

Program Portfolio

Increase company competitive advantage & sustainability through
Employee Value Development.



www.company-wellbeing.com

Why we need to invest in employee value development

- Support company sustainability by succession planning.
- Increase company competitive advantage by employee value development.
- Eliminate unnecessary cost by reducing attrition rates.
- Enhance operational efficiency and productivity.
- Achieve company's goals, support reputation and exceed industry standards.

Value

- Every organization need a human capital development partner that provides full-service learning solutions with customized options.
- RITE combines between theory and practice.
- We conduct assessments and baseline audits, consultation and coaching on specific topics and roles within the organizations.
- Our strengths include leadership, succession and management development program, executive coaching, sales, communication, team synergy, change management, customer management, business process outsourcing.

The 5 keys area of development



Personal Development.



Interpersonal & team synergy.



Sales, marketing, & customer management.



Succession & Leadership Development.



Human capital management.

The 5 keys area of development



Personal Development.

1. Achieving your goals.
2. Getting organized at work.
3. Boosting your personal impact.
4. Discover your self-confidence.
5. Coach yourself to success.
6. Success with emotional intelligence
7. Success through positive and mental attitude.
8. Visionary thinking & innovation
9. Corporate Professional Public Speaking.



THE 5 KEYS AREA OF DEVELOPMENT

Boosting Your Personal Impact (2 days Workshop)

This is a coaching workshop to guide participants on how to master first impression (business persona), building professional image for personal and corporate.

1. The Magic of 30 seconds of First Impression.
2. How to create instant impact and winning over others.
3. The Impression zone.
4. Professional outlook.
5. Non-Verbal Communication.
6. The Seven Fundamentals of first impressions.
7. The secrets of optimizing brain and heart capacity to win over others.
8. Speaking impressively with using roleplay method.



Inhouse boosting personal impact with one of prominent state-owned bank.



Intensive boosting personal impact with one of prominent pharmaceutical company.

Professional Public Speaking (2 days Workshop).

This is a coaching workshop to guide participants on how to master a public speaking and professional presentation. The benefits of the program include:

1. Empower oneself with how to manage public speaking and presentation professionally.
2. Empower oneself with ways to find compose a structure and effective presentation.
3. Ability to overcome self-limitation and disempowering beliefs in public speaking
4. Ability to create Smart opening, impressive speech, powerful closing & managing Q&A.
5. Developing Professional Company Spokespersons
6. Boosting Company Image and Customer Confidence
7. Encouraging employees to become motivated by overcoming their self-limitations



Inhouse Professional Public Speaking.



Inhouse Professional public Speaking for a Global Asset Management Company

The 5 keys area of development



Interpersonal & team synergy.

1. Communicating with more confidence.
2. Improve your communication skills.
3. Dealing with difficult people.
4. Dealing with complaints.
5. How to motivate people.
6. Listening skills.
7. Powerful people skills.
8. Managing relationships at work
9. Building a high-performance team.
10. Building powerful team
11. Accelerate your team to the next level.
12. The emotionally intelligent team.



Motivate a winning team (1- 2 days workshop).

This is a basic self-leadership workshop to guide participants on how to build a high-performance team.

1. Why Is Understanding Motivation so Important?
2. The motivation process along with The management task.
3. Management characteristics that influencing the motivation.
4. How people feel about work.
5. The dissatisfiers factors and The satisfiers (or motivators) factors.
6. The impact of the balance.
7. Taking the temperature and Incentive schemes.
8. The contribution of communication.
9. Involvement and empowerment.



In-house How to Motivate People for a government Institution (Middle Management)



In-house How to Motivate People, For a Million Dollar Round Table (High-Performance Sales) Leader for an insurance company.

Building a High Performance Team (1-2 days Workshop)

This is an experiential learning workshop to guide participants on how to build a high-performance team.

1. How to align personal goals, career goals and company goals.
2. Power of alignment - how helping the team grow will help them reach their own goals.
3. How to adjust to overcome obstacles. How positive mind helps to improve the team performance.
4. How to deal difficult situation, manage uncertainty situations.. How by overdoing the work, they will achieve more in the long-term.
5. Build a team of finishers by developing their focus and mental toughness.



Building a high-performance team for FMCG.



Building a high performance team for FMCG

The 5 keys area of development

1. Winning key account management.
2. Handling the sales objection.
3. The winning techniques for selling yourself and your ideas.
4. Negotiate effectively to win.
5. How to gain customer's trust and a guaranteed customer satisfactions.



