

Selangor-Malaysia, 2nd-3rd October 2019 Presented in ICLAD 2019

AGUNG SISWANTO

VICE PRESIDENT EXPERT DEVELOPMENT & PLN GROUP PT PLN (PERSERO)



Proper Emas 2017
PLTU Paiton 1 & 2





EDUCATION

JOB EXPERIENCES

RESUME Agung Siswanto

VICE PRESIDENT EXPERT DEVELOPMENT & PLN GROUP

DATE OF BIRTH: July 5th, 1973 NATIONALITY: INDONESIA COMPANY: PLN

1996 BACHELOR DEGREE - LAW / AIRLANGGA STATE UNIVERSITY

Majoring Private Law

1998 MASTER DEGREE - FINANCIAL MANAGEMENT / PPM

Majoring in Financial Management

VICE PRESIDENT EXPERT DEVELOPMENT & PLN GROUP OF PT PLN (PERSERO)

2018 - PRESENT

COMMISSIONER OF PT COGINDO

2017 - PRESENT

HEAD OF TALENT DIVISION - PT INDONESIA POWER

2014 - 2018

HEAD OF ADMINISTRATION & INDUSTRIAL RELATIONSHIP - PT INDONESIA POWER

2013 - 2014

Please answer My Question





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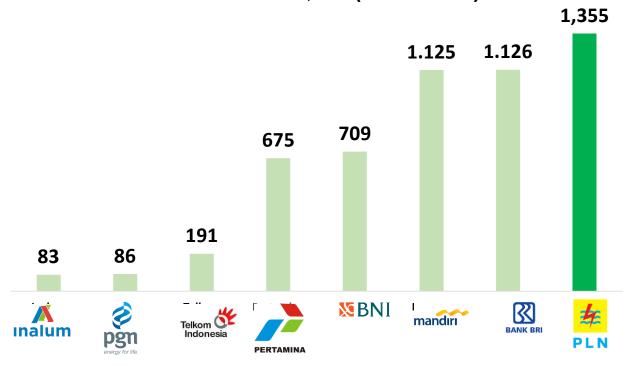




PLN is The Indonesia's SOE with The Largest Assets 左 P L N



Total Assets: 1,355 (Trillion IDR)





PLN GROUP









PJB I dan pada tanggal 1

Berdiri pada tanggal 3 Oktober 1995 dengan nama PT PJB II dan pada tanggal 1 September 2000 berubah menjadi PT PJB. Bergerak dalam bidang pembangkitan tenaga listrik dan usaha lain yang terkait. www.ptpjb.com

Berdiri pada tanggal 3 Oktober 2002, PLN-E adalah anak perusahaan PLN yang bergerak pada bidang konsultan teknik (engineering consultancy). www.pln-enjiniring.com

> Pada tanggal 3 Oktober 2000 dan bergerak dalam usaha penyediaan tenaga listrik bagi kepentingan umum di wilayah Pulau Batam.

> > www.plnbatam.com



haleyora



Berdiri pada tanggal 3 Oktober 2000 dan bergerak dalam bidang usaha telekomunikasi. www.iconpln.co.id

Berdiri pada tanggal 15 Desember 2002 dan bergerak

di bidang sewa pembangkit, kontrak pelayanan

gangguan, kontrak pelayanan teknik, dan

operational & maintenance pembangkit

dan pelayanan teknik di Indonesia

Timur dan Kawasan



PLN merupakan BUMN yang bertanggungjawab menyediakan listrik di seluruh Indonesia. Bergerak pada bidang pembangkitan, transmisi dan distribusi.

Berdiri pada tanggal 18 Oktober 2011 ditugaskan PLN untuk melaksanakan pengamanan layanan Operasi dan Pemeliharaan (Ophar) Transmisi dan Distribusi Tenaga Listrik www.haleyorapower.co.id



mengeluarkan keputusan pengalihan modal saham Republik Indonesia kepada PT elayaran Bahtera Adhiguna menjadi Perusahaan Perseroan PT PLN yang bergerak di bidang ekspedisi batu bara. www.bahteradhi

Berdiri pada tanggal 3 September 2008 dan merupakan anak perusahaan yang bergerak di bidang usaha tambang batubara sebagai bahan utama dari Pembangkit Listrik Tenaga Uap (PLTU). www.plnbatubara.co.id

