

Empowering Youth

Develop the Youth as the foundation of
peacebuilding

Arry Basuseno

Youth Empowerment

- Power comes from the Latin word ***potere***, which means "to be able."
- To empower essentially means enabling youth to take control and make decisions for themselves, and they need the 3Cs which are **Competence, Confidence, and Connection**
- Goal of an empowerment program is to equip younger generation with invaluable **knowledge *necessary for success*** and create (1) positive sense of self, (2) self-control, (3) decision-making skills, (4) a moral system of belief, and (5) pro-social connectedness.
- Youth empowerment is NOT youth development
 - development is centered on developing individuals,
 - **empowerment is focused on creating greater *community change* through the development of youth individual capacity.**

- The new Perspective of Humanity
- What happens to us, and our natural environment.
- Peace is a prerequisite for Sustainability of Human.





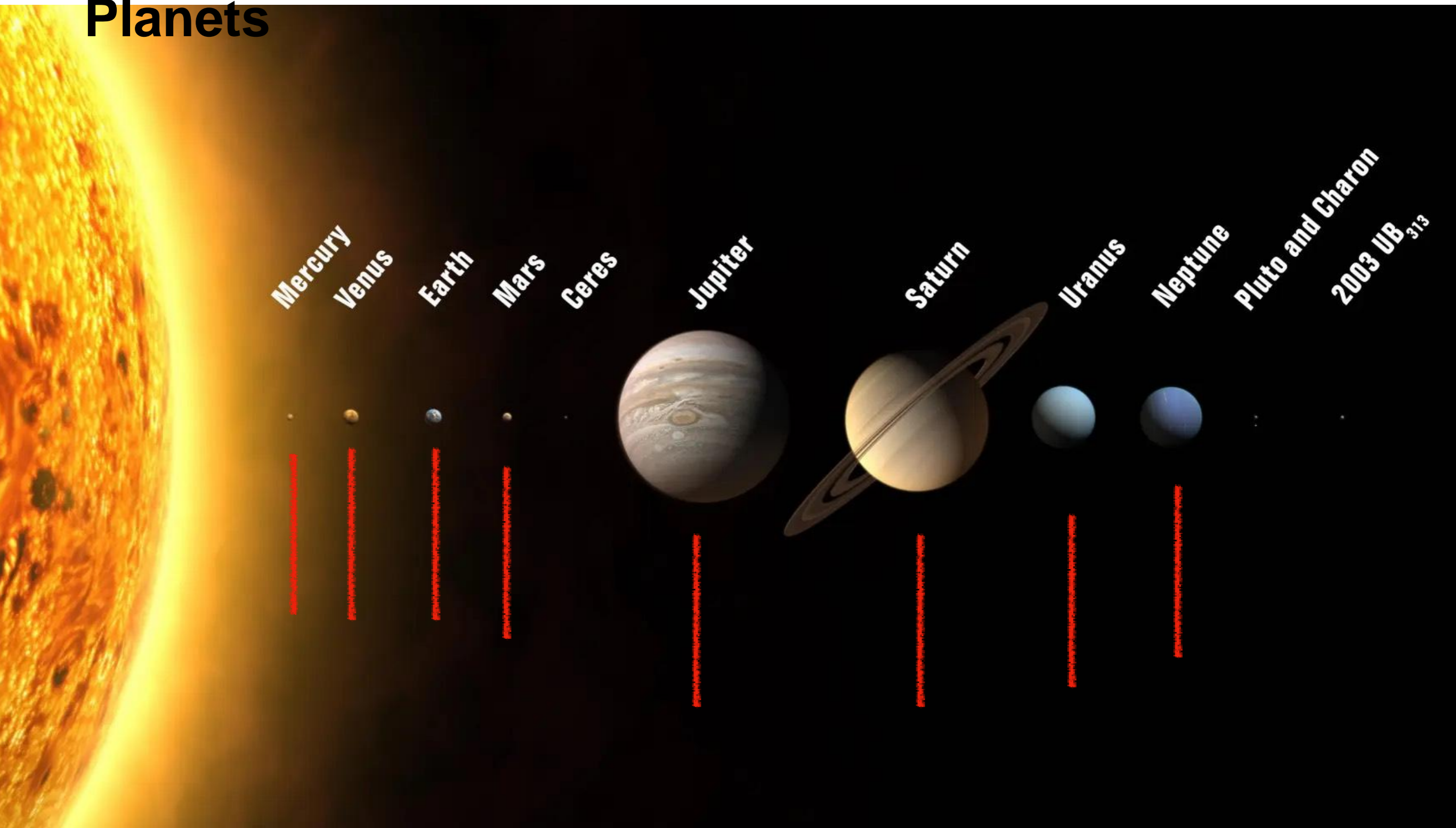
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What kind of empowerment ?



Planet in our Solar System

Our Solar system has ONE star (Sun) and 8 Planets





You are here

- The Moon, 1.25 second
- Our Sun 8 min 20 sec
- Pluto the dwarf planet 4 hrs (4.3 billion km)
- Edge of our solar system 1.87 years
- Edge of our Galaxy 923 330 years,
- Andromeda Galaxy 2.537 million year
- Edge of universe 46.5 billion year

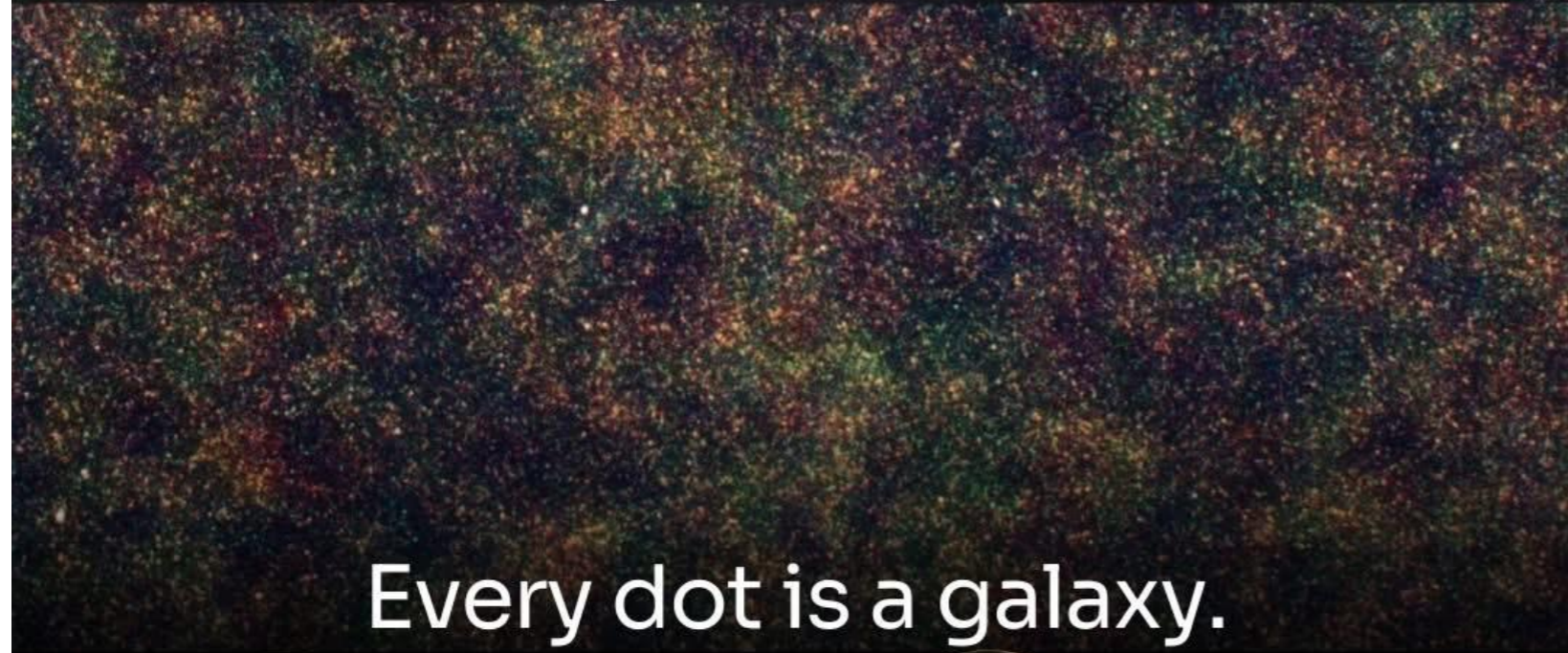
Andromeda Galaxy has 1 trillion stars



Andromeda Galaxy — NASA, Hubble Telescope



Every dot is a star.



Every dot is a galaxy.



Every circle is a universe.

A Multiverse World

Where

Are

You ??

In conclusion,

- **Our Solar system has ONE star (Sun) and 8 Planet**
- **Milky Way Galaxy has 200 billion stars**
- **Andromeda Galaxy has 1 trillion stars**
- **The Universe has about to 2 trillion galaxy**
- **How many universe in multiverse? 10 raised to the power of 10 raised to the power of 10 raised to the power of 7,**
- **Some theories, like string theory, suggest a vast number of universes within a multiverse, potentially reaching numbers like 10 raised to the power of 500**
- **Considered "humongous" by scientists, meaning there could be an almost infinite number of universes within a multiverse.**

Who are you?

