**Business Portfolio:**

A. CONSULTING Service  
B. TRAINING Programs  
C. Executive COACHING  
D. Executive SEARCH  
E. Organization Services

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**PT RacH Pro OPTIMA**

**Jakarta:** Jl. H. Pentul I no. 5, Radio Dalam, Kebayoran Baru, JakSel (08124112039)  
**Surabaya:** Jl. Karangan Mulyo Raya no. 34 Wiyung (031 7530657)  
**Batam:** Representative Person (Denny - 0811773817)

Email: support@rachpro.com  
Visit: www.rachpro.com
You are in the good hands when you select RachPro as your partner. We have the required experiences in helping company to strengthen and integrate ”Strategy, Management & People” in your organization with the world class concept and methodology in appropriate approach as local condition & culture (territorial situation).

We are the Business/Management Consulting & Training as well as Organization Services firm. Our Commitment is delivering our best based on experiences & expertise in order to guarantee the result of each Training/Consulting program.

The main focus of consulting service is to help our clients in their problem solving sustainably with right solution/approach and to prepare our client for future progress. With Extensive experience in the various industries, RachPro’s concepts & methods that combining with the appropriate approach in implementation have prove its excellence outcome (throughput), creating quality values & benefits for our Clients.

We provide Training programs, Recruitment service, Executive Coaching and other Organization Services to help our Clients in leveraging their productivity. How training is connected to performance, how to optimize Recruitment/Selection process, how executive is able to develop & grow, motivate us to continuously provide high quality training, recruitment, and coaching programs with the appropriate approaches & methodologies.

Creative-Productive-Appreciative solution is our way to serve Clients ..!!!
Clients/Experiences

Served various of companies as consultant or employee in area of Manufacturing, Mining & Energy, Chemical, IT, Education, Contractor, Maritime, Trading/Distribution, Horeka & Services Industries:

- Evergreen Indonesia
- Petrokimia Gresik
- Tigaraksa Satria, Tbk.
- Central Proteinaprima, Tbk. (CP Prima)
- Kebon Agung
- SMELTING – Gresik
- PAL Indonesia
- Golf Graha Famili & Country Club
- PusDikLat PLN (Persero) and their Udiklats (Ragunan, Slipi, Suralaya, Palembang, Pandaan)
- Pembangkit Jawa Bali (PJB – PLN Group) AND PJB Services (PJB Group) - Surabaya
- PT Alan Perkasa - Surabaya
- Pmapersada Nusantara (ASTRA Group) – Sumatra/Kalimantan.
- Grand Interwisata (Dharmala Group) – Surabaya
- International Nickel Indonesia (INCO → Vale Indonesia) - Soroako, South Sulawesi
- Metrodata Group - Jakarta
- ICI Paints Indonesia (AkzoNobel Group) - Jakarta
- Berlian Sistem Informasi (Mitsubishi) - Jakarta
- Sispum Sarana Graha – Surabaya
- Many Other Companies that supported by our Partners
Consulting & Training Experiences

Some Experiences in Consulting Services:
- Kajian Manjemen Bisnis Dalam Rangka AKUISISI Usaha Workshop & Engineering Services
- Developing The Standard Ethic in Servicing Process (Hospitality)
- Enhancement of Site Operation & HR Management
- Remunerasi BOD Perusahaan
- Persiapan Pembentukan Kantor Wilayah & Cabang
- Alternatif Solusi Ketenagakerjaan di Site
- Sebagai Narasumber untuk Perencanaan Tahunan PusDikLat
- Sebagai Assessor untuk EE2 PLN (program Penjenjangan Manajer)
- HR Team Coaching;
- Improvement Plan of Managers
- Designing Training Plan
- Sbg Narasumber program Penyelarasan Pendidikan & Dunia Kerja
- Sebagai Narasumber Acara Inspirasi Solusi Radio SS(5X)
- Sebagai Pengisi Slot: Titik Nol SS Radio (2 materi)
- DLL ........ Dsb....

