

CURRICULUM VITAE

PERSONAL DETAILS - WARJONO

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Email: jono.aswad@gmail.com
Date of birth: June 14th, 1974
Marital Status: Married



CAREER OBJECTIVE

To gain a dynamic and challenging role in the area of Learning and developing people that will be the best opportunity for further development of my abilities, skills and knowledge in the company with long term career growth possibilities.

EDUCATION

1994 – 1999 University of Islam Nusantara, Bandung, West Java
Faculty of Agriculture, majoring of plant protection

WORK EXPERIENCE

Jun 2018 – Present	<p>PT Antar Mitra Sembada, DKI Jakarta Training Departemen Head</p> <p><i>Responsibilities:</i></p> <ul style="list-style-type: none">• <i>Develop training material (Tekhnical skill and soft skill) for Operational Dept. (sales, inventory, administration) and other departemens as needed</i>• <i>Organize, analyse training needs, conduct and evaluate all training in the company for continuous people improvement</i>• <i>Collaboration with other department heads before and after training to get expected result</i>• <i>Support the implementation and drive improvement of operational business performance through effective sales selling skill tools and sales force effectiveness programs that optimize the performance of sales teams.</i>• <i>Prepare evaluation and performance status of field force as well as provide counseling and coaching for non-performer</i>• <i>To produce periodical report of training budget, training activity and training evaluation to Operational Director.</i>
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<p>Jan 2015 – Mei 2018</p>	<p>Sanofi Indonesia, DKI Jakarta Training Manager</p> <p><i>Responsibilities:</i></p> <ul style="list-style-type: none"> • <i>Learning and Development Business Partners (L&D BP) to support Business Unit to achieve organization objective through implementation of our way forward (OWF), with area focus; enhancing Medical Representatives are competent on product knowledge, disease knowledge & competitor's knowledge and patient centric selling skill</i> • <i>Learning and Development Business Partners (L&D BP) to support Business Unit to achieve organization objective through implementation of our way forward (OWF), with area focus; enhancing District Managers are competent on Managing people, Managing Customer and Managing Business</i> • <i>Prepare, Develop, evaluation materials and conduct Training Program; skills and knowledge of field force as the prevailing local regulation and corporate policy.</i> • <i>Responsible for effectively planning and delivering Induction program for new hires which includes preparation of modules and imparting classroom sessions on anatomy/disease/products/selling skills.</i> • <i>The facilitation of sales training programs will form a significant part of this role, as will development and facilitation of sales training workshops at national conferences and cycle team meetings, thereby constantly benchmarking and improving the key deliverables/productivity of the field employee.</i> • <i>Support the implementation and drive improvement of business performance through effective sales analytical tools and sales force effectiveness programs that optimize the performance of sales teams.</i> • <i>Prepare evaluation and performance status of field force as well as provide counseling and coaching for non-performer</i> • <i>Regular field trips min. 4 times per month to ensure Patient Centric Selling skills implementation in the field, conduct training fill the gaps, personal coaching, counseling based on the program and to identify individual training needs.</i>
<p>Jan 2011 – Dec 2014</p>	<p>Sanofi Indonesia, Bandung West Java Senior Area Sales Manager Cardiology Team</p> <p><i>Responsibilities:</i></p> <ul style="list-style-type: none"> • <i>Lead the assigned field force team to deliver the organization's objectives and goals.</i> • <i>Execute sales strategies and ensuring plan of actions for the responsible product in the assigned territory to drive the territory performance, market share and optimal resource utilization.</i>

