



Perkumpulan
Assessment Center
Indonesia



KONGRES NASIONAL IV ASSESSMENT CENTER INDONESIA 2015

Selasa-Kamis, 15-17 September 2015

Trans Luxury Hotel Bandung



The Make or Break of A Leader in the Dynamic Asia Region

Andrew Warren-Smith – Director Affiliate Operations, DDI

Kongres Nasional IV Assessment Center Indonesia 2015,
Bandung, 17th September, 2015

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About DDI



Talent management consultants

- + Talent Acquisition
- + Leadership Development
- + Succession Management



45 years of **research and innovation** in assessment & learning



59% of revenue from **repeat customers**



Global **execution excellence** across 91 countries

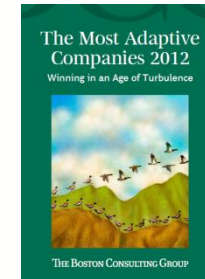
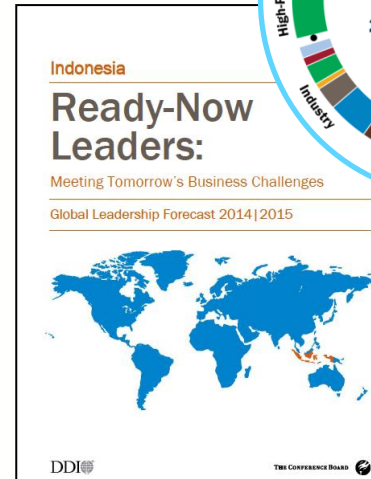
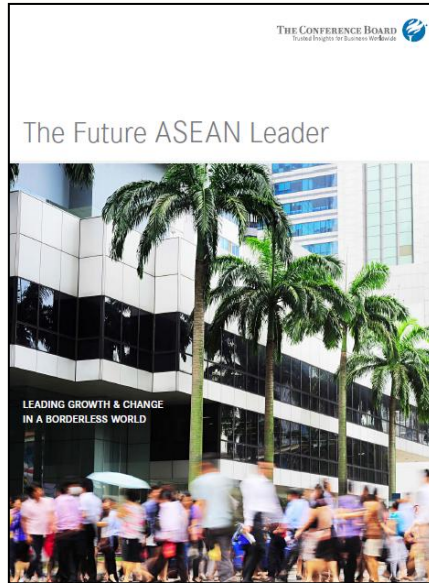
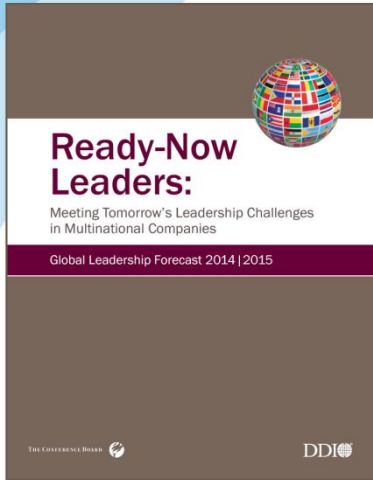


Industry's **top** instructional designers, technologists & consultants



Principles behind our services **transform lives** in and out of the workplace

Research



Dr. Scott Erker and Dr. John Sullivan –
Managing Talent at the Speed of Change

Looking Back to Look Ahead



Steven Sasson, as a young engineer
in 1973



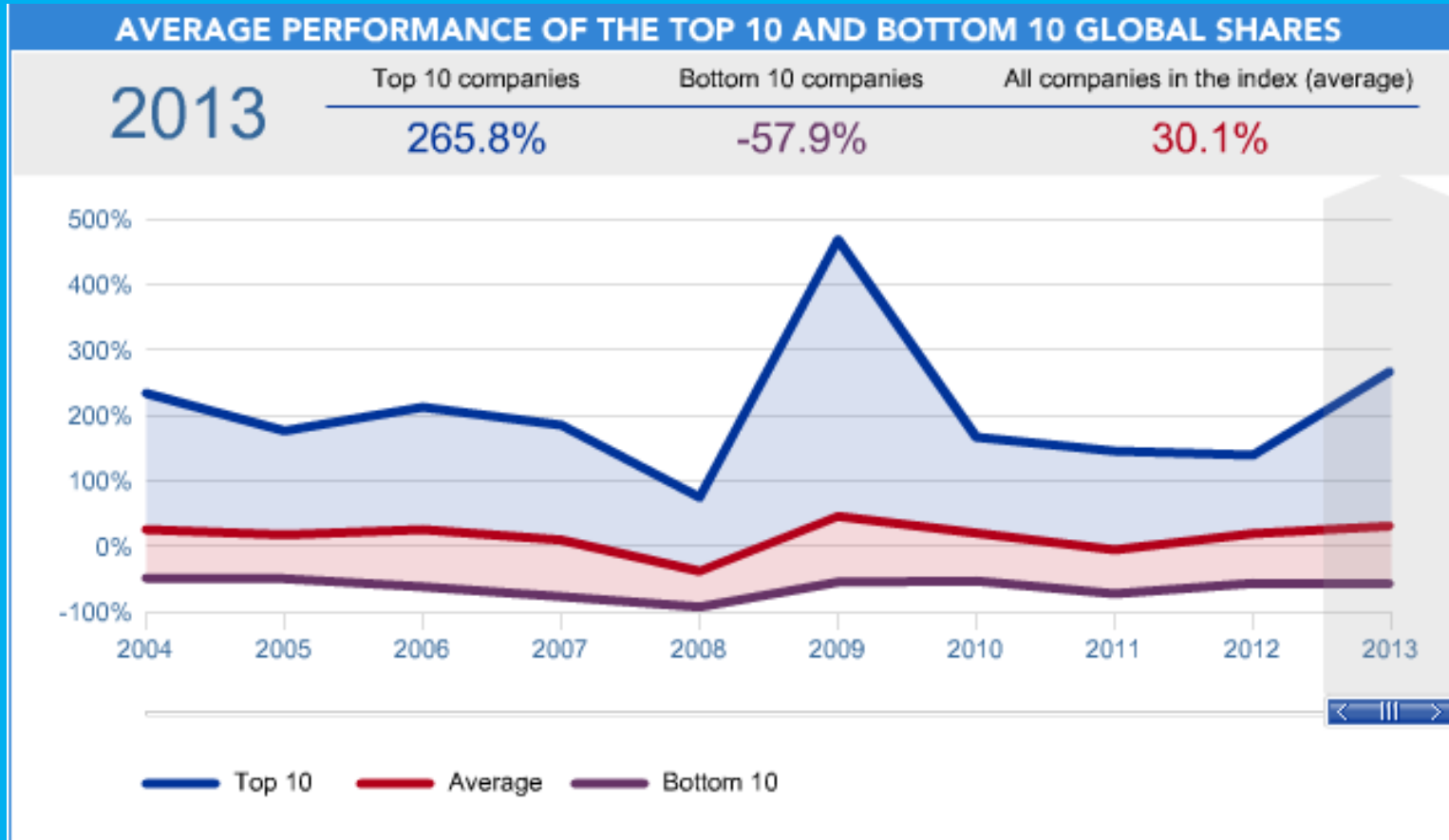
The first digital camera (C.C.D - Charge
Coupled Device) created by Sasson in 1975.

