

Company Profile



AIDA Consultant founded on June 27, 1996 with firm commitment to assist organizations by improving the corporation hard-to-replicate DNA: management systems. And the most valuable leveraging factor: human resources.

Every organization has unique characteristics and goals. For that reason, we committed to designed solution programs that are suitable to the needs and purposes of the organization.

To optimize the result, an offer to combine consulting, training and assessment activities to build the system and competency inside the organization be provided.

Our Mission:

To be a consulting firm with proper long term solution means we aim to provide a proved over time solution, served the purpose, implemented and incorporated into our clients management systems.

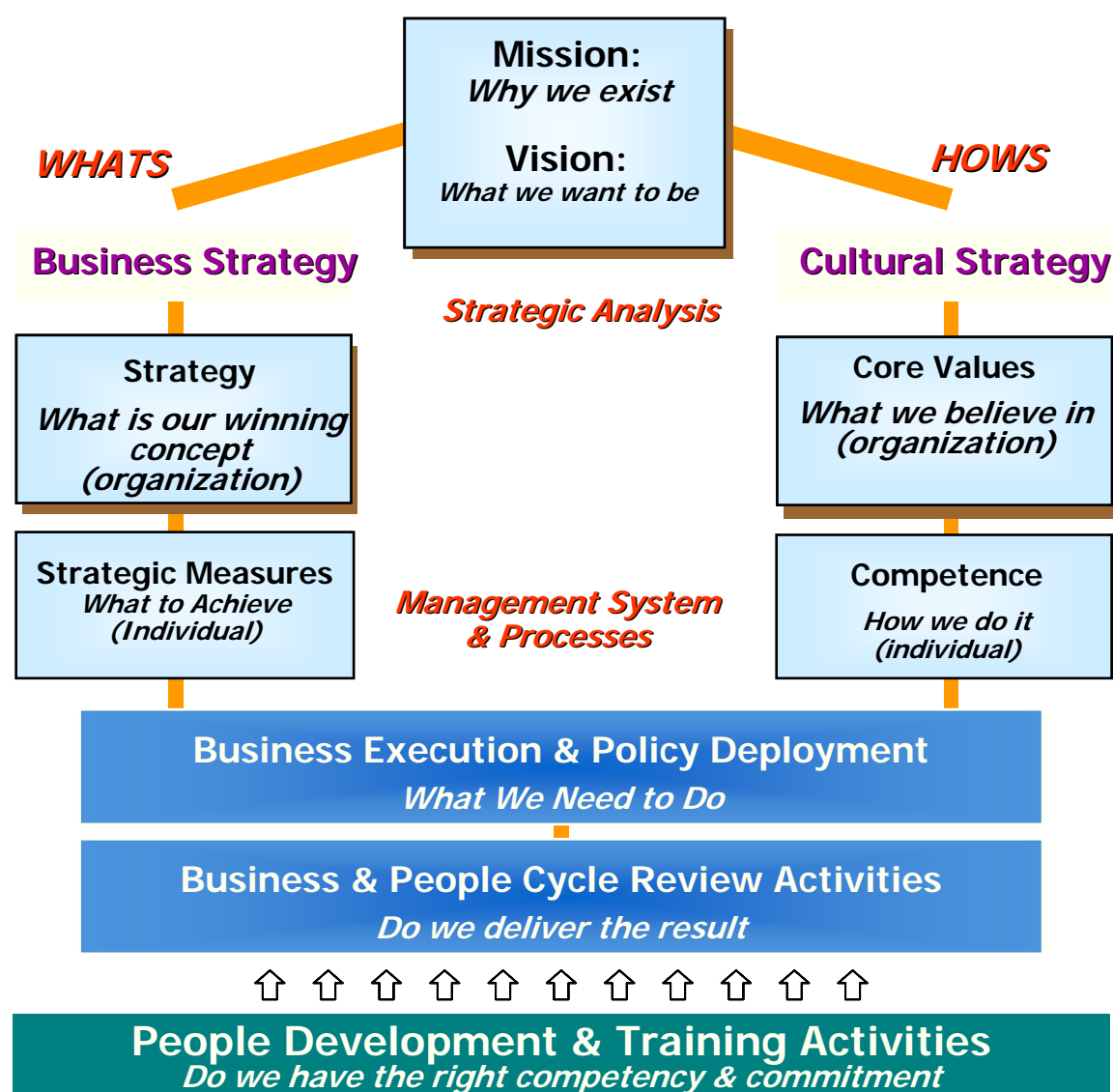
Our Vision:

Partnership with organizations for a better business through developing company wide management system and employee competence means we are aware there is no such thing as "we can do all", we can be your partner at what we best at: improving management system and employee competence.

