

Mohamad Soleh, S.Psi, MM, CNLP, CRGP

Hp. 0821-2258-5148

mohamad.soleh@gmail.com
<http://mohamadsoleh.com/>



Education :

	2010-2012 Institut Pertanian Bogor (IPB) Program : Magister Management GPA : 3.65
	1996-2000 Islamic University of Indonesia, Yogyakarta Area : Psychology GPA : 3.60 (Cum Laude)

Director/Trainer/Consultant/Writer

- **Trainer** since 1999 (± 1000 participants); in Self-Improvement Training, Service Excellence, Team-building, Leadership, HR Management, **Problem Solving & Innovation**, Project & Risk Management
- **Senior Consultant** since 2006, contributing in UNDP, Prosys, Suconfindo Group, Aida Consultant (area: Strategy Management, CbHRM, Service Excellence, “Reformasi Birokrasi”, Project & Risk Management)
- Project Manager, **Coordinator Assessor** of Assessment Center
- Managing **Director** of AIDA Consultant
- President **Director** of Alfazza Properti Konsultan
- **Book-writer**: Smart Empowerment Technique (SET), 2015, Strategic Talent Development, 2019 & Nurturing Risk Culture, 2020.

Special training/courses

2021	Certified Chief Risk Officer Training for Assessor, RMIA (Australia)
2021	Certified Professional Risk Manager Training for Assessor, RMIA (Australia)