Berdiri pada Oktober 2006 dan merupakan suatu lembaga berkedudukan di





Berdiri Pada Mei 2011. Menteri BUMN







PLN "SOLID" Portfolio Strategic Missions



In order to build a SOLID PLN, Securing Business Ensuring security of electricity supply for PLN's "SOLID" Portfolio Strategic business sustainability Sustainability Missions must be included as the no.1 mission for Subsidiaries **O**ptimizing Cost **D**eveloping New Edge Efficiency Development of new technologies to PLN as a Price Setter whereby it is costanswer disruptive trends that enable PLN competitive and contribute positively to PLN's PLN to sustain its competitive position GROUP group overall bottom-line "SOLID" **Increasing Profit** Leading Industry Contribution Capabilities Ability to grow profit through increase in PLN as a Capability Setter where it is able to develop revenue contribution to overall PLN Group a competitive edge while optimally serving internally

PLN "SOLID" Portfolio Strategic Missions





Securing Business Sustainability

Ensuring PLN's business sustainability is the top priority in PLN SOLID Platform

Optimizing Cost Efficiency

PLN as a Price Setter ehereby its cost-competitive and contribute positively to PLN's Group overall bottom-line

Leading Industry Capabilities

PLN as a Capability Setter where it is able to develop a competitive advantage in global standard

Increasing Profit Contribution

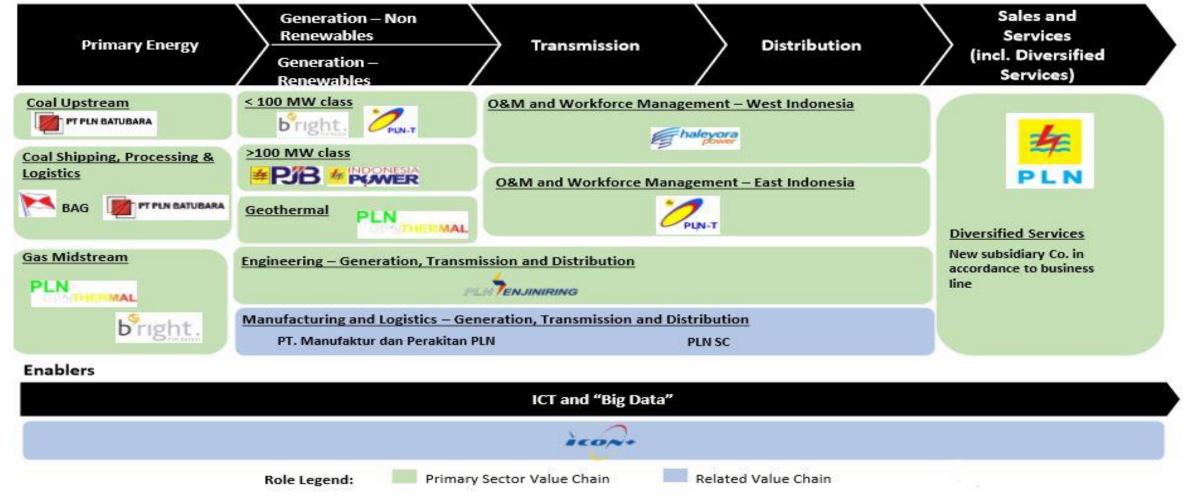
Ability to grow profit through increase in revenue contribution to overall PLN Group-while optimally serving internally

Developing New Edge

Development of new technologies to answer disruptive trends that enable PLN to sustain its competitive position

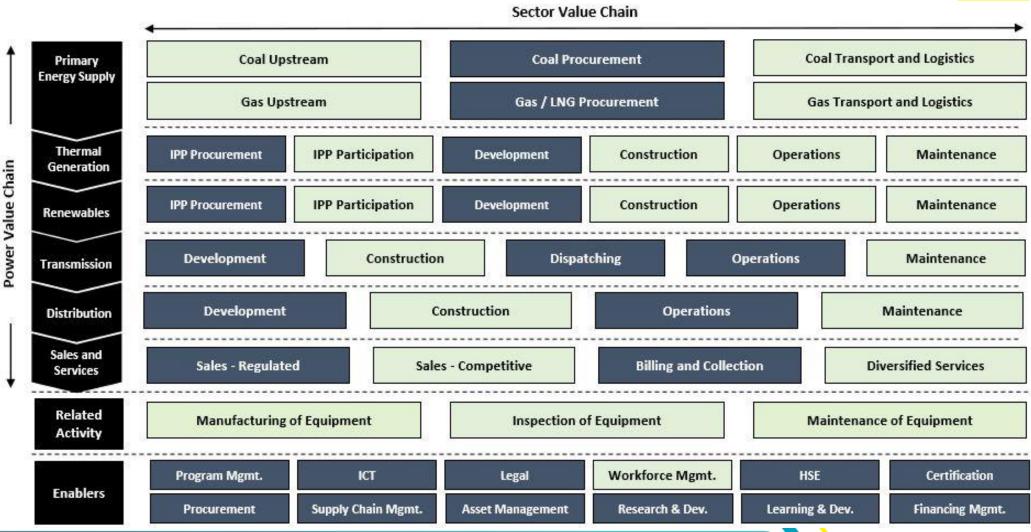
Allocation of subsidiaries across PLN Group Business Value Chain





