



BUMN

KEMENTERIAN
BADAN USAHA
MILIK NEGARA
REPUBLIK
INDONESIA



ACT
CONSULTING
INTERNATIONAL



AoC Airnav

Senin, 4 Oktober 2021

RULES & TIPS MENGIKUTI ONLINE TRAINING



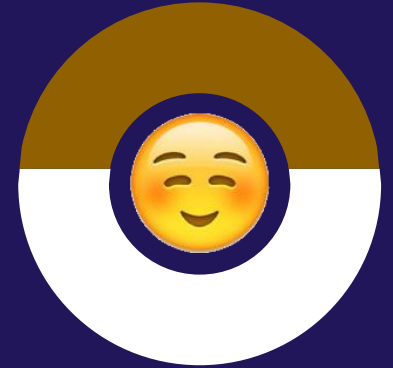
Memulai Dengan
Do'a Dan Niat Yang
Tulus



Simulasikan Mute
& Unmute Mic,
Raise Hand, Chat



Pahami
Penggunaan
Aplikasi ZOOM



Siap Untuk
Mengikuti Training
Dalam Ruangan
yang Tenang

RULES & TIPS MENGIKUTI ONLINE TRAINING



Usahakan Kondisi
Internet Stabil
Dengan Paket Data
yang Tersedia



Sebaiknya
Menggunakan
Earphone / Headset

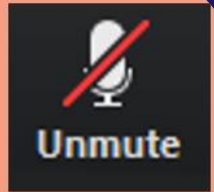


Selalu
Menggunakan
Video
(Menampilkan
Wajah), Beri Nama
Panggilan



Jika Ingin Bertanya,
Gunakan Raise Hand
(Pada Option
Participant) atau
Lambaikan Tangan ke
Kamera.

RULES & TIPS MENGIKUTI ONLINE TRAINING



Mic Selalu Dalam Keadaan Mute, Kecuali Apabila Anda Diminta Menjawab Atau Berbicara



Persiapkan alat tulis



Tidak Ngobrol Antar Peserta, Baik Langsung Maupun Di Media Chat Aplikasi Zoom Ini



Mengikuti penuh, tidak meninggalkan ruangan Training sampai dengan sesi selesai.



Kehadiran :

https://bit.ly/presensi_aoc-airnav



PreTest :
https://bit.ly/pre_aoc-airnav



INDONESIA RAYA

Courtesy of YouTube



APRESIASI

1. Kepala Divisi Organisasi & Pengembangan SDM
(Bapak Teguh Harnomo)
2. Manager Organisasi & Perencanaan SDM
(Bapak Budi Mahmudi)
3. Para Panitia & Seluruh peserta semua



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AoC Airnav

Senin, 4 Oktober 2021

16 Years Experienced Licensed Trainer
DR (HC) Ary Ginanjar Agustian

EKA CHANDRA

Certified Trainer by BNSP
Certified Public Speaker by BNSP
Certified ESQ 3.0 Coach by BNSP
Certified NLP Practitioner by ANLPM
Certified Time Line Therapy by ANLPM

Head of Trainer Development, 2021 – sekarang
Program Director ESQ Character Academy, 2018 – 2020
Branch Manager of ESQ Sulampa, 2016 – 2018

Specialized In

Character & Capacity Building, Change Agent Development,
Personal Transformation, Service & Communication Skill,
Leadership Development, Coaching with Excellence, NLP Therapy

International Experienced

Malaysia, Singapura, Australia, Maroko, Jordania,
Palestina, Saudi Arabia
550 Batches (Public & In-house)



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0813 2181 1165



@ekachandra165



@EkaChandra



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PAGI...!!! → PAGI !!!

SEMANGAT PAGI...!!! → PAGI !!! ...3X



**Apa tantangan yang dihadapi
oleh AirNav saat ini?**

**dan Bagaimana cara
mengatasinya?**



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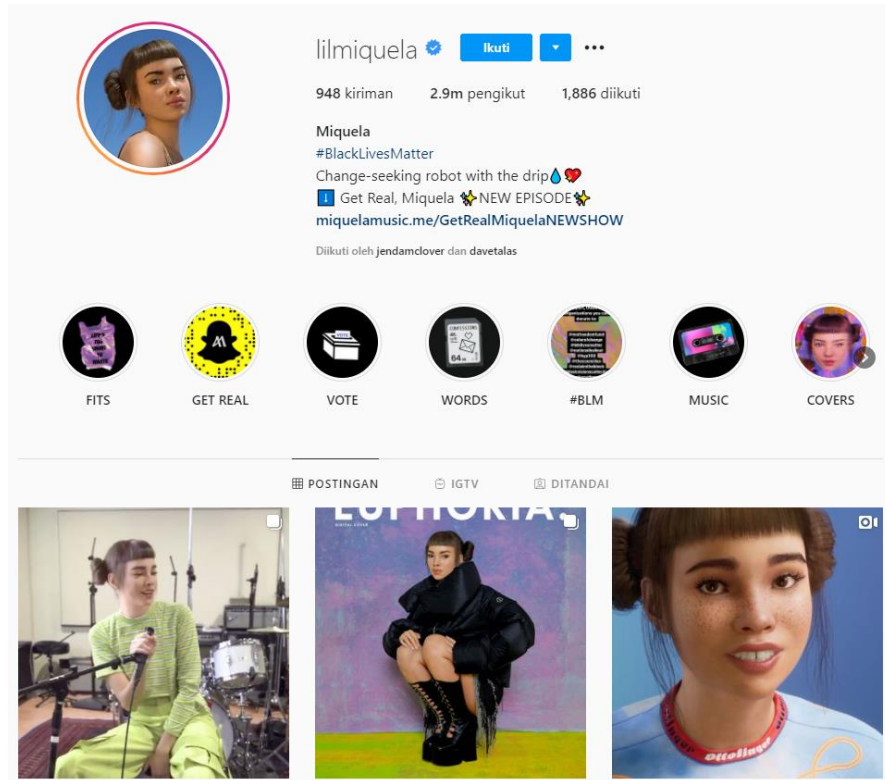
SESI 1

