



GREAT LEADER Challenge

Driving business outcome.



Doing Agile.



Establish ecosystem integration.



Pain Point



Not everyone is born a leader.



Develop leadership only in the classroom, no transfer of learning.



The context is not suitable for showing their potential.



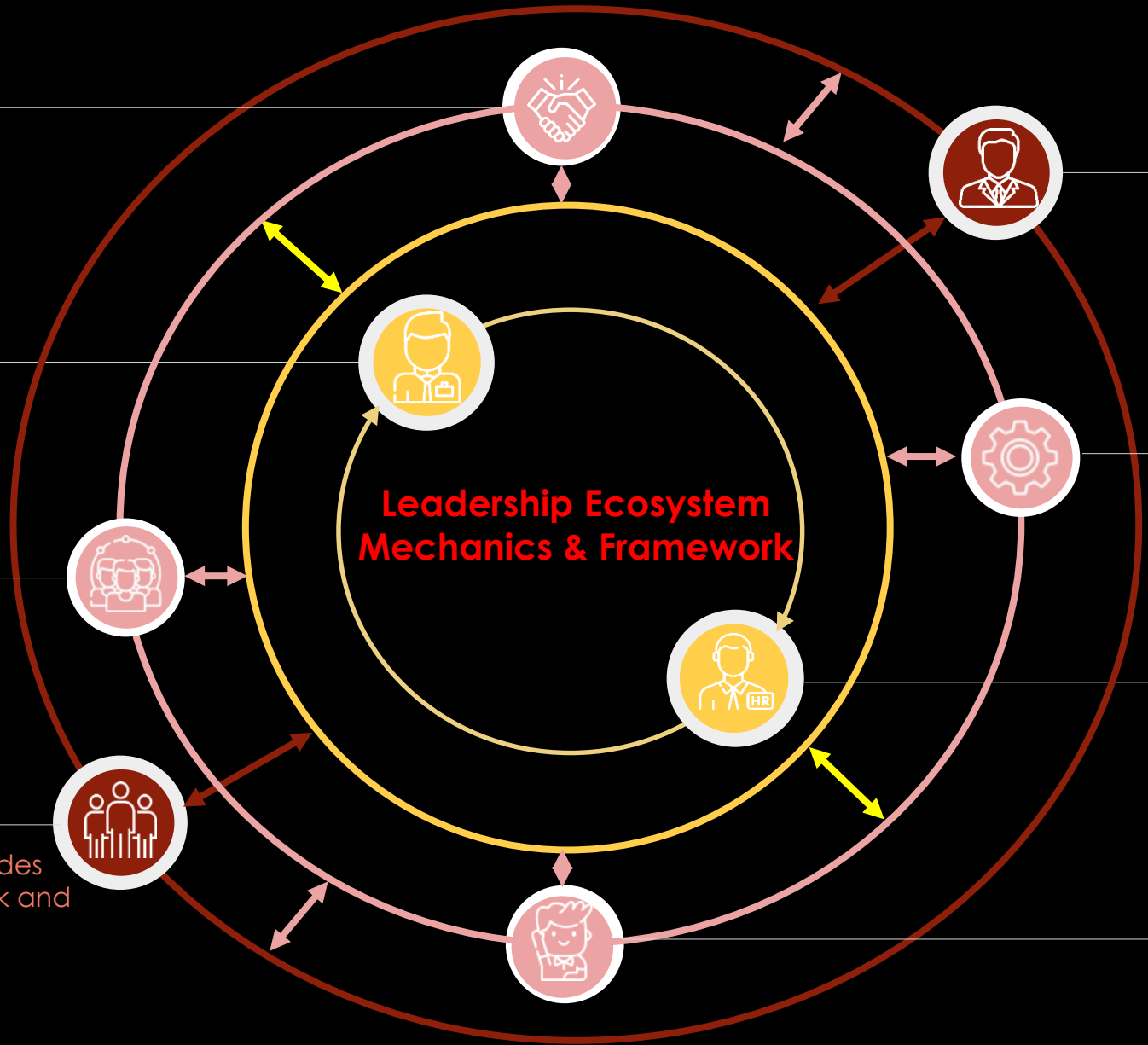
Lack of continuity in leadership skills development.