Our Values:

Understand first, build trust, then respond the need with best effort through willingness to do more and best competitive values means our consulting activities are based on the idea of building a long term relationship with customers/clients

How We Assist Your Company



We provide Consulting Services in the areas of

Management Control System

- Building Your Company's Scorecard
- Policy Management / Deployment
- PDCA Management
- Strategic Performance Management

Competency Based Human Resources Management

- Job Analysis and Job Evaluation
- Competency Profiling
- Behavioral Based Recruitment, Assessment Center / Potential Review
- Competency Based Training
- Succession Planning

Your People is The Answer

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Lean and Mean Manufacturing Excellence

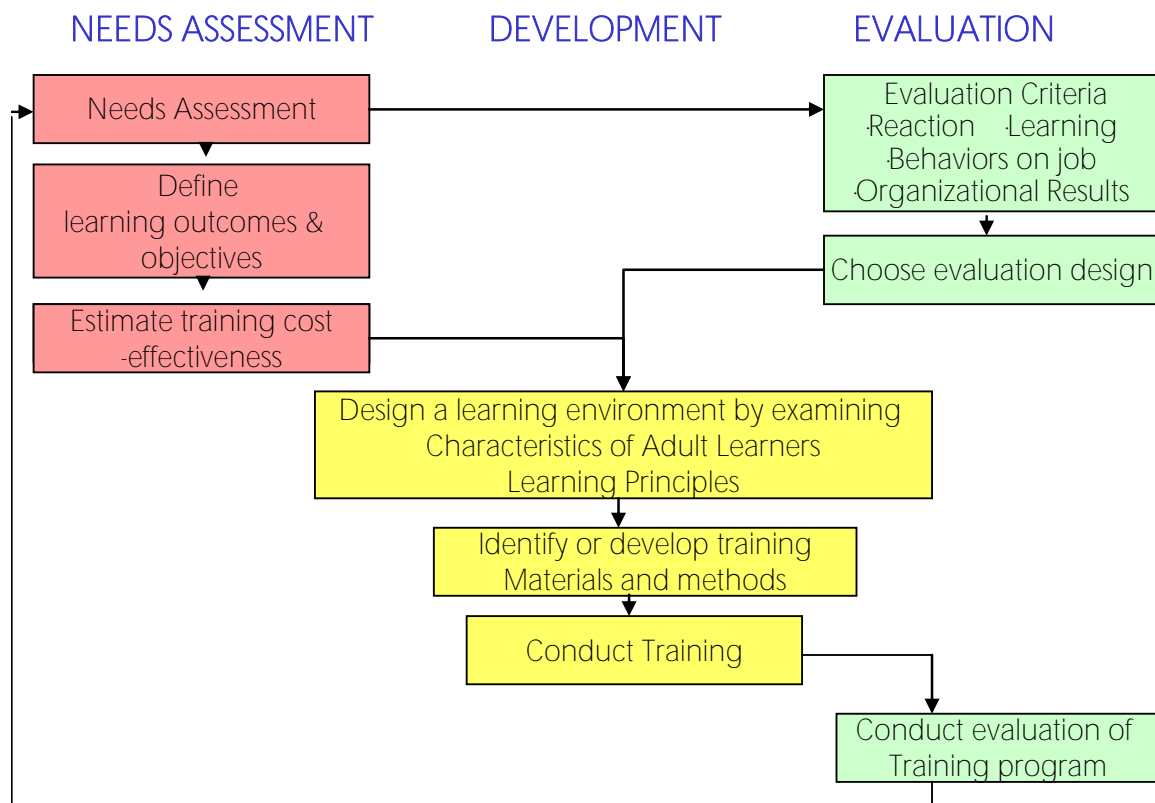
- Cost Reduction Program
- 5S / 5R
- Practical Problem Solving

Other Consulting Services:

- Employee Satisfaction Survey
- Developing Training Matrix for Your Company
- Refocusing Training Activities
- Writing Training & Development Handbook
- Open Multi Career Ladder Implementation
- Establish Open Learning Center
- Recruitment & Selection System Improvement
- Assesment for Promotion

Customised In-House Training

To make sure the implementation, AIDA with client combine in-class training with consulting activity. Consulting involve implementation of lesson learned at in-class training or build the system inside the organization.