Sales, marketing, & customer management.

6. Sales presentation skills.
7. Customer engagement.
8. Customer service improvement.
9. Human capital management in customer service.



Winning Key Account Management Team / Corporate Selling Skills (2 days workshop)

This is a Powerful and High Impact Consultative Selling Skills for Corporate Sales Team (Key Account Management).

1. Learn the systematic process to build strategies for strategic account planning and management.
2. How to help teams to identify needs from the buyer's perspective, strengthening and deepening your ability to create value in your accounts.
3. Set the agenda and get your project to the top of the buyer's priority list.
4. Managing Objection and Effective Negotiation.
5. Get the best results possible from your selling efforts.



In-house Corporate Selling Skills
for a prominent Bank.



In-house winning key account management
Team for a state-owned bank.

Customer Service Improvement (Building Service Culture) (2 days workshop)

This program aims to establish alignment between business processes and customer service. The goal is to achieve significant improvement in service mindset/culture ,increase in customer experience and loyalty.

The benefits of the program include:

Alignment between business processes and customer service operation to deliver WOW experience

1. Understand how to boost service mindset and culture.
2. Increased knowledge and skills on how to find, attract, and win new clients
3. Enhanced interpersonal and communication skills: presentation, negotiation, mediation, motivating team and decision making.
4. Improved company 's interaction with customers and supporting customer 's loyalty - retention.
5. Improved enterprise agility to response to market 's challenges with resourceful CS individuals.



In-house Building Service Culture
for a Government Organization

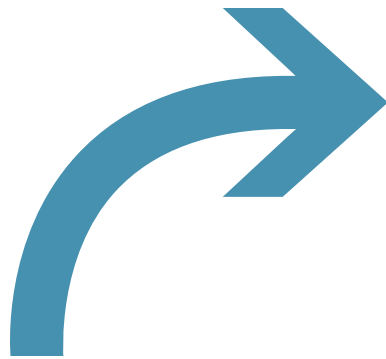


Inhouse Customer Service Improvement for CS
Department of an Asset Management Company.

The 5 keys area of development



Succession & Leadership Development.



1. Management acceleration program.
2. Core management program.
3. Executive management program.
4. Transformational Leadership.
5. Develop your leadership skills
6. Communication strategies for leaders.
7. Increase your influence power.
8. The leading leaders of great people.
9. Coaching skills for leaders.
10. Business model canvas.
11. Personal Leadership series.
 - How to manage your boss.
 - Managing time effectively.
 - Managing trainings as a trainers
 - Effective meetings for managers.
 - Becoming extraordinary manager.

Core Management Program – Grow and be Great (3 days workshop)

This program aims to develop personal effectiveness and leadership. Empowering young talents to be future leaders by developing their personal leadership skills.

The benefits of the program include:

1. Develop skills to become effective professional and a strong personal leader, such as problem-solving, decision making, time management, leadership communication, etc.
2. It is a practical guide to take up team leadership
3. Support organization's readiness in talent management and development.



In-house Core Management Program
For a telecommunication company.



In-house winning key account management Team for a
state-owned bank company.

Coaching Skills for Leaders (3 days with additional 3 months coaching support).

Coaching Skills for Leaders (3 days with additional 3 months coaching support)

This is a comprehensive coaching for leaders, with additional 3 months coaching support. The benefits of the program include:

Understand how coaching can support performance execution

Understand how to coach team members and support company goals and performance

Increased knowledge and leadership skills for leaders as people development agents.

Improved company 's agility and performance

Improved company communication and engagement thru leadership coaching



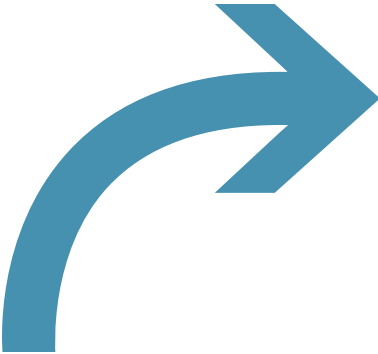
In-house Coaching Skills for Leaders
For a logistics company.



In-house Leadership Coaching
For a national manufacture company.