An insignificant part of Multiverse

- We are so insignificant that the fact that ***you*** are 'exist' is like an impossibility made possible, it is a jackpot.
- Your opportunity to be on earth, be it 50, 60, or 90 years is a blip in galactic AI time,
- But, **If we are alone**, then we humans possess the most value in the cosmos, and the greatest part of total cosmic value (compared to other terrestrial sentient beings). **What we do, and what happens to us, is what determines the overall value of the cosmos.**
- So when we still have the golden time on earth **let's do something good for others.**



Our Role of in the Universe

If we are 'alone'

- **Scientifically:** Acting as "observers" and "interpreters" of the universe around them.
- **Ethical Considerations:**
As the only species known to ponder(think about) its own **existence** and **impact** on the planet, humans are also tasked with considering the **ethical implications of their actions on the *other human, the environment and other life forms.***
- On the one hand, **humans have the ability to shape and transform the natural world through their actions**, which can have both positive and negative effects on the environment and other living beings.
- On the other hand, **humans are also part of the natural world and depend on it for their survival and well-being**



Our Responsibility

- We are the stewards of the Earth, responsible for taking care of the ***environment,** ***other living beings,** and the ***resources** available to them.
- This role involves ***promoting harmony,** ***sustainability,** and ***balance** in the ecosystem.

Understanding of Our Responsibility and Role



Understanding
of Universe



Climate Crisis



Peace

"We are in a state of planetary emergency"

"the climate crisis has arrived"

- In [November 2019](#), a group of over 11,000 scientists from 153 different countries proclaimed that the earth was in a climate emergency
- In a 2010 interview with [The Australian](#), the late Australian scientist [Frank Fenner](#) predicted the extinction of the human race within a century, primarily as the result of [human overpopulation](#), [environmental degradation](#) and climate change
- Some philosophers adopt the [antinatalist](#) position that human extinction would not be a bad thing, but a good thing, human extinction would be a positive thing for the other organisms on the planet, and the planet itself, citing, for example, the omnicidal nature of human civilization

Mass Extinction

- The Ordovician-Silurian mass extinction wiped out approximately 85% of all species. The Devonian mass extinction killed about 75% of the world's species.
- The Permian mass extinction also known as the [Great Dying](#) was the largest and most devastating event of the five. It eradicated more than 95% of all species
- The [Triassic](#) mass extinction eliminating about 80% of Earth's species, including many types of dinosaurs.
- The [Cretaceous](#) mass extinction killing 78% of all species, including the remaining [non-avian dinosaurs](#).
- Past mass extinctions were caused by extreme temperature changes, rising or falling sea levels and catastrophic, one-off events.

- Naturally, extinction occurs over hundreds and thousands of years which allows nature to slowly replace what has been lost.
- 'The current rate of extinction is between 100 and 1,000 times higher than the pre-human background rate of extinction, We are definitely going through a sixth mass extinction.'
- Never before has a single species been responsible for such destruction on Earth, the result of human actions, including [human-induced climate change](#).
- The [floods](#) and [wildfires](#) we're hearing about in the news now will become regular

- Humans will cause so many mammal species to go extinct in the next 50 years that, in a best-case scenario, nature will need 3-5 million years to get back to the level of biodiversity we have on Earth today.
- Half of Earth's species [could go extinct](#) by 2050 unless humanity addresses man-made climate change, according to [biologists](#).

Peace earth

Our Common Goal

- **"Peace earth"** refers to a state where people across the globe live together without conflict, respecting each other's differences, and co-existing peacefully,
- essentially a world free from war, violence, and discrimination, where everyone can thrive in a harmonious environment;
- it often implies a focus on understanding, tolerance, and cooperation among diverse cultures and societies.
- Individual responsibility: Achieving peace on earth is often seen as requiring individual actions like practicing empathy, promoting understanding, and actively working towards resolving conflicts peacefully.

What is Conflict?

- **Conflict is a disagreement or clash** between people or groups that can occur in many different settings, such as families, workplaces, and communities.
- A **conflict** is a situation in which unacceptable differences in interests, expectations, values, and opinions occur in or between individuals or groups.
- **Disagreements and frictions** occur when the actions or beliefs of one or more members of the group are unacceptable to one or more other group members and are rejected by them.^[1]
- **Incompatibilities.** An interaction between actors (individuals, groups, organizations, etc.), where at least one actor experiences incompatibilities in thinking/imagination/perception and/or feeling and/or wanting with the other actor (the other actors) in such a way that in realizing an impairment by another actor (the other actors) occurs.^[2]
- **Contradictory** interests that are represented by different people or groups of people and who are dependent on each other in achieving their interests (or at least believe this).^[3]

What types of conflict are there?

- Intrapersonal: Conflict within one person
- Interpersonal: Conflict between two people
- Intragroup: Conflict within a group
- Intergroup: Conflict between groups

- Empowering the youth is a crucial aspect of fostering **sustainable development** and creating a better future for communities and societies worldwide.
- investing in the skills, welfare, and leadership of young people, societies can cultivate a generation of informed, engaged, and responsible citizens capable of driving positive change





PEMBERDAYAAN

MASYARAKAT

BERBASIS LIMBAH

RUMAH TANGGA



PP ENDANG PAMINTO
COMMUNITY SERVICE TEAM
ROTARY DISTRICT 3410

Langkah2 persiapan blusukan

- 1, Membangun kepercayaan diri berbekal skill yang kita punya
- 2. Membangun kekuatan berkomunikasi
- 3. Proses berkegiatan
- 4. Contoh kegiatan yang akan di implementasikan kepada masyarakat
- 5. Manfaat kegiatan bagi masyarakat
- 6. Evaluasi hasil kegiatan, dengan mendengar testimoni keberhasilan
- dari peserta

Membangun kepercayaan diri saat blusukan

1. Kenali segi positif diri anda, terutama skill yang anda punya untuk diberikan kepada masyarakat
2. Pelajari budaya dan keragaman pendidikan, suku, agama, dari komunitas yang kita tuju
3. Perkenalkan diri anda kepada tokoh Masyarakat setempat
4. Mulai dengan kegiatan kecil yang bermanfaat bagi komunitas setempat untuk memberikan kepercayaan akan niat baik anda
5. Ber interaksi dengan sopan dan santun agar mendapat sambutan positif dari masyarakat



Membangun Kekuatan berkomunikasi saat blusukan

1. Gunakan bahasa sederhana
2. Pelajari budaya setempat
3. Perhatikan cara berbicara masyarakat setempat, jangan sampai menyinggung
4. Observasi dan adaptasi
5. Tunjukkan empati terhadap masalah yang dihadapi masyarakat
6. Gunakan testimoni untuk membangun kepercayaan dan keterikatan emosional



Proses berkegiatan

1. Persiapkan materi untuk berkegiatan bersama masyarakat
2. Himbau masyarakat berpartisipasi dalam penyiapan bahan2 yang akan digunakan
3. Bantu masyarakat dalam keterbatasan nya memenuhi peralatan yang akan digunakan dalam berkegiatan
4. Tentukan jadwal dan waktu yang sesuai dengan kebiasaan masyarakat setempat
5. Undang tokoh masyarakat untuk menghadiri kegiatan anda. jelaskan tujuan anda menyelenggarakan kegiatan

Contoh kegiatan 1 :

ECO ENZYM

PENYELAMAT

BUMI

- Apakah Eco Enzym itu.....
- Eco enzym adalah cairan yang terbuat dari berbagai bahan dari sampah dapur seperti kulit buah dan sisa potongan sayur yang dihasilkan ibu2 rumah tangga.
- Sampah2 organic tersebut dikumpulkan, kemudian diolah dengan cara fermentasi sehingga mendapatkan hasil cairan serbaguna yang beken disebut Eco Enzym.....biasa disingkat EE.

SIAPAKAH PIONEER ECO ENZYM



- Perlu kita ketahui, pionir atau pemrakarsa dari pembuatan Eco Enzym adalah :
- **Dr Rosukan Poompanvong**, berasal dari Thailand.

Tujuan pembuatan EE ,
Mengubah enzyme yang terdapat dalam sampah organic menjadi larutan pembersih organik.

Dengan **berkurangnya sampah** yang berasal dari rumah tangga, maka akan menghasilkan lingkungan bersih dan sehat.

Manfaat Eco Enzym

1. Sebagai pembersih udara
2. Sebagai pembersih air, kolam, selokan
3. Sebagai pupuk organik alami n pestisida untuk tanaman
4. Sebagai bahan pembersih rumah tangga, seperti kompor, piring, pakaian, lantai, rambut, badan
5. Sebagai pembersih hewan peliharaan
6. Dapat digunakan sebagai obat luka atau bisul
7. Eco enzyme dapat digunakan sebagai anti radiasi



Proses pembuatan EE

Alat yang digunakan :

- 1. Botol plastic bekas air mineral
- 2. Pisau dan papan pemotong
- 3. Selang kecil / water pas
- 4. Solder
- 5. Glue Gun
- 6. Gelas ukur plastic ukuran 1 liter
- 7. Timbangan digital
- 8. Baskom n saringan sayur
- 9. Corong air
- 10. Lap tangan n celemek



Proses pembuatan Eco Enzym

Tahap pembuatan EE

1. Siapkan wadah yang diperlukan

Campur molase atau gula merah dengan air,
aduk sampai tercampur rata.

