

PAKTA INTEGRITAS

Yang bertanda tangan dibawah ini:

Demikian, apabila ternyata dalam pelaksanaan tugas, kami melanggar janji integritas ini, bersedia menerima konsekuensi janji integritas, sesuai dengan peraturan perundang-undangan yang berlaku.

Apabila dalam proses pengaduan, terjadi perbedaan pendapat antara kami dengan pihak PT ASABRI (Persero), Kami bersedia menyelesaikan melalui jalur mediasi.

Pakta Integritas ini dibuat dan telah dipahami. Demikian Pakta Integritas dibuat sebagai kelengkapan dokumen pengadaan untuk Pekerjaan Jasa *Talent and Career Management Workshop*.

Jakarta, 20 Februari 2025

SURAT PERNYATAAN POTENSI ATAU BENTURAN KEPENTINGAN PT ASABRI (PERSERO)

Saya yang bertanda tangan di bawah ini:

Dengan ini menyatakan dengan sebenarnya, bahwa dalam pelaksanaan pekerjaan Jasa Talent and Career Management Workshop, saya sebagai Direktur Utama, berjanji dan berkomitmen menghindari potensi atau benturan kepentingan dalam melaksanakan tugas dan fungsi serta tanggung jawab saya, dan menyatakan hal-hal sebagai berikut:

1. Saya tidak akan melakukan tindakan apapun yang dapat mengakibatkan adanya kepentingan untuk mempengaruhi independensi dan profesionalisme dalam bekerja;
2. Saya tidak akan melibatkan diri dalam proses pengambilan keputusan dalam hal terjadi potensi atau benturan kepentingan;
3. Apabila dikemudian hari menemui adanya potensi atau benturan kepentingan terkait pelaksanaan tugas dan fungsi serta tanggung jawab saya sebagai Direktur Utama, maka saya wajib melaporkan hal tersebut kepada PT ASABRI (Persero) pada kesempatan pertama.

Demikian surat pernyataan ini saya buat dengan sebenar-benarnya, dan pelanggaran atas pernyataan ini membawa konsekuensi sesuai dengan ketentuan yang berlaku.

Hormat saya,
Jakarta, 20 Februari 2025

The background of the slide features a close-up, low-key photograph of a chessboard. A golden king piece is the central focus, standing prominently on a dark square. Other pieces, including a pawn and a bishop, are visible in the background, slightly out of focus. The lighting creates strong highlights and deep shadows, emphasizing the metallic texture of the pieces. Overlaid on the left side of the image is a large, abstract geometric shape composed of several parallel diagonal stripes in shades of green and yellow, creating a modern, dynamic feel.

Proposal for ASABRI

TALENT & CAREER MANAGEMENT WORKSHOP

Jakarta, 19 February 2025

It's About Results!

For more than 30 years, [REDACTED] offers professional consulting and training services that aim to develop "THE POWER WITHIN" the organizations - the people. We bring a unique approach when working with business to achieve organization success, focus on understanding business priorities, factors of critical success, sustainable learning experience, and measurable results.

When collaborating with businesses, our unique approach helps to achieve organizational success, understanding business priorities, factors of critical success, sustainable learning experience, and measurable ROI. We offer you total people development resources and services with the philosophy that our relationship is "a partnership that continues". We look forward to the opportunity of working with you.



35 YEARS GLOBALLY

21 Years Locally

12 COUNTRIES

US, Singapore, Hong Kong, China, Thailand, Indonesia, Malaysia, Europe, South Africa, Kenya, Australia

1800+

WORKSHOPS

Leadership, Communications, Strategy, Team Development, Personal Development

100000+

ASSESSMENTS

Talent Management, Leadership Profiling, Management Associates, Hiring & Promotion

300+

CONSULTING

Business strategy, culture transformation, Talent management, coaching & mentoring, curriculum design, career transition center, etc

700+ ORGANIZATIONS

Financial Industry, Oil & Gas, FMCG, Government, BUMN IT & Telco, Manufacturing, etc



Optimizing the Power Within

We are a learning, assessment and consulting partner that helps organisations navigate the people aspect of their change journeys. Our Team are passionate about people development and it brings us joy to see our clients and partners succeed