WHY CULTURE TRANSFORMATION

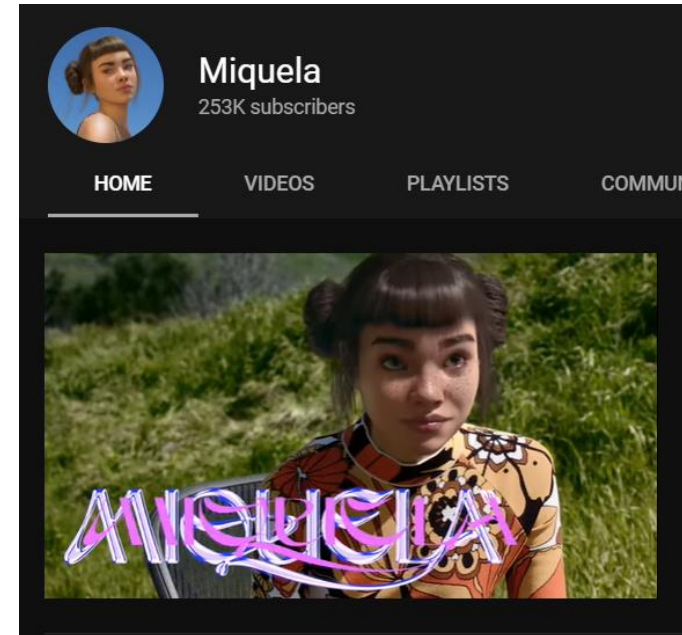




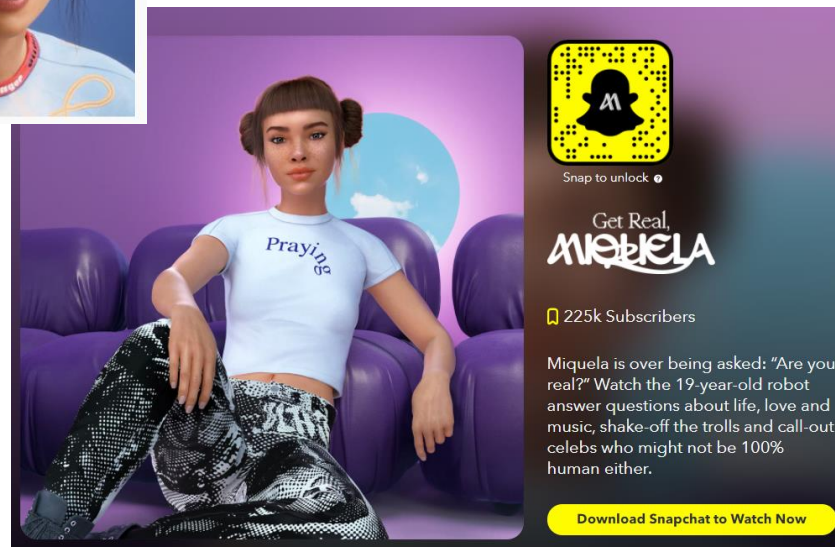
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INSTAGRAM :
2,9 JUTA FOLLOWER



YOUTUBE :
253.000 SUBSCRIBERS



SNAPCHAT :
225.000 SUBSCRIBERS

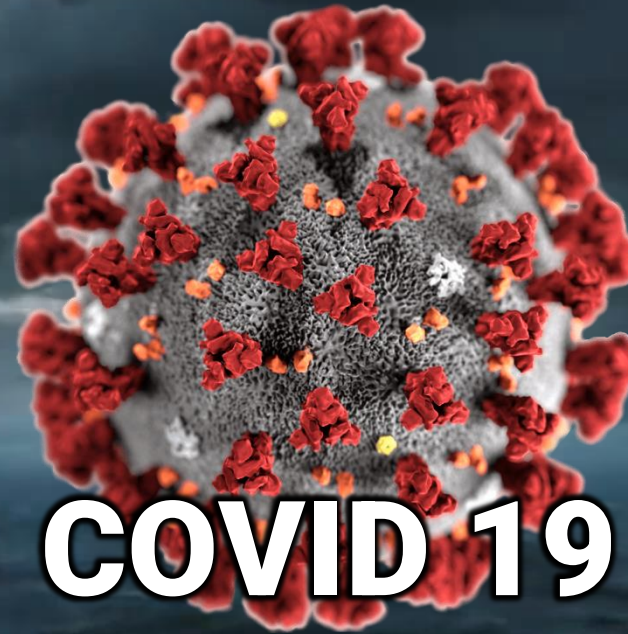


MIQUELA

- **2016 Dibuat akun profil Instagram**
- **Selama ini dianggap manusia dan akhirnya ketahuan Miquela adalah sebuah robot dengan karakter CGI (computer-generated imagery)**
- **dibekali artificial intelligence (AI) sehingga bisa beraktifitas dan berinteraksi seperti manusia pada umumnya (buat status, balas DM, menyanyi, menari dll)**

VUCA **ERA**

Volatility



COVID 19

Uncertainty

Complexity

Ambiguity

APA SOLUSINYA?

