

Company Profile

MBP Skill Indonesia EMPLOYEE CARE DELIVERING STRONGER HR FUNCTION A MORE AGILE ORGANIZATION



MBP Skill Indonesia is a national company that is engaged in the Human Resources Management Consultancy and Contractor for Oil and Gas, Mining, and other industries such as Construction, Marine, Manufacturing in Indonesia as well as Overseas. The company was established in May 2003. We solicit to create a harmonious relationship with our client to identify their workforce requirement, in other for them to be able to reach their goals and objectives on time.

Our Vision

Our corporate mission is to make a unique difference in people's lives through helping individuals and organizations experience sustainable success. Towards this end, we provide over thirty integrated human capital management services in support of four key phases of consulting developed to maximize our client's organizational growth, productivity and sustainable success.

Our Process

MBP Skill Indonesia Company's trusted human capital consultants have provided integrated management solutions and winning teams since 2003.

Why is an integrated solution critical? An integrated solution addresses your business strategy, your history, your team, and your culture with answers that are appropriate to your organization. Because an integrated solution is not one-size-fits-all, the solution solves the problem at hand, and, more importantly, ties into the big picture of your business, providing faster, more lasting solutions.

Our Phases Are:

Phase 1: Assessment of the organization

Typically, we interview the executive team to understand and analyze the critical problems affecting the executive team's performance and achievement of goals. A detailed report is created for the Board of Directors, CEO and leadership team, usually recommending a series of potential scenarios and organizational solutions.

Phase 2: Alignment of people and goals to the business plan

While many consultants seek to offer their expertise in actually forging a strategic plan, it is our strong belief that the client needs to develop it's own vision and call to action. Our service is to facilitate a series of strategic planning and team building sessions to achieve consensus and actionable steps around mission, vision, SWOT, goals, roles, decision-making, and relationship issues. Our results have been very strong. By pushing the executive team to devise their own strategy, we've guided our clients to significant increase revenue and a visible decrease in customer acquisition time.

Phase 3: Ensure the right people are in the right jobs

We have a 100% retention rate in senior level searches filled in the last three years, and do searches twice as fast than our competition. It is our view that this is due to our involvement above and beyond the traditional skills assessment that goes into evaluating candidates, by placing a premium on the cultural, intangible factors critical to long term success.

Phase 4: Ongoing support

Once the vision is clear and the team is in place, we provide ongoing support from several angles to maximize productivity, reduce assimilation time of new employees, retain and develop key contributors, and transition redundant employees. Such activities may include coaching, 360° reviews, performance management, and, when appropriate, outplacement.

Scope of Services

We provide our clients with integrated human capital management solutions, we offer over 30 related services grouped in six areas spanning the full breadth of human capital management and supported by highly experienced consultants

Management Consultant

One of the few constants in this world of rapid market change and shifting competition is shareholders' expectations for sustained value and growth. Yet, few organizations have a clear and well-internalized agenda to meet these expectations. We can help you craft and execute winning growth agendas by helping you identify the critical areas effecting top and bottom line results and develop customized, sustainable solutions to meet your goals. Based on the information gathered from quantitative and qualitative assessments, we identify specific steps you can take to transform your organization and optimize performance

Item services are includes:

- Strategic Planning
- Training & Learning
- Organization Development
- Global Organization Development
- Organizational Assessment
- 360 Reviews
- Leadership Development
- Management Training
- Change Management
- Performance Management

Human Resources Consulting

Today's business environment is unforgiving for organizations trying to merely stay the course. Your organization may stagnate or falter despite the proven skills and knowledge that brought your leadership team and your organization this far. Those who prevail are able

to plan successfully for change, and harness the vision and passion of their workforce into sustainable, bottom-line results. To help develop and keep your HR program in line with your corporate direction, we provide HR strategic vision, cost-effective HR infrastructure, and pragmatic advice across all critical areas of human resource management; we draw upon years of expertise with start-ups, midsize and global enterprises to guide organizations strategically through any stage of growth.

- Organizational Restructuring
- HR Strategic Planning
- HR Team Design & Development
- Compensation Consulting
- HR Audits & Compliance
- Merger & Acquisition Planning
- Success Planning
- Contract Recruiting
- Employee Communications
- Policies & Procedures
- Employee Benefits
- Employee Retention Programs
- Outsourced HR
- HR Start Up

Executive Searching Consulting

In today's market, your executive team is your major source of competitive business advantage. It's easy to hire the wrong personality with the right skill-set, or to suffer lost results due to not filling key positions quickly. As MBP Skill Indonesia's leading boutique human capital management and executive search consulting firm, MBP Skill Indonesia Company has an outstanding global reputation for retained executive search. Our clients chose us because:

1. Over 85% of our business comes from referrals and repeat clients
2. We have a 100% completion rate for searches
3. Our five-year retention rate is over 85%
4. 87% of searches are completed in under 30 days

We give you access to the best international talent, manage you through a structured search process with in-depth, regular reports, and represent your organization ethically and professionally. For additional information, visit each of our search practices, or see Past Search Projects (coming soon), Recently Completed Searches, Current Searches, or Working with a Recruiter (coming soon).

