



2021
Company Profile



SALAM...

Hampir setiap organisasi saat ini tengah menghadapi tantangan yang sama, yakni bagaimana agar bisa survive dalam menghadapi dampak yang ditimbulkan oleh adanya pandemic covid 19 yang melanda hampir seluruh negara di dunia ini. Mendefinisikan ulang Visi & Misi organisasi dan merancang kembali seluruh strategi perusahaan adalah langkah awal yang harus dilakukan saat ini.

Guna mendukung formulasi strategi bisnis baru yang tepat disegala aspek manajemen maka diperlukan analisa lingkungan organisasi yang akurat dan konprehensif sehingga produktifitas organisasi kembali dapat memberikan pencapaian sasaran yang sesuai dengan harapan.

MPS memahami kebutuhan Anda dan kami memiliki kompetensi yang dibutuhkan untuk membantu mewujudkan Visi & Misi yang ingin dicapai.

Terima kasih,

Bambang Warsono, M.Si.M., CCA., CT.

Pendiri MPS



PT BIANTA BENTANG CAKRAWALA

MPS Training – Consultancy - Research
adalah perusahaan yang fokus dalam merancang dan memberikan program Pelatihan,
Layanan konsultasi, dan Riset Pemasaran kepada klien

Didirikan pada tahun 2014, MPS dibangun oleh orang-orang yang berpengalaman
yang terdiri dari para konsultan, trainer dan fasilitator
dengan keahlian tinggi dalam pengembangan karyawan & organisasi

Akte Pendirian

Nama Badan Hukum : **PT. BIANTA BENTANG CAKRAWALA**
No Akte Notaris : No. 11, Tertanggal 13 April 2018
Notaris : Ida Waty Salim, S.H., M.Kn
Bidang Usaha : Bisnis Konsultan dan Jasa Pelatihan
No. NPWP : 84.995.81.9.4-016000
Alamat : Jl. Adiaksa Raya No.31, RW.7, Lb. Bulus, Kec. Cilandak,
Kota Jakarta Selatan, 12440
Website : www.mps-consultan.com

Apa yang dapat kami lakukan untuk membantu Anda...

Secara umum kompetensi MPS dapat dikategorikan sebagai berikut:



TRAINING

Program experiential learning untuk mempercepat peningkatan kompetensi SDM dan menunjang peran profesional setiap individu dalam organisasi.



