



# Executive Development Program

*Unlock Your Executive Potential: Empowering Leaders for Tomorrow*

*This proposal specially developed for*

**Sinar Mas Mining**

*Creating Solutions through Education with Creativity and Technology*



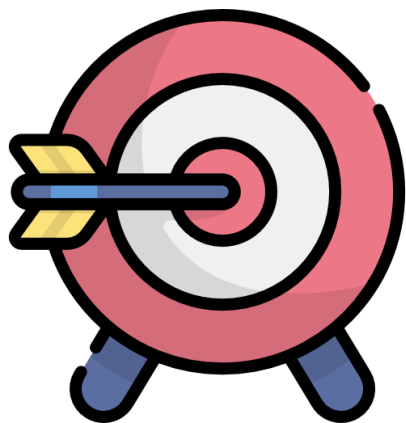
# Latar Belakang

- Pada era ini, pengembangan sumber daya manusia (SDM) menjadi hal yang penting dan krusial. Pasalnya, di dalam pengembangan SDM tersebut termasuk karyawan di level pimpinan, terdapat pembentukan kualitas personal menjadi lebih baik dalam hal keterampilan, loyalitas kerja, hingga kontribusi setiap individu terhadap tugas dan tanggung jawab yang diberikan. Kualitas SDM yang baik akan membawa dampak positif pada performa dan kemajuan perusahaan.
- *Executive Development Program* (EDP) menjadi penting bagi **Sinar Mas Mining** karena membantu meningkatkan kemampuan kepemimpinan dan manajerial para eksekutif. Dengan pelatihan yang komprehensif, para eksekutif dapat mengembangkan keterampilan strategis, komunikasi, dan manajemen tim yang diperlukan untuk menghadapi tantangan bisnis yang semakin kompleks dan persaingan yang ketat. Selain itu, EDP juga berperan dalam mempersiapkan calon pemimpin masa depan melalui program suksesi manajemen, yang memastikan kontinuitas kepemimpinan yang stabil dalam perusahaan. Dengan memiliki eksekutif yang terampil dan berkualitas, **Sinar Mas Mining** mampu meningkatkan produktivitas, inovasi, dan kredibilitasnya di pasar, serta menarik dan mempertahankan talenta terbaik dalam industri.





# Output Program



- Melalui (EDP), diharapkan dapat menjadi program pengembangan bagi peserta untuk meningkatkan kinerja sesuai dengan kapasitas pimpinan yang ditetapkan oleh perusahaan pada tingkat jabatan tertentu.
- Tujuan Program:
  - **Meningkatkan Keterampilan Kepemimpinan:** keterampilan strategis, komunikasi, manajemen tim, dan pengambilan keputusan yang diperlukan untuk menjadi pemimpin yang efektif dan berpengaruh (positif).
  - **Mengoptimalkan Kinerja Organisasi:** terampil dan terlatih dalam memimpin perusahaan dengan lebih efisien, meningkatkan produktivitas, dan mengidentifikasi peluang pertumbuhan yang strategis.



# Roadmap Program



*Pra-Program:  
Leadership Competency  
Assessment*



**Tahap 1:**  
*In Class Training*



**Tahap 2.1:**  
*Business Project*



**Tahap 2.2:**  
*Behavior Coaching*





# Pra-Program *Brief*: Leadership Assessment



Proses identifikasi *leadership competency* menggunakan *behavioral tools*. Dibutuhkan proses *aligning leadership competency* milik SINARMAS Mining terhadap variabel dalam *behavioral tools* yang digunakan.

Data akan diambil via *online questionnaire*, dan/ atau *interview* (*Behavioral Event Interview*). **Catatan:** Menggunakan *behavioral tools* LUMINA SPARK

### Dokumen Kamus Kompetensi Top Level Leader SINARMAS

2. Integrasi (kejujuran, nilai-nilai positif, etika, tata krama)  
*Nilai yang terwujud dalam sikap dan perilaku yang menunjukkan adanya konsistensi antara pikiran, perkataan dan perbuatan yang bersumber dari kebermanan Kristiani.*

| Skor (Level) | Definisi   |
|--------------|--|
| 1            | Hanya tidak pernah menunjukkan sikap dan perilaku yang dapat dipercaya / diandalkan  |
| 2            | Hanya sesekali menunjukkan sikap dan perilaku yang dapat dipercaya / diandalkan  |
| 3            | Cukup konsisten dalam menunjukkan sikap dan perilaku yang dapat dipercaya / diandalkan   |
| 4            | Konsisten antara pikiran, sikap dan perilaku, dapat dipercaya / diandalkan, serta menunjukkan kebermanan untuk meneguk orang lain agar bertindak jujur |
| 5            | Menjadi panutan dalam berikap dan berperilaku jujur serta berintegritas  |

