

# PT IMTIYAZ LEARNING CONSULTING



## COMPANY PROFILE

# 2024

***Upskilling your Talent with High Touch Technology Solutions***

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## About Us





# ABOUT US

www.imtiyazlearnings.com



**Imtiyaz Learning Consulting was established in 2021 by a sales, training, and people development professional and expert who has journeyed across the business world, from SMEs to local, national, and worldwide organizations, and who built a legacy and track record of successes that can still be felt today. His sales career spanned over 25 years, beginning with newspapers, shoe polishing services, fried chicken, used clothes, computer training and applications, milk, coffee, candy, chocolate, drinks, prescription medicines, over-the-counter medicines, vaccines, medical equipment, gasoline, premium plastic furniture, production laboratory tests, cosmetics, skin care, body care, health supplements, new cars, and used cars.**

**In addition from that, more than 10,000 salespeople from various industries have been attentively trained in FMCG, pharmaceutical, oil and gas, cosmetics, health supplements, MLM/direct selling, consumer testing service, automotive, textile, construction, safety tools, education, clinic therapy, and so on.**

**Mr Doddy Ariesta built Imtiyaz Learning Consulting based on his skills, experiences, networking and expertise, as well as his three global and three national level certificates. A training and consulting institution whose mission is to inspire and develop talent that aligns with the company's business goals. Imtiyaz was picked as the name of his first firm, which operated in the Event Organizer industry. Imtiyaz signifies excellence. This is the outcome of the services we provide to our clients.**



**Establish since 2021**



Imtiyaz Learning & Consulting



imtiyazlearnings



Imtiyaz Learnings



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# OUR FOUNDER & EXPERT

## Doddy Ariesta

Doddy is a **sales practitioner, human resources practitioner, and businessman**, as well as a training master for **Salesmanship, Sales management, and Sales Leadership** training at **Imtiyaz Learning & Consulting**, who has 6 certifications ranging from **sales, soft skills, leadership, training, personality profiling, and human resources** from reputable national and international institutions.

Doddy has worked in a variety of industries for over 22 years, including the **restaurant industry, software and application development, FMCG, Oil and Gas, Pharmacy, Direct Selling, MLM, Automotive, SME, and Start-Up**. **Extensive and in-depth experience** in local, national, and multinational corporations within the **scope of his position roles** on a **local, national, and global scale**.

He began his career as a **marketing executive** at a Software & Application Development company, as well as a **professor assistant** at FEB UI, after graduating from the **Faculty of Economics & Business University of Indonesia (FEB UI)**. His career progressed until he was trusted to become **Head of Area, Assistant Manager, Manager, and General Manager** in various national and multinational companies. His previous position before deciding to start a learning consulting firm was **General Manager Learning & Development** at Renault Indonesia.





# OUR FOUNDER ACHIEVEMENTS



## Tupperware®

Accelerating Growth in Mature Company :

- Annual Region Sales Growth **20% Above National Growth Average**. Region Sales Value > USD 30 millions.
- Asia Pacific Award for Comprehensive Salesforce Curriculum for All Level.



## RENAULT

- Design Salesforce Training Program that can **contribute to 400% Car Sales Growth**.
- Design **Blended Learning Program** for Salesforce in response to pandemic.

## JAFRA

Starting Up the Company :

Lead **JAFRA Development Training Program** (the Combined Training & Sales Marketing Strategy) → **Monthly Sales Growth 1000%**. From USD 30K to USD 300K Monthly sales, within 9 months.



Nestle

- **Strong Double Digit Sales Growth** in 9 months.
- **500% Growth** in Market Visibility.
- Decrease Market Return from 12% to 0.4%.

## SGS

**100% Sales Growth** in B2B Key Clients



**500% Sales Growth** in Low Season

# GROWTH



- Design **Leadership Development Program** for Supervisor, Assistant Manager, Manager, Senior Manager, and General Manager level.
- Design **Transparent Performance Appraisals** and **Performance Bonus**.
- Design **Succession Plan** for Senior & General Manager level.

CARSOME

Lead, Design, & Launch **Strategic Global Project** for Used Car Inspection Blueprint in 2 months.



- Design **Comprehensive & Integrated Curriculum** for Salesperson to Supervisor Level.
- Develop Internal Talent for Promotion.
- Reducing Salesforce Turnover.

# OUR FOUNDER CERTIFICATION



## International Training Course

## National Certified



**Certified Trainer for Situational Leadership II, Blanchard International, USA.**

**Certified Trainer for Speed of Trust, Franklin Covey, USA.**

**Certified Behavior Analyst, Predictive Index, USA.**

**Fundamental Direct Selling 4 Days International Workshop, Dan Jensen Consulting, USA.**

**Automotive Sales & After Sales Management International 4 Days Workshop, Nissan Global, Japan.**

**Certified Human Resource Management, BNSP, Indonesia.**

**Certified NLP Practitioner, IndoNLP, Indonesia.**

**Certified Trainer, Pertamina Training Consulting, Indonesia.**

**Bachelor of Economics, University of Indonesia**

**Major : Marketing**

**Minor : Insurance**

**Extra Curricular : Human Resource Management; Islamic Business/Economics; Project Management.**

# COMPANIES WE HAVE HELPED



Doddy Ariesta has helped and led sales teams to achieve top line and bottom line targets, delivered hundreds of training sessions, designed comprehensive learning curriculums for thousands of sales & business people at these companies:



Tupperware®

JAFRA



mas



SGS



Amway

Bimbellavender  
RAJANYA BIMBEL SUPERCAMP



GEOFORCE INDONESIA  
geosynthetics engineering



quran cordoba

PRESENTA



natura  
Dental Center





# OUR LEARNING PHILOSOPHY



**Mindset on  
Personal Growth  
& Company Growth**

**&**

**Easy to  
Understand  
& Implement**

*We try to understand the bigger picture and the role of each training topic in the growth of the participants as well as the organizations as a whole.*