2021 Certified Professional Risk Associate Training for Assessor, RMIA (Australia)

2018 Certified Risk Governance Professional

2013 Performance Evaluation of PKPU BUMN based on Malcolm Baldrige Criteria (World Class Company)

2013 Malcolm Baldrige (World Class Company) Criteria for Performance Excellent

2010 NLP International Certification, NFNLP & NLP Consult

2010 Indonesia NLP Conference

2010 Mentally Magic Reading (Photo Reading with NLP), NLP Consult Indonesia

2009 MotivMagic, Trainers Club

2009 Advanced Hypnotherapy & EFT, Indo Coaching Center

2008 Finance Management, PPM

2008 Fundamental Hypnotherapy, Indo Coaching Center

2007 Effective Grant Management, AIPRD-Logica

2006 Balanced Scorecard Workshop (3 month), Prosys Group

2006 Assessor Skill training, by AIDA Consultant

2006 Training for Internal Quality Auditor, Prosys Solutions

2006 Training with NLP & Games, Prosys Solutions

2005 Business Report Writing, Prosys Solutions

2005 Job Fit, Prosys Solutions

2005 Project Management Guideline, Prosys Solutions

2005 Meta-mind & NLP Meta-Seumantics, Trainers Club

2005 Self Hipnotist & Hipnotherapy, Trainers Club

2005 Hipnotist, Trainers Club

2005 NLP New Code , Trainers Club

2005 Job Evaluation, Compensation & benefit System (Remuneration based on Mercer System), PT HAI

2005 Train the Trainer HAI Habits, PT Heinz ABC Indonesia

2005 First Aid Training, PT Heinz ABC Indonesia

2004 Fire Extinguisher Training, PT Heinz ABC Indonesia

2004 Presentation Skill, Allman Consulting

2004 Choosing the right training (TNA), HRD Forum

2004 NLP, Trainers Club

2004 Managing Conflict, Trainer Club

2004 The Power of Why, Krishnamurti,

2004 Sales Forecasting & Improvement, PT Heinz ABC Indonesia

2004 Training for Trainer, PT Heinz ABC Indonesia

2004 Implementing Innovation, PT Heinz ABC Indonesia

2004	Coaching (by Mr Michele Gaine), Trainer Club
2004	Experiential Learning, Trainer Club
2004	CREATIVE Thinking Workshop, PT Heinz ABC Indonesia
2003	ISO 14001, PT Heinz ABC Indonesia
2003	<i>Environment Health & Safety Conference</i> (by Mr Wayne M, EHS GM Reg Asia Pasific) PT Heinz ABC Indonesia
2003	<i>Effective Problem Solving</i> , PT Heinz ABC Indonesia
2003	<i>Performance Measurement / HR KPI's Training</i> (by Mr. Dave Lance, HR Director Asia Pasific) PT Heinz ABC Indonesia
2003	Seminar "UU NO. 13", Matahari Group
2003	<i>ISO 9001 : 2000, SGS</i>
2003	<i>Training for Internal Auditor</i> , PT Sumbiri
2003	<i>Occupational Health & Safety</i> , PT Sumbiri
2002	ISO 9002 : 1994, PT Sumbiri
2002	<i>Emergency Respon & Evacuation Procedure</i> , PT Sumbiri
2002	WRAP / SA 8000, PT Sumbiri
2001	English Course in LPSM KAMSGLOB
2000	<i>Senior Course (Training of Trainer)</i> , HMI
1999	<i>Training Of Trainer</i> , Psychology Faculty (UII)
1999	English Course in LBA-Interlingua
1998	Advanced Training, HMI
1997	Basic Training, HMI
1996	Training of Self Awareness, Psychology Faculty (UII)

Resume details

Organization

2008-Present	Training, Consulting & Community Development Board of Dewan Mesjid Indonesia (BKP2U Pengurus Pusat DMI), as Head of Management Commission (Ketua 2),
2016	Gerakan Nasional Indonesia Kompeten, as member
2015	Speaker on Ummat TV: Inspirator (13 batch, TV Live Program)
1998-Present	Coach, Consultant, Trainer & Assessor

Develop Directory Competency & Assessment Project :

- As Project Manager & Assesor Coordinator for Fit & Proper test of SKPD Head, Director level, consultant
BRR Aceh-Nias, Pemkab Aceh Besar, Pemkot Sabang, Pemkot Banda Aceh
- As Project Manager for Recruitment-Evaluation Services & Assesor
PT. Tata Guna Patria, PT. Graha Menara Hijau, PT. SMARTco , PT. Humpuss Intermoda Transportation, Bintang Pelajar, Medco E & P, Patra SK, Indocare, Hoka-Hoka Bento, Lion Air, Rumah Sakit Mulya, Pertamina, BPKS, Nindya Karya, Nindya Beton, Knauf System,

Pertamina Gas-Samtan, DIC Graphic, Pertamina Patra Niaga, Smart Risk, Girder Indonesia, Arnott's, .

- As Project Manager for **Lembaga Negara for Recruitment Services (936 candidates for all of 34 Provinces in Indonesia)**
- As Project Manager and Assesor for KPUD Province Kepulauan Riau Selection
- As Project Manager and Assesor for Millennial Development Program XL Axiata 2018 Selection

CONSULTING / RESEARCH PROJECT:

- **Pemprov DKI Jakarta**
As Tenaga Ahli for Business Process Reengineering & Architecture of Electronic-based Government System
- **Indonesia Power**
As Jury for Risk Leader & Risk Culture Awarding
- **Tugu Kresna Pratama**
As Project Manager for Developing Board Manual for Board of Director
- **PLN**
 - As Project Manager for Developing Blueprint (IT Architecture) & Roadmap Risk Management Information System of PLN
 - As Sr Consultant for Refining Risk Guideline based on ISO 31000:2018
 - As Sr Consultant for Developing Risk Management Business Case of PLN
- **Semen Indonesia Beton**
As Consultant for developing KPKU (Malcolm Baldrige Criteria) Report
- **Badan Siber dan Sandi Negara**
As HR Consultant for Developing Strategic Planning, Organization Structure, Business Process, KPI, & Performance Management Software
- **Kementerian Hukum & Ham**
As Consultant for developing Behavioral Measurement Tools
- **Pemprov Bangka Belitung**
As Consultant for Developing “Pedoman Penilaian Kompetensi ASN & Standar Kompetensi berdasarkan Permen-Pan RB No. 38 2017”
- **Rumah Sakit Adhyaksa**
As Project Manager for Customer / Patient Satisfaction Survei
- **Rumah Sakit Umum Daerah Kalideres (DKI Jakarta)**
As Project Manager for Customer / Patient Satisfaction Survey (Research)
- **Rumah Sakit Umum Daerah Jagakarsa (DKI Jakarta)**
As Project Manager for Customer / Patient Satisfaction Survey
- **Rumah Sakit Umum Daerah Kemayoran (DKI Jakarta)**
As Consultant for Malcolm Baldrige Health Care Program (World Class Health Care)

