

Leadership and Dynamics on Organization

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How Do We See the Future



Unprecedented Change
Global Competition and Cooperation
Speed and Creativity

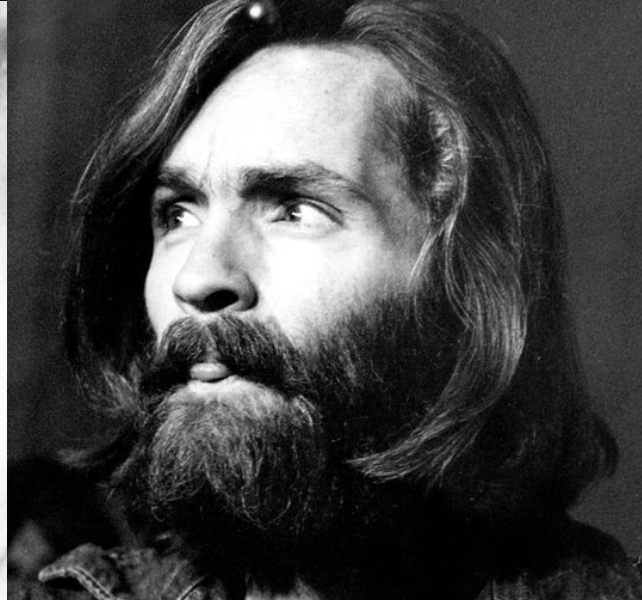
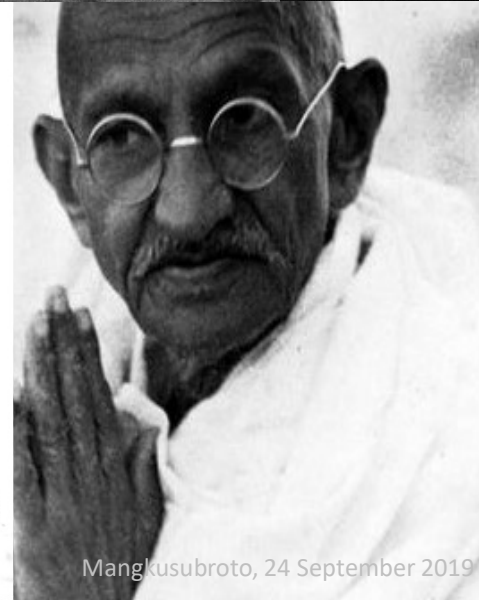


Mangkusubroto, 24 September 2019



11 September 2001

Mangkusubroto, 24 September 2019



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INFLUENCE



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MOTIVATION

21 Years
(1206 – 1227)



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Suleiman the Magnificent
46 Years (1520 – 1566)