What has the last decade been like?



"A Perpetual Crisis", Lee Kun-Hee Samsung Chairman

Are there companies who do well in chaos?



sources: fidelityworldwideinvestment; BCG - Most adaptive companies



Cognizant





Leading in a Dynamic environment is tougher than ever before

- Opening of Markets
- Shortened Business Cycles
- Speed of Innovation,
- Talent Shortages
- Gender, Generational and Culture Differences
- Rise & Rise of the Digital Age

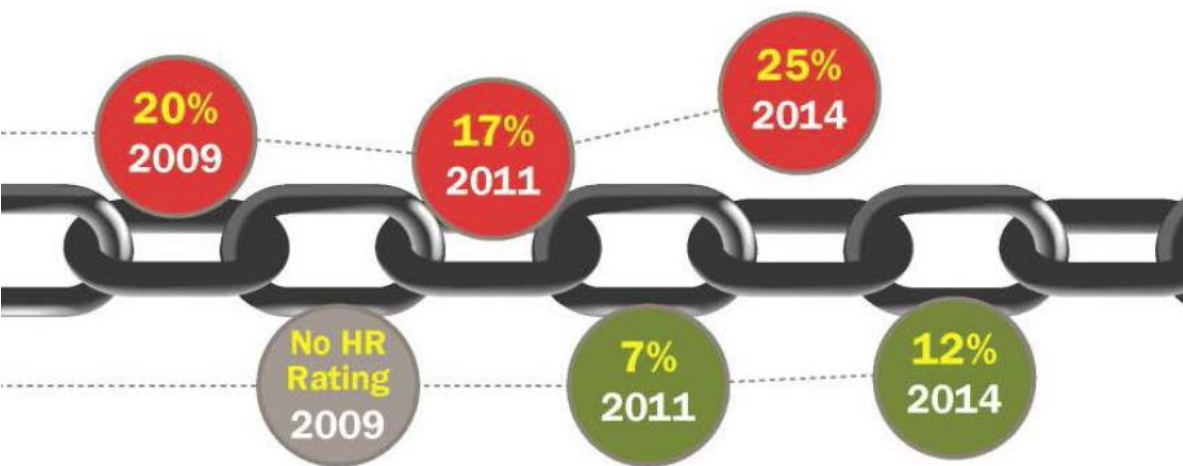


Leadership Outlook

Going Nowhere Fast

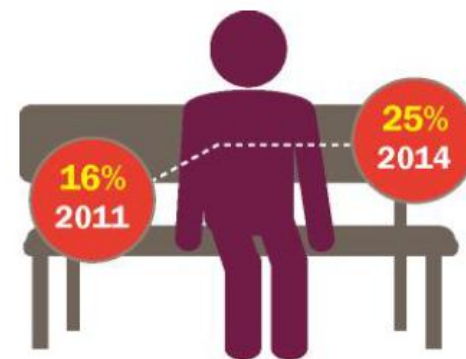


of leaders rated the quality of their organization's development programs as high or very high.



- Percent of leaders who say the overall quality of their organization's leadership is high
- Percent of HR professionals who view their organization's leaders as high-quality

Ready Now Leaders for the Future



Do we have sufficient supply of capable leaders to meet tomorrow's challenges?

**Weak
Future Bench
Strength**



16% 25%

% of Indonesian HR professionals rating their bench strength as strong or very strong.



How do Organisations and Leaders Respond to a more Dynamic Asia?

