

DEVELOPING GREAT PEOPLE THROUGH LEARNING CULTURE TRANSFORMATION



TELKOM CORPORATE UNIVERSITY

From Competence To Commerce





Content

Telkom at Glance

Telkom Corporate University Journey

Learning Culture Transformation



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Telkom Indonesia is listed at Indonesia Stock Exchange (TLKM), NYSE (TLK US) and sustaining growth with **10 International Footprint**

Ownership



Government 51.2%

Public 47.1%

Treasury Shares 1.7%

Employee



Telkom 15.018

Telkom Group 22.503

Market Capitalisation at IDX

IDR 473,7 Tn*

**) HI 2017*

International Footprints

- Singapore
- Hongkong
- Timor Leste
- Australia
- Macau
- Taiwan
- USA
- Malaysia
- Myanmar
- Arab Saudi



- TSEL Coverage ± 99% Population
- 340 cities and more already 4G LTE
- 500 cities and more already 3G



- 16,4 Mio Fiber Optic Homes passed
- 1.6 Mio Customer



- >106.600 km Nationwide Fiber Optic backbone network



100.000 M²
Data Center



Customer Base: 174 Mio
• 163.7 Mio Mobile,
• 10.6 Mio Fix,
• 95.3 Mio Broadband

TELKOM HC CHALLENGE

"Shifting to Digital Leaders & People"

1 Business Transformation "FROM TELCO TO DICO"

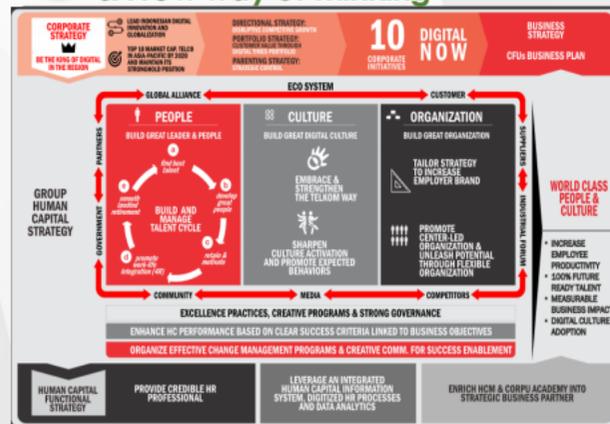


To Be The King of Digital

2 Human Capital Challenge

- Employee Aging
- Lack of DiGiCo Skill set
- Scarcity of DiGiCo Business Expert
- Need times for Shifting into DiCo Competency (inc. Leadership)

3 Human Capital Strategy Framework & New way of thinking





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Latest Recognition

Benchmarks :



and more...



Asian MAKE Award 2015
(Most Admired Knowledge Enterprise) Winner

Hongkong, January 21st 2015



Best Overall Corporate University 2017

Telkom CorpU won silver award in Global Council for Corporate University (GCCU) for best overall Corporate University category