3. Kebermanan Dan Ketanggehan  
*Nilai yang terwujud dalam sikap dan perilaku tanpa takut serta teguh memegang prinsip untuk bertindak benar secara bijaksana dalam/Nilai yang terwujud dalam sikap dan perilaku yang digerakkan oleh motivasi diri yang tinggi untuk memberikan diri sepenuhnya dalam melaksanakan tugas dan tanggung jawab dengan sungguh-sungguh secara tuntas dan benar.*

| Skor (Level) | Definisi                      |
|--------------|-------------------------------|
| 1            | Tidak memiliki kebermanan     |
| 2            | Memiliki kebermanan dalam     |
| 3            | Memiliki inisiatif untuk men- |
| 4            | Memiliki inisiatif untuk men- |
| 5            | Menjadi panutan dalam ke-     |

4. Perhatian  
*Nilai yang terwujud dalam sikap dan perilaku yang menunjukkan kepedulian, dan terikat satu sama*

| Skor (Level) | Definisi                 |
|--------------|--------------------------|
| 1            | Belum menunjukkan sikap- |
| 2            | Belum menunjukkan sikap- |
| 3            | Belum menunjukkan sikap- |
| 4            | Belum menunjukkan sikap- |
| 5            | Belum menunjukkan sikap- |



### 16 Kompetensi LUMINA

- Adapting to Change
- Agile Learning
- Conceptualising Strategies
- Fostering Creativity
- Working under Pressure
- Engaging and Energising
- Providing Direction
- Purposeful Argumentation
- Pursuing and Achieving Goals
- Planning and Organising
- Ensuring Accountability
- Gathering and Analysing Information
- Supporting Others
- Coaching and Developing Others
- Working Together
- Being Interpersonally Astute



