

STRONGEST

by

BEST PEOPLE

“Develop GREAT LEADERS and STRONG CULTURE”

Kongres Nasional IV Assessment Center Indonesia 2015

HERDY HARMAN
CHIEF HUMAN CAPITAL OFFICER (CHCO) TELKOM GROUP

OUTLINE

1

Telkom at a glance

2

Best People & Strong Culture Dev't Framework

3

Discussion

Ownership

Government	52.6%
Public	47.4%
Treasury Shares	2.6%

Telkom Indonesia is listed at Indonesia Stock Exchange (TLKM IJ) and New York Stock Exchange (TLK US)



Vision, Mission & Corporate Culture

Vision :

To Become a Leading **Telecommunication, Information, Media & Edutainment, Services (TIMES)** Player in the Region

Mission :

1. To Provide More for Less TIMES Services
2. To be the Role Model as the Best Managed Indonesian Corporation

Telkom's Main Program

Maintain Double Digit Growth

Mobile Business



Drive Digital Business

Indonesia Digital Network (IDN)



Stretch & Expand Int'l Business

International Expansion



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“ A NEW WAY OF THINKING

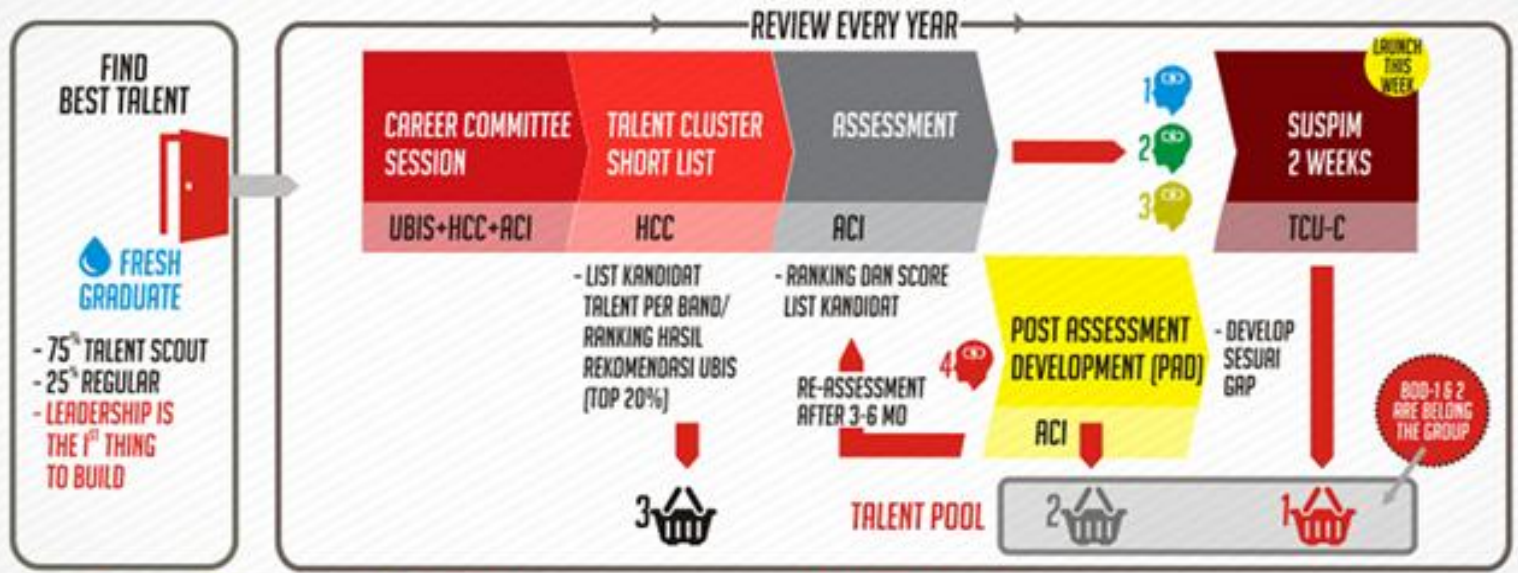
GET THE ESSENCE
[USEFULNESS, EFFECTIVENESS, EFFICIENT]



