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Pakar Transformasi Manajemen Kinerja

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# SDM UNGGUL INDONESIA MAJU

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SAATNYA  
MELAKUKAN

# RE-LEARNING RE-SKILLING

PENTINGNYA PENGEMBANGAN KOMPETENSI  
MENGHADAPI NEW NORMAL

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FREE WORKSHOP. FREE BOOK.  
S & K BERLAKU.



Untuk sukses di era new normal,

# Strategi perlu disusun ulang.

TATA ULANG ORGANISASI DAN STRATEGI  
MENGHADAPI ERA KENORMALAN BARU

WORKSHOP REINVENTING MISSION  
STATEMENT

WORKSHOP PENYUSUNAN RENSTRA  
DAN ORGANIZATION SCORECARD

WORKSHOP PENGEMBANGAN SISTEM  
MANAJEMEN KINERJA

WORKSHOP IDENTIFIKASI INDIKATOR  
KINERJA UTAMA

WORKSHOP CASCADING INDIKATOR  
KINERJA UTAMA

Hubungi kami untuk meningkatkan kualitas  
implementasi sistem manajemen kinerja di  
perusahaan atau organisasi Anda.



Hubungi kami untuk pelaksanaan pelatihan lainnya

Masa depan menuntut kompetensi yang berbeda.

# Re-skilling & re-learning. Kunci utama keberhasilan menghadapi era kenormalan baru.

PENGEMBANGAN KOMPETENSI DAN MANAJEMEN  
TALENTA MERUPAKAN KUNCI KEBERHASILAN  
MENGHADAPI ERA KENORMALAN BARU

PENYUSUNAN STANDAR KOMPETENSI  
MANAJERIAL DAN TEKNIS

PELATIHAN KONSEP DAN  
IMPLEMENTASI MANAJEMEN TALENTA

PELATIHAN MODEL PENGEMBANGAN  
TALENT POOL

PELATIHAN PENYUSUNAN RENCANA  
PENGEMBANGAN TALENTA

PELATIHAN EVALUASI HASIL  
PENGEMBANGAN TALENTA

LOKAKARYA PENYUSUNAN REGULASI  
MANAJEMEN TALENTA

Hubungi kami untuk meningkatkan kualitas  
implementasi manajemen talenta dan  
pengembangan human capital di  
organisasi Anda.



Hubungi kami untuk pelaksanaan pelatihan lainnya

Masa depan menuntut kompetensi yang berbeda.

# Re-skilling & re-learning. Kunci utama keberhasilan menghadapi era kenormalan baru.

PENGEMBANGAN KOMPETENSI PEMASARAN,  
PENJUALAN DAN MANAJEMEN RISIKO MERUPAKAN  
KUNCI KEBERHASILAN MENGHADAPI TANTANGAN  
RISIKO, DIGITALISASI DAN KENORMALAN BARU

PELATIHAN SALES FORCE  
DEVELOPMENT

PELATIHAN CUSTOMER DEVELOPMENT  
AND TERRITORY MANAGEMENT

PELATIHAN RISK BASED MANAGEMENT  
STRATEGY

PELATIHAN RISK BASED MANAGEMENT  
QUALITY

PELATIHAN ADIT SISTEM MANAJEMEN  
LINGKUNGAN

Hubungi kami untuk pelaksanaan pelatihan  
pemasaran, penjualan, manajemen risiko,  
manajemen lingkungan di organisasi  
Anda.



Hubungi kami untuk pelaksanaan pelatihan lainnya

# Workshop and Training

## SDM UNGGUL INDONESIA MAJU



### Strategic Management

1. Workshop Reinventing Mission Statement
2. Workshop Corporate Values
3. Workshop Balanced Scorecard & Strategy Map
4. Training Corporate & Business Strategy
5. Training Competitive Analysis
6. Training Analyzing Business Opportunities
7. Training Business Model Canvas
8. Training Business Plan and Improvement Project
9. Training Model Implementasi Strategi
10. Training Penyusunan RJPP & RKAP