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AIDA Practical In-House Training Programs

	Kode	Topik	Durasi
	<i>Strategic Management Training Series</i>		
	SMT 001	Reinventing Mission Statement	1
	SMT 002	Building Your Company Scorecard	2
	SMT 003	Balanced Score Card - Translating Strategy Into Action	2
	SMT 004	Strategic Planning for Managers (Policy Deployment)	2
	<i>Competency Training Series</i>		
	CT 001	Strategic Performance Management : Competency & KPI Based Performance Management	2
	CT 002	Competency Based Human Resources Management	2
	CT 003	Identifying & Design Key Performance Indicator	2
	CT 004	Trainers Development Program	3
	CT 005	Design Competence Matrix : Practical Competence Profiling	2
	CT 006	Making Technical Competence Tree	3
	CT 007	Making Corporate Training Matrix	3
	<i>Self Improvement Training Series</i>		
	SIT 001	Horenso: Total Communication	2
	SIT 002	Dynamic Presentation Skills	2
	SIT 003	Personal Empowerment	2
	SIT 004	Negotiation Skill	2
	SIT 005	Emotional Intelligence	1
	SIT 006	Change Management	2
	SIT 007	Professional Sales Development Program	3
	SIT 008	Customer Services Development Program	2
	SIT 009	Basic Training for New Employee	2
	<i>Manufacturing Management Training Series</i>		
	MMT 001	Implementing The Toyota Way	2
	MMT 002	Building Suggestion System for Better Productivity	2
	MMT 003	8 Step Problem Solving	2
	MMT 004	Gemba Problem Solving	2
	MMT 005	Quality Control Circle for Effective Production	2
	MMT 006	QCC Facilitator Training	3
	MMT 007	QC Circle Leader Training	3
	MMT 008	Statistical Quality Control	3
	MMT 009	7 Tools for Problem Solving	2
	MMT 010	Total Quality Management	2
	MMT 011	Sistem Manajemen Lingkungan Kerja 5S / 5R	2
	<i>Leadership & Managerial Training Series</i>		
	LMT 001	Coaching & Counseling	2
	LMT 002	DISCover The Cohesive Team	2
	LMT 003	Negotiation Skill for Managers	2
	LMT 004	Building PDCA Management	2
	•LMT 005	Implementing On The Job Training	2
	LMT 006	Dynamic Presentation Skills	2
	LMT 008	STAR Leadership Program	3
	•LMT 009	Supervisory Development Program	3
	LMT 010	Situational Leadership	1
	LMT 011	Effective Team Building	2

LMT 012	Delivering Service Excellence	2
<i>Human Resources Management Training Series</i>		
HRMT 001	Human Resources for Non Human Resources Manager	2
HRMT 002	Behavioral Based Interview	2
HRMT 003	Managing In House Training	2
HRMT 004	Mentoring System: Helping Others to Succeed	2
HRMT 005	Training Need Analysis	1
HRMT 006	Training Design	1
HRMT 007	Training Evaluation	1
HRMT 008	Strategic Human Resources Management	2
HRMT 009	Making Job Description	2
HRMT 010	Job Evaluation	4
HRMT 011	Documenting Your Business Process: Making SOP	2
HRMT 012	Marketing HRD within Organization	1

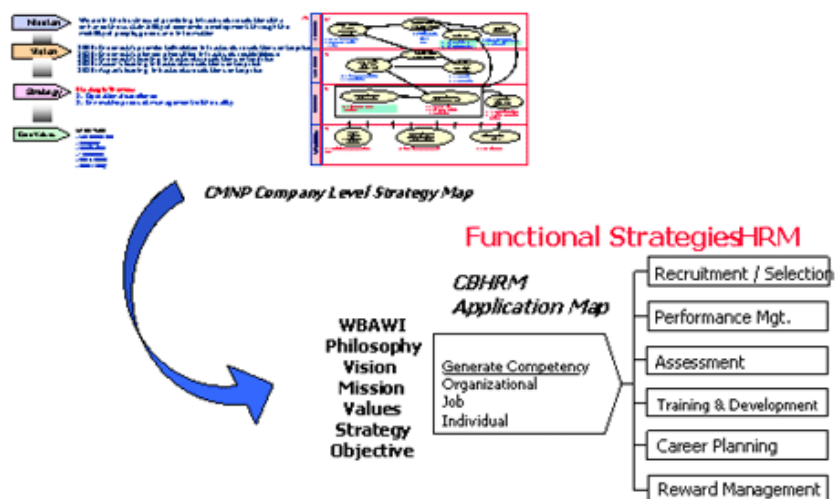
Competence- Based Human Resources Management

Stop dreaming. Have a real initiative!