Ottoman Empire/Kesultanan Utsmaniyah

621 Years
(1299 – 1920)



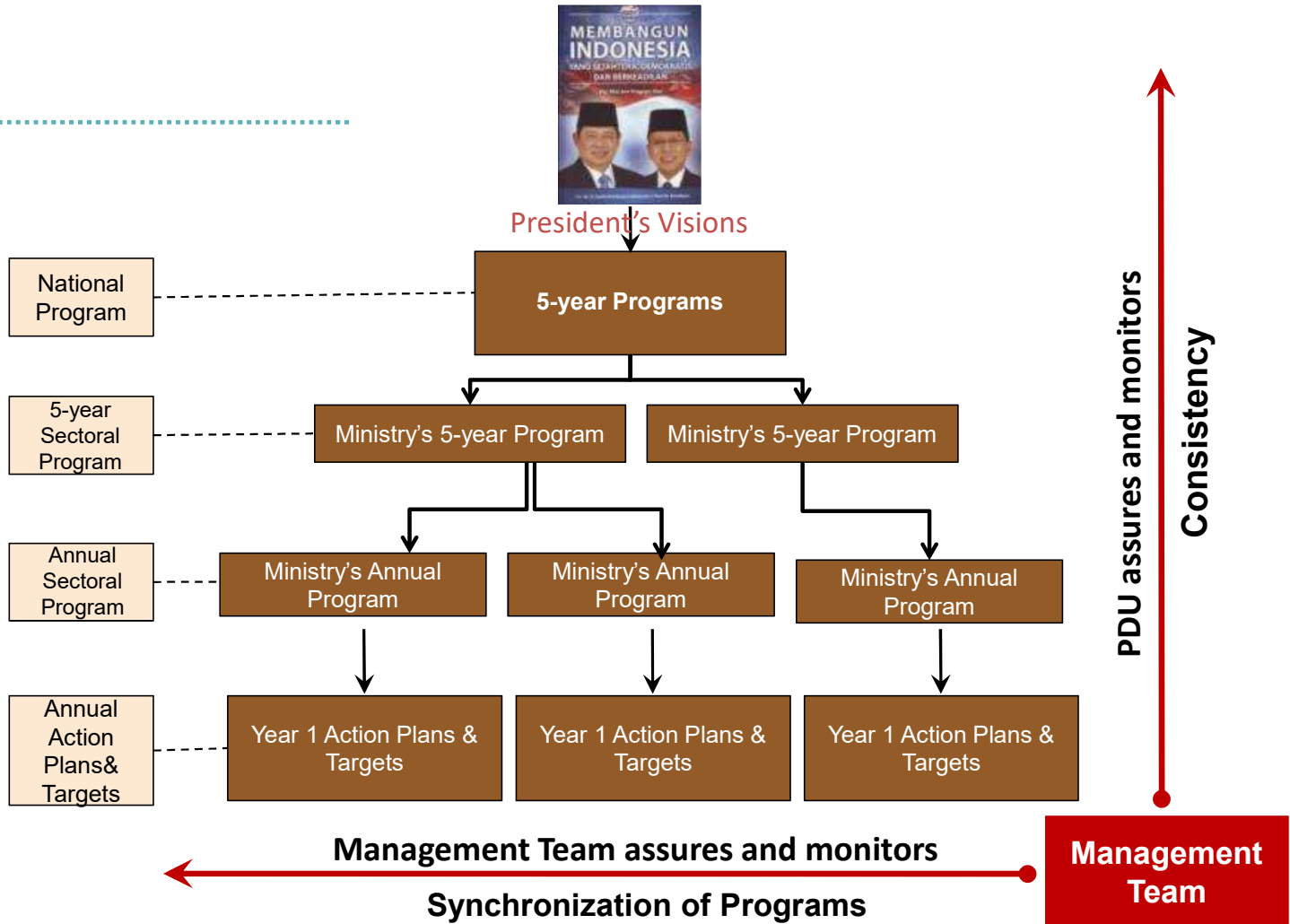
Mangkusubandono.com, 2019

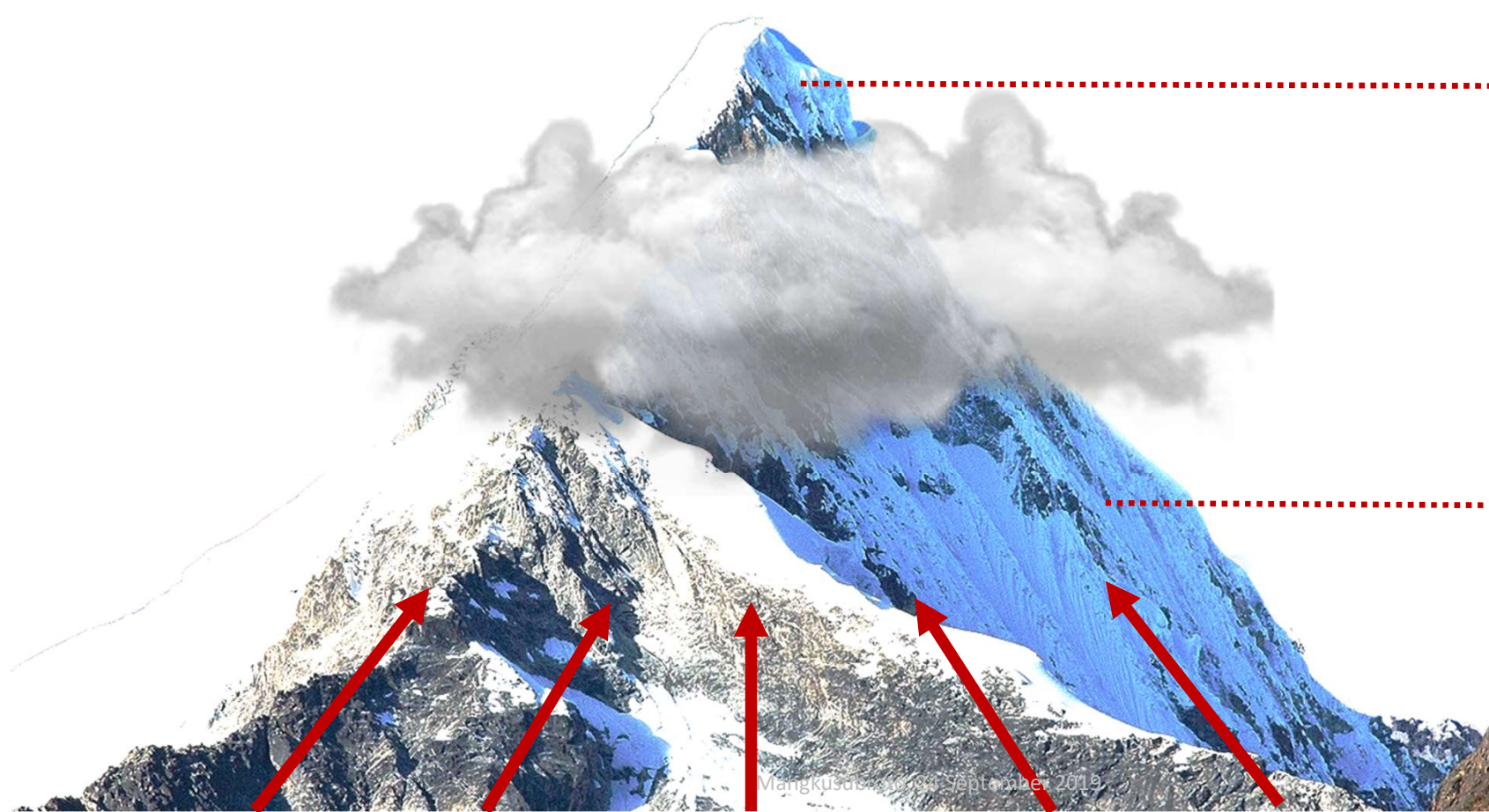


