

Virtual Simulation Exercise

11 Agustus 2022



DAYA DIMENSI
INDONESIA



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INDONESIA



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DAYALIMA family

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Perjalanan Karir

- 2021 – now Diagnostic Consultant, PT Daya Dimensi Indonesia
- 2018 – now Lecturer, Ministry of Health Republic Indonesia
- 2020 – 2021 People Development Assistant Manager, Wilmar International
- 2018 – 2021 Assessor and Training Designer, PPM Manajemen
- 2013 – 2018 Organization and People Development, BUMN Airnav Indonesia (Perum LPPNPI)

Pendidikan

- S2 Magister Profesi Psikologi Universitas Tarumanegara Jakarta Jakarta (2017)
- S2 Manajemen STIE IMMI Jakarta (2013)
- S1 Psikologi Universitas Sanata Dharma (2007)



AGENDA

- 1. Profil Daya Dimensi Indonesia**
- 2. Perkembangan Virtual Assessment Center**
- 3. Virtual Simulation Exercise**

PROFIL DAYA DIMENSI INDONESIA



Daya Dimensi Indonesia



Daya Dimensi Indonesia adalah sebuah konsultan manajemen talenta terkemuka di Indonesia sejak tahun 1988. Daya Dimensi Indonesia adalah afiliasi dari Development Dimensions International Inc. di Pittsburgh, USA.

Daya Dimensi Indonesia terdiri dari lebih dari 200 professional dan memiliki dua fasilitas Assessment Center di Kawasan bisnis utama Jakarta dan satu fasilitas Assessment Center di Surabaya; dengan fasilitas yang memiliki sertifikat OHSAS.

Dengan pengalaman lebih dari 20 tahun di Indonesia, **Daya Dimensi Indonesia** telah memberikan layanan kepada lebih dari 500 organisasi di berbagai Industri. Hingga tahun 2021, terdapat lebih dari 45,000 professional dan eksekutif yang telah mengikuti program Assessment Center dan Leadership Development.

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DAYALIMA

THE FORCE OF PROGRESS

Mitra strategis yang mendukung transformasi pribadi dan organisasi melalui solusi berbasis pendekatan manusia yang didukung oleh teknologi.

DayaLima bertujuan untuk membentuk pemimpin yang memiliki misi bersama untuk memajukan kemanusiaan melalui gagasan, kemampuan, dan kepedulian bagi seribu generasi berikutnya.

Kami menyebutnya **Leaders of a New Planet**

Our Core Values:

Courage to Innovate – Compassionate – Good



Berfokus kepada Manajemen Talenta dan pengembangan kepemimpinan



Berfokus kepada kegiatan Transformasi Strategis



Berfokus kepada layanan rekrutmen



Berfokus kepada kegiatan nirlaba



Berfokus kepada kegiatan inklusi



Berfokus kepada pemberdayaan generasi muda

PERKEMBANGAN VIRTUAL AC



PERKEMBANGAN ASSESSMENT CENTER



Evaluasi tingkah laku yang sudah distandardisasi dari **sejumlah asesor dan berbagai teknik** (termasuk beragam simulasi, tes, dan wawancara) yang didesain untuk menilai **kompetensi-kompetensi kritical yang dibutuhkan untuk sukses pada posisi yang akan ditempati**. Diselesaikan dengan **data yang terintegrasi** serta penemuan-penemuan untuk menyimpulkan hasil dari asesmen.

Komponen	Conventional Assessment Center	Virtual Assessment Center
Multiple Techniques	✓	✓
Multiple Assessors	✓	✓
Multiple Rater	✓	✓
Measurable Competency	✓	✓
Role Play	Tatap Muka Langsung	Aplikasi <i>Video Conference</i>
Guidance / System	<i>Offline</i>	<i>Online</i>

VIRTUAL ASSESSMENT CENTER PLATFORM



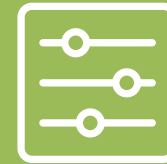
AUTOMATED SCHEDULING

Sistem memungkinkan penjadwalan mandiri bagi peserta setelah asesor memasukkan jadwal.



