

The logo for CTG+ Consulting, featuring the text "CTG+" in a bold, sans-serif font above three horizontal bars of equal length in blue, red, and gold. The logo is contained within a white circle that is connected to the left by a white horizontal line.

CTG<sup>+</sup>

**PT. CTG Plus Konsultan  
Indonesia (CTG+ Consulting)**  
*Introductory Presentation*

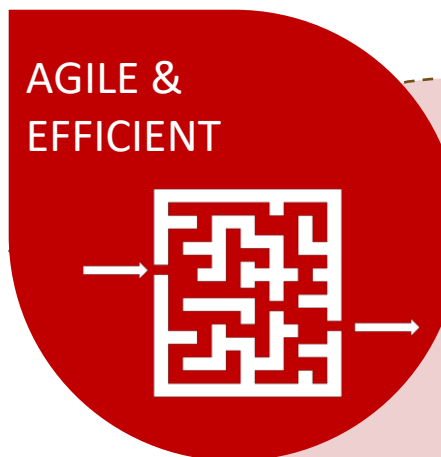
# Why CTG+ Consulting is The Right Partner?

We offer a balanced perspective of both business and talent. Whilst HR's core existence is to enable business achievement, business cannot sustain without its people.



We see transformation and changes as signs of growth. With that mindset, we strive to deliver our best in all aspects of our services.

We bring with us the world's best practices as references. At the end of the day, for it to be successful, solution needs to be best fitted and practical to your business needs.



We understand agility like no one else. It is all about thinking one step ahead of the competition while digging one level deeper to find the root cause of any barriers.

# Our Growing Client List

Our consultant team are individuals with extensive exposure and experience in organization and people management area, serving both as Consultants and Practitioners. This has benefited our clients as our consultants' approach are holistic, integrated and business driven. Our growing client list is a proven case that our consultants are working their best in #DeliveringImpact



# Client Testimonials

” A 3-day Leadership Bootcamp with CTG Plus; the use of LEGO® as a multidimensional tool to communicate throughout the session was both a challenge and a relief for our managers to re-shifting their goals back to the same purpose and align with the Company's vision as well as mission. Thank you CTG Plus for your exceptional service! “

- LSP Participant, a private multi-sector company -

” CTG+ team is very professional and able to interact with various parties independently. The team shows high commitment and manage to successfully deliver the project on time. Deliverables can be held accountable and becomes valuable reference for Management in decision “

- HR Director, PT Jababeka Tbk. -

” Exciting and enjoyable! I gained new knowledge during the LEGO® Serious Play® session, particularly in learning the right methods for asking questions to have a deeper understanding and avoid judgement. “

- LSP Participant, Pakuwon Group -

” The approach adopted by CTG+ team was very methodical, meticulous and thoroughly professional. This gave a sense of fairness to team involved and confidence to Management. Recommendations made were practical and executable. I strongly recommend CTG+ team for any Re-Organization project and look forward to engaging with the team for people related projects in the future. “

- Chief Executive Officer, Timezone Indonesia -

” The LEGO® Serious Play® session provides new insights for personal development. It was far from boring and significantly contributed to improving creativity and innovation. “

- LSP Participant, PT Transportasi Jakarta -

” The CTG team is always supportive in supporting us in the process of mastering and using the Harrison Assessment platform. We were guided from initial understanding, mastery of assessment tools, to the process of reading reports to users. The CTG team always responds to every question and request from us. Hopefully this collaboration will continue in the future. “

- Sr. Manager People & Organization Development, Sasa Inti -

” CTG has vast knowledge in the change management framework for system implementation. During the project, CTG became a good partner for us and was always willing to go the extra mile to achieve the project's objectives and timeline, even after the project was completed. Thank you CTG, I hope we can collaborate again in the future “

- Director, PT Optima Data Internasional -

” CTG+ team is very knowledgeable, cooperative, and helpful throughout the HR Blueprint project. This gives stakeholders confidence in project delivery. CTG+ team successfully leads required meetings for multiple purposes, which involve participants from various organization levels. “

- SVP Human Capital, PT Penjaminan Infrastruktur Indonesia. -

# Our Founders



## Adsa Hermawan,

- Master of Business in Strategic HRM
- Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials
- SHRM-SCP Certified, The Society For Human Resources Management, 2017

Adsa brings 18 years of experience as both consultant and practitioner, working on various Transformation projects for local and multinational companies. Adsa is specialized in Organization Design, Talent Management, Performance Management, and Project Management. In addition, Adsa also has been exposed with end-to-end system solutioning and implementation. She believes that through technology, organizations can speedily transform internal functions to become business influencer. Adsa had exposures in working for clients in multiple regions; Asia, Australia, America, and Europe.