12 Years (1933 – 1945)



PRIORITY PROGRAMS

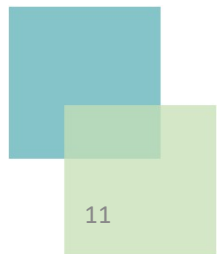




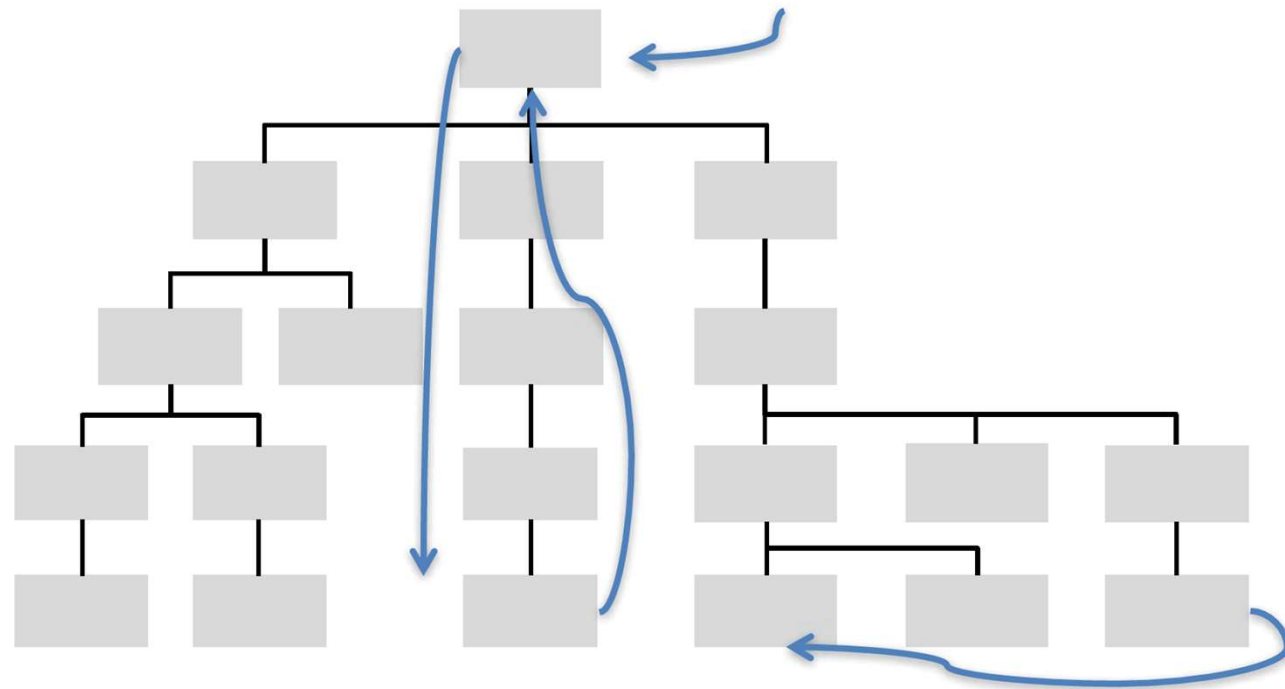
Dynamic Top