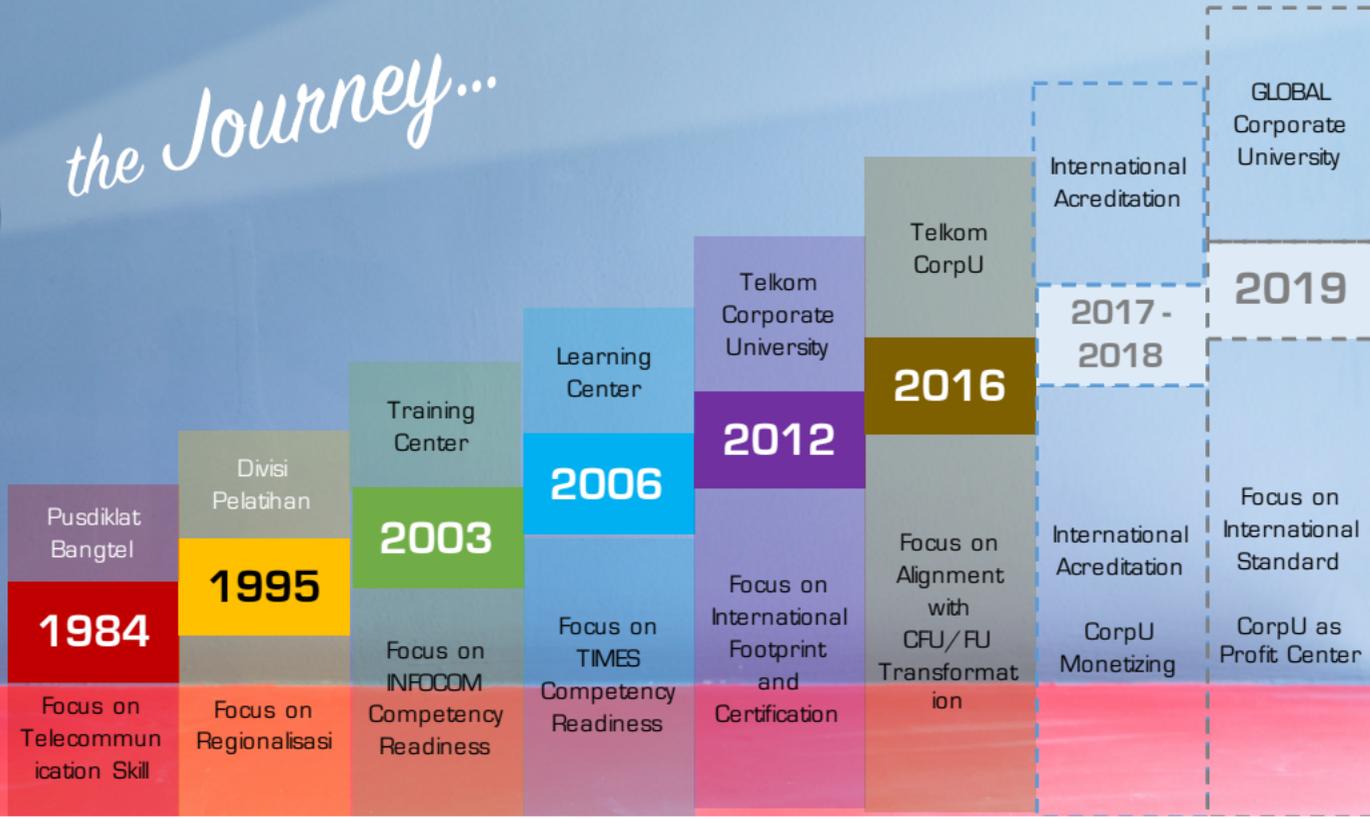
Paris, April 9th 2017



CLIP International Accreditation

International Accreditation on Corporate Learning Improvement Process (CLIP) held by EFMD (European Foundation Management Development) - *in progress* -

the Journey...



Tajuk OPINI dalam Harian KOMPAS Edisi Jumat, 24 Nopember 2017



*“Berdirinya universitas yang didukung oleh korporasi, sebut saja **corporate university (universitas korporat)**, bisa jadi adalah angin segar bagi perkembangan pendidikan tinggi kita.....”*

Telkom Corporate University \neq Telkom University

Telkom Corporate University merupakan pendekatan pembelajaran organisasi yang melayani pendidikan dan pengembangan karyawan telkom Group demi kemajuan bisnis perusahaan.

Sedangkan **Telkom University** adalah lembaga pendidikan formal berupa universitas milik Yayasan Pendidikan Telkom yang ditujukan untuk masyarakat umum,

“A **Corporate University** is an educational entity that is a strategic tool designed to assist its parent organization in achieving its mission by conducting activities that cultivate individual and organizational learning, knowledge, and wisdom”.

(Allen, Handbook of Corporate University, 2006)