We can help you implement Competence Based Human Resources Management (CBHRM). From Competence Profiling to real implementation in HR function such Behavioral Based Recruitment and Selection, Behavioral Based Assessment / Potential Review, Performance Management, Competence-Based Training & Development, Succession Planning, and Reward Management.

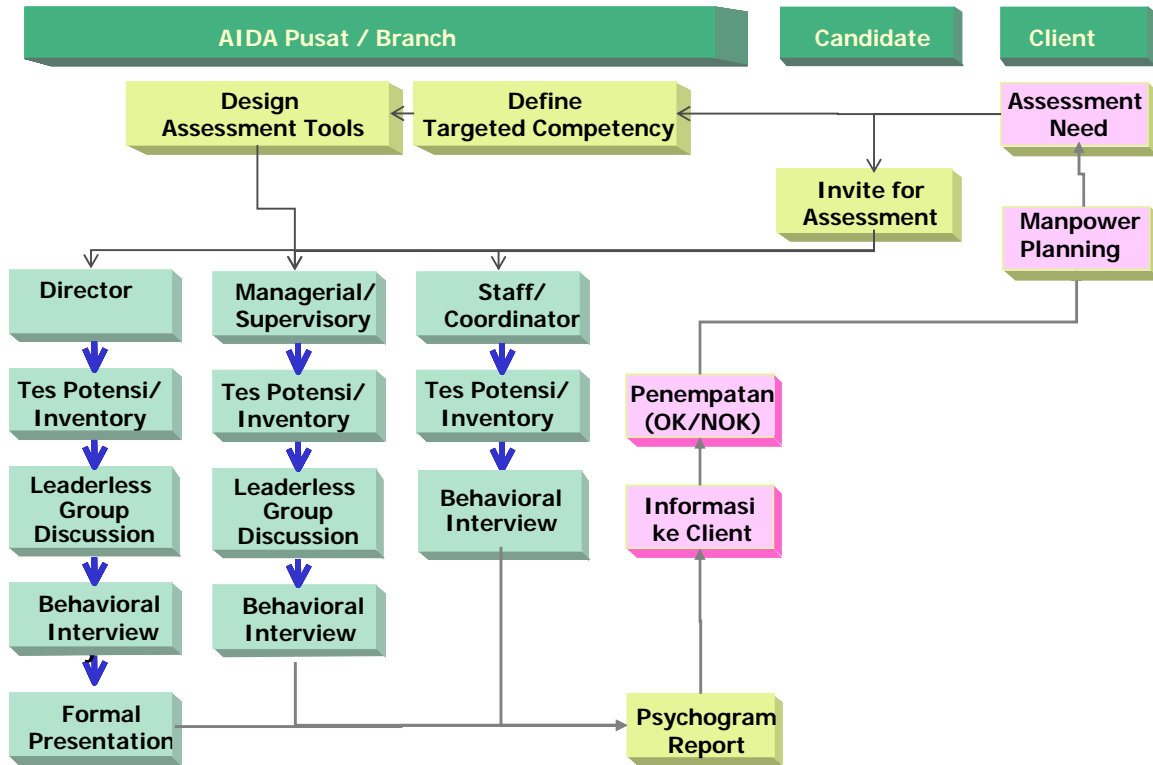
We have experienced with CBHRM, that famous and most populer HR Management System, from concept to implementation.

From top management level to front line level implementation. From policy to worksheets implementation. From Mission-Vision to daily Standard Operation and Procedure implementation. With a sense of willingness to do more...



Fundamental Behavioral Assessment / Potential Review

AIDA has developed integrated method for assesment using what we termed as Fundamental-Behavioral Assessment (FBA).



