

Key Steps

Findings

Case Study

Agenda

Daya Dimensi

Typical Personality Pattern for Executive Level Leaders – a Case Study on 2000+ Executive-level Assessment Centre Participants for Indonesia SOE (State Owned Enterprise) in 2015 – 2017

Daya Dimensi Indonesia

International Congress on Assessment Center Methods - Windsor, UK



DAYA DIMENSI
INDONESIA

a member of DAYALIMA family
THE FORCE OF PROGRESS



DAYA DIMENSI
INDONESIA

a member of DAYALIMA family

DAYA DIMENSI INDONESIA

Authorized Representative of Development Dimensions International

Located in Jakarta, Indonesia

Employed more than 250 professionals

3 Assessment Center facilities in Jakarta & Surabaya

400+ clients in various industries

30,000+ assessment and development participants in Indonesia since 1998

www.dayadimensi.co.id



Daya Dimensi





**About Daya
Dimensi
Indonesia**



Agenda



Background



Findings



Key Insights



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Daya Dimensi



**Daya Dimensi
Indonesia as
Official
Assessment
Center
Provider for
SOE Strategic
Leader**



**Indonesia
High Economic
Growth**



**People as a
driver to
Boosting SOE
Performance**



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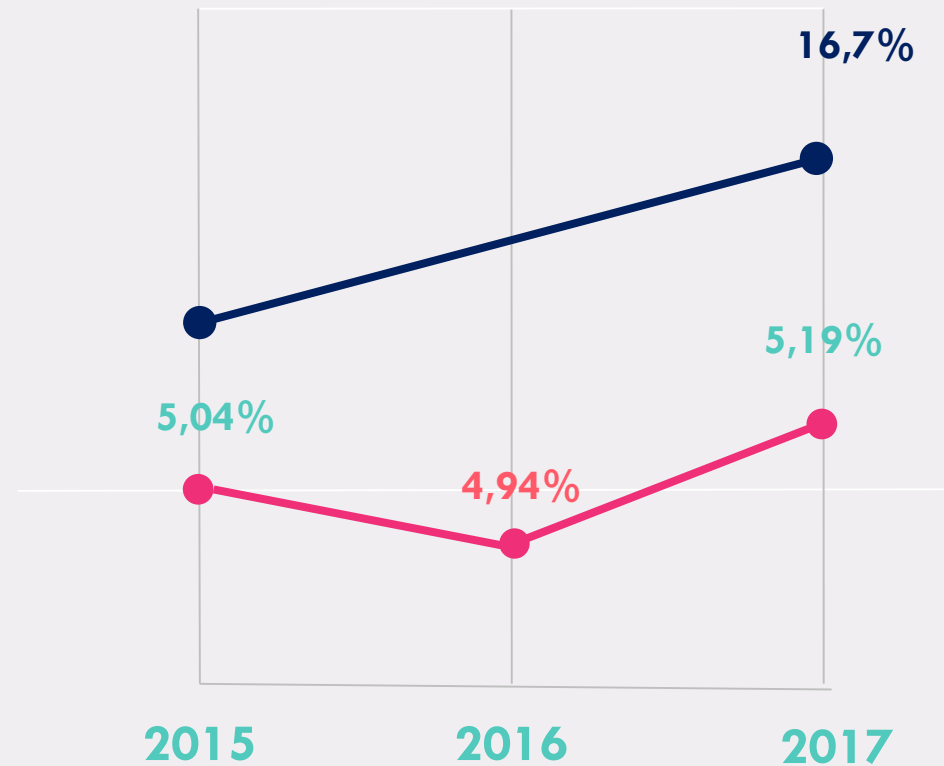
Daya Dimensi



INDONESIA ECONOMIC GROWTH



INDONESIA SOE PERFORMANCE



● Based on Gross Domestic Product (GDP)
Indonesia Central Bureau of Statistics

● Based on Current Asset (BUMN.go.id)