*Our Master Trainer is very hands-on in conducting Training Need Analysis and has 20+ years growing salesforces to ensure the training becomes a part of a solution not just another training.*

*We design the learning experience that enables participants to understand and implement the materials using a why-what-how flow.*

*We use a blend of learning methods, such as concepts, stories, simulation, tools and tailored case studies in order to help participants get the most out of the trainings sessions.*



# CONSULTING AT CLIENT SITES

PRESENTING THE GTM STRATEGY CONCEPT



KICK OFF THE PROJECT



HRD CONSULTING



MARKETING CONSULTING



SALES CONSULTING





# DELIVERY METHOD

## SALES TRAINING



## LEADERSHIP TRAINING



*"Success can be attained through integrity, trust, humility, and discipline."*



# DELIVERY METHOD

COMPETENCE DELIVERY



GROUP DISCUSSION



ATTENTIVE LEARNERS



FUN LEARNING AMBIENCE



*"Our experience has shown that a combination of several delivery methods works more effectively to help ensure our training objectives are met."*



# DELIVERY METHOD

## *Pre Training:*

- *Pre-test*

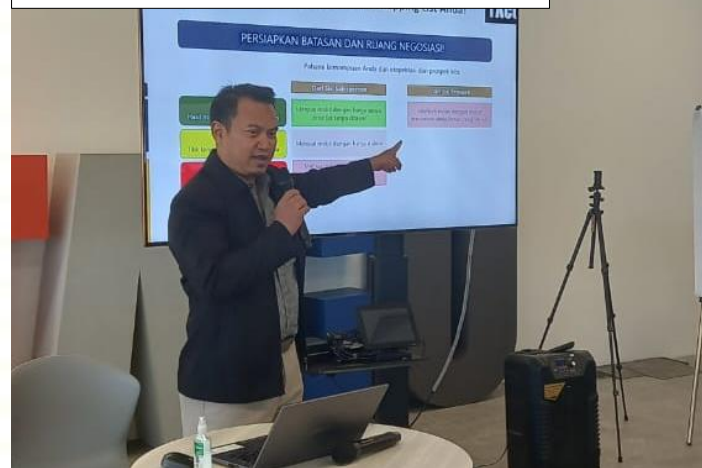
## *Training:*

- *Interactive lectures & discussions*
- *Individual/group projects*
- *Individual/group presentations*
- *Role playing*
- *One on one feedback*

## *Post Training:*

- *Post-test*
- *Coaching sessions*
- *Individual progress report*

### ENTHUSIAST TRAINER



### DYNAMIC ROLE PLAY



### GROUP PROJECT



### GROUP PRESENTATION





# INTERACTIVE VIDEO LEARNING @LMS IMTIYAZ





# PT IMTIYAZ LEARNING CONSULTING



Education Technology Company

## TESTIMONIES

***Upskilling your Talent with High Touch Technology Solutions***

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# The Testimonies



**Peter Kropp** · 1st

Global Director the Body Shop at Home

April 7, 2016, Peter managed Doddy Ariesta directly

All LinkedIn members

Source : [www.linkedin.com/in/doddyariesta-imtiyazlearningconsulting/](http://www.linkedin.com/in/doddyariesta-imtiyazlearningconsulting/)

It's a pleasure to write a letter or recommendation for Doddy. I personally recruited him and he was a very important part of our sales and training team. He was tasked with a very challenging project to help create a strong training platform for the start up of our operations in Indonesia and excelled in this role. He collaborated closely with the head of sales and working with the senior leadership team to roll out this program across the country. It was a central pillar of our success and helped position the local market to be fastest growing market in the company. The program was done on a 'shoe-string' budget and took a great deal of ingenuity, creativity and passion to bring it to life. I'm grateful for what Doddy gave to this program. Daddy is intelligent, knowledgable, trustworthy and a hard worker. He understand the world of training very well, is a motivational speakers, cares deeply about the member experience and is always willing to adjust and moderate his approach as circumstances dictate. He is comfortable working in a multi-cultural/multi-natioanl environment and can bridge the differences between cultures very well. He is a talented professional and I recommend him with full support in his career. He will be a welcome addition to any team.



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# The Testimonies



**Evelyne Klepic** · 1st

Country Director France

July 11, 2015, Evelyne managed Doddy Ariesta directly

All LinkedIn members

Source : [www.linkedin.com/in/doddyariesta-imtiyazlearningconsulting/](https://www.linkedin.com/in/doddyariesta-imtiyazlearningconsulting/)

Doddy worked 2 years in Jafra PT Indonesia as our Training Manager. His main task was to create a whole training concept, with different modules in the field of MLM and party plan. (such as motivation, self-management, business best practices, how to generate sales, product trainings, how to recruit new clients). Then Doddy went on then to implement those modules in the sales field and train the internal teams and the clients for it. This was very challenging as it was all new territory to us. Doddy managed very well the uncertainty and partial lack of resources of a start-up situation. He is a fast learner, knows how to stay calm and focused and get the job done. He is a team player and always attentive to the integration of all other team members. His conceptual and creative competence to create trainings that bring success and motivation were a big support that contributed greatly to the success of Jafra in those 2 years. Extending my warmest recommendation for his career, I wish him a lot of success. Evelyne Klepic



**Frans Irawan** · 1st

National Sales & Operations Lead

June 23, 2020, Doddy Ariesta was senior to Frans but didn't manage Frans directly

All LinkedIn members

Doddy is one of the experienced sales trainers I have ever known, understands internal and market needs, not only theory but practice in the field is very mastering, and is able to build good relationships with salespeople from various positions!