1



Focus on organisational wide capabilities of an adaptive organisation

2



Build an adaptive Talent Management function

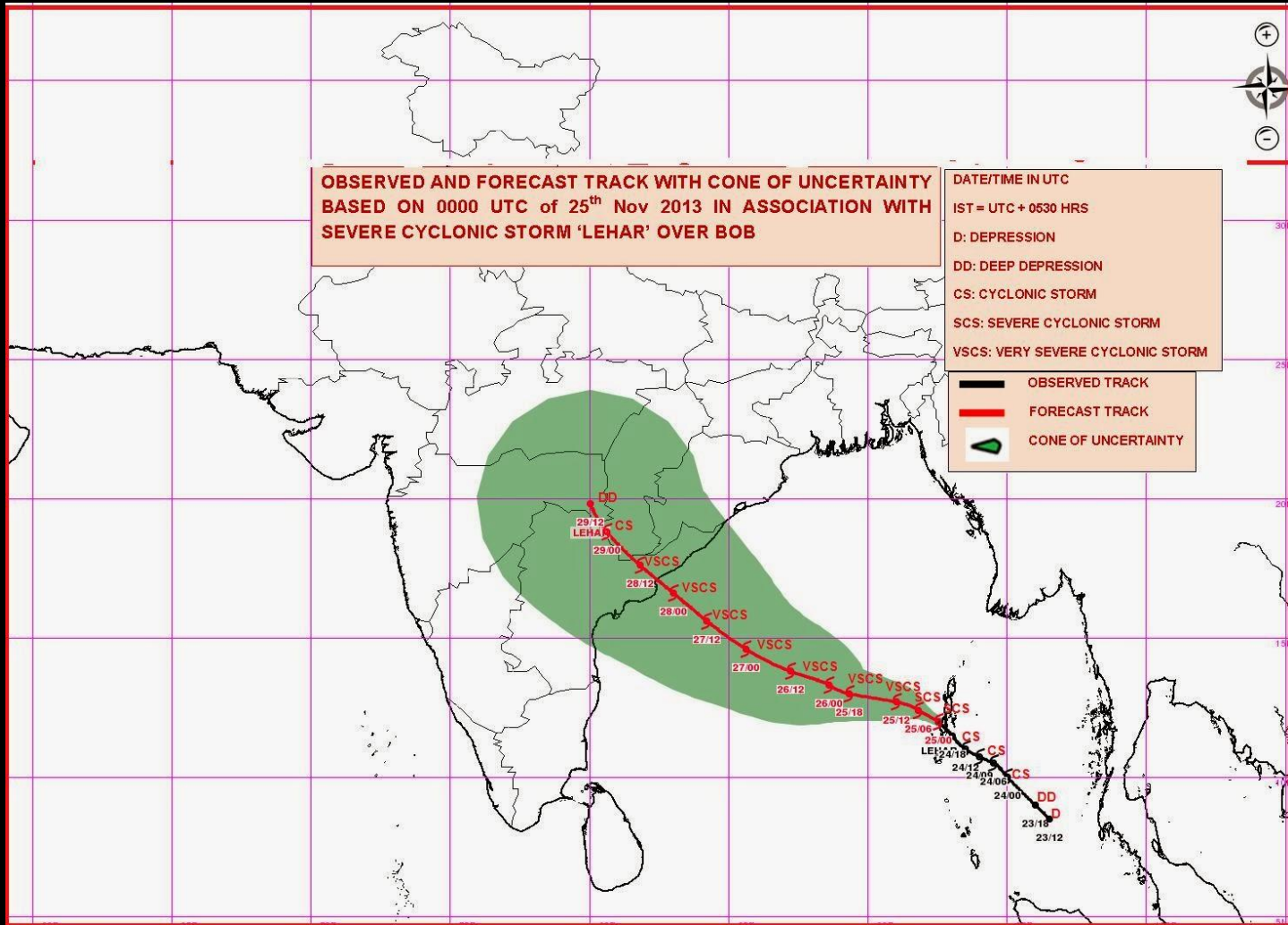
3



Build Agile Leadership Skills

Set Broader Targets and Objectives

Identify 'early warning' signals



Increase Innovation **AND** Experiment



“Innovation comes from risk taking, not six sigma”

Be able to move in 2 directions simultaneously



And have the capability of instantly reversing if required

Make Accurate and Fast Decisions



Collaboration...speeds up decision-making
80% decisions...also speed up decision-making

Accelerate the Speed of Organisational Learning



“learning ability is the key determiner in deciding among candidates”



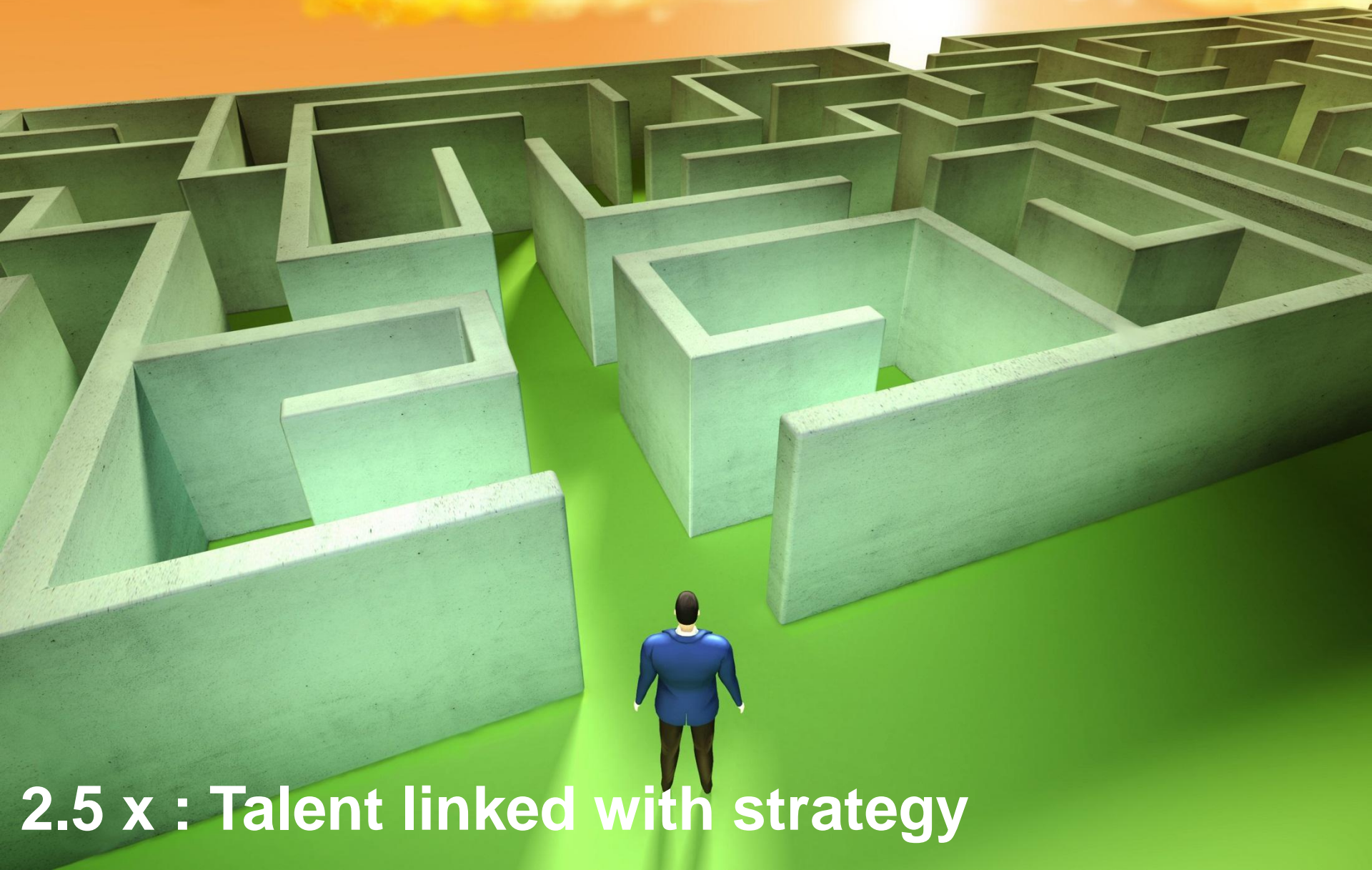
How do Organisations and Leaders Respond to a more Dynamic Asia?