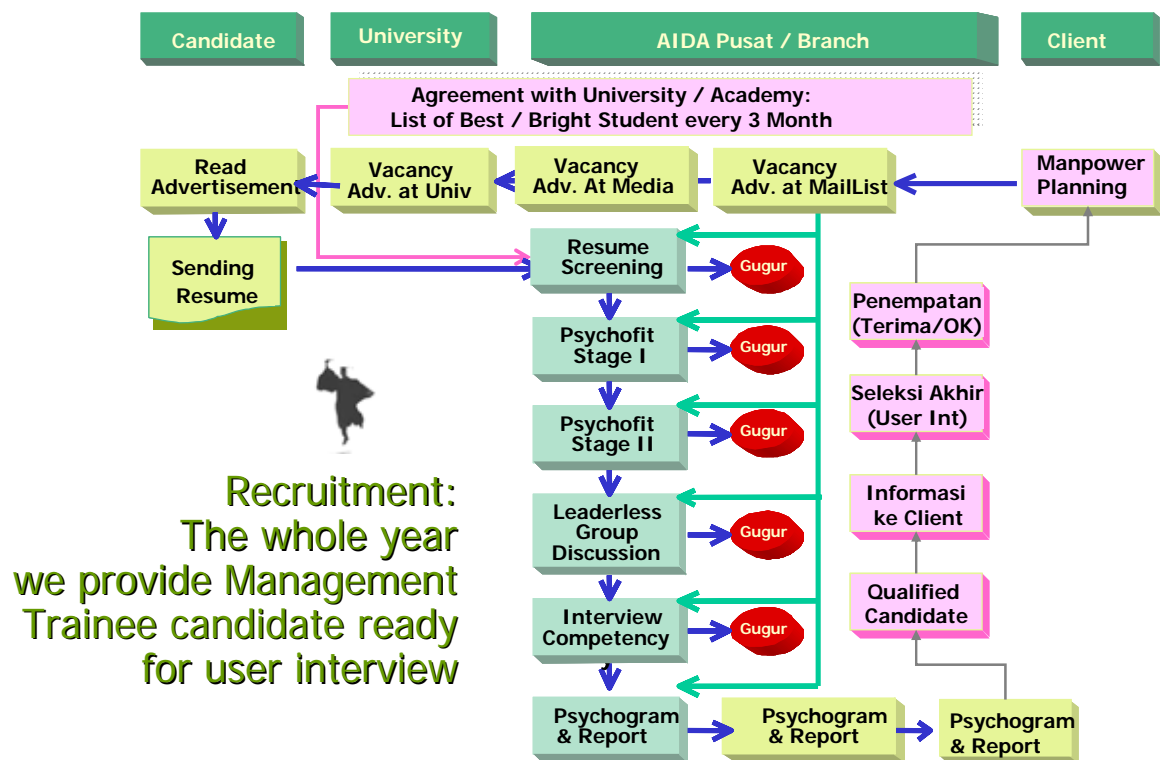
National Recruitment Network

An integrated system to serve your recruitment & assesment need nationally.



Local Executive Services

Save your money, brain and time. Free yourself from advertisement, resume screening, invite applicant, psyhotest, interview, leaderless group discussion and write a psychogram report activities. IDA can send candidate to your company. Candidate has passed all common selection test needed. Using a competency based psychogram report. By using competency based psychogram report, it is easy to understand and readable for all background managers. All company need to do is interview. The candidate suit your need may join company to job offer and sign contract.