- BUILDING **COMMITTED PEOPLE** AND **STRONG CULTURE**
- CONTINUOUS **EVALUATION** AND **IMPROVEMENT**
- LISTEN TO THE **BUSINESS CONCERN**
- **PERSONALIZED** APPROACH

Build great leaders & people

"Find Best Talent"



- GTP
(Global talent program)
- NTP
(national talent program)
- MDP
(managerial dev program)

1	3
EXCELLENCE	GOOD
2	4
VERY GOOD	NEED FOR IMPROVEMENT

- 1 **GROUP-1. 1ST PRIORITY FOR PROMOTE + EXCLUSIVE PROGRAM FOR 2 YRS** [GTP DIRECTORSHIP & COMMISSIONERSHIP, EXC. TRAINING, AWARD MGT, COACHING & COUNSELING, RECOGNITION PROGRAM]
- 2 **GROUP-2. 2ND PRIORITY FOR PROMOTE + EXCLUSIVE PROGRAM FOR 2 YRS**
- 3 **GROUP-3. NON TOP-20%. SUCCESSION TRACK. DIFFERENT BENEFIT.**

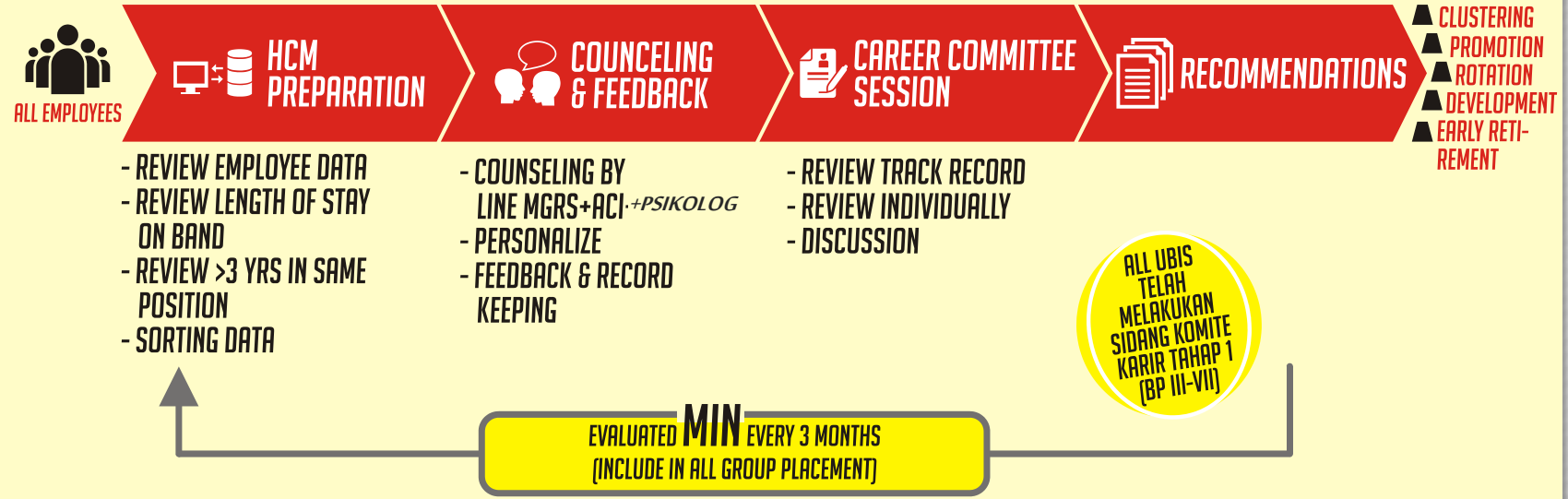
FIT & PROPER QUESTIONS

1. WHAT HAVE YOU DONE?
2. WHAT ARE YOU GOING TO DO?
3. WHAT'S YOUR EFFORT TO BUILD OUR CULTURE?

Build great leaders & people

"Career COMMITTEE"

