

Program pelatihan diikuti karyawan di tahun 2022 adalah sebagai berikut: | Development programs in 2022 as follows:

No	Jenis Pelatihan Type of training	Nama Pelatihan Activities	Tujuan Program Objectives	Waktu Pelaksanaan Implementation Date	Tempat Pelaksanaan Location	Jenis Kelamin Gender		Durasi Pelatihan dihitung per-orang (jam/orang) Training Hours per person (hour/person)	Knowledge Sharing	
						L/ M	P/ F		YA YES	TIDAK NO
1	E-Learning	Pelatihan karyawan baru dengan modul NHOB di GLADIS New employee training with NHOB module on GLADIS	Pelatihan bagi karyawan baru dengan materi menyeluruh meliputi modul New Hire On Board (NHOB), Corporate Values, Non-Disclosure Agreement, dan Code of Conduct. Providing training to new employees with comprehensive material covering the NHOB module, Corporate Values, Non Disclosure Agreement, and Code of Conduct.	Setiap dua bulan Bi-Monthly	Pengenalan awal dilakukan secara online dan selanjutnya dijalankan secara mandiri menggunakan aplikasi GLADIS. Independently carried out by the employees using a Moodle-based e-learning application named GLADIS.	27	35	3 jam/orang 3 hours/person	V	
2	Knowledge Sharing	Forum GM: Penyampaian informasi tentang prosedur penggantian day off, komisi sales, KPI admin project, dan pembentukan Talent Committee. GM Forum: Information delivery about day-off replacement procedures, sales commission, project admin's KPI, and the establishment of Talent Committee.	Memberikan informasi dan pemahaman mengenai peraturan Pemerintah tentang prosedur penggantian day off, kebijakan perusahaan untuk komisi sales dan KPI Admin Proyek, dan diskusi pembentukan Komite Talent. Providing informations and understandings of the Government's policy regarding the day-off replacement procedure, the Company's policy regarding sales commissions & project admin's KPI, and discussion regarding the talent committee establishment.	27 Januari 2022 January 27, 2022 14.00 - 16.00	Daring Online Meeting	18	14	2 jam/orang 2 hours/person	V	
3	Knowledge Sharing	Learning Corner: Bersama Juara I SGAJDI 2021: Michael Indra & Daniel Pranoto. Learning Corner: With the 1 st Champions of	Berbagi informasi dan pengalaman tentang program inovasi dari pemenang Juara I kompetisi SGAJDI kepada para karyawan. Information and experience sharing regarding the Innovation Program from	21 Februari 2022 February 21, 2022 14.00 - 16.00	Daring Online Meeting	20	21	2 jam/orang 2 hours/person	V	

		SGAJDI 2021: Michael Indra & Daniel Pranoto	the 1 st Champions of SGAJDI to the employees.							
4	Webinar	Health Talk: Gizi seimbang untuk gaya hidup sehat. Health Talk: Balanced nutrition for healthy lifestyle.	Bekerjasama dengan Halodoc dalam memberikan edukasi dari pakar dan ahli dibidangnya untuk meningkatkan pengetahuan dan <i>awarenes</i> karyawan mengenai gaya hidup sehat. Colaborating with Halodoc in educating the employees to increase the knowledge and awareness about healthy lifestyle with the help of experts.	24 Maret 2022 March 24, 2022 14.30-16.30	Daring Online meeting	17	13	2 jam/orang 2 hours/person	V	
5	Knowledge Sharing	Forum Leaders: Penyampaian informasi mengenai kebutuhan PPATK, sosialisasi prosedur cash advance melalui AIMS, dan sosialisasi aturan kedisiplinan absensi karyawan. Leaders Forum: Informations outreach about the needs of Center for Reporting and Analysis of Financial Transactions (PPATK), cash-advance procedure from AIMS, and disciplinary rules for employee absences.	Diskusi dan berbagi informasi mengenai aturan PPATK, sosialisasi prosedur cash advance via AIMS dan sosialisasi aturan disiplin absensi karyawan. Discussion and sharing regarding the Center for Reporting and Analysis of Financial Transactions (PPATK) policy, informations outreach regarding the cash advance procedure via AIMS, and disciplinary rules for employee absences.	9 Juni 2022 June 9, 2022 15.00-17.00	Daring Online Meeting	18	14	2 jam/orang 2 hours/person	V	
6	Workshop Series	Workshop Coaching dan Mentoring untuk para Leaders The Coaching & Mentoring Workshop for Leaders	Memberikan pelatihan dan pembekalan kemampuan <i>coaching</i> dan <i>mentoring</i> sehingga para Leaders bisa menerapkan dan bertindak sebagai <i>coach</i> dan <i>mentor</i> untuk para timnya. Give training and coaching about the ability to give coaching and mentoring	20-21 Juni 2022 June 20-21, 2022 08.00-17.00	Daring Online Meeting	35	12	16 jam/orang 16 hours/person	V	