### Past Employment:

- Oracle – APAC Principal Consultant
- AXA Services Indonesia – Transformation Lead , Talent Management & Organization Effectiveness Senior Manager
- PricewaterhouseCoopers Consulting Indonesia – Manager
- Lippo – Corporate HR, Organization Development Manager
- Inform Business Impact – Analyst
- TASS Consulting – Associate



## Darman Haslim,

- Master of Science in Management
- Bachelor of Science in Industrial Engineering

Darman is a versatile human resource and organization development professional with experience in managing the complete human resource value chain. As an HR professional, he has a uniquely broad perspectives, gained from his experiences in cross-industries and cross-functions roles, working in various stages of organization growth (from establishment and starting-up to transformation) and supported with his educational background in engineering and business.

### Past Employment:

- Mandala Finance – HR Director
- Mayapada Healthcare – HR Director
- IKEA – Country HR Manager
- Boehringer Ingelheim – Head of Organization Development and Learning
- TASS Consulting – Project Manager
- PricewaterhouseCoopers – Consultant
- Astra International – Organization Development
- Omron Manufacturing – Information System, Production Planning, Quality Assurance



## Anastasia Gladis,

- Master of Commerce in Marketing
- Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials
- SHRM-CP Certified, The Society For Human Resources Management, 2017

Gladis has 10 years of experience as HR consultant and HR practitioner. She has exposures dealing with clients from multiple industries in various HR projects including Performance Management, Talent Management, HR Digital Transformation, HR Process Improvement Organization Diagnostic Review, Talent Acquisition, and HR Due Diligence. Gladis has completed Harrison Assessment Certification and she is experienced in assisting clients to utilize Harrison Assessment to bring value added to client organizations.

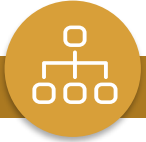
### Past Employment:

- GO POWER – Manager
- AXA Services Indonesia - Organization Development & Talent Management Assistant Manager
- PricewaterhouseCoopers Consulting Indonesia – Senior Associate

# Our Domain Coverages – Organization and People

Our deep expertise in organization and people management space has allowed us to provide valuable **advisory, consultancy** and **implementation** services, for mature organization and growing businesses alike.

## Strategy & Organization



- Organization Assessment
- Strategic Workforce Planning
- Organization Design
- Organization Restructuring
- Business Process Optimization
- Process and Policies
- HR Blueprint
- HR Organization

## Talent Management



- Training & Development
  - In Class
  - Online
  - Dedicated Platform
- Talent Mapping
- Succession Planning
- Performance Management
- Competency Management
- Offboarding / Outplacement
- Employee Engagement

## Selection & Recruitment



- Strategic Talent Placement
- Profiling and Assessment
- Psychological Testing
  
- Manage Services
- Employer Branding
- Onboarding – Mid-boarding

## Compensation & Benefits



- Job Evaluation
- Salary Structure
- Payroll – Manage Services
  
- Compensation & Benefits Management

## Data Analytics & HRIS



- System Requirements
- Vendor Selection
- Data Management

- Data Analytics
- HR Metrics

# Our Detailed Service Offering: Harrison Assessment



## What is Harrison Assessment?

Harrison Assessment (HA) is an online profiling tool that is used to get insights on candidate/employee's **work preferences and behavioral profile**. Participants will be asked to fill "SmartQuestionnaire" and various assessment report can be generated from the questionnaire result. The result could give analysis of **personal traits, interests**, as well as work and **task environment preferences**. It could be used to effectively predicts **job success, engagement, and retention**.

## How Could You Use Harrison Assessment?



### Recruitment & Selection

HA could be used to assess candidate behavioral profile and evaluate if work preferences match with the job requirements.



### Competency Assessment

Behavior competencies in an organization could be mapped to HA system which will be used to measure competency level. Organizations are able to customize based on competencies required for a position.



### Identify Development Needs

HA result could be used to identify individual's area of improvement. This helps employee to understand their development needs and it helps HR to design targeted learning program.