CONSULTANCY

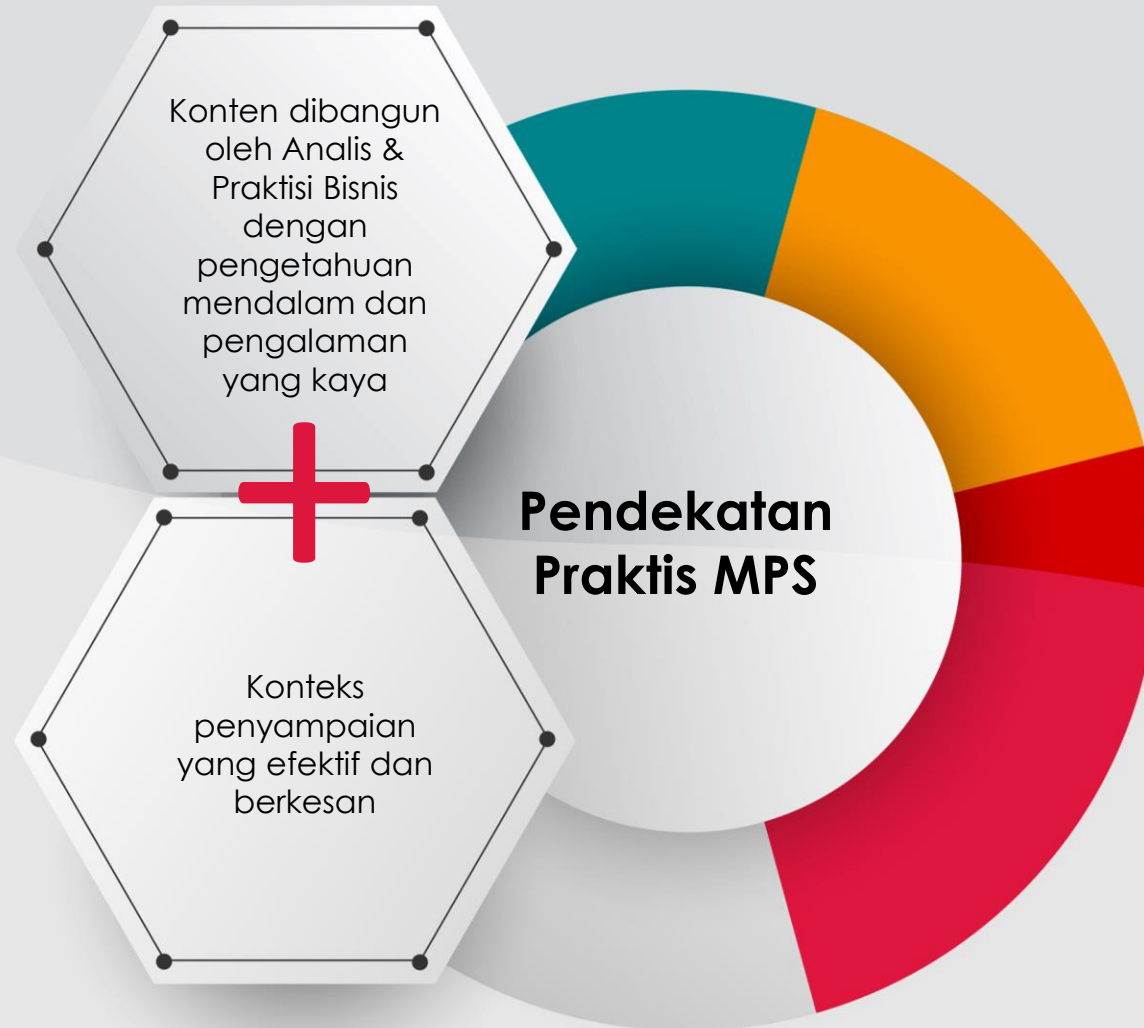
Pendekatan komprehensif untuk menyelesaikan masalah yang mencakup formulasi, implementasi, dan evaluasi rancangan solusi untuk mencapai sasaran.



RESEARCH

Proses menghasilkan pemahaman mendalam yang memberikan gambaran fenomena pamasaran yang valid berdasarkan pertimbangan ilmiah dan praktis.

PENDEKATAN MPS DALAM MERANCANG DAN MEMBERIKAN SOLUSI UNTUK ANDA





SALES TRAINING LIST

BASIC

- *Positive mentality*
- *Sales mindset*
- *Personality plus I*
- *Prospecting*
- *Closing*
- *Up & cross selling*
- *Generating future leads*
- *Current issue in selling I*
- *Approaching*
- *Probing*
- *Presenting*
- *Handling objection*

INTERMEDIATE

- *Leadership*
- *Managerial perspective*
- *Personality plus II*
- *Motivating*
- *Coaching*
- *Mentoring*
- *Counseling*
- *Current issue in selling II*
- *Sales routing*
- *Team building*
- *Monitoring*
- *Visit plan*
- *Problem solving*

ADVANCE

- *Entrepreneurship*
- *Strategic thinking*
- *Personality plus III*
- *Business landscape*
- *Strategy formulation*
- *Management*
- *Current issue in selling III*
- *Sales force management*
- *Key account management*
- *Goal setting*
- *Decision making*

Materi dapat dibuat customize, disesuaikan dengan level peserta dan kebutuhan perusahaan



SERVICE TRAINING LIST

BASIC

- *Positive mentality*
- *Service mindset*
- *Personality plus I*
- *Communication skill*
- *Current issue in service I*
- *Handling complaint*
- *Service excellence*

INTERMEDIATE

- *Leadership*
- *Managerial perspective*
- *Personality plus II*
- *Motivating*
- *Coaching*
- *Mentoring*
- *Counseling*
- *Current issue in service II*
- *Service recovery*
- *Team building*
- *Monitoring*
- *Moment of truth*
- *Problem solving*