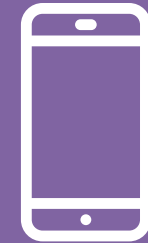
LIVE VIDEO ROLE-PLAYS

Peserta dan asesor terlibat dalam simulasi peran one on one secara langsung melalui platform. Video terekam secara otomatis.



SOPHISTICATED ANALYTICS

Laporan dan analisa secara otomatis tersedia. Perbandingan antar kelompok untuk benchmarking tersedia.



MOBILE DEVELOPMENT

Assessment menggunakan aplikasi seluler dengan rencana pengembangan yang dapat melacak dan mengevaluasi dari waktu ke waktu.

STANDAR SISTEM MANAJEMEN KEAMANAN INFORMASI

ISO/IEC 27001, adalah suatu standar sistem manajemen keamanan informasi (ISMS, *information security management system*) yang diterbitkan oleh ISO dan IEC pada Oktober 2005. Standar ini memberikan daftar tujuan pengendalian keamanan dan merekomendasikan suatu rangkaian pengendalian keamanan spesifik.

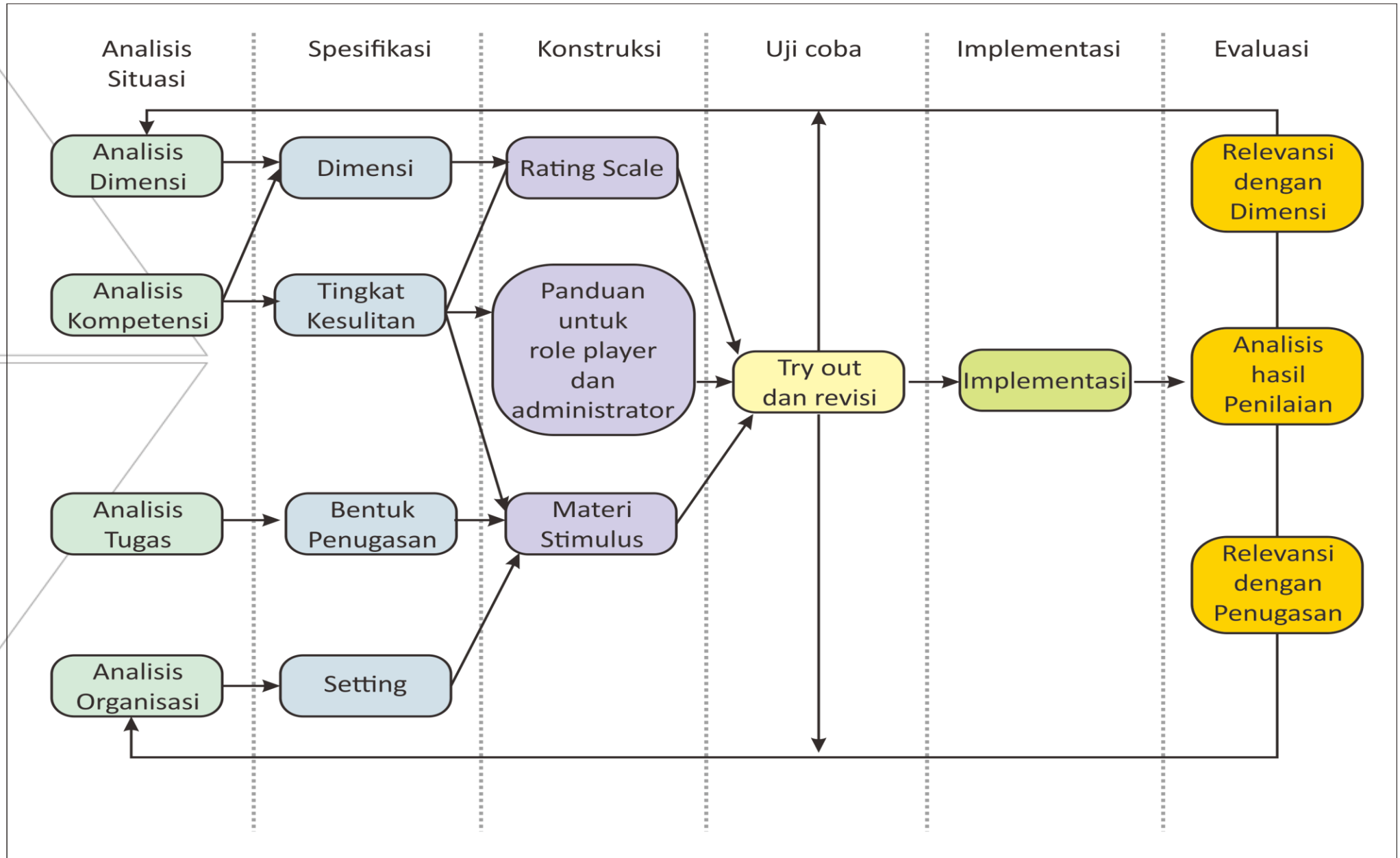
DDI menjadi penyedia jasa *assessment center* pertama dan satu-satunya di Indonesia yang memiliki sertifikasi ISO 27001:2013, tentang *Information Security Management System (ISMS)*. DDI memastikan keamanan dan kerahasiaan data digital Anda dalam seluruh solusi kami, seperti *Virtual Assessment Center (VAC)*, *online training*, dan masih banyak lagi.



