

Welcome to Sharing Session

**‘Tantangan dan praktis pengelolaan
pelatihan dan pengembangan SDM
berbasis kompetensi’**

by

Setyasnomo

Competent, Why is it important?

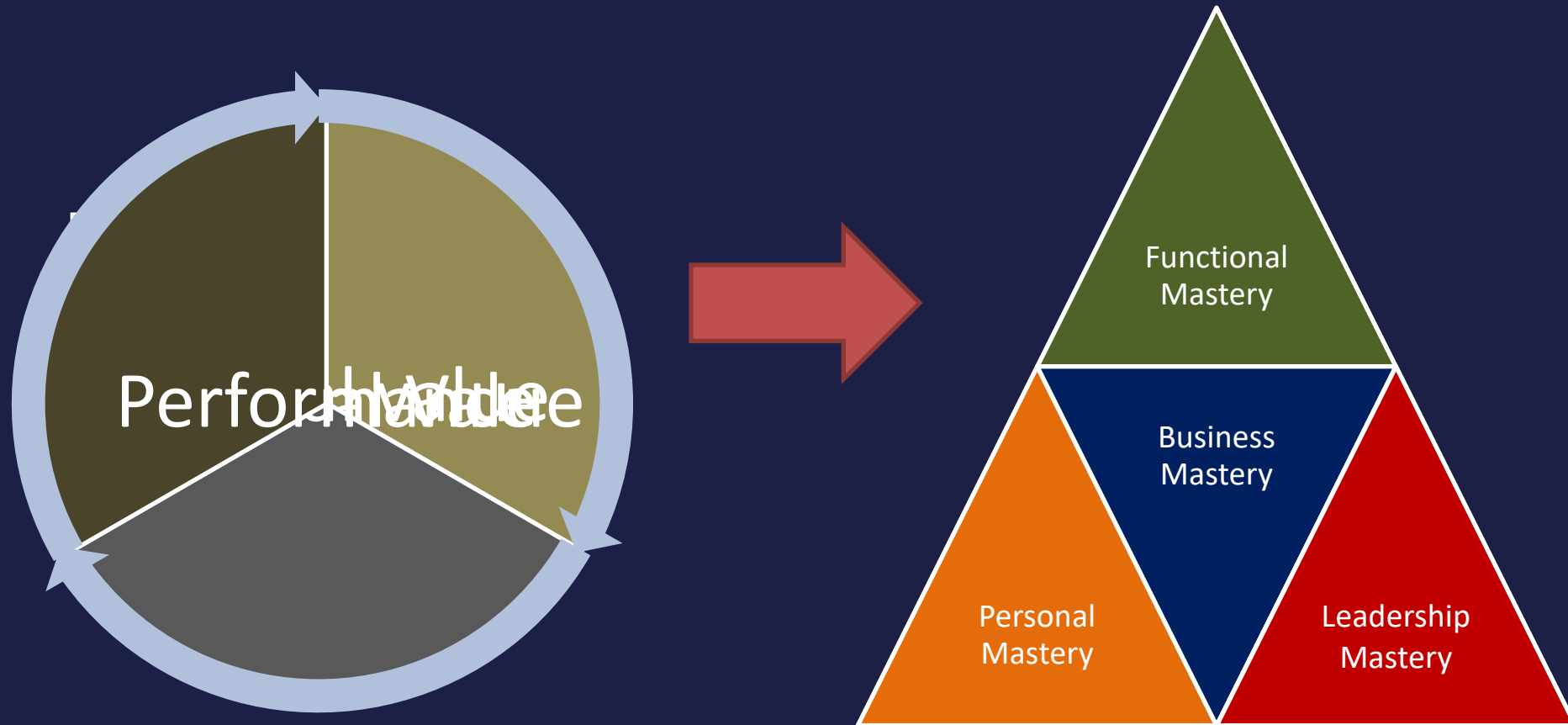


Ideally, there are 4 aspects
someone had to have in
order to be successful in
their job/role