KOMPAS



JANGKAR





HOW TO SURVIVE IN **VUCA ERA**

Maintaining

**CORE VALUES &
CORE PURPOSE**

in Dealing with Change



Preserve
Core Values
Core Purpose

Change
Operating Practices
Specific Goals
and Strategies

Source: Jim Collins, GOOD TO GREAT



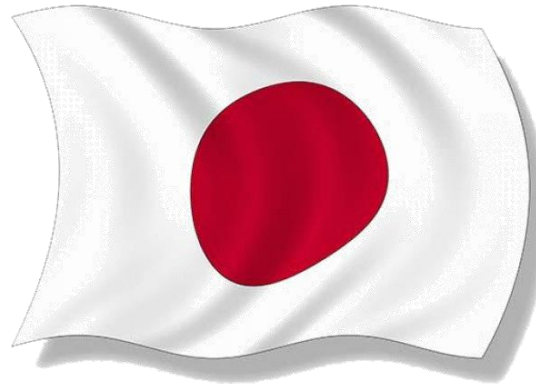
**MITSUBISHI
MOTORS**



HONDA



TOYOTA



SUZUKI

Matsushita Electric

Panasonic

Yokohama, Japan, November 2009



7 PRINSIP BUSHIDO

1. **Gi** : Integritas
2. **Yu** : Berani
3. **Jin** : Mencintai sesama
4. **Re** : Santun
5. **Makoto** : Tulus dan ikhlas
6. **Meiyo** : Kemuliaan dan Kehormatan
7. **Chugo** : Loyal



TOYOTA



MITSUBISHI
MOTORS



HONDA



SUZUKI



Matsushita Electric

Panasonic

“URINARA (DEMI BANGSAKU)”

Diligence – Self Help -Cooperation



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Income per kapita dari 67 dollar (1953)
menjadi 35.000 dollar (2016)



Culture is your company's internal **compass**, informing **actions** to take in a time of crisis

Internal compass

Actions



Purpose

Your “**North Star**” it guides your response to the crisis

Values

Communicate your **values** in a meaningful way now, when your colleagues need to hear them most

BUMN

BUMN UNTUK INDONESIA

AKHLAK

How you organize

How you lead

How you manage talent

How you interact

TOTAL Transformation Model[®]