Our Client



PT Astra International Tbk
 PT Astra Daihatsu Motor
 PT Abadi Barindo Autotech
 PT AI, Tbk – TSO (AUTO 2000)
 PT Asalta Mandiri Agung
 PT Astra Microtronics Technology
 PT Astra Otopart
 Bank Dagang Negara Indonesia
 Bank Rakyat Indonesia Syariah
 Bank Syariah Mandiri
 Bank Woori Indonesia
 PT Boehringer Ingelheim Indonesia
 PT Baruga Asrinusa Development
 PT Bogasari Flour Mills
 PT Bumi Jasa Utama
 PT Bumi Karsa
 PT Bumi Sarana Beton
 PT Bumi Sarana Utama
 PT Charoen Pokphand Group Indonesia
 PT Cipta Kreasi Prima Muda
 PT Coca Cola Distribution Indonesia
 PT Citra Marga Nusaphala Persada Tbk
 PT Datascrip
 PT Denso Indonesia
 PT Dynaplast Tbk
 PT Elnusa Batam
 PT Ericsson Indonesia
 PT Essar Indonesia
 PT Evergreen Marine Indonesia
 PT Excelcomindo Pratama Tbk.
 PT Exedy Motorcycle Indonesia
 PT Fajar Mas Murni
 PT FDK Intercallin
 PT Federal International Finance (FIF)
 PT Frisian Flag Indonesia
 PT Goodyear Indonesia
 PT Graha Menara Hijau
 PT Hadji Kalla
 PT Hexpharm Jaya
 PT Indonesian Air Transport
 PT Jati Piranti (Jatis Solution)
 PT Kalla Inti Karsa
 PT Kamadjaja Logistic
 PT Karana Line
 PT Kayaba Indonesia
 PT Kosmojaya Pandu Nusa
 PT Lion Mentari Airlines
 PT Menara Terus Makmur
 PT Mitrasari Sarana Medika
 PT Multi Bintang
 PT Natra Raya
 PT Pacific Biotekindo
 PT Parama Matra Widya
 PT (Persero) Pelindo II
 PT Pembangunan Jaya Ancol Tbk
 PT Pertiwi Agung
 PT RPE Engineering
 PT Samudera Nirapraga
 PT Samudera Indonesia Tbk
 PT Saranagraha Adisentosa (MATOA)
 PT Sari Multi Artha (SMARTco)
 PT Semesta Citra Motorindo (Kanzen)
 PT Sisindosat Lintas Buana
 PT SKF Indonesia
 PT Southern Cross Textile Industry (Catherina)
 PT Sumber Alfaria Trijaya Tbk (Alfamart)
 PT Tata Guna Patria
 PT Tjahaja Sakti Motor (Astra Mobil)
 PT Telekomunikasi Indonesia Tbk - Divre 1
 PT Tigaraksa Satria Tbk
 PT Timor Putra Nasional
 PT Toyota-Astra Motor
 PT Toyota Motor Manufacturing Indonesia
 PT United Tractors
 PT Van Melle Indonesia (Mentos)
 PT Yamaha Music Manufacturing
 ITS Design Center
 Badan Pengawasan Keuangan Pembangunan
 (BPKP)
 Rumah Sakit Islam Jakarta Pondok Kopi
 Dentist & Dentists
 Pusat Jasa Ketenagakerjaan IPB
 Pusdiklat Tunas Patria
 Universitas Padjajaran
 Universitas YARSI Jakarta
 Universitas Trisakti
 Universitas Jayabaya
 Universitas Negeri Makassar
 Yayasan Matsushita Gobel
 Sekolah Tinggi Teknologi Komunikasi Bandung
 Sekolah Islam Athirah Makassar
 Growth Center Makassar
 Bintang Pelajar
 Majalah HRD, Tabloid PELUANG
 Smart FM Banjarmasin
 Departemen Pendidikan Nasional
 Departemen Pemberdayaan Perempuan
 Departemen Agama
 Abdurrahman Wahid Institute

Selected Experience of Organization

Client	Name of Project	Types of Activities Undertaken
Abdurrahman Wahid Institute	Fundamental Behavioral Assessment	Fundamental Behavioral Assessment for Program Director Level for Organization Development
Australia Indonesia Partnership for Reconstruction and Development, Local Governance and Infrastructure for Communities in ACEH (AIPRD - LOGICA)	Project Management	Project Management Training
Badan Pengawasan Keuangan Pembangunan (BPKP)	Assessor Training for Behavior Based Interview	Workshop Assessor of Assessment center BPKP for Behavioral Based Interview
Badan Rehabilitasi & Rekonstruksi – NAD & Nias	Organization Culture, Performance Management Recruitment Services	High Performing Culture Consulting, Setup Performance Appraisal for Key Position, HR Administration Services Recruitment services for staff, Satker, Auditor & Managerial level.
PT Abadi Barindo Autotech	Assessment & Individual Development Plan for Leader Level	Assessment of Leader, Gift feed back and assist leader to make Individual Development Plan
PT Asalta Mandiri Agung	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence ISO Upgrading, Individual Activity Plan & PDCA, Systems Idea Suggestion for Countinous Improvement, Standard Competencies for requirement ISO (Soft & Hard Competencies), Foundation for System HR, Update Job Description Based on Position, Technical Competency Profiling
PT Astra International, Tbk – Toyota Sales Operation (AUTO 2000)	Pension Preparation Training	Assessment of participant in pension preparation, seminar for pension candidates, visit tour
PT Astra Otoparts	Coaching & Counseling Skill-Up	Coaching Counseling Skill Program for leader include Training & OJT
PT Bank Danamon Indonesia	Writing of Standar Operation Procedure	SOP and Quick Reference Penggunaan Sistem ESS
PT Bank Woori Indonesia	Manager Level Training	Outdoor Training for Managers Level in All Area to Increase Team Building and Work Motivation
PT Banteng Pratama	Assessment	Pro-Hire Assessment for Sales Manager and Sales Supervisor
PT Baruga Asrinusa Development	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence
PT Baruna Inti Lestari	Recruitment Services	Recruitment for Accounting, Programmer, Secretary, Marketing Staff
PT Bentoel Indonesia	Fundamental Behavioral Assessment	Fundamental Behavioral Assessment for Supervisor Level for Promotion Consideration