Some Experiences in TRAINING Services:
- Managing Business Performance
- Managerial Leadership (Managing SELF-TEAM-BUSINESS)
- Essential Leadership (Supervisory)
- Team Work & Engagement
- Coaching & Counseling
- Professionalism at Work
- Motivation Development
- Strategic Management
- Decision Making
- Change Management
- Train The Trainer Program
- Knowledge Management
- Time Management
- Communication Skill
- Presentation Skill
- Negotiation Skill
- Emergency Response (ERP)
- Finance for Non Finance
- Analisa Pasar

- Human Capital Management
- Performance Management
- Interview Skill & Technique
- Cascading KPI
- Compensation & Benefits
- Training Management
- TPM & 5S
- People Management
- Excellence Customer Service
- Selling Skill
- Supply Chain Management
Rachmad Hidayat

The Founder of RachPro

Existing:
- Founder & CEO RachPro Consulting
- Dosen, Konsultan, dan Trainer/Speaker
- Komisaris - PT Cakra Sedaya Investama

Education:
- Teknik Industri - ITS Surabaya
- Manajemen Keuangan - MM Ubhara Jaya

Rachmad has had around 21 years of real life working & entrepreneurial experiences with more than 20 years in Managerial position at National & Multinational Companies in various industry (Mining, Chemical Manufacturing, Hotels & Services, IT, and Education institution. He is an Engineer from ITS Surabaya and a degree on Magister Management majoring in Finance Management.

Rachmad has extensive experiences as professional in area of Strategic Management/business, Human Resources & Legal. Delivering various projects successfully and as Speaker/Trainer in Asia is his valuable experiences. He also has involved as member of National Competency Team for Mining Industry that performed by government & major mining companies.

Organization
- Rotary Club Surabaya Timur
- Ikatan Alumni ITS - Pusat
- Takmir Masjid Baitussalam

Experiences as Speaker/Trainer and as Employee:
1. Pengajar (Dosen Luar Biasa) di Univ. Ciputra - Surabaya (Mata Kuliah: Entrepreneurship)
2. Beberapa Public Course yang diselenggarakan oleh RachPro dan berbagai Institusi lainnya
3. Seminar-seminar yang diselenggarakan di Indonesia & Malaysia (KL)
4. Training-training yang diselenggarakan oleh Internal perusahaan tempat Rachmad bekerja sebelumnya,
   - General Manager, HR & Business Legal - PT Berlian Sistem (Mitsubishi/KTB Group) - Jakarta
   - Senior Manager, Organization Development - PT ICI Paints Indonesia (Dulux) - Jakarta
   - Manager, HR Department - Metrodata Group - Jakarta
   - Manager, Training Center - PT International Nickel Indonesia (Inco - Soroako/Sulawesi)
   - Manager, HR Department - PT Grand Interwisata (Dharmala/Intiland) - Surabaya
   - Section Head, HR Site Adaro - PT Pamapersada (ASTRA Group) - Jakarta, Sumatra, Kalimantan
A. CONSULTING

I. Business & Management Strategy and Process/System Improvement
   1. Developing Strategic Business Plan and Feasibility Study
   2. Determine Vision & Mission statement and Strategic business & Planning with Milestone
   3. Setting Company Direction & annual business plan; Managing Business Performance (tools: BSC/etc)
   4. Business process improvement (re-mapping & re-alignment process);
   5. System improvement plus designing valuable SOP

II. Human Resource Management & Organization Development
   1. Profiling:  
      • Job/Role Profile (Creating or Enhancement)
      • 360 Degree Assessment and MBTI Profiling
   2. Competency Based HR System (CBHRM)
   3. Establishing High Performance Organization with appropriate Reward & Punishment
   4. Leveraging HR Management System or Designing Organization Development program (becoming HR Champion: The successful HR roles as “Business Partner”)
   5. Designing Competitive Compensation & Benefits; incentive/commission; plus Retention program
   6. Developing Productive Industrial Relation (with or without UNION in company)
   7. Improving Training Management (Training Need Analysis, Preparation, Execution, and Evaluation)
   8. HR Survey (Employee Satisfaction, Working Environment, Retention, Management process/climate)
   9. HR Audit (how to measure the HR Management effectiveness)
   10. Designing Corporate/Company Culture