<p>Mei 2008 – Dec 2010</p>	<ul style="list-style-type: none"> • <i>Build effective and enduring business relationships with key stakeholders in the assigned Business Unit.</i> • <i>Lead and manage the sales force (planning, directing, controlling, motivating).</i> • <i>Manage the entire sales force resources from recruitment to development and measurement of subordinate performance</i> • <i>Field coaching to Med. Reps. and product specialist in order to develop their competencies and ability to positively influence customer's prescribing behaviour</i> • <i>Demonstrate strong leadership qualities to motivate, encourage teamwork, to coach and to act as a facilitator of change for the betterment of the Company</i> • <i>Evaluate Product Specialist and Med. Reps. Working Standard Audit every month.</i> <p>Sanofi Indonesia, Bandung West Java Area Sales Manager Cardiology Team</p> <p><i>Responsibilities:</i></p> <ul style="list-style-type: none"> • <i>Lead the assigned field force team to deliver the organization's objectives and goals.</i> • <i>Execute sales strategies and ensuring plan of actions for the responsible product in the assigned territory to drive the territory performance, market share and optimal resource utilization.</i> • <i>Build effective and enduring business relationships with key stakeholders in the assigned Business Unit.</i> • <i>Lead and manage the sales force (planning, directing, controlling, motivating).</i> • <i>Manage the entire sales force resources from recruitment to development and measurement of subordinate performance</i> • <i>Field coaching to Med. Reps. and product specialist in order to develop their competencies and ability to positively influence customer's prescribing behaviour</i> • <i>Demonstrate strong leadership qualities to motivate, encourage teamwork, to coach and to act as a facilitator of change for the betterment of the Company</i> • <i>Evaluate Product Specialist and Med. Reps. Working Standard Audit every month.</i>
<p>Dec 2004 –Apr 2008</p>	<p>Sanofi Indonesia, Denpasar Bali Area Sales Manager Combo Team</p> <p><i>Responsibilities:</i></p> <ul style="list-style-type: none"> • <i>Lead the assigned field force team to deliver the organization's objectives and goals.</i> • <i>Execute sales strategies and ensuring plan of actions for the responsible product in the assigned territory to drive the territory performance, market share and optimal resource utilization.</i> • <i>Build effective and enduring business relationships with key stakeholders in the assigned Business Unit.</i>

<p>Jan 2002 –Nov 2004</p>	<ul style="list-style-type: none"> • <i>Lead and manage the sales force (planning, directing, controlling, motivating).</i> • <i>Manage the entire sales force resources from recruitment to development and measurement of subordinate performance</i> • <i>Field coaching to Med. Reps. and product specialist in order to develop their competencies and ability to positively influence customer's prescribing behaviour</i> • <i>Demonstrate strong leadership qualities to motivate, encourage teamwork, to coach and to act as a facilitator of change for the betterment of the Company</i> • <i>Evaluate Product Specialist and Med. Reps. Working Standard Audit every month.</i> <p>Sanofi Indonesia, Bandung, West Java Hypertention Product Specialist</p> <p><i>Responsibilities:</i></p> <ul style="list-style-type: none"> • <i>Coordinated for Co-Marketing Product of APROVEL (antihypertension drug) with PT Combiphar for implementation of sales strategies and ensuring plan of actions for the responsible product in the assigned territory to drive the territory performance, market share and optimal resource utilization.</i> • <i>Build up relationship with key opinion leader and prospective doctors, pharmacist and others who influence product listing</i> • <i>To ensure APROVEL product to be listed in the top 10 hospital in territory responsibility</i> • <i>To prepare and conduct RTD / slide presentation 4 times a month</i> • <i>To conduct and Develop knowledge of APROVEL field force Co-Marketing Team.</i>
<p>Feb 2000 –Dec 2001</p>	<p>Sanofi Indonesia, Bandung, West Java Medical Representative Cardiology Team</p> <p><i>Responsibilities:</i></p> <ul style="list-style-type: none"> • <i>Have the ability to convey the benefits of the product so that doctors are willing to prescribe Sanofi products through the mastery of medical knowledge, product knowledge and selling skills</i> • <i>To maximize the sales performance by territory as specialty Cardiovascular Product</i> • <i>Closely monitor competitor activities</i> • <i>To maximize ROI To ensure monthly sales target is exceeded through maximum and productive calls.</i> • <i>To ensure that potential A & B class doctors are properly covered as targeted</i> • <i>working standard i.e. : doctor calls, apotik survey, AV show / slide presentation & RTD</i> • <i>(doctor calls : 10 per da y : 5 morning and 5 evening, 2 apotik survey)</i>