### Engagement & Retention

Employer are able to get insights on employees' expectations and hence it could help HR team to initiate the effective intervention to improve employee engagement and retention.

## Why Should You Choose Harrison Assessment?

### Benchmark Data

HA provides job specific personality test. Based on the research, **HA has benchmark data bank of various positions, and each position is mapped into different trait requirements**. Thus, HA could be used to predict job success and job satisfaction for many different job positions.

### Reliable

HA is a well researched and validated assessment. HA uses a unique algorithm that can minimize the influence of bias and improve reliability. In the report, reliability score is informed and HA is able to detect when answers provided are not reliable.

## Why Choose CTG+ To Help You With Harrison Assessment?

**CTG+ is Harrison Assessment Consultant Partner** with certified consultants who are experienced in helping client with HA. We help our clients to set up the parameter in the system, administer questionnaire, generate the report based on requirements, and deliver a consultation/debrief session. As HR consultant, our understanding in organization, job profile, and competency helps us to assist our clients in utilizing HA to bring value added to the organization.



# Harrison Assessment Provides Various Reports To Fulfil Your Requirements

There are various Harrison Assessment reports that could be generated from work preference questionnaire completed by participants (employees/candidates). Participants are not required to complete questionnaire repeatedly because multiple reports could be generated based on answers provided in a single questionnaire. The followings are the examples of Harrison Assessment Reports.

Assessment Report	Report Overview
Job Success Analysis	This report measures how well an individual meets all requirements for a job – with suitability percentage. The job requirements are fully customizable.
Paradox Report	This report provides deep insights into individual’s behavioural patterns and responses to stress. The result is plotted against 12 Harrison Paradoxes. A Paradox Mastery Guide is incorporated into the Paradox Reports to provide greater clarity related to mastering paradoxes.
Traits & Definitions	This report provides a complete overview of the individual’s traits. The report ranks the individual’s traits and preferences within the following categories: Basic Traits, Work Environment Preferences, Task Preferences, Interests, Job Functions, Engagement and Retention Factors, and Behavioral Competencies.
Engage and Employee Expectations	This report assists managers by providing easy to understand graphs and narratives that will help to better engage an employee or potential hire. It assists the manager to fully understand an employee’s employment expectations.
How To Manage, Develop, and Retain	This report provides managers with insights that will increase an employee’s performance, motivation, and likely retention. It focuses on how to best utilize an individual’s strengths while alerting managers about potential performance problems.
Career Development	This report assists individuals to achieve a more fulfilling and successful career. Based on the individual’s personality and preferences, the report provides the essential information necessary for career development.

# Examples of Harrison Assessment Report

## Traits & Definitions Report

**Life Themes** - Andrew's life themes, highest values, key potential strengths

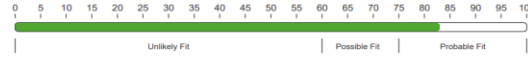
Trait	Score	Description
Helpful	9.9	The tendency to respond to others' needs and assist or support others to achieve their goals
Warmth / empathy	9.9	The tendency to express positive feelings and affinity toward others
Wants Autonomy	9.6	The desire to have freedom or independence from authority
Optimistic	9.5	The tendency to believe the future will be positive
Wants Challenge	9.4	The willingness to attempt difficult tasks or goals