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# The Testimonies



**Arini Tathagati** · 1st

Human Capital & General Affair Manager at PT Pertamina Training & Consulting  
January 22, 2017, Arini managed Doddy Ariesta directly

All LinkedIn members

Source : [www.linkedin.com/in/doddyariesta-imtiyazlearningconsulting/](https://www.linkedin.com/in/doddyariesta-imtiyazlearningconsulting/)

Doddy has passion in training and developing people. He was part of our training team for Pertamina Gas Station Operator, and he showed a very good teamwork attitude. He worked with us for less than one year, but he already give positive contributions in training materials development and training methods improvement.



**Adi Guntari** · 1st

Non-Technical Trainer di PT Hyundai Motors Indonesia  
August 15, 2021, Adi reported directly to Doddy Ariesta

All LinkedIn members

On

I have worked with Pak Doddy for six months in PT Maxindo Renault Indonesia. He is my direct superior. Six months is a short time, but many knowledge that I get from him especially about Training Management. He is the best expertise in Training Management I have ever know, very practical and easy to understand. Everything feel so easy when working with you Pak. Thank you for opening my mind Pak.



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# PT IMTIYAZ LEARNING CONSULTING



## MEET THE EXPERT

***Upskilling your Talent with High Touch Technology Solutions***

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# THE EXPERTS



***Automotive    Manufacturing***



**Davy Tuilan**



**Willi Aulia**

***FMCG***



**Asep Susilo**

***FMCG***



**Rusijo**

***Pharmacy***



**Gunawan Raharja**

***Direct Selling    Auto EV-Tech***



**Ryan Maharyadi**



**Yuriski**

***FMCG***



**Kasman Ukkas**

***Micro Finance***



**Andri**

***MSMe/Halal***



**Dini**



# PT IMTIYAZ LEARNING CONSULTING



## SAMPLE OF PROGRAMS

***Upskilling your Talent with High Touch Technology Solutions***

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# SMART SALESMANSHIP 4.0 *for Sales Professional*



In **today's commercial world**, where the **Industry 4.0 ecosystem** is a **new industrial revolution** in the **twenty-first century**, **salesmanship capabilities** that are **increasingly complicated** and **far more innovative than in earlier eras** are required. This requires a **sales professional's intelligence** and **agility** in driving one's own abilities to continue to be productive as well as constantly adapt to keep up with current trends.

As a **result**, the **sales professional** is **not only self-motivated**, but he also constantly **hones his abilities** and adapts to **quick changes**, particularly **technological innovations** in our century. This is due to the fact that those who are unable to adjust to these changes will be crushed by the wheel of time.

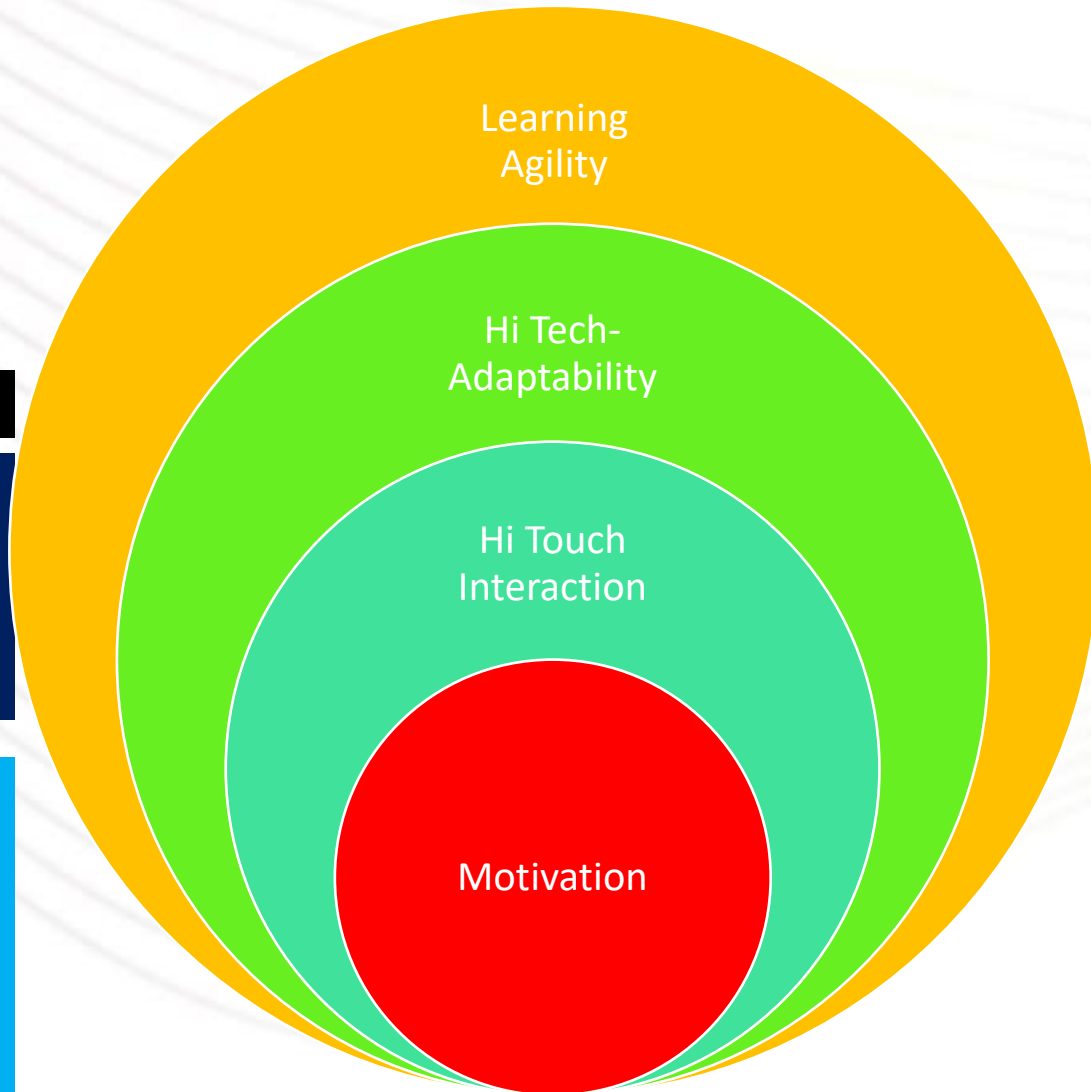
**Imtiyaz Learning & Consulting** strives to provide the finest quality training for each of our clients, forming sales professionals who are self-motivated, proficient, versatile, and ready for advancement.