Fixed Structure

Mangkusdharma, 30 September 2019



Conventional Organization Structure



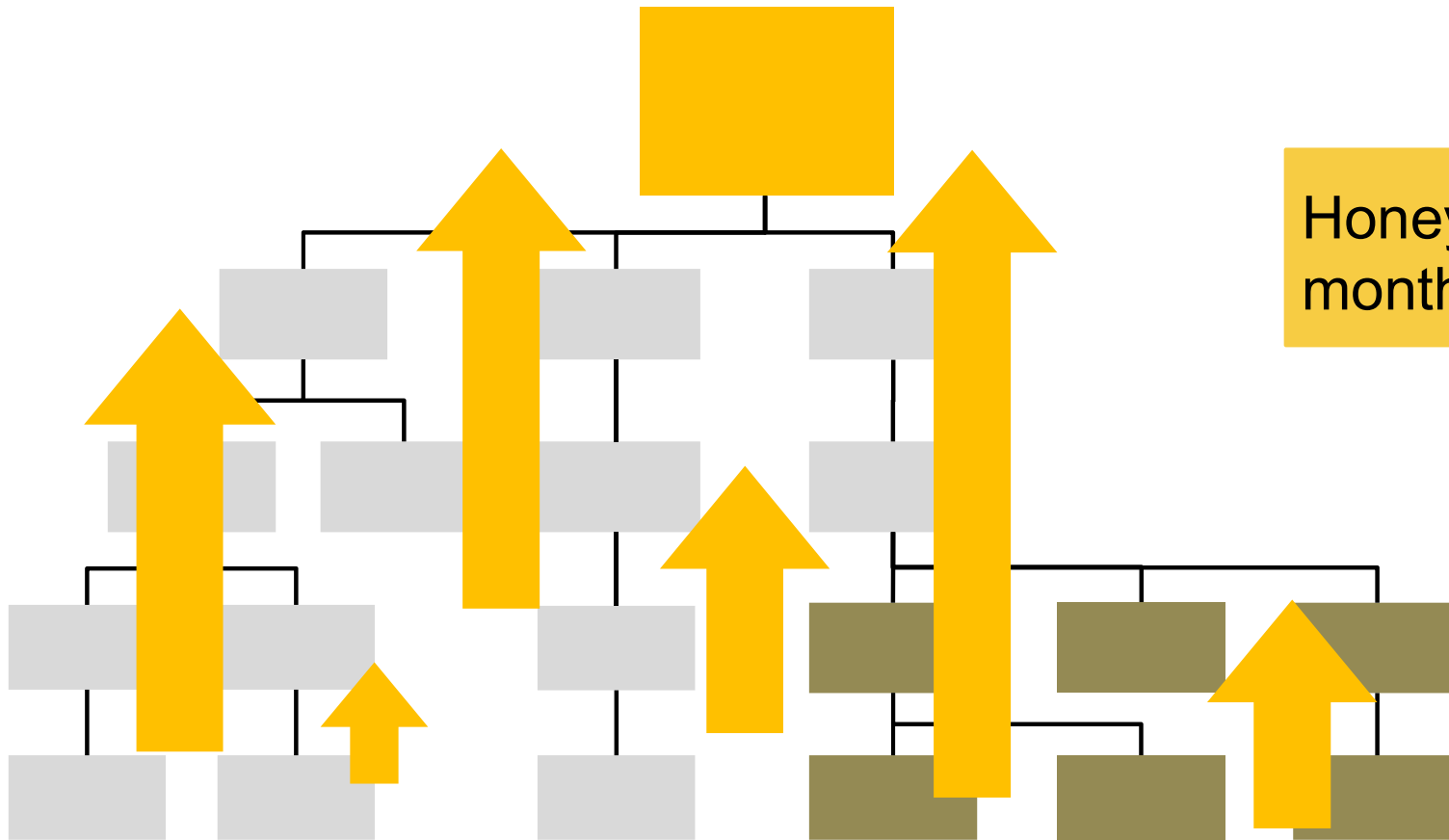
HIERARCHICAL
RIGID
SECTORAL
