ORANYEMAGZ

MANAGEMENT CONSULTING COMPANY

ED. 2025

Knowledge is Power

– Francis Bacon

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ORANYE
DEVELOPMENT COMPANY

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Fadl**anty**

Together empowering organization to grow, and **Proactively** delivering **Innovation** with **Fun**

LETTER FROM OUR CEO

Dear Reader,
In a world where change is no longer linear but exponential, we stand at the intersection of tradition and transformation. It is my pleasure to welcome you to this edition of our company magazine—a curated journey into the trends, innovations, and ideas shaping the future of Organizational Development (OD).

This year, our theme focuses on a force redefining how we work, think, and grow with Advance Technology. From generative AI reshaping creative processes to data-driven tools revolutionizing people strategies, technology is no longer just an enabler—it is an integral partner in building resilient, forward-thinking organizations.

As you explore these pages, you'll discover how AI is empowering Organizational Development, World of HR, Human Relationship, and Learning. Let these insights spark your imagination and renew your sense of purpose. Technology holds immense promise, but it is our shared values—empathy, adaptability, and a relentless commitment to growth—that will define how we shape its role in our journey.
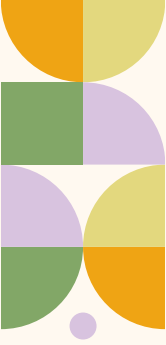
Together, we stand on the threshold of extraordinary possibilities. Let's step forward with curiosity, confidence, and a vision for a future where humanity and technology thrive in harmony.
With warmest regards,

Raymond H.

Raymond Hadisubrata

ORANYE PROGRAM AGENDA

1 **Organization Development Certification**
HC, HRBP, Organization Development (OD) & Change, Strategic Management Office (SMO), Compensation and Benefit Department

2 **Talent Development**
Team Leaders, Managers, Change Agents, HC, HRBP, CHROs, Talent Acquisition

3 **Create Impactful Learning Experience**
Learning and Development Department, Corporate Trainers and Facilitators, Individual Facilitators

4 **Technical Competency Dictionary**
HC, HRBP, Competency Management Department, Learning and Development Department, Organization Development (OD) & Change

5 **Human Capital Development Plan for Talent**
HC, HRBP, Learning and Development Department, Compensation and Benefit Department, Organization Development (OD) & Change

ORGANIZATION DEVELOPMENT CERTIFICATION

Transforming Organizations, Empowering People.

What will you get?

1 The Foundation for Organization Effectiveness
> Organization Development Concept
> Strategy Management

2 Optimizing Processes and Structures
> Business Process Management
> Organization Design

3 Managing People for Organization Success
> Human Capital Management System
> Competency Management
> Human Capital Development
> Organizational Culture Alignment

4 Driving Impact > Final Presentation

A certification program to equip participants with the knowledge and skills on organization diagnosis, gap identification, and intervention strategies that will further improve organization effectiveness. The course will be held offline for 5 days. Each day will focus on topics which allowing for a comprehensive understanding of the subject matter.

The final presentation day will be held on the last day, giving participants ample time to showcase their skills and knowledge. Interactive activities and guidelines will be provided during each session to ensure maximum engagement and learning.

Exclusive Benefits

- Organizational Culture Assessment Instrument (OCAI) Survey
- OD Modules
- Certificate of Completion
- Applied exercises for each core topic

Program Highlights

- Understanding the Five Key Elements of Organizational Effectiveness
- Diagnosing Organizational Health
- Designing Effective Interventions
- Applying Methodologies to Real Organizational Scenarios

📅 **5 Days** 📍 **Jakarta**

TALENT DEVELOPMENT

Empowers individuals to reach their full potential.

Program Highlights

- Develop critical competencies in communication, decision-making, and problem-solving.
- Build confidence and capabilities for transitioning into leadership roles.
- Foster a mindset of ongoing learning and process optimization.

Investing in talent development promotes employee retention, strengthens organizational culture, and aligns individual goals with broader business objectives. Talent development is the strategic and intentional process of nurturing and enhancing the skills, knowledge, and abilities of individuals within an organization.

What will you get?

Building Leadership and Problem Solving Skills

- First Time Leader
- Decision Making Skill
- Problem Solving Skill
- Continuous Improvement

Enhancing Communication and Personal Effectiveness

- Time Management
- Stress Management
- Communication Skill
- Negotiation Skill

Adapting to Change

- Individual Change Management
- Leading Change

Exclusive Benefits

- Practical Toolkits (Templates, frameworks, and tools)
- Practice real-world scenarios
- Actionable strategies to participants' leadership and career goals.

2 Days   Jakarta

CREATE IMPACTFUL LEARNING EXPERIENCE

Transforming Training into Impactful Learning.

This training-for-trainers program equips participants with the skills and strategies to design and deliver engaging, effective, and impactful learning sessions. It focuses on creating an enthusiastic learning environment, delivering content with confidence, encouraging participation, and evaluating training success for continuous improvement.

What will you get?