- Board of Director Search
- Finance Executive Search
- Sales & Marketing Search
- Human Resources Search
- General Executive Search
- Etc.

Career and Management Consulting

MBP Skill Indonesia has helped 1,000s of people find happiness and achieve their career goals, one valued client at a time. We use a proven process of career assessment and career strategic planning, job search marketing plans, facilitated networking, and coaching and counseling. Our consultants are licensed Career Counselors, and are qualified to administer a wide variety of career and personality assessment inventories, should you desire looking internally in a more focused manner. We provide you with advice and support to make the changes you want, when you want them. Working with one of our certified career consultants will help you:

- Gain focus and direction
- Clarify your interests, skills, and values
- Develop and implement a strategic plan for your career
- Find the great job you deserve
- Achieve peak performance professionally and personally

We also provide highly customized career transition consulting, including outplacement counseling, job search plans, time management, and advice on fitting into new organizational cultures. These are effective outplacement services that help individuals gain new appropriate employment quickly. Career Counseling and Career Transition services are available on an hourly or package basis.

- Executive Coaching
- Corporate Outplacement
- Individual Outplacement
- Corporate Career Pathing
- Career Management & Counseling

International Consulting

Our team of international HR consultants has the specialized skills and breadth of expertise to lead your international initiatives, saving you time, money and resources. We can manage the international recruiting

function, help hire key local managers or a whole start-up team in an overseas market, and establish and scale up HR systems for global expansion. MBP Skill Indonesia is on the approved list numerous foreign trades commissions and is recommend by the governmental trade offices of several countries. We have long-standing Strategic partners around the world, providing seamless services to our clientele.

- International HR Management
- Global Organization Design
- Work Force Planning & Off Shoring
- International Executive Search
- International Corporate Outplacement

General Services Success Formula

As a professional services firm, we understand that service is our product. It is with that understanding that we have developed our “General Service Success Formula”. Our formula is simple:

1. Develop a deep understanding of our customers including their needs, challenges, and goals.
2. Relentlessly pursue relevant knowledge and the practical application of that knowledge.
3. Execute flawlessly.
4. Exceed expectations.
5. Cultivate long-term relationships with our customers by offering valuable services at competitive prices.

And because we understand that “talk is cheap” we back up all of our services with the MBP Skill Indonesia “Flawless Execution Performance Guarantee”. If we don’t deliver everything we promise, we will refund a substantial portion of our fees. This is our way of standing behind our commitments in an industry where there is often a significant gap between what is promised and what is delivered.

Team Experience

MBP Skill Indonesia main clientele are foreign and domestic companies operating in the following industries:

Oil & Gas, Mining, Engineering, Construction, Banking, Food, Manufacturing, and Agro Sector.

Our Existing Clients

Mining Sector

- BHP Billiton Indonesia s – Support Coal Mining Project
- Indonusa Mining Services – Cibaliung Mining Project
- Geg Nikel Indonesia – Nickel Mining Project in Sorong Papua
- Freeport Indonesia – Engineering and Mining Project in Timika Papua
- Kaltim Prima Coal – Supporting Coal Mining in Sangatta Site
- Adaro Indonesia – Coal Mining Project
- Bukit Asam – Coal Mining Project in Tanjung Enim

Banking & Finance Services Sector

- Bank BUKOPIN – Outsourcing Sales Support
- City Finance (City Bank) – Recruiting Support & Services for Jakarta & Surabaya

Engineering & Construction Sector

- Bukaka Engineering – Supporting PLTA Project in Poso (Sulawesi)
- McDermott Indonesia – Engineering construction for Oil & Gas (Batam)b
- Thiess Indonesia – Contracting Engineering Services for Kalimantan Region
- KELSRI – Outsourcing Maintenance Engineering Project
- IKPT – Engineering Contractor for Project Engineering Activities
- Rekayasa Industri – Engineering & Construction

Oil & Gas Sector

- Conoco Philips – Library and HR Management Project
- Exxon Mobil – Supporting Expatriate Services & Contracting.
- Arun LNG – Maintenance Engineering Services (Lhokseumawe) Aceh
- BOC Gases Indonesia – Gas Liquid Process

Communication & Telecommunication Sector

- SIEMENS Indonesia – Supporting 3G Project Development.
- Telkom – Recruiting Services

Manufacturing Industry

- ASTRA Autopart – Auto Assembling Manufacturing
- KRONE Indonesia – Wiring Manufacturing

Food & Beverage

- Multi Bintang – Beer Industry
- Coca Cola – Beverage Industry and Distribution

Etc.