Corporate Parenting Model for Activity Clusters in PLN Group





Operational

Changes in PLN Organization and Organization Structure



"Before" PLN SOLID

- Unstructured portfolio management
- Multiple stakeholders involvement in portfolio management
- Separated Corporate Planning cycle functions
- Informal coordination, silo focus and unstandardized execution
- Overlap of roles between Corporate, Units and Subsidiaries
- Fragmented knowledge and expertise throughout PLN Group

"After" PLN SOLID

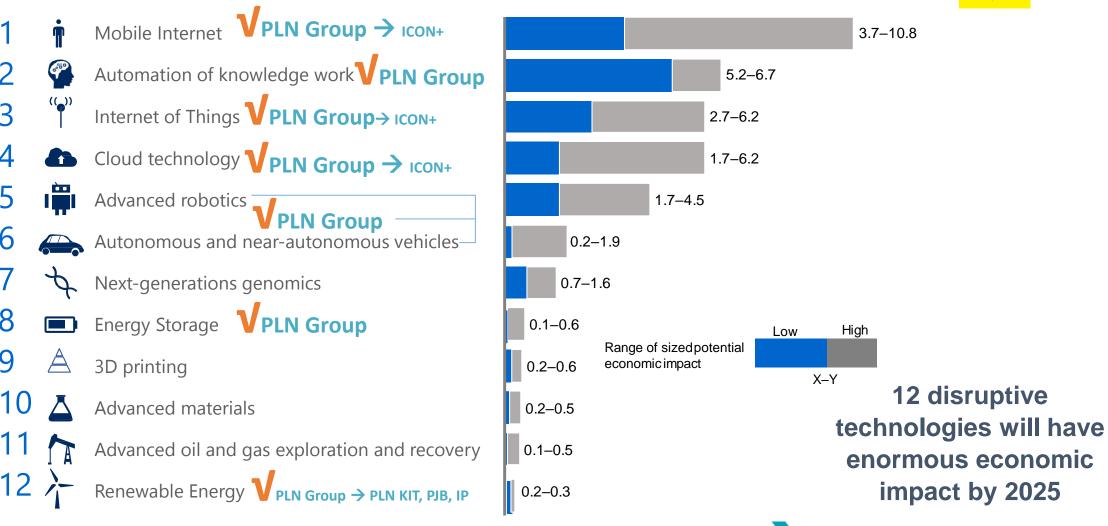
- Systemized portfolio management process
- Defined and dedicated unit as focal point for portfolio management (TLK)
- Corporate Planning, Portfolio Management and Performance Management under Corp. Planning Directorate
- Clear division of roles and accountabilities between Corporate, Units and Subsidiaries
- Centralized pool of knowledge and expertise for PLN Group



PLN Group involved in some significant disruptive technologies

\$ Trillions, annual





These global forces are creating a 'new normal' for the business world – and result in several imperatives for businesses



New State of the Business World

- > Shifting to Clean Energy
- Thermal power plants will be reduced, due to clean energy trend in the world
- > Workforces will be smaller due to automation and aging
- New technical skills with a shorter 'shelf life' are required
- > Constant innovation is paramount to success
- > Industry distinctions will be less firm
- > Competition is intensified
- > Companies are operating in more markets than ever before
- > Geopolitical risk is revived
- > Cyber presents a new type of risk
- Every industry will be digitised those companies that don't will be left behind
- Consumers in emerging markets especially cities are the primary drivers of global growth



Implications for Business



Shifting to technology and infrastructure based on Clean Energy



Invest in talent and Human Resources



Design a flexible organisation



Foster agility



Know the risks and test your resilience



Digitise – and learn to innovate



Think about demand in granular terms



PLN Group HR Development

Shifting to competency related to new technology and clean energy stuff

Recruitment, Pro Hired, Overseas Recruitment, Digital Learning, Scholarship, Intern & Short course, Certification