UNITS BASED

SLOW



Common Objective

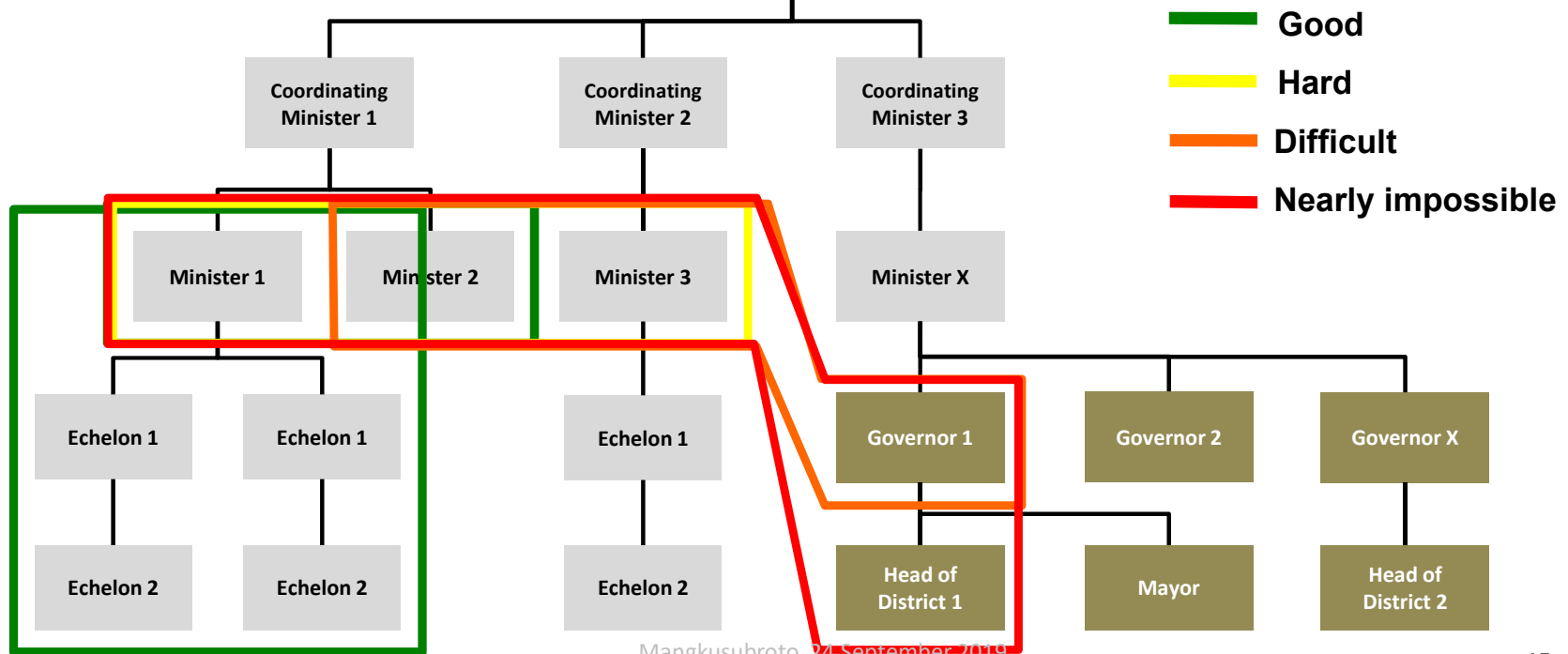
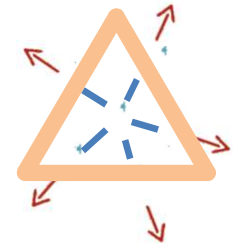
Honeymoon period \pm 6 months