- **Rumah Sakit Umum Daerah Cempaka Putih (DKI Jakarta)**
As Consultant for Malcolm Baldrige Health Care Program (World Class Health Care)
- **Rumah Sakit Bunda Alia**
As Consultant for Malcolm Baldrige Health Care Program (World Class Health Care)
- **Putratama Satya Bhakti**
As Project Manager and Coach for Management Improvement, Performance Management & Business Process
- **Badan Pemeriksa Keuangan**
As Consultant for Customer Satisfaction Survey
- **PT PELINDO I (Persero)**
 - As Consultant for HR Audit based on HR Maturity Model & Develop HR Roadmap,
 - As Project Manager & Consultant for Develop Job Profil, Job Evaluation, Career Path, Competency Directory (Core, Job/Role, Technical), Employee Satisfaction & Enggement Survey, Organization structure & Leadership Survey
 - As Project Manager for Design Leadership Development Program Curriculums
- **PT ASABRI (Persero)**
As Consultant for **Business Process Development**
- **PT ASABRI (Persero)**
As **Team leader** for Organization Structure, Job Description, Job Evaluation, Remuneration, Training Path, Competency directory, Manpower Planning.
- **Kementerian Dalam Negeri**
As **Team Leader** for Developing Manpower Planning Kemendagri 2016-2020
- **PT Brantas Abipraya (Persero)**
As Consultant for Remuneration management system
- **PT Wijaya Karya, Tbk (Persero)**
As Business Analist Consultant for Developing Business Process of HCMS, HCMS Architecture & Implementing Human Capital Information System (HC / HR Software)
- **PT BPR DP Taspen**
As Consultant & Trainer for **Change Management Improvement Project**
- **PT Golden Energy Mines**
As Project Manager & **Coach** for Corporate Performance Management (BSC ++) Project (15 batch)
- **POS Indonesia**
As Trainer for Business Plan Development Training
As Jury for Business Plan Development Program
As Consultant for Finance Business Plan Development Program
- **Darma Henwa**
As Project Manager & Consultant for DEWA Innovation (Suggestion &

Improvement System)

- **Kementerian BUMN**
As Supervisor Evaluator of PKPU BUMN (Malcolm Baldrige Criteria for Performance Excellent) 2013
- **Bank Indonesia**
As Project Manager & Coach for Institutional Strengthening of KIKM
- **Kementerian Koperasi & KUKM**
As Project Manager for Developing SOP of Pusat Layanan Usaha Terpadu (PLUT) KUKM
As Trainer for Consultant development program for all of Pusat Layanan Usaha Terpadu (PLUT) in Indonesia
- **Badan Pertanahan Indonesia**
As Consultant for Reformasi Birokrasi Program (Change Management)
- **Wijaya Machinery**
As Project Manager & Coach for Strategic Management Improvement & Corporate Performance Management (BSC ++)
As Coach for New Business Model Development (Marketing)
- **PT Bursa Efek Indonesia**
As Consultant Leader for Workload Analysis, Revise Job Desc & Competency assessment
- **Mega Sukses**
As Project Manager & Coach for Strategic Management Improvement & Corporate Performance Management (BSC ++)
- **LPP KUKM (SMESCO) Kementerian Koperasi & KUKM**
As Consultant for Developing SOP of LPP KUKM
- **Megariamas Sentosa**
As Project Manager & Coach for Strategic Management Improvement & Corporate Performance Management (BSC ++)
- **Baruna Raya Logistic**
As Project Manager & Coach for Strategic Management Improvement & Corporate Performance Management (BSC ++)
- **Astra Credit Company**
As Project Manager & Consultant for Developing Detail IT Technical Competency & Assessment Tools
- **So Good Food Group**
As Consultant & Trainer for Total Quality Management (7 Tools & 7 Management tools, Interviewing Skill) 2 batch
- **Batamindo**
As Project Manager & Consultant for Work Load Analysis & Job Responsible Matrix
As Trainer for Leadership Development Program
- **Beyond Media Group**
As Project Manager & Coach for Implementing Transformation of Corporate Performance Management (BSC ++ for Holding & 5 SBU (Alive, Strategic Consulting, Inspire, MCM [Carrefour Radio])