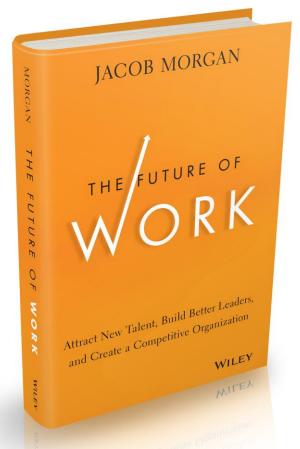
Empowering PLN Group Youth Community by developing Key Opinion Leader (KOL) PLN Group with Exponential Organization (ExO) Platform

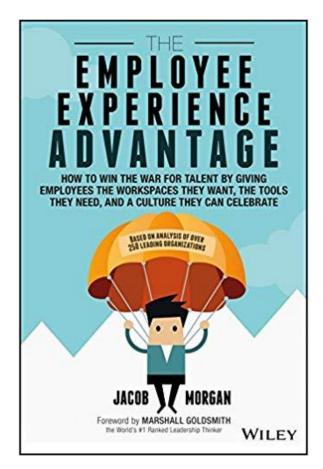
Digital Leadership Culture Leap Program: PLN TERBAIK

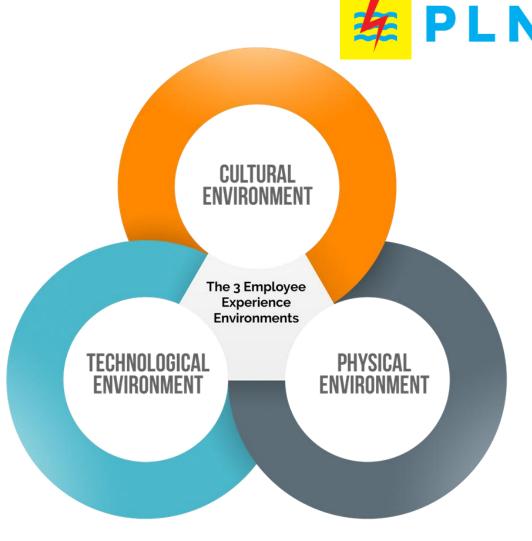
Digitalize the working stuff

PLN SOLID

Employee Experience







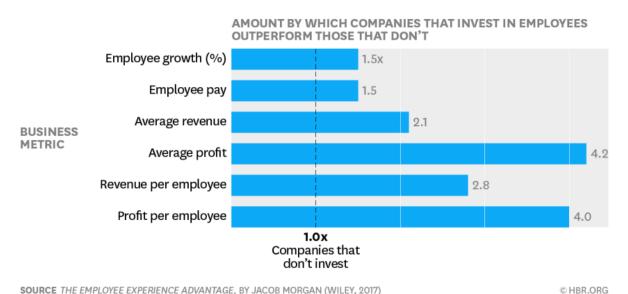
"Experiences are really one of the main things that make us human"

Why we try to use it?



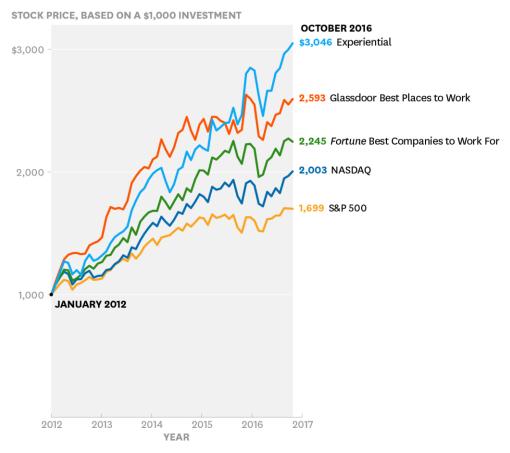
Companies That Invest in Employee Experience Outperform Those That Don't

They're four times as profitable, according to an analysis of 250 organizations.



How Investing in Employee Experience Affects Stock Price

Numbers are higher for the 15 experiential organizations—the top 6% analyzed—that invest most heavily in employees' cultural, technological, and physical work environments.