Tuang dalam botol besar.

2. Potong kulit buah dan sayuran,
masukkan kedalam cairan gula merah.

3. Tutup wadah dengan sempurna.

Sebelum ditutup, lubangi bagian tutup wadah,
masukkan selang,.

Hubungkan selang kedalam botol air mineral kecil berisi air, dimana
tutupnya sudah dilubangi, gunanya untuk menyalurkan Gas EE .

Fermentasi / simpan selama 3 bulan.



Bahan Eco Enzym

Rumus : 1 : 3: 10

100 gram gula merah atau molase

300 gram bahan organik (BO)

Berbagai sayuran dan berbagai kulit buah

1000 ml air

Cara panen EE

Proses :

1. Siapkan wadah dan saringan juga corong penuang cairan.
2. Saring hasil fermentasi EE.
3. Tuang hasil saringan kedalam botol2 plastik, tutup rapat.
4. Simpan di suhu ruang, tidak ada kadaluwarsa, makin lama makin bagus.
5. Sisa saringan bisa untuk pupuk kompos.
Keringkan, campur dengan media tanah.
6. Ingat.....EE tidak untuk diminum dikonsumsi.
7. Pergunakan sesuai **dosis** yang sudah ditentukan oleh Dr Rosukan.
8. Done.....



**Terima kasih
Selamat berkarya
Selamat berbagi
Tuhan
memberkati**



STOP



PP Endang Paminto
Community Service Team
Rotary District 3410



Contoh kegiatan
workshop 2



ECOPRINT POUNDING

Contoh kegiatan saat blusukan

2. Eco print

- Teknik mencetak pola pada kain dengan menggunakan bahan2 flora yang ada disekitar kita.
- Bahan yang digunakan bunga, daun, sulur2 an

- Manfaat dari pelatihan ecoprint
 - 1. Ramah lingkungan
 - 2. Bahan mudah didapat bagi peserta
 - 3. Tidak memerlukan biaya besar
 - 4. Hasil ecoprint dapat langsung digunakan dan bernilai jual tinggi
 - 5. Dapat sebagai terapi bagi anak2 berkebutuhan husus
 - 6. Mendorong masyarakat melaksanakan penghijauan dilingkungannya dengan menanam pepohonan bernilai jual, diperlukan para ecoprinter

Ecoprint dibagi dua kategori

1. Ecoprint Pounding

Teknik membuat pola pada kain berserat alami ber bahan daun, bunga yang ada disekitar kita, dengan cara ponding atau di pukul memakai palu kayu

2. Ecoprint steam

Teknik membuat pola dengan menyusun daun, bunga segar, pada kain berserat alami seperti katun, mori, rami, blacu, sutra, linen, yang sudah diberi pewarna alami (zwa) kemudian di kukus selama 2 jam.

Teknik Ecoprint pounding

Bahan2

- 1.Kain katun bekas layak pakai
- 2.Berbagai bunga dan dedaunan bertanin tinggi
- 3.Tawas
4. Air

Peralatan

- 1.Palu kayu
- 2.Plastik transparan penutup pounding
- 3.Koran alas kain
- 4.Ember untuk fiksasi
- 5.Pengaduk

Proses pembuatan :

Praktek bersama

Proses pembuatan :

1.Scouring

Proses pencucian kain dari awal, dengan tujuan membuang kotoran dari pabrik .
Bisa menggunakan mesin cuci

2. Mordanting

Merendam kain dengan campuran

10 gr tawas

10 gr tunjung

1½ liter air

Bertujuan membuka pori2 kain agar penyerapan zwa terserap sempurna

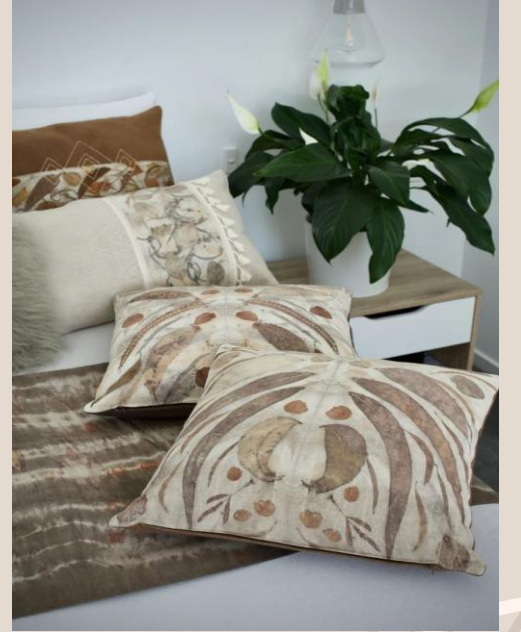
Fiksasi

1 sdm tawas + 1 ltr air

1 sdm tunjung + 1 ltr air

1 sdm CC (Calcium Carbonat) + 1 ltr air







TERIMA

KASIH

SELAMAT

BERKARYA

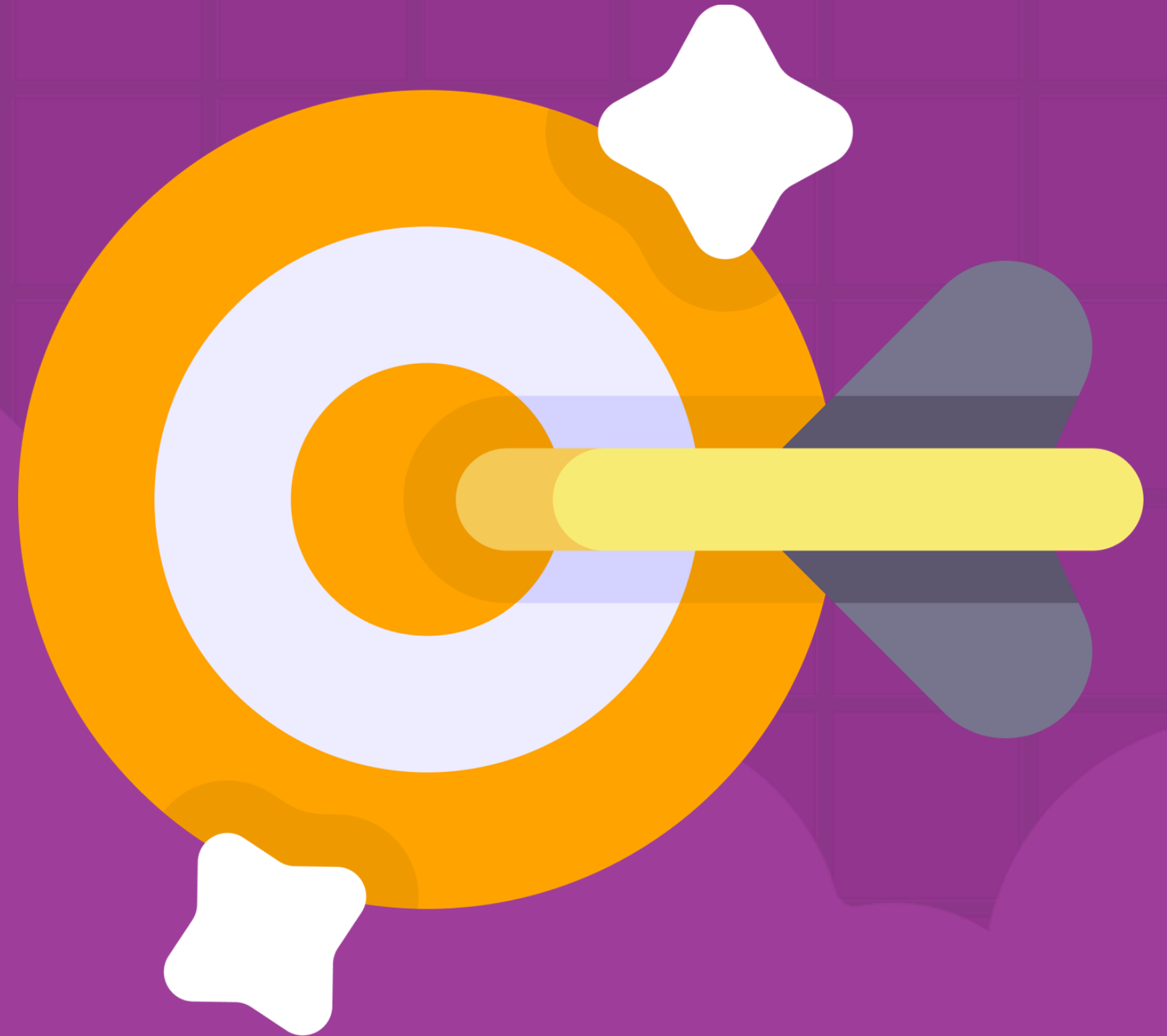
PP Endang Paminto
Community Service Team
Rotary District 3410



Action for Result: Turning Vision into Impact!

Paulista Surjadi

RYLA 2025 | Baturraden, Purwokerto



A little about me...