## Competency to be covered :

- |                    |                      |
|--------------------|----------------------|
| ■ Communication    | ■ Self Management    |
| ■ Collaboration    | ■ Result Orientation |
| ■ Learning Agility |                      |



# SMART SALESMANSHIP 4.0 WORKSHOP *for Sales Professional*



***The Smart Salesmanship 4.0 Workshop*** aims to build internal drive in participants independent of professional and personal objectives.

Furthermore, initiating changes in terms of participants' adaptability in adjusting themselves and their sales methods to assist their sales performance using all useful resources and application software.

In addition, we provide participants with technical capabilities for applying the most recent artificial intelligence technologies to boost their sales achievements.

Participants not only learned how to use cutting-edge technology, but they also improved their ability to connect with customers.

As a result, a high-tech, high-touch strategy improves sales performance.

# SMART SALESMANSHIP 4.0 WORKSHOP *for Sales Professional*



In this **2-days SMART SALESMANSHIP WORKSHOP 4.0**, we will boost participants' motivation and potential within themselves while honing their interpersonal and managerial skills. Topics that will be discussed in this workshop include:

## **MOTIVATION**

1. Get to know **self-motivation** with **3 Meta Motivation Programs**.
2. **Align Goals** of **personal interests** with **company goals S.M.A.R.T.-/y**.
3. **Defining** and **chunking down career and life goals**.
4. Increase **self-motivation** with **Self Hypnosis**.
5. **Maximizing the learning curve's** career journey.
6. Use the **1/3 law of self-sharpening** to improve yourself.

## **HI-TOUCH INTERACTION**

1. **Opening conversation** with prospect on high trust.
2. Establish **powerful trust during closing**.
3. **Reading the gesture of customer**.
4. **Developing personal connections** with customers in order to communicate and collaborate with them.
5. **Maintaining lifelong trust** through the customer journey.



# SMART SALESMANSHIP 4.0 WORKSHOP *for Sales Professional*



## HI-TECH ADAPTABILITY

1. **Understanding prospects by comprehensive buyer profiling.**
2. **Customer purchasing power analysis.**
3. **Smart canvassing technique 4.0.**
4. **Enhancing copywriting technique.**
5. **Writing fluently and advance of business offerings.**
6. **Geo and socio mapping technique.**
7. **Technique for digital listing.**
8. **Customer visualization technique.**
9. **Technique for business-to-business.**
10. **Maximizing artificial intelligence to its full potential for sales success.**

# SMART SALESMANSHIP 4.0 WORKSHOP *for Sales Professional*



The Learning Objectives for Participants is

1. Capable to **recognize and improve** their **own drives independently**.
2. Capable of **defining career interests** and **aligning them with company goals**.
3. Capable of **understanding prospects and customers, communicating and cooperating efficiently**.
4. Capable of **constantly and independently sharpening oneself**.
5. Capable of **forming solid relationships and trust** in one another.
6. Capable of **boosting your sales success by harnessing your potential**.
7. Capable of **utilize cutting-edge technologies to boost sales success**.
8. Capable of **learn multiple strategies** for achieving **sales success that blend high touch and high tech**.

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |



# BLENDED LEARNING PROGRAM

## 1 Interactive Video Learning



***Knowledge Based Learning***

**Access anytime! Anywhere!**

**Interactive Video Learning**

Pre & Post Test

## 2 LIVE! Online Learning



***Knowledge Based Learning***

**Equalize Learners Comprehension.**

**LIVE Interaction Learning with Expert**

Questions & Answer with The Expert

Pre & Post Test

## 3 In Class Learning



***Skill Based Learning***

**Sharpen Individual Skills**

**Experiential Learning**

Role Play

Simulation

Group Discussion

Case Studies

Fun Games

Pre & Post Test

# SMART SALESMANSHIP 4.0

## BLENDLED LEARNING PROGRAM



1

### Interactive Video Learning



***Knowledge Based Learning***

**Access anytime! Anywhere!**

Interactive Video Learning

Pre & Post Test

**PLANNING**

**BUILDING TRUST**

**DEAL WITH  
CUSTOMER**

### Interactive Video Modules @ 20 minutes/module :

1. The Core Competence of Salesmanship
2. Sales Targeting & Planning
3. Prospecting
4. Building Trust toward Customer
5. Customer Need Exploration
6. Sales Presentation
7. Handling Objection
8. Negotiation Plan
9. Effective Negotiation
10. Effective Closing Technique
11. Maintaining Long Life Sales