STRATEGIC EXECUTION & DECISION MAKING

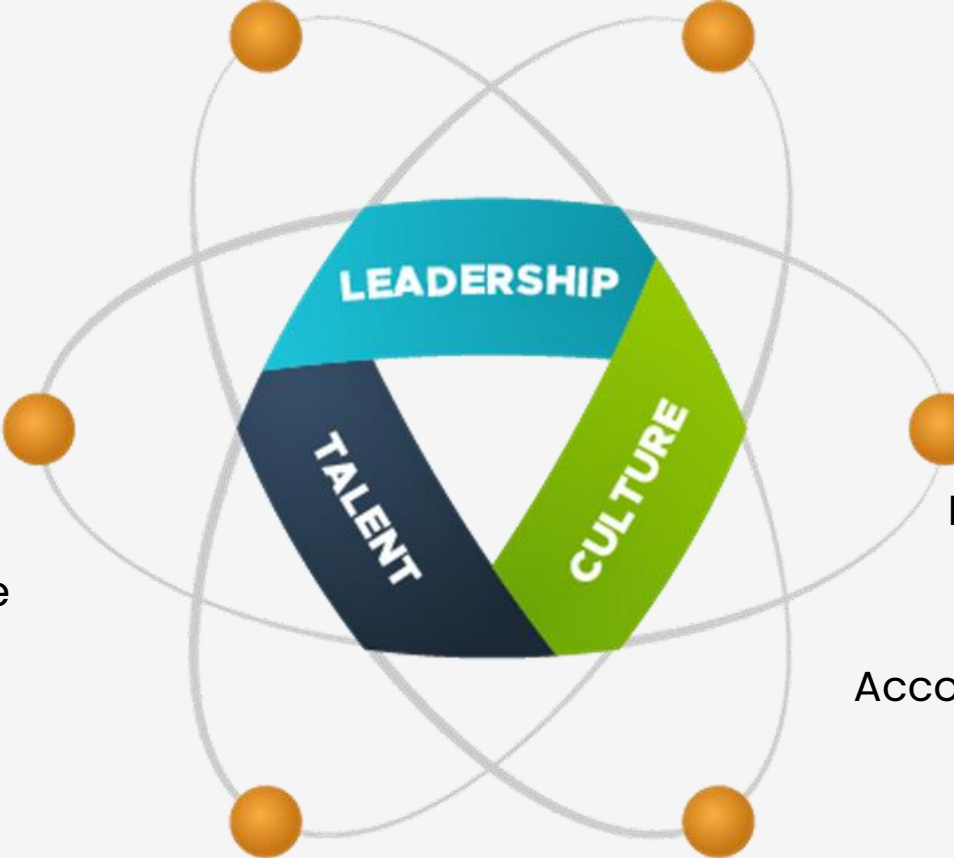
Business Strategy
Business Transformation
Agile Execution
Data-driven Decision Making

LEADERSHIP CAPABILITIES

Leadership potential
Leadership journey
C-suite programs

TALENT SOLUTIONS

Talent Management
Employee Engagement
Career Transition Centre



ORGANIZATION DEVELOPMENT

Culture Internalization
HR Strategic Transformation
Performance Management
Career Management
Accountability Matrix & Grading System
Organization Alignment

LEARNING & DEVELOPMENT

Curriculum Design
Learning & Development
Coaching & Mentoring
Facilitation Skills

DIGITAL AGILITY

Digital Culture
Learning Experience Platform
Digital Learning
Content Development