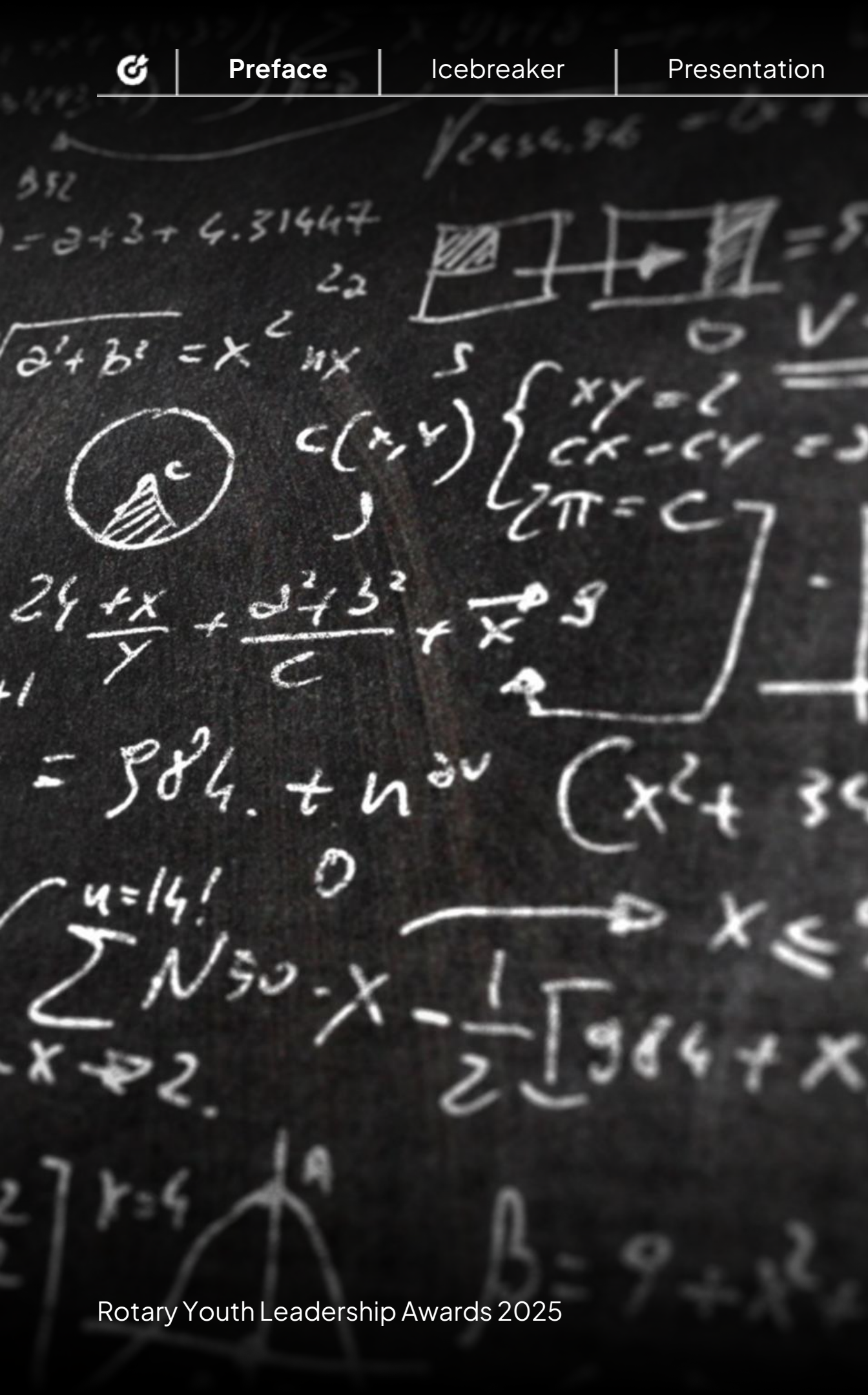
Participatory Development



Purpose-driven Communication



Systems-thinker



Session Plan



Icebreaker

Voices of Youth Leaders!



Presentation

Action for Result



Mini Workshop

Putting a Theory of Change into Practice

→ Presentations and feedback



Key Takeaways



Voices of Youth Leaders!



Go to

www.menti.com

Enter the code

5927 2038



Or use QR Code





Youth-led Actions



Climate Awareness

A significant majority of youth (18-30) believe the **climate emergency necessitates immediate action** (UNDP, 2021)



82% Indonesian youth are aware of climate change*

* Survey by Yayasan Indonesia CeraH & Indikator Politik Indonesia (2021)

Active Citizenship

>80%

Non-violent mass mobilizations included youth participation

25%

Participants were youth

Source

UNICEF, 2024

Digital Activism

191 M

Total social media users in Indonesia

54%

Percentage of users aged 18-34 years

3h 14m

Average daily usage time

Source

CFDS, 2024

‘Fridays for Future’

What

A global youth-led movement demanding urgent action on climate change through school strikes and protests.

Who

Founded in **2018** by **Greta Thunberg**, a Swedish teenager who started a solo climate strike outside the Swedish Parliament.

Impact/Scale

September 2019 Climate Strike: 7.6 million participants in over **150 countries** – one of the **largest global climate protests in history**.

Inspired **thousands of school strikes worldwide**, influencing public discourse and political policies on climate.

Directly influenced the **European Green Deal** and pushed several governments to declare a **climate emergency**.



‘Bye-bye Plastic Bag’

What

Indonesia is the **second-largest plastic polluter** in the world, generating **3.2 million tons** of plastic waste annually ([UNESCO](#)). As a response, a youth-led environmental movement BBPB was established, advocating for the ban of single-use plastic bags in Bali and beyond.

Who

Founded in **2013** by **Melati** and **Isabel Wijsen**, two Balinese teenagers who were concerned about plastic pollution.

Impact/Scale

2019: Bali **banned** single-use plastic bags, straws, and Styrofoam, heavily influenced by BBPB's advocacy.

Over **50 BBPB** teams established globally, expanding the movement's reach.

Conducted **largest beach clean-ups** in Bali, engaging **20,000+ volunteers**.



Imah Maggot Bantaran

What

A community-based waste management initiative that utilizes **Black Soldier Fly (BSF)** larvae to transform **organic waste** into valuable products.

Who

Led by the Bandung-based youth group called **Amreta Team**, working in collaboration with the **Cika-Cika Community** and NGO **WRI Indonesia**. Located in **Dago Pojok, Bandung, Indonesia**.

Impact/Scale

Environmental Impact

- Prevents **environmental pollution** by reducing the amount of organic waste sent to landfills.
- Converts **100 kg of organic waste daily** into useful byproducts.

Social & Economics Benefit

- Empowers the **Cika-Cika Community** with skills and knowledge in **waste management**.
- Generates income by producing **fresh and dried BSF larvae, maggot-based products, and compost**.
- Strengthens **local collaboration** between households and businesses for a more sustainable waste ecosystem.
- A community-based waste management initiative that utilizes **Black Soldier Fly (BSF)** larvae to transform **organic waste** into valuable products.



. Angkut Sampah

Ini dimulai dengan Hasna yang membawa keranjang berisi amunisi utama kegiatan kami: **sampah organik**. Dengan bantuan troli, sampah diangkut ke troli tangga sekitar RT 04 RW 03 Dago Pojok, dan jumlah sampah mencapai **30 kg sekali pengan**

Bijak Memilih



What

A digital youth-led movement that aims to **educate and empower Indonesian voters**, especially young people, to make informed choices in the **2024 General Election**. It provides **fact-based political insights**, profiles of parties and candidates, and interactive discussions on key issues. Young voters (aged **17–39**) make up **60% of Indonesia's electorate**, making this movement critical for shaping the country's future.

Impact/Scale

Launched in March 2023 to encourage issue-based political discussions.

15,000+ website visitors and **5,000+ Instagram followers** since January 2023.

Hosted **7+ community discussions**, covering social justice, education, and healthcare.

Targeting urban youth who may be disengaged from traditional political discourse.

Who

Founded by Think Policy & What Is Up, Indonesia? (WIUI)

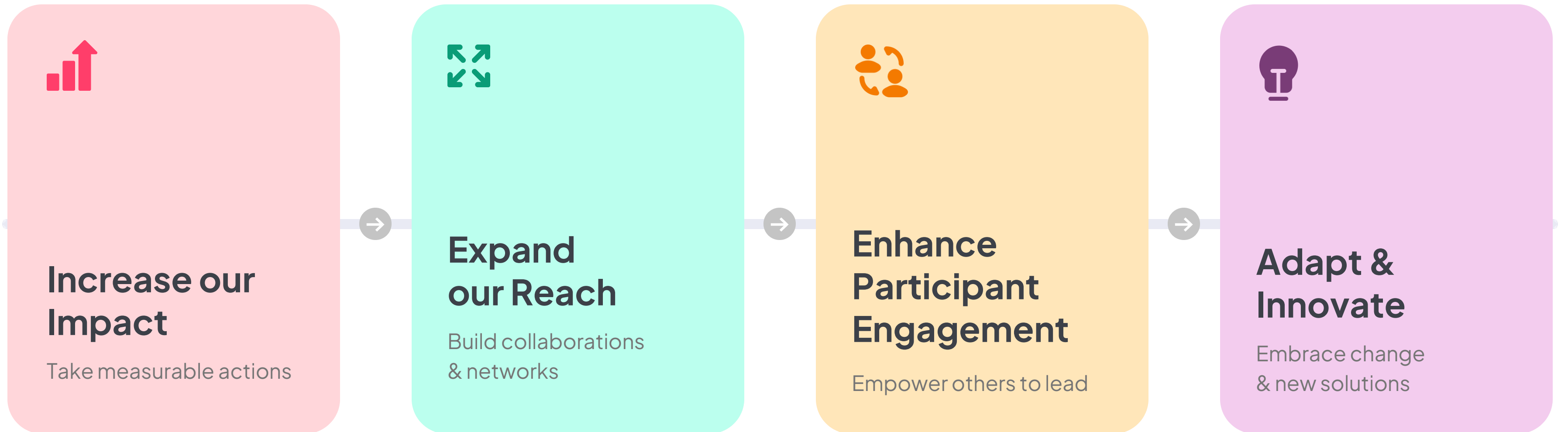
Team A group of 15 core members and volunteers working to increase voter awareness.

