

# Talent in Industrial Revolution 4.0



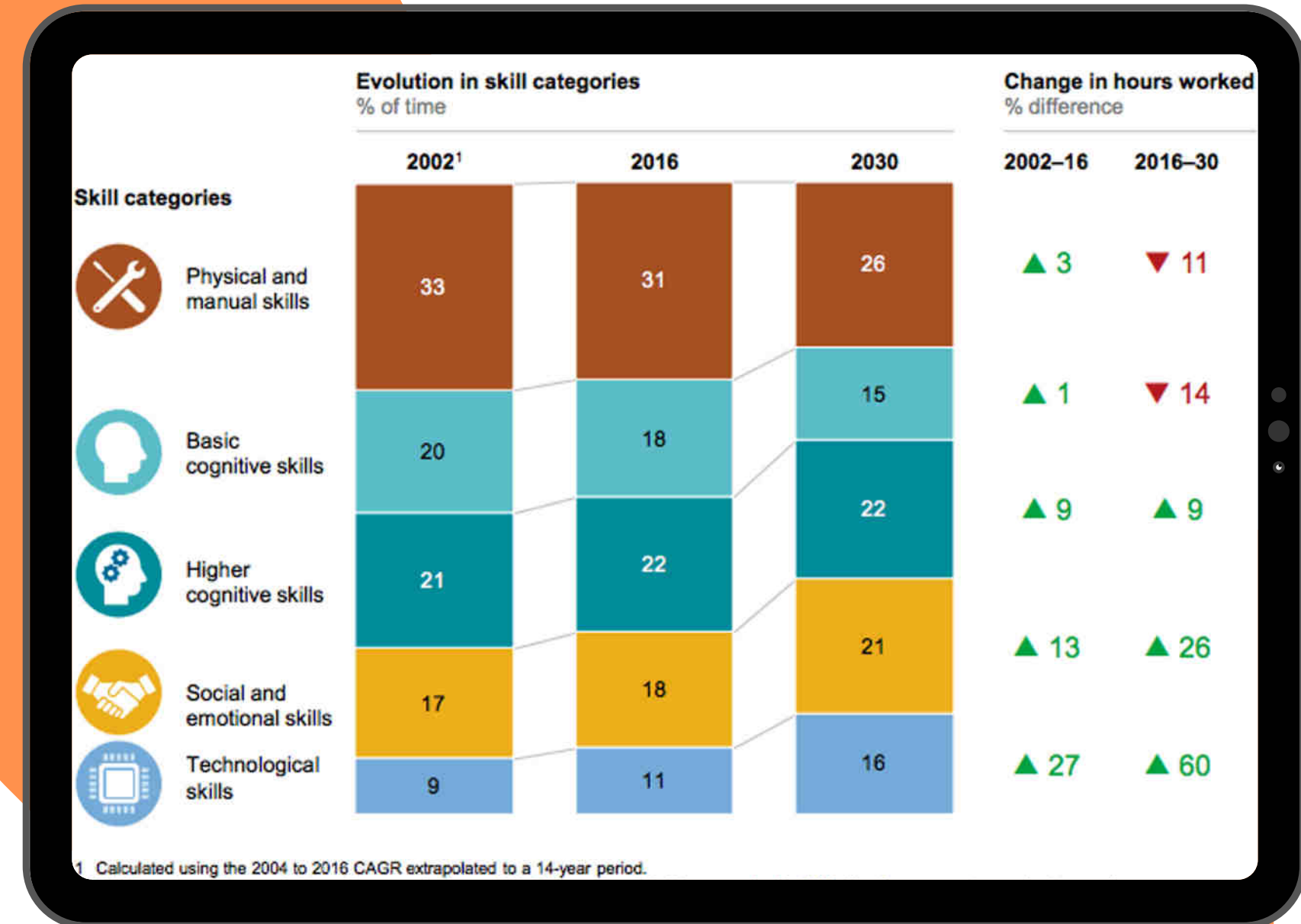
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# Workforce 4.0

- Approx. 75 millions job will be gone by 2022
- 85 million global shortage of tech talents by 2030
- 133 millions emerging jobs, 8 of the top 10 is tech related

## TOP TRENDS:

- Customer centricity
- Agile way of working
- Purpose intensified
- Rise of wellness
- Flexible & personalization



# Indonesia 4.0

Aims to create:

- 1000 techno-preneurs by 2020 (Jakpost)
- 10 millions jobs by 2030 (Kemenperin)
- 5 more unicorns by 2025 (Kominfo)

Yet currently:

- 3 of its unicorns have tech centers in India
- Produces only 1/15 of total tech talents that India produced annually (Workship)
- 28% of its IT graduates don't work, 63% of them are vocational graduates