1 Prepare for Enthusiast Environment
- Know your Style of Teaching
- Know your Audience Needs & Background

2 Training Delivery
- Vocal, Verbal, Visual Aspect
- Posture, Gesture & Body Language
- Maximizing Voice Self-Culture

3 Handling Q & A Session
- Type of Difficult Question
- How to Answer Question Properly
- SEER Method
- Handling Unique Participants

4 Increasing Participation
- Ice Breaking Technique (Energizer)
- Leading Group Discussion
- Develop Case Study & Role Play Scenario

5 Evaluate your Training Session
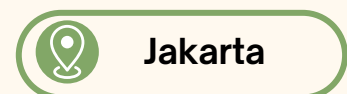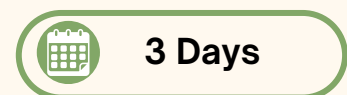- Measure your effectiveness using L1-L3

Program Highlights

- Create an engaging atmosphere environment
- Enhance facilitation skills to deliver impactful sessions.
- Boost participation and engagement

Exclusive Benefits

- Interactive Learning Tools
- Certificate of Completion

📅 **3 Days**

📍 **Jakarta**

TECHNICAL COMPETENCY DICTIONARY

Competencies That Build Capability.

Every job needs a specific technical skill set to perform effectively. The Technical Competency Framework which is being suggested here is useful throughout the employment lifecycle.

What Will You Get?

Building a Competency Framework
- Competency Model
- Core Competency Development
- Functional Competency Development
- Managerial Competency Development

Competency Implementation in HR Systems
- Competency Development Process
- Competency Based Human Resources Management (CBHRM)
- Job Profile Alignment

Competency Development and Assessment
- Training Module Development
- Hard Competency Assessment

Program Highlights

- Designing a Competency Framework
- Developing Competencies Across Roles
- Ensuring Job Profile Alignment
- Hard Competency Assessment Techniques

Exclusive Benefits

- Comprehensive Understanding of Competency Management
- Practical Frameworks and Tools
- Interactive exercises
- Certification of Completion

📅 **3 Days**

📍 **Jakarta**

HUMAN CAPITAL DEVELOPMENT PLAN

for Talent

A World Economic Forum report revealed that on average, companies estimate that around 40% of workers will require reskilling, with the skills required for most jobs expected to undergo significant shifts by 2025. Upskilling and reskilling have become essential for maintaining a strong workforce.

Exclusive Benefit

- Holistic Understanding of HC Development
- Bridging Competency Gaps
- Streamlined Training & Development Processes
- Certification of Completion

What will you get?

Building the Foundation for HC

- Understanding your roles in Human Capital Development Plan
- Competency Based Human Resources Management (CBHRM)
- Competency Development

Identifying Competency Gaps

- Competency Gap
- Training and Development
- Training & Development Cycle

Strategic Planning for Talent Growth

- TNA Analysis
- Development Plan

Program Highlights

- Understand the critical role of competencies in aligning human capital strategies.
- Learn how to define, develop, and implement technical competencies
- Understand how competencies inform the training and development cycle, from TNA to execution.

2 Days

Jakarta

FUTURE OF WORK

How AI Helps

In the current future we see a surge in the use of AI at work.

75%
Knowledge Workers use AI at work

"Employees want AI at work–and they won't wait for companies to catch up"

Reason on Why Knowledge Workers use AI

Save Time	
Focus More	
Getting Creative	
Better Joyness	

0 20 40 60 80 100
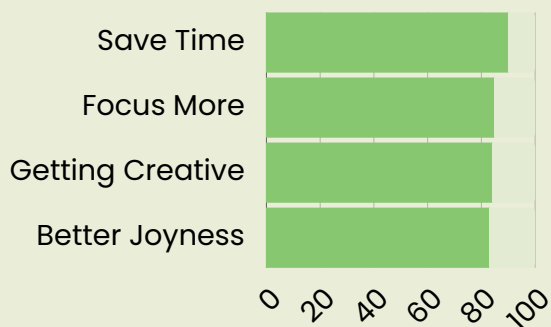
Leaders and Management Perspective of AI

79%
Agree to adopt AI

59%
Worry to quantify AI productivity

66%
Would not hire without AI Skill

Can AI be implemented for OD initiatives?

The Answer is **Absolutely!!**

Empowering OD with AI

As of 2023, **65%** of organizations are leveraging generative AI in at least one business function. Could the Organizational Development function also harness its potential?

Based on a survey of more than **3000** managers and interviews of **17 executives**. it was found that **AI** being used to fundamentally **redefine performance** and **enhance it**

It emerged that AI enable people to tap into **big data** to drive insight on job profile creation and job evaluation without previous big data **competency**

Recent research have utilized **Generative AI** to create content development for **change roll-out, mobilizing stakeholder, and monitoring change progress.**