Partners Collaborates with the Indonesian General Elections Commission (KPU) to promote informed voting.





The Rotary Action Plan Blueprint for Impact!



Creating a Path to Your Goal!

What is theory of change?



A theory of change explains the logic and the process your project will use to get the expected results and achieve long-term change



IF-THEN-BECAUSE
Framework

Building Blocks to Impact

INPUT

The energy, skills, time, and resources you bring to make something happen—whether it's effort, knowledge, or materials.

OUTPUT

The immediate results of what you do—like how many people got involved, how many events took place, or how much content was shared.

OUTCOME

The effect your actions have—such as people thinking differently, making better choices, or feeling inspired to take action.

IMPACT

The long-term positive difference—real change that wouldn't have happened without your efforts. This is where you see a stronger community, better opportunities, or a healthier planet.

Example

Putting it Together

Youth for Peace

A Youth-Led Peace Education Initiative



→ What are the issues?

Conflicts based on ethnic, religious, and political differences continue to create division in many communities in Indonesia. Misinformation, prejudice, and lack of constructive dialogue worsen tensions among young people, making conflict resolution skills essential. Many youth want to act, but they lack the tools, platforms, and networks to promote peace effectively.

Building Blocks to Impact

INPUT

Young peace activists receive **training in conflict resolution, media literacy, and dialogue facilitation**. They are engaged in **social media campaigns, and community projects** to spread peace education.

OUTPUT

50+ youth facilitators trained to lead peace education sessions.

300+ workshops held in schools, universities, and community centers.

Online campaigns reach 10,000+ people, spreading messages of tolerance and peace, **how many events took place, or how much content was shared**.

OUTCOME

Youth-led peace hubs established in different regions

Schools and community groups **start using youth-designed peace education materials**.

More young people **speak up against hate speech and misinformation** in their networks.

IMPACT

Increased **youth participation in peacebuilding** at local and national levels.

Reduction in online and offline conflicts

Government and CSOs **support youth-led peace initiatives**, making them more sustainable.

Example

Putting it Together

Youth for Peace

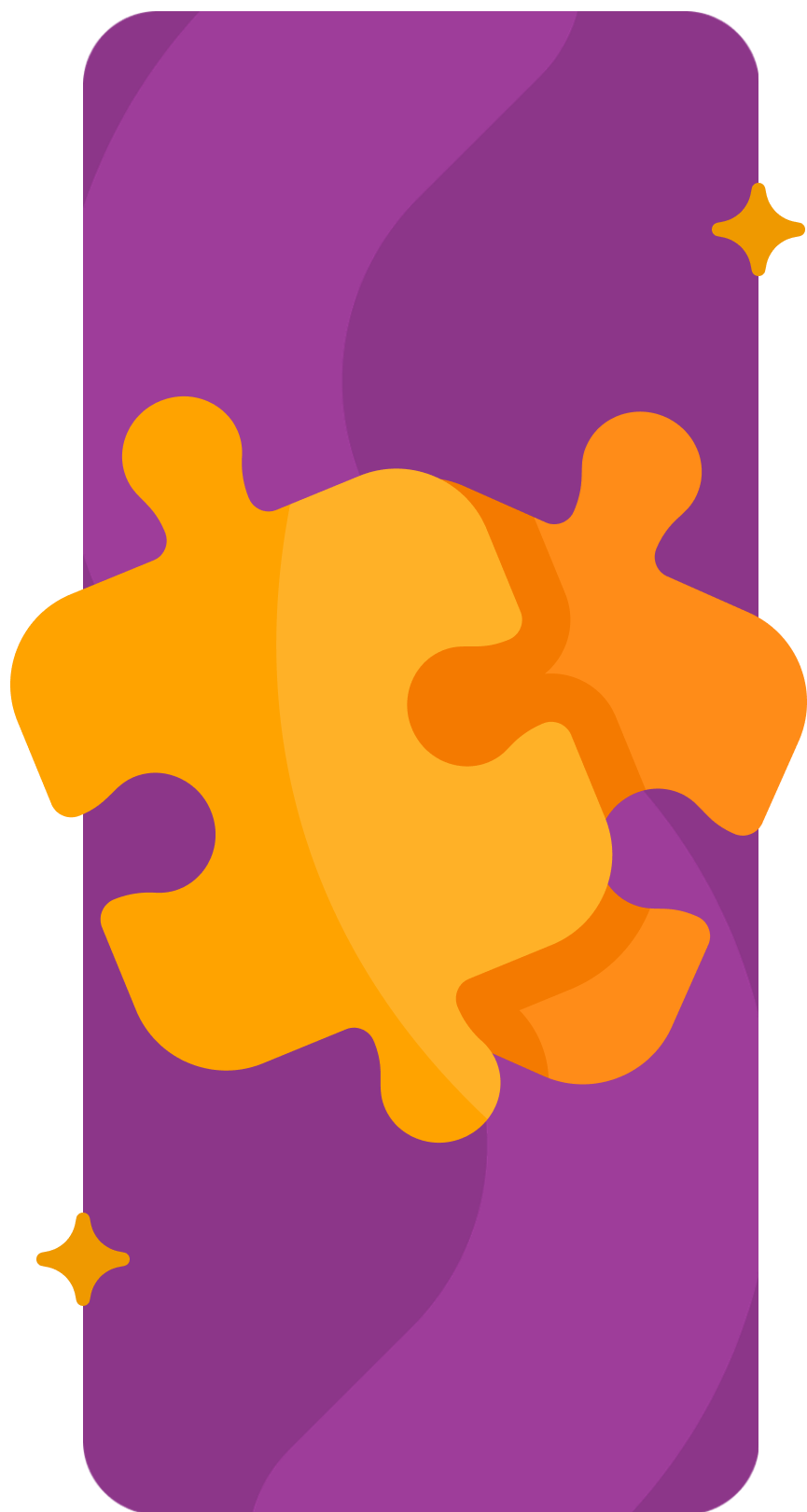
A Youth-Led Peace Education Initiative



IF young activists are equipped with conflict resolution skills, media literacy and dialogue facilitation,

THEN they will establish peace hubs, counter misinformation, and promote tolerance,

BECAUSE empowering youth with the right tools enables them to lead sustainable peace efforts in their communities.



Group Activity

Putting a Theory of Change Into Practice

1 Let's try and create action plans!

2 Divide yourself into groups of 10 people

3 Prompts

- If-then-because
- What is the impact goal of your project?
- What are the intended outcomes of your project?
- What has to occur, or what outputs are necessary, to achieve the outcomes?

- What activities are necessary to achieve the outcomes?
- What inputs (resources and materials) will you need for your activities?
- What assumptions are you making about your project?



Reflection Time

“

Never underestimate the power of a small group of committed people to change the world. In fact, it is the only thing that ever has.

Margaret Mead



Thank You!

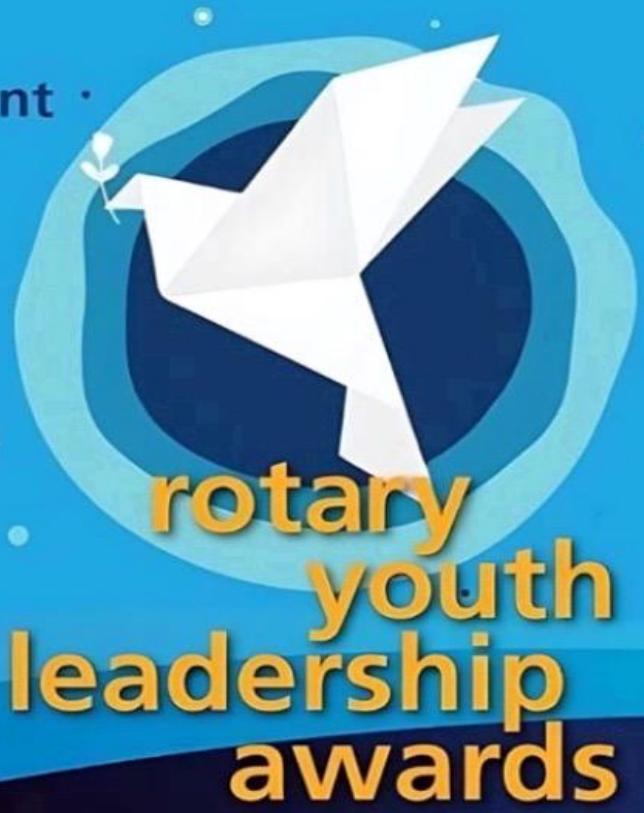
CONFIDENCE IN YOURSELF

MEMBANGUN KEPERCAYAAN DIRI



Success

Personal development
Empowering potential
Action for result
Confidence in yourself
Excellent leadership



22-23 Februari 2025
Baturraden, Purwokerto

PREPARED BY
PDG ROZIANA W. WIGUNA



As an **Industrial and Organizational Psychologist**, and **Family Therapist** with more than 25 years experiences as a Director and CEO of several companies, Roziana is giving assessment, consultancy, training, coaching and counseling to Corporations and Individuals. Roziana is also a Certified Reiss Master Profiler , USA.