**Strengths and Preferred Focus** - Andrew's potential strength and preferred focus

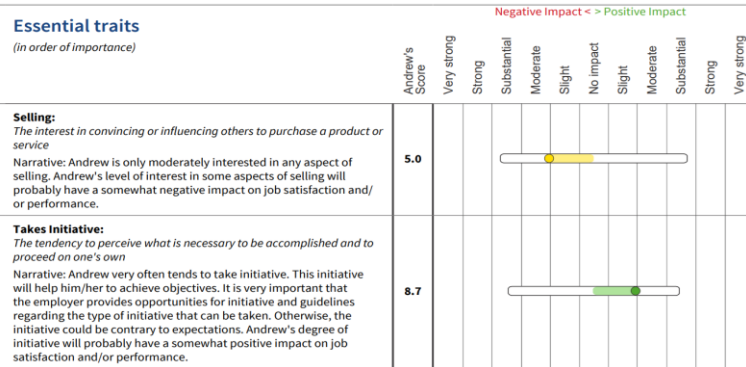
Trait	Score	Description
Outgoing	9.2	The tendency to be socially extroverted and the enjoyment of meeting new people
Risking	9.2	The tendency to feel comfortable with business ventures that involve uncertainty
Wants To Lead	9.2	The desire to be in a position to direct or guide others
Cause Motivated	9.1	The tendency to be motivated to help society
Self-motivated	9.0	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals
Takes Initiative	8.7	The tendency to perceive what is necessary to be accomplished and to proceed on one's own
Authoritative	8.6	The desire for decision-making authority and the willingness to accept decision-making responsibility
Persistent	8.6	The tendency to be tenacious despite encountering significant obstacles
Diplomatic	8.6	The tendency to state things in a tactful manner
Open / reflective	8.2	The tendency to reflect on many different viewpoints
Enthusiastic	8.2	The tendency to be eager and excited toward one's own goals
Influencing	8.1	The tendency to try to persuade others
Tolerance Of Bluntness	7.8	The level of comfort related to receiving abrupt or frank communications from others
Tempo	7.7	The enjoyment of work that needs to be done quickly
Flexible	7.7	The tendency to easily adapt to change
Analytical	7.5	The tendency to logically examine facts and situations (not necessarily analytical ability)

## Job Success Analysis Report

Overall Percentage of Suitability Fit = 83%



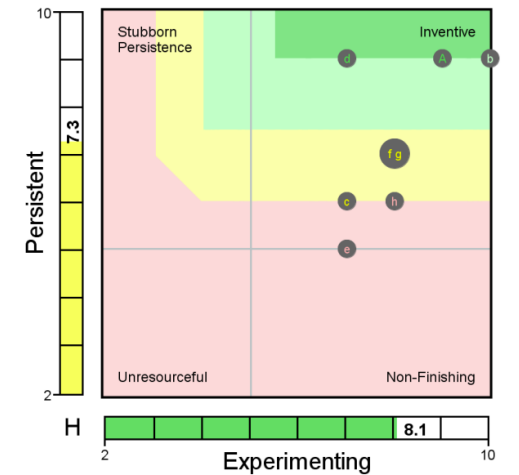
**Essential traits**  
(in order of importance)



## Team Paradox Report

**Focused Innovation (Innovation)**

The tendency to combine persistence and inventiveness to achieve a goal

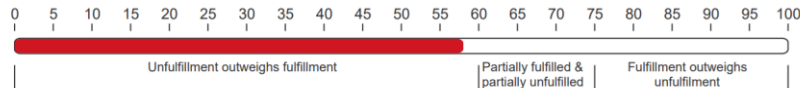


Paradox Importance to Role: High  
Average Score: 75

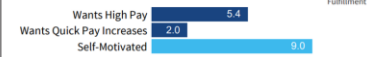
	Apply this strength	Good but development beneficial	Development needed	Development important	Quadrant Totals
Inventive	2 (25%)	1 (13%)	3 (38%)	2 (25%)	8 (100%)
Stubborn Persistence	-	-	-	-	-
Non-Finishing	-	-	-	-	-
Unresourceful	-	-	-	-	-
<b>Color Totals</b>	<b>2 (25%)</b>	<b>1 (13%)</b>	<b>3 (38%)</b>	<b>2 (25%)</b>	<b>8 (100%)</b>