Business Partner
Clarify the business requirements and the expected output from gosoft.

Top Management
Set expectations, provide direction, and have a vision of what a future leader should look like.

Leadership Development Partner
Collaborate to design a leadership development and follow-up program for leaders.

Employee
An employee's voice provides input via upward feedback and an engagement survey.



Colleague
Provide input via peer-to-peer feedback and leadership reflection.

Technical Partner
To design a program for upskilling and reskilling on the technical side.

Human Resources
Gather and analyze information. Provide tools, techniques, and situations to unleash the leader's potential.

Academic Partner
To supply a candidate for the trainee program to participate in a project assignment.

13: Implementation

gosoft Leadership Ecosystem to Great Leader : [ACRUNE]

Objective



Create a Leadership Ecosystem to develop leaders systematically and ensure ongoing sustainability.



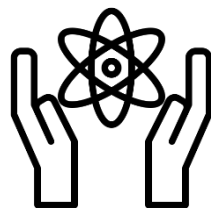
Build a great leader who can drive business results.



leader drives employee engagement.

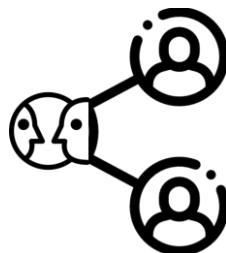
APPROACH Build leadership skills to change the culture and people that create value in organization under VUCA world

C Creation a Shared



Empower leaders to create a mission, share strategies, and engage them to deliver results that align with business strategies.

R Reflection



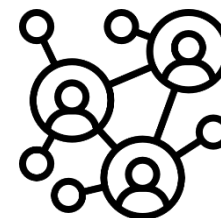
Always do self-reflection and share experiences with others to be able to adapt and supervise professionally in various situations.

U Unleash Talent



Develop and encourage all employees to be able to unleash their potential and create value for the organization, society, and nation.

N Networking



Build a strong internal and external network to exchange experiences and gain the reliable information. Establish a good relationship by trusting communication between each other.

ENCHANCEMENT

process for developing fundamental leadership skill, add more value in the leader role and include how to recognize a team through a development program inspired by CRUN to be appropriate for the situation.