### LUMINA Online Assessment

Indicative

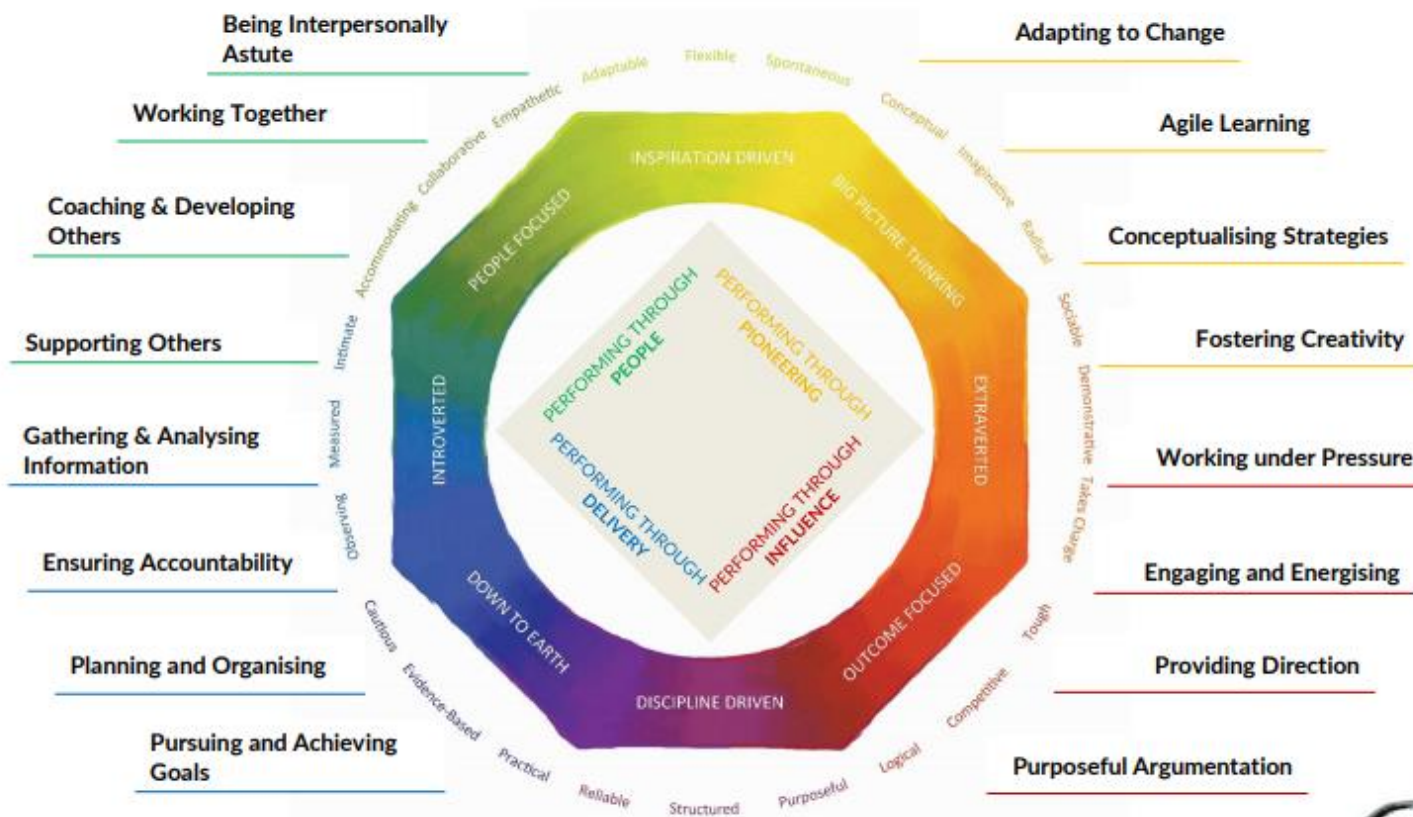
### Behavioral Event Interview





# Pra-Program *Brief*: Leadership Assessment

## The Lumina Select 16 competencies aligned to Spark model



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# Program *Brief* – Tahap 1: *In Class Training*



Peserta akan diberikan pelatihan secara tatap muka selama **24 hari** dengan topik-topik yang dapat menunjang peran kepemimpinan serta kemampuan managerial di perusahaan. Metode evaluasi pada fase ini adalah:

- *Pre-Post Test*
- *In Class Assignment*

| No | Topik  | Sub-Topik   | Durasi                             |
|----|--|---|------------------------------------|
| 1  | <b><i>Business Challenges</i></b>                  | <ul style="list-style-type: none"> <li>▪ <i>Lesson Learned from COVID-19 Crisis</i></li> <li>▪ <i>Disruption and Digital Transformation</i></li> <li>▪ <i>Industry Evolution (Including ESG, Entrepreneurship)</i></li> </ul> | 6 hari (per hari 2 sesi @90 menit) |
| 2  | <b><i>Financial Acumen</i></b>                     | <ul style="list-style-type: none"> <li>▪ <i>Corporate Finance</i></li> <li>▪ <i>Business Valuation</i></li> <li>▪ <i>Sustainable Finance</i></li> </ul>   | 4 hari (per hari 2 sesi @90 menit) |
| 3  | <b><i>Business Continuity &amp; Innovation</i></b> | <ul style="list-style-type: none"> <li>▪ <i>Innovation: Ideation</i></li> <li>▪ <i>Risk Management</i></li> <li>▪ <i>Data Analytic</i></li> <li>▪ <i>ESG</i></li> </ul>   | 4 hari (per hari 2 sesi @90 menit) |
| 4  | <b><i>Strategic Management</i></b>                 | <ul style="list-style-type: none"> <li>▪ <i>Business Feasibility</i></li> <li>▪ <i>Scenario Planning &amp; Foresight: What's Next</i></li> </ul>  | 4 hari (per hari 2 sesi @90 menit) |





# Program *Brief* – Tahap 1: *In Class Training*

| No | Topik                              | Sub-Topik   | Durasi                             |
|----|------------------------------------|---|------------------------------------|
| 5  | <b><i>Strategy Execution</i></b>   | <ul style="list-style-type: none"><li>▪ <i>Important Issues in Execution</i></li><li>▪ <i>Key Success of Execution</i></li></ul>  | 2 hari (per hari 2 sesi @90 menit) |
| 6  | <b><i>Strategic Leadership</i></b> | <ul style="list-style-type: none"><li>▪ <i>Change Management</i></li><li>▪ <i>Transformational Leadership</i></li><li>▪ <i>Team Empowerment</i></li></ul>                                       | 2 hari (per hari 2 sesi @90 menit) |
| 7  | <b><i>Project Management</i></b>   | <ul style="list-style-type: none"><li>▪ <i>Project Planning</i></li><li>▪ <i>Project Execution</i></li><li>▪ <i>Project Monitoring &amp; Closing</i></li><li>▪ <i>Risk Mitigation</i></li></ul> | 2 hari (per hari 2 sesi @90 menit) |







# Program *Brief* – Tahap 2.1: *Business Project*

Peserta akan ditantang untuk menyelesaikan project (\*para peserta diperbolehkan memilih tema project) terkait dengan pengembangan bisnis yang dikerjakan selama **6 bulan**.