### Human Capital Management

1. Training Penyusunan Standar Kompetensi Manajerial
2. Training Penyusunan Standar Kompetensi Teknis
3. Training Coaching and Counseling
4. Training Mentoring in Action
5. Training Supervisory Skill and Competency Based on Evaluation
6. Training Behavioral Based Interview
7. Training Design & Evaluation
8. Training for New Trainer
9. Training Curriculum Development
10. Training KPI & Competency-Based Performance Mgt
11. Training Talent Management and Succession Planning
12. Training Leadership Development Program
13. Training MT Leadership Development Program
14. Training Personal Aspect
15. Training Career Development Plan
16. Training Job Evaluation and Job Grading
17. Design Salary Structure
18. Design Career Path and Tour of Duty
19. Improving Organization Structure
20. Employee Opinion Survey
21. Employee Satisfaction and Engagement Survey
22. Tracer Study Alumni Scholarship
23. Project Assessment for Promotion

### Talent Management

1. Training Konsep dan Implementasi Manajemen Talenta
2. Training Model Pengembangan Talent Pool
3. Training Penyusunan Rencana Pengembangan Talenta
4. Training Evaluasi Hasil Pengembangan Talenta
5. Training Penyusunan Regulasi Manajemen Talenta

### HCM 4.0

1. Training HCM 4.0: Peta Jalan Upgrade Sistem Manajemen SDM Masa Depan
2. Training Recruitment Management 4.0
3. Training HC Analytic 4.0
4. Training Human Capital Information System

### Sales and Marketing

1. Training Sales Force Development
2. Training Customer Development and Territory Management
3. Training Brand Management & Brand Equity
4. Training Sales Leadership and Negotiation
5. Training Marketing Communication Strategy

### Financial Management

1. Training Financial Analysis Fundamental
2. Training Business Valuation Modeling
3. Training Budgeting and Forecasting
4. Training Dashboards & Data Visualization
5. Training Presentation of Financial Information

### Environment and Risk Management

1. Training Environmental Management System (including ISO 14001)
2. Training Audit Sistem Manajemen Lingkungan
3. Training Risk Based Management Strategy
4. Training Risk Based Management Quality
5. Training Occupational Health Safety Management System (including OHSAS 18001 & SMK3)

# Project Experiences



## SDM UNGGUL INDONESIA MAJU

*Management consulting in strategic planning, strategy formulation, strategy implementation, performance management transformation, balanced scorecard, change management, knowledge management, learning organization, talent management, people development, competence based human resources management, organization culture, capacity building*

### Project for Private Sector

*Proyek konsultasi manajemen yang telah dijalankan konsultan kami untuk lingkup swasta adalah sebagai berikut:*

- Developing Mission & Vision Statement
- Define Organization Core Values
- Strategy Map / Balanced Scorecard
- Strategic Planning
- Improving KPI's for Board of Directors
- Define KPI for All Position
- Design and Implementation of Competency & KPI-Based Performance Management
- Assistance in KPI Based Progress Review
- HR Strategy Map & HR Scorecard
- Define Standard Competence Profile
- Making Standar Competence for Managerial and Technical
- Making Training and Development Handbook
- Job Description All Position
- Job Evaluation and Job Grading
- Design Salary Structure
- Design Career Path and Tour of Duty
- Improving Organization Structure
- Employee Opinion Survey
- Employee Satisfaction and Engagement Survey
- Skill-Up Employee Training
- Assesment for Promotion

### Service Experience Sektor Swasta

- Manufacturing: PT Toyota-Astra Motor, PT So Good Food, PT Pos Indonesia (Persero), PT Sorini Towa Berlian, PT Sugity Creatives PT Metindo Era Sakti, PT Asalta Mandiri Agung, PT Charoen Pokphan Group Indonesia, PT SKF Indonesia, PT Indofood Sukses Makmur Tbk, PT Exedy Motor Indonesia, PT Frisian Flag Indonesia Tbk, PT Southern Cross Textile Industry, PT Coca Cola Distribution Indonesia, Toyota Manufacturers club, etc
- Trading, Distribution and Retail Industry : PT Setiajaya Alfa Retailindo (Alfamart), PT Datascrip, PT Tiga Raksa Satria Tbk, Indocare Group, Astra International Tbk – Toyota Sales Operation, Nissan Motor Indonesia, etc
- Services Industry: PT Jalan Tour PT Exelcomindo Pratama Tbk, PT Kosmo Jaya Pandu Nusa, Rumah Sakit Islam Jakarta Pondok Kopi, PT Samudera Nirapraga, PT Graha Menara Hijau, PT Jati Piranti – Jatis Solution, PT Sisindosat Lintas Buana, PT Bank Danamon Indonesia, Bank Syariah Mandiri, Bank BRI Syariah, PT TASPEN (Persero), Jamsostek (Persero), Griya Miesejati (Bakmi GM), etc
- Mining, Transportation, Infrastructure, Telecommunication, Plantation: PT Golden Energy Mining, PT Evergreen Marine Indonesia, PT Samudera Indonesia Tbk, Pelabuhan Indonesia II, PT Wijaya Karya Tbk, PT Parama Matra Widya, Gawi Plantation, etc
- Multi-business companies: PT Hadji Kalla Group, PT Mahaka Group, PT Astra International Tbk, PT Pembangunan Jaya Ancol Tbk