- Elive Group
As Project Manager & **Coach** for Implementing Transformation of Corporate Performance Management (BSC ++) for Holding & 3 SBU (Portrait Management, Mahaka Entertainment, Raja Karcis)
- Indocare Group (Multicare, Holisticare, Indocare Citra Pacific)
As As Project Manager & **Coach** for Developing Behavioral Competency Profiling & Technical Competency Profiling, Performance Appraisal based on KPI & Competency, knowledge management & Strategic Performance Management.
As Jury for Indocare Innovation Award
- Rumah Sakit Mulya
As Trainer & **Coach** for Implementing **Service Excellent** Improvement Program
- PT. Multihanna Kreasindo
As Consultant for Implementing Transformation Corporate Performance Management (BSC ++)
- Mahaka Media Group
As Project Manager & **Coach** for Implementing Transformation of Corporate Performance Management (BSC ++) for Holding & 11 SBU (Republika Newspaper, Republika Publishing, Parents, GolfDigest, A-plus, JakFM, Gen FM, Mahaka Advertising, Mahaka Attraction, Praisindo, Harian Indonesia, JakTv) & assist for Developing Employee Satisfaction Questionnaire
- Bank Danamon
As Consultant for Developing SOP
- Bintang Pelajar
As Consultant for **Job Evaluation & Remuneration**, Recruitment Management, Managerial & Leadership Development Program, Corporate Performance Management (BSC ++)
As Trainer for **Service Excellent Training**
- PT. Graha Menara Hijau
As **Coach** for Transformation Corporate Performance Management (BSC ++) Program
As Trainer for Communication Skill & Persuasion technique Training
As Project Mgr & Consultant for Implementing Workload Analysis based on Job Responsibility Matrix
As **Coach** & Project Manager for **Service Excellence & Marketing** Management Improvement
- Community Care of Humanity
As Consultant & **Coach** for Project Management NGO Building & Grant Management
- Medecins San Frontieres - Holland (NGO International)
As **Coach** for Strategy Management, Performance Management, NGO Building & Grant Management
- Satker Capacity Building for Government (Aceh Government)
As HR Expert for Develop Guidance for SIMPEG Program (HRIS System for Government)
- RSIB Paviliun Zainab
As Consultant for Strategy Management, **Service Management**, HR Management & **Marketing** Management

- SDIT Asy Syukriyah
As Consultant for Strategy Management, Performance Management & HR Management

In House Training Project :

- Badan Negara
As Master Trainer for Assessor for Assessment Center Certification Training
- Tim Seleksi KPUD Kota / Kabupaten seKepulauan Riau
As Trainer for Competency Snapshot Interviewing Skill for KPUD Selection Training
- Pemprov Bangka Belitung
As Master Trainer for Assessor for Assessment Center Certification Training
As Consultant for Developing Competency dictionary based on Permenpan RB no. 38 tahun 2017
- Trihamas Finance
As Trainer for Service Excellence & Complaint Handling
- BKSDM Pemkot Serang
As Trainer for Change Management based on SKP & Kompetensi Inti ASN
- BPKD Pemkot Serang
As Trainer for Change Management based on SKP & Kompetensi Inti ASN
- Dukcapil Pemkot Serang
As Trainer for Service Excellence & Complaint Handling
- Nindya Karya
As Trainer for Presentation & Communication skill based on SET Training
- Kementerian Dalam Negeri (BPSDM)
As Trainer for **Coaching** & **Conselling** based on SET
- Kementerian Agama
As Expert of Pemberdayaan Pemuda & Remaja Berbasis Masjid Program (2016 & 2017)
As Trainer for Pembekalan Ketrampilan Administrasi & Pengelolaan Program untuk Para Pengawas KUA (2014)
- ASABRI
As Master Trainer for Personal Empowerment Program, Teambuilding & Improvement Action Plan based on KPI for IT Division
- PLN
As Teambuilding Master Trainer & **Coach** for Improvement Action Plan for East Java region & Bali.

As Master trainer for Teambuilding by Fun Games program, All Human Capital Manager & Above of PLN group.

