



# Supporting Skills & Career Development of Under- Represented Groups

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9 Oct 2021

# Diversity & Inclusion

**Keragaman** membawa bersama individu dengan perbedaan latar belakang, budaya, pemikiran, cara bekerja, memberikan perbedaan talenta perspektif, pengalaman hidup dan karir yang luar biasa

*“Focusing solely on Diversity without inclusion will only create liability”*

**Inklusi** memberikan inspirasi budaya dimana kita menjunjung dan merayakan perbedaan yang membuat setiap orang unik – keahlian (Skills), tipe kepemimpinan, passions, cara pandang, dan pengalaman.



*“Organisasi yang ingin menjadi lebih beragam & inklusif dapat memberdayakan individu dari under-represented groups dengan memberikan wawasan/pengetahuan, alat, dan strategi yang dibutuhkan”*

*\*KornFerry 2021*

# **6 Cara untuk Memberdayakan Under-Represented Groups di Tempat Kerja\***

1. The Awareness of Choice
2. The Development Choice
3. The Contribution Choice
4. The Self determination choice
5. The Relationship Choice
6. The Influence Choice

*\*KornFerry 2021*

# How to build more opportunities for under-represented groups

To develop a competitive advantage, your organization needs to optimize your talent's ability to make a contribution. That means you need a culture that embraces diversity and inclusion and that ensures that everyone has the capability to grow and develop.

To achieve these goals, you must address the structural and behavioral issues that may be perpetuating barriers and preventing underrepresented groups from achieving their full potential in the workplace. And you also need differentiated development for underrepresented groups.



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# INDONESIA MULAN

## #WeSeeEqual

Sharing company practice

Three large, light blue arrows of increasing size point upwards from the bottom right towards the top right of the slide, creating a sense of growth and progress.



# Organization Facts



Average age 28 years old



Life stage: 40% single, 45% married (young family), 5% others



Tech savvy, dynamic, vibrant

# MULAN Pillars

## Managers Empowering Women

- Life-career Map Session
- Career Co-Creation

## Unleash the Power of Many

- Lean In Circle
- External speaker session

## Accelerate Top Women

- KARTINI Program for selected Female Managers

## Men as Allies

- Male Leaders in Women Forum.
- Dialogue on need-based policy with Male Employees

## Lead by Example

- Women Leader Inspiring Session

## Need-Based Policies & Support Systems

- Lebaran Lollyland
- HARMONY Program



# Presence of Male Leaders

- Inviting senior women leader to share about **how she and her partner plan their life.**
- Celebrating Diversity & Inclusion Week together with Male and Female Employees to campaign **Men as Allies.**
- Having **Male Leader** to be the speaker in Women Forum.
- Renewed our **Paternity Leave Policy to 30 Days!**



Diversity & Inclusion Week



Nararya Soeprapto

# Lean in Circle

- **LEAN IN** Circle as the enabler to create **strong support system** for female employees with the same interest (i.e.: health circle, career circle, parenting circle, etc.)
- Quarterly session inviting **external speaker** to discuss meaningful topics (i.e.: Financial planning, Social Media for Kids, etc.)



Lean In Circle Quarterly Connect



Investashe! Session to talk about  
Financial Planning



Lead by  
Example

# Women Leader Inspiring Session

- Sharing **inspiring stories** by Women Leader in P&G during their visits to Indonesia.
- Discussing **female mindset challenge** during the session.



Celebrating D&I Week with Global  
Leadership Team Member



10 Things I Wish I've Done  
Before



Celebrating 50:50 Gender  
Diversity





**A**ccelerate  
Top Women

# KARTINI Program

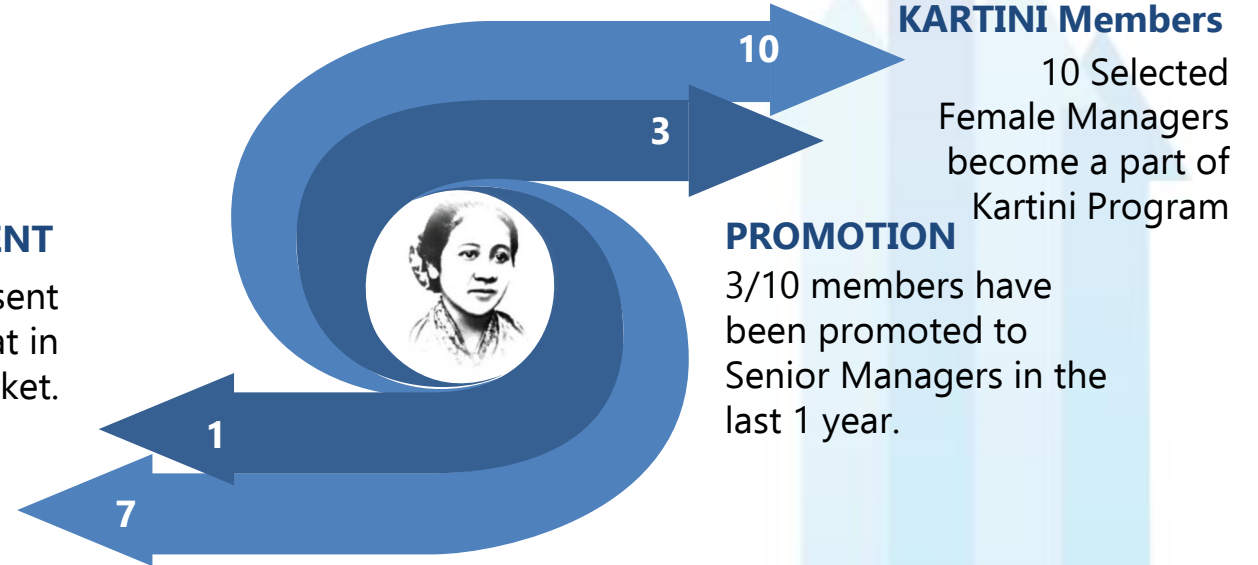
- Selecting **Top Talent Female Managers** and enable them to progress in their career with sufficient support from the company.
- Deliberate **1:1 with their Managers** to talk about their Career & Life stage Change.

## EXPAT ASSIGNMENT

1/10 member was sent to be an expat in other market.

## LIFE STAGE CHANGE

7/10 members have been going through life stage change.



KARTINI Lunch & Learn with Indonesian Women Leader

# LOLLYLAND & HARMONY

- Giving support to the family by building **onsite childcare program** for 1 month during Ramadhan & Lebaran period.
- **Expanding maternity leave** from 12 to 14 weeks, with extra 12 weeks of unpaid leave.
- Extended paternity leave



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***“A world where men ran half our homes and women ran half  
our institutions would be just a much better world.”***  
**-Sheryl Sandberg-**