The 5 keys area of development



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1. Managing across a generation.
 2. Training for trainers.
 3. Performance management system.
 4. Competency based human capital management.
 5. Job analysis.
 6. Competency development.
 7. Recruitment & selection strategy.
 8. Achievement motivation training.
 9. DISC basic & advance.



Human Capital
Development.

Training for Trainer (2 days workshop)

Gain a practical, how to overview the entire training function. Through modelling of the best practices in training delivery. The benefits of the program include:

1. Understand The flow of training management; training purposes-assessment, planning & Preparation, Presentation and Facilitation and performance & Evaluation.
2. Understand how to deliver adult learning methodology
3. New trainers will gain a strong foundation in critical training skills and new approaches for Delivering powerful training.



Performance Management System (2 days workshop)

This interactive training course will bring consistency in applying performance management within the business, helping managers and team leaders recognise their role and contribution to effectively manage performance and conduct at work. The benefits of the program include:

1. Understand how to effectively utilize performance management systems to raise business performance.
2. Being able to set clear expectations and objectively measuring performance using objectives and competencies as key measures.
3. Understand how to Identify and practise performance management strategies and techniques to enhance the performance and motivation in under-performing and high performing team members.



In-house Performance Management System for a Logistic Company.



In-house Business Plan and Performance Management System for a telco infrastructure company.



Let's build synergy.

"CFO asks CEO," What happens if we invest in developing people and then they leave us?"

CEO answers, "What happens if we don't and they stay?"

The growth and development of people is the highest calling of leadership. (Harvey S. Firestone, John Maxwell).



The 5 keys area of development



Personal Development.



Interpersonal & team synergy.



Sales, marketing, & customer management.



Succession & Leadership Development.



Human capital management.

Case study

CASE STUDY

Case study



From managers
to C levels.

Coaching implementation program for one of the largest chemical company which supplying more than 1,000 chemical products, working with over 100 international principals and serving some 2,000 industrial end-users throughout Indonesia and the Asia Pacific region. (2012 - present).

200

Leaders as
coach

12

Batches
coaching
programs.

1 Holding
company

24 subs.

74

Measured
performance
coaching trials

80%

Better
leadership style

86%

Team members
engaged with
company

>1000

coaching
hours with
leaders

Improvements in 3 Weeks

**Coaching
programs show
positive impact
on operations.**

1. Reducing transportation cost by 30%.
2. Faster production time by 11%.
3. Balanced score card initiatives.
4. Financial report showed positive trends during implementation coaching program.
5. They achieve their vision and mission as one of leading company in manufacture.

CASE STUDY

Case study



From Founders, Head of Departments and future leaders.



- Clear direction (Vision, Mission, strategy and values).
- Business plan
- Performance management system.
- Human capital strategy and organization development.
- Talent Management.

Coaching for 4 startups companies. The purpose of the coaching programs are to envision the desired results in future, boosting companies' growth, a clear statement of direction, developing strategic plans and strategic executions, HR systems including talent and performance management systems.

30

Leaders as coach

>700

Coaching hours

79%

improvement
in employee's
engagement

4

Startups
companies

FASILITATORS

Ferry Fibriandani

Experiences :

Chairman Remedi Indonesia & Rumah Remedi – Wellness Center

Founder of Gerakkan Indonesia and Universal Wisdom

Author of “Seri Pengembangan Diri dengan Teknologi Pikiran Bawah Sadar”

Corporate Coach at Lautan Luas, Adskom, RACK Digital

International Public Speaker



Past Experiences :

Founder & Chairman of Coaching Indonesia - 2011

Director Asia Pacific for COPC Inc (International Customer Management Standard) -2010

Chief Operating Officer (COO) Teleperformance Indonesia

Head of Customer Management PT. XL Axiata, Tbk

GM Contact Management (Call Center) PT. XL Axiata, Tbk

National Sales Manager Business Solution PT. XL Axiata, Tbk

Irvan Rustam

Experiences :

Hold Senior Management level in some company with different industry background
as Associate Senior Partner in some Management and Human Resources Consultants
Professional Consultant for Corporate : Performance Management System

Area of Expertise :

Personal Development

Interpersonal and Team Synergy

Sales, Marketing & Customer Management

Succession and Leadership Development

Human Capital Development



Satio Pramono

Experiences :

More than 17 years in Senior Management level.

as Associate Senior Partner in some Management and Human Resources Consultants

Professional Coach for Corporate : Executive, Performance and Business
International Licensed Master Practitioner of NLP™



Area of Expertise :

Personal Development

Interpersonal and Team Synergy

Sales, Marketing & Customer Management

Succession and Leadership Development

Michael Handry

Experiences :

Hold Senior Management level in some company with different industry background

as Associate Senior Partner in some Management and Human Resources Consultants

Professional Consultant for Corporate : Performance Management System



Area of Expertise :

Personal Development

Interpersonal and Team Synergy

Sales, Marketing & Customer Management

Succession and Leadership Development

Human Capital Development.