Selama periode tersebut, peserta akan didampingi oleh **coach BINUS** yang akan memberikan *constructive feedback* terkait *progress project* yang dikerjakan. Pada bulan ke-6, peserta wajib mempresentasikan hasil project yang dikerjakan.

| No | Daftar Tema Proyek *                         | Penjelasan   |
|----|--|--|
| 1  | <b>Strategi Perusahaan</b>                   | <ul style="list-style-type: none"> <li>• Pembentukan dan penyempurnaan strategi perusahaan secara keseluruhan.</li> <li>• Penetapan tujuan jangka Panjang.</li> <li>• Identifikasi misi, dan visi perusahaan.</li> <li>• Identifikasi area fokus pertumbuhan.</li> </ul> |
| 3  | <b>Expansi Pasar</b>                         | <ul style="list-style-type: none"> <li>• Perluasan pasar baru, atau pasar yang sudah ada.</li> <li>• <i>Market research</i>, identifikasi peluang, dan pengembangan strategi penetrasi pasar,</li> </ul>   |
| 4  | <b>Inovasi dan Teknologi</b>                 | <ul style="list-style-type: none"> <li>• Strategi untuk mendorong inovasi dalam organisasi.</li> <li>• Implementasi <i>new process</i>, atau teknologi untuk meningkatkan produk, servis, atau operasional.</li> </ul>   |
| 5  | <b><i>Organization Restructuring</i></b>     | <ul style="list-style-type: none"> <li>• Restrukturisasi struktur perusahaan, unit bisnis, departemen.</li> <li>• Peningkatan efisiensi, kolaborasi, dan adaptasi dengan kondisi pasar yang berubah.</li> </ul>  |
| 6  | <b><i>Strategic Partnerships</i></b>         | <ul style="list-style-type: none"> <li>• Pembentukan <i>strategic partnership and collaboration</i> dengan perusahaan lain.</li> <li>• Pemanfaatan sumber daya, akses pasar baru, peningkatan <i>competitive advantage</i>.</li> </ul>                                   |
| 7  | <b><i>Risk Management and Compliance</i></b> | <ul style="list-style-type: none"> <li>• Evaluasi, dan mengurangi resiko potensial bagi organisasi.</li> <li>• Mengembangkan strategi manajemen krisis.</li> </ul>   |