Graduated from **University of Indonesia**, **University of Southern California**, and **Masters in Industrial and Organizational Psychology, California State University Los Angeles**, she is also the founder and CEO of **VIRTUE**, people & organizational development consultant, and a contributor in several Magazines.

Roziana started her membership in **Rotary Club of Jakarta Metropolitan** in **1992**, and since then has done service in all kind of avenues : Fellowships, Public Image, Membership, Community Service, Club Service, International Service, Vocational Service, District trainer. Roziana is a **District Governor of RID 3410, Indonesia** for **2020-2021**, **District Facilitator Chair RID 3410, 2024-2025**, Initiator and Head of **Gerakan Ayo Cegah Stunting (ACS) RID 3410, 2024-25**.

ICE BREAKING YELL & ROTARY EVERYWHERE

- I AM UNIQUE (CLAP HANDS)
- I AM ABLE (CLAP HANDS)
- I AM STRONG (CLAP HANDS)
- I AM CONFIDENCE (CLAP HANDS)



TUJUAN PELATIHAN

- **MENGENAL DIRI SENDIRI LEBIH DALAM**
- **MENGERTI TENTANG PERCAYA DIRI/CONFIDENCE**
- **DAPAT TERUS MEMBANGUN PERCAYA DIRI/CONFIDENCE**



SEBELUM MEMBANGUN PERCAYA DIRI HARUS MENGENAL DIRI SENDIRI DULU



"Knowing others is intelligence; knowing yourself is true wisdom. Mastering others is strength; mastering yourself is true power. If you realize that you have enough, you are truly rich."

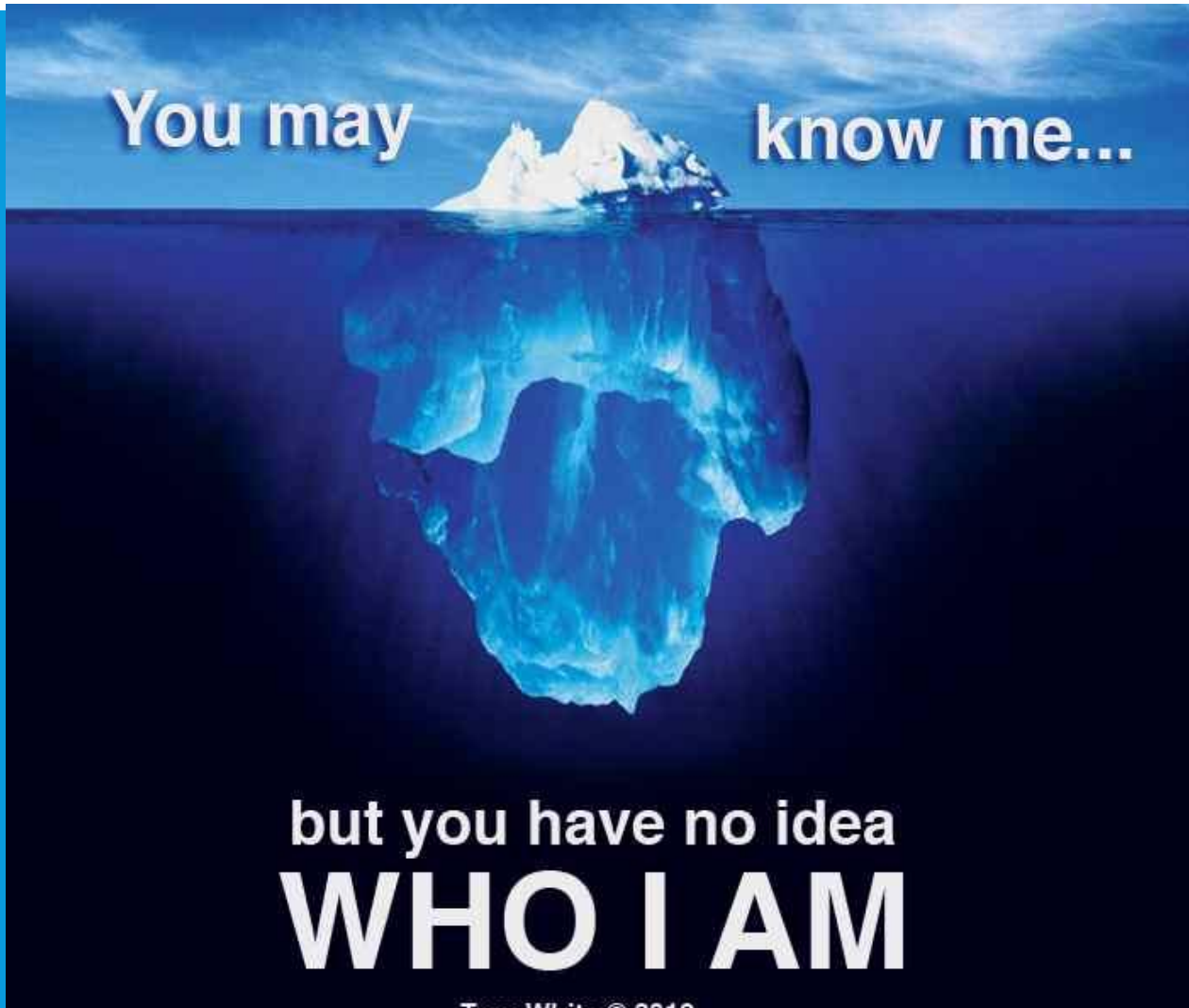
Lao Tzu, Tao Te Ching



MENGENAL DIRI SENDIRI

EXERCISE:

BERIKAN GAMBARAN TENTANG DIRIMU



**PERCAYA DIRI SENSITIF RENDAH HATI CUEK PERASA PRAKTIS
SEDERHANA SENANG KEINDAHAN SUKA BELANJA ROMANTIS
SENTIMENTAL FUNGSIONAL SUKA BELAJAR KEPO TIDAK SUKA
TEORI FAMILY PERSON AKRAB DENGAN ADIK KAKAK FOODIE
MAKAN UNTUK HIDUP HIDUP UNTUK MAKAN LEBIH BAIK MATI DARI
PADA KEHILANGAN KEHORMATAN LURUS/SUKA MENGIKUTI ATURAN
PRAGMATIS GOAL ORIENTED/FOKUS PADA TUJUAN IDEALIS REALIS
INGIN KEADILAN SOSIAL MANDIRI PERLU BANYAK ME-TIME SENANG
BEKERJA SAMA PERLU TEAM MUSYAWARAH MUFAKAT RAPI BERSIH
TERATUR TERORGANISIR SPONTAN PELUPA BANYAK IDE SUKA
BERGERAK/OLAH RAGA MAGER SUKA MEMIMPIN PERLU
BERDAMPAK INGIN MENGUASAI BANYAK HAL FOLLOWER
AKOMODATIF SUKA MENKOLEKSI SUKA MENABUNG TIDAK
PERHITUNGAN SUKA MEMBERI SENANG BERSOSIALISASI SENANG
PESTA/KERAMAIAAN TIDAK SUKA KERAMAIAAN SUKA GROUP KECIL
BANYAK TEMAN SEDIKIT TEMAN SUKA SPOTLIGHT/PANGGUNG
DI BELAKANG LAYAR PERLU KEDAMAIAAN PENCEMAS
OVERTHINKING KOMPETITIF MAU BALAS DENDAM
MENGHARMONISASI TIDAK SUKA KONFLIK**



DEFINITIONS:

- **A FEELING OR CONSCIOUSNESS OF ONE'S POWERS OR OF RELIANCE ON ONE'S CIRCUMSTANCES**
- **WILLINGNESS TO TRY (MEL ROBBINS)**



THREE MYTHS – 3 MITOS

1. CONFIDENCE PEOPLE IS EXTROVERT



MYTHS

2. CONFIDENCE IS BUILT WHEN YOU ARE WINNING



MYTHS:

3. YOU CANNOT LOOSE CONFIDENCE



FIVE TOOLS TO HELP BUILDING CONFIDENCE

1. TAKE ACTION



FIVE TOOLS TO HELP BUILDING CONFIDENCE

2. POWER OF OBJECTIVITY



FIVE TOOLS TO HELP BUILDING CONFIDENCE

3. PREPARATION



FIVE TOOLS TO HELP BUILDING CONFIDENCE

4. SELF AWARENESS



FIVE TOOLS TO HELP BUILDING CONFIDENCE

5. FOCUS ON YOU





EXERCISE

**CERITAKAN
MENGENAI CITA-
CITA MASA KECIL
DAN
PERWUJUDANNYA
SEKARANG
SELAMA 1-2 MENIT**

QUESTION & ANSWER



CONFIDENCE PONCHO GAMES



- BUATLAH PONCHO DARI KERTAS
- TULISLAH DI PUNGGUNG TEMANMU KESAN TENTANG DIA
- CARI TEMAN SE BANYAK-BANYAK NYA
- DIBACA PADA SAAT BERSAMAAN

**“A journey of a thousand miles
begins with a single step”**

— Confucius



THANK YOU – TERIMA KASIH

RYLA

EXCELLENT LEADERSHIP

By Jono Effendy

23 February 2025



WHAT IS LEADERSHIP?