# INTERACTIVE VIDEO LEARNING @LMS IMTIYAZ



## BLENDED LEARNING PROGRAM

### LIVE! Online Learning

2



### Knowledge Based Learning

### Equalize Learners Comprehension.

LIVE Interaction Learning with Expert  
Questions & Answer with The Expert  
Pre & Post Test

### Live Online Discussion Topics :

1. *The Core Competence of Salesmanship*
2. *Sales Targeting & Planning*
3. *Prospecting*
4. *Building Trust toward Customer*
5. *Customer Need Exploration*
6. *Sales Presentation*
7. *Handling Objection*
8. *Negotiation Plan*
9. *Effective Negotiation*
10. *Effective Closing Technique*
11. *Maintaining Long Life Sales*





# SMART SALESMANSHIP 4.0

## BLENDED LEARNING PROGRAM



3

### In Class Learning



### Skill Based Learning



### Sharpen Individual Skills

Experiential Learning

Role Play

Simulation

Case Studies

Fun Games

Group Discussion

Pre & Post Test

# BENEFITS OF BLENDED LEARNING



- 1. Wide Range of Learning Network.***
- 2. Highly Efficient Transportation (Flight, Taxy, etc.) Cost.***
- 3. Highly Efficient Hotel Cost.***
- 4. Highly Efficient Meals & Drinks Cost.***
- 5. Highly Efficient Venue Fee.***



ENGLISH



*2 DAYS WORKSHOP*

# ***SMART COLLABOR-ACTION WORKSHOP***

**For Professional Level**



# SMART COLLABOR-ACTION WORKSHOP *for Professional Level*



## ENGLISH

In this Industry 4.0 era, **every employee** must be **more professional**. The demands of the times are so great, and the **changes** are **fast** and **often unanticipated**. A **professional employee** must be able to **raise his motivation to a higher level**, as well as **constantly refine his skills** while **expanding his knowledge** and **broadening his perspectives**.

He must be able to **control himself in terms of motivation, work, self-improvement, and time management**. He must also be a **communicative and collaborative individual**. He must be able to **articulate his views and ideas clearly**, as well as **execute them professionally and effectively**, even **exceeding expectations**.

As a result, Imtiyaz Learning Consulting is here to bridge the skill gap and improve it even further in our training product, **SMART COLLABOR-ACTION WORKSHOP**.

### Competency to be covered :

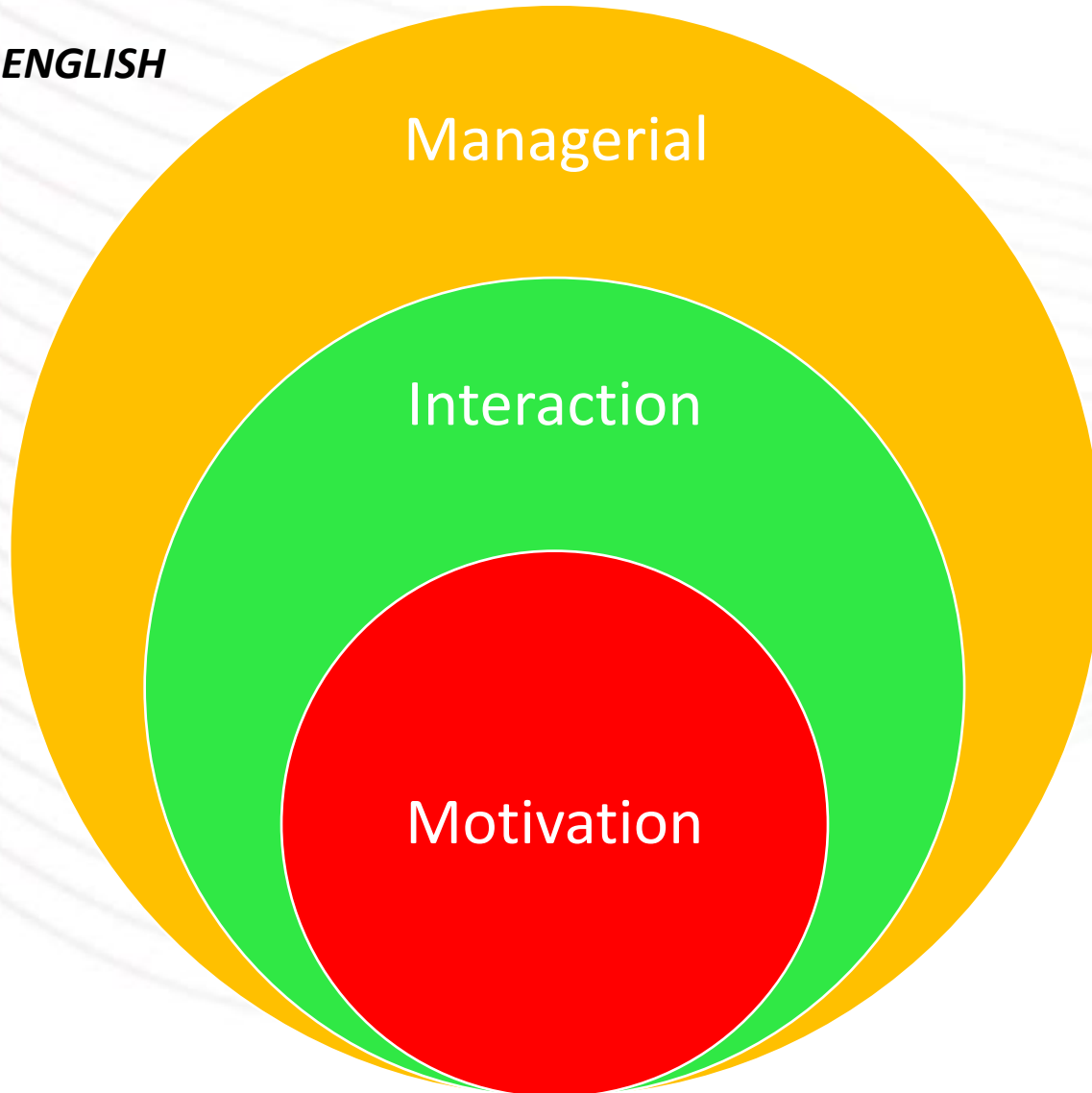
- |                    |                      |
|--------------------|----------------------|
| ■ Communication    | ■ Self Management    |
| ■ Collaboration    | ■ Result Orientation |
| ■ Learning Agility |                      |