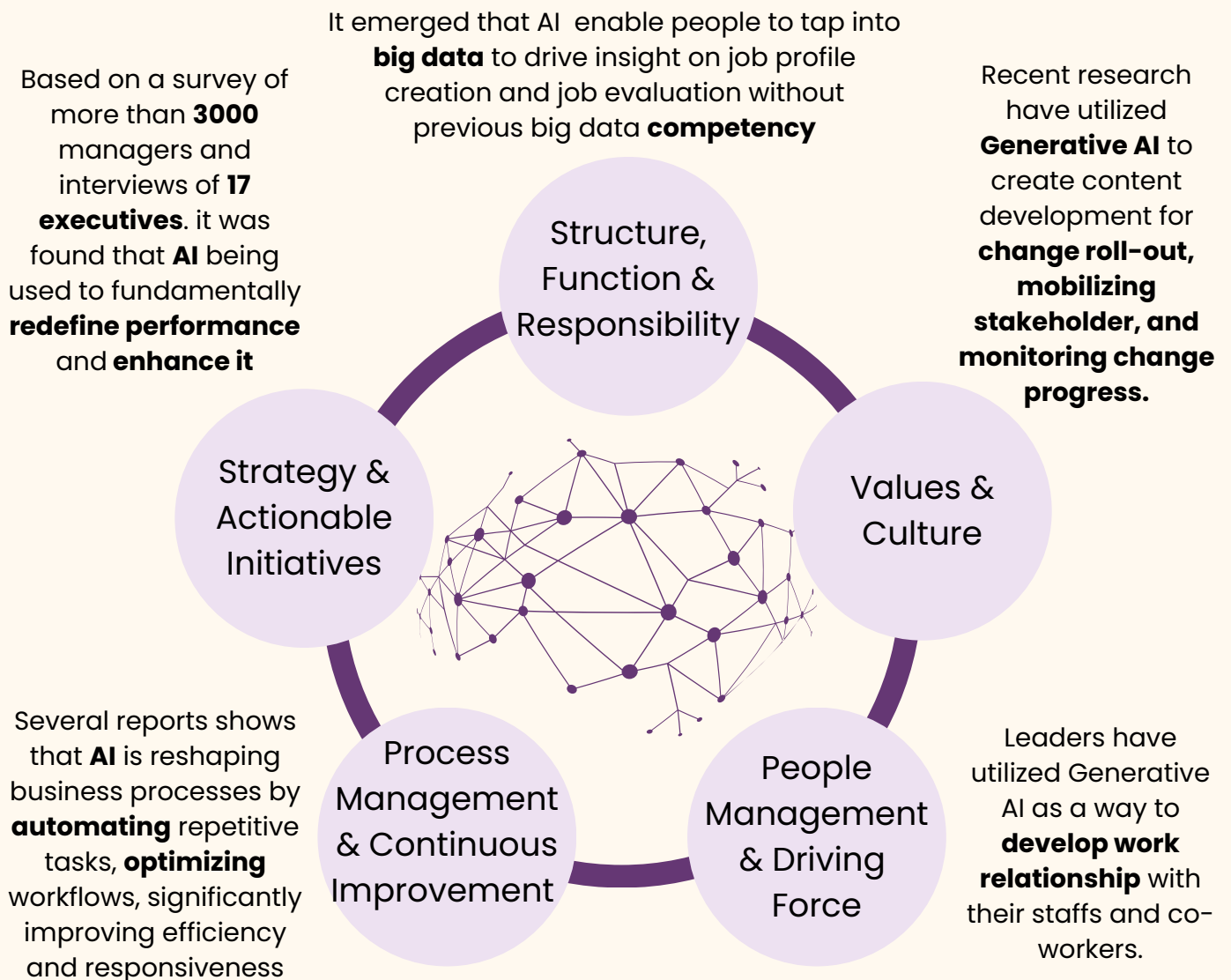Several reports shows that **AI** is reshaping business processes by **automating** repetitive tasks, **optimizing** workflows, significantly improving efficiency and responsiveness

Leaders have utilized Generative AI as a way to **develop work relationship** with their staffs and co-workers.