The Expertise Team of MBP Skill Indonesia

Management Team



Wagiran Sastropawiro is the President Director and is also one of the founder of PT MBP Skill Indonesia. He has spent most of his time working for foreign Construction, Mining, Oil & Gas, and Consulting Companies in Indonesia. He worked as Jr. Engineer for BECHTEL INC. and Mill Shift

Foreman for Freeport Indonesia in Irian Jaya, Manager of Training and finally became the Manager of Materials for Conoco Indonesia . During his employment with Conoco, he attended many Management seminars overseas, and he was also assigned to Hbuston - Texas as Director of Logistics for approximately 2 years. His last employer was with a Consulting Company, PT John Dasvidson & Associate, and he worked with them for 8 years as Director.

Wagiran completed his Law Degree at Universitas Krisnadwipayana (UNKRIS) Jakarta and prior to that he went to school at Universitas Riau - Pekanbaru, Faculty of Mathematic and Natural Science for 3 years.

As a President Director of PT MBP Skill Indonesia, Wagiran will be fully responsible for the advancement of this company. He will be directly involved in forming partnership with companies or institutions of the same business nature in the country as well as overseas.

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Arief Purnomo was born on Surabaya April 10th, 1961, and he is graduated from ITB majoring in Industrial Engineering and continue his further education in John Luther Institute Management (Singapore) majoring in Marketing Management.

Arief Purnomo started his career with Nurtanio as Project Leader for Human Resources Information System Development, Meta Epsi Engineering as Lead Project Estimator, INAMCO as Business Development, Freeport Indonesia as Chief Mine Maintenance Planner, Mekasindo Dharma (Dharmala Group) as Branch Manager Surabaya, KPC as Superintendent Application Development for

MIMS, Intech Indonesia Mandiri as ERP Sr. Consultant Implementation, JDA Harsono as Sr. HR Consultant for handling HR Placement Consultant, Develop Contracting and Outsourcing Services.(National and Expatriate)

He has more than 25 years experience in Information Technology and Human Capital Management Systems, of which 15 years is at Senior Management level. He is specialized in areas of Strategic HR Management and Best Practices. As the Group CEO, he undertakes the main responsibility in providing direction and leadership towards the achievement of the Group's philosophy, mission, strategy and strategic goals with the objective of creating value to all stakeholders

e-Mail: purnomo@mbp-skill.com

BIOS Team (Business Input Output Strategic)

BIOS is the abbreviation of Business Input and Output Strategic, consists of 3 Senior Staff member and they have the qualification in area of Government Relation, Human Resources, Finance and Accounting System, Information Technology and Library Development System. They are responsible for the development of the company and to support all Consultants in the region office. The BIOS team reports to the Director.

Group mail: bios@mbp-skill.com



Mr. Hermawan Arifin graduated from the University of Trisakti majoring in Finance & Accounting. He has been working for more than 5 years with the national and Foreign Company in Indonesia as Business Accountant. He has joined PT MBP Skill Indonesia since 2004 as Business Analyst. Hermawan supporting the Director for Finance Analysis.



Mr. Zenik Responik graduated from STIE majoring in Management of Finance in 1998. He has the experience in the Accounting & Financial Management for 5 years and he is now joining PT MBP Skill Indonesia assisting the Director in the area of planning and development of the company's business strategy.

PT MBP Skill Indonesia
Integrated Human Resources Capital



Mr Gerahan Novianto completed his study at ITB, majoring in Mathematical Science. He has been working for several National and Foreign company in Indonesia as IT&C Specialist for 20 years. Gerahan joins PT MBP Skill Indonesia as IT&C Associate Consultant and he is responsible for the Research Analysis of Human Resources Consulting for working with Director for Marketing Research & Analysis.

Regional Manager

PT MBP Skill Indonesia is gradually extending their services throughout Indonesia and a Regional Manager will be placed in each new location. Each Regional Manager will have a high qualification in the Human Resources and a wide range of net-working. They will be responsible for making contact with the Customer and developing new business in the area, and will be acting as the representative of the Company. They will be reporting to the Director



Bambang Sumargiyono was born on Malang April 24th, 1953, and he is graduated from STKIP majoring in English Language in 1998. He has been working in the field of Human Resources for 25 consecutive years.