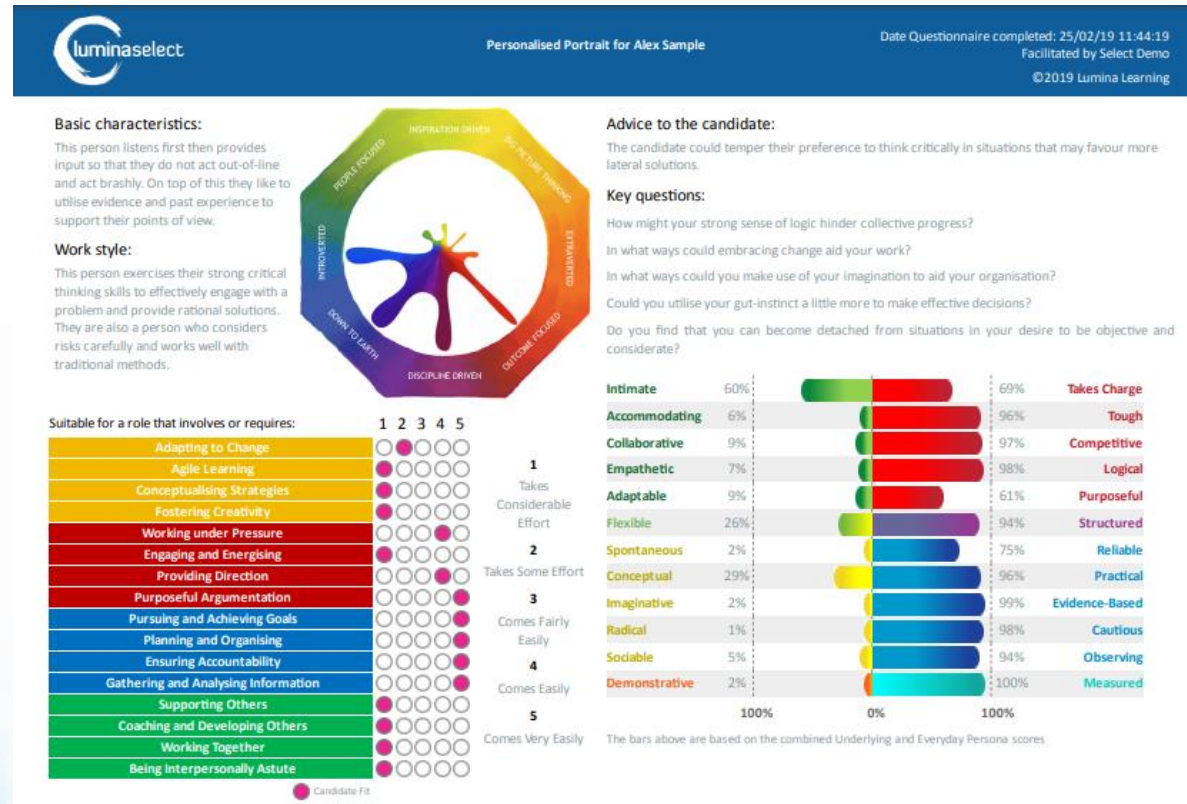


# Program *Brief* – Tahap 2.2: *Behavior Coaching*



Peserta akan diberikan *dedicated individual behavior coach* yang akan memberikan *coaching* dan *counselling* kepada peserta berdasarkan hasil *assessment* pada tahap pra-program.

Proses ini akan dilakukan sebanyak 1x pada tahap *in-class training*, dan 3x selama tahap *business project*.





***OUR EXPERT***



# Prof. Firdaus Alamsjah, Ph.D

## EDUCATION HISTORY

- Post Graduate Diploma in Digital Business from Emeritus in cooperation with Columbia Business School and MIT Sloan School of Management (2020)
- Ph.D. in Industrial Engineering from the University of Houston, USA (1994)
- Master of Science in Industrial Engineering from the University of Houston, USA (1990)
- Bachelor in Mechanical Engineering, Bandung Institute of Technology (1985)

## AREA OF EXPERTISE

- Digital Transformation, Strategy Execution, Business Strategy
- SCM, Logistics & Operation Management
- Business Management, Leadership, Change Management

## WORKING EXPERIENCE

- Director of BINUS CREATES (2018 – Now)
- Executive Director of BINUS Business School (2016 - 2018)
- Executive Dean of BINUS International & BINUS Business School (2001 – 2016)
- Faculty Member, IPMI Business School (1997 – 2001)
- Core Team in the Natuna Gas Project with Pertamina & Exxon (1995 – 1997)



## Dr. Ir. Mohammad Hamsal, MSE., MQM., M.B.A., CISCP.



Dr Ir Mohammad Hamsal, MSE, MQM, MBA is Head of Corporate Strategy and Agility, Area of Knowledge Inquiry in Doctor of Research in Management (DRM) program, Binus University. He is often acted as advisory of business and finance strategy and independent consultant for management strategic, business modeling, and organization transformation with more than 20 years of experiences. His expertise are corporate strategy, service quality, business sustainability, supply chain, organization development and human capital for telecommunication, automotive and banking industries.

### Education

- Doctor of Strategic Management - Economic and Business at University of Indonesia, Jakarta, Indonesia
- Master of Engineering - System Engineering at RMIT University, Australia
- Master of Engineering in Quality Management at RMIT University, Australia

### Area of Expertise:

Engineering, Computer Science, Social Sciences, Business, Management and Accounting, Decision Sciences, Mathematics, Economics, Econometrics and Finance, Environmental Science, Arts and Humanities, Materials Science.



## Dr. Ir. Hardijanto Saroso, M.MT., M.M., CDMS, CBV



### EDUCATION HISTORY

- Doctor in Research Management, BINUS University (2016)
- Master of Applied Finance, BINUS University (2010)
- Master of Technology Management, Universitas of Melbourne (1997)
- Bachelor of Telecommunication Engineering, University of Brawijaya (1990)

### AREA OF EXPERTISE

- E – Business, Digital Transformation, Consumer Behavior, Service Management
- Management Technology
- Strategic Management, Leadership

### WORKING EXPERIENCE

- Dean - BINUS Business School, BINUS University (2014 – Now)
- Founder & Member ASEAN Corp Secretary Network (2016 - Now)
- Chairman (Founder) Indonesia Corp Secretary Association (2011 – Now)
- Head of Broadcasting Commission at Telematics Community (2012 – 2021)
- Corporate Secretary at SCTV (2022 – 2016)