2



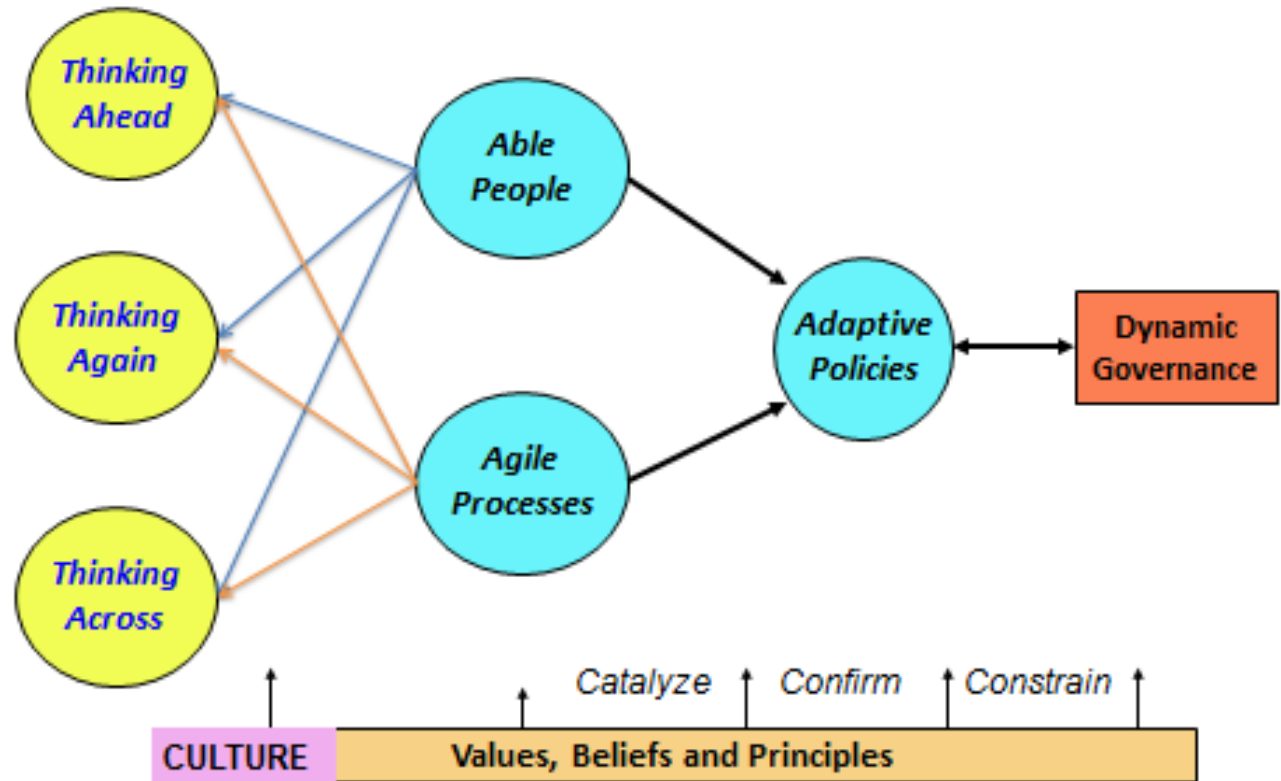
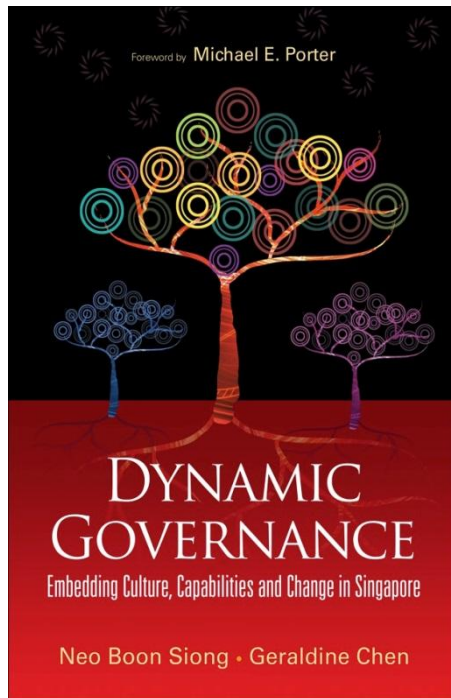
Build an adaptive Talent
Management function