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**BUSINESS
TRANSFORMATION**

BUMN UNTUK
INDONESIA

**CULTURE
TRANSFORMATION**

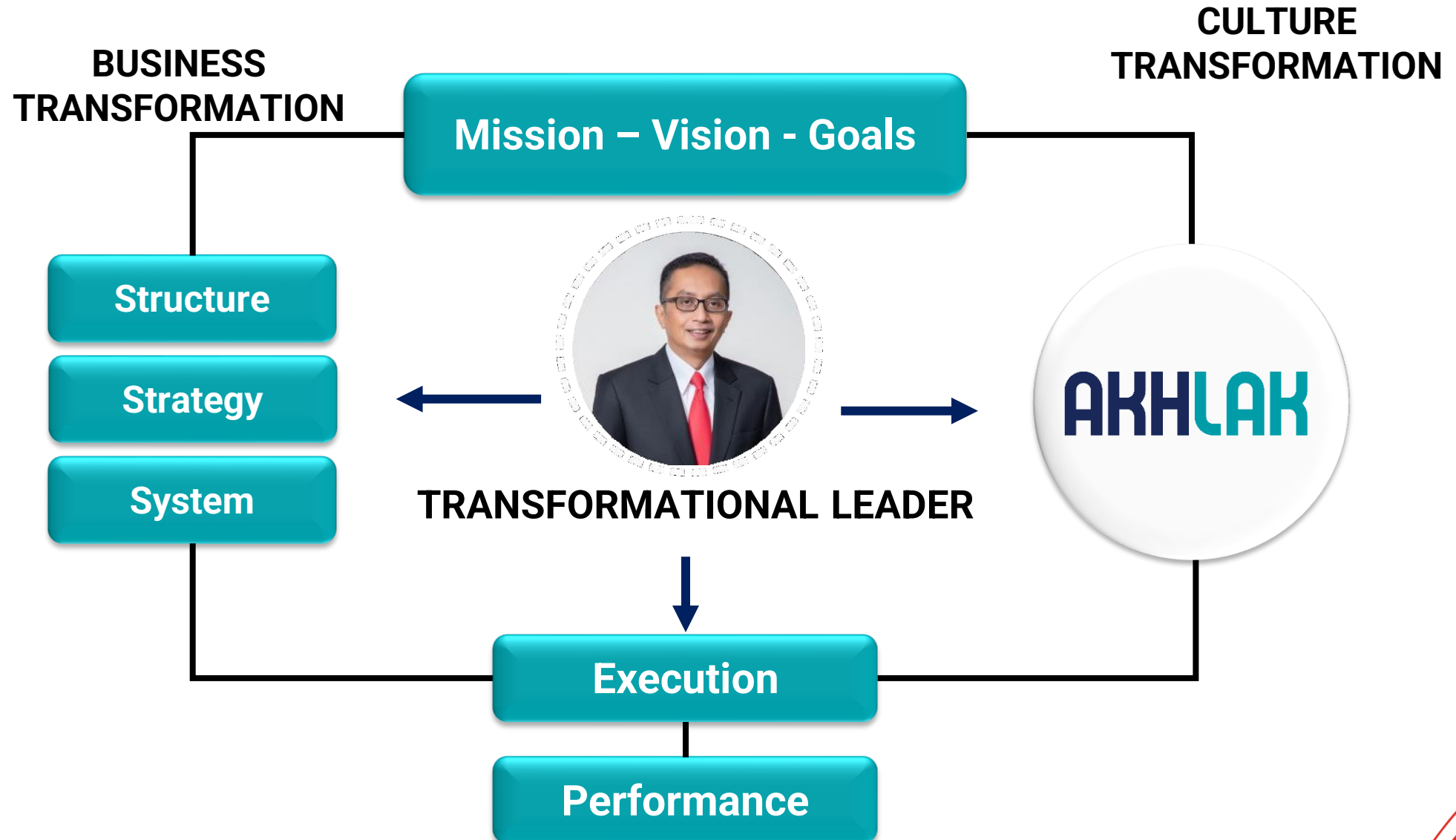


Execution

Performance



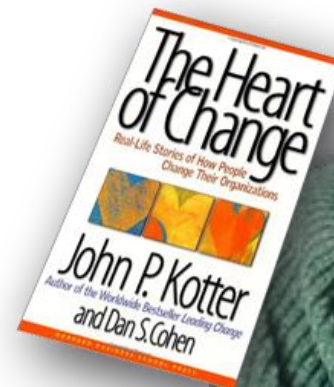
TOTAL TRANSFORMATION MODEL[®]





“Heart of Change” by John Kotter

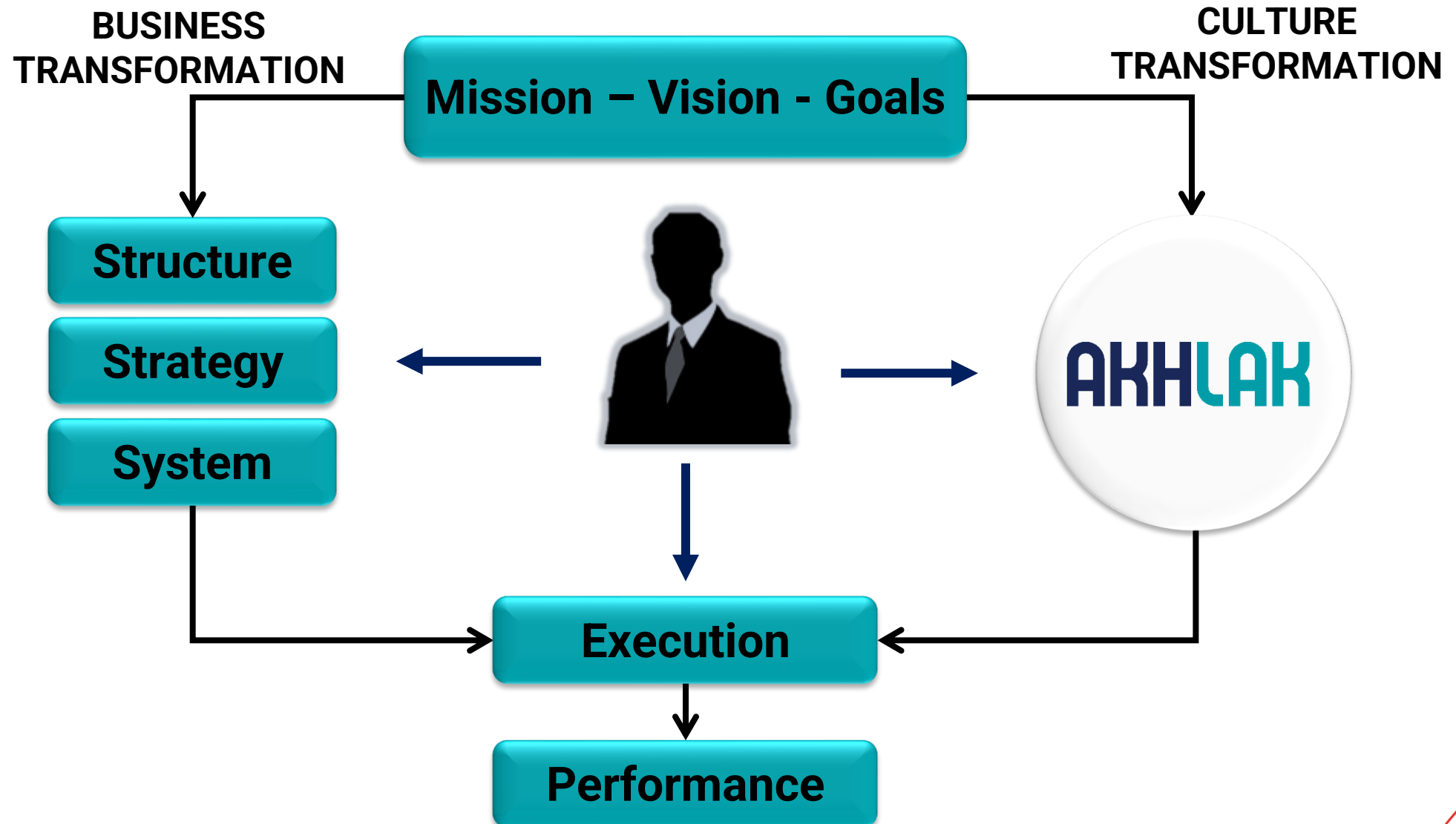
70% transformasi yang pernah dilakukan gagal karena hanya menggunakan “Kepala (Head)” tanpa “Hati (Heart)”
Pemimpin yang berhasil dalam melakukan transformasi adalah mereka yang melibatkan aspek “Hati (Heart)”



TOTAL TRANSFORMATION MODEL[®]



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SESI 2

3 PILAR BUILDING CORPORATE CULTURE BASED ON AKHLAK

SPECIAL PROGRAM MAINTENANCE MELALUI FREE ACCESS 2 MODUL



DOWNLOAD SEKARANG JUGA APLIKASI
DI PLAYSTORE



GUNAKAN VOUCHER BERIKUT INI:*

AOCAIRNAV

- Batas terakhir penukaran Voucher tanggal **31 Oktober 2021**
- Hanya tersedia **250 Voucher**