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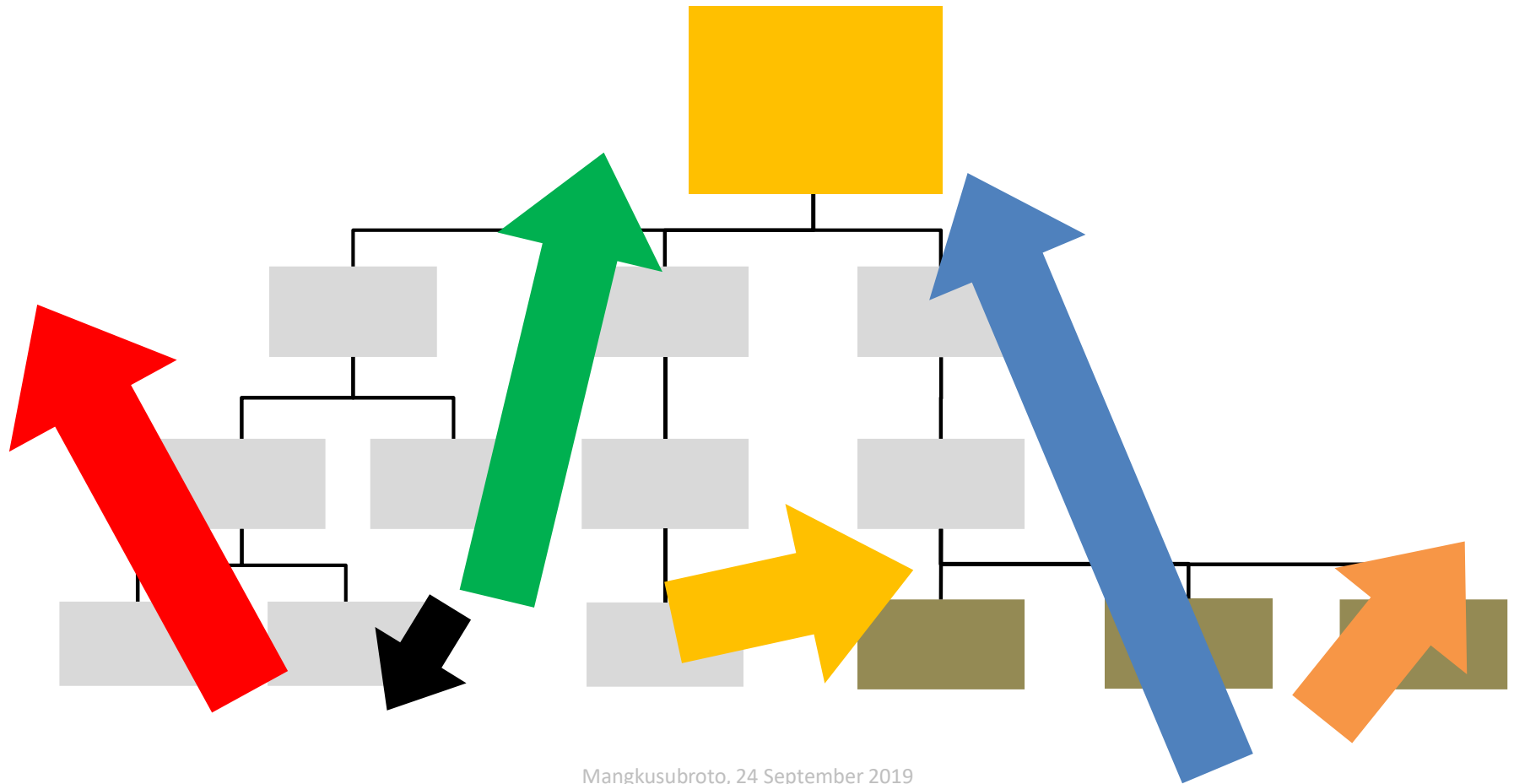
The Politics in The Government