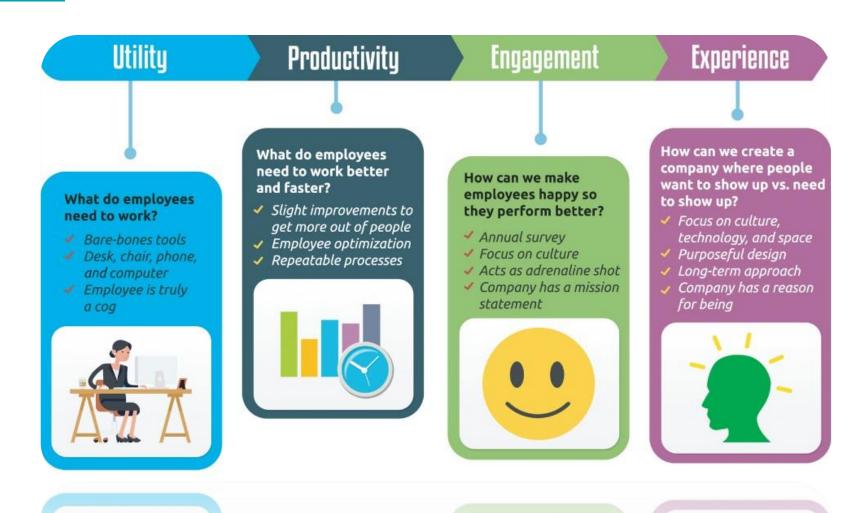


SOURCE THE EMPLOYEE EXPERIENCE ADVANTAGE, BY JACOB MORGAN (WILEY, 2017)

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The Journey to Experience









Cozy Working Environment





Discussion Room





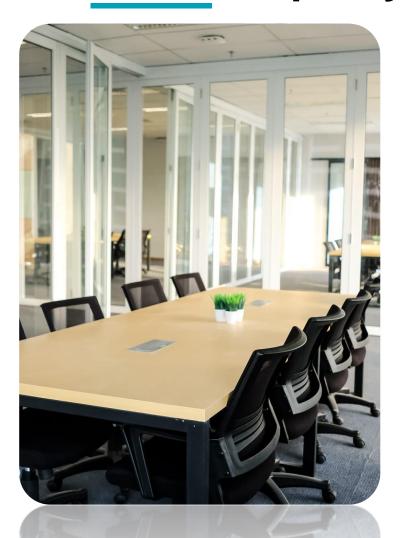
















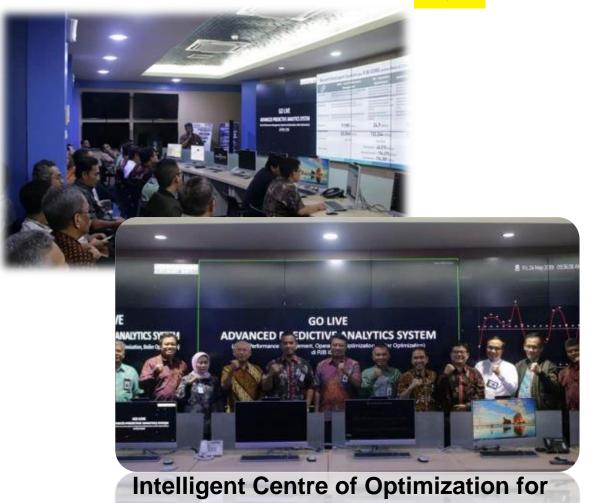




PLN Group Technological Environment







Reliability & Efficiency (i-CORE)



PLN Culture Environment











Terbaik
Tumbuh Berkembang
dengan Integritas dan
Keunggulan

Sinergi Profesional Komit

Satu Maju Andal

PLN Terbaik

PLN Terbaik



Human Capital Readiness for Disruptive Era





Leadership

Collaborative

Problem Solving

Public Speaking

Creative

Adaptive

Foreign Language

Human Capital Development





Change Agent

Talents Development







Asset Managemnt of Distribution



Power **Economic**





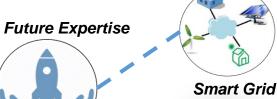
PEMBANGKIT:

- Vibration
- Turbin & Rotary Equipment
- Generator & Electrical Machines
- Boiler & Heat Exchanger
- Geothermal
- HSSE



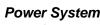


Big Data Analysis & Artificial Intelligence

















TRANSMISI:

- · Transmition Engineering
- Substasion Engineering
- Trafo
- Protection
- Dispatching



Internship & **Shortcourse**



Formal Education





DISTRIBUSI & RETAIL:

- · Distribution Protection System & Switching
- Trafo
- Maintenance JTM
- Maintenance JTM
- **Product Quality**