*Bagi pengguna IOS *voucher redemption* bisa melalui link: <https://bit.ly/VoucherRP> atau scan disini



Sosmed Airnav : **Airnav_Culture**





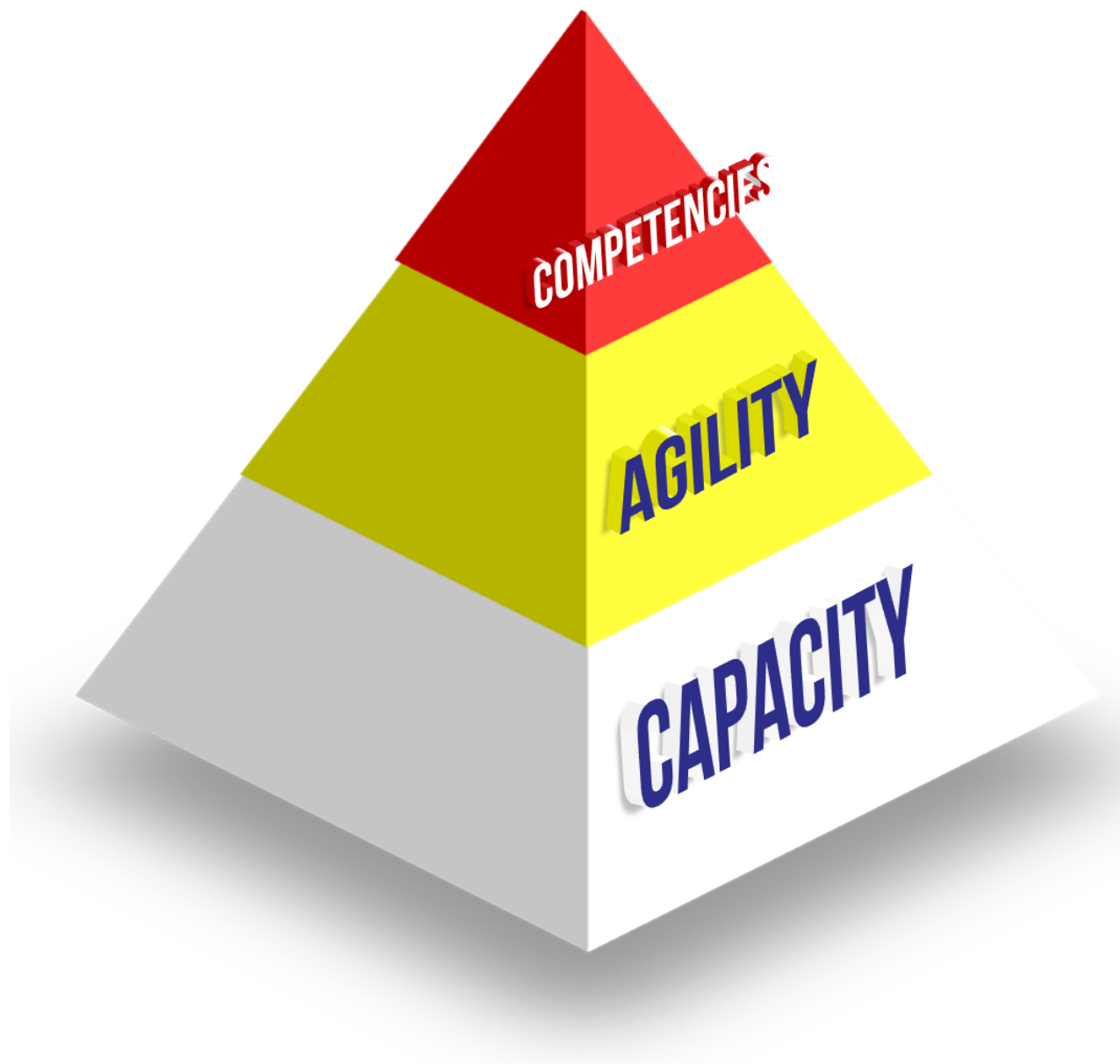


QUIZ AKHLAK





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SUPER AGILITY



1. **CHANGE AGILITY** : Mampu beradaptasi dengan perubahan apapun.
2. **MENTAL AGILITY** : Mampu bertahan dalam kondisi apapun.
3. **PEOPLE AGILITY** : Mampu kerjasama dengan siapapun.
4. **LEARNING AGILITY** : Mampu memahami dan mempelajari hal baru dengan cepat.
5. **RESULT AGILITY** : Mampu tetap berprestasi dalam kondisi apapun.