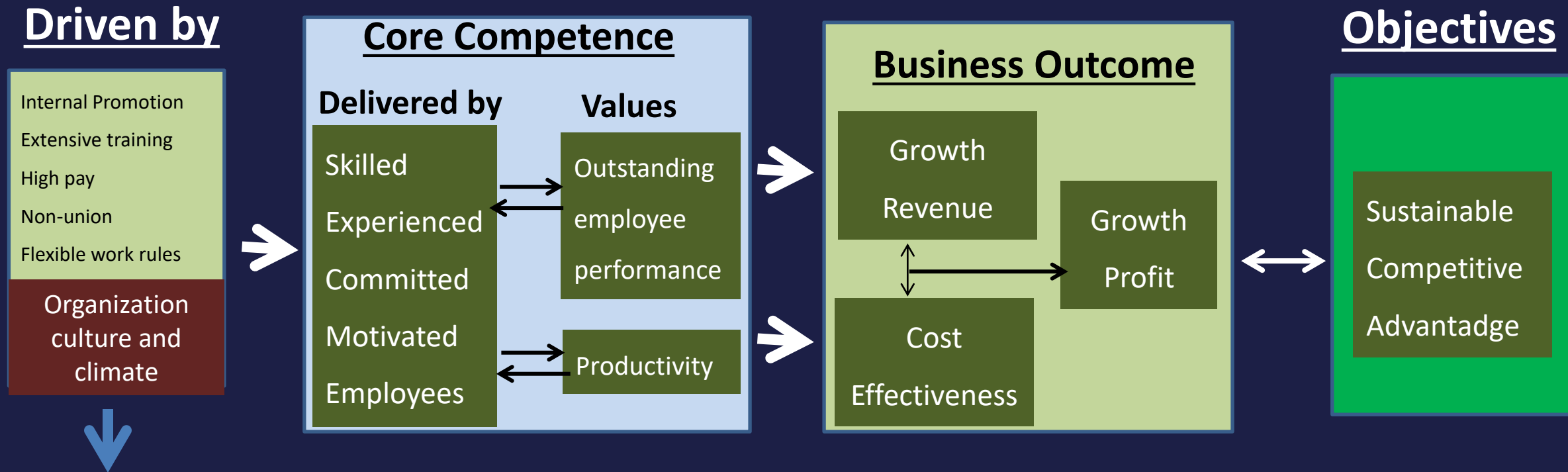


Source : DDI Success Profile SM

Basic Learning Concept : Holistic Approach



Organizational Sustainability Model in Era 4.0



Type of Culture	Assumptions	Belief/Competing Values	Values	Behaviors	Effectiveness Criteria	Phase of organization
Adhocracy	Change	People behave appropriately when they understand the important and impact of the tasks (duties) (WIIIFM)	Growth	Risk Taking	Innovation	Transition Era (3.0 to 4.0)
			Stimulation	Creativity		
			Variety	Adaptability		
			Autonomy			

