



## Vina Varias, S.Psi., M.Si.

**Lead Consultant ACT Consulting, ESQ Corp**  
**Lecturer UAG University**

### **Education :**

- Andalas University, Bachelor of Psychology
- University of Indonesia, Magister Sains of Psychology Industry & Organization

### **Certification :**

- Corporate Culture Specialist – BNSP
- Corporate Culture Agent - BNSP
- Assessment Center Assessor Certification – PPM

**Experience in :** *Culture Transformation, People Development, Character Building, Assessment Centre, Leadership Development*

### **CONSULTING EXPERIENCE (2017-2024)**

#### **Organizational Culture Health Index Survey**

Mahkamah Agung, Kementerian Agraria dan Tata Ruang/BPN RI, Kementerian Perdagangan, Kementerian Keuangan, Kementerian PUPR, Perpustakaan Nasional RI, BPOM, OJK (Otoritas Jasa Keuangan), Pemkab Kutai Kartanegara, Hutama Karya, KAI, Adhi Karya, Angkasa Pura II, UTE Patria, Turangga, Perum BULOG, PTPN Group, Pelindo III, WIKA Group, Pupuk Indonesia Grup, Danareksa Holding, Bank Nagari, Bank Mandiri Taspen, BRI Life, Medco Natuna, PT Akashi Wahana Indonesia (AWI), Dok Perkapalan Surabaya, Pemprov Gorontalo, Pemko Banjarbaru, PT Len Industri, KAHA Group, Telkom Group.

#### **Agent of Change Program :**

Pupuk Indonesia Grup, Kementerian Perdagangan, Perpustakaan Nasional RI, LKPP, Pemkab Sukamara, Pelindo III, Perum BULOG, UTE Patria, WIKA, Askrida, Turangga, PTPN, Perhutani, PT Len Industri, BRI Life, RSI Hasanah, Bank Papua.

#### **Mission-Vission-Values-Meaning (MVVM) Program :**

PUSRI (Pupuk Sriwidjaja Palembang), Komatsu, PTPN Holding, PT Len Industri, Semen Baturaja, PT AWI, RSI Hasanah.

#### **Customize Survey :**

Survey AUBO Angkasa Pura II, Survey Arsitektur Kepemimpinan Angkasa Pura II, Survey AUBO AHM (Astra Honda Motor).