			so the leaders are able to and become coach and mentor their team.							
7	Workshop Series	Group Coaching Sesi 1 dan 2 Group Coaching Session 1 & 2	Memberikan pelatihan dan pembekalan kepada para Leader terkait kemampuan dalam melakukan coaching dan mentoring untuk para timnya. Give training and coaching to the leaders regarding the ability to do coaching and mentoring for their team.	5,8 dan 29 Juli 2022 July 5,8,29, 2022 09.00-11.00	Daring Online Meeting	35	12	2 jam/orang 2 hours/person	V	
8	Internal Training	Pelatihan Internal: Penyusunan Kontrak dan Strategi Negosiasi Internal Training: Contract Drafting & Negotiation Strategy	Memberikan pelatihan supaya karyawan memahami frase dan istilah yang terdapat dalam kontrak, memahami syarat sah perjanjian, pedoman dalam mereview dan membuat perjanjian serta mengetahui kesalahan yang umum terjadi dalam pembuatan kontrak. Provide training for the employee to understand the phrases and terms used in contracts, terms of the valid agreement, guidelines in reviewing and making agreements as well as knowing the mistakes that commonly occur in making contracts.	10 Agustus 2022 August 10, 2022 14.00-17.00	Daring Online Meeting	18	10	3 jam/orang 3 hours/person	V	
9	Workshop Series	Group Coaching sesi 1 dan 2 Group Coaching Session 1 & 2	Memberikan pelatihan dan pembekalan terkait coaching dan mentoring sehingga para leaders bisa menerapkan dan bertindak sebagai coach dan mentor untuk teamnya. Provide training and coaching regarding the ability to do coaching and mentoring to support leaders to act as the coach and mentor for their teams.	5,8 dan 29 Juli 2022 July 5,8, 29, 2022 09.00-11.00	Daring Online Meeting	35	12	2 jam/ orang 2 hours/person	V	

10	Webinar	Health Talk : Nyeri Ulu hati, mual, kembung, apakah maag atau GERD? Health Talk: Heartburn, nausea, bloating, is it gastritis or GERD?	Bekerjasama dengan Aldo Health untuk memberikan edukasi dari pakar yang ahli dibidangnya untuk meningkatkan awareness karyawan mengenai penyakit maag dan GERD. Collaborating with Aldo Health to educate and raise the employees' awareness regarding gastritis and GERD with the help of experts.	27 September 2022 September 27, 2022 15.00-16.30	Daring Online Meeting	22	19	1,5 jam/orang 1.5 hours/person	V	
11	Workshop Series	Group Coaching sesi 3 Group Coaching Session 3	Memberikan pelatihan dan pembekalan terkait coaching dan mentoring sehingga para leaders bisa menerapkan dan bertindak sebagai coach dan mentor untuk teamnya. Provide training and coaching regarding the ability to do coaching and mentoring to support leaders to act as the coach and mentor for their teams.	16,18 Agustus 2022 August 16,18, 2022 09.00-11.00	Daring Online Meeting	35	12	2 jam/orang 2 hours/person	V	
12	Workshop Series	Group Coaching Sesi 4 Group Coaching Session 4	Memberikan pelatihan dan pembekalan terkait coaching dan mentoring sehingga para leaders bisa menerapkan dan bertindak sebagai coach dan mentor untuk teamnya. Provide training and coaching regarding the ability to do coaching and mentoring to support leaders to act as the coach and mentor for their teams.	6,8 September 2022 September 6, 8, 2022 09.00-11.00	Daring Online Meeting	35	12	2 jam/orang 2 hours/person	V	
13	Knowledge Sharing	Sesi Berbagi: Memimpin dengan Integritas Sharing session: Lead with Integrity	Sharing dari leaders mengenai salah satu values Intiland yaitu integrity untuk meningkatkan wawasan dan pemahaman karyawan. Leaders' sharing regarding one of Intiland's values, Integrity, to increase knowledge and understanding of employees.	27 Oktober 2022 October 27, 2022 15.00-17.00	Daring Online Meeting			2 jam/orang 2 hours/person		