Teknologi Semakin Berkembang,  
Indonesia Sepi Talenta Teknologi

 Ikhsan Digdo | Jun 21 2019, 15:03

Indian talent is building Unicorns in  
Indonesia

 Shiva Singh Sangwan [Follow](#)  
Aug 31, 2018 · 3 min read

Indonesia is one of Asia's most populous nations, with millions of internet

// Indonesia can expect the largest deficit of in workers, totalling 18 million by 2030... as the country struggles with a mismatch between young people's skills and industry needs"

(Korn Ferry)



# Our Experience

## DIGITAL TRANSFORMATION



Strategic alignment  
driven by innovation



Organization alignment



Culture alignment through Agile

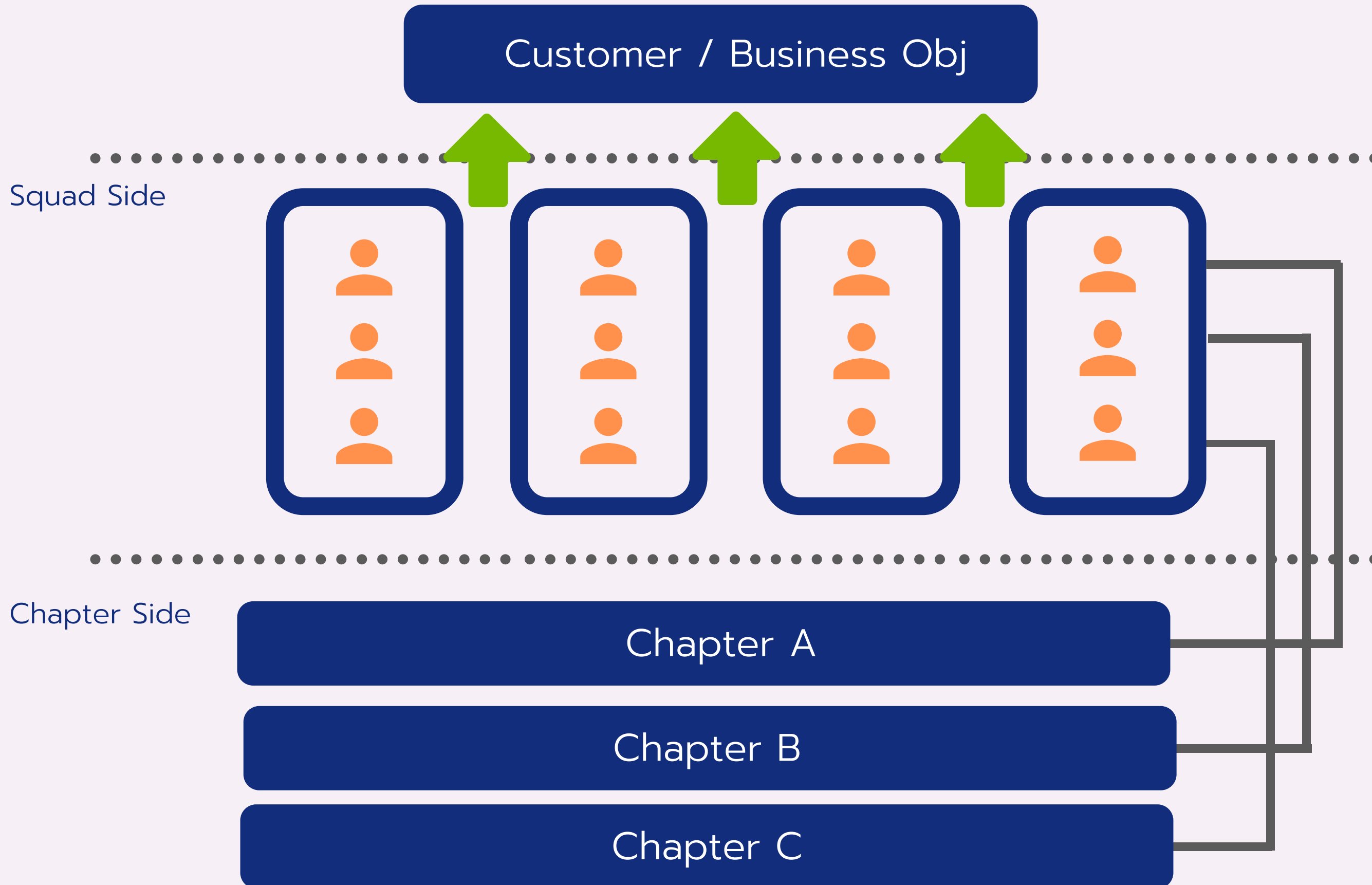
## TALENT SHORTAGE



Acceleration program:  
18 qualified candidates from 1880  
applicants



# A new organizational design



## Squad:

- Cross-functional team
- Specific objective
- Evaluated based Goal
- Members / roles come from any Chapter

## Chapter:

Community of people who specialise in common skills



# A new way of working

Our vision to build an enduring Digital Organisation, requires us to rethink 4 aspect of how we approach work



## WAY WE ORGANIZE

Networks of self-organising, cross-functional teams organised around delivering value for customer.