ALIGNING – **PERFORMING** – **TRANSFORMING**

Organization Structure

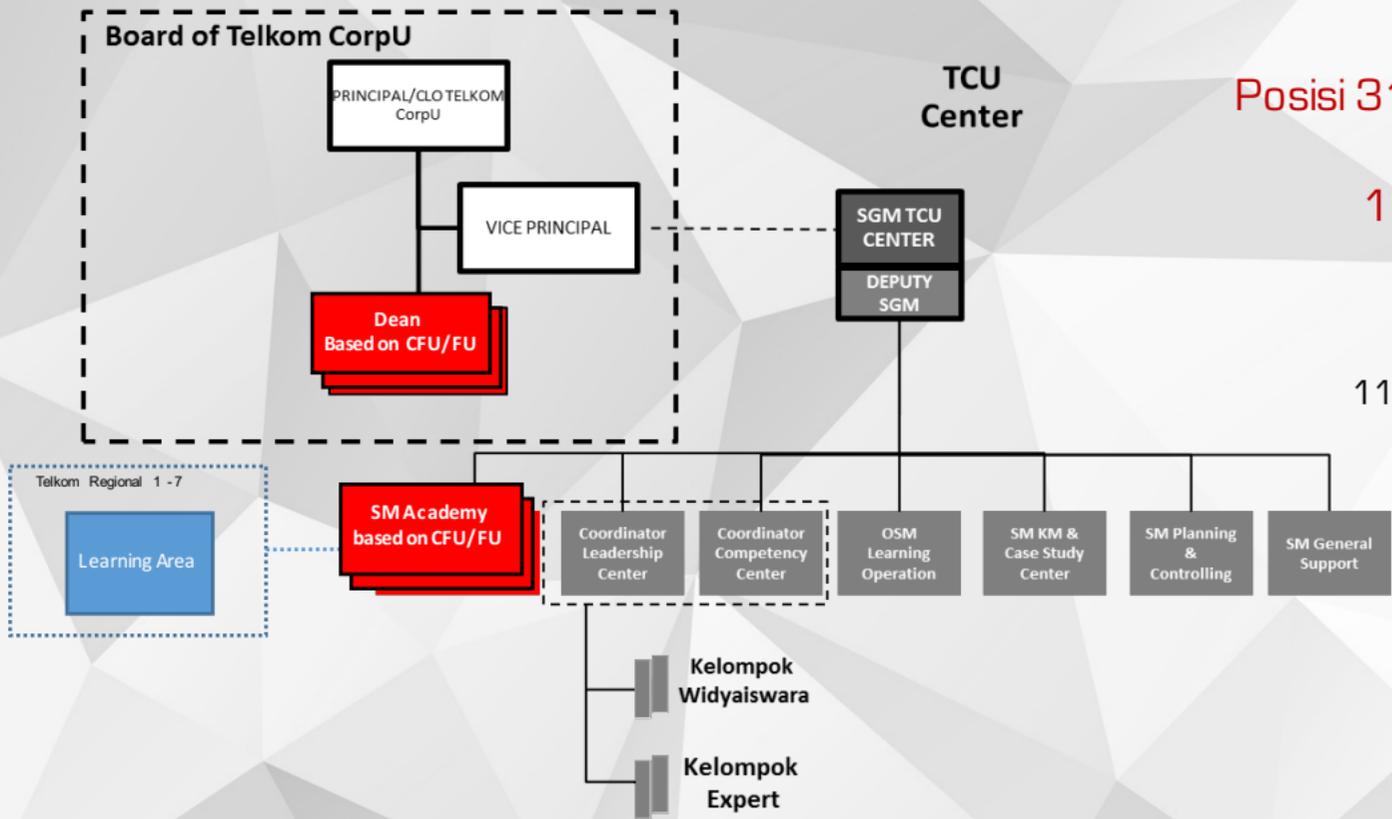
Posisi 31 Agustus 2017

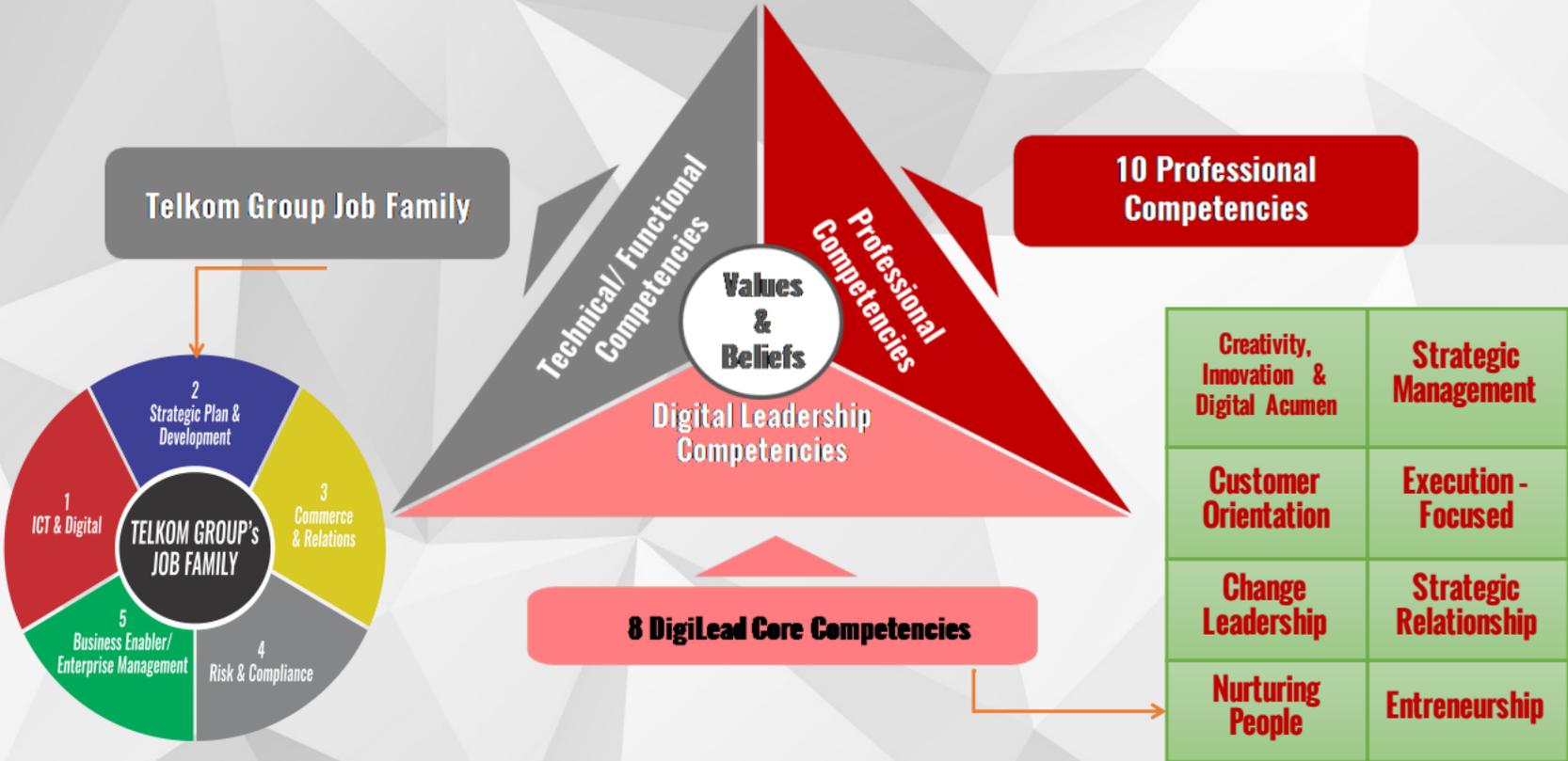
194 KARYAWAN

72 Widyaiswara

8 Expert

114 Learning Operation







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HOW DO WE DELIVER ?

- Learning Ownership
- Learning Methodology
- Learning Infrastructure

shifting learning ownership

HR/LC → DEAN/UBIS → INDIVIDU/EMPLOYEE



Learning Value Chain (LVC)