Selected Experience of Organization

Client	Name of Project	Types of Activities Undertaken
PT Bumi Jasa Utama	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence
PT Bumi Karsa	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence
PT Bumi Sarana Beton	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence
PT Charoen Pokphand Group Indonesia	Consulting and Training for Performance Management and Managerial Leadership Skills	Designing Performance Management System Design Training matrix for Production Training CP Performance Management for manager
PT Citra Marga Nusaphala Persada, Tbk	Competence Based Human Resources Management, Balanced Scorecard, Corporate Culture, Strategic Planning System	Redefine Core Values, Define Corporate Level Balanced Scorecard, Design CMNP Human Resources Management Guidelines for Transformation, Define Competence Profile, Design and Implementing Competency-Based Performance Management, Design Career Ladder for Main Job Position related to Core Business, Implementing Competency-Based Recruitment & Selection, Design dan Implementing Competency-Based Training & Development
PT Coca Cola Distribution Indonesia	Training for Line Managers	Workshop of Training Need Analysis, Design and Evaluation
PT Cognis Indonesia	Training for Line Managers	Workshop of Training Sales Negotiation Skill
PT Datascrip	Fundamental Behavioral Assessment, Implementing Balance Scorecard as Performance Management System,	Fundamental Behavioral Assessment for Manager Level for Promotion Consideration Training Balanced Scorecard, Writings of CARE Bulletin (internal media for employee, published quartely),
PT Essar Indonesia	Leadership Development Program	Training Leadership Development Program
PT Evergreen Marine Indonesia	Training for Line Managers	Seminar How to be A Good Leader, Workshop Training Need Analysis
PT Excelcomindo Pratama	Training for Supervisor & Managers	Training Coaching & Counseling, Training Problem Solving & Decision Making
PT EXEDY Indonesia	Fundamental Behavioral Assessment	Fundamental Behavioral Assessment for Manager and Assistant Manager Level for Recruitment Professional Hired Consideration
PT Fajar Mas Murni	Fundamental Behavioral Assessment	Fundamental Behavioral Assessment for Supervisor Level for Promotion Consideration, Recruitment Professional Hired Consideration
PT Fortune Star Indonesia	Management Consulting	Consulting Job Evaluation and Salary Structure
PT Frisian Flag Indonesia	Fundamental Behavioral Assessment	Assessment for Management Development Program – participants Sales Supervisor and Managerial Level targeted for Sales & Office Manager from All Branch in Indonesia

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Selected Experience of Organization

Client	Name of Project	Types of Activities Undertaken
PT Graha Menara Hijau	Balanced Scorecard, Corporate Culture, Strategic Planning, CBHRM	Reinventing Mission & Vision Statement, Redefine Core Values, Define Corporate Level Balanced Scorecard, Define Competence Profile, Policy Deployment, Design and Implementing Competency & KPI-Based Performance Management, Writing Job Description, Consulting Job Evaluation and Refinement of Structure
PT Hadji Kalla	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence, Human Resources Management Guidelines, Building PDCA (Plan Do Check Action) Management
PT Hexpharm Jaya	Fundamental Behavioral Assessment	Fundamental Behavioral Assessment for Medical Representative Recruitment Services
PT Humpuss Intermoda Transportasi Tbk	Fundamental Behavioral Assessment (Assessment Center Method)	Fundamental Behavioral Assessment for Evaluation Assistant Manager Level, include Role Play, Assesment Center Method
PT Indofood Sukses Makmur - Bogasari Flour Mills	Fundamental Behavioral Assessment	Fundamental Behavioral Assessment for Assistant Manager Level for Recruitment Professional Hired Consideration
PT Intim Group	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Fundamental Behavioral Assessment for level Manager Up
PT Jatis Solution	Managerial Training	Competence Based Human Resources Management Training
PT Kalla Inti Karsa	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence
PT Kalla Electrical System	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence
PT Kayaba Indonesia	Production Management Training	Training Office Management Culture 5R: 3 batches; Training for Trainer : Toyota Job Instruction
PT Kosmojaya Pandu Nusa	Leadership and Management Training for Management Level	Training of PDCA Management, Job Instruction, Achievement Motivation , Mentoring System, Analysis and Problem Solving, Situational Leadership, Performance Evaluation, Coaching & Counseling, Stress Management, Marketing Strategy, Theory of Personality, Corporate Culture
PT Kramayudha Tiga Berlian Motors	Fundamental Behavioral Assessment	Fundamental Behavioral Assessment for Recruitment level Staff
PT Lion Mentari Airlines	Recruitment Services	Recruitment for Staff and Operational
PT Menara Terus Makmur	Manager Level Training	Practical Problem Solving Training, Coaching Clinic for Improvement Project
PT Metindo Era Sakti	Fundamental Behavioral Assessment	Assessment for Division Head, Department Head, and Section Head.
PT Mitra Bahtera Segara Sejati	Training for Line Managers	Training Human Resources for Non Human Resources