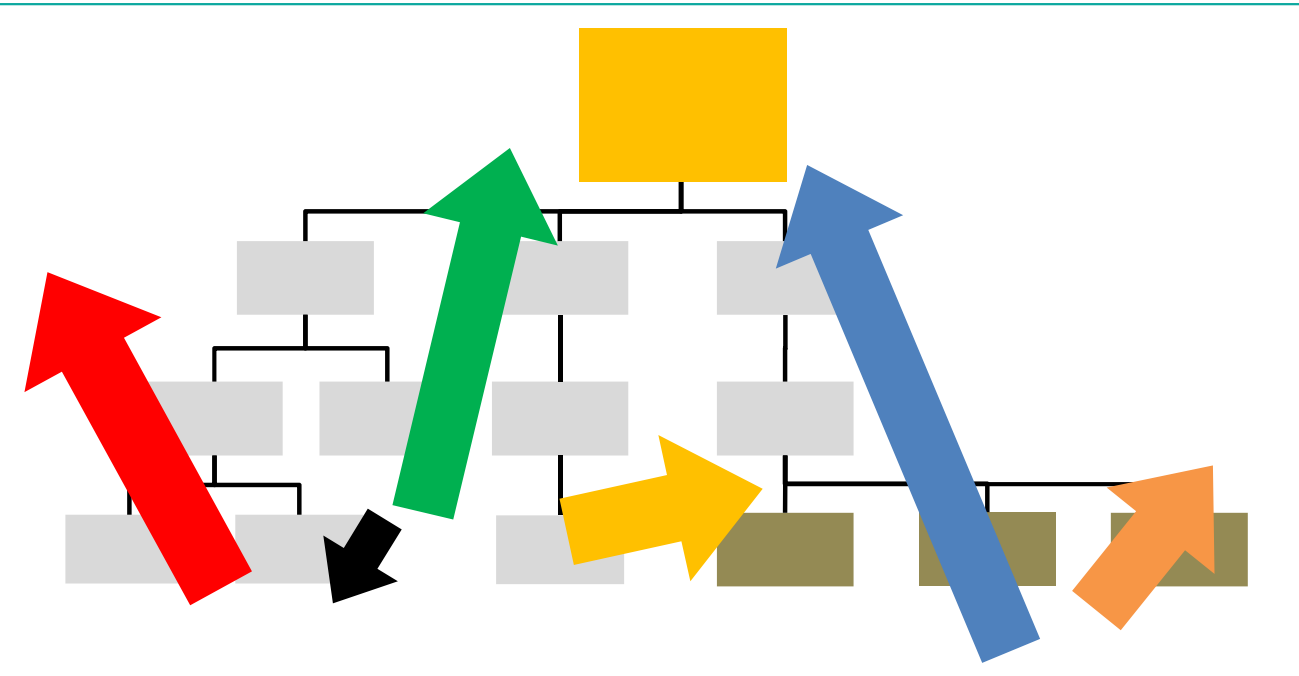


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In reality...



Typical bureaucratic “Dynamic”



Specific Tasks



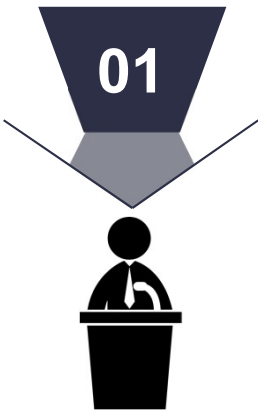
Multisector
Multidiscipline
Territory Basis
Multibillion USD
a Due Date

...

Kompleksitas Manusia



Approaches



Demand a
“Political
Protection”



Need a
“Protector”



Business
approach
as usual
(BAU)



Governor Vision & Objectives



Menemukan cara bekerja lebih baik, terutama dengan memanfaatkan keberadaan BUMD.



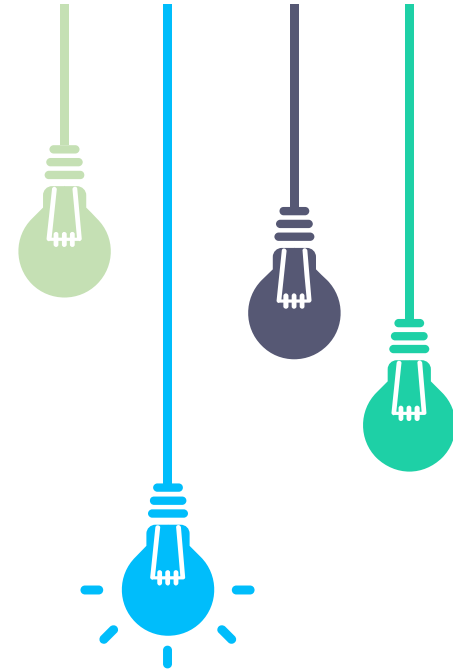