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Daya Dimensi



**Daya Dimensi
as Assessment
Center
Provider for
SOE Strategic
Leader**



**Indonesia
High Economic
Growth**



**Leaders as a
key driver to
boosting SOE
performance**



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Daya Dimensi



LEADERS AS A DRIVER TO BOOSTING SOE PERFORMANCE

HUMAN
EXCELLENCE

SHIFTING
BUSINESS
PARADIGM

COMPETENCY &
PERSONALITY



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Daya Dimensi

PERSONALITY PATTERNS FOR EFFECTIVE SOE LEADERS

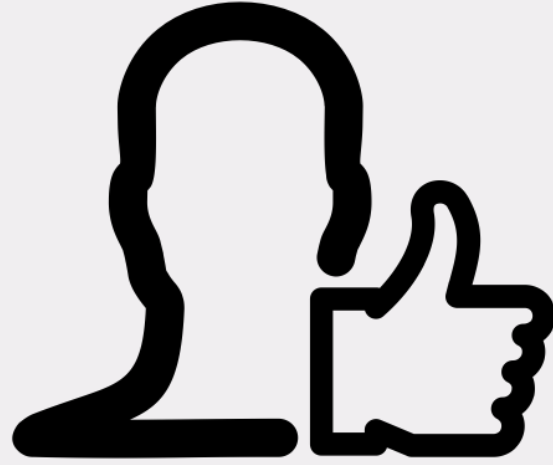


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Daya Dimensi

PERSONALITY PATTERNS FOR EFFECTIVE SOE LEADERS



INTROVERTED

PRAGMATISM

INDEPENDENCE



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Daya Dimensi

**DATA
DEMOGRAPHY**



**87%
MALE**



**13%
FEMALE**

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Daya Dimensi

DATA DEMOGRAPHY

INDUSTRY BACKGROUND

- Finance & Banking
- Manufacturing
- Oil & Gas
- Mining
- Service Sector
- Consumer Goods

LEVEL OF EDUCATION

- PhD
- Postgraduate
- Undergraduate

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**PERSONALITY
PATTERNS
FOR
CRITICAL
COMPETENCY**

DRIVING EXECUTION

**HIGH
INTELLECTA
NCE**

**EMOTIONA
LLY STABLE**

**SOCIALLY
BOLD**

INDEPENDENCE



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Daya Dimensi

**PERSONALITY
PATTERNS
FOR
CRITICAL
COMPETENCY**

CUSTOMER FOCUS

EMPHATIC

**HIGH
INTELLECTA
NCE**

DOMINANT

PRAGMATISM

INDEPENDENCE



PERSONALITY
PATTERNS
FOR
CRITICAL
COMPETENCY

VISIONARY LEADERSHIP

HIGH
INTELLECTUAL
NCE

EMOTIONA
LLY STABLE

DOMINANT

SOCIALLY
BOLD

EXTRAVERSION

GROUP
ORIENTED

TRUSTING

SELF
ASSURED

LOW ANXIETY

INDEPENDENCE



Findings

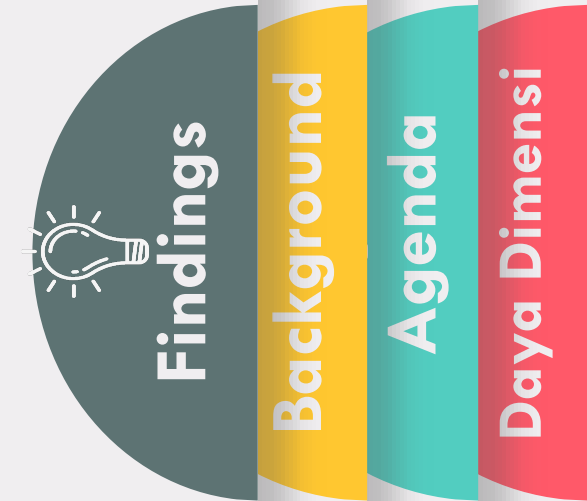
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Daya Dimensi

