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Tentang CareerTrack-Training

CareerTrack Training dan BeProfessionalTheClub adalah divisi pelatihan manajemen dari PT.Proesdeem Indonesia—lembaga konsultan manajemen yang sejak tahun 1995 memfokuskan kegiatannya pada penyelenggaraan pelatihan profesional. Pelatihan yang diselenggarakan oleh CareerTrack Training dan BeProfessionalTheClub senantiasa memadukan aktualitas dan kualitas kurikulum (modul) pelatihan, pelayanan yang prima, dan kapabilitas instrukturturnya.

Pelatihan yang diselenggarakan oleh CareerTrack dan BePRO senantiasa mengacu pada perkembangan mutakhir dalam pengelolaan perusahaan yang saat ini berorientasi kepada terciptanya *good corporate governance*.

CareerTrack dan BePRO sejak berdiri tahun 1995 senantiasa berusaha mempertahankan kualitas professional training yang tinggi dengan menerapkan adanya check dan control, sehingga professional training yang diselenggarakan dapat

- menjawab kebutuhan para peserta secara komprehensif dan dengan pendekatan aplikatif
- memfokuskan terhadap solusi yang spesifik dan relevan terhadap perkembangan terkini
- memberikan aspek teknik dan aplikatif yang dibawakan oleh para instruktur yang mumpuni
- memfasilitasi kebutuhan soft skill dalam pengembangan karir dan bisnis

Melalui professional training, CareerTrack dan BePRO dapat membantu perusahaan yang ingin berkembang ataupun memperkuat posisi strategisnya dengan memberikan expertis yang dapat meningkatkan kemampuan dalam

- Mengelola prioritas secara efektif
- Membangun budaya kerja yang produktif
- Meningkatkan job value
- Menyelaraskan kemampuan dengan perkembangan serta kebutuhan terkini
- Menciptakan proses, dan professional terbaik bagi perusahaan.

The Leadership Challenge

The Workshop has seven modules : opening module, modules for each of The Five Practices@, and a closing module.

Who should attend :

Leaders, managers and those with direct reports will benefit from this workshop.

Objectives of attending :

When participants complete The Leadership Challenge Workshop, they will be able to :

- Identify their leadership strengths and weaknesses.
- Communicate their fundamental values and beliefs.
- Set the example of others by aligning their actions with their shared values.
- Express their image of the future.
- Inspire others to share common vision.
- Search for opportunities to take risks needed for growth.
- Build collaboration, teamwork and trust.
- Strengthen the ability of others to excel.
- Recognize the accomplishment of others.
- Apply the five Practices of Exemplary Leadership@ to a current organizational challenge.

Methodology :

We subscribe to 3 core adult learning methodologies :

- **Experiential learning** - process where the participants constructs knowledge, skills and values from direct experiences. This philosophy is based on the belief that adults learn best by direct and purposeful contact with their learning experiences. It is interactive and encourages learners to discover knowledge rather than be informed. Such learning experiences are realistic --- physically active, cognitively meaningful and effectively engaging.
- **Self profiling instruments** - which provide range of input and data of an individual's perception on self and others. These instruments help individuals to understand themselves and others better in relation to workplace situations and experiences. With this increased understanding and awareness, it will lead to better relationship and [performance.
- **Adult learning principle** --- which allow the participants to engage in personal reflection and group sharing in order to facilitate learning. This session complement the experiential aspect of learning by linking the participants' experiences to workplace situations.

The Background :

This workshop is developed based on James M. Kouzes and Barry Z. Posner solidly research to find out what people did when they are at their "PERSONAL BEST" in leading others.

The modules are :

Orienteering --- Identify the common actions leaders take to get extraordinary things in organization. Name and describe The Five Practices of Exemplary Leadership@; Use LPI's report to identify your leadership strengths & behaviours you need to improve and Explain the meaning of the statement " Leadership is everyone's business."

Practice # 1. Model the Way --- Articulate the values that should guide your action as a leader; Present examples of how you can align your stated values with your everyday leadership behaviours; Explain why credibility is the foundation of leadership and Provide an example of "credible" leadership behaviour.

Practice # 2. Inspire a Shared Vision --- Describe at least three possibilities for the future of your organization that appeal to higher ---- order value. Give examples of the higher meaning and purpose to which your constituent aspire; Engage others in conversation about your vision of the future for your organization; Show your constituents how their long term interest can be realized by enlisting in common vision and Explain what actions you will take to enlist others in your vision.

Practice # 3. Challenge the process --- In the context of shared vision and values, question the way things are currently being done in your organization; Set up ideas for looking for new ideas outside the boundaries of your organization; Apply the concept of "small wins" to one of your leadership initiatives; Create a climate in which people are willing to take risks and State actions you can take to help others learn from mistakes.

Practice # 4. Enable Others to Act --- Identify the actions leaders take that make people feel powerful and those that make them feel powerless; Describe several actions you can take to strengthen others in your organization ; Determine how competent and confident members of your team are in being able to deal with the challenges they now face; Design one new methods that promotes collaborative behaviour in your organization and Describe actions that hinder and actions that facilitate collaborative behaviour.

Practice # 5. Encourage the Heart --- Design an event that celebrates the accomplishment of one of your team's milestones; Create a variety of ways to say " thank you " to the members of your team; Describe behaviours that needs to be recognized and Given a specific situation' identify the best way of rewarding and recognizing an individual's accomplishments.

Committing --- Produce a plan for sharing your vision and values with your team; produce a plan for discussing your leadership strengths and areas of improvement (LPI); Describe the actions you will take to improve as a leader in each of The Five Practices and Describe several actions you can take to continue your leadership development.

Prior to orienteering, participants will be lead to fill in The Leadership Practices Inventory (LPI), What I want to accomplish, Characteristics of an Admired Leader (CAL) and Recalling Your Personal – Best Leadership Experience.

The Instructor:

Josep Harry Doyle
Training Specialist

Jadwal Anda		IDR (000)
January 27-18, 2010	Jakarta	3.000
March 03-04, 2010	Jakarta	3.000
May 11-12, 2010	Bandung	3.000
July 27-28, 2010	Puncak	3.000
September 21-22, 2010	Jakarta	3.000
November 03-04, 2010	Bali	3.000
<ul style="list-style-type: none"> • Lokasi Jakarta: Patra Office Tower#1710 atau hotel Grand Sahid/Ibis Slipi/dan lainnya • Biaya tidak termasuk pajak dan akomodasi 		

*)Bya tidak termasuk pajak & akomodasi