III. Information Management System (ICT Approach)
   1. HRIS – Human Resources Management Information System
   2. eProc – Procurement Management Information System

IV. Managerial Leadership practices & Various of Consultation services
B. TRAINING

Training Category:

1. **EL-Pro Spot**
   Productivity Improvement through optimizing Entrepreneurship, Leadership, Professionalism

2. **Business & Management**
   Managing business Performance, Balanced Score Card (BSC), Managing business resources, Strategic Management and business planning.

3. **Employee Development (Soft Skill)**

4. **Leadership Capability**
   Managerial Leadership Practices, Coaching & Counseling, Situational Leadership, Supervisory Skill and Facilitating Skill for Leaders

5. **HR Management**
   Various programs in area of Organization Development and Human Resources: HRD, Personnel Administration and Industrial Relation Management.

6. **Specific Technical Skill**
   Required Skill Development to improve business capability (Marketing/Sales, Finance, Logistic and Operation).

7. **Safety Management**
   General Safety, Health & Environment as well as Managing Loss Control

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**Training Methods:**
- Presentation & Q/A
- Film/Video Insight
- Focus Group Discussion
- Overnight Assignment
- Question/answer
- Brainstorming
- Case Study
- Role Play
- Games
Training Topics

I. EL-Pro Spots

The purpose of this program is improving productivity through optimizing the main spots: Entrepreneurship, Leadership & Professionalism (EL-Pro).

It is about mindset, capability and attitude of employee in every level of organization in order to deliver his/her role & responsibility for jobs accomplishment.

Of course, it requires emphasis differently for each level of employee depend on the position in organization & type of jobs.

In other hand, system/process and employee need adequate treatment or proper approach to optimize productivity. By improving the El-Pro Spot, your organization will leverage the engagement of employees.

Let’s make the difference by leverage the EL-Pro Spots in your organization to win the business competition.

II. Business & Management

1. Balance Score Card
2. Business Planning & Strategy
3. Managing Business Performance
4. Managing Business Resources
5. Finance for Non Finance Manager
6. Project Management
7. Productivity Improvement

III. Employee Dev. (Soft Skill)

1. Negotiation skill
2. Time Management & Priority setting
3. Communication Skill
4. Presentation Skill & Technique Developing Employee Commitment
5. Achievement Motivation Training (Fire-Up)
6. Customer Satisfaction (Service)
7. Managing Customer’s Complaint
8. Improving Employee Engagement
9. Team Development
10. Retirement Preparation (2nd Stage of Live, Next Agenda after PENSION)
Training Topics

IV. People Management
1. Performance Management System
2. Interviewing Skill (Behavior based)
3. People Manager Skill for Non HR Function
4. Training Needs Analysis
5. Coaching & Counseling Skill
6. Talent Management in Talent War era
7. Winning at Work (Team Work)
8. Job Evaluation (Work Load Analysis)
9. Productive Industrial Relation
10. Various training in area of Organization Development & HR Management
11. HR Champions: The successful HR roles as “Business Partner”

V. Leadership
1. Managing Self-Team-Business
2. Managerial Leadership Practices
3. Coaching & Counseling Skill
4. Situational Leadership
5. Supervisory & Facilitating Skill
6. Change Management & Managing Transition

VI. Safety Management
1. General Safety, Health & Environment
2. Management of Loss Control
3. Advanced Safety Audit
4. International Safety Rating System
5. STOP for Safety
6. Safety Auditor training
7. Incident Investigation
8. Fire Fighting Course
9. Hazard Identification & prevention
10. Various Safety Training as required