BUSINESS IMPACT

PEOPLE

Develop

Grow organization's performance through contribution of people



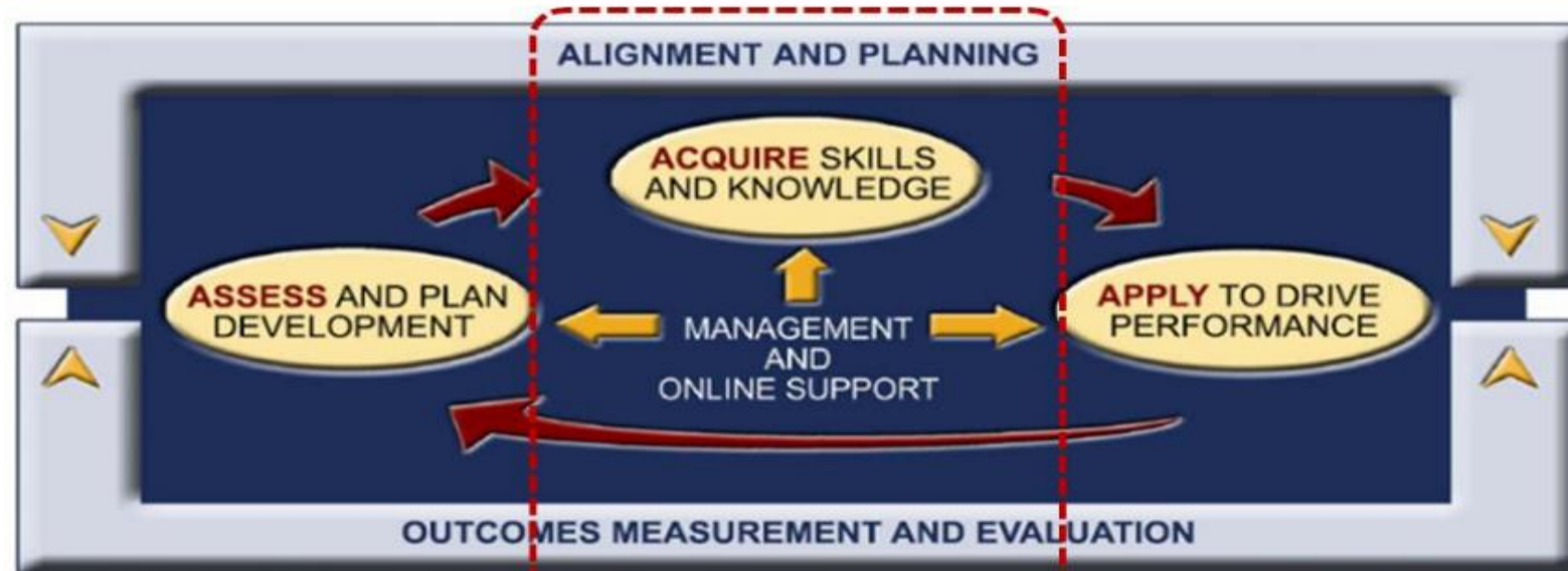
Talent Assessment & Mapping



Learning & Development



Talent & Succession Management



Learning: From Event to Journey

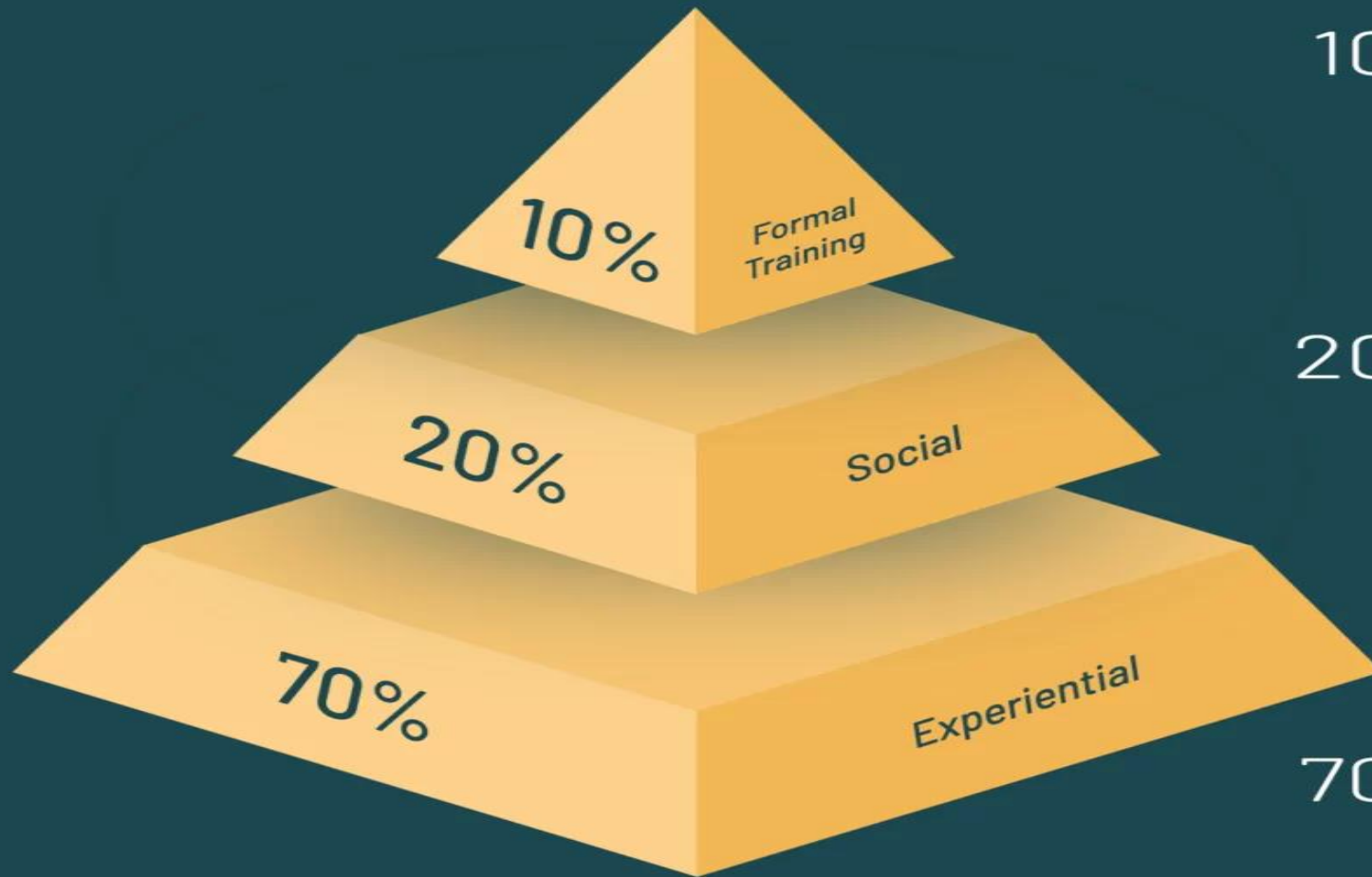
10~20~70

FORMAL

COACHING
(Learning from Others)