	<ul style="list-style-type: none"> • <i>To ensure Cardiovascular product to be listed in the top hospital in his territory responsibility</i>
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MODULES DESIGN

2017 (ORIGINAL IDEA)	<p><i>ELEVATOR SPEECH SELLING SKILL FOR MEDICAL REPRESENTATIVE</i></p> <ul style="list-style-type: none"> • <i>“Elevator Speech Selling Skill Model” as Detailing alternative to HCPs when Long Call & Short call not applicable</i> • <i>Part of the Patient centric selling skill model for the time conditions given by HCP's is very short</i> • <i>Elevator speech selling skill model is a tool to deliver data source in less than 1-minute period.</i> • <i>Elevator speech Selling skill performed by way of One-way communication by directly performing Demonstration capability.</i> • <i>Elevator speech selling skill Model Not a substitute for short or long call PCSS replacement, but replacement / removal of reminding product words</i> • <i>Elevator speech selling skill Model to implement for all Field Force of Sanofi Business Unit in 2017</i>
2017 (adapted from various source)	<p><i>LEADERSHIP COMMUNICATION</i> <i>(soft skill training for Manager Level)</i></p> <ul style="list-style-type: none"> • <i>Developing strategies of communication for managing team</i> • <i>Develop strategies for managing communication with your manager</i> • <i>Developing strategies of communication for managing peers</i>
2016	<p><i>MANAGING UPWARD</i> <i>(soft skill training for sales team and support function)</i></p>

(adapted from Harvard Manage Mentor)	<ul style="list-style-type: none"> • <i>Managing Upward is a conscious approach to working with your manager toward mutually agreed-upon goals that are in the best interests of you, your manager, and the organization.</i> • <i>Guidelines and tips for working effectively and building a productive working with your manager.</i> • <i>"managing upward"—that is, consciously influencing your manager to make decisions that benefit both of you—you do well for yourself, your boss, and your organization.</i> • <i>Keys to managing upward include supporting your boss's goals, understanding his work style, negotiating priorities, and, when problems arise, presenting potential solutions as well.</i>
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COMMUNITY INVOLVEMENT & RECOGNISED ACHIEVEMENTS

2017 - 2017	<i>Chairman of the committee Sanofi Sport day 2017 for more than 400 employees</i>
2017 - 2017	<i>Project Leader of Product Presentation Competition for District Manager</i>
2016 - 2016	<i>Vice chairman of the committee Sanofi Family Gathering 2016 for employees and family more than 1000 persons</i>
2016 - 2016	<i>Members of Sanofi Management Representatives Team for Formulation of PKB SPSI Sanofi, Period 2016 - 2018 (Perjanjian Kerja Bersama management dan Serikat Pekerja)</i>
2015 - 2017	<i>Project Leader of Sanofi Medical Representative Patient Centric Selling Skill Competition</i>

OTHER SKILLS AND CERTIFICATES

Language Skills:

- *Bahasa Indonesia (Native)*
- *English (Intermediate)*

Certificates:

- *Trainer Certified (BNSP)*

PERSONAL COMPETENCIES

- *Ability to work in a fast-paced environment to set deadlines*
- *Excellent oral and written communication with an exceptional attention to detail*
- *Highly organised with a creative flair for project work*
- *Enthusiastic self-starter who contributes well to the team*
- *Experience as an Area Sales Manager in various area*

INTERESTS AND ACTIVITIES

- *Travelling, surfing, slide design*

REFEREES

Abdullah Munawil <i>Senior Field Training Manager</i> <i>Sanofi Indonesia</i> (Direct Manager) Ph: +628129645495	Bekti Wibowo <i>National Sales Manager Sanofi Indonesia</i> (Direct Supervisor at I was a Senior Area Manager's position) Ph: +6281949762243
BungaranPanggabean <i>Director of Operational</i> <i>PT AntarmitraSembada</i> (Direct Directur) Ph: +628121101981	