VII. Specific Functional Skill
1. Selling Skill (Fact based Selling)
2. Distributorship
3. Sales & Marketing Management
4. Supply Chain Management
5. Procurement & Logistic Management
6. Production/Operation Management
7. Total Productive Maintenance (TPM)
8. Six Sigma or Quality Management
9. IT Project Management
10. Various technical training as requested
Our Consultants/Partners

Toni Purbowo

*Mr. Toni is management consultant and executive experienced (more than 30 Years) in leading large organizations, with hands-on knowledge of finance, business and reorganization strategies for all aspects of a company’s operations*

His Former Employment: Advisory Board (BOD) of PT Hutama Karya; CEO of PT Sintesa Banten Geothermal; President Director of PT Tira Austenite, Tbk.; Director of PT Humpuss; President Director of PT Jakarta International Container Terminal (Hutchison JV); President Director of PT Patra Jasa; and Senior Management positions in PT Simplot Food Processing, PT Japfa-OSI Food Industries, Coca-Cola Amatil, PT Cargill Indonesia, PT Pfizer Indonesia, PT USI Jaya/IBM Indonesia.

His Achievement such as: Complete turn-around of Tira Austenite (Publicly Listed Company) performance, almost double the Net Profit After Tax (169%) in two year time (compare to 2008); ROA in 2010: 2.1 % compare to 0.6 % in 2008; ROE in 2010: 5.4 % compare to 1.7 % in 2008. Successfully repositioned Patra Bali Hotel back into Oceanic Market after 5 years of absence; Average Occupancy Rate increase from 28 % up to 65 % and Average Room Rate increase from USD 25 up to USD 60 per night, resulting in revenue increase by 100 % in one year. Received Best Continuous-Company Improvement Award from McDonald’s Asia Pacific for Simplot Indonesia.

Rachmad Hidayat

Mr. Rachmad has had almost twenty years of real life working and entrepreneurial experiences with around 20 years in Managerial position at National and Multinational Company in various industry i.e. Mining, Chemical Manufacturing, Hotels & Services, IT, and Education institution.

His last professional position was General Manager in BSI (Mitsubishi Group), with the former employments in Metrodata, ICI Paints (AkzoNobel), INCO-Soroako, Pamapersada (ASTRA Group), Grand Interwisata (Dharmala Group), and PIKMI-Surabaya, as well as managing BOSS-Café Banjarbaru South Kalimantan.

Rachmad has extensive experiences as professional in area of Strategic Management/business, Human Resources & Legal. Delivering various projects successfully and as Speaker/Trainer in Asia is his valuable experiences. He also has involved as member of National Competency Team for Mining Industry that performed by government & major mining companies.

Rachmad is Engineer from ITS Surabaya and a degree on Magister Management majoring in Finance Management.
Our Consultants/Partners

Suryo A. Widarto

Mr. Suryo is very experienced person. He retired from PT International Nickel Indonesia, Tbk in 2004 as General Manager level. He has spent 15 years in area of Human Resources Management as well as over 20 years in area of Safety, Health & Environment and Utility area (Technical/Engineering Jobs) in INCO-Soroako and Petrokimia Gresik.

He is The Expert in area of Safety & Loss Control, Managerial-Leadership, and Organization Development. After retirement, He has invited by many multinational companies to deliver various topics of training as his expertise as well as consulting projects, such as Arutmin, INCO, Sucofindo, etc.

Mr. Suryo has had OHSAS 18001 Safety Auditor, by IRCA (International Register of Certificated Auditor), Certificate number: A 16834/126/2005 as well as certified “Kepala Teknik Tambang”, Certified Boiler & Pressurised Vessel Inspector, Certified Breathing Apparatus Regulator Maintenance Mechanic, Certified Basic Rescuer (CPR).

He is very credible as Safety Training Instructor and Consultant, like Implementing Major Hazard Standard (developed base on NOSA), Safety Audit Training, Management of loss control, and General Safety, Health, and Environment.