# SMART COLLABOR-ACTION WORKSHOP *for Professional Level*



ENGLISH



We aim to enhance the **participants' motivation** and **potential within** themselves while **sharpening their interpersonal** and **managerial skills** throughout this two-days SMART COLLABOR-ACTION WORKSHOP.

We will begin this class with the fundamentals, namely **Motivation**, followed by **Soft Skills**, and concluded with **Managerial Skills**.

First, **methods for improving** and **honing** each employee's **self-motivation** so that they might **become exceptional** and **professional persons** on their own.

Then, we will improve **employees' interaction abilities**, including **how** they **empathize**, **recognize others**, **communicate**, and **collaborate effectively**.

Finally, with **proper self-**, **time-**, and **task-management skills**, we will perfect the **outstanding** and **professional personality**.

# SMART COLLABOR-ACTION WORKSHOP *for Professional Level*



## ENGLISH

In this 2-day SMART COLLABOR-ACTION WORKSHOP, we will boost participants' motivation and potential within themselves while honing their interpersonal and managerial skills.

Topics that will be discussed in this workshop include:

1. Get to know **self-motivation** with **3 Meta Motivation Programs**.
2. **Align Goals** of personal interests with **company goals S.M.A.R.T.-/y**.
3. **Defining** and **chunking down** career and **life goals**.
4. Increase **self-motivation** with **Self Hypnosis**.
5. **Building interpersonal relationships** in **communicating** and **collaborating**.
6. Perform a ***Self Task Diagnosis*** to determine your own **level of proficiency in carrying out tasks**.
7. **Time management** must be precise, prioritized, and proportional.
8. **Tasks** should be **managed** intelligently and successfully.
9. **Maximizing the learning curve's** career journey.
10. Use the **1/3 law of self-sharpening** to improve yourself.



# SMART COLLABOR-ACTION WORKSHOP *for Professional Level*



## ENGLISH

**The Learning Objective is :** for Participants

1. Capable to **recognize and improve** their **own drives independently**.
2. Capable of **defining career interests** and **aligning them with company goals**.
3. Capable of **understanding others, communicating** and **cooperating efficiently**.
4. Capable of **analyzing their degree of proficiency** in a task **with the aim to execute optimally**.
5. Capable of **managing time** efficiently and successfully.
6. Capable of **task management**.
7. Capable of **constantly and independently sharpening oneself**.
8. Capable of **producing exceptional work results**.

## **Learning Method :**

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |

*2 DAYS WORKSHOP*

# EFFECTIVE PROBLEM SOLVING

**For Leader Level**



# EFFECTIVE PROBLEM SOLVING *for Leader Level*



## Learning Objectives :

1. Learn the fundamentals of problem solving and decision making.
2. Learn about the many various types of 7 MP/QC problem-solving tools.
3. Learn the 8 steps of Effective Problem Solving (EPS).
4. Understand how the 8 EPS phases are implemented in various scenarios within the company's operations.

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |

# EFFECTIVE PROBLEM SOLVING *for Leader Level*



In this 2-days *EFFECTIVE PROBLEM SOLVING WORKSHOP*, Topics that will be discussed in this workshop include:

- Problem Solving and Decision Making Fundamentals
- Learn the fundamentals of problem solving and decision making.
- Decision-making authority.
- The role of staff in problem solving.
- The role of superiors in problem solving.
- Understanding Problem Solving Instruments.
- 8 Steps Effective Problem Solving (EPS) :
  1. Clarification of the problem;
  2. Breakdown of the problem;
  3. Setting of targets;
  4. Root Cause Analysis;
  5. Creation of countermeasures;
  6. Thorough observation of countermeasures;
  7. Evaluation of results and process;
  8. Standardization of successful processes.
- **An overview of seven MP tools:**
  1. Stratification Graph,
  2. Pareto Diagram,
  3. Histogram,
  4. Fishbone Diagram,
  5. Affinity Diagram,
  6. Interrelationship Diagram,
  7. Tree Diagram,
  8. Matrix Diagram,
  9. Prioritization Matrix,
  10. Process Decision Program Chart,
  11. Arrow Diagram.



*2 DAYS WORKSHOP*

# AGILE LEADERSHIP DEVELOPMENT PROGRAM

**For Senior Leader Level**



# AGILE LEADERSHIP DEVELOPMENT PROGRAM



*Leadership is the most critical aspect of running a business in the Industry 4.0 age. Leadership is challenging to replicate with artificial intelligence. This expertise will never be superseded by artificial intelligence based solely on historical data. Meanwhile, leadership is highly dynamic and emotionally involved.*

*To lead an organization, qualified leadership qualities are required. Differences in technology and disruption among generations are significant factors to consider when leading. Leadership gaps are also caused by generational cultural differences. In terms of leadership styles, generational expectations can differ.*

*In this Agile Leadership Development Program, we will learn from one another how to lead our teams more agilely, with clear, objective, transparent, and humanistic goals and direction.*