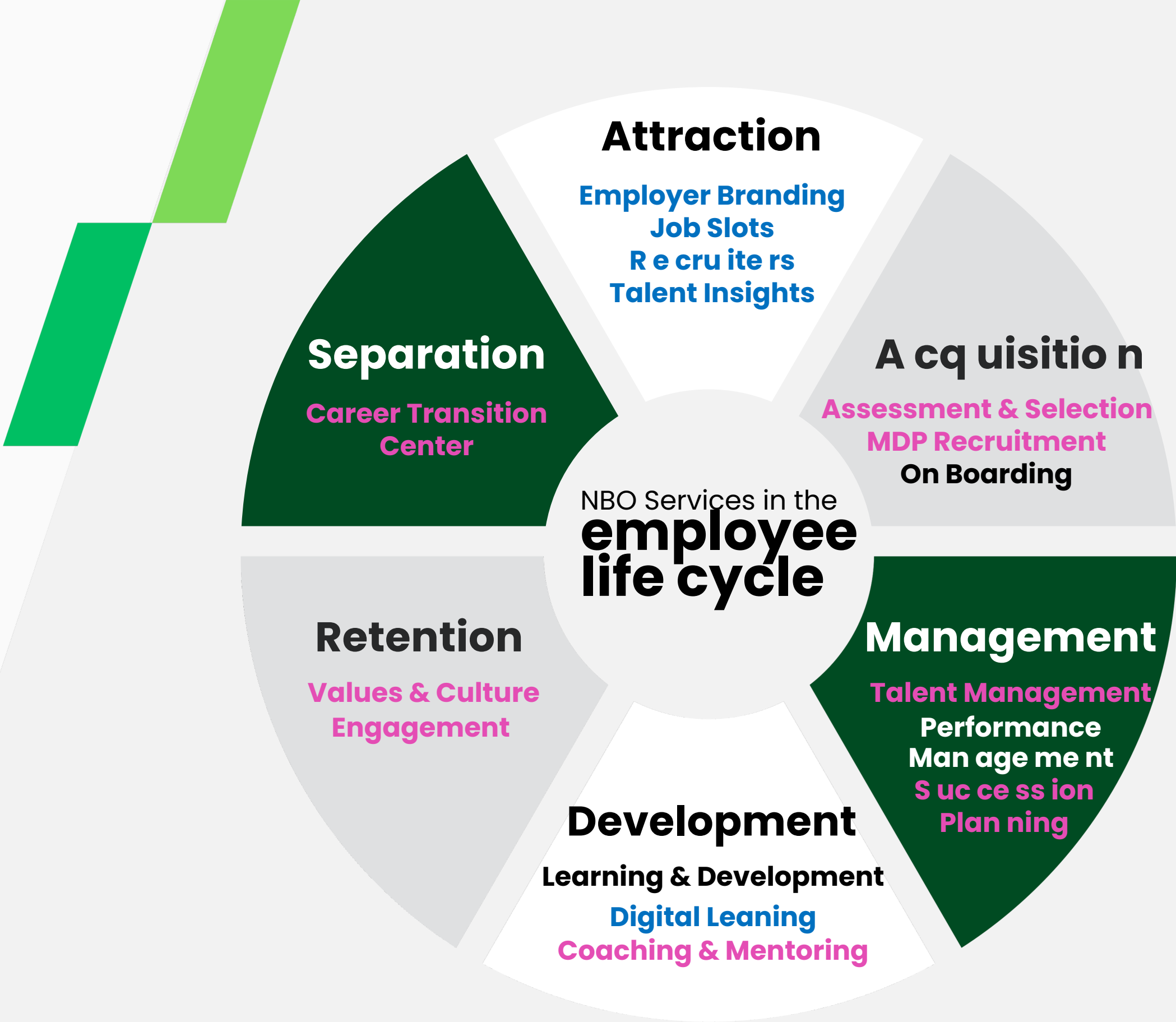
Our Strategic Partner



The leading talent assessment platform provider from UK
Sole Distributor in Indonesia since 2004



The world's largest professional network on the internet.
The largest Channel Partner in Indonesia
And Top 5 Channel Partner in Asia
Since 2019



Service provided in collaboration with LinkedIn



Service provided in collaboration with Thomas

Client Highlights



ASABRI

TALENT & CAREER MANAGEMENT WORKSHOP

PROGRAM BACKGROUND

Great PEOPLE plays a crucial role in promoting innovation, guaranteeing sustained growth, and driving success as business grows and faces new challenges. ASABRI Human Capital'2025 Initiative's main goal is to address the growing need for capable and forward-thinking leaders and talents who can lead ASABRI through the dynamic business environment.

Successful business performance requires a high performance team that will be determined by employee commitment and engagement towards corporate vision, mission and culture. Human Capital is uniquely positioned to help organizations adapt to megatrends on how to reshape company structure. Therefore ASABRI would like to assess and design where the company needs to be to enable delivery of business strategy through CAREER & TALENT MANAGEMENT WORKSHOP

Going forward, ASABRI needs to foster a sustainable superior performance organization with an "execution-focused" mindset.