Structure, Function & Responsibility

Strategy & Actionable Initiatives

Values & Culture

Process Management & Continuous Improvement

People Management & Driving Force

Reimagining HR for the Future
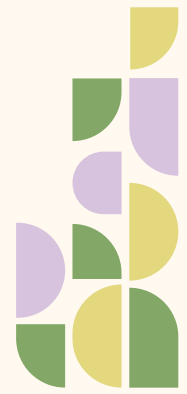
Imagine a workplace where HR professionals are freed from repetitive tasks, focusing instead on building stronger connections and driving strategic growth. Generative AI is set to transform HR roles, empowering teams to personalize employee experiences and unlock their full potential.
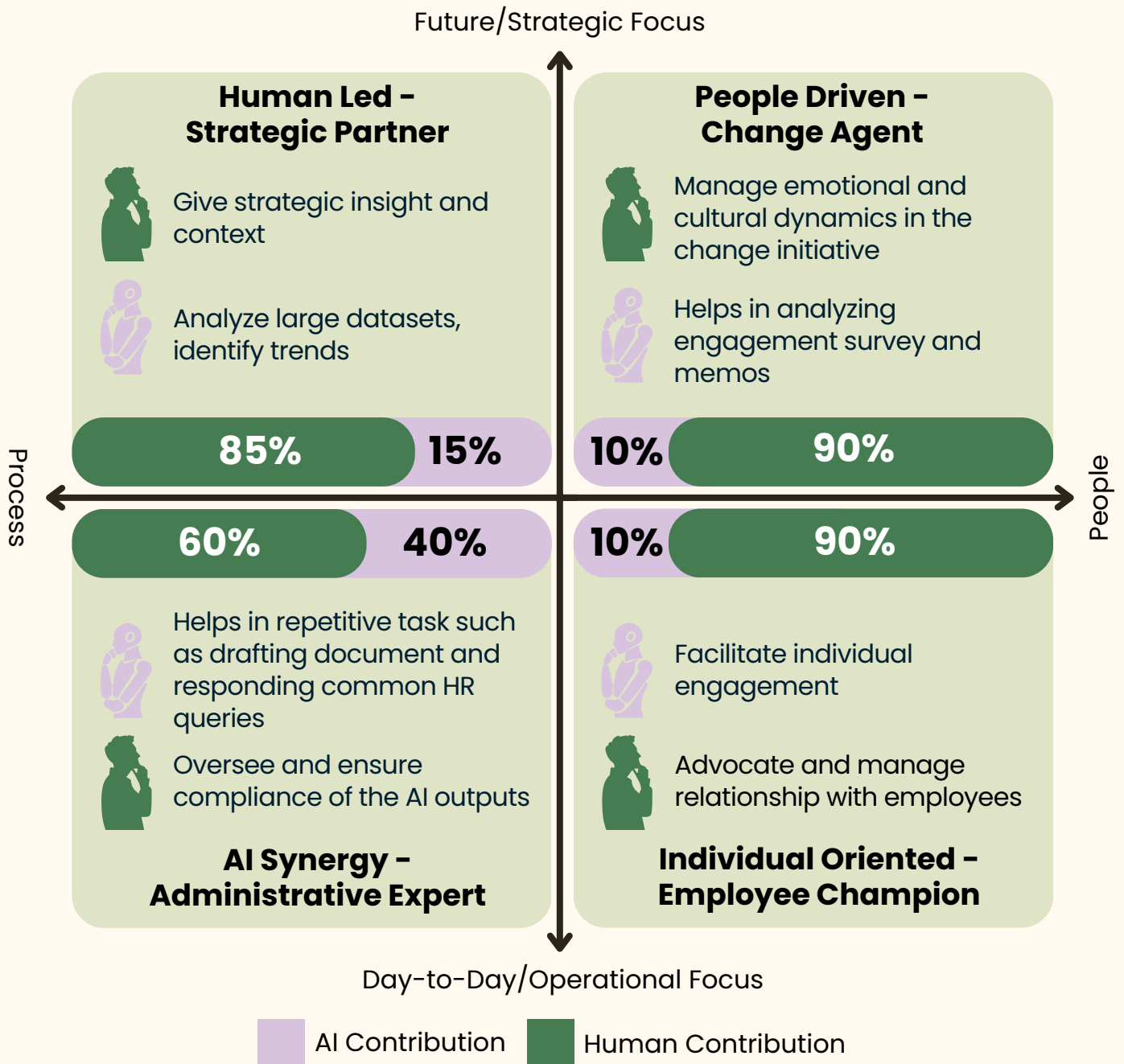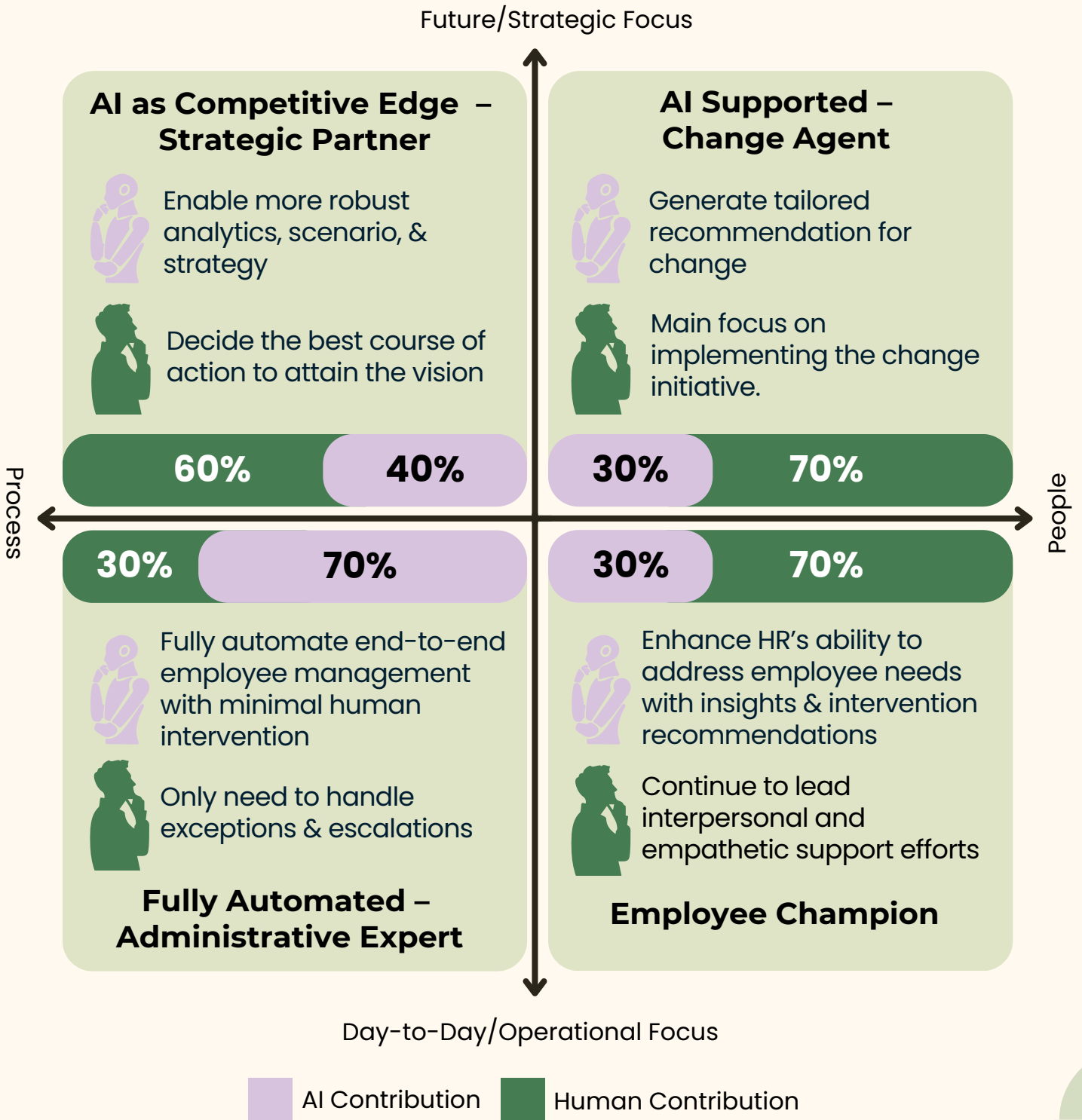
Here is how **current AI** support the role of HR :