Integrated Learning Cycle (ILC)
COGNITIUM As Learning Management System

Telkom CorpU Building System



ILC (Integrated Learning Cycle)

Metodologi pembelajaran yang menggabungkan learning method dengan knowledge management melalui 6 cycle pembelajaran :

1. Self-Led Learning
2. E-Learning
3. Classical
4. Learning from Others
5. Dialogue
6. Sharing

LVC (Learning Value Chain)

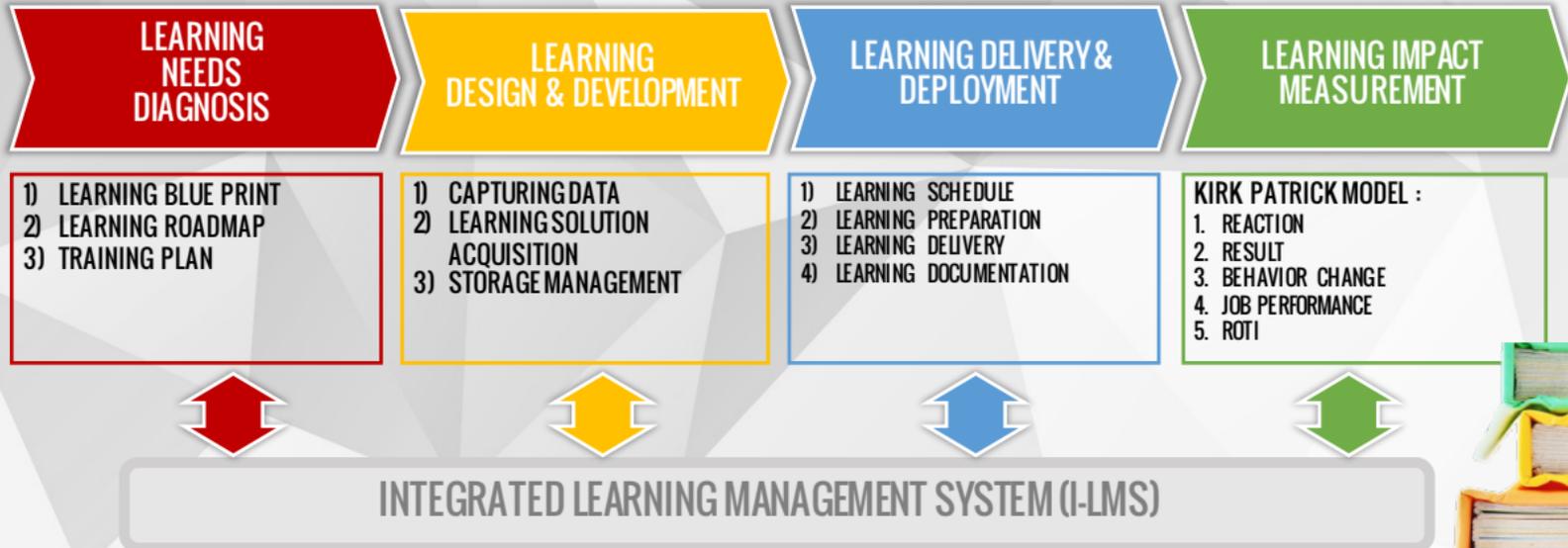
Proses pengelolaan *learning* melalui tahapan :