ON-THE-JOB
(Learning from Experience)

70-20-10 Training Model



10%

- Onboarding courses
- Lectures
- Instructional videos
- Textbooks
- Knowledge Base

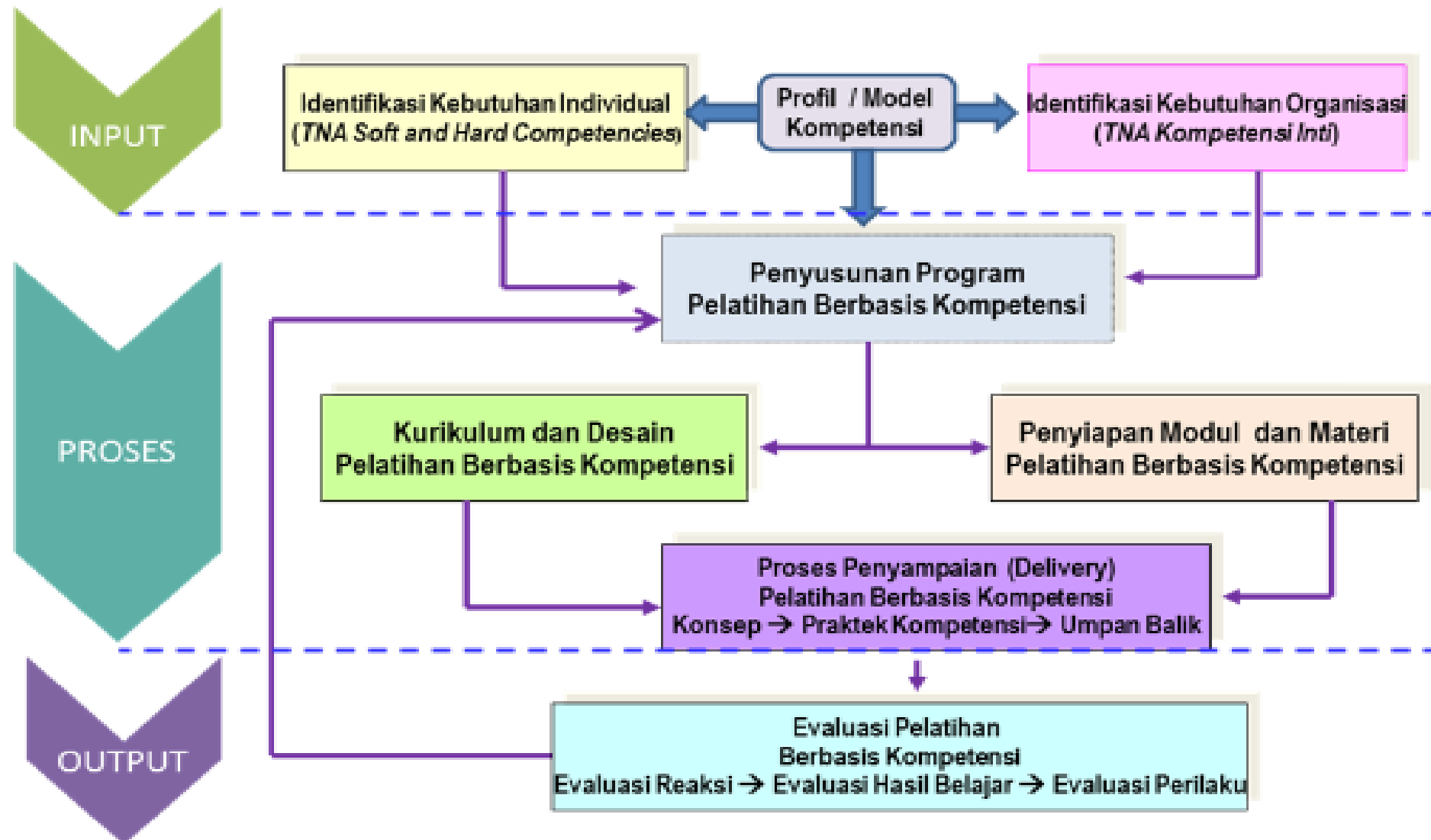
20%

- Mentorship
- Discussion Boards
- Online Meeting formats
- Webinars
- Social Media

