



# Agile 4.0 Organization Development



## Latar Belakang:

Organisasi dituntut untuk bisa cepat beradaptasi dengan segala perubahan yang terjadi. Organisasi yang lincah bukanlah terjadi secara kebetulan, melainkan harus dibentuk dengan matang melalui metode yang sistematis.

Melalui tuntutan stakeholder yang semakin besar, akselerasi dari teknologi digital, disrupsi, dan perang talenta, semakin menuntut semua organisasi untuk bisa mempunyai kelincuhan dalam transformasi strategi mereka menjadi aksi nyata. Ini bisa dicapai jika organisasi didesain sedemikian rupa supaya mampu bekerja dengan alur yang lancar dan cepat.

Melalui workshop yang inovatif ini, Anda bisa mendengarkan sharing dari para pemimpin senior bisnis tentang desain, dan praktik-praktik terbaik membangun organisasi yang lincah, yang sudah terbukti dari implementasi yang sudah dilakukan oleh organisasi-organisasi berkelas dunia yang beroperasi di Asia maupun dunia.

## Tujuan:

- Membangun organisasi yang mudah beradaptasi
- Menciptakan organisasi yang lincah dalam bertransformasi
- Menata organisasi yang mampu bekerja dengan alur yang lancar dan cepat

## Metode Pelatihan:

- Pelatihan
- Diskusi dan quiz
- Forum tanya-jawab dan sharing

## Hal yang didapatkan peserta:

- Pre-reading
- Materi PDF "Agile 4.0 Organization Development"
- Lembar kerja (Hand out)

## Target Peserta:

- Business Heads & C-level Executives
- HR / OD Specialists
- Managers / Directors

### Investasi Offline

**Rp 10.000.000** + PPN

### Investasi Online

**Rp 5.000.000** + PPN



**+5%  
DISKON**

Dapatkan tambahan diskon 5% saat registrasi & bayar di website QuBisa Corporate

## Workshop Outline:

### Modul 1:

#### Agile Characteristic 1: Shared Purpose, Vision and Strategy

- Practices of mission and vision in agile corporations
- SPEx2 framework in cascading strategy into execution-oriented actions

#### Agile Characteristics 2: Rapid Decision Making and Development Process

- Value chain framework and Process Management Xcellence (PMX) LEAN-Startup methodology

### Modul 2:

#### Agile Characteristics 2: Rapid Decision Making, and Development Process (cont'd)

- Start-up way performance management: OKR vs BSC
- Death of performance appraisal, rise of Continuous Performance Management

#### Agile Characteristics 3: Execution-biased Organization Culture

- Organization culture mapping
- Various 4.0 corporate value statements
- Values internalization strategy for the millennials

### Modul 3:

#### Agile Characteristics 4: Network Organization Structure of Empowered Teams

- Various types of "machine age" and "4.0 age" organization structure
- Aligning organization structure with the corporate strategy
- Aligning value chain & processes to organization structure
- Job analysis to develop job profiles
- Aligning compensation strategy that drives agile, performance-based culture

### Modul 4:

#### Agile Characteristics 5: Dynamic Talent Management that Ignites Passion

- Quantity: Allocating the right resources with workload analysis & manpower Planning
- Quality: 4.0 leadership & talent management best-practices for the millennials
- Summary: General Management VS Agile Management Practices

## DEVELOPING DIGITAL AGILITY IN PEOPLE:

## PELATIHAN BERDAMPAK BAGI INDIVIDU DAN BANGSA



### World-Class Curriculum



### Top Facilitators and Practitioners



### Experiential and Practical Learning Method



1. Prof Dave Ulrich (Honorary Advisor)  
Speaker, Author, Professor, Thought Partner on HR, Leadership, and Organization at The RBL Group
2. Budi Soetjipto  
Dosen Fakultas Ekonomi dan Bisnis Universitas Indonesia
3. Irvandi Ferizal  
Ketua Forum of Human Capital Perbankan Indonesia (FHCP) & HR Director of MayBank Indonesia
4. Swandajani Gunadi  
Human Capital & Marketing Director at Adira Finance
5. Maria T. Kurniawati  
HC Expert & ICF Certified Coach

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 GNK Steering Committee
10. David Rogers  
Global Guru on Digital Transformation  
Faculty Director, Columbia Business School

### Kegiatan Bersama Alumni

1

QuBisa Corporate Mentoring Clinic Human Resource

2

QuBisa Corporate for Underprivileged Communities

3

Benchmark Visit to Branded Company

## Informasi Pendaftaran



021-4515718



0813-8952-8410



onegmlofficial



corporate.qubisa.com/premium



One GML



cs@gmlperformance.co.id

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