## Engagement & Employment Expectations Report

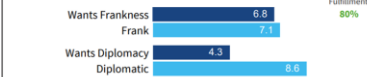
Overall Fulfillment score = 58%



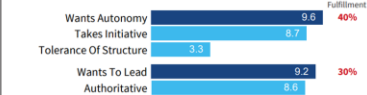
### Remuneration Expectations



### Communication Expectations



### Authority Expectations



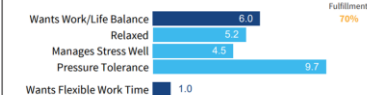
### Personal Expectations



### Social Expectations

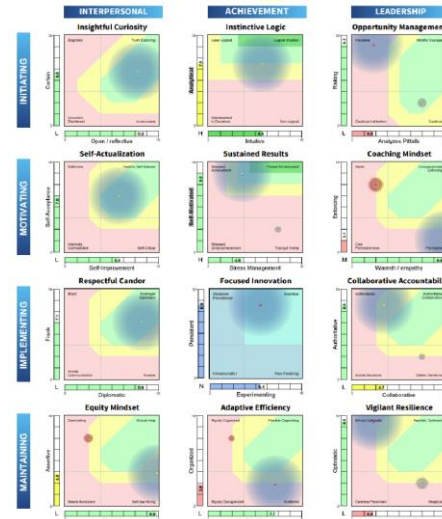


### Work Life Balance Expectations



## Paradox Report

Overall Paradox Mastery Level: 60% - Development needed



# Our Detailed Service Offering: LEGO® SERIOUS PLAY®



# What is LEGO® SERIOUS PLAY®?



LEGO® SERIOUS PLAY® is a methodology that uses LEGO bricks to **facilitate communication, problem-solving, and creative thinking**. The method taps into human ability to imagine, to describe, to initiate change and improvement, as well as to **create something radically new**.

# LEGO® SERIOUS PLAY® – *Uncovering Insights*

## Why Choose CTG+ To Facilitate Your Workshop Using LEGO® SERIOUS PLAY®?

- Our consultants are trained facilitator in LEGO® SERIOUS PLAY® methods and materials.
- Best fitted approach - we understand that every organization requires different approach. We will conduct a consultation session to understand your requirements, and customize the workshop as needed.
- Valuable insights - We recognize that your goal is more than just conducting a workshop. We will provide a report that summarizes our observation and valuable team ideas that could be captured from the session.

## Our Consultants Are Trained Facilitator in LEGO® SERIOUS PLAY®

### Adsa Hermawan,

- *Master of Business in Strategic HRM*
- **Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials**
- *SHRM-SCP Certified, The Society For Human Resources Management, 2017*

### Anastasia Gladis,

- *Master of Commerce in Marketing*
- **Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials**
- *SHRM-CP Certified, The Society For Human Resources Management, 2017*

### Melinda Santoso,

- *Bachelor of Science in Industrial/Organizational Psychology*
- **Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials**



**“LEGO® SERIOUS PLAY® is based on a relationship between the hands and a learning brain”**

# The Science of LEGO® SERIOUS PLAY®

LEGO® SERIOUS PLAY® (LSP) method is based on multiple theories and research that explains how the use of LEGO® bricks can encourage the active engagement of participants in a workshop or session to obtain new ideas or breakthroughs.

## THE SCIENCE OF LEGO® SERIOUS PLAY®

### HAND KNOWLEDGE



- With the help of all the neural connections in our hands, we “know” than we think we know at any given moment.
- Thoughts and ideas that are built with our hands tend to be expressed in greater detail as well as more easily understood and remembered.

### LEGO® SERIOUS PLAY®



### CONSTRUCTIVISM & CONSTRUCTIONISM



- Constructivism ☐ People construct and rearrange knowledge actively, and build hypotheses based on past experiences.
- Constructionism ☐ When we build an object, we also create new theories and knowledge in our brains to build on.

### FLOW THEORY



- The individual will get the most out of a learning process or development process, when the person has committed oneself to a process and enjoyed it.
- The individual needs to feel challenged at optimum level, the challenges given should not be too easy but not too difficult either.

### THE THREE IMAGINATION



- There are 3 types of imagination which are 1) Descriptive (imagination that identify pattern and places them in descriptive models), 2) Creative (imagination is based on combinations and transformations of objects and concepts), and 3) Challenging (imagination is used to contradict and even destroy the feeling of progress from the other imaginative shapes).

# Comparison of Learning Method For “Collaboration” Topic

To strengthen collaboration within the team and between teams, companies could organize events such as in-class training or conduct team building activities. LSP is one of the methods that can be applied to build collaboration by actively involving participants to participate in delivering their ideas and inputs.

## IN CLASS TRAINING

Example of a training outline:

- Introduction to team collaboration
- Communication skills
- Establish team goals & objectives
- Building trust
- Collaborative problem solving
- Managing conflicts
- Tools for team collaboration
- Cultural Competence
- Leadership skills
- Evaluation and continuous improvement
- Conclusion and wrap up

- A large amount of **knowledge and theory is obtained but not necessarily practical** and applicable to participants’ jobs.
- **Lack of participation and engagement** from participants.
- One-way information flow makes it **difficult for participants to obtain new ideas** or problem solving solutions.