Fathurrohman

Mr. Fathur is very experienced person in area of Finance & Adm. with more than 30 Years working experiences in some Multinational Companies in Indonesia. His current professional position is Head of Finance and Administration, covering Finance, Treasury, Accounting, Taxation, Legal, Human Resources, Business Process Improvement and Dana Pensiun at Tiara Marga Trakindo Group, with former employments at British Petroleum (BP), INCO, Coca-Cola Amatil, Sara Lee, Monsanto and Conoco.

Educational Background & Certification:

- Sarjana Ekonomi (SE) from FE UI
- Sarjana Hukum (SH) from UnMuh.
- MSi (Tax) from Program pasca Sarjana FISIP UI
- MBA from CIM
- Certified Management Accountants from IPMI
- Tax Consultant Brevet C from IKPI

As the Top 10 of
The Best CFO Indonesia 2013 from SWA Magazine
Our Consultants/Partners

Sumadiono
Mr. Sumadiono is very experienced person. He retired from PT ADHI Karya (Persero) Tbk., as Director Level (Director of Operation I - Infrastructure Project of West Indonesia) and Commissioner of PT ADHI PERSADA PROPERTY. Previously he was as Director of Operation III (EPC & Overseas Project) and Professional of some companies, like PT Pembangunan Perumahan (Persero) & METAEPSI Group.

He has many experiences as Instructor/Speaker in area of Management, Leadership, Technical/Operation.

Wahyu Adi
He is the expert and senior Person in area of Supply Chain & Change Management, with more than 20 Years experiences in Multi National Company or Local Company, such as Philips (Indonesia, Singapore, Phillipines, Tirta Investama (Danone-Aqua), and PT Multi Indo Citra, Tbk. He got Award for Runner Up Supply Chain Manager of the year 2010, awarded during 2nd OSCM Conference October 2010.

His Educations are ITS - Surabaya, majoring in Industrial Engineering; and Americans Production and Inventory Control Society or Advancing Productivity, Innovation, and Competitive Success (APICS) certification in CPIM (Certified Production and Inventory Management)

Miftahul A.W.
Mr. Miftah is very experience Person, with about 25 years experience in manufacturing field of multinational companies (TEAC, Philips, Caterpillar Inc.), including many years experience as Senior Manager (Operation/Factory Manager, Product Manager and Quality & Business Excellence Manager).

Invented BIRP (Business Improvement and Resource Planning) Program in Philips which integrating all improvement initiatives under Lean Six Sigma methodology starting from idea generation, resource planning, teaming, execution, monitoring and review system.

Agus Prihanto
Mr. Agus has had around 35 years of real life working experiences with more than 30 years in Managerial position at National & Multinational Companies in various industry (Telco, Manufacturing, Wood working, and Hotel/Tourism). He has extensive experiences as professional in area of Operation, Human Resources, Legal & GA.

His Latest Professional’s Position is Corporate Manager, HR & GA, PT Grand Interwisata (Intiland) that Coordinating 5 Units. Previously he was as
- Manager, HR & GA, PT Victory Long Age (Sepatu Reebok),
- Coordinator, HR Development, PT Gyoncu Kotamas (wood Working), Coordinating 4 Factories.
- Manager, HR & GA, Motorola Indonesia (STARKO), Surabaya Branch
- Ass. Manager, Operation, Motorola Indonesia (STARKO), Surabaya Branch
**Our Consultants/Partners**

**Moh. Samson**

*Mr. Samson has around 25 Years experience in Banking/Financial Industry. Currently Mr. Samson is working at Bank BNI Syariah as Branch Manager of Depok Area, with former position was as Business Development for Nation wide area of Indonesia*

<table>
<thead>
<tr>
<th>Period</th>
<th>Position Title</th>
<th>Work Location</th>
<th>Coverage Area</th>
<th>Summary of Role &amp; Responsibility</th>
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<td>Apr '95 - Sep '97</td>
<td>Sales Asst</td>
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<td>Sep '97 - Agt '01</td>
<td>Sales Asst</td>
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<td>Agt '01 - jun '03</td>
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<td>Jul '04 - Jun '06</td>
<td>Manager</td>
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<td>Sentra Kredit Konsumen Denpasar</td>
<td>Bali</td>
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</table>