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Selected Experience of Organization

Client	Name of Project	Types of Activities Undertaken
PT Mitra Teleinformatika Perkasa	Fundamental Behavioral Assessment	Assessment for Recruitment for Staff Level, Marketing Department, Accounting Dept, & Engineering Dept.
PT Pacific Bioteknindo	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence, Building KPI Based PDCA Management, Implementing Competency-Based Performance Appraisal
PT Parama Matra Widya	Balanced Scorecard, Corporate Culture, Strategic Planning System	Reinventing Mission & Vision Statement, Redefine Core Values, Define Corporate Level Balanced Scorecard, Define Competence Profile, Design and Implementing Competency-Based Performance Management
PT Pelindo II	Training for Managers	Coaching & Counseling Training
PT Pembangunan Jaya Ancol Tbk	Human Resources Management Training and Consulting	Training Corporate Performance Management System, Consulting Blueprint New Corporate Performance Management System, Training Intro to BSC and PDCA Management, Training Strategic Human Resources Management
PT Perfetti-Van Melle Indonesia (Mentos)	HRM Management After Merger	Re-design HRM Management after two company have merger : Salary, Wall fare, grade & position, Organizational Development, Training Management
Rumah Sakit Islam Jakarta Pondok Kopi	Training for Level Managers-Up	Workshop of Training STAR LEADER / Leadership
Rumah Sakit Islam Jiwa Klender	Fundamental Behavioral Assessment	Assessment for Division Head, Department Head, and Section Head.
PT Samudera Nirapraga	Fundamental Behavioral Assessment	Assessment for Restructurization – participant All Employee from Staff to General Manager
PT Sisindosat Lintas Buana	Competence Based Human Resources Management Training	Competence Based Human Resources Management Training
PT SKF Indonesia	Building & Implementing 5 S / R Management	Consulting Core Team Aktifitas 5 S, Training 5 S / R Management : 2 Batches (Middle Up level & Foreman)
PT Sugity Creatives	Technical Competency Profiling	Consulting & Training of Competency Profiling
PT Sumber Alfaria Trijaya Tbk	Performance Management Workshop	Key Performance Indicator Managerial Level, Improvement Action Plan, KPI Based PDCA Progress Review
PT Sumitomo Electric Wintec Indonesia	Management Consulting	Reinventing Mission, Vision and Strategic Indicator for Corporate level, Corporate Scorecard, Key Performance Indicator Department Section Head, Implementing Key Performance Indicator and Competence
PT Taurina Travel Jaya / Jalan Tour	Assessment	Pro-Hire Assessment for Sales Branch Manager
PT Tigaraksa Satria Tbk	Training for Supervisor & Manager	Training Balanced Scorecard as Corporate Corporate Performance Management, Training Team Management, Training Gemba Problem Solving, Training Personal Empowerment , Training Identifying KPI for Supporting Dept, Training Sipoc for Supervisor & Manager.

PT Toyota-Astra Motor	Production, Leadership, Management and Personal Skills Training	Training Toyota-Production System : 6 batches, Training Trainer : Toyota Job Instruction : 15 Trainer, Training Toyota Basic Training Program : 3 batches, Training QCC Facilitator : 3 batches, Training Train for Trainer : 2 batches
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