ADVANCE

- *Entrepreneurship*
- *Strategic thinking*
- *Personality plus III*
- *Business landscape*
- *Strategy formulation*
- *Management*
- *Current issue in service III*
- *Service redesign*
- *Customer relationship*
- *Service blueprint*
- *Decision making*

Materi dapat dibuat customize, disesuaikan dengan level peserta dan kebutuhan perusahaan

STAR PERFORMER TRAINING LIST



BASIC

- *Positive mentality*
- *Business mindset*
- *Personality plus I*
- *Current issue in business I*
- *Professional image*
- *Communication skill*
- *Digital Marketing I*

- *Leadership*
- *Decision Making*
- *Managerial perspective*
- *Strategic Planning*
- *Current issue in business II*
- *Business Analytic*
- *Coaching*
- *Mentoring*
- *Counselling*
- *Design Thinking*
- *Leading Your Team*
- *Team building*
- *Motivating*
- *Monitoring*
- *Personality plus II*
- *Problem solving (STOPs Model)*
- *Personal Effectiveness & Productivity*
- *Delegation Technique*
- *Digital Marketing II*


INTERMEDIATE

ADVANCE

- *Change Management*
- *Strategic thinking*
- *Personality plus III*
- *Business landscape*
- *Project Risk Management*
- *Practical Resilience*
- *Big Data Analytic*
- *Presentation Skill*
- *Current issue in Business & Leadership*
- *Decision making & Execution*
- *Strategy formulation*
- *Stress Management*
- *Digital Marketing III*


Materi dapat dibuat customize, disesuaikan dengan level peserta dan kebutuhan perusahaan

TOP 5 TRAINING TOPIC 2020 -2021



THE SITUATIONAL THEORY OF PROBLEM SOLVING (STOPS)

"The more one commits to problem resolution, the more one becomes acquittive of information pertaining to the problem, selective in dealing with information, and transmissive in giving it to others."




LEAD ACQUISITION & DIGITAL MARKETING BEST PRACTICE

Tips & Tricks to maximize digital marketing




LEADERSHIP DEVELOPMENT PROGRAM

Journey to Leadership Mastery



THE SECRET OF TOP PERFORMER SALES

THE ART OF BOOSTING SELLING SKILL



DIGITAL TRAINING DEVELOPMENT PROGRAM

A program to improve the capabilities of the company's internal training team



**DIGITALKAN
MATERIMU**



**KONSULTAN
PENDIRIAN
LSP DAN LPK**



LEARNING MANAGEMENT SYSTEM



Digitalization on Training Development

Tingkatkan Kompetensi Karyawan Anda Dengan Next Generation LMS



Kostumisasi Learning



Pembelajaran Lebih
Fleksibel



Memangkas
biaya pelatihan SDM



Monitor
perkembangan karyawan
dalam mengikuti
pelatihan

- ✓ All Type of Training (Online, Instructur-LED, OJT, Documents, Exams)
- ✓ Program and Curriculum
- ✓ Learning Catalog
- ✓ Automation Assignment
- ✓ Blended Learning

- ✓ Learning Based on Competency
- ✓ Learning Recommendation
- ✓ Mobile Enabled
- ✓ Standart LMS Reports
- ✓ Quiz and Exam
- ✓ Survey to Evaluate courses and Learners



