SESSION	HRS	TOPIC
1	4	Idea Meritocracy
2	4	Five Dictums
3	4	Leadership Style
4	4	Corporate Culture

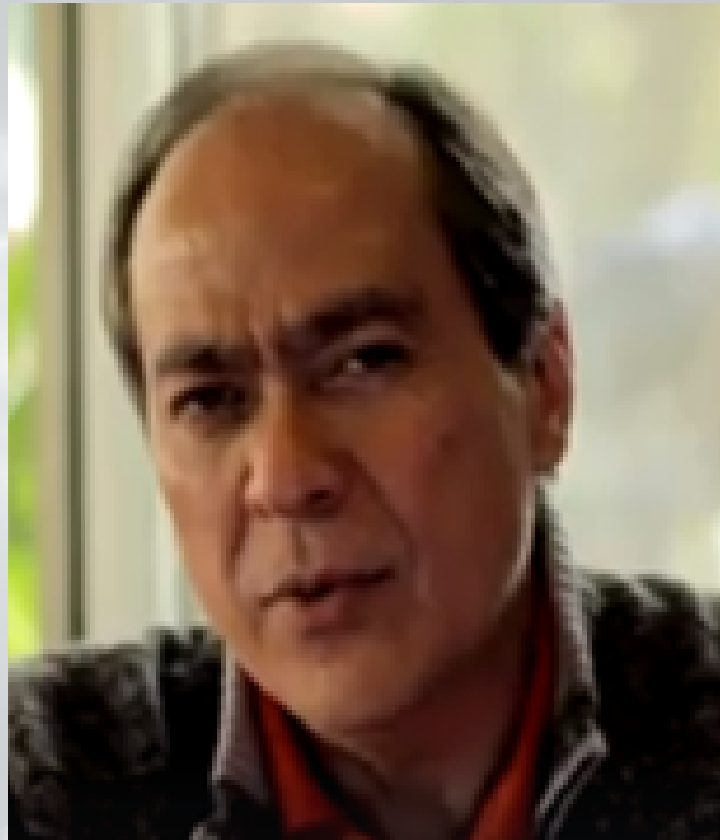


Watch this video testimonial



Click here to Register online

ICOACHANDREW



AUTHOR OF ORGANIZING FOR
BUSINESS EXCELLENCE AND THE
WAY OF THE MANAGER-LEADER

More than 40,000 managers have learned to manage by head for process excellence and lead by heart for people excellence to build winning teams in both the old and the new normals

MEET ICOACHANDREW

- Founder and CEO of ATC
- Business adviser in the private and public sectors on strategy management, culture formation, leadership development and organization design
- McGraw-Hill author, Forbes columnist and management technology solution designer

LEAD FACILITATOR

There is no other way to transform a culture than to change the collective mindset. Proof of change can only be manifested in behavioral terms--by owning the desired habits.

IMPACT TESTIMONIALS

The telco industry is complex, and the digital economy brings more challenges and opportunities for us to face. AndrewTani & Co. have helped us with their Organizing for Business Excellence and measurement systems to map our effectiveness and guide our development efforts at Telkom.

Ririek Adriansyah, CEO Telkom Group

Thank you for the support and insights to heighten the cohesiveness of our Senior Leaders, and build our winning teams in Indonesia. We have benefited from your experience and wisdom.

Kevin Lam, Former CEO UOB Indonesia

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 solutions now constitute one of the key factors for our sustainable success.

Christian Kartawijaya, CEO Indocement



[Click here
to visit our
website](#)