**Education:**

- FE UNAIR
- MM STIE Nusantara

**Candra Agustinus**

Mr. Candra is Industrial Engineer from ITS. He has any experiences in various consulting projects in area of Information Technology, Supply Chain & Asset Management. He was serving any Clients for multi industry, i.e. BULOG, PT Graha Sarana, BAHANA PUI, PTPN X, Pemprov Jatim, Pemda Surabaya, Pemba Tuban, etc. His competencies are in area of System analyst, Business Process Management, ERP Implementer, IT Audit and ISO Mgt System

**Iksan Santoso**

Mr. Iksan is very experienced person in area of **Operation (Production, Engineering, Maintenance, and Safety) with more than 20 Years** working experiences in some Multinational Companies in Indonesia. His current professional position is **Operation Head and member of Management Committee** in PT ICI Pains Indonesia (AkzoNobel Group), with former employment in Nutrifood, and Sara Lee.

He is The Expert in area of Engineering & Maintenance as his working experiences and any courses in Indonesia & overseas for Engineering, manufacturing Practices, Instrument & Control, Safety & hazard, Leadership & Management, Greeb-Belt, Six Sigma, Internal Audit & ISO 14001, etc.

Mr. Iksan has extensive experiences as professional in Manufacturing & Food Industry as well as FMCG business.

His recent achievements are Operational Excellence at Operation – 2012 and Project Management of Cikarang Site Capacity Expansion – 2011. He is Engineer from Trisakti University, major in Mechanical Engineering.
Our Consultants/Partners

Aulia Rahman
Mr. Aulia is Professional Person with many experiences in Education (as Lecture and Deputy Head of School), Journalist of “Harian Republika”, and Broadcaster of “Radio mentari Dirgantara”. He is an author (Book Writer) of “Parenting On Air”, and Resources Person of some Seminar & Talk-show, as well as having any Certification, as follows: Certified Hypnosis - Indonesia Board of Hypnotherapy, and Certified Consultant of Multiple Intelligence Education

Irfan Fauzi
Mr. Irfan has many experiences in area of Sales & Distribution due to all of his career is in this area for around 20 years. His latest experiences is Head of Sales Division in SHELL Indonesia as well as General Manager level (member of Management Committee) at ICI Paints Indonesia. Mr. Irfan equipped by special capabilities in area of Sales management and distributorship. He is competent person in delivering improvement projects or training programs for Sales & Distribution.

Anita P. Utami
Ms. Anita is The Executive for about 18 years of real life working experiences with around 17 years in Managerial position. Her present position is CEO of PT Adiluhung Saranasegara Indonesia (member of Dharma Lautan Utama). She is an Engineer from ITS Surabaya (Teknik Perkapalan), and having many experiences as Trainer/Speaker both In-house and Public Training/Seminar.

Alex Wahyudi
- Mr. Alex is Mechanical Engineer from ITS (S1) with Magister Manajment from Institut PPM Jakarta (S2)
- He has various experiences in area of Construction, Palm Oil, Food, Telco Industry, Manufacturing, and perform as Business Development Manager as well as the last as Plant General Manager
- Beside as Consultant, nowadays he is the Lecture at Unair, UPH, Univ. Ciputra, etc.
- His specialty is Operation & Engineering, General Management, and Business Development

Ferial Hendrata
Teknik Informatika ITS (S1); Magister Manajemen Industri ITS (S2)
Sebagai IT Planner, Business Process Analyst, Desainer Aplikasi, IT Audit dan web programming (PHP with framework).
<table>
<thead>
<tr>
<th>Category</th>
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<th>Category</th>
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<td>Emergency Response &amp; Preparedness (ERP)</td>
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<td>Hazard Identification &amp; prevention</td>
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Offices & Contacts

if you need any inquiries/info or to define your requirements, Please call us (RachPro):

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