


SHANTY RAHARJO PRATAMA



CONTACT

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 Bekasi-Jawa Barat, Indonesia

BRIEF PROFILE

Having excellence experience in Learning and Development, as a learning & development specialist, program manager, learning designer, trainer, and professional coach for various industries such manufacturing industry, banking, logistic, telecommunication, construction, mining contractor, electricity etc.

SKILLS

- Analytical Thinking
- Learning Design
- Excellent Communication
- Talent Management
- Public Speaking
- Project Management
- Risk Management

EXPERIENCE

LEARNING & DEVELOPMENT SECTION HEAD

PT Riung Mitra Lestari
Oct 2022 - Present

- Lead, Facilitate & evaluate full cycle of learning & development (ADDIE) from Training Need Analysis, Learning Design, Module Development, Training Implementation (methods, delivery, logistic, infrastructure, logistic, etc), dan Training Evaluation.
- Facilitate development and implementation of Competencies Directory, Competency Matrix, and Competency Assessment
- Facilitate and support development need analysis, individual development plan and implementation of employee development methods
- Develop the learning design and cascade for each level of position in the organization
- Facilitate and develop learning modul
- Teaching various soft skills training modules such as problem solving decision making, effective business communication, supervisory management, coaching mentoring, etc.
- Evaluate training using various levels of evaluation depend on development goals
- Initiate and facilitate the development of learning support infrastructures in the organization, such as Learning Management System (LMS), Game Based Learning, Gamification etc.
- Develop policy guidelines and implement Talent Management and Succession Planning

EDUCATION

MASTER OF MANAGEMENT & BUSINESS
GPA 3.98 OUT OF 4.00

IPB University
2011-2014

BACHELOR OF AGROINDUSTRIAL TECHNOLOGY
GPA 3.78 OUT OF 4.00

IPB University
2006 - 2010

PROFESSIONAL CERTIFICATION

- International Accredited Trainer Professionals (ATP) issued by SMR Group
- International Professional Certification Program in Purchasing and Supply Chain Management (Cert.SCM) issued by The International Trade Center
- Certified Risk Management Professional (CRMP) issued by LSPMR
- Certified Risk Management Officer (CRMO) issued by LSPMR
- Qualified Risk Management Professional (QRMP) issued by LSP MKS

AWARD

- Awardee Best Graduate Scholarship IPB University, 2010
- 3rd Winner of Airlangga University National Business Case Competition, 2011
- 5th Winner of The 5th Master Journey in Management UI, 2012
- Corporate Culture Change Dozer PT Riung Mitra Lestari

PROFESSIONAL ASSOCIATION

- Global Integrated Risk Management Association (GIRMA)
- Asosiasi Logistik Indonesia (ALI)
- PPM Operational Excellence Community
- HR Specialist Community (OneCHRP)

EXPERIENCE

PROGRAM MANAGER | L&D SPECIALIST

PPM Manajemen

Oct 2018 - Sept 2022

- Develop Program Framework align to Stakeholder's needs (new program, program improvement, or single product)
- Design curriculum and syllabus related to learning program needed
- Design an effective evaluation methods to assure the learning objective achieved
- Conduct and deliver materials that encouraged a fun learning methods
- Managing & supervising operation team on program
- Managing the task of team member in the project and monitor progress
- Cooperating with other department leaders to handle project process, for example training resources allocation
- Solve the issue that arise during program
- Evaluate the effectivity of Training & Development Program with various methods
- Ensuring program objectives remain appropriate in implementation and align with expected result
- Implement end to end strategy and oversight across all program on going, as well as potential programs that are currently in the process

TRAINER | LECTURER | L&D SPECIALIST

PPM Manajemen

June 2016 - Sept 2022

- Design new training product
- Design materials for training program
- Design and implement various learning activities
- Conduct and deliver materials that encouraged a fun learning methods
- Teaching subject Problem Solving & Decision Making, Project Management, Communication, Risk Management

EXPERIENCE

CONSULTANT

IPB University - Prof. E. Gumbira Said

Jan 2011 - Apr 2014

- Identify the needs from stakeholders
- Contribute to helping organizations related to Feasibility Study, Strategic Plan and Business Plan

LECTURER ASSISTANT

IPB University

July 2008 - Dec 2010

- Responsible for support teaching a laboratory class
- Help lecturers to check undergraduate student assignments

CLIENTS

AS A PROGRAM MANAGER & TRAINER

- PT Sayap Mas Utama (Wings Group)
- PT Riung Mitra Lestari
- PT REA Kaltim Plantations
- PT Mandiri Tunas Finance
- PT PLN (Persero)
- PT Hutama Karya
- PT Bank Tabungan Negara (BTN)
- Bank Indonesia
- PT. Bank Syariah Indonesia
- PT. Bank Rakyat Indonesia
- PT Sarana Multigriya Financial
- PT Paiton Energy
- PT Paiton Operation & Maintenance Indonesia
- Perum Perumnas
- Peruri
- PT Indonesia Power
- PT Cogindo Daya Bersama
- PT Astra International
- PT PELNI
- PT Fajar Surya Wisesa (Fajar Paper)
- PT Airnav Indonesia
- PT Telkom Indonesia
- PT Adhi Karya
- PT Waskita Karya
- etc...