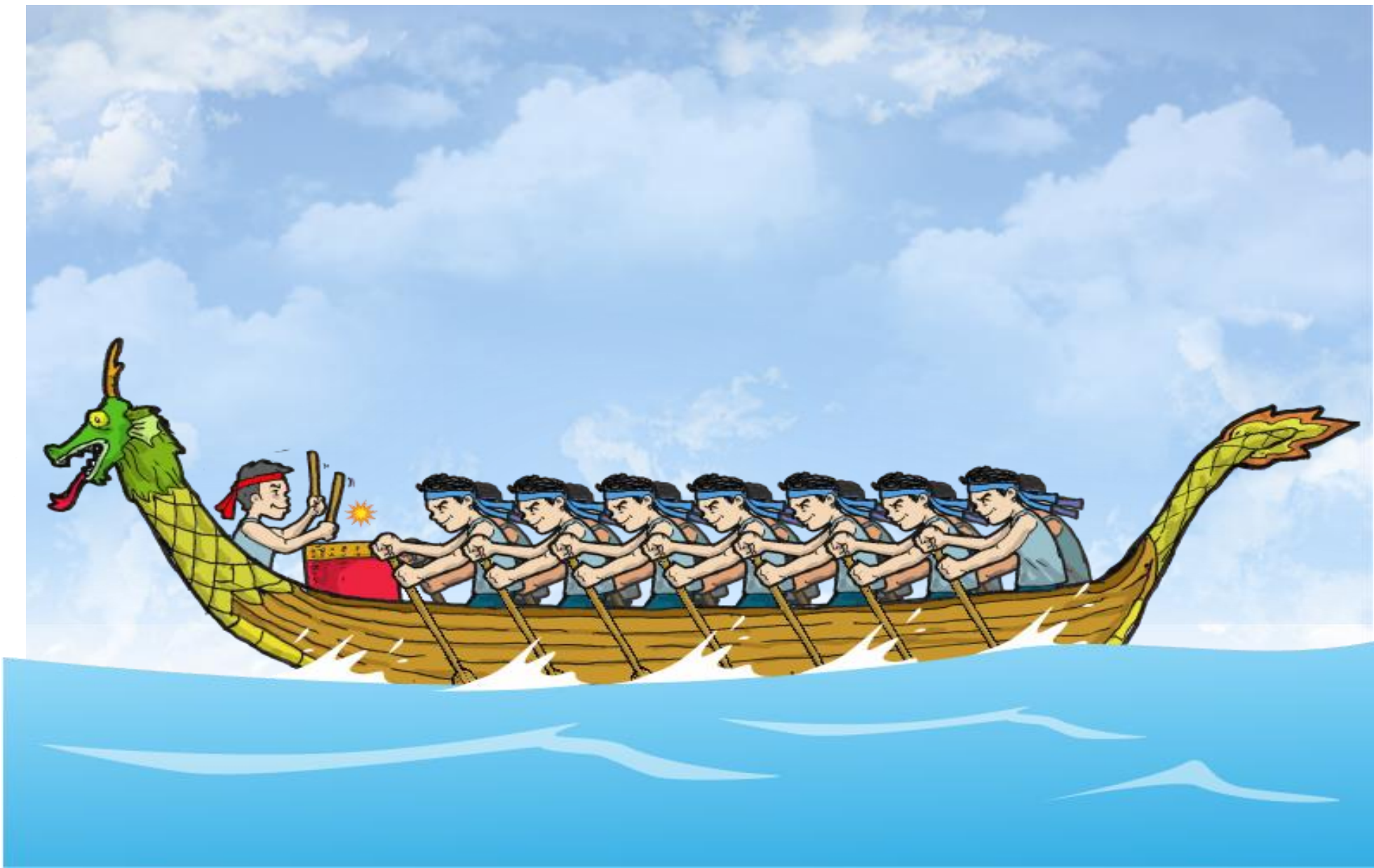
Bagaimana membangun

BUDAYA ORGANISASI





MVVM ALIGNMENT





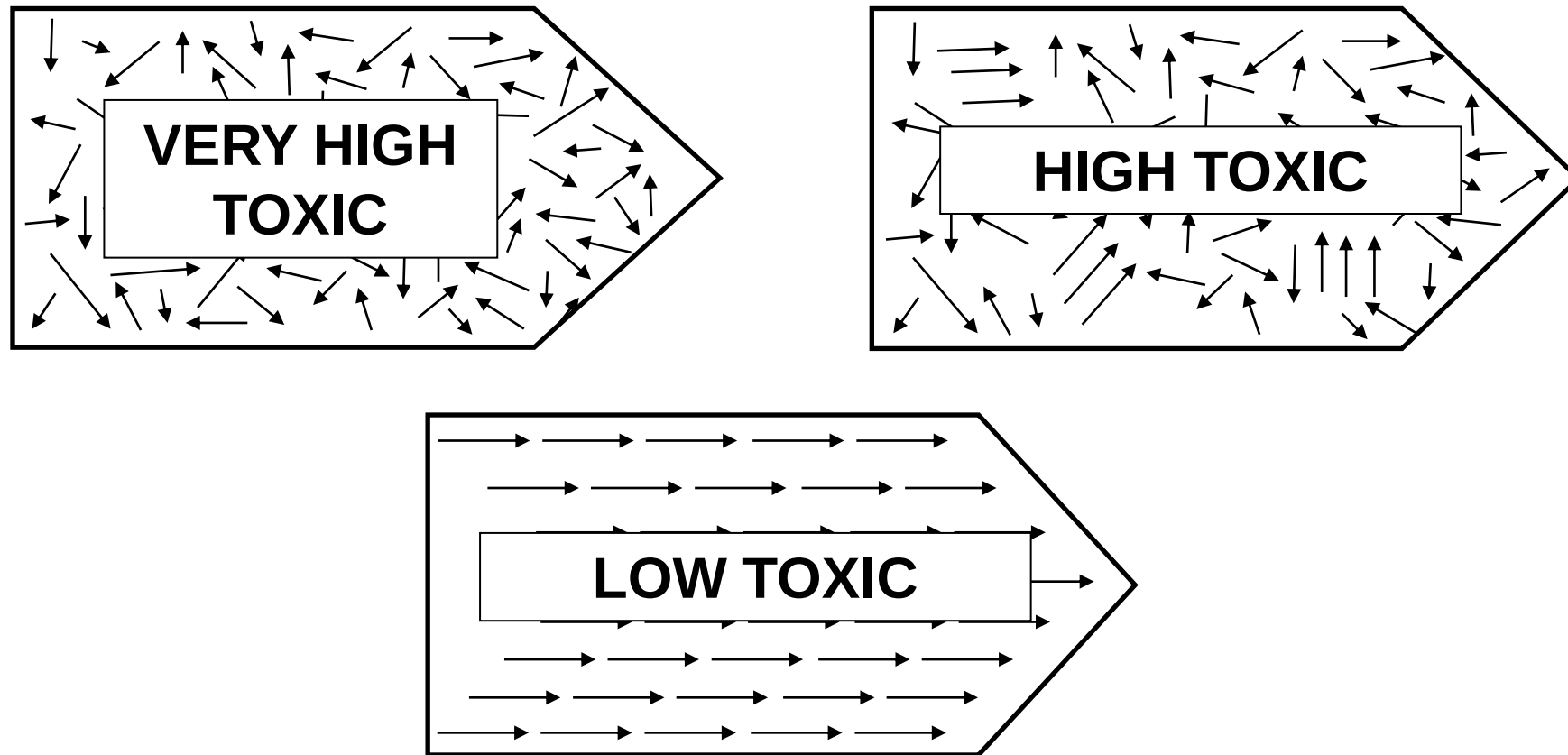
MVVM ALIGNMENT



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CLARITY OF : MISSION, VISION, VALUE & MEANING