Maksud dan Tujuan

Pengadaan Jasa *Talent and Career Management* ini dilakukan untuk mempelajari cara menyelaraskan Strategi SDM dengan Manajemen Talenta dan Manajemen Karir serta implementasinya, menyusun dan mengembangkan *best practice Talent and Career Management framework* serta memberikan pemahaman cara merancang fungsi yang meningkatkan nilai tambah dan transformasi *Human Capital* di Perusahaan.

PROGRAM OBJECTIVE

1. Conduct Career & Talent Management Workshop to enable team to develop a best practice Career & Talent Management framework.
2. Learn how to align Human Capital strategy into Career & Talent Management and implementations
3. Enable team to transform HR best practice into organizations

TALENT & CAREER MANAGEMENT

PRE -WORKSHOP

TIME	DE SC R IP TIO N	DE LIVE RABL ES	ME TH O DOLOGY
08:30 – 09:00	OPENING WELCOME REMARKS By Direktur SDM	• Company & Division Direction • Expectations • Key Challenges	• Morning Energizers • Br ain st or min g
Session #1: 09:00 – 12:00	Organizational Diagnostics	• Company & Division Direction • Expectations • Key Challenges	• Group Discussion • Management Diagnostics • Br ain st or min g
Session #2: 13:00 – 17:00	Setting HR Strategies Blue Print: Strategic Talent Management Digital Impact on HR Next Gen Organization	• Learn from HR Benchmarking Banking, BUMN, MNCs • HR Framework • HR Scorecard	• Be nch markin g • Forum Discussion

TALENT & CAREER MANAGEMENT WORKSHOP



Duration:

A-3 Days Workshop
CAREER MANAGEMENT

Time:

08:30 – 17:00

Venue: TBD

Participants:

HR Director, HR Management Team, HR Strategic Partners

Ideal size:

12-20 pax

Program Objective

- Define and Design Talent Management Journey align with HR Strategies and Business Objective
Learn how to create a New Talent Management that align to business objectives that boosting talent performance
- Strategies in Talents Mappings
Learn how to design Talent Mappings with existing performance, competencies, requirements
- Tools to conduct Talent Gap Analysis
Learn how to identify gap analysis through various tools and methodology
- Enhance Career Pathing
Enable participants to understand and develop structured career pathways that align with organizational and industry trends.
- Develop a Tailored HR Blueprint
Guide participants in drafting a practical and scalable HR blueprint specific to their company's goals and workforce dynamics.
- Build Job Requirement, Role and Competency for Career Management
Equip participants with tools to identify and address role, job requirement, competency gaps across critical roles.

Program Outcome

- Critical elements of talent & career management and their application in the insurance industry.
- Talent Management & Career Progression Map opportunities for different roles in their organization.
- HR blueprint that includes
 - A New HR blueprint
 - Defined career paths
 - Role-specific competency requirements
 - Key strategies for talent development and retention

TALENT MANAGEMENT WORKSHOP-DAY1

TIME	DE SC R IP TIO N	DE LIVE RABL ES	ME TH O DOLOGY
08:30 – 09:00	Review of Day 1 Workshop Results	• Key Results of Day 1 • Plan for Day 2	• Morning Energizers • Sh arin g
Session #1: 09:00 – 12:00	Breakout Sessions: Discussion Pillars Presentation of Each Group	• Strategies of Each Pillars	• Group Discussion • Presentation
Session#2: 13:00 – 17:00	Designing HR Strategies Includes: •Talent Management •Employee Life cycle •Learning & Development • Coaching Culture •Employee Engagement	• HR Transformation Role • Link People Strategies to Business Strategies • Digital & Culture • Final First Draft HR Blueprint	• Forum Discussion • Design Framework

TALENT MANAGEMENT

WORKSHOP-DAY2

TIME	DE SC R IP TIO N	DE LIVE RABL ES	ME TH O DOLOGY
08:30 – 09:00	Review of Day 1 Workshop Results	• Key Results of Day 1 • Plan for Day 2	• Morning Energizers • Sh arin g
Session #1: 09:00 – 12:00	Deploy Strategies into Key Initiatives	• Short Tem and Long Term Plan • HR Strategies and Initiatives	• Group Discussion • Group Presentation
Session #2: 13:00 – 17:00	Finalize Key Initiatives Define the key rollout roadmap HR Team becomes the Change Agents	• Final Key Initiatives • Roadmap • Change Agent Action Plans	• Be nch markin g • Forum Discussion