14	Workshop Series	Pelatihan Memimpin dengan Integritas Workshop Lead with Integrity	Memberikan pelatihan dan pembekalan terkait lead with integrity sehingga para leaders bisa menerapkan, bertindak sesuai dengan values tersebut dan juga menjadi role model untuk teamnya. Provide coaching and training regarding 'lead with integrity' so the leaders can implement and act according to the values and become role model for their team.	3,10 November 2022 November 3, 10, 2022 08.00-17.00	Function Hall 1Park Avenue Jakarta & Function Hall Spazio Tower Surabaya	31	17	8 jam/orang 8 hours/person	V	
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Program Pengembangan Karyawan/ Employee Development Programs

L: Laki-Laki | M: Male | P: Perempuan | F: Female

No	Tanggal Pelaksanaan Implementation Date	Media Keterlibatan Engagement Platforms	Nama Acara Event Title	Target Acara Event Targets	Peserta Participants		Realisasi dari Target Acara Realization of Event Targets
					L / M	P / F	
1	Setiap dua bulan Bi-Monthly	E-Learning	Training karyawan baru dengan module NHOB di GLADIS New hire training with NHOB module on GLADIS	Memberikan pelatihan kepada para karyawan baru dengan materi yang menyeluruh yaitu meliputi module NHOB - New Hire On Board, modul Corporate Values, modul NDA - Non Disclosure Agreement, dan modul COC - Code of Conduct). Provide training for the new hire by providing materials which include: New Hire On Board (NHOB) Module, Corporate Values Module, Non Disclosure Agreement (NDA) Module, Code of Conduct (COC) Module.	27	35	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule

2	27 Januari 2022 January 27, 2022 14.00 - 16.00	Knowledge Sharing	<p>Forum GM: penyampaian informasi mengenai prosedur penggantian day off untuk karyawan yang bekerja diluar jam kerja, komisi sales, KPI Admin Project dan juga mengenai pembentukan Talent Committee).</p> <p>GM Forum: Information delivery about day-off replacement procedures, sales commission, project admin's KPI, and the establishment of Talent Committee.</p>	<p>Sharing dan berbagi informasi mengenai aturan pemerintah tentang prosedur penggantian day off, kebijakan perusahaan untuk komisi sales dan KPI Admin Project. Dilanjutkan dengan diskusi tentang pembentukan Talent Committee.</p> <p>Providing informations and understandings of the Governement's policy regarding the day-off replacement procedure, the Company's policy regarding sales commissions & project admin's KPI, and discussion regarding the talent committee establishment.</p>	18	14	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
3	21 Februari 2022 February 21, 2022 14.00 - 16.00	Knowledge Sharing	<p>Learning Corner: bersama para pemenang juara 1 SGAJDI 2021 yaitu Michael Indra dan Daniel Pranoto.</p> <p>Learning Corner: With the 1st Champions of SGAJDI 2021: Michael Indra & Daniel Pranoto.</p>	<p>Sharing dan berbagi informasi mengenai program inovasi dari pemenang juara satu kompetisi SGAJDI kepada para karyawan.</p> <p>Information and experience sharing regarding the Innovation Program from the 1st Champions of SGAJDI to the employees.</p>	20	21	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
4	24 Maret 2022 March 24, 2022 14.30-16.30	Webinar	<p>Health Talk : Gizi seimbang untuk gaya hidup sehat.</p> <p>Health Talk: Balanced nutrition for healthy lifestyle.</p>	<p>Bekerjasama dengan Halodoc untuk memberikan edukasi dari pakar yang ahli dibidangnya untuk meningkatkan awarness karyawan mengenai gaya hidup sehat.</p> <p>Colaborating with Halodoc in educating the employees to increase the knowledge and awareness about healthy lifestyle with the help of experts.</p>	17	13	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
5	9 Juni 2022 15.00-17.00	Knowledge Sharing	<p>Leaders Forum: penyampaian informasi mengenai kebutuhan PPATK, sosialisasi prosedur cash advance melalui AIMS dan sosialisasi aturan kedisiplinan absensi karyawan.</p> <p>Leaders Forum: Informations outreach about the needs of Center for Reporting and Analysis of Financial Transactions (PPATK), cash-advance procedure from AIMS, and disciplinary rules for employee absences.</p>	<p>Sharing dan berbagi informasi mengenai aturan PPATK, sosialisasi prosedur cash advance via AIMS dan sosialisasi aturan disiplin absensi karyawan.</p> <p>Discussion and sharing regarding the Center for Reporting and Analysis of Financial Transactions (PPATK) policy, informations outreach regarding the cash advance procedure via AIMS, and disciplinary rules for employee absences.</p>	18	14	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule

6	20-21 Juni 2022 08.00-17.00	Workshop Series	Workshop Coaching dan Mentoring untuk para Leaders The Coaching & Mentoring Workshop for Leaders	Memberikan pelatihan dan pembekalan terkait coaching dan mentoring sehingga para leaders bisa menerapkan dan bertindak sebagai coach dan mentor untuk teamnya. Provide training and coaching regarding the ability to do coaching and mentoring to support leaders to act as the coach and mentor for their teams.	35	12	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
7	5,8 dan 29 Juli 2022 09.00-11.00	Workshop Series	Group Coaching sesi 1 dan 2 Group Coaching Session 1 and 2	Memberikan pelatihan dan pembekalan terkait coaching dan mentoring sehingga para leaders bisa menerapkan dan bertindak sebagai coach dan mentor untuk teamnya. Provide training and coaching regarding the ability to do coaching and mentoring to support leaders to act as the coach and mentor for their teams.	35	12	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
8	10 Agustus 2022 14.00-17.00	Internal Training	Internal Training: Contract Drafting & Negotiation Strategy	Memberikan pelatihan supaya karyawan memahami frase dan istilah yang terdapat dalam kontrak, memahami syarat sah perjanjian, pedoman dalam mereview dan membuat perjanjian serta mengetahui kesalahan yang umum terjadi dalam pembuatan kontrak. Provide training for the employee to understand the phrases and terms used in contracts, terms of the valid agreement, guidelines in reviewing and making agreements as well as knowing the mistakes that commonly occur in making contracts.	18	10	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
9	5,8 dan 29 Juli 2022 09.00-11.00	Workshop Series	Group Coaching sesi 1 dan 2 Group Coaching Session 1 and 2	Memberikan pelatihan dan pembekalan terkait coaching dan mentoring sehingga para leaders bisa menerapkan dan bertindak sebagai coach dan mentor untuk teamnya. Provide training and coaching regarding the ability to do coaching and mentoring to support leaders to act as the coach and mentor for their teams.	35	12	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule

10	27 September 2022 15.00-16.30	Webinar	Health Talk : Nyeri Ulu hati, mual, kembung, apakah maag atau GERD? Health Talk: Heartburn, nausea, bloating, is it gastritis or GERD?	Bekerjasama dengan Aldo Health untuk memberikan edukasi dari pakar yang ahli dibidangnya untuk meningkatkan awareness karyawan mengenai penyakit maag dan GERD. Collaborating with Aldo Health to educate and raise the employees' awareness regarding gastritis and GERD with the help of experts.	22	19	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
11	16,18 Agustus 2022 09.00-11.00	Workshop Series	Group Coaching sesi 3 Group Coaching Session 3	Memberikan pelatihan dan pembekalan terkait coaching dan mentoring sehingga para leaders bisa menerapkan dan bertindak sebagai coach dan mentor untuk teamnya. Provide training and coaching regarding the ability to do coaching and mentoring to support leaders to act as the coach and mentor for their teams.	35	12	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
12	6,8 September 2022 09.00-11.00	Workshop Series	Group Coaching sesi 4 Group Coaching Session 4	Memberikan pelatihan dan pembekalan terkait coaching dan mentoring sehingga para leaders bisa menerapkan dan bertindak sebagai coach dan mentor untuk teamnya. Provide training and coaching regarding the ability to do coaching and mentoring to support leaders to act as the coach and mentor for their teams.	35	12	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
13	27 Oktober 2022 15.00-17.00	Knowledge Sharing	Sharing session: Lead with Integrity	Sharing dari leaders mengenai salah satu values Intiland yaitu integrity untuk meningkatkan wawasan dan pemahaman karyawan. Leaders' sharing regarding one of Intiland's values, Integrity, to increase knowledge and understanding of employees.			Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
	3,10 November 2022 08.00-17.00	Workshop Series	Workshop Lead with Integrity Lead with Integrity Workshop	Memberikan pelatihan dan pembekalan terkait lead with integrity sehingga para leaders bisa menerapkan, bertindak sesuai dengan values tersebut dan juga menjadi role model untuk teamnya. Provide coaching and training regarding 'lead with integrity' so the leaders can implement and act according to the values and become role model for their team.	31	17	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule

14	22 Desember 2022 13.00-17.00	Intiland Townhall	Intiland Townhall 2022	<p>Rutin diselenggarakan setiap akhir tahun dimana dalam townhall ini manajemen menyampaikan kebijakan, pencapaian, dan juga arahan kepada para karyawan.</p> <p>Regularly held at the end of the year, townhall is the forum for the management to convey policies, achievements, and also directions to all employees.</p>	122	148	Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
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Program Budaya Perseroan/Corporate Culture Programs

No	Tanggal Pelaksanaan Implementation Date	Nama Program Program Titles	Permasalahan Issues	Target	Peserta Participants		Realisasi dari Target Realization of Targets
					L/M	P/F	
1	Januari 2022 January, 2022	Kampanye Tahun Kepedulian Campaign Year of Caring	<p>Setiap tahun dicanangkan tema dari salah satu nilai-nilai perusahaan. Tahun 2022 ditetapkan sebagai Tahun Kepedulian. Perseroan juga mengembangkan program-program internalisasi nilai perusahaan melalui poster, e-learning dan workshop.</p> <p>Every year, one of the values is selected as the theme of the year. The theme for 2022 was the year of Caring. In addition, value internalization programs were also developed through posters, e-learning, and workshops.</p>	Seluruh karyawan All employees			Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
2	Maret 2022 March 2022	Catatan Kepedulian Caring Notes	<p>Menjadi bagian program kampanye nilai perusahaan, setiap karyawan diminta untuk menunjukkan kepedulian dengan mengirimkan catatan apresiasi (appreciation notes) kepada atasan, anggota tim, rekan dan teman kerja untuk membangun semangat positif dan rasa kepedulian di lingkungan perusahaan.</p>	Seluruh karyawan All employees			Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule

2	September 2022	Kompetisi SGAJDI SGAJDI Competition	<p>Sebagai ajang bagi para karyawan untuk menyampaikan ide atau program inovasi untuk perusahaan.</p> <p>As a part of the company's corporate values campaign, every employee asked to illustrate care by sending appreciation notes to supervisor, team members, partners, and workmates to build positive spirit and a sense of caring in the corporate environment.</p>	Seluruh karyawan All employees			Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule
3	November 2022	Intiland Engagement Day	<p>Menambah pengetahuan sekaligus meningkatkan engagement karyawan dalam acara non formal yang seru dan menyenangkan.</p> <p>Increase knowledge and engagement of employees in a fun non-formal event.</p>	Seluruh karyawan All employees			Berhasil diselenggarakan sesuai jadwal Accomplished according to the schedule