## TEAM BUILDING ACTIVITIES

Example of activities:

- *Scavengers Hunt* - the team is required to work together to collect miscellaneous objects located in different areas by following certain instructions.
- *Escape Room* – the team is assigned with tasks, e.g. completing puzzle and they must escape the room before given deadline.
- Group Project – the team is assigned to work together to complete a project, e.g. making presentation.
- Playing “Angklung” – the team is assigned to play a song with a set of angklung instruments, each team member is responsible to play different tune.

- Participants are actively involved and participate, however, **there is a limited opportunity for participants to develop ideas and share their thoughts** with other participants.
- The purposes of activities are not directly related to messages that are to be conveyed, hence, **it is difficult to determine follow up actions.**

## LEGO® SERIOUS PLAY®

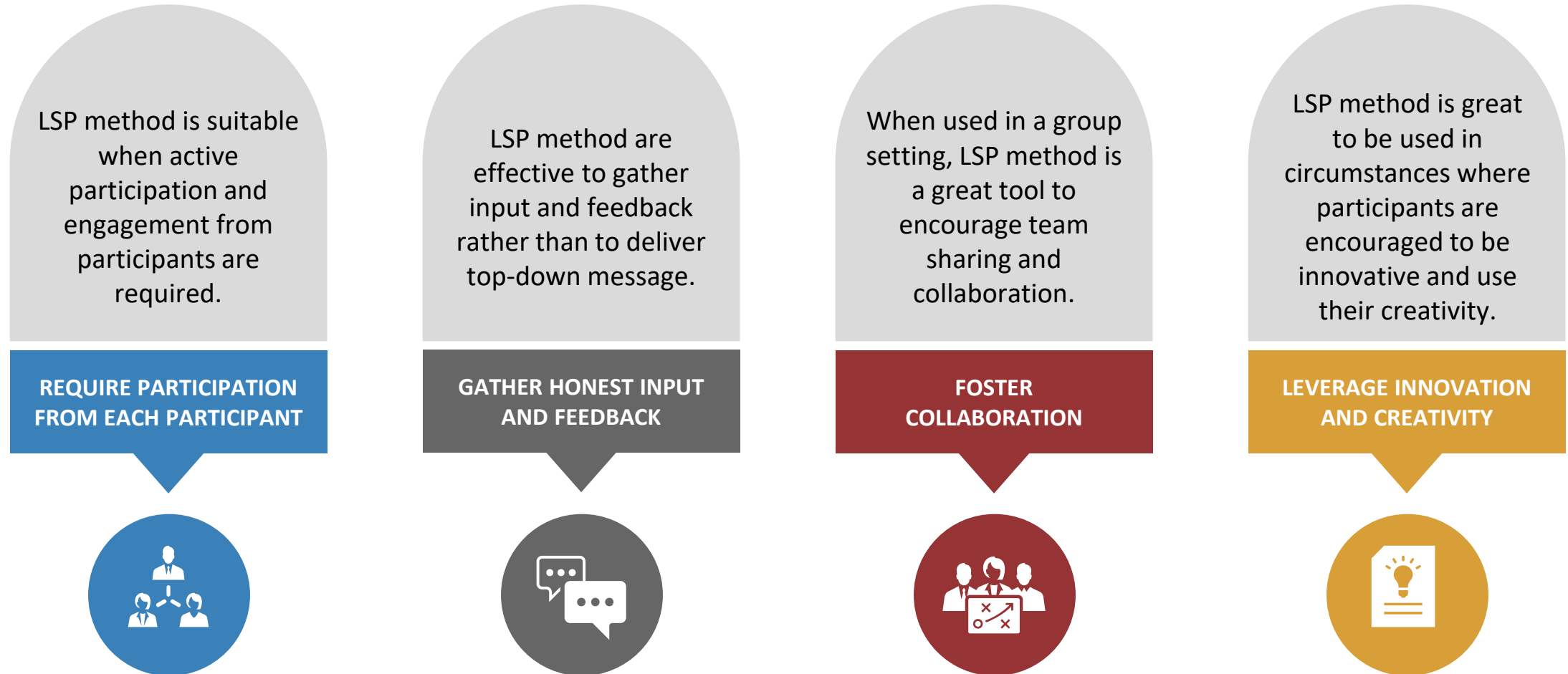
Example of a workshop session agenda:

- LEGO® SERIOUS PLAY® background
- Warm up – Build a tower and “Monday Morning” model
- Build a “good collaboration” model
- Discuss model and uncover insights
- Build a “bad collaboration” model
- Discuss model and uncover insights
- Build a “current state of collaboration” model
- Discuss model and uncover insights
- Build a connection between “good/bad collaboration” model with “current state” model
- Discuss connection and uncover insights
- Wrap up – Key Take Aways and Action Plan

- Participants are **fully involved and actively participate**, both in building and discussing the LEGO® models.
- Allow participants to **explore new ideas, thoughts, and new solutions** in order to determine required **action items.**
- **Encourage cooperation and collaboration process** by building LEGO® models together (team mode) as well as conducting discussion within the team.

# When Do You Use LEGO® SERIOUS PLAY®?

LSP method could be used in various workshops and sessions such as **organization assessment, strategic planning, problem solving, leadership and team development, as well as transformation and change management.** These are circumstances in which the method will work best.





# Benefits of LEGO® SERIOUS PLAY® Method

## New Ideas and Creative Solutions

From the sessions conducted, a lot of new ideas will be emerged from the LEGO® models built and the discussions. The use of metaphors in individual and collective models provide new perspective to allow participants view problems from different perspectives.

## Understanding of Problems in Real Time Context

LEGO® SERIOUS PLAY® helps participants to gain deeper understanding of complex problems in real time contexts. The use of LEGO® models to visualize current condition allows changes to be monitored from time to time.

## Better Decision Making

LEGO® SERIOUS PLAY® provides a structured and collaborative approach in decision making. The “hands-on” process in building LEGO® models helps the process of issue clarification and facilitates decision making process, including the identification of action items.

## Buy-In and Less Resistance

The active involvement of participants improve buy-in on ideas and problem-solving solutions that are gained from the session. By getting buy-in, participants become less resistance and willing to work cooperate to implement the proposed action items or decisions that were made.



# Implementation of LEGO® SERIOUS PLAY® – *Uncovering Insight*

## IN-CLASS / INSTRUCTOR-LED



Work > Result

2 Dimension

Expert

## LEGO® SERIOUS PLAY®



Play > Process

Multidimensional

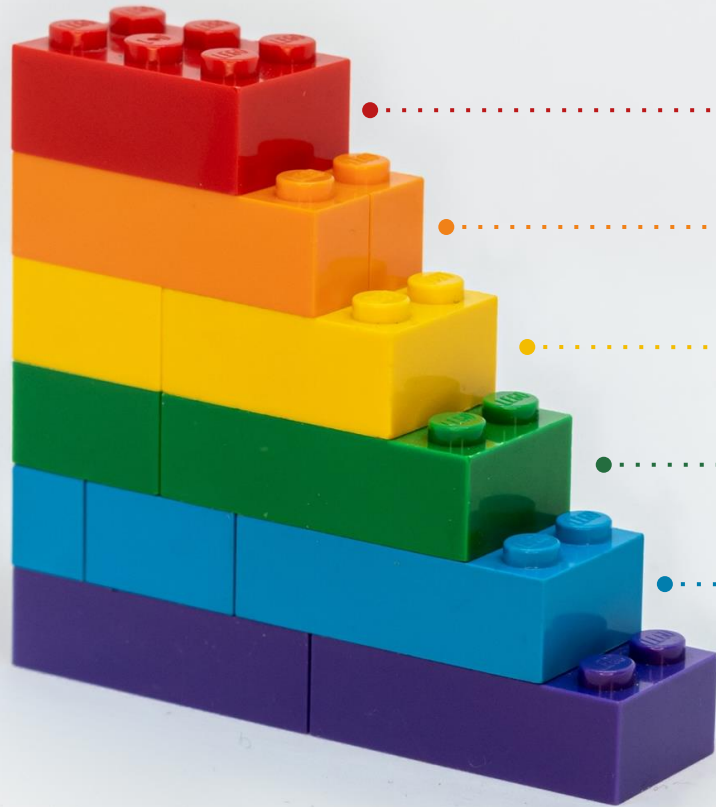
Owner

Mode

Visualization Dimension

Learning Focus

# LEGO® SERIOUS PLAY® Method



In-class,  
throughout the  
session

Conducted by facilitator, after the session

Report the observation results and/or  
compile learning outcomes into the  
appropriate template