Build an agile, connected talent strategy



2.5 x : Talent linked with strategy

Framework for Dynamic Governance



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Dynamic Governance: Enabling Culture, Capabilities and Change

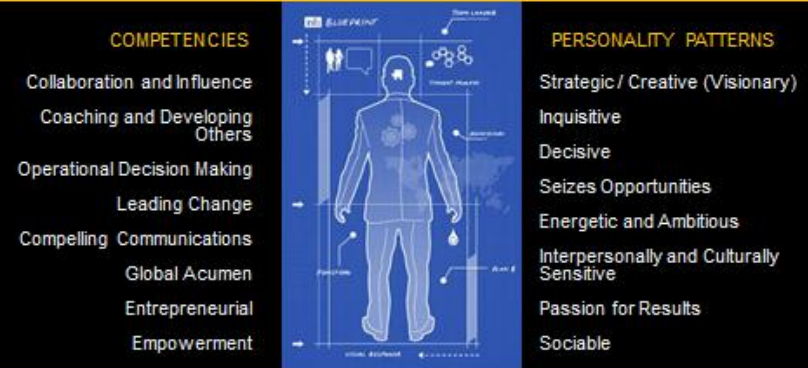
Defining Leadership Success in Commercial Enterprises

To successfully execute our strategic and cultural priorities, our leaders will need to ...

Choose Business Drivers



Define the Role of the Leader

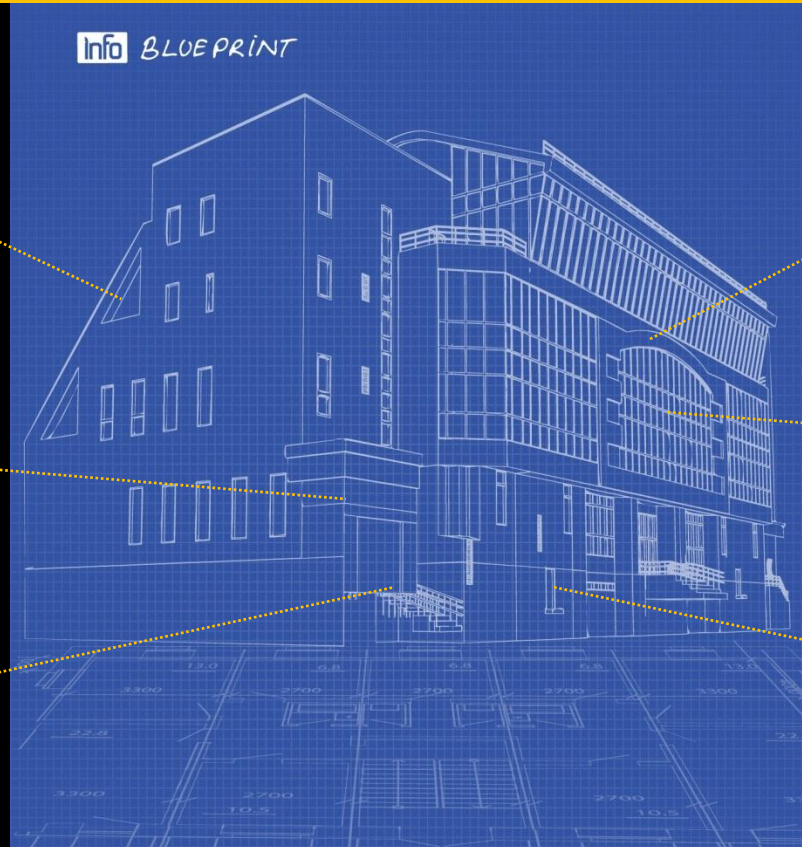


Choose Business Drivers

Influence Across
Boundaries

Build Strategic
Alliances

Enter New
Global Markets



Cultivate
Innovation

Execute
Competitive
Strategy

Engage & Inspire
People

Define the Role of the Leader

COMPETENCIES

Collaboration and Influence

Coaching and Developing Others

Operational Decision Making

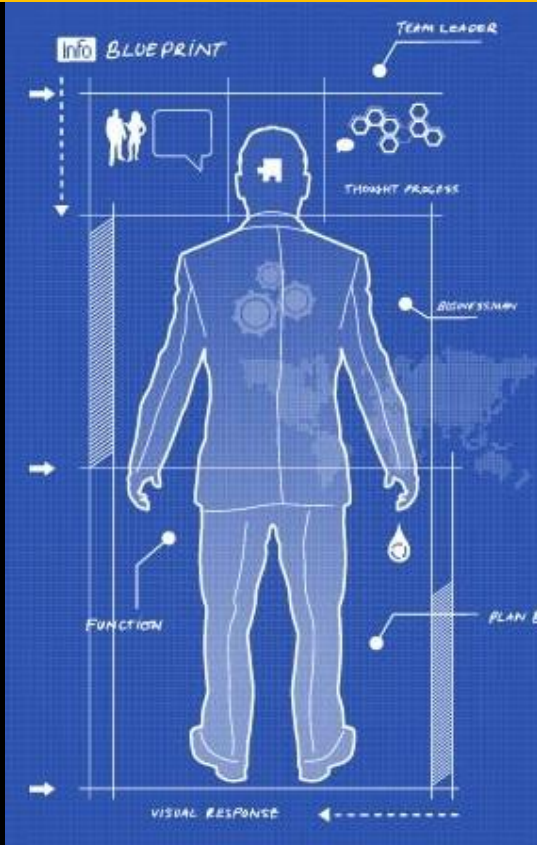
Leading Change

Passion for Results

Global Acumen

Entrepreneurial

Empowerment



PERSONALITY PATTERNS

Strategic / Creative (Visionary)

Inquisitive

Decisive

Seizes Opportunities

Energetic and Ambitious

Interpersonally and Culturally Sensitive

Ambitious

Sociable

Risk averse | Perfectionistic | Arrogant | Attention Seeking

The Promise

Indonesia today ...