# Dr. Jimmy Sadeli, B.Sc, M.M.



## EDUCATION HISTORY

- Ph.D. in Strategic Management, University of Indonesia
- Master in Business Administration (International Management), University of Indonesia
- Bachelor in Industrial Engineering, Iowa State University

## AREA OF EXPERTISE

- Strategic Management, People Management, Leadership
- Strategic Thinking, HC Management, Talent Management
- Change Management, Business Strategy, Coaching

## WORKING EXPERIENCE

- Senior Lecturer/Associate Professor, BBS, BINUS University (1994 – Now)
- Managing Partner, PPG Advisory, Consulting & Corporate Training (2013 - Now)
- Chief Executive Officer, SUSTAIN GROWTH (2014 – Now)
- Senior Lecturer, University of Indonesia (2001 – Now)
- Vice President of HR & IT, HL Group (2012 – 2013)
- Senior HR Consultant, Towers Watson (2000 – 2004)



## Dr. drh. Diena Dwidienawati Tjiptadi, MM



She completed undergraduate program in Veterinary Medicine Bogor Institute of Agriculture, Bogor, Indonesia. She pursued her master degree in Magister Management Program at BINUS Business School, Bina Nusantara University, Jakarta, Indonesia. She completed Doctor of Management at Doctor of Research in Management at BINUS Business School, Bina Nusantara University, Jakarta, Indonesia.

She has more than 20 years' experiences in industry in sales, marketing and general management. Currently she is a faculty member in Bina Nusantara University. She lectures in management topic (Digital Business Strategy, Strategic Management, Human Resources Management, Business Simulation, Microeconomics, Business Economics) in BINUS Business School Undergraduate Program.

She is also a facilitator in corporate training in Strategic Management, Marketing and Human Capital. She has published more than 20 Scopus publications and 20 book chapters. Interest in research and areas of expertise are in digital business, business development, leadership, strategic management and marketing management.







# Dr. Mohammad Ichsan



Experienced project management expert and practitioner. Experience in project management from various industries such, telecommunication, information and technology, oil and gas, heavy industries, etc. PMI professional certification (PMP, PMI-SP and soon PgMP). Lecturer in project management in various top-notch universities in Indonesia in area of project risk management. and independent trainer in several project management training providers. PhD with research area of strategic project management. Active in project management professional organization (Project Management Institute – PMI). Past chapter president of PMI Indonesia Chapter and currently assigned by PMI as Region 15 Mentor (Malaysia, Indonesia, Philippines, Singapore and Thailand)

## Education:

- Hochschule Darmstadt, University of Applied Science, Darmstadt Germany
- University of Indonesia, Graduate School of Project Management, Jakarta
- Binus University, Doctor Research in Management - Program



# *INVESTMENT*



# INVESTASI

| Lingkup Pekerjaan             | Investasi   |
|-------------------------------|---|
| Executive Development Program | <b>Rp. 1.200.000.000</b><br>(Satu miliar dua ratus juta rupiah) – Tidak termasuk pajak (PPn). |

## Pekerjaan termasuk:

1. Fasilitator dan Coach yang ahli dan kompeten di bidangnya.
2. Pelatihan hybrid dengan total 48 sesi (@sesi 90 menit) Selama 24 hari.
3. Akses ke *Learning Management System* (Great Nusa) selama pelatihan 24 hari.
4. *Leadership Competency Assessment* menggunakan *tools* LUMINA SPARK.
5. *Business Project* selama 6 bulan.
6. Juri selama sesi presentasi hasil *Business Project*.
7. *Behaviour Coaching* yang dilakukan sekali pada tahap *in-class training*, dan tiga kali selama tahap *business project*.
8. Laporan akhir kegiatan (*softcopy*).
9. Minimal jumlah peserta 20 orang.

## Pekerjaan tidak termasuk:

1. Pajak (PPn) 11%.
2. Fasilitas, lokasi dan konsumsi selama pelatihan berlangsung.





# WHY BINUS CREATES PROFESSIONAL SERVICES

# RICH

## RELEVANT

Hands-on delivery and academically proven applied research that connects with real-world issues

## IMPACTFUL

Creating impactful deliverables in people and organization growth

## HOLISTIC

Combine perspectives of academics & practitioners through extensive connections

## CUSTOMER FOCUS

Focus on customers' needs by empowering innovation and creativity





# Thank you


CONTACT PERSON


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