### Project for Government

*Proyek konsultasi manajemen yang telah dijalankan konsultan kami untuk lingkup sektor publik / pemerintahan adalah sebagai berikut:*

- State Ministry for National Development Planning: Project Strategic Change Management and Institutional Strengthening (SMIS Project, Sponsor WorldBank)
- State Ministry for National Development Planning: Project Re-Entry Scholarship Program SPIRIT, Sponsor World Bank
- Ministry of Empowerment of State Apparatus and Bureaucracy Reform: Project Define Ministry Strategy Map and Strategic Planning 2015-2019, sponsor RTRC
- National Civil Service Agency: Project Model and Framework Talent Management, Sponsor GIZ
- National Development Planning Agency: Project Strategic Human Resources Management Guideline
- Ministry of Finance: Talent Management Evaluation System, Human Capital Development Plan (HCDP); Concept Leadership Factory
- National Civil Service Agency (BKN): Project Training Directory for Civil Service Improvement Project, Case Writing and Case Teaching Project
- Ministry of Finance (KEMENKEU): Project Talent Management Evaluation System (Framework, SOP and Form), Human Capital Development Plan (HCDP); Concept Leadership Factory;
- City of Bekasi Local Government (PEMDA BEKASI): Project Improvement of Regional Medium Term Development Plan for Bekasi City
- Province DKI Local Government (PEMROV DKI - BPBUMD): KPI Corporate Development and Improvement, Talent Management Framework, Talent Management Evaluation Index, for 13 Regional Owned Enterprises of DKI Provincial Government (PT Pembangunan Jaya Ancol Tbk, PT MRT, PT Transjakarta, PT Bank DKI, PT Jamkrida, PDAM Jaya, PT Food Station Tjipinang, PT Jakarta Tourisindo, PT PAL Jaya, PT Dharma Jaya, PT Sarana Jaya, PD Pasar Jaya, PT Jakarta Propertindo)

### Why DAP Consultant

- Practical and real world implementation
- Best service-value
- Customised training
- Customised budget
- Customised management consultancy
- More than 17 years of experience
- Doctoral degree consultant team