## WAY WE LEARN

Learning is a continuous process centered around the individual. Outcome-focused towards the individual's and organisation's goals.



## WAY WE GROW

Personal growth is driven by competencies, opportunities and aspirations, designed around the individual to expand impact and influence.

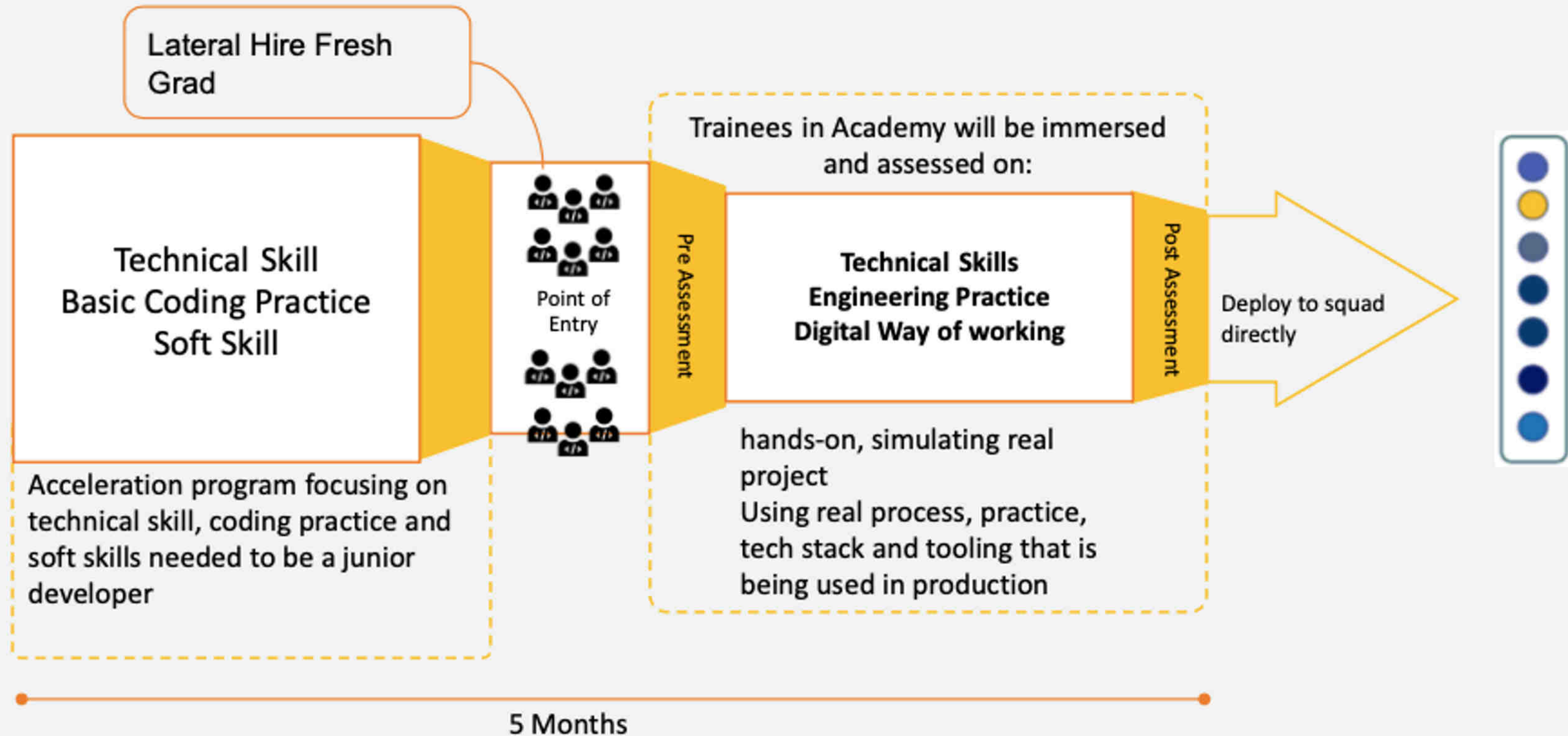


## WAY WE WORK

Working in iterative and incremental mode, delivering value on regular basis through good practices rooted in principles of agile.



# A new way to prepare our talents



**Thank you !**



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