VSL CONCEPT



VALUES

- Internalization
- Externalization
- Habits/ characters

25%

SYSTEM

- Regulations
- HR Policies

35%

LEADERSHIP

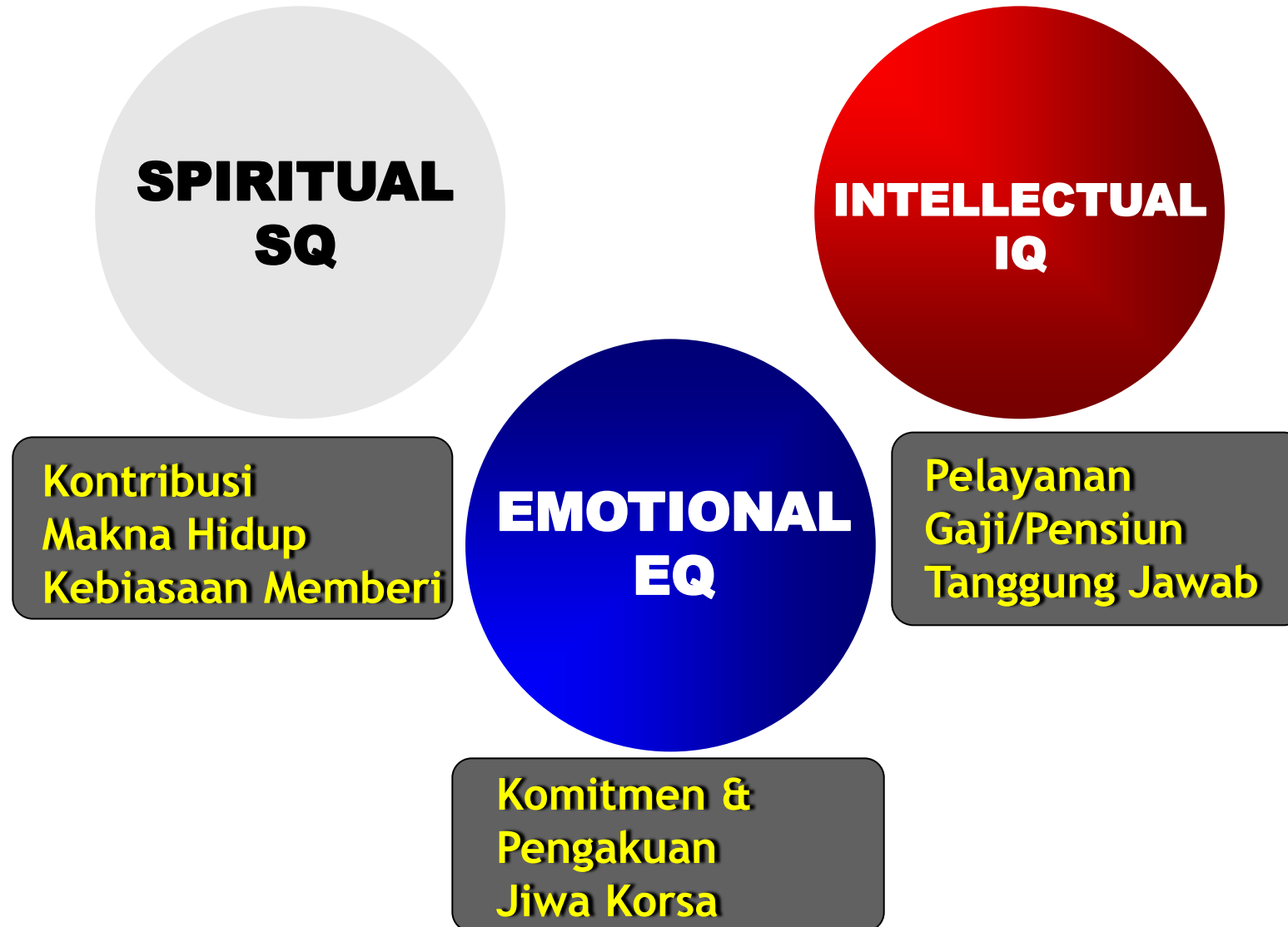
- Role model
- Change leaders
- Coach

40%

*** Dave Ulrich**

TRIPLE BOTTOM LINE CONCEPT

Penyelarasan Akal-Rasa-Hati Perubahan Dengan Tiga Kekuatan



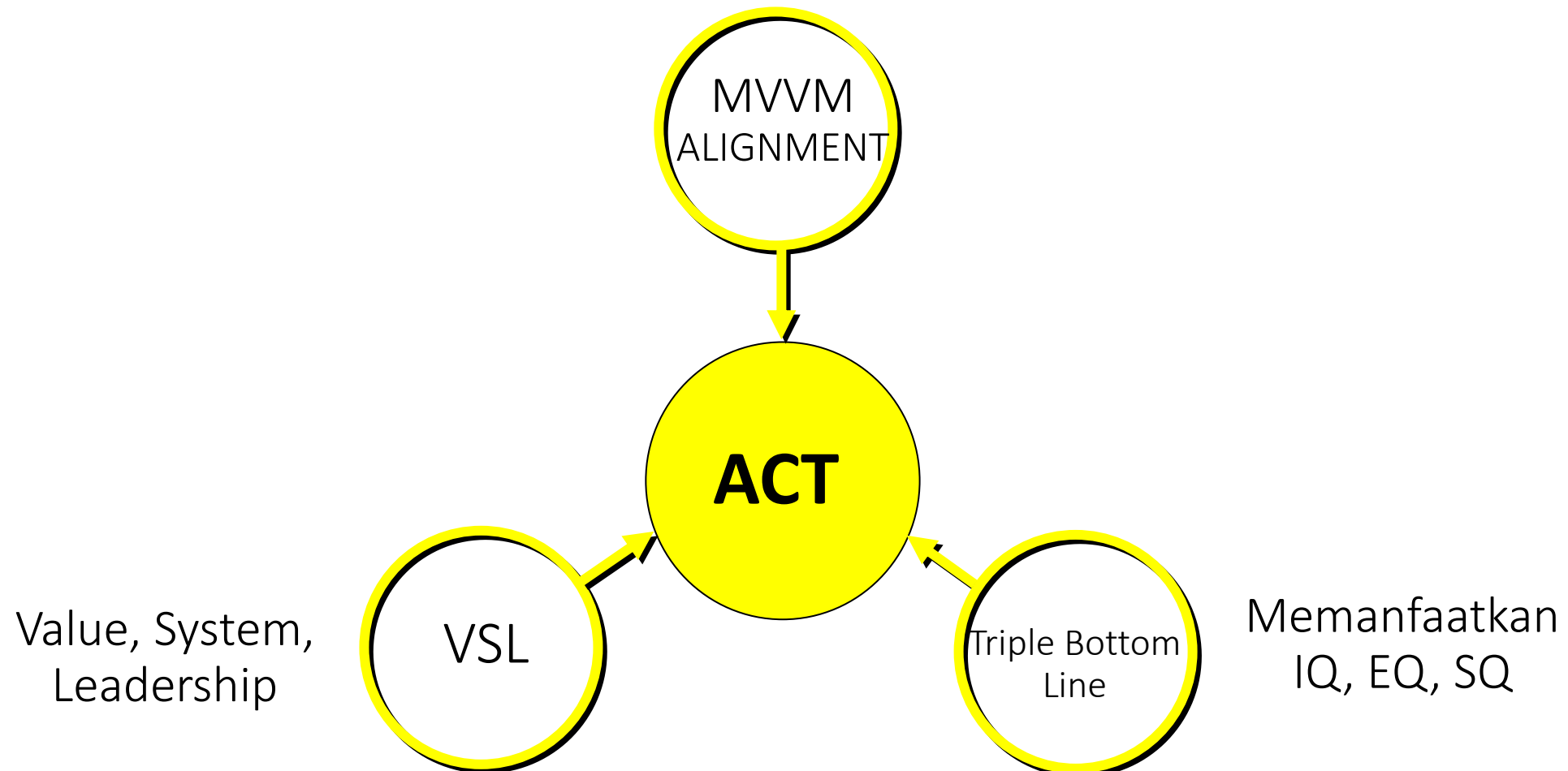