16th-largest economy in the world

45 million members of the consuming class

53% of the population in cities producing **74%** of GDP

55 million skilled workers in the Indonesian economy

\$0.5 trillion
market opportunity in consumer services, agriculture and fisheries, resources, and education

... and in 2030

7th-largest economy in the world

135 million members of the consuming class

71% of the population in cities producing **86%** of GDP

113 million skilled workers needed

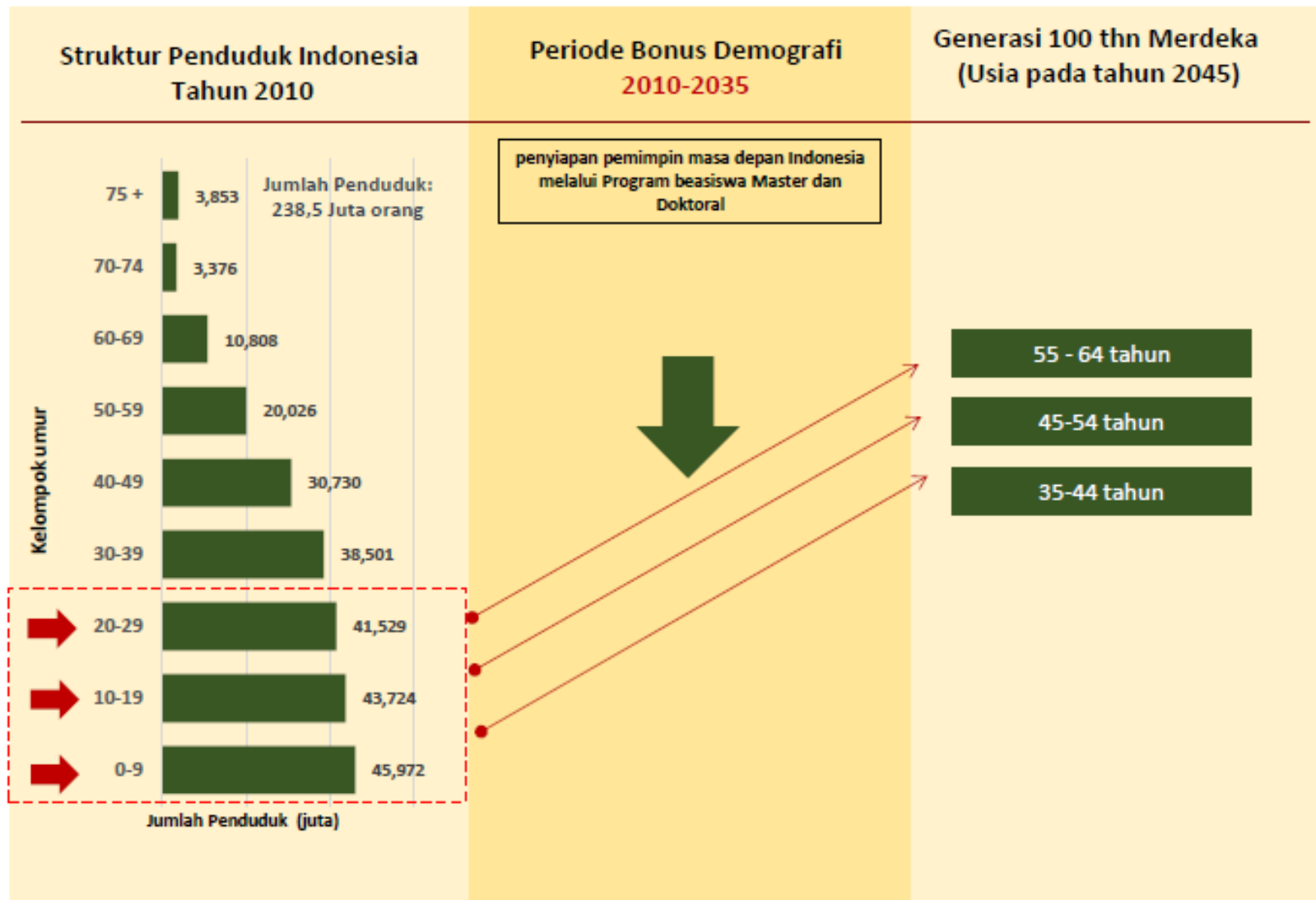
\$1.8 trillion
market opportunity in consumer services, agriculture and fisheries, resources, and education