Future/Strategic Focus

Human Led - Strategic Partner

Give strategic insight and context

Analyze large datasets, identify trends

85% **15%**

People Driven - Change Agent

Manage emotional and cultural dynamics in the change initiative

Helps in analyzing engagement survey and memos

10% **90%**

Process

60% **40%**

Helps in repetitive task such as drafting document and responding common HR queries

Oversee and ensure compliance of the AI outputs

AI Synergy - Administrative Expert

10% **90%**

People

Facilitate individual engagement

Advocate and manage relationship with employees

Individual Oriented - Employee Champion

Day-to-Day/Operational Focus

AI Contribution   Human Contribution

Here is how **Future AI** support the role of HR:

Future/Strategic Focus

Process ← | → **People**

AI as Competitive Edge – Strategic Partner

- Enable more robust analytics, scenario, & strategy
- Decide the best course of action to attain the vision

60% | **40%**

AI Supported – Change Agent

- Generate tailored recommendation for change
- Main focus on implementing the change initiative.

30% | **70%**

30% | **70%**

- Fully automate end-to-end employee management with minimal human intervention
- Only need to handle exceptions & escalations

Fully Automated – Administrative Expert

30% | **70%**

- Enhance HR's ability to address employee needs with insights & intervention recommendations
- Continue to lead interpersonal and empathetic support efforts

Employee Champion

Day-to-Day/Operational Focus

☐ AI Contribution   ◼ Human Contribution

The Future of Strategic Measurement, Enhancing KPIs with AI

Improving KPIs is a Leadership Priority. 60% of respondents assert that their organziations are striving to improve the quality of their KPIs for decision making. 34% of organizations are using AI to create new KPIs. 90% sees major improvement in their KPI.
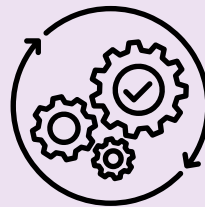
54%
Efficiency

46%
Precise Measurement

43%
Timely Measurement

33%
Greater Financial Benefit

Here is an example on how we can leverage Generative AI (Chat GPT 4.0) to create KPIs

Prompt:

I am a sustainability consultant for a mining company aiming to enhance its environmental, social, and governance (ESG) initiatives. Please create a detailed list of Key Performance Indicators (KPIs) tailored to this goal, focusing on areas such as reducing environmental impact, improving community engagement, promoting employee health and safety, and aligning with global sustainability standards like the UN Sustainable Development Goals (SDGs). Each KPI should be specific, measurable, and actionable.

* The quality of AI-generated results is directly influenced by the specificity and depth of the information provided by the user.

The Result:

Category	KPI-1	KPI-2	KPI-3
Environmental Impact	(%) reduction in greenhouse gas (GHG) emissions y-o-y.	(#) of water recycled or reused	(#) Reduction in energy consumption per ton of ore processed.
Community Engagement	(%) local workforce employed in mining operations.	Investment in local infrastructure and education programs as a percentage of revenue.	Community satisfaction score based on regular surveys.
Employee Health and Safety	Reduction in Lost Time Injury Frequency Rate (LTIFR) year-over-year.	(%) implementation of health and wellness programs.	Employee satisfaction score in health and safety initiatives.
Global Standards Alignment	(%) of operations certified under ISO 14001	Adherence to UN Sustainable Development Goals 6 and 13	Annual reporting of ESG performance using GRI (Global Reporting Initiative) standards.