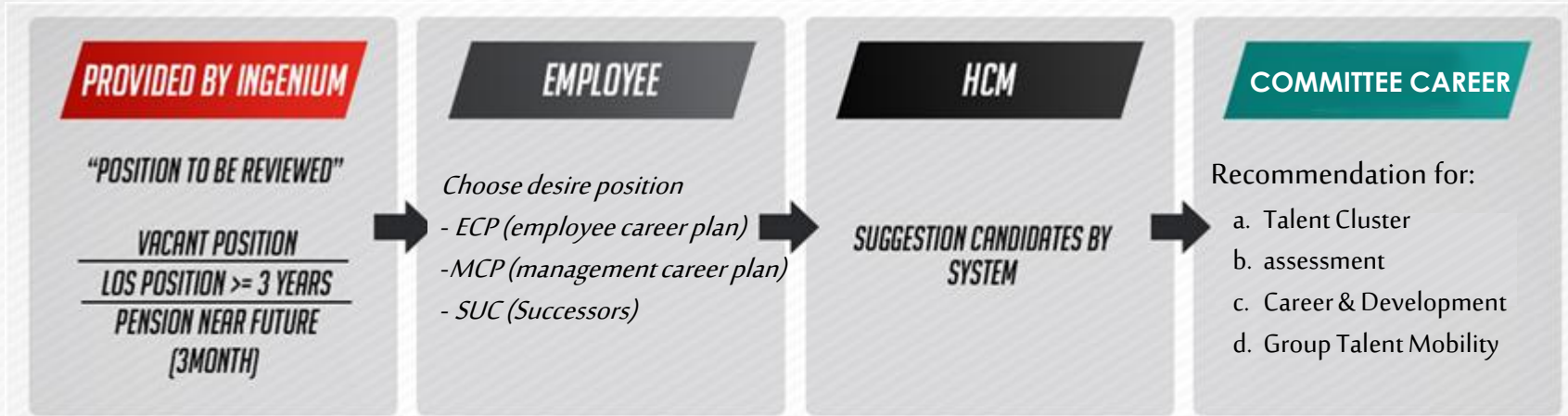
SIDANG KOMITE KARIR BERTUJUAN UNTUK MENG-CATCHUP SEMUA ASPIRASI KARYAWAN DAN MENYASAR SELURUH TALENT DI TELKOM GROUP SEHINGGA DAPAT TERVALIDASI DAN TEROPTIMALISASI DENGAN BAIK.



CAREER COMMITTEE AS A BACKBONE OF INVEST IN PEOPLE. **EVERY LINE MANAGERS HAS RESPONSIBILITY.**

Build great leaders & people

INGENIUM – “ROAD FOR YOUR CAREER”



	SABRI RASYID	FAIZAL ROCHMAD DJOEMADI, MSC	SITI CHORRIANA	ACE	PRASABDI PESTL ST
ECM DIVISI WHOLESALE SERVICE					
	133.72%	132.86%	125.73%	123.33%	122.28%
NIK	600145	670141	700204	600034	710498
Age	46 Tahun	47 Tahun	45 Tahun	47 Tahun	43 Tahun
Positions	SM BUSINESS MARKETING	ECM DIVISI WHOLESALE SERVICE	ECM DIVISI ENTERPRISE SERVICE	GM MICRO BUSINESS	EVP TELKOM REGIONAL II
Time to Position	3 Bulan	2 Bulan	2 Bulan	3 Bulan	2 Bulan
Band	II	I	I	II	I
Time to Band	2 Tahun 4 Bulan	2 Tahun 4 Bulan	2 Tahun 6 Bulan	10 Tahun 9 Bulan	2 Tahun 6 Bulan
Unit	BUSINESS MARKETING	DIVISI WHOLESALE SERVICE	DIVISI ENTERPRISE SERVICE	MICRO BUSINESS	TELKOM REGIONAL II
Division	DIVISI BUSINESS SERVICE	DIVISI WHOLESALE SERVICE	DIVISI ENTERPRISE SERVICE	DIVISI BUSINESS SERVICE	DIVISI TELKOM REGIONAL 2
Education	S2 - Marketing	S2 - Electrical Engineering	S2 - Magister Manajemen (M)	S1 - Informatika-Teknik Informatika	S2 - Business Administration
Stream Posisi	MARKETING, SALES &	MARKETING, SALES &	MARKETING, SALES & SERVICE	MARKETING, SALES &	BUSINESS