14+
years

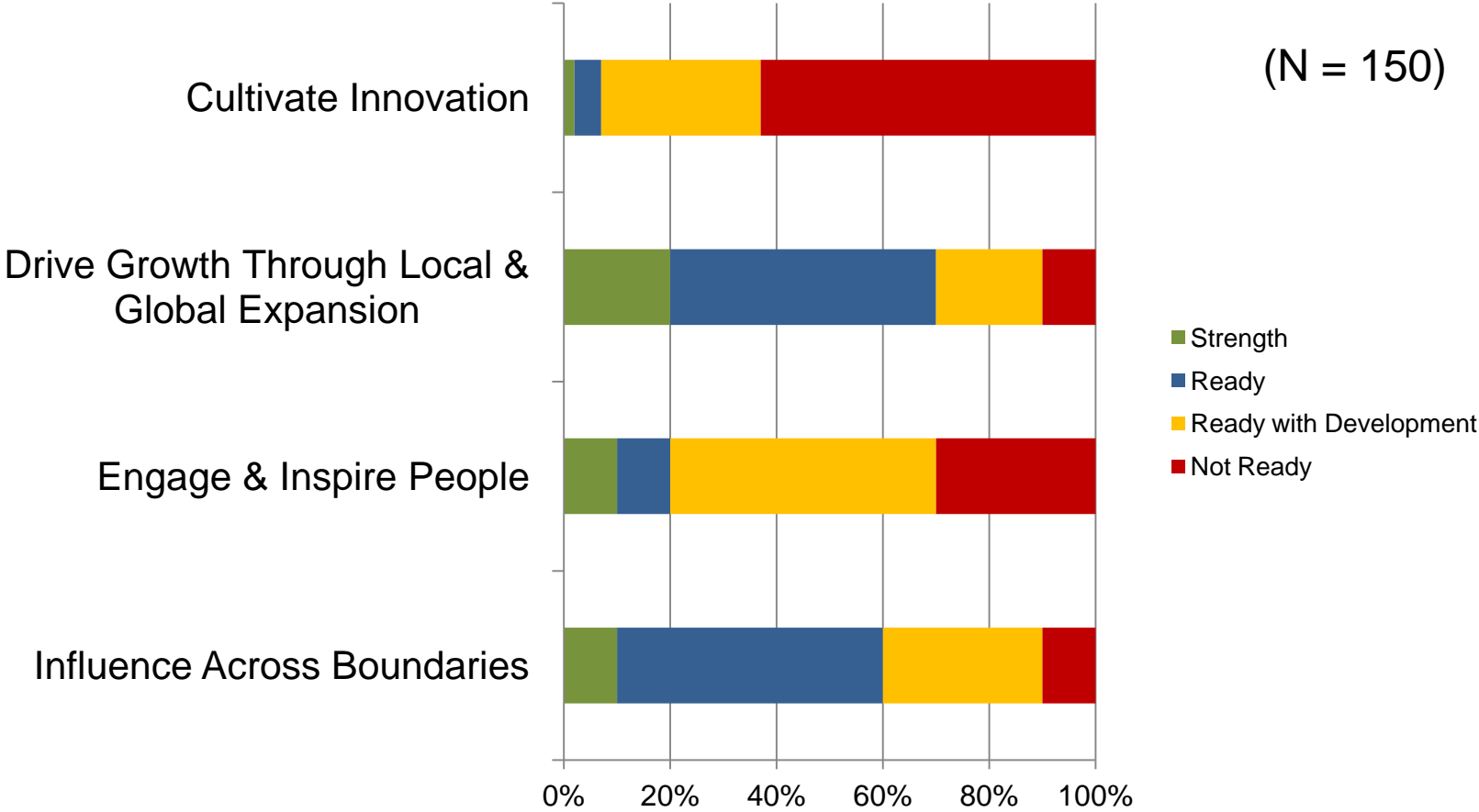
The Promise

... and in 2030



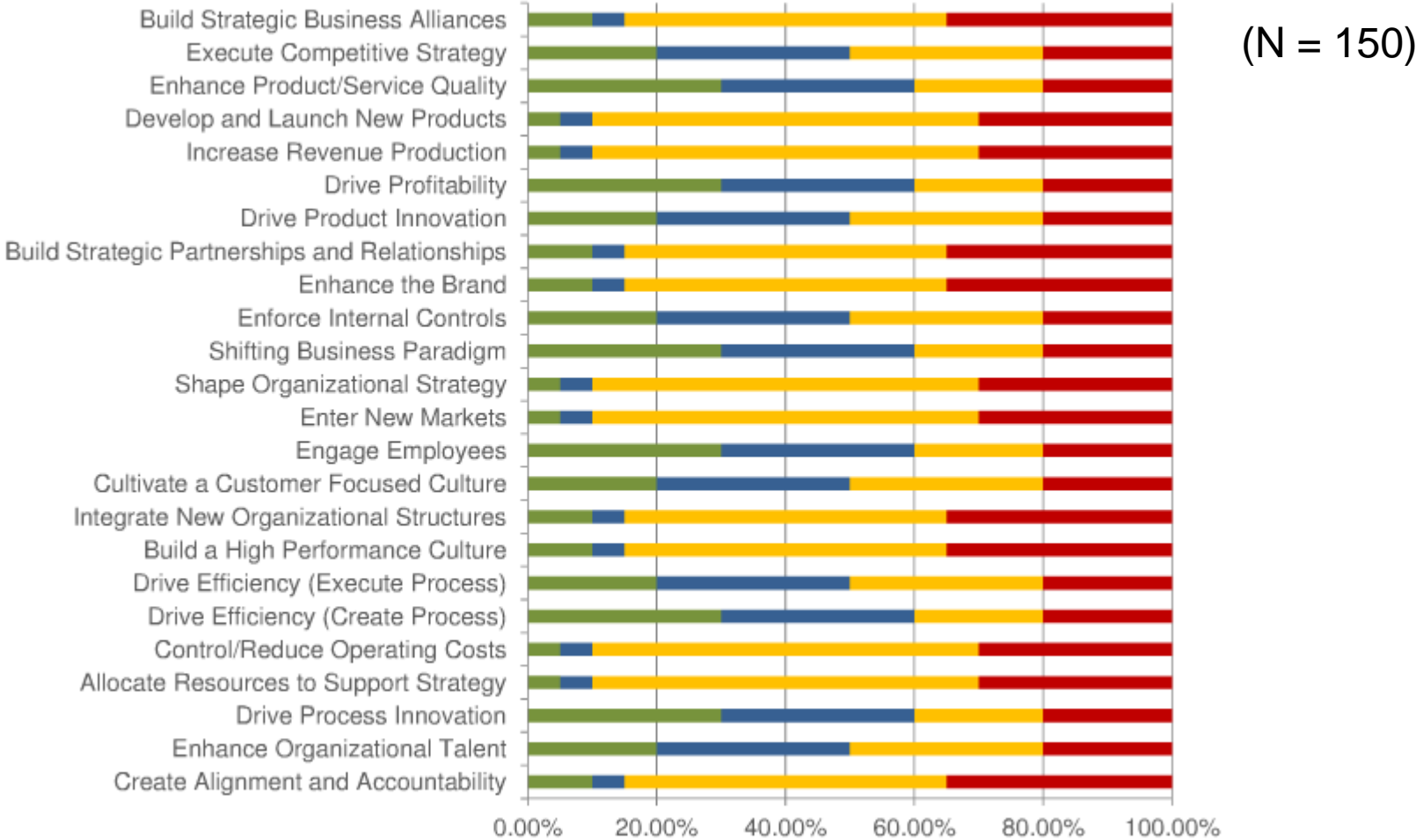
Use Analytics to Drive Talent Decisions

Readiness to Execute in Dynamic Market



Use Analytics to Drive Talent Decisions

Test Future Scenarios



Use Analytics to Drive Talent Decisions


Promoting the Right People

Nine-Box Distribution for High-Potential Pool



Indian engineering services company

Programs Must be Flexible & Customisable

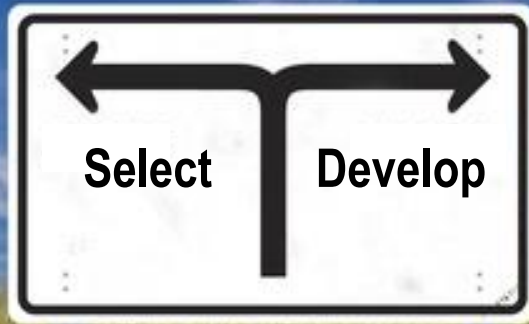


Core “hard seed”,
which stays consistent
over time

Flexible outer layer, allowing for a
