

Online Training : Career Development Management

Deskripsi

Program Training Career Development Management ini bertujuan untuk membekali peserta dengan keterampilan dan wawasan yang diperlukan untuk mengelola fungsi Career dan People Development dengan sukses, efektif dan optimal. Career Model, Career Path & Career Development Plan dikenal dengan title yang berbeda-beda di tiap perusahaan.

Adapun output dari proses tersebut antara lain adalah :

1. Defining Competency Standard : Role and competency standard, Career model dan career path, Rotation route
2. Potential mapping : Nine Box matrix
3. Career Planning : Individual Career Planning (ICP)
4. Development Program : Competency Gap, Individual Development Planning (IDP), Individual Performance Planning (IPP)

Seluruh proses di atas dibangun melalui system yang terintegrasi antara beberapa system antara lain : Sistem Pengelolaan Karir, Succession Planning Talent Pool, Assessment, Training Management, Performance Management dan metode-metode lain sedemikian rupa agar dapat memastikan individu individu dengan pengetahuan, keterampilan dan kemampuan yang relevan

Trainer: Anna Fitriana

WAKTU PELAKSANAAN

01 - 02 Maret 2027

09:00 - 15:00 WIB

TEMPAT PELATIHAN

By Zoom

Harga

Group Price: Rp 3.700.000
Full Fare: Rp 4.050.000

**) Harga di atas tidak dikenakan PPN 11%, sudah termasuk E-Certificate dan Modul.*

tersedia ketika dibutuhkan oleh organisasi.

Bagi organisasi-organisasi yang memprioritaskan investasinya ke pengembangan SDM, agar investasinya menjadi lebih efektif dan efisien, maka training career development ini menjadi sangat penting. Hal ini dikarenakan dengan pemahaman mengenai career path dan individual development analysis maka HR Manager dan Line Manager dapat memprioritaskan skema pengembangan individu untuk mendukung pencapaian target perusahan.

Target Peserta

- Line Managers,
- HR Manager,
- HR Officer
- HR Generalis

Outline materi

Training Career Development Management

Day 1 (09.00 - 15.00 WIB)

- **Pengantar HR Strategy dan People Development**
    - Mengapa people development penting
    - Kaitan dengan fungsi HR yang lain
    - Manfaat people development
    - Lingkup kerja people development
    - Komponen people development
    - Karakteristik fasilitator people development
- **Career Management**
    - Apakah career management?
    - Lingkup career management (Career Path, Career Planning, Career Development)
    - Metodologi career management
    - Bentuk-bentuk career management
    - Manfaat career management
- **Career Model**
    - Apakah Career Model?

- Tujuan Career Model
- Proses penyusunan Career Model
  – Hal-hal yang berpengaruh dalam Career Management
  – Hubungan siklus hidup dengan karir
  – Pilihan karir

- **Defining Competency Standard**
  - Set up Role and Competency Matrix
  - Set up Career Model
  - Set up Rotation route

Day 2 (09.00 - 15.00 WIB)

- **Talent Review**
  - Apakah Talent Review?
  - Tujuan Talent Review
  - Proses Talent Review
  - Model Talent Review (Assessment, People Review dll)
  - Evaluator
  - Output dari Talent Review
  - Proses penilaian

- **Career Planning**
  - Apakah Career Planning?
  - Tujuan Career Planning
  - Persyaratan Career Planning
  - Proses Career Planning
  - Does & Don’ts
  - Workshop Penyusunan Individual Career Planning

- **Career Development**
  - Apakah Career Delopment?
  - Tujuan Career Development
  - Syarat-syarat dalam Career Development
  - Kaitan Career Development dengan

- **Performance Management**
  - Hambatan dalam

- Proses penyusunan Career Development Planning (IDP)
- Workshop IDP

Instruktur Pelatihan

Anna Fitriana

A certified HR Manager (SKKNI), certified Assessor BNSP (SKKNI), certified Trainer (SKKNI), certified Mentor (SKKNI), Recruiter & HR Management System Development & Organization Development Consultant and the founder & CEO of Imzadi Consulting, – Your People Soulution, a certified Consulting firm. For more than 22 years has an intensive professional experiences, has significant managerial position experiences, HR management & development practices, consultancy and also training experiences in the areas of HR Management System Development and people & organization development for various clients and well-known organizations, national and also multinational Companies/Organizations ranging from industries, such as Oil & gas, Mining, Plantation, FMCG, Manufacturing, Retails, Banking & Finance, Information & Technology, Government Institution, and other National/International Organizations.

Anna is also working as an HR Advisor for Indobagus Group, PT Indobagus Investama & Subsidiaries (2018 – until now), ABM Group & Reswara Group, member of Tiara Marga Trakindo Group (more than 7 years, until now), PT Elnusa Tbk. (more than 7 years, until 2020), for PT Mitsubishi Electric Indonesia (more than 4 years), for Otsuka Group (more than 2 years) and many other various Companies/Organizations, national and multinational.
As a Consultant, Anna already has more than 250 client experiences, develop many Competency Dictionary & Competency Models and assist all the Clients on Human Resources Management System Development & Organization Development areas and has develop more than 40 training modules for in house and also public training.

CONTACT US

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