- **Kementerian ESDM**
As Teambuilding Master Trainer for Leader Forum ESDM (Menteri ESDM, Pejabat Eselon 1 & Para Direktur BUMN)
- **PT Indonesia Power**
As Trainer for Change Management Program
- **Sapta Indah Sejati**
As Trainer for Training for Trainer
- **Pertamina Patra Niaga**
As Trainer for Leadership program for Vice President & General Manager
- **Proton Edar Indonesia**
As Trainer for Finance Management for non Finance (FINON) based on BUSIRA Game
- **Dewan Masjid Indonesia-Perusahaan Gas Negara (PGN), 3 batch**
As Trainer for Business Development & Entrepreneurship Program
- **Semen Padang**
As tim Trainer (Assessor & Evaluator) for Behavioral Based Interviewing Training
- **KNCV TB (NGO International)**
As Trainer for Communication skill & teambuilding
- **Provident Agro**
As Trainer for Project Management Training (2 batch).
- **Timah, Tbk**
As Trainer & **Coach** for Implementing Workload Analysis based on Job Responsibility Matrix
As Master trainer for Training For Trainer
As Consultant for Developing HR Blueprint & Roadmap
As Trainer for Finance Management for non Finance (FINON) based on BUSIRA Game
- **Sushitei**
As Trainer for the Best Employee Development program & Sense of Belonging building
- **PERTAMINA (Persero)**
As Trainer for Leadership program for Senior Supervisor & Supervisor, Motivation Day Program.
As **Coach** for Section Head level
- **TASPEN (Persero)**
As Trainer for Leadership program, Communication skill, Risk Management, Teambuilding (outbound), People Development, Customer Complaint Handling (12 batch), Training For Trainer, Presentation Skill.
As Jury for Problem Solving Paper (2 Batch)
- **PT Sinar Kumala Naga**
As Trainer for Leadership program, Environment Health & Safety (EHS), Teambuilding (outbound), People Development.
As Trainer for Business & Performance Improvement program

- Economic Development Financing Facility-EDFF (directed by Mott Macdonald Consultant)
As Trainer for Project Management, Leadership program & Making The Great Proposal for International Organization
- Haji Kalla Group
As Trainer for Training For Trainer & Negotiation skill & Strategic HR Management
- PT Amerta Indah Otsuka (Pocari Sweat)
As Trainer for Personal Improvement (Supervisory, Communication skill, People Development, Creative & Implementing Innovation & Project Management), 2 batch.
- PT Softex Indonesia
As Trainer for Supervisory Management program
- PT Medco E&P
As Master Trainer for Personal Empowerment Program using Simple Empowerment Technique (SET)
- Mahaka Media Group
As Trainer for Problem Solving & PDCA Reporting (2 batch)
- PT Aetra
As Trainer for Personal Empowerment for Project Management Officer
- Astra Oto Parts
As Trainer for Training For Trainer
- SMKN 1 Langsa
As Trainer for Training For Teacher (Teaching Skill Improvement Program) 2 batch
- PT Frisian Flag
As Trainer for Conflict Management
- BRI Syariah
As Co-trainer for Behavioral Based Interviewing Skill Training (3 batch)
- AIPRD Logica (Ausaid sponsored), International NGO
As Master trainer for Project Management Training
- BRR NAD-Nias
Master trainer for Leadership & Teambuilding Outbound Program (6 batch)
Master Trainer for Entrepreneurship Mindset
- PT Essar Indonesia
As Master trainer for Leadership Program
- PT. Tiga Raksa tbk
As trainer for SIPOC training
- PT. Himacon
As Trainer for Team Building Program
- Bintang Pelajar
As Trainer for Customer Services Excellence, Behavioral Based

Interviewing Skill Training, Microteaching Skill Evaluation, Leadership Program

- Psychology Faculty, Islamic University of Indonesia
As Trainer for Training for Trainer, Self Control Training & Job Seeker Training, SET (Smart Empowerment Technique)

Trainer for Public Training Program :

- Smart Empowerment Technique (SET)
- How To Develop Annual Training & Development Program by The New Technology of TNA
- How to Develop HR Strategic Planning by Integrated Approach
- New Business Development
- Developing Competency Dictionary
- Competency Based HRM
- Behavioral Based Interviewing Skill
- How to Making KPI Description & Achieving the KPI's target
- Service Excellence & Complaint Handling