## **Subjects Covered :**

- |                                |                            |                              |
|--------------------------------|----------------------------|------------------------------|
| ■ Agile Leadership 4.0         | ■ Performance Coaching     | ■ Effective Delegation       |
| ■ Leading The Youth Generation | ■ Unleashed the Motivation | ■ Counseling/Supporting      |
| ■ 4 Agile Leadership Style     | ■ Pacing – Leading         | ■ Directing with Inspiration |
| ■ Giving Effective Feedback    | ■ Objective Evaluation     |                              |



# AGILE LEADERSHIP DEVELOPMENT PROGRAM



1. Understand the Agile Leadership 4.0 concept.
2. Understanding the challenges of leadership in the face of generational gaps.
3. Discover the different characters in each generation.
4. Learn how to assess the maturity level of team members from multiple generations.
5. Understand how to demonstrate the four leadership styles to each team member in an effective and agile approach.
6. Learn how to inspire others to lead.
7. Understand how to carry out performance coaching and counseling with team members.
8. Learn how to give both positive and negative feedback.

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |

*2 DAYS WORKSHOP*



# SENIOR MANAGEMENT DEVELOPMENT PROGRAM

**For Senior Leader Level**



# SENIOR MANAGEMENT DEVELOPMENT PROGRAM



*Managerial abilities include not just the ability to manage projects and time, but also how we carry out tasks flawlessly through the hands of our brilliant and inspired team members. Management is inextricably linked to how we cope with the present VUCA business environment.*

*Volatility, Uncertainty, Complexity, and Ambiguity serve as the context for Industry 4.0, which is rife with technological upheaval. Rapid change creates both uncertainty and opportunities. It is necessary to be equipped to observe a problem from many angles and even in different time frames.*

*In this workshop, we provide expertise on management in the VUCA era, in addition to management tools that are simple to comprehend and reliable. Apart from the 8 Steps for Effective Problem Solving, we provide top executives the Keppner Tregue Decision Making Method. As consequently, Top Leaders are fully prepared to run an organization.*

## **Subjects Covered :**

- |                               |  |  |
|-------------------------------|--|--|
| ■ VUCA Business Context       | ■ Effective Goal Setting               | ■ 4 Rational Thinking Process of Keppner Tregue Method |
| ■ Industry 4.0 Characteristic | ■ Chunking the “Big Elephant”          | ■ Decision Making with 3 Time Frame                    |
| ■ TOWS Matrix Analysis        | ■ 8 Steps of Effective Problem Solving |  |
| ■ Strategic Formulation       |  |  |

# SENIOR MANAGEMENT DEVELOPMENT PROGRAM



## Learning Objectives :

1. Understand the VUCA business environment.
2. Understanding Industry 4.0.
3. Understand methods to utilize TOWS Matrix analysis.
4. Understand the process for crafting the corporate strategy.
5. Chunking the Big Elephant strategy.
6. Understand how to implement the eight steps of Effective Problem Solving (EPS).
7. Applying the Keppner-Tregue Method, comprehend the four steps of the Rationale Thinking Process.

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
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# LEADERSHIP EXCELLENCE PROGRAM

For Leader Level

# LEADERSHIP EXCELLENCE PROGRAM



*Leadership is the most critical aspect of running a business in the Industry 4.0 age. Leadership is challenging to replicate with artificial intelligence. This expertise will never be superseded by artificial intelligence based solely on historical data. Meanwhile, leadership is highly dynamic and emotionally involved.*

*To lead an organization, qualified leadership qualities are required. Differences in technology and disruption among generations are significant factors to consider when leading. Leadership gaps are also caused by generational cultural differences. In terms of leadership styles, generational expectations can differ.*

*In this Leadership Excellence Program, we will learn from one another how to lead our teams more agilely, with clear, objective, transparent, and humanistic goals and direction.*

## **Subjects Covered :**

- |                             |                        |                              |
|-----------------------------|------------------------|------------------------------|
| ■ Agile Leadership 4.0      | ■ Performance Coaching | ■ Supporting                 |
| ■ 4 Agile Leadership Style  | ■ Objective Evaluation | ■ Counseling                 |
| ■ Giving Effective Feedback | ■ Effective Delegation | ■ Directing with Inspiration |



# LEADERSHIP EXCELLENCE PROGRAM

1. Understand the Agile Leadership 4.0 concept.
2. Learn how to assess the maturity level of team members from multiple generations.
3. Understand how to demonstrate the four leadership styles to each team member in an effective and agile approach.
4. Understand how to inspire others to lead.
5. Understand how to effectively delegate.
6. Understand how to give feedback.

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |

*2 DAYS WORKSHOP*

# STRATEGIC THINKING with NLP APPROACH

**For Senior Leader Level**



# STRATEGIC THINKING with NLP Approach *for Leader Level*



*Strategic Thinking Skills are any skills that enable you to use critical thinking to solve complex problems and plan for the future. These skills are essential to accomplish business objectives, overcome obstacles, and address challenges—particularly if they're projected to take weeks, months, or even years to achieve.*

*Strategic thinking skills include Analytical skills; Communication skills; Problem-solving skills; Planning and management skills.*

*Neuro Linguistic Programming (NLP) as a set of guiding principles, attitudes and techniques. It can be used remedially to help you get more out of life. It can help to uncover or change whatever is holding you back. It can be used productively to help you make far-reaching positive changes beyond the original problem. NLP also provides the tools to make excellence more easily attainable; because if you are achieving excellence yourself it can be modeled, developed and used to teach others.*

*NLP can give more benefit to Sales and Business, such as Interaction with leading-edge technology, Increased productivity and motivation, Enhanced negotiation, presentation skills and influence, and Achievement of personal and professional goals.*