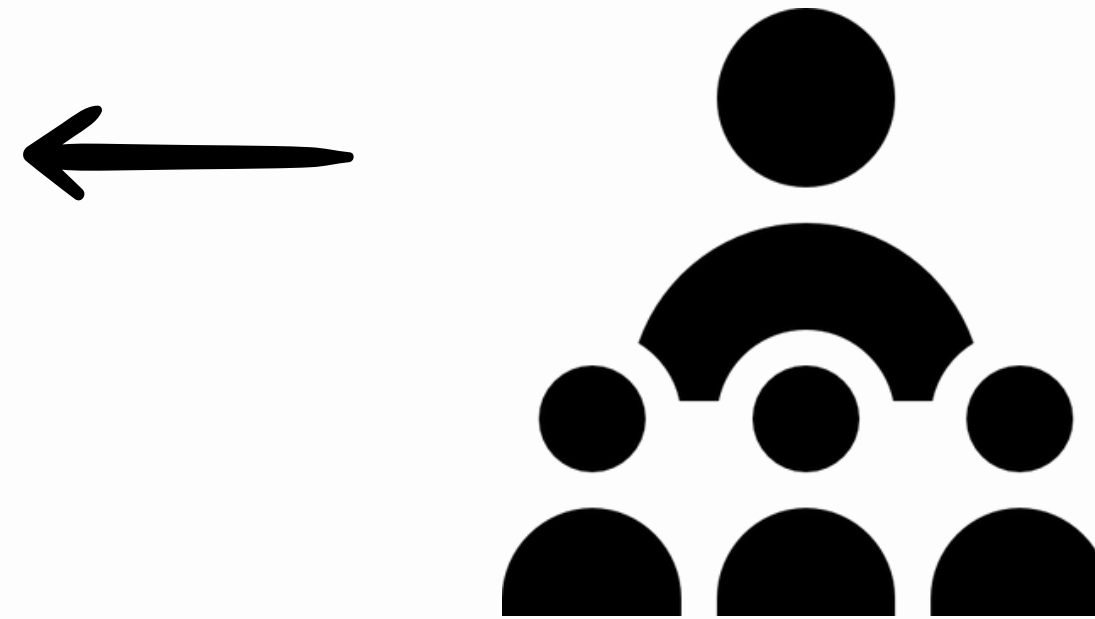
Leadership

The ability to:

- **Influence,**
- **Guide,** and
- **Inspire**

others toward achieving
a **common goal**.

Leader



Who do the leadership?

A leader is Not just someone with a Title but someone who earns **Trust**, **Respect**, and **Commitment** from their team. Would you like insights on how to develop leadership skills?

GOOD LEADERSHIP CHARACTERS

01

VISION AND PURPOSE

- Leaders have a **clear vision** and **direction**.
- They inspire others with a **sense of purpose**.



02

COMMUNICATION SKILLS

- Effective leaders communicate **clearly** and **listen actively**
- They **motivate**, **influence**, and **resolve conflicts**.



GOOD LEADERSHIP CHARACTERS

03

EMOTIONAL INTELLIGENCE

- They **understand** and **manage** their **own emotions**.
- They **empathize** and **inspire** others.

**04**

DECISION-MAKING ABILITY

- **Good leaders** make **informed** and **timely decisions**.
- They take **responsibility** for their **choices**.



GOOD LEADERSHIP CHARACTERS

05

INTEGRITY AND TRUSTWORTHINESS

- They **lead** by example with **honesty** and **transparency**.
- They earn **trust** by **being consistent** and **fair**.



06

ADAPTABILITY AND RESILIENCE

- Leaders **navigate change** and **uncertainty effectively**.
- They remain **strong under pressure** and **inspire confidence**.



GOOD LEADERSHIP CHARACTERS

07

ABILITY TO EMPOWER OTHERS

- They **delegate effectively** and **build strong teams**.
- They **recognize** and develop **others' strengths**.



08

CONTINUOUS LEARNING

- Great leaders are **always learning** and **growing**.
- They seek **feedback** and **adapt to new challenges**.



LEADERSHIP STYLES [8]

1. AUTOCRATIC

Inspires and **motivates** employees to achieve **visionary goals**.

- **Strength** : Encourages **innovation** and **change**
- **Weaknesses**: Can **lead** to **unrealistic expectations**



2. TRANSFORMATIONAL

The **leader makes decisions independently** with **little input** from others

- **Strength**: **Quick** decision-making **strong control**.
- **Weaknesses**: Can **discourage creativity** and **teamwork**.

LEADERSHIP STYLES [8]

3. DEMOCRATIC

Encourages **team input** in **decision-making while maintaining authority**

- **Strength:** Builds **engagement, creativity,** and **motivation**
- **Weaknesses:** **Slower** decision-making

Sundar Pichai



Satya Nadella



Shifted Microsoft's culture towards empathy, learning, and servant leadership.

4. SERVANT

Focuses on the needs of **employees** and **customers**, fostering a **supportive environment**.

- **Strength:** Builds **strong, loyal teams**.
- **Weaknesses:** May **lack authority** or **control**.

LEADERSHIP STYLES [8]

5. LAISSEZ-FAIRE (DELEGATIVE)

Provides minimal **guidance**, allowing **employees** to **make decisions**.


- **Strength:** Encourages **innovation** and **independence**
- **Weaknesses:** Can lead to **lack of direction**

Warren Buffett

A portrait of Warren Buffett, an older man with glasses, wearing a dark suit, white shirt, and a red patterned tie. He is looking directly at the camera with a neutral expression.

Encourages **innovation** and **independence**

Barack Obama

A portrait of Barack Obama, the former President of the United States. He is wearing a dark suit and a light blue shirt. An American flag is visible in the background to the left.

Maintained a strong focus on performance metrics and efficiency.

6. CHARISMATIC

Relies on **personal charm** and **persuasion** to lead.

- **Strength :** **Motivates** and **inspires** people.
- **Weaknesses:** **Over-reliance** on the leader's **personality**.

LEADERSHIP STYLES [8]

7. TRANSACTIONAL

Focuses on **structure, rewards, and punishments** to **achieve specific goals**.

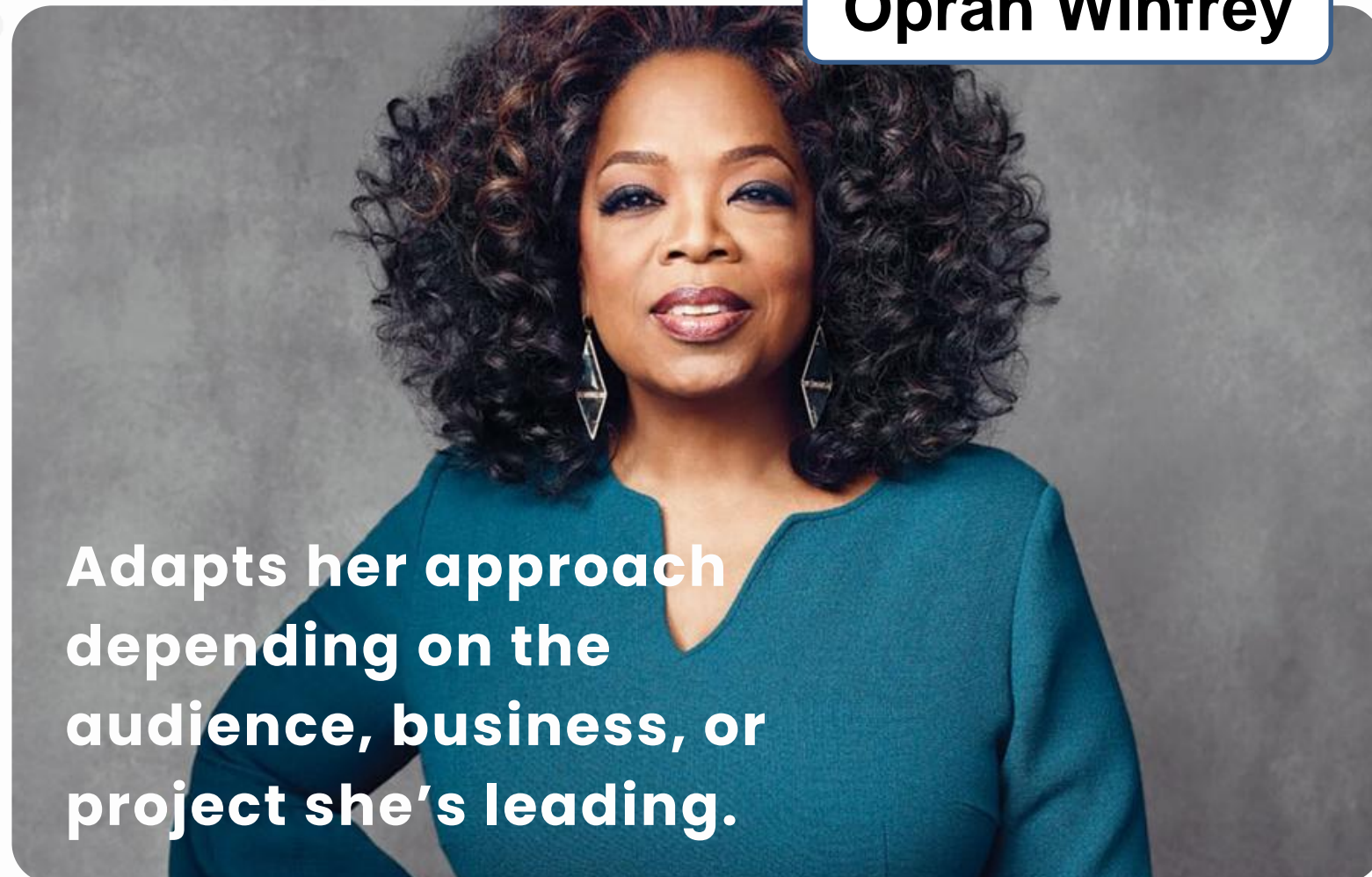
- **Strength:** Ensures **efficiency** and **performance**
- **Weaknesses:** Can be **rigid** and **uninspiring**

Jeff Bezos



Maintained a strong focus on performance metrics and efficiency.