1. Learning Need Diagnosis
2. Learning Design & Development
3. Learning Delivery & Deployment
4. Learning Impact Measurement

ILMS (Integrated Learning Management System)

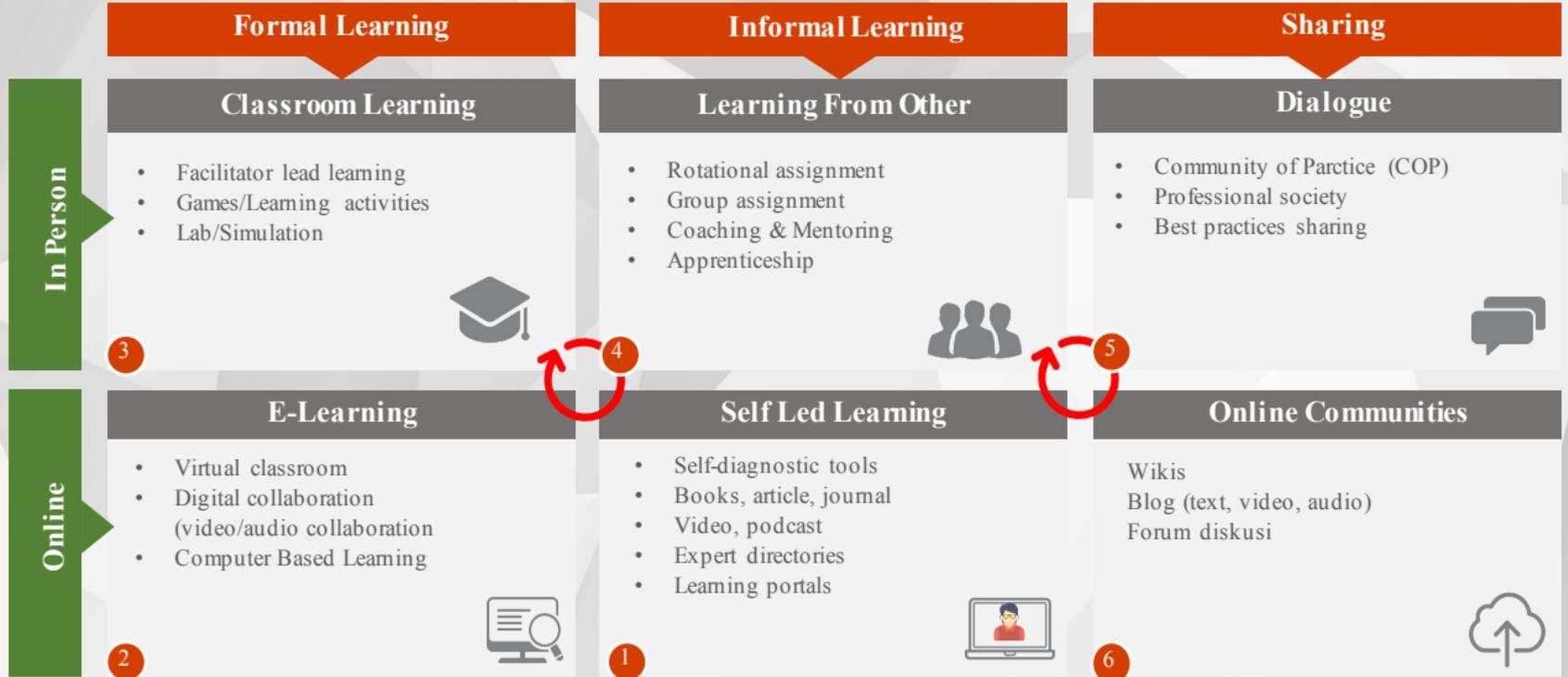
Sistem yang mengintegrasikan seluruh proses pembelajaran mulai dari perencanaan, pelaksanaan hingga evaluasi melalui *learning application* COGNITUM