Accelerated Culture Transformation (Akselerasi Perubahan Budaya)



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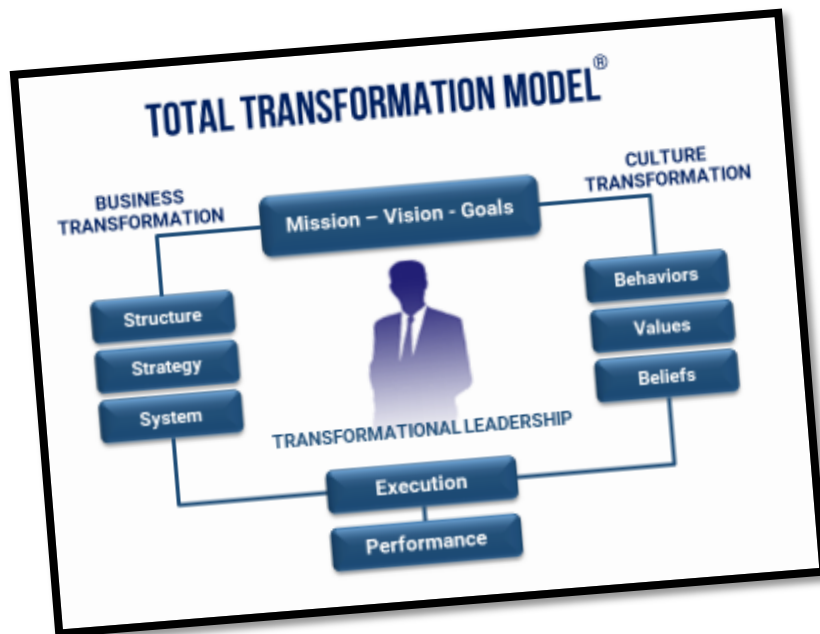


DIRECTION, ALIGNMENT &
ENGAGEMENT



“If we talk about business and management, we talk about human behaviour and human institution”

-Peter F. Drucker-



MILLION DREAMS



PostTest :

https://bit.ly/post_aoc-airnav

Feedback :

https://bit.ly/fb_aoc-airnav