## **Subjects Covered :**

- |                          |                            |                            |
|--------------------------|----------------------------|----------------------------|
| ■ Strategic Mind Setting | ■ Strategic Implementation | ■ Leading Change           |
| ■ Strategic Diagnostic   | ■ Strategic Engagement     | ■ Current to Desired State |
| ■ Strategic Analysis     | ■ Pacing - Leading         | ■ Reframing                |
| ■ Strategic Formulation  | ■ Chunking                 |                            |

# STRATEGIC THINKING with NLP Approach *for Leader Level*



**Learning Objectives** are Participants

1. Understand the ***Strategic Thinking Concept*** with ***Neuro Linguistic Programming (NLP) Approach***.
2. Understand **NLP concept** that inspired **Smooth & Continous *Strategic Thinking Process***.
3. Understand importance of ***Installing the Confidence Mindset*** in Strategic Thinking.
4. Understand importance of ***Reframing*** the Situation and Condition of the Business.
5. Understand ***Current State to the Desired State of the Company*** in Strategic Thinking.
6. Understand importance of ***Hovering Over*** Internal and External Condition of the company.
7. Understand importance of ***Chunking the Strategy***.
8. Understand importance of ***Pacing-Leading the Strategy Smoothly***.

## **Learning Method :**

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |

ENGLISH



## *ONE DAY WORKSHOP*

# EMPHATIC & EFFECTIVE COMMUNICATION

*SINGLE COMPETENCY WORKSHOP*

**For Professional Level**





# EMPHATIC & EFFECTIVE COMMUNICATION *for Professional Level*



## Description:

Communication in the business sector, particularly inter-departmental and intra-departmental communication, requires not only effective but also empathic abilities.

## The Learning Objective is for Participants

1. Understand Basic Theory of Communication.
2. Understand the communication is not just exchanging words and ideas.
3. Understand the 3 Vs in Effective Communication.
4. Understand how to build rapport and trust in communicating with others.
5. Capable of understanding others, communicating and cooperating efficiently.

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |

ENGLISH



## *ONE DAY WORKSHOP*

# **SYNERGY & COLLABOR-ACTION WORKSHOP**

*SINGLE COMPETENCY WORKSHOP*

**For Professional Level**



# SYNERGY & COLLABOR-ACTION WORKSHOP *for Professional Level*



## Description:

**Collaboration within the organization is essential. Because members of the firm rely on one another to accomplish the company's objectives. Building strong connections, as well as synergizing and moving as an effective team, is vital today.**

## The Learning Objective is for Participants

1. Understand how to build relationship in collaborating with others.
2. Understand his/her own's abilities to synergize with others.
3. Understand about interdependency and reciprocal relationship with others.
4. Capable of understanding others, communicating and cooperating efficiently.
5. Understand the T.E.A.M. (Together Everyone Achieves More) Concept

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |



ENGLISH



## *ONE DAY WORKSHOP*

# **UNLEASHING YOUR LEARNING AGILITY**

*SINGLE COMPETENCY WORKSHOP*

**For Professional Level**



# UNLEASHED YOUR LEARNING AGILITY *for Professional Level*



## Description:

Learning agility is critical in circumstances and business environments that change rapidly and unforeseen. Professionals need to adapt their learning approach to keep up with technological disruption. For them to keep up with the rapidly evolving times, professionals need to encourage themselves autonomously. Not only skills and knowledge need to be cultivated, but so are professional networks.

## The Learning Objective is for Participants

1. Understand the objective of own's career.
2. Understand the concept of V.U.C.A. (Vulnerability, Uncertainty, Complexity, Ambiguity) disruptive era
3. Understand how to motivate themselves by 3 Meta Program Motivation.
4. Understand the need to advance their skills, insights, and professional network.
5. Understand the Accelerate Learning Curve Concept in digital era.

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |

ENGLISH



## *ONE DAY WORKSHOP*

# **5 PILLARS OF SELF MANAGEMENT**

*SINGLE COMPETENCY WORKSHOP*

**For Professional Level**





# 5 WAYS PILLARS OF SELF MANAGEMENT *for Professional Level*



## Description:

A professional employee manages himself in five ways: he manages his motivation to ensure he is always at a high level, he manages his job responsibilities effectively and efficiently, he manages his time carefully, he manages his pursuit of knowledge so that he is constantly ahead of the date, and he performs renovations and innovations in all of his tasks.

## The Learning Objective is for Participants

1. Understand how to manage his/her mood and motivation.
2. Understand how to manage his job responsibilities.
3. Understand how to manage time carefully.
4. Understand the need to develop his/her knowledge.
5. Understand the importance of innovation and renovation in conducting his/her tasks.

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |

ENGLISH



## *ONE DAY WORKSHOP*

# **PURSuing YOUR GOALS**

**For Professional Level**



# PURSUING YOUR GOALS *for Professional Level*



## Description:

**A professional employee must be driven by outcomes. This will ensure that people constantly attain their goals in every task. He must be able to balance personal and business objectives while applying to S.M.A.R.T. He additionally needs to constantly plan and examine his task with attention.**

## The Learning Objective is for Participants

1. Understand how to unleashed the driven within.
2. Understand how to align and balance work and life.
3. Understand how to implement S.M.A.R.T. Goal concept.
4. Understand how to implement P.D.C.A. concept in rejuvenating the task.
5. Understand how to plan the project effective and efficient.

## Learning Method :

- |                            |                      |
|----------------------------|----------------------|
| ■ Interactive Facilitation | ■ Group Discussion   |
| ■ Interactive Discussion   | ■ Group Presentation |
| ■ Interactive Quiz         | ■ Group Dynamics     |
| ■ Case Studies             | ■ Simulations        |



# 5

## The Investments

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