Learning Value Chain



TCU-C ILC methodology

Metodologi yang bisa dipakai oleh individu dalam proses pembelajaran



Integrated Learning Management System (ILMS) - COGNITIUM

COGNITIUM adalah pengelolaan **LEARNING ECOSYSTEM** (*people, process, technology, culture/Brand*) Telkom Corporate University yang **TERINTEGRASI** dengan system human capital dengan mengedepankan pola pembelajaran **COLLABORATIVE, PERSONALIZED & BLENDED LEARNING**, baik formal maupun informal yang dapat dilakukan *any where, any time, any how & any device*, sebagai strategic tools untuk mencapai misi perusahaan.



LEARNING PLAN
MODULE



RESOURCE
MANAGEMENT



LIM MODULE
(Enhancement of Lv5)



SYSTEM INTERLINK
(HCMS, SSO, Others)



DASHBOARD
MANAGEMENT



INTEGRATED
HELPDESK



COURSE MATERIAL
(Modular)



- EXPERT MANAGEMENT
- INTEGRATED LEARNING CYCLE



Walkable Neighborhood

Menciptakan lingkungan yang ramah bagi pejalan kaki dengan menyediakan pedestrian yang nyaman di dukung dengan landscape yang asri

Outdoor Lifestyle

Setiap area di dalam kawasan dapat menjangkau area hijau dengan mudah, yang dapat dimanfaatkan sebagai ruang rekreasi ataupun ruang edukasi

Mix Programing

Perpaduan fungsi di dalam kawasan diharapkan mampu menciptakan suatu kawasan yang hidup dan ramai

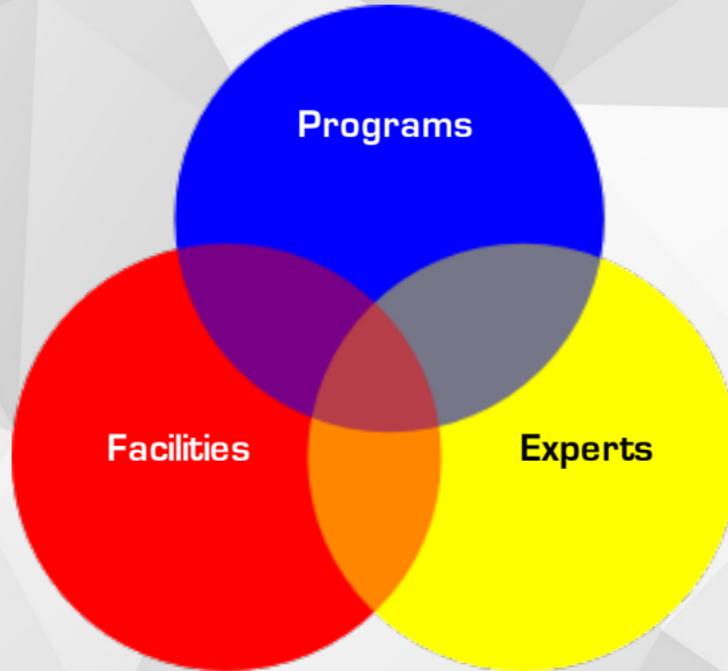
Flexible Environment

Ruang-ruang yang bisa beradaptasi guna memfasilitasi kegiatan belajar dan mengajar yang dinamis



Implement the I-CorpU

Collaborative & Partnership



Digitize & Digitalize



Unlock Knowledge



Knowledge Management
Framework

(Acquire - Utilize - Share)



**WORKING AT TELKOM GROUP
HAS TO BE FUN
KEEP YOUR SPIRIT HIGH
STAY YOUNG FOREVER**





Thank
you!