The Learning Curve:

How Future Technology Helps Learning

With **62% of learner** engaging with AI tools, generative AI is transforming the learning experience by making it more accessible and interactive. Studies show that AI-powered systems improve learning outcomes by 24%, highlighting its role in enhancing educational efficiency and effectiveness.
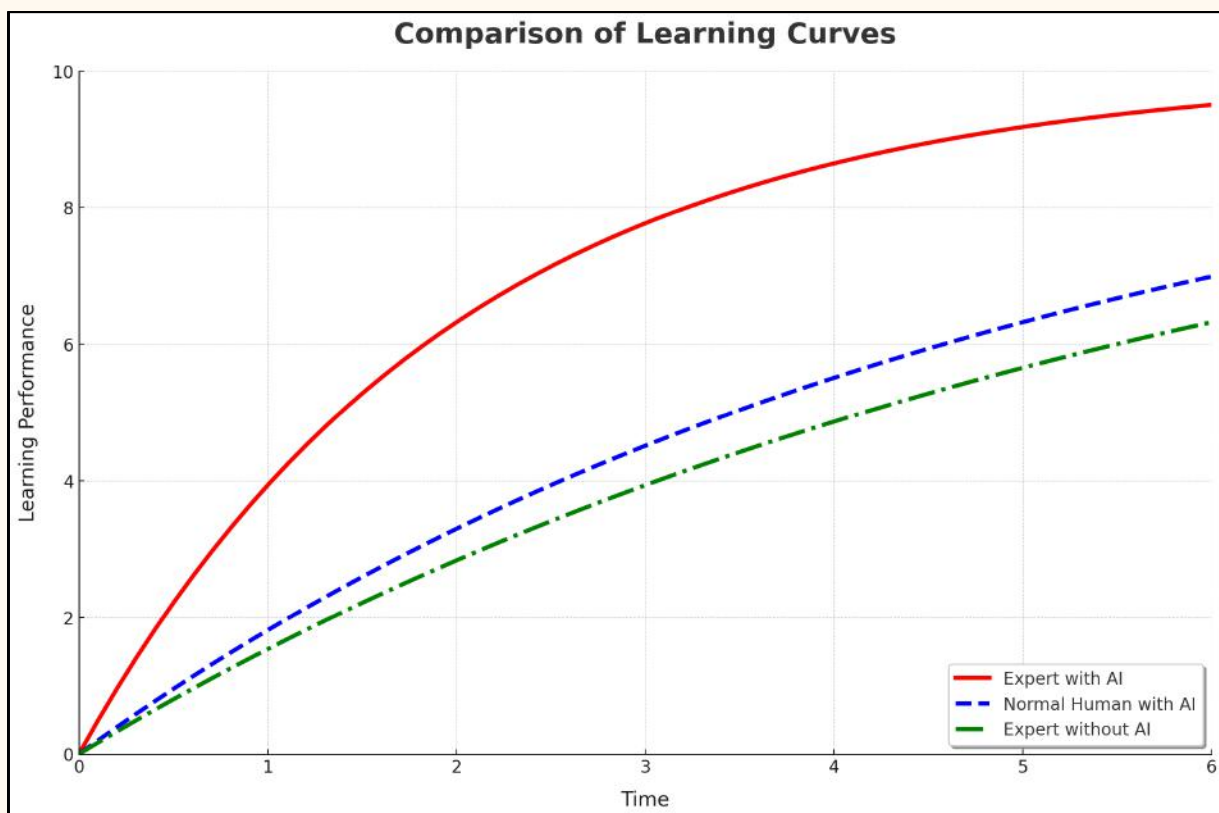
Comparison of learning curve between individual with AI vs Expert without AI vs Expert with AI

AI for Learning

AI for Teaching

- AI can aid in creating adaptive learning environments that boost learning efficiency by 19%

- Generative AI enhances simulations by creating realistic, adaptable scenarios, providing personalized feedback, and enabling scalable, cost-effective, and immersive learning experiences.

- With AI Learning is easier and more tailored by adapting to the needs, offering flexible access anytime, giving helpful feedback, and focusing on skills for learner.

- A survey by Microsoft revealed that 68% of educators have utilized AI tools at least once, with 47% of education leaders incorporating AI into their daily routines

- AI marking tools can help teachers spend 70% less time grading assignments. They found it useful for enhancing productivity, design, writing and teaching

