



People · Leadership · Culture



- ✓ Advisory
- ✓ Skill Building
- ✓ Assessment

Amplify your people · Build your leadership · Cultivate your culture



WHO ARE WE?

A boutique consulting and training company offering human resources advisory, skill building and assessment services

Our Vision

to be the leading company in Indonesia specializing in building our individual and organizational clients' innovative and agile organization culture

Our Mission

to help our clients achieve sustainable business success by building an agile culture and connecting their leaders, talents and employees with innovative, holistic and relevant learning experiences

WHY 'AGILITY' ?

- Both organizational and individual agility are imperative due to globalization and digitalization, particularly in this post-pandemic era. Being 'agile,' innovative, having the ability to consider multiple scenarios and dealing with complexities and paradoxes are some of **the in-demand skills** for the decade (Oxford Economics, 2012).
- Agile employees are **1.2x more capable** of responding to a competitive environment, **3.2x more prepared** to anticipate and react to nature and speed of change and eventually **4.6x more engaged** with their organizations ("Global Leadership Forecast 2018," 2018).
- Within the last 15 years of academic research, De Meuse (2017) found a strong relationship between agility and **the success of leaders**, both for now and in the future. "Leading with speed and agility through complexity and ambiguity" is very much the unique requirement of organizations' future leaders (Deloitte, 2019).
- 62% of the respondents from the world's largest organizations citing agility as the most frequently used criterion **to measure leadership potential**, even more than emotional intelligence, personality and intelligence ("Potential: Who's Doing What," 2015; Rotolo et al., 2018).

Inquire today to discover how your organization can be a part of – or even lead – this global trend and transformation.



HOW CAN WE HELP?

Agile human resource advisory

In order to establish an engaged workforce and innovative culture that anchor to your business priorities, we provide a comprehensive advisory service on agile human resource management strategy, policies and processes.

Our consultancy service encompasses a broad spectrum of human resource functions along the entire employee lifecycle, such as :

- Employee attraction, acquisition and experience
- Learning and development
- Performance and career management
- Talent management and succession planning
- Reward and recognition
- Job and work design
- Structure, culture and organization development
- Diversity, inclusion and psychological safety
- Employee relations, communication and engagement

Agile-essential skill building

We provide a broad selection of 45 skill-building topics. However, training alone would not be enough. That's why our approach goes beyond merely offering you classroom training! All of our learning experiences are designed with blended learning activities that are not just confined by the classroom walls but transpire to the learners' experiential and social settings :

- Strategic Human Resource Management
- Successful Hiring and Behavioral Interviews
- Motivating and Developing Employees
- Design Thinking: Innovating with Your Customers
- Managing without Authority
- Communicating and Persuading with Impact
- Leadership Development Program
- How to be an Agile Learner?
- Situational Leadership® II
- Effective Change Leadership
- Hybrid and Virtual Working
- ... And many more!



Agile talent assessment

Do you want to know how agile your employees are? What kind of specific behaviors to leverage and improve? Most importantly, how can you develop them to be your future leaders?

To answer these questions, we provide a globally valid and reliable agile talent inventory. Our inventory will enable your employees to understand how they are positioned in terms of “agility” against the talents of Indonesia’s biggest and most successful organizations. Guided by the detailed report, they will be able to understand their behavioral strengths, areas of development; as well as how to actually develop them.



CEO and Principal Consultant

Dr. Alvin Hadiono, CMALT, FHEA, SHRM-SCP



Dr. Alvin Hadiono specializes in talent management, leadership development, performance and career management, and employee engagement. He has more than 15 years of HR professional and leadership experiences in multiple industries from retail to banking industries, all in global corporations and Indonesian conglomerates.

Being part of Manulife and Citibank's global faculty team, he has facilitated a broad range of people leadership skills trainings for the employees and senior managers; both in Indonesia and throughout Southeast Asia. His last professional position was Head of HR for one of Indonesia's largest energy companies, responsible in leading a company-wide organizational transformation.



Within the academia, his research focuses on innovative and agile organizational culture. He lectures and tutors more than hundreds of multinational bachelor and master students at the University of Glasgow, University of Exeter and Glasgow International College in the United Kingdom, as well as several leading public and private universities in Indonesia.

Employing adult learning principles and active learning methodologies, he designs and facilitates students' learning experiences in more than 27 different modules. He is the winner of the Adam Smith Business School Excellence Awards, in Research and Teaching categories, for three consecutive years. At the University of Exeter, he lectures and tutors Senior People Professionals from the UK's most prominent organizations.

After finishing his PhD and returning to Indonesia, he formalized his freelance HR works by establishing AHa!gility Consulting and Training and assuming the role of CEO and Principal Consultant.

WHY CHOOSE US ?

- **Our global corporate, teaching and research experiences** in the area of human resource management, leadership development, talent management, innovative and agile organizational culture
- **Our expertise in bridging theory and practice.** We do not just take things off-the-shelf and pretend they are all applicable. We utilize cutting-edge frameworks without forgetting the organizational and contextual wisdom to ensure utmost relevance and practicality
- **Our data-driven and research-based methodologies** in providing holistic people solutions. These range from end-to-end agile HR advisory; 45 topics of skill-building; to globally valid and reliable individual and organizational assessments
- **Our client-first and humanistic approaches** when working with you. Our solutions are based on HR best practices, but they are also co-created together with you to fit your business needs and the needs of your people
- **Widest options of solutions delivery** (online/onsite/hybrid) throughout Indonesia, with a fluent facilitation language of English and Bahasa Indonesia.

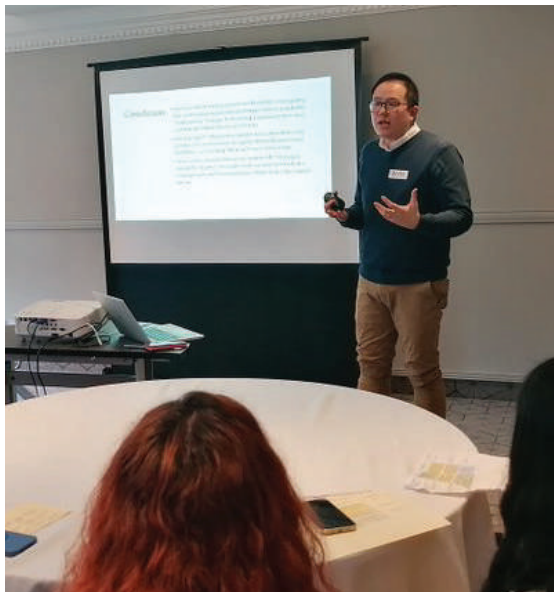


SUCCESSFUL PAST PROJECTS

Some of our clients' strategic HR projects that we have assisted in the past :

- Revitalizing the performance management system of one of Indonesia's leading IT companies. Using OKR as the performance pivot, we have helped our client design and implement an end-to-end performance management process
- Agile culture redefinition and realignment. Through comprehensive individual and organizational assessments, we have helped our client redefine their Agile DNA and ensure company-wide internalization of the values
- Designing and implementing comprehensive talent development programs (from junior- to senior-level talents) to meet the company's succession planning. In doing so, leadership culture transformation and skill building were conducted to ensure the same leadership skills and expectations across the board

- In preparation for global effectiveness and efficiency initiative, we have helped our client, an international insurance company, facilitate change management programs along with the grass-root change enablement activities
- While Sales has been generally known as a critical function of most companies, the actual employee behavior might still be shrouded in mystery. We have helped our clients, one of the leading multi-finance companies in Indonesia, to understand and replicate the behavior of their star performers to ensure higher and more sustainable business growth.





CONTACT US



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