Executive Coaching Project :

- PT Total E&P
As Coach for Marketing Intelligence & Supply Chain Management
- PT Strong Indonesia
As **Coach** for Strategic Management Improvement Program for Owner
- Bintang Pelajar
As **Coach** for Managerial Skill Improvement Program for Director, Manager, Branch Manager
- PT Catur Elang Perkasa
As **Coach** for How to Develop Competency Based Human Resources Management
- Badan Rehabilitasi & Rekonstruksi Aceh & Nias
As **Coach** for Director about Managerial Skill & Communication-persuasive Skill
- Dirjen Pajak (Personal)
As **Coach** for Hakim Pajak (personal)



April 2021 - Now AIDA Consultant, Managing Director (CEO)

**May 2008 - Mar 2021 AIDA Consultant,
Marketing & Business Development Director**

- ✓ Manage **Marketing** & Business Development (M & BD) operation
- ✓ Supervise **Marketing** & BD team
- ✓ Be Consultant, Trainer & Assessor
- ✓ Develop M & BD networking
- ✓ Develop M & BD system & performance improvement program



Jul 2006 - April 2008 Consultant UNDP to support BRR NAD-Nias

- ✓ Execute HR Audit (HR Questionnaire)
- ✓ Be Recruitment Specialist
- ✓ Be Assessor for Fit & Proper Test
- ✓ Manage Personnel & Administration Management
- ✓ Be adviser for Human Resources Development Management
- ✓ Develop Remuneration Management
 1. Analyze UNDP Remuneration
 2. Analyze Kementerian Keuangan Remuneration
 3. Analyze Salary Survey Result
 4. Develop Salary Structure
- ✓ Develop SOP
- ✓ Develop Job Evaluation system & be Assessor
- ✓ Be Coach for Performance Management based on Balanced Scorecard & Social Benefit Cost Analysis
- ✓ Be Trainer for Behavioral based Interviewing Skill Training
- ✓ Be adviser for Strategic Management & Exit strategy program
- ✓ Be adviser for Entrepreneurship Program, Scholarship & Vocational program for PurnaBakti Program at BRR NAD-Nias
- ✓ Be adviser for Investor Outreach Office (IOO) Aceh
- ✓ Be adviser for Aceh Micro Finance
- ✓ Supervise **HRIS Software optimizing**

Sept 2006 - Dec 2006
Lecture in Muhammadiyah University of Aceh



2005 - 2006 **Prosys Group** (Prosys Bangun Persada, Prosys Engineer, Prosys Telecommunication International), as **HRD Dept Head**



Prosys Group as Project Management Center of Excellence that provide all of Consulting, Training & technology. Prosys as a first Registered Education Provider (R.E.P) and single company who provides complete range of project management services in Indonesia based on survey PM Network. Beside that, **EPC & Construction Management** is our best services. Client : Bakrie group, Ciputra, PGN, Pertamina, Aneka Tambang, Krakatau Steel, Banking, IT & Telkom Industries, etc.

Duties : Handle HRD activities

Such as:

- ✓ Be Assessor & Recruiter for Construction Management team, EPC team & Project Management team
- ✓ System & Organization Development based on **Balanced Scorecard**
- ✓ Develop Psychotest tools for selection and promotion
- ✓ Filling Candidate's data by **Microsoft Outlook Programme**
- ✓ Controlling Probation Evaluation or end of contract for temporary worker
- ✓ Made, revise, implementation & Controlling SOP of HR
- ✓ Made and reviewed company policy (Standard Operating Procedure) with HR team
- ✓ Made in-house training (Training analysis, design, organized, reporting)
- ✓ Develop & implementing Annual Training Program
- ✓ Be **TRAINER**
- ✓ Counseling
- ✓ Analyze & improvement Compensation-Benefit for better Fairness Reward (Reward Management)
- ✓ Employee Satisfaction Survey program

Jul 2003 - Aug 2005

PT Heinz ABC Indonesia, as **Training, & Recruitment Senior Supervisor**



PT Heinz ABC Indonesia is a **Fast Moving Consumer Good Multinational Company** with more than 4025 employees and have been implemented Global Operating Principle (including Social Accountability & Environmental Protection). The products are Soy sauce, Syrup, beverage, Canning Food, Sauce, Ketchup, Baby food, ect. The Brand image is **A B C**.