OUR CONSULTING BLUEPRINT

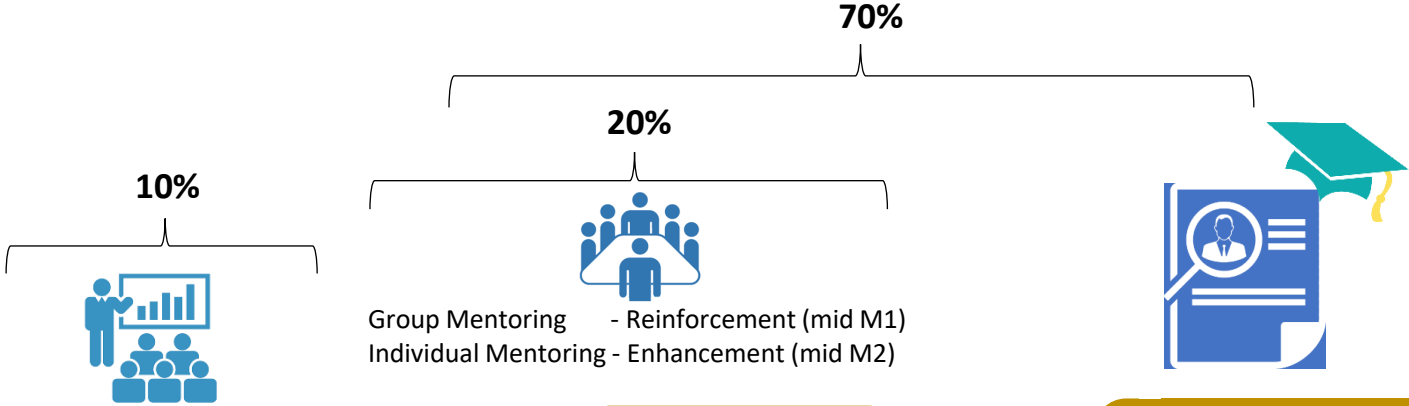




Comprehensive Learning Journey

Growing Leader through Continuous Learning

Star Talents
Internal Assessment



Pre-Activities

- Program Orientation
- Pre-Work
- Coach Briefing

In-Class Workshop

- Class Training
- Case Discussion
- Action Plan

Action Implementation

- Individual Coaching
- 1. Action Setting
- 2. Progress/Challenge - M1
- 3. Behavior Change - M2



Final Evaluation

- 360 Evaluation
- Performance Review
- Assessment



Evaluation

Level 1

Learning Feedback

Level 2

Knowledge Evaluation

Level 3

Performance Evaluation

Level 4

Business Review



Project Management

Project Charter — Mentoring — Presentation

Konsultasi Pembuatan LSP dan LPK

Layanan Jasa Konsultasi & Bimbingan Teknis Pembentukan LSP dan LPK

Program ini dikhususkan bagi Perusahaan / Instansi / Lembaga Pendidikan dan Pelatihan yang ingin mendirikan LSP (Lembaga Sertifikasi Profesi) Berlisensi dari BNSP (Badan Nasional Sertifikasi Profesi) namun belum tahu harus mulai dari mana.

Kelebihan dari Layanan Paket Bimbingan Teknis Pendirian LSP ini adalah Pengurus Calon LSP akan diberikan Bimbingan Teknis Mendirikan dan Mengelola LSP (Lembaga Sertifikasi Profesi).



**KEMENTERIAN
KETENAGAKERJAAN
REPUBLIK
INDONESIA**



OUR RESEARCH BLUEPRINT



- brand
- differentiation
- positioning
- market segmentation
- target market
- product development
- price setting

*in-depth interview (IDI)
focus group discussion (FGD)
mystery shopping
field survey
customized approach*



- distribution channel
- promotion channel
- selling activity
- service activity
- customer relationship
- loyalty



Employee Engagement Survey



Pre-Data Collection – Online Survey Enrollment – Data Analysis – FGD – Dashboarding - Report

WHAT IS ENGAGEMENT? "The emotional and intellectual involvement that motivates employees to do their best work and contribute to your organization's success." (AON HEWITT)

- Actively Disengaged**: I hate my job and can't wait to leave this company
- Passively Engaged**: I don't really enjoy my job and work just for the salary. I don't care about the company overall
- Moderately Engaged**: I enjoy what I do and I am happy with the company overall
- Highly Engaged**: I absolutely love my job and I brag about the company and recommend to all my friends

THE NEW YORK TIMES BESTSELLER

The Long-Awaited Follow-Up To The Bestseller
FIRST, BREAK ALL THE RULES

THE ELEMENTS OF GREAT MANAGING

Based on Gallup's ten million workplace interviews—the largest worldwide study of employee engagement

RODD WAGNER & JAMES K. HARTER, PH.D.

Employee Engagement Survey - Analytics

Data as per June 22nd 2016

EMPLOYEE ENGAGEMENT SCORE - ALL FUNCTION

Q1 to Q12: 3,87	Basic Needs: 3,98	Management Support: 3,76	Teamwork: 3,95	Growth: 3,79
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Filters: In which function do you work, Location, Level, Working Period, Age, Gender

All Qs Chart

Qs	Score
Q0	3,84
Q1	3,99
Q2	3,96
Q3	4,08
Q4	3,48
Q5	3,70
Q6	3,81
Q7	3,58
Q8	4,09
Q9	4,12
Q10	4,00
Q11	3,64
Q12	3,94
Q13	3,91
Q14	3,72

Q1 - Q12

Category	Score
Q1 to Q12	3,87
Basic Needs	3,98
Management Support	3,76
Teamwork	3,95
Growth	3,79

Number of Samples: 2.959

Qs	Item	Avg	Score					Distribution	% Saying No
			5	4	3	2	1		
Q0	How satisfied are you with the Company as a workplace?	3,84	15,44%	57,76%	23,18%	2,97%	0,64%		26,80%
Q1	I know what is expected of me at work.	3,99	16,66%	68,16%	13,21%	1,62%	0,34%		15,17%
Q2	I have the right materials and equipment that I need to do my work right.	3,96	19,47%	61,85%	14,67%	3,55%	0,47%		18,69%
Q3	At work, I have the opportunity to do what I do best everyday	4,08	26,29%	58,23%	12,71%	2,33%	0,44%		15,48%
Q4	In the last 7 days, I have received recognition or praise for doing good work.	3,48	8,69%	42,31%	38,76%	8,48%	1,76%		49,00%
Q5	My supervisor or someone at work seem to care about me as a person.	3,70	15,01%	49,58%	27,44%	6,08%	1,89%		35,42%
Q6	There is someone at work who encourages my development.	3,81	16,80%	53,13%	24,81%	4,53%	0,74%		30,08%
Q7	At work, my opinions seem to count.	3,58	8,45%	49,21%	35,45%	5,64%	1,25%		42,35%
Q8	The mission or purpose of the my company makes me feel my job is important.	4,09	25,79%	59,60%	12,75%	1,59%	0,27%		14,60%
Q9	My fellow employees are committed to doing quality work.	4,12	28,05%	58,70%	10,98%	1,82%	0,44%		13,25%
Q10	I have a best friend at work.	4,00	25,52%	51,57%	20,62%	1,93%	0,37%		22,91%
Q11	In the last six months, someone at work talked to me about my progress.	3,64	11,69%	48,23%	33,59%	5,27%	1,22%		40,08%
Q12	This last year, I have had the opportunity to learn and grow.	3,94	22,20%	54,44%	19,80%	2,60%	0,95%		23,35%
Q13	I would recommended my friends and family to work at Home Credit.	3,91	20,51%	53,43%	22,88%	2,43%	0,74%		26,06%
Q14	It would take a lot to get me to leave Home Credit Indonesia	3,72	16,49%	47,01%	29,50%	5,58%	1,42%		36,50%

FGD Summary

Overall, the scores of engagement are improving from last year, however for the aspects of Management Support is still the lowest from other aspects which focus on the area of Recognition and Appreciation from the leader to employees and low frequency of 1on1 Discussion as a form of effective communication related to job accomplishment and performance improvement from leader to employees. Moreover, the need to have discussion between leader and employees support the expectation of the employees to have clear information on their career including opportunity to join development program the company provided.

In addition, though the score on Basic needs is the highest, but some issues are raised in some level of employees as they perceived that they have no clarity in term of delivering the job because of internally the job itself that is not define well to be understood by employee as they face various tasks and externally the process in delivering the job as it is somehow not clear or having inconsistency that make confusion on the employees.

Area of Focus

Basic Needs: Job Clarity, Process Clarity, Non Upgrade Supporting System
Management Support: Recognition, 1on1 Discussion
Growth: Career Clarity, Opportunity for Development, Development Discussion

Employee Value Proposition Potential

Senior Leadership
Development Opportunity
Formality of Work Environment
Company Growth
Innovation
Working Conditions
Work Location
Coworker Quality
Permanency Status
Group Reputation
Reward and Incentive
Diversity
Employee Benefit
Work-Life Balance

OUR TRAINING ACTIVITY





OUR OUTBOUND ACTIVITY



OUR CLIENT



RUMAH SAKIT
SANTO BORROMEUS





TRAINING - CONSULTANCY - RESEARCH



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