

2-Day Executive Seminar for BUMN Leaders

HIGH-IMPACT TALENT ARCHITECTURE

Critical Role Map to Future Ready Talent

Menghubungkan lensa global dan realitas BUMN melalui tiga proses pembeda: **Critical Roles**, **Strategic Talent Profile**, dan **Job Readiness**, agar talenta yang tepat berada di peran yang paling menentukan.

**Global
Benchmark****Critical
Roles****Talent
Readiness****Practical
Toolkit****Jonathan
Donner**Global Leadership Advisor
and Executive Coach

"40+ years of global leadership
experience across Unilever,
Amazon, UN World Food
Programme, and Danantara"

PRACTICAL IMPACT TOOLKIT

- Critical Role Matrix
- Critical Role Tools
- Succession & Mobility Mock-up
- Talent Profile Canvas
- Competence Cascade Tools

FREETalent Management
Apps by **Altius People****GLOBALLY BENCHMARKED,
LOCALLY ENGINEERED****FULL LEARNING MODULES****Program Pelatihan 2 Hari****Strategic Talent & Critical Position Management****HARI 1****MODUL 1****PERSPEKTIF GLOBAL DALAM KONTEKS BUMN**

- Arsitektur talenta global
- Penerapan standar global dalam kerangka tata kelola BUMN

MODUL 2**PEMETAAN NILAI STRATEGIS DAN TINGKAT KEKRITISAN**

- Penyelarasan Corporate Plan/RJPP dengan *value drivers*
- Penyusunan *Criticality Scorecard*

MODUL 3**IDENTIFIKASI POSISI KRITIS**

- Penyusunan matriks posisi kritis (*Critical Position Matrix*)
- Validasi Posisi Kritis, *True Critical* vs. *False Critical*

MODUL 4**CRITICAL ROLE PLAYBOOK**

- Menentukan indikator utama posisi kritis (*Criticality Factors*)
- Teknik *scoring*, perhitungan, dan kalibrasi posisi kritis
- *Best practice* dalam menilai dan memvalidasi posisi kritis

HARI 2**MODUL 5****SUCCESSION PLANNING ARCHITECTURE**

- Memetakan *Critical Role* to *Critical Talent*
- Menyusun *succession plan* untuk keberlanjutan organisasi

MODUL 6**KESIAPAN TALENTA DAN LEADER**

- Pembentukan *Future-Ready Talent Pool*
- Simulasi komite talenta untuk mengevaluasi kesiapan kandidat

MODUL 7**PENYELARASAN KOMPETENSI KE DALAM KEBUTUHAN JABATAN**

- Pemetaan Kompetensi Berbasis Jabatan

Aktivitas: Praktik menerjemahkan kompetensi ke *role-specific behavioral***MODUL 8****CLOSING THE READINESS GAP**

- Mengidentifikasi gap antara kompetensi dan tuntutan jabatan
- Menentukan prioritas pengembangan berdasarkan readiness gap

Aktivitas: Praktik penyusunan rencana pengembangan berbasis gap kompetensi

TAKEAWAY PARTICIPANTS

- ◆ Modul pembelajaran online
- ◆ Membership Platform CDHX
- ◆ AI-Assistance **CoachQu** by Qubisa
- ◆ Certificate of Completion
- ◆ Akses 10.000 Qubisa Learning Content



DESIGNED FOR

HC Director, VP/GM Talent Management, Head of Human Capital, Talent & Succession Leaders, Senior Leaders in talent decisions.



EXPECTED OUTCOME

- ✓ **Strategic Focus**
Fokus pada posisi yang paling berdampak terhadap strategi bisnis
- ✓ **Talent Alignment**
Profil talenta lebih relevan dengan tuntutan peran
- ✓ **Succession Clarity**
Diskusi suksesi lebih terstruktur dan terarah
- ✓ **Evidence-Based Decisions**
Keputusan kesiapan talenta didukung bukti dan kriteria yang jelas



2 Hari • 08.30–17.00 WIB
Hotel Le Meridien Jakarta

Investasi Offline

Rp 13.500.000 + PPN



Dapatkan tambahan diskon 5% saat registrasi di website QuBisa Corporate

Untuk kebutuhan kelas online, silakan hubungi kami.

DEVELOPING DIGITAL AGILITY IN PEOPLE:

PELATIHAN BERDAMPAK BAGI INDIVIDU DAN BANGSA



World-Class Curriculum



Top Facilitators and Practitioners



Experiential and Practical Learning Method



THOUGHT LEADERS

1. Prof Dave Ulrich (Honorary Advisor)
Speaker, Author, Professor, Thought Partner on HR, Leadership, and Organization at The RBL Group
2. Irvandi Ferizal
Ketua Forum of Human Capital Perbankan Indonesia (FHCPI) & HR Director of MayBank Indonesia
3. Maria T. Kurniawati
HC Expert & ICF Certified Coach
4. Rudy Afandi
Former HR Director of XL Axiata
5. Drs. Effendi Ibone, MBA, Psikolog
Human Capital Advisor at PT Citilink Indonesia and PT Aneka Tambang Tbk.
6. Dr. Paul Walsh
Program Director of BSC and Lean Six Sigma practice at Australian Graduate School of Management
7. Husein Samy
Country Manager HR of PT. IBM Indonesia
8. Suwardi Luis
CEO at ONE GML
9. Dr. Yunus Triyonggo
Chairman of GNIK Steering Committee
10. David Rogers
Global Guru on Digital Transformation
Faculty Director, Columbia Business School
11. Dr. Ir. Naufal Mahfudz, MM
CEO PT BLST Holding Company IPB University

Exclusive Post-Program Benefits

- 1 **Membership in the CDHX Circle**
- 2 **Full Access to the CDHX Toolkit Library**
- 3 **Coaching & Research Community**
- 4 **Access to 50+ ExpertTalk Sessions**

Informasi Pendaftaran



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Klik QR Code untuk info pendaftaran