Duties : Handle HRD activities (Recruitment, Training & Development) Such as:

- ✓ Recruit & Selection for Jabotabek & West Java & Central Java Area
- ✓ Develop Psychotest for selection and promotion
- ✓ Filling Candidate's data by Microsoft Outlook Programme
- ✓ Controlling Probation Evaluation or end of contract for temporary worker
- ✓ Made, revise, implementation & Controlling SOP
- ✓ Made and reviewed company policy (Standard Operating Procedure) with HR team
- ✓ Made in-house training (Training analysis, design, organized, reporting)
- ✓ Develop & implementing Annual Training Program
- ✓ Be TRAINER for attitude, leadership & Sales training
- ✓ Counseling
- ✓ **Analyze & improvement Compensation-Benefit for better Fairness Reward (Reward Management)**
- ✓ 5S Project Leader with HR Mgr

Jan 2004 - April 2004

PT Heinz ABC Indonesia, as **(acting) PIC** HR Dept Head

Duties : Handling all of HR matter's & (Monitoring) GA activities

Jan 2003 - June 2003

PT Sumber Bintang Rezeki & PT Mingala, as **Research, Training & Development Officer**

PT Sumber Bintang Rezeki & PT Mingala are a big Garment Company with more than 2200 employees and have been certificated ISO 9002 :1994 (and now, it will be revise to ISO 9002 : 2000) and WRAP/SA 8000.

Duties : Handle R & D activities (Research, Training & Development)

Such as:

- ✓ Made, revise, implementation & Controlling SOP (ISO 9002: 2000) in a team with ISO Team
- ✓ Made and reviewed company policy (Standard Operating Procedure)
- ✓ Made in-house training (Training analysis, design, organized, reporting)
- ✓ Revise & made job description for all employees for all of levels with ISO Team
- ✓ Socialization WRAP/SA 8000 by training, briefing and ect.
- ✓ Develop Human Resources Quality
- ✓ Researcher
- ✓ Data Analyst (using SPSS software)
- ✓ Develop Human Resources Information System (**HRIS**) with Programmer

June 2002 - Dec 2002

PT Sumber Bintang Rezeki & PT Mingala, as **Recruitment & Training Supervisor**

Duties : Handle HRD activities (Recruitment, Training & Development)

Such as:

- ✓ Recruit & Selection for all levels
- ✓ Develop Psychotest for selection and promotion
- ✓ Filling Candidate's data
- ✓ Controlling Probation Evaluation or end of contract for temporary worker

- ✓ Made, revise, implementation & Controlling SOP (ISO 9002: 2000) in a team with ISO Team
- ✓ Made and reviewed company policy (Standard Operating Procedure)
- ✓ Made in-house training (Training analysis, design, organized, reporting)
- ✓ Revise & made job description for all employees for all of levels with ISO Team
- ✓ Socialization WRAP/SA 8000 by training, briefing and ect.
- ✓ As Business Analyst for Developing **HRIS software**

2001- 2002 PT Pandu Siwi Sentosa, as a **HRD & GA staff**

Pandu Siwi Sentosa is a domestic courier and cargo company with 100 branches and agents throughout around Indonesia and have been expanded as logistic provider with worldwide network with more than 1200 employees.

Duties : Handle HRD & GA activities (Recrutiment, Training & Development)

Such as :

- ✓ Recruit & Selection for all levels
- ✓ Offering Letter/Agreement for new employee both permanent or contract
- ✓ Filling Employee's data
- ✓ Absenteeism & Annual Leave (Controlling and Analysis for monthly report-absenteeism ratio per month against employee productivity's)
- ✓ Controlling Probation Evaluation or end of contract for temporary worker
- ✓ Made warning letter
- ✓ Implementation SOP (ISO 9002: 2000) in a team with HRD Manager
- ✓ Purchasing
- ✓ Made and reviewed company policy (Standard Operating Procedure)
- ✓ Counseling
- ✓ Made in-house training (Training analysis, design, organized, reporting,)
- ✓ Made job description for all employees for few of levels with HRD Manager
- ✓ Design and analysis Performance Appraisal (computerized) with HRD Manager
- ✓ Reward Management Analysis with HRD Manager