PERSONALITY
PATTERNS
FOR
CRITICAL
COMPETENCY

CHANGE LEADERSHIP

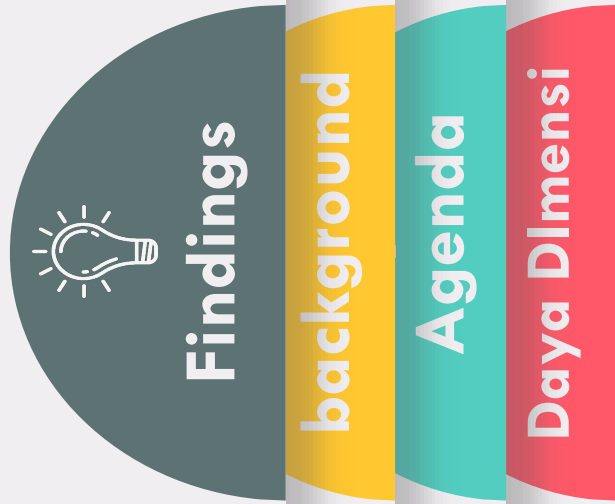


PERSONALITY
PATTERNS
FOR
CRITICAL
COMPETENCY

CHANGE LEADERSHIP

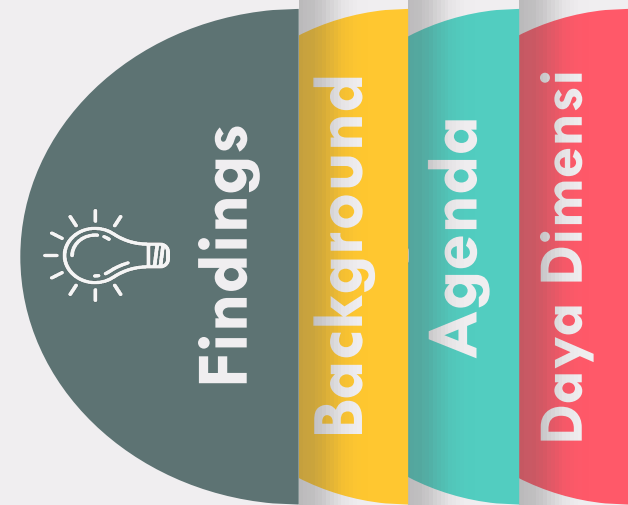
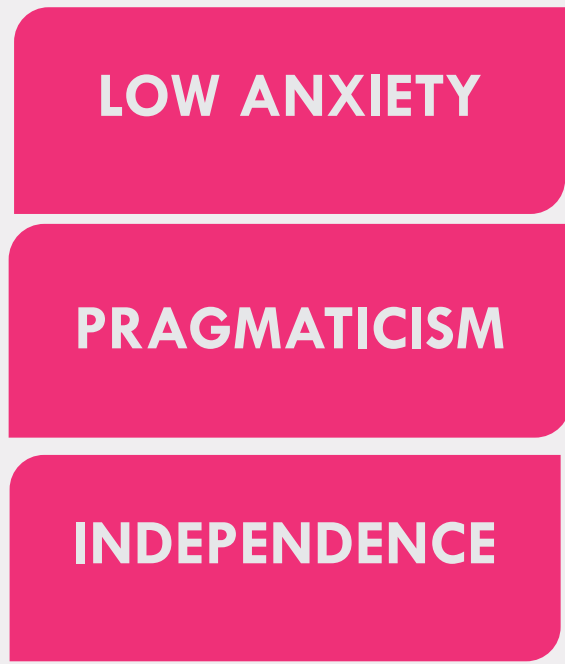
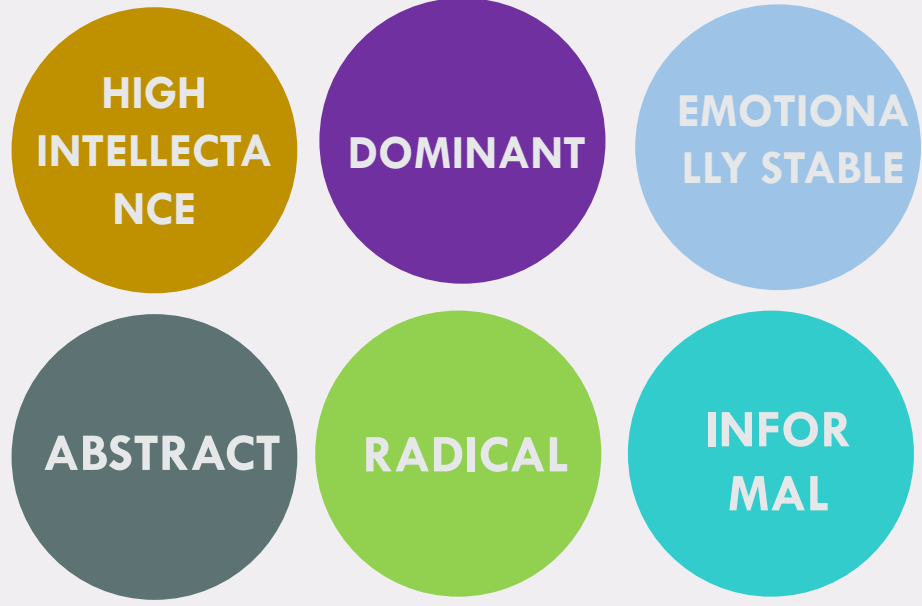
EXTRAVERSION

INDEPENDENCE



PERSONALITY
PATTERNS
FOR
CRITICAL
COMPETENCY

INNOVATION & CREATIVITY



WOMEN LEADERS



SOBER
SERIOUS

EMOTIONALLY
STABLE

GROUP
ORIENTED

RETIRING

DOMINANT

LOW
INTELLECTUAL
INTELLIGENCE

CONVENTIONAL

INTROVERSION

INDEPENDENCE

PRAGMATISM


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Daya Dimensi



Fit out the personality pattern into Assessment Center as part of selection criteria.



Self development as leaders through self-awareness – what drives us and our choices to create leadership impact



Transformation Journey - bring out the best authentic self from people to enable the organization transformation



Q & A

Key Steps

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Daya Dimensi

Thank you

Grace Yuliana
Grace.yuliana@dayadimensi.id
&
Kadek Tantiyana Putri
Kadek.putri@dayadimensi.id

www.dayadimensi.co.id

 LinkedIn : Daya Dimensi Indonesia
Facebook : Daya Dimensi Indonesia



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