growth, innovation or shrinkage mode

Development Can't Fix Everything

- Target Adaptive Traits in Selection



Low

- Arrogance
- Inquisitive
- Ambitious
- Volatile
- Learning Agility
- Results Driven

Moderate

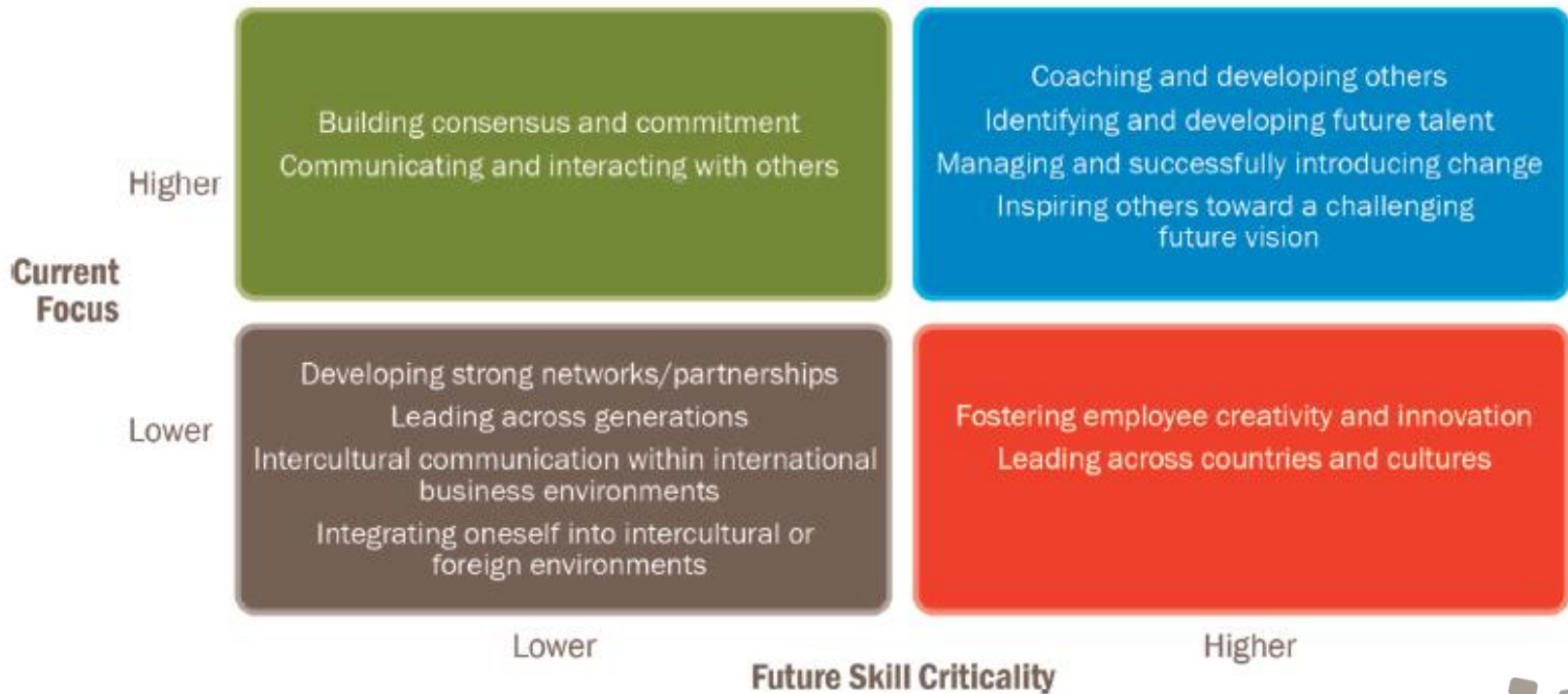
- Risk-taker
- Letting go
- Making sound decisions

High

- Customer focus
- Developing strong teams
- Executing strategy
- Building future talent
- Communicating with impact

Build agile leadership skills

Leaders are not Ready & What's Important is Being Ignored



Change will happen regardless – it's how you respond that will determine your path!