CAREER MANAGEMENT WORKSHOP – DAY 3

TIME	DE SC R IP TIO N	DE LIVE RABL ES	ME TH O DOLOGY
08:30 – 09:00	Career Management	• Introduction to the workshop • goals and outcomes. - Identify career aspirations and challenges •Career Management Trends in the Insurance Industry	• Icebreaker Activity • Group Discussion
Session #1: 09:00 – 12:00	Career Pathways	Career Path Mapping • Vertical vs. Lateral Career Progression in insurance. •Career Path Frameworks	• Group Discussion • Case Study • Interactive Session
Session #2: 13:00 – 17:00	Job requirement for specific position (Competency & Role Alignment)	Role, Job Requirements & Competencies • Identifying gaps between current skills and desired roles. •Competencies needed for success in organization •Role & Job Requirements	• Group discussion • Sampling 5 positions for setting career management

TALENT & CAREER MANAGEMENT CONFIRMATION SESSION



Duration:

2 Sessions Confirmation Session
TALENT & CAREER MANAGEMENT

Time:

1 session @ 2 hours at 09.00 – 11:00

Venue: TBD

Participants:

HR Director, HR Management Team, HR Strategic Partners

Finalize deliverables

- HR Vision & Mission
- Strategies of Each Pillars
- A New HR blueprint
- HR Strategies and Initiatives
- HR Roadmap
- Career Path Framework
- Role, Job Requirements & Competencies

Deliverables:

- Softcopy Powerpoint slides (max 30 pages)
- Revision 2 times during 2 sessions
- No revision after 2 sessions

Purpose of the session

- Validate final outcomes
- Finalize deliverables
- A quick recap of the Talent and Career Management project
- Review of Key Findings & Deliverables
- Confirming action plans and responsibilities
- Discussing the timeline for implementation
- Identifying ongoing support or follow-up needed

THANK YOU!



Nomor :

Jakarta, 20 Febuari 2025

Lampiran : -

Hal : Penawaran Pekerjaan Jasa

Talent & Career Management Wokrshop

Kepada Yth :

Bpk/Ibu/ Pejabat Pengadaan PT. ASABRI (Persero)

Dengan hormat,

yang bergerak di bidang jasa konsultasi HR bermaksud untuk memberikan penawaran jasa pekerjaan *Talent & Career Management Workshop* kepada Bapak/Ibu team PT. ASABRI (Persero).

Adapun rincian dari jasa pekerjaan yang kami tawarkan sebagai berikut.

NO	DESCRIPTION	Pax	PRICE (RP)	TOTAL PRICE (RP)
1	Pekerjaan Jasa <i>Talent & Career Management Workshop</i> , dengan details : 1. 1 hari <i>pre-workshop</i> 2. 3 hari <i>workshop</i> 3. 2 kali <i>Confirmation Session</i>			
Total				

Harga tersebut diatas sudah termasuk dengan pajak sesuai ketentuan berlaku: PPN, PPh, dan biaya transaksi PaDi UMKM sebesar 1%.

Demikian penawaran yang kami ajukan, apabila ada informasi yang perlu diketahui mengenai penawaran ini lebih lanjut maka Bapak/Ibu dapat menghubungi kami. Atas perhatiannya kami sampaikan terima kasih

Hormat kami

**SURAT PERNYATAAN
TIDAK MASUK DAFTAR HITAM (*BLACK LIST*) & PAILIT**

Saya yang bertanda tangan di bawah ini:

Nama

Nama Perusahaan

Jabatan

Alamat Perusahaan

Nomor telepon

Alamat email

Menyatakan dengan sesungguhnya bahwa:

1. Perusahaan yang saya pimpin tidak pernah masuk dalam Daftar Hitam (*Blacklist*) selama melaksanakan kegiatan usaha dan tidak sedang dikenai sanksi dari suatu instansi pemerintah/BUMN/swasta, serta tidak sedang dalam pengawasan pengadilan, tidak pailit atau kegiatan usahanya tidak sedang dihentikan;
2. Perusahaan saya bersedia mendapatkan sanksi sesuai dengan ketentuan hukum yang berlaku apabila pernyataan tersebut di atas ternyata tidak benar/palsu.

Demikianlah pernyataan ini dibuat dengan sebenarnya untuk dapat dipergunakan sebagaimana mestinya.

Hormat kami,
Jakarta, 20 Februari 2025