Oprah Winfrey



Adapts her approach depending on the audience, business, or project she's leading.

8. SITUATIONAL

Adapt their style to the **specific situation** or **needs of their team**, balancing **directive** and **supportive behaviors**.

- **Strength:** Highly **flexible** and **responsive**.
- **Weaknesses:** Requires **high awareness** and **adaptability**

YOUNG LEADERS



GRETA THUNBERG

Swedish Environmental
Activist



JAYLEN ARNOLD

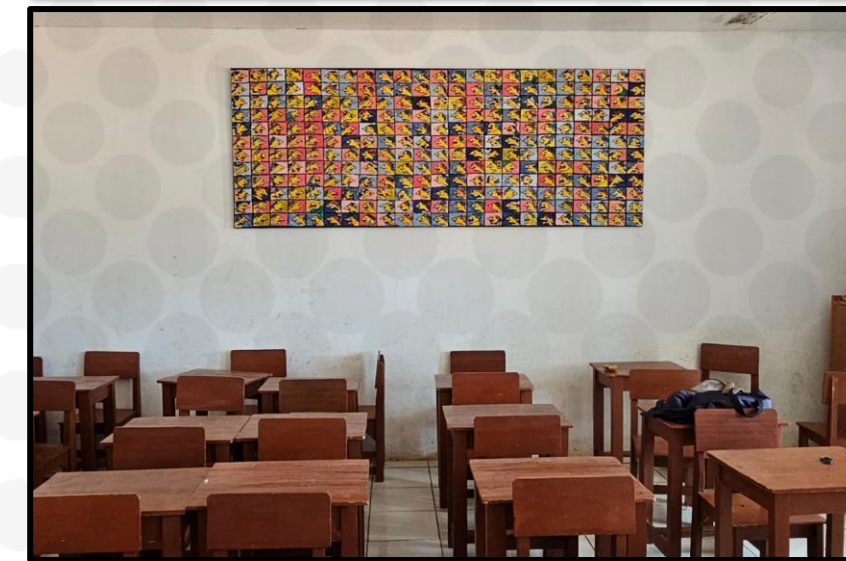
The Young Activist From
The United States Who
Founded "Jaylen's
Challenge Foundation."

Brut.



KELAS JAUH

Video





Happy Student +
Happy Teacher +
Good Infrastructure +
Good Program =
**Good Education
Quality**



*“Not all of us
can do great things. But
we can do small things
with great love.”*

Mother Teresa

EXCELLENT LEADERSHIP



COMMON OBJECTIVE

Good Leadership Characteristics:

1. Vision & Purpose
2. Communication Skills
3. Emotional Intelligence
4. Decision Making Ability
5. Integrity & Trustworthiness
6. Adaptability & Resilience
7. Ability to Empower Others
8. Continuous Learning

PEACE

PEACE

WHO AM I?
HOW IS THE SITUATION?

LEADERSHIP STYLE

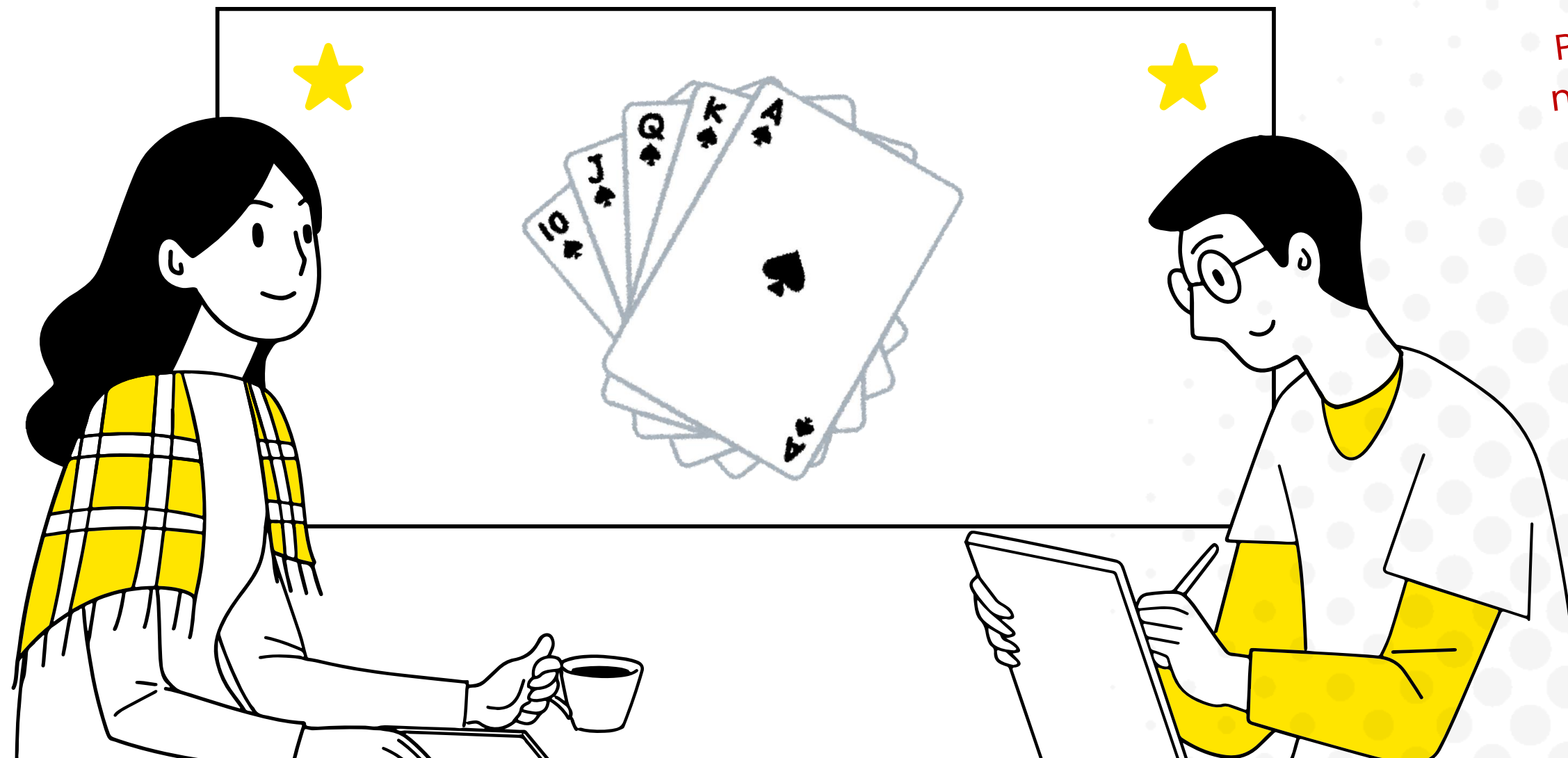


**Thank
You**



2025

TOWER OF LEADERSHIP



Permainan ini membutuhkan kesabaran, ketelitian, dan tangan yang stabil.

TOWER OF LEADERSHIP

Permainan ini dirancang untuk mengasah keterampilan kepemimpinan melalui komunikasi, strategi, kerja sama, pengambilan keputusan, dan manajemen risiko. Setiap tim harus bekerja sama untuk membangun menara kartu tertinggi dalam waktu yang telah ditentukan.

Tata Cara Permainan

- Tim harus menyusun menara kartu setinggi mungkin dalam waktu 5 menit.
- Menara hanya boleh menggunakan kartu remi yang tersedia tanpa bantuan apapun (seperti kotak kartu, perekat dan alat bantu lainnya).
- Jika menara roboh sebelum waktu habis, tim boleh membangun ulang dari awal. Jika roboh dan waktu habis, menara tersisa yang akan diukur tingginya.
- Setelah waktu habis, tinggi menara akan diukur dan dicatat.

Kriteria Kemenangan

- Tim dengan menara tertinggi yang stabil adalah pemenangnya.
- Jika ada lebih dari satu tim dengan tinggi yang sama, tim yang menyelesaikan menara lebih dulu menang.

Waktu:
5 menit



5:00