VIRTUAL SIMULASI AC



Proses Penyusunan Simulasi



Sumber: Thornton and Mueller-Hanson, 2004 (diolah Kembali)

Simulasi Assessment Center

Konsep A Day in the Life: menjalani satu hari, berperan sebagai seorang pemimpin baru di organisasi fiktif, dalam serangkaian tugas-tugas dalam konteks perusahaan fiktif tersebut.



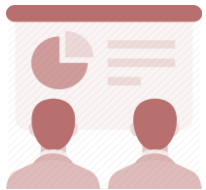
Simulasi Rekan Kerja



Simulasi Bawahan



Analisa Bisnis



Operational Challenges

A Day In the Life



Peserta berperan sebagai **pemimpin baru** di organisasi fiktif (*hypothetical company*)



Debrief



Targeted Selection® Behavioral Interview

Virtual Simulasi

Pinsight

Dashboard | Email Inbox | Notes | Calendar | My Files | Contacts | Instructions | FAQ

Ellen Demo 0h 56m

My Files

- Blog: Digital Transformation
- Organizational Chart
- Onboarding Information
- PLQ Holdings Example Companies
- Performance Appraisal for Avery Mills**

PERFORMANCE APPRAISAL

Name: Avery Mills
Position: Client Success Analyst

Aither, Inc.

What the Ratings Mean:

Did not meet expectations	Achieved most expectations	Achieved expectations	Achieved expectations & exceeded on a few	Significantly exceeded expectations
1	2	3	4	5

Competencies	Rating	Comments
Communication	3	Avery writes and speaks clearly, but reports could be a little more detailed. Sometimes there is information missing or the reports are not on time.
Teamwork & Collaboration	2	Avery always has a positive attitude but does not always pay attention to team tasks such as completing paperwork and reports that other members of the team rely on.
Customer Service	5	Avery demonstrates an outstanding level of commitment to our customers. Avery continually maintains a positive attitude, even in stressful situations such as when a customer is angry or upset. Avery treats customers with respect and is diligent about returning calls and emails promptly.
Productivity	2	Avery is a hard worker but tends to focus on the aspects of the job that are more fun such as taking care of customers and investigating new product and processes while neglecting routine tasks and paperwork. Somehow the work always gets done, but Avery could be more organized and more accurate in completing reports.
Problem Solving	5	Avery is an excellent problem solver. Avery has many creative ideas and is always looking for ways to go the extra mile to solve problems for customers.