*Ingenium merupakan penyempurnaan dari Aplikasi FASTRACK 3.0

Build great leaders & people


“NEW SUSpim reborn “



8 COMPETENCIES TO DEVELOP:
EXECUTION, COLLABORATION, COMPETITIVE EDGE, INFLUENCE,
BUSINESS JUDGEMENT, BUILDING TALENT, INSPIRATIONAL LEADERSHIP, DIRECTION

* 5 Moduls : Character, leadership, wawasan bisnis,
wawasan kebangsaan, wawasan internasional

Leadership Development Aspect



Lead Self

Role Model, Emotional
Maturity, Achievement
Orientation



Lead Others

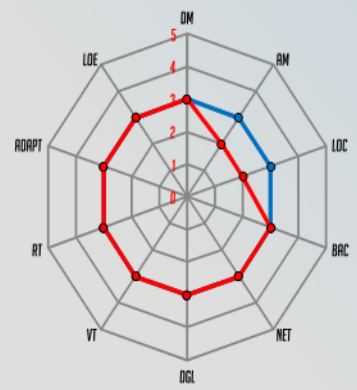
Coaching, Empowering,
managing conflicts



Lead Business

Visioning, Managing
Change (Transformation),
Organization Culture,
Strategic Thinking

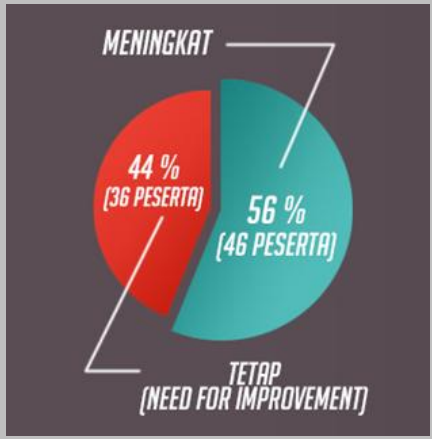
BRINGING OUT **AWARENESS AND INSIGHTS** ABOUT
THE IMPORTANCE OF **COMPETENCY & KEY BEHAVIORS**
AS SUCCESS CRITERIA FOR THE POSITION



- DECISION MAKING
- ACTION MANAGEMENT
- LEADERSHIP OF CHANGE
- BUSINESS ACUMEN
- NETWORKING
- DEVELOPING GREAT LEADER
- VISIONARY THINKING
- RISK TAKING
- ADAPTABILITY
- LEADER OF ENDURANCE
- ORGANIZATIONAL AWARENESS
- ANALYTICAL THINKING

IMPLEMENTED:
TOP LEVEL/ BP I & II - 6 BATCH (76 PERSON)
MIDDLE LEVEL/ BP III - 19 BATCH (265 PERSON)

POST ASSESSMENT DEVELOPMENT EFFECTIVENESS
(3-6 month after PAD)



Dukungan Keberhasilan Program:

- | | |
|--|---|
| <p>Atasan:</p> <ul style="list-style-type: none"> - Melaksanakan Coaching & monitoring - Memberikan penilaian action plan | <p>Peserta:</p> <ul style="list-style-type: none"> - Melaksanakan action plan yang disepakati - Menyerahkan hasil self Assessment ke ACI |
|--|---|