- Over 75% of respondents felt GenAI has the greatest potential to support adult learning and education in content creation and as a teaching tool
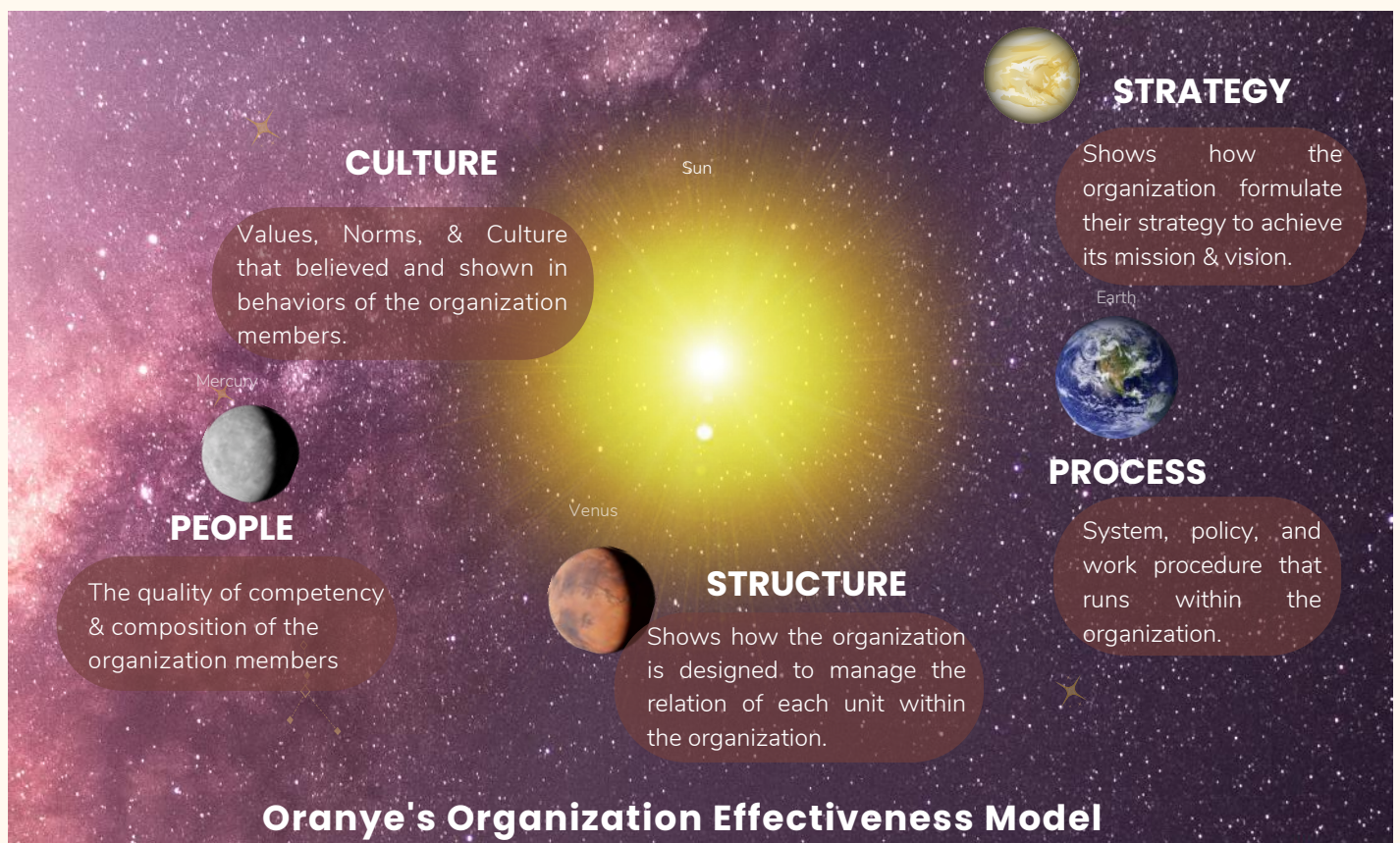
With the helps of AI and Technology, the presence of Trainer can be more impactful and irreplaceable by focusing on guiding and ensuring the knowledge development in adult learning through personal connection.

WHY ORANYE

ORANYE DEVELOPMENT COMPANY PROVIDES INTEGRATED SOLUTION

Oranye Development Co. is a management consulting company which supports individuals and organisations to improve the sustainability of their competitiveness and performance capabilities.

We believe by working together we will be able to achieve our customer's development objectives. We will proactively providing innovative solutions to our customers and still maintaining the fun of working in our team.

STRATEGY

Shows how the organization formulate their strategy to achieve its mission & vision.

CULTURE

Values, Norms, & Culture that believed and shown in behaviors of the organization members.

PEOPLE

The quality of competency & composition of the organization members

STRUCTURE

Shows how the organization is designed to manage the relation of each unit within the organization.

PROCESS

System, policy, and work procedure that runs within the organization.

Sun · Mercury · Venus · Earth

Oranye's Organization Effectiveness Model

We develop people.
We develop organisation.

HOW
WE WORK

We offer our clients solutions in the area of strategy management system, process / system management and improvement, organisation structure development, people management system, and culture change management.

ORANYE'S ORGANIZATION EFFECTIVENESS MODEL

STRATEGY MANAGEMENT
Successful organisations are able to clearly illustrate their vision and mission.

PROCESS MANAGEMENT
Understanding how an organisation is run is crucial to its success.

STRUCTURE MANAGEMENT
Employees perform best when they have a clear understanding of their duties and responsibilities.

PEOPLE MANAGEMENT
High performance organisations are built through the strength and capabilities of their people.

CULTURE MANAGEMENT
Anyone can copy a company's strategy, but nobody can copy their culture.

IT SOLUTION
All activities in the Organization can be executed with the support of IT / Digital Solution. With the existing IT technology,

OUR SERVICES

Vision & Mission Development

Strategy Alignment

Strategy Mapping (Balanced Scorecard)

Process Documentation (SOP)

Long-term & Midterm Goals

Job Profile Development

Strategy Analysis & Formulation

Business Process Mapping & Modelling

Strategy Measurement with KPIs

Structure Design & Restructuring

Strategy Translation to Initiatives

Career & Succession Planning

Strategy Implementation Monitoring & Evaluation

Competency Model Development & Assessment

Learning Needs Analysis

Talent Management System

Recruitment & Selection

Organization Culture Assessment

Reward System Development

Core Values Development & Internalisation

CLIENT TESTIMONIAL

★ ★ ★ ★ ★

Public Class

OD Certification ini mengingatkan dan memperluas wawasan saya tentang Strategy, Proses, Structure Organisasi, People dan Culture yang efektif. Metode pengajaran yang interaktif dan simulatif membuat semua peserta terlibat dan merefleksikan dengan organisasi masing – masing. Terima Kasih atas pengetahuan yang diberikan oleh Pak Raymond dan support team Oranye sepanjang sesi OD Certification.