Outcome



Effective Leader



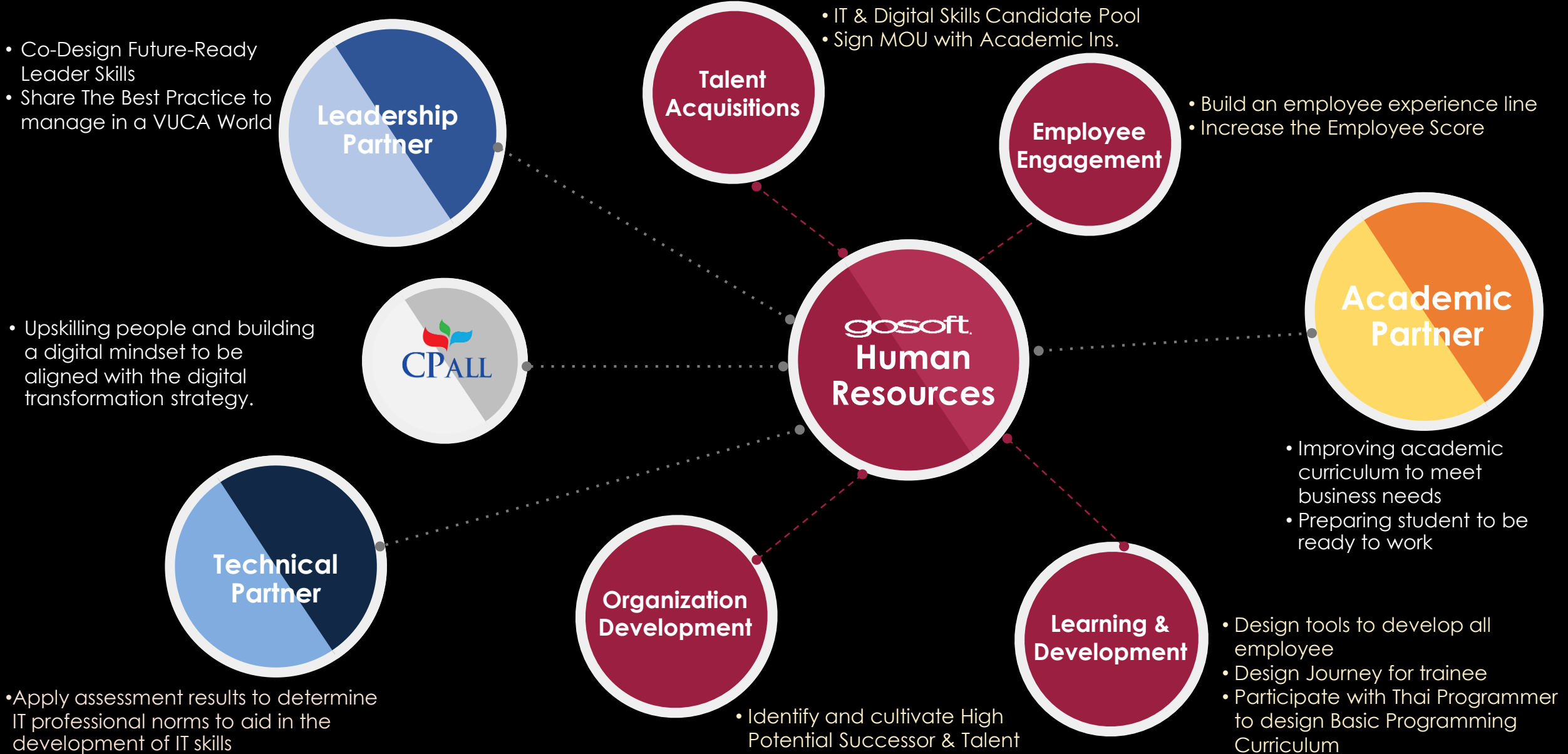
Developed & Engaged Employees



Increased Productivity in the Business



Talent, Successor. Upskilling employees



Leadership Ecosystem

350%
Increasing
Number of
Leadership
in Action.
[2019: 4 /2020: 18]

445%
Increasing
Periods of
Development
and Involvement.
[2019:11mandays/ 2020:60mandays]

89%
Participation
Rate of Leadership
Ecosystem Session.

92%
Satisfaction in
Leadership
Ecosystem Session.

Employee Engagement

28%
Increasing
Score of Driver :
Supervisor
[2018: 71.9% / 2020: 78.4%]

62%
Increasing
Engagement
Survey Score :
[2018 : 37% / 2020 : 60%]

Leadership Evaluation

77%
360° Evaluation
Leadership
Scores.

80%
Leadership
Walk the Talk
Survey.

22%
Increasing
Performance
appraisal reflects
true performance.
[2019: 57% / 2020: 69%]

Developing Potential Employees

92%
Increasing
Number
of Talent
[2019:98/2020:188
accumulated]

336%
Increasing
Number of
Successor
[2019: 3/2020:14]

71
Person
Number of
gosoft's
Employees
Upskill.

Business Impact

17%
Increasing
Business
Productivity.
[2019: 46.9% /2020: 54.2%]

62%
Increasing
Creating Value
through Talent
Project Results.
[2019: 14MB/ 2020: 53.05MB]

Potential Partner

4
Number of
Professional Partners

➤ 2 Programming
Course for
Business Applied
1 Aptitude Test for
IT Professional

5
Number of CPALL's business units in
Digital Transformation Enhancement.

➤ 169 people have
been re-skilled as
programmers and
digital mind thinkers.

10
Academic
Partner MOU Count.

➤ 137 Students for
Build-up Skill
Readiness to be
Programmers.
180% Maximum
Amount of
Income During
the Study Period.