Build great culture & system

"the telkom way"



Benchmark Senior Leader ThssenKrupp Jerman ke TELKOM Indonesia tentang Corporate Culture

Build great leaders & people

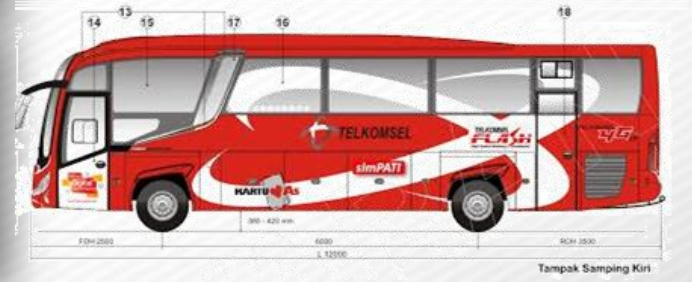
“TELKOM SMART OFFICE”

Telkom Group Inspiring workspace

- Open & transparent - Warm ambience - Collaborative spaces - Energetic workspace
- Creativity stimulating colors - Less hierarchy - Sophisticated technology - Organic space

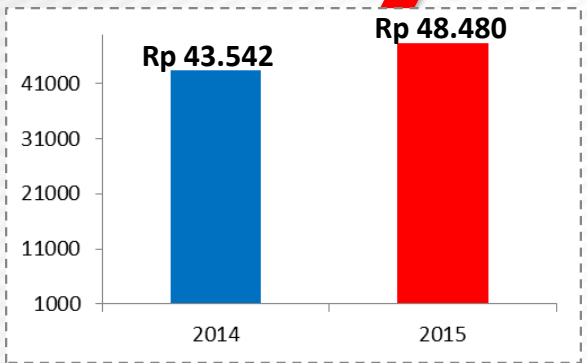


Shuttle Bus & Satellite Office BSD, Bogor & Bandung

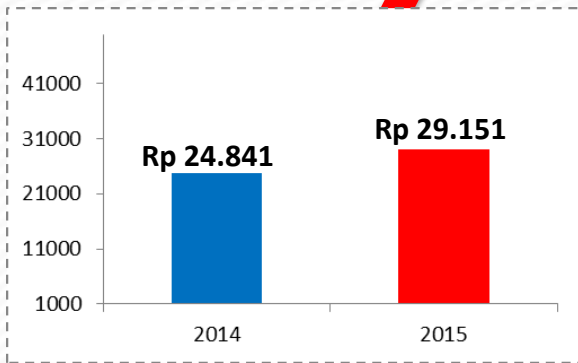


We have reach h-1 Business result

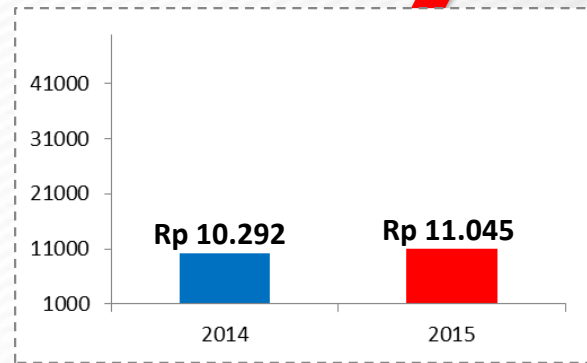
revenue **↑ 11%**



EBITDA **↑ 17%**



PROFIT **↑ 7%**



Telkom Stock Performance 2011-2015



Market Capitalisation at IDX
IDR273.1Tn*
 (USD 20.1 Bill)

*) as of Sept, 2015

*Working at telkom Group
Has to be fun!*

Keep your spirit

High

Keep forever

young

***I NEED YOU TO BE
HAPPY!***

***HAPPY EMPLOYEES BOOST THE BOTTOM LINE OF
COMPANIES BY 240%. WHY? BECAUSE HAPPY
EMPLOYEES MAKE HAPPY CUSTOMERS***



THANK YOU