Pualayuka Sumihosa

Strategic Planning,
PT Indesso Primatama

Pelatihan yang menarik.. dari pelatihan ini, saya mendapatkan makna kompetensi yang utuh dan melihat dari segala perspektif.

Dian Rahmayanti

Biro Hukum, Organisasi dan SDM,
LKPP

CLIENT TESTIMONIAL

★★★★★

Public Sector

Thanks to Oranye for a great experience and amazing learning journey. It is a very good leap to make me more confident in orchestrating best intervention.

Heni Kartika

Kepala Pusdiklat Keuangan Umum ,
Kementerian Keuangan

Dengan didampingi Tim Oranye, kami banyak mendapatkan best practice dan insight dalam teknik penyusunan rencana kinerja khususnya dalam teknik identifikasi target-target rencana kinerja pegawai yang bersifat strategis dan berbasis hasil.

Sri Rejeki Nawangsasih

Kepala Biro Sumber Daya Manusia dan Umum,
Kementerian Menpan - RB

CLIENT TESTIMONIAL

★★★★★

SOE Clients

Kualitas hasil proyek baik, dari aspek metodologi, kolaborasi dan komunikasi, serta efisiensi waktu memuaskan. Team Oranye Komunikatif dan Fleksibel.

Joko Waskitho
Divisi Strategi Human Capital,
PT Pegadaian

Pelatihan ODC kemarin menarik, cara penyampaian dari trainer juga dapat membuat saya lebih paham terutama isi materi nya sangat relevan dengan apa yang sedang saya jalani di pekerjaan saat ini. materi yang disampaikan oleh instruktur sangat jelas dan mudah dipahami, sangat bermanfaat dan relevan dengan pekerjaan saat ini.

M Zulfan Reza
Kepala Bagian Pengembangan Organisasi,
PT Permodalan Nasional Madani

CLIENT TESTIMONIAL

★★★★★

Private Sector Clients

Pak Raymond dan Team memberikan banyak ilmu dan pengalaman kepada team management kami. Sebagai CEO, saya merasa sangat terbantu dalam hal brainstorming hal2 strategic dan juga management training. Hal yang saya hargai adalah dimana Pak Raymond men–"challenge" area2 yang kami rasa sudah ok, dan kami dibantu untuk berpikir lebih panjang dan berani keluar dari status quo. Thanks Oranye.

Vanessa Hendriadi

CEO/Co-Founder,
GoWork

GO WORK

Oranye sangat membantu kami dalam mendesign sistem Performance Management yang baru untuk Merdeka Group tahun ini, termasuk memberikan training kepada para leaders agar memahami sistem yang diterapkan dan juga terkait setting target KPI mereka dan bawahan mereka.

Fendriwan Nazar

Manager Reward, Performance, and HRIS,
PT Merdeka Copper Gold, Tbk

MERDEKA
COPPER GOLD
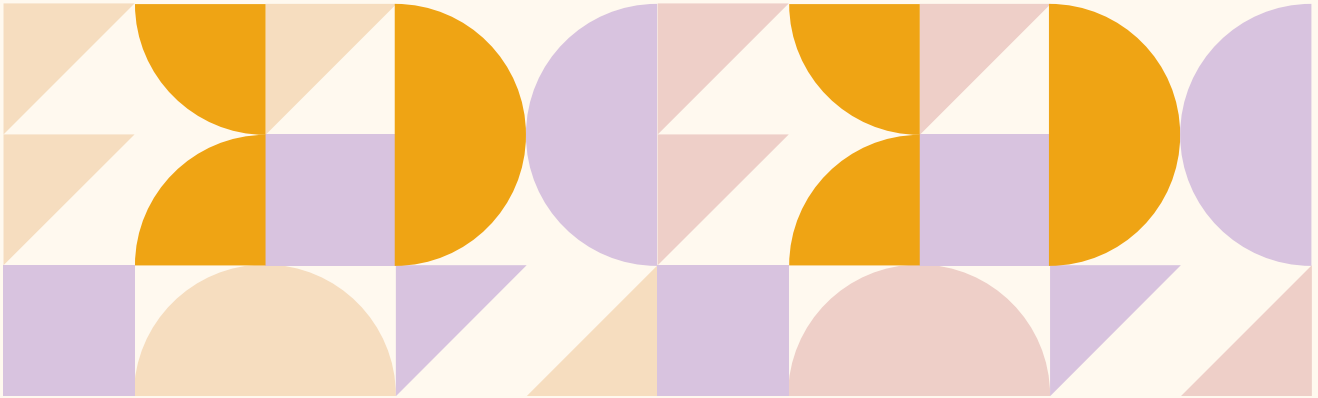
Because, we're here to develop

Oranye Development Co. is a management consulting company which supports individuals and organizations to improve the sustainability of their competitiveness and performance capabilities.

☎ 08158763238 / Annisa

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✉ hello@oranyedevelopment.co.id

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Jakarta Pusat, 10340, Indonesia

ORANYE
VISION AND MISSION

The Company
for People & Organization
Development

We believe by working together we will be able to achieve our customer's development objectives.

We will proactively providing innovative solutions to our customers and still maintaining the fun of working in our team.

ORANYE

DEVELOPMENT CO.