70%

- On-the-Job Training
- Gamification
- Online Simulations
- Virtual Reality
- Scenario-based Learning

Competency Based Training



Development Framework

01

**Personal
Attributes**

- Character Building
- Coaching session
- Down-to-earth personal effectiveness

02

Competencies

- Action Learning Program
- Mentoring session

03

Knowledge

- Periodically sharing session for technical, business knowledge and leadership
- Personalized e-Learning

04

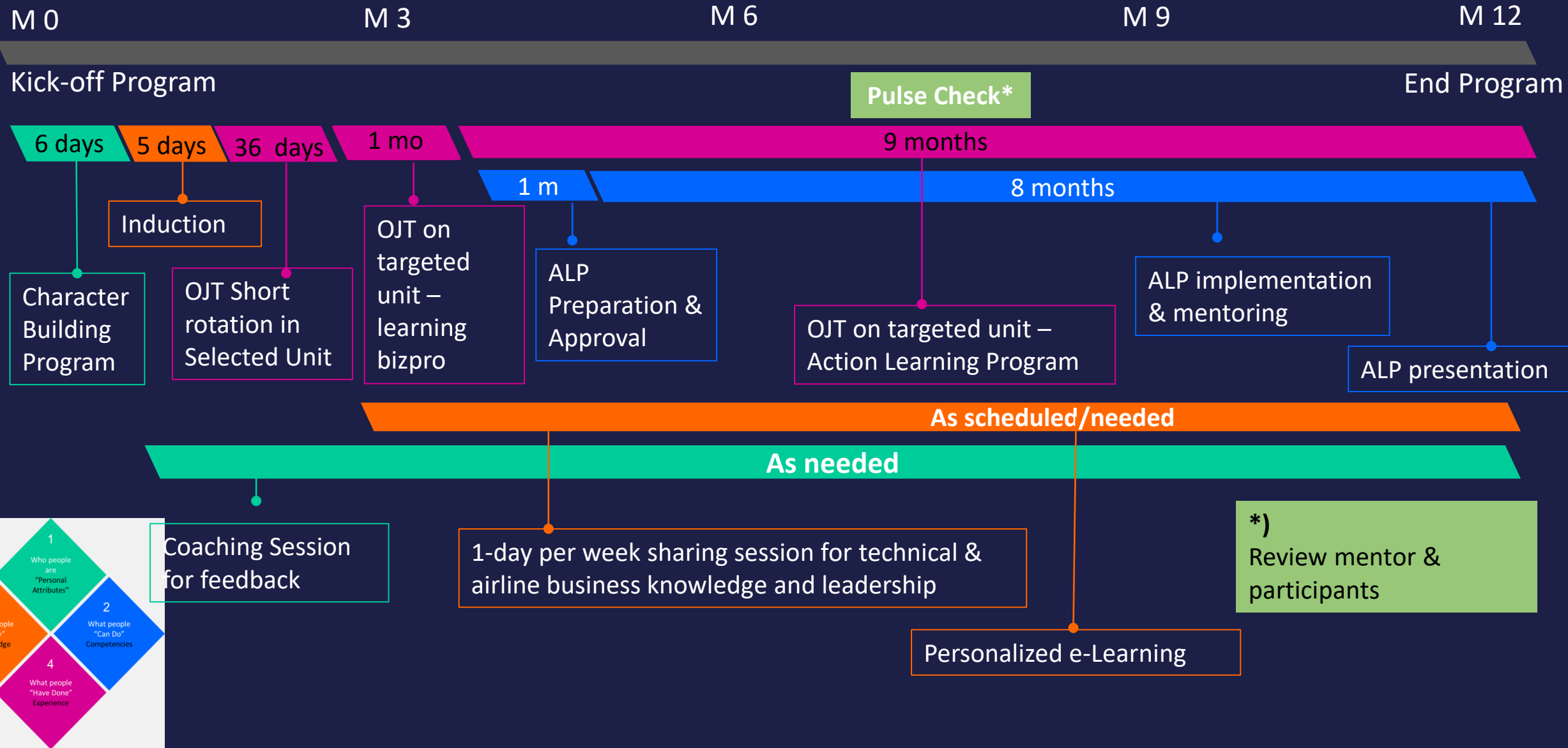
Experience

- OJT unit rotation
- OJT on targeted unit

Development Journey :



Development Program Framework (for specific Job position/talent candidate)



“let’s get the ball rolling!”



THANK YOU