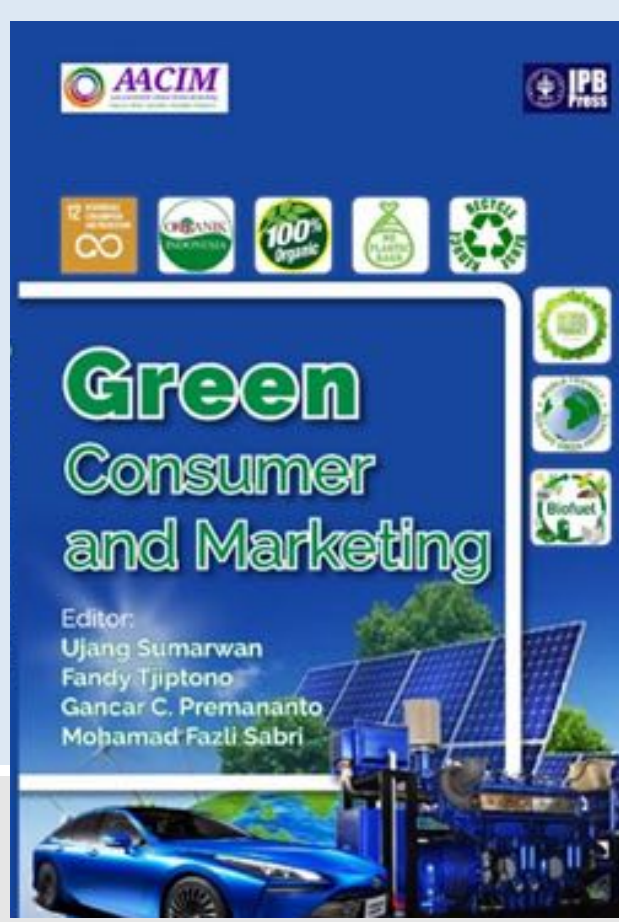
Pakar Transformasi Manajemen Kinerja

*"All consultants are the same. Until one of them writes a book"*



Buku yang telah diterbitkan Team DAP Consultant

- Buku Tujuh Langkah Transformasi Manajemen Kinerja.
- Buku Talent Management: Mengembangkan SDM untuk pertumbuhan dan kinerja prima
- Buku Green Consumer and Marketing.
- Buku Problem Implementasi Strategi.
- Buku All About Gen-Y: Mitos, Realitas dan Peningkatan Produktivitas.
- Buku Begitu Banyak Bos, Begitu Sedikit Pemimpin.
- Buku Manajemen Kepuasan dan Keterikatan Pegawai.
- HCM 4.0: Peta Jalan Upgrade Sistem Manajemen SDM Masa Depan

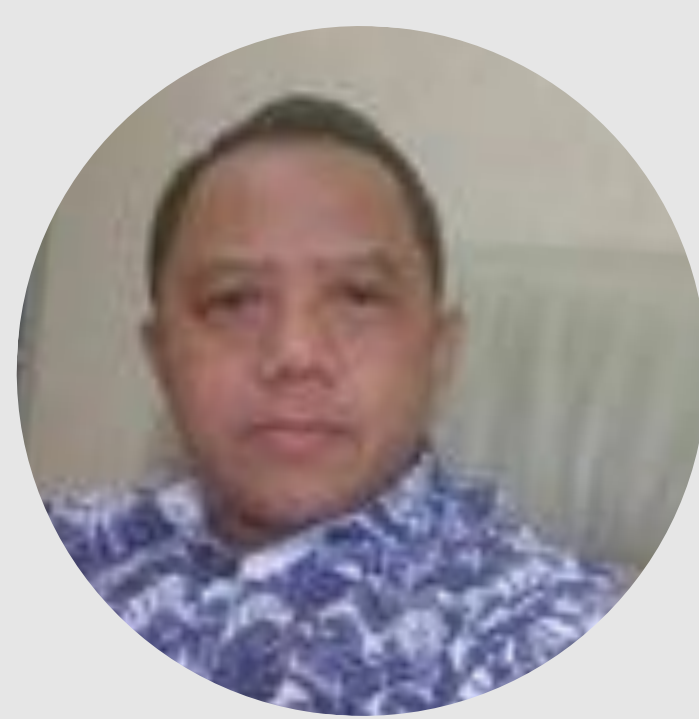


*Our Management Team. Our Senior Consultant. Our Expertise.*

*Come from a team of highest education in management with doctoral degree, and all of them have more than 17 years exeperience in respective field*

**Our Consultant**

- Dr. Muh. Darmin Ahmad Pella
- Dr. Sri Hartono
- Dr. Agustinus Hariadi
- Afifah Inayati, S.Psi, Psi. MM





**SDM UNGGUL**  
INDONESIA MAJU



Partner for Agile Organization

## TATA ULANG ORGANISASI, STRATEGI, DAN KOMPETENSI MENGHADAPI ERA KENORMALAN BARU

Kami menyediakan solusi inovatif untuk menjawab semua kebutuhan pengembangan sistem manajemen strategi, pemasaran, human capital, kualitas, risiko, dan lingkungan untuk organisasi Anda, untuk menghadapi "new normal" dengan sebaik-baiknya.

### 1 Consulting

Bagaimana agar sistem manajemen Anda mengalami penyempurnaan? Kami menyediakan solusi terkustomisasi sesuai dengan kebutuhan khas organisasi Anda.

### 2 Training

Bagaimana agar kompetensi dan kapabilitas pegawai Anda berkembang optimal sesuai tuntutan bisnis dan standar kompetensi? Kami menyediakan workshop dan pelatihan berbasis kompetensi.

### 3 Assessment

Bagaimana menemukan kandidat talent pool berkualitas? Kami menyediakan sistem assesmen, penyusunan IDP, talent development, dan talent evaluation terintegrasi untuk organisasi Anda.

## YUK MULAI SEKARANG!

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Keputusan Menhukham RI Nomor AHU-0013079.AH.01.01. Tahun 2021

Jangan ragu untuk menghubungi kami melalui informasi di bawah ini. Kami akan membantu memenuhi kebutuhan organisasi Anda. Kami akan mendampingi Anda untuk menghasilkan sistem manajemen kinerja dan pengembangan kompetensi yang terus meningkat sepanjang waktu.