• **ACTION PLAN**

• **REFLECT**

Collectively reflect on learning points

• **INSIGHT**

Participants learn from models and explanation  
from other participants

• **SHARE**

Participants share their point of view by  
explaining their LEGO® models

• **BUILD**

Participants answer questions by building LEGO®  
models

• **QUESTION**

Facilitator asks contextual questions related to  
learning objective

# Example of Models That Are Built During Workshops

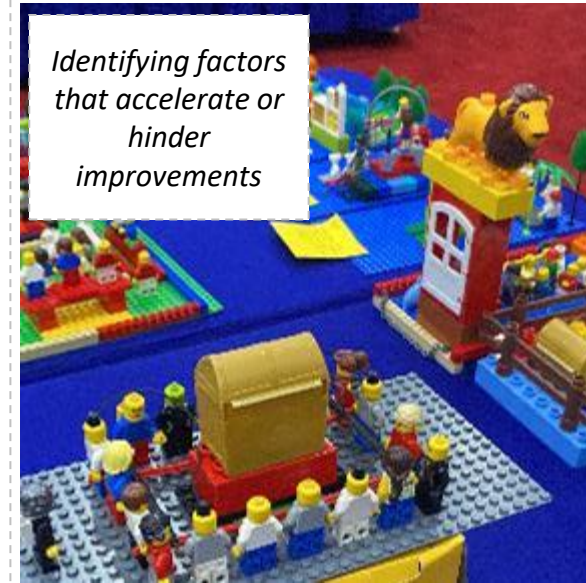
Exploration of organization identity



Development of shared aspiration



Identifying factors that accelerate or hinder improvements



Identification of "Agent", i.e., push factor or barriers in strategy execution



Development of company strategy and vision & mission



# Client Experience for LSP

” A 3-day Leadership Bootcamp with CTG Plus; the use of LEGO® as a multidimensional tool to communicate throughout the session was both a challenge and a relief for our managers to re-shifting their goals back to the same purpose and align with the Company's vision as well as mission. Thank you CTG Plus for your exceptional service! “

” Very Impressive! My first time experiencing experiential learning with LEGO® “

” Very good and interesting session. We learn a lot in a refreshing environment “

” Exciting and enjoyable! I gained new knowledge during the LEGO® Serious Play® session, particularly in learning the right methods for asking questions to have a deeper understanding and avoid judgement. “

” We can explore and visualise into real thing, not just discussion on theories. “

” First time experience attending LEGO® Serious Play® session. Very good in exploring a topic creatively, thinking out of the box, to solve problems and strengthening team bonding. It helps to understand our blindspot by understanding how others perceive us without making us feeling *baper*. “

” Using LEGO® bricks to visualize a condition is something new and exciting. The discussion is more objective that way. “

” Easier to visualize your thoughts using model. What a discovery and new experience for me personally. “

” I joined the class without any expectations or skills to build LEGO®. I thought it would be challenging for me to keep up as I have never explored LEGO® my whole life. But the sequence and the skill building and instructions were clear in helping me to project my thoughts and feelings into models. As it turns out, I also learned that we can always try something new “

” The LEGO® Serious Play® session provides new insights for personal development. It was far from boring and significantly contributed to improving creativity and innovation. “

” To answer through model is harder than just doing it verbally. But it also help us to really think what is the most important thing that we want to convey, not just saying the cliché because we need people to understand our model as well “

” This approach help us to understand team in a personal way and to try to emphasise with their viewpoints with no judgment “

# Our Detail Service Offering: Strategic Talent Placement



# Strategic Talent Placement – Our Competitive Advantages

## ASSESSMENT & PROFILING TEST

We are able to conduct assessment and profiling test for selected candidates upon request (additional charges will apply depending on the test).

## NO RETAINER FEE

You are not required to pay upfront fee to secure our strategic talent finder services. Invoice will only be issued when you recruit one of the candidates referred by CTG.

## BEYOND RECRUITMENT SERVICES

We are not only recruiters who source your candidates. While the final decision is yours, you can always consult with our consultants who are HR professionals with extensive experiences in the field.

## TERM OF PAYMENT

We offer flexible term of payment. You are not required to pay full amount of placement fee on the employee's first day of employment.





*“Closing the gap with the  
best fitted solution”*

## CONTACT US

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