Dea Soelistyo

Experiences :

Head of Brand, Marketing & Communications, IAG Indonesia (2015 – present)

Head of Marketing & Communications, Courts Retail Indonesia (2013 –2014)

Vice President Corporate Communications & Branding, Cigna International (2011 –2013)

Part Head of Marketing & Communications, LG Electronics Indonesia (2007 – 2011)

Part Head of Advertising & Promotions Dept., Mitra Adiperkasa (2004 –2007)

Radio Broadcaster & Producer on Radio S 107.9 FM, Jakarta (2001-2004)

Radio Broadcaster, Radio U-FM 94.7, Jakarta (2005-2007)

Area of Expertise :

Personal Development

Interpersonal and Team Synergy

Sales, Marketing & Customer Management

Succession and Leadership Development

Zinnia Nizar Sompie

Experiences :

Chairman of Asosiasi Desainer Grafis Indonesia

Senior Partner in Design Graphics Consultants

Professional Consultant for Corporate : Design Graphics

Area of Expertise :

Personal Development

Interpersonal and Team Synergy





Felix S.Psi, MM

Experiences :

as Associate Senior Partner in some Management & Human Resources Consultants

BNSP Competencies Assessor

BNSP Certified Training of Trainer

Master DISC Analyst

Certified Training Designer & Delivery Professional

Certified Human Performance Coach

Area of Expertise :

Personal Development

Interpersonal and Team Synergy

Human Capital Development



Adinda D.S.

Experiences :

Main Facilitator at TalkInc

Senior Communication Consultant - Foresight Asia

Senior Consultant - AndrewTani & Co.

Area of Expertise :

Personal Development

Interpersonal and Team Synergy

OUR PAST EXPERIENCES

CIMB Niaga Syariah
CIMB Niaga
Busan Auto Finance
Pandu Group
PT ABC President
Kementrian Budaya dan Pariwisata
Telkomsel
Kose Cosmetics
Elle Magazine
Space Toon
Kosmopolitan
PT. Kereta Api Indonesia
Bank Indonesia
Manulife Aset Management
BIMC
Royal Culture
Indonesia Power
Sari Husada
Indosat
Royal Bank of Scotland (RBS)
EISAI Indonesia
Pertamina Hulu Energy
Quad Management
Image Dynamics
Indonesian Power
Asuransi Astra Buana
Felmar
Sony Mobile

Bank Andara
BPR NTB
BPR Jatim
Lee Cooper Indonesia
AXIS
FedEx
Bank Rakyat Indonesia (BRI)
Bank Negara Indonesia (BNI)
Mcoin
Dutacom Wibawa Putra (Dnet)
RS. RP Soeroso
Wyeath
Australian Embassy
Singapore Post
Maxis (Malaysia)
Truecorp (Thailand)
AEGIS People Support (India, Philippines)
IBM (Manila & Brisbane)
VADS (Malaysia, Indonesia)
TelBru (Telecom Brunei)
XL Axiata
AGODA Corp.
Blueshields (Cebu, Philippines)
Unilever (Private BOD)
MNC Property (Private BOD)
Megaxus (Private BOD)
CBN
Kemenakertrans
PGN

QNB
Bank Danamon
Bank Jabar Banten
Kalbe Farma
Kimia Farma
ADSKOM
RACK Digital
Indosat
Standard Chartered
FiberStar
Darya Varia
TPK Koja
Datascript
Allianz
Danareksa
EISAI
LINC Logistik
Lautan Luas
Lautan Otsuka
Liku Telaga
BIMC
Kemenperin
Tenaris
Chevron
Cigna
AVRIST
Deutsche Bank
BPN
Quad Management

OUR DIGITAL PRESENCE



RITEREMEDI



RITE - REMEDI INDONESIA
TRANSFORMATIONAL EXCELLENCE



REMEDI INDONESIA
TRANSFORMATIONAL
EXCELLENCE



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