Bambang started his career with Bechtel Incorporated as Personnel Administration, and with Lummus Company Ltd as Sr. Personnel Administration, PT LNG Bontang as Formalities and Administration Supervisor, PT Purna Bina Nusantara as Site Manager, PT Kaltim Prima Coal as Superintendent of Recruitment and Industrial Relation, and finally he was the Manager of Human Resources of PT Pelayaran Meratus in Surabaya.

In his capacity as Kalimantan Regional Manager in Balikpapan, Bambang Sumargiyono will be fully incharged in representing PT MBP Skill Indonesia, he will be incharged in the development of Manpower services in Contracting, Outsourcing, and Formalities Services, in Kalimantan regional.

e-Mail: bsumargiyono@mbp-skill.com



Edison Gintings graduated from National Hotel Institute in Bandung, West Java, he commenced his career in some International hotels where he was involved in various training in services sector that led him to be familiar at the trade. From 1977 he started his career in the field of Oil & Gas , Mining and Construction & Engineering with various foreign companies where his first assignment in this field was employed by Fluor Arabia Limited on the Shedgum Gas Plant Construction Project owned and sponsored by ARAMCO (Arabian American Oil Company) in Saudi Arabia assigned as Senior Translator and Administration staff. From the beginning of his assignment in the Engineering & Construction project had allowed him to continue his career with Fluor Engineering & Construction on the PERTAMINA Refinery Expansion Project in Cilacap, Central Java assigned as Transportation Supervisor then continued to work various foreign companies with PT Jaya Sumpiles Indonesia on its project at the Suralaya Steam Power Project assigned as Personnel & Administration, SABCON (Skanska, Asea, Balfour Beatty Consortium) on the Mrica Hydroelectric Project (PLTA) in Banjarnegara assigned as Personnel & Administration, Central Java, PT IHFI (Indodharma Harapan Utama International) on the PERTAMINA Paraxyline Project in Cilacap, Central Java, PT Fluor Daniel Indonesia on the PT Freeport Indonesia Gold and Copper Mining 52K up to 115K Expansion project in Tembagapura, Irian Jaya assigned as Administration Manager, PT Fluor Daniel Indonesia on the PT INCO (International Nickel Company) Expansion Project in Soroako, South Sulawesi assigned as Site Services Manager. With 26 consecutive years of his experience in HR & Administration in the construction field he was then involved in Manpower Consultants for the past five years joined PT.JDA-Harsono as its Site Representative on PT Freeport Indonesia, Tembagapura. With over several years of his experience in HR Management, Industrial Relations negotiation , Edison has been acknowledged by prominent foreign companies such as PT Freeport McMoran, NPS (Nusantara Power Services), Redpath, Cummins, O&K -Terex, Western Star, KPI and other foreign companies he related with..

In his capacity as Irian Jaya Regional Manager (Associate) in Sorong, Edison Ginting will be fully in charged in representing PT MBP Skill Indonesia, he will be in charged in the development of Manpower services in Contracting, Outsourcing, and Formalities Services, in Irian Jaya Regional.

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Note: For Sulawesi and Sumatra Regional being development and will be complete on middle of April 2007

Consultant Team

Currently PT MBP Skill Indonesia have 4 permanent Consultants and 5 Associate Consultants. They are fully qualified in their field and are able to assist the Customers in their Human Resources needs. Our Marketing manager will be supervising them in their daily tasks.



Dian Nurhapsari was born on Jakarta June, 15th 1978 and she is graduated from UI majoring Psychology in 2002. She has been working in the field of Human Resources (Recruiting Consultant) for 3 years.

Dian started his career with PT Bumi Arasy International as a HR Consultant for recruiting and selecting candidate (In/Out Placement).

In her capacity as Jr. HR Consultant (Contract) in Jakarta, Dian Nurhapsari will be fully in charged in representing PT MBP Skill Indonesia, she will be in charged in the development of Manpower services in Placement Service for Manufacturing Sector.

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Hendrawan was born on Semarang 09 Sept., 15th 1962 and he is graduated from ITS Surabaya majoring Mechanical Engineer in 1985. He has been working in the field of Human Resources (HR Recruiting) for 3 years.

Hendrawan started his career with PT PAL Indonesia as Material Management, Paiton (Power Energy) as Maintenance Planner, John Clement as HR Recruiting Consultant.

In his capacity as HR Consultant in Jakarta, Hendrawan will be fully in charged in representing PT MBP Skill Indonesia, he will be in charged in the development of Manpower services in Placement Service for Oil & Gas Sector.

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Rusnita Saleh, was born on Padang June, 4th 1972 and she is graduated from UI majoring Library & Information Science 1996. She has been working in the field of Library Development and Human Resources Management more than 12 Years.

She joins with PT MBP Skill Indonesia as Project Advisor Associate Consultant and she has responsibility for Training Development Program.

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