2000-2001 "ITC" Institute of Human Resource Development, Yogyakarta

Director & Trainer

- Trainer/Master of Training in Leadership and Organizational Management Training with student organization as clients, such as HMI in Yogyakarta area, ABAYO, all of High School in Yogyakarta (Muhammadiyah 1 & Pakem, MAN Pakem, SMUN 4, Madrasah Muallimat Yogyakarta, and ect)
- Analyzing training needs
- Designing trainings and modules
- Coordinated and controlled trainers' work
- Responsible for the activities of institute

2000 **Minithesis's officer of Psychology Faculty, UII**
Entry Data Processing for Research Report

2000 PT. Pacific Rekan Prima
Researcher freelance

1998 - 2000 Insan Kamil Foundation, Yogyakarta

Executive of Director

- Coordinated and controlled officers' work
- Planned the officer/division program.
- Trainer, designed and Organized training modules framework program on cadres, journalism training.

Researcher staff

- Researcher
 - Trainer and designed training of reseacher
 - Electronic Data processing
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Media Experiences

2001 "SUARA KEADILAN" magazine, **Pengurus Besar HMI**

Editorial staff and Reporter

1998-2000 "Islamic Psychology Newsletter", Insan Kamil Foundation

Vice of chairman and editorial

1998- Now Scientific Written:

- *Risk culture as a solution to face covid-19 pandemic* : Ilomata International Journal of Management. ISSN : [2714-8971](#). 2020
- Potential Optimizing Using Simple Empowerment Technique (SET) Based on Multi Level Therapist. International Conference of Islamic Psychology Forum. 2011
- "Peningkatan Kesehatan Mental Masyarakat Melalui Penggunaan Tehnik Terapi Berbasis MultiLevel Therapist". National of Islamic Psychology Forum. 2009
- "Elaborasi Nilai-nilai Psikologi Yang Islami dalam Upaya Optimalisasi Potensi Fitrah Masyarakat Aceh". Jurnal of Islamic Psychology.2006
- "Aplikasi *Self Control Training* Dalam Upaya Optimalisasi Potensi Fitrah Manusia".National of Islamic Psychology Simposium II. 2005
- "Tingkat Kebermaknaan Hidup Mahasiswa Unggulan dan Mahasiswa Reguler".Psikologika. Islamic University of Indonesia Magazine. 2000

Opinion. published in several local mass media, such as Yoga Pos, Republika and Islamic University of Indonesia Magazine.

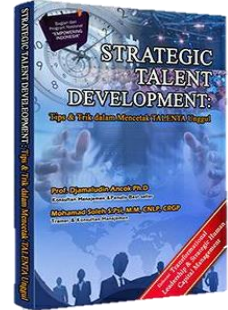
Book edited

- Psikologi Islami : Agenda Menuju Aksi (printed on November 1997)

Book Writer:

- [Smart Empowerment Technique: Pelatihan Pengelolaan Jiwa-Otak-Tubuh & Terapi Mandiri yang membahagiakan \(Penerbit Republika, Mei 2015\).](#)

- **Strategic Talent Development**, (IPB Press, 2019)
- **Nurturing Risk Culture**, [Amazon](#) (Bilingual Version) & Google Playbook (2020)



Achievements

- As the 2nd rank on Mahasiswa Berprestasi Utama tingkat Kopertis V/ Provinsi DI Yogyakarta 1999
- As the 1st rank on Mahasiswa Berprestasi Utama Islamic University of Indonesia 1999
- As the 2nd rank on Lomba Penulisan Artikel Psikologi Islami tingkat Nasional 1998
- As the 2nd rank on Lomba Karya Tulis Ilmiah tingkat Kopertis V/DIYogyakarta 1998 (Research Competition for university student)

Video Training

Beberapa Video Training yang pernah beliau deliver silahkan lihat di <http://www.youtube.com/watch?feature=endscreen&NR=1&v=xkG7nswcVCM> dan http://www.youtube.com/watch?v=n7r0_NHw4

Video Profil

<https://www.youtube.com/watch?v=kEnnLMPymEM>

OTHER DATA AVAILABLE UPON REQUEST