Additional Comments:

Comments from Customers

"Avery is wonderful – there aren't many people nowadays that will take the time to really listen."

"I'm afraid I wasn't very nice at first when I called, but Avery was so patient and so willing to listen that it

Notes

Search notes

We're Online!
How may I help you today?

Virtual Simulasi

The screenshot displays a virtual email simulation interface. At the top, a dark blue navigation bar features the 'Pinsight' logo on the left and a menu with 'Dashboard', 'Email Inbox', 'Notes', 'Calendar', 'My Files', 'Contacts', 'Instructions', and 'FAQ'. On the right of the navigation bar, there is a user profile for 'Ellen Demo' and a timer showing '0h 25m'.

The main interface is divided into three vertical sections:

- Inbox (Left Panel):** A dark blue sidebar with a 'New message' button. Below it, a list of folders: 'Inbox' (2 messages), 'Sent', 'Drafts' (1 message), and 'Trash'.
- Email List (Middle-Left):** A list of messages with search and sort options. The selected message is from Chris Cooper, dated 04:30 PM, with the subject 'Digital Transformation'. The preview shows: 'Welcome to Digiteam! Congratulations on being selected to lead our new startup Digiteam. W...'.
- Email Content (Middle-Right):** The full content of the selected email. The header shows 'Digital Transformation' from Chris Cooper, dated May 23, 2019, at 4:30 PM. The body text reads:

Welcome to Digiteam!

Congratulations on being selected to lead our new startup Digiteam.

We created this startup within the holding company to help us drive the digital transformation of our portfolio of businesses which span a range of industries including healthcare, information technology, and financial services.

As an organization we need to adapt to an increasingly digital market environment or risk falling behind our competition. Productivity is high, our customers satisfied, and sales strong. However, a recent survey showed that across the industries we serve there is a trend toward self-service with customers expecting high quality, efficiency, speed and convenience driven by the use of mobile devices.

We are excited about the potential for Digiteam to use digital technologies to help us increase our operational efficiency and productivity and drive new customer value. This change also represents a cultural shift and will affect every part of our organization. These kinds of changes can create discomfort and insecurity, so you may want to consider these challenges as you work on your plans.

We have a broad range of businesses in our portfolios, so it is up to you to determine where to start. Please send me your thoughts before you are finished for the day. I'm heading into a board meeting tomorrow and urgently need your high-level thoughts on the following questions:

 1. What do you see as the best place to start within our portfolio of businesses? Where do you see the biggest opportunity for digital transformation? (You can see a list of our companies in **My Files**.)
- Notes (Right Panel):** A panel titled 'Notes' with a search bar and a plus sign to add new notes.

At the bottom right, there is a chat bubble that says 'We're Online! How may I help you today?' next to a blue chat icon.

Virtual Simulasi

The screenshot displays the Pinsight CRM interface. At the top, the navigation bar includes 'Dashboard', 'Email Inbox', 'Notes', 'Calendar', 'My Files', 'Contacts', 'Instructions', and 'FAQ'. The user profile 'Ellen Demo' and a timer '0h 59m' are visible in the top right. The main interface is divided into four panels: 'Inbox' (with 2 messages), 'Calendar' (showing a call event at 5:00 PM), 'Contacts' (listing Avery Mills, Ben Lewis, Brian McLaughlin, and Chris Cooper), and 'Notes'. An 'Incoming call' modal is centered on the screen, displaying 'Incoming Call from Avery Mills' and two buttons: 'Answer' (green) and 'Decline' (red). A 'We're Online!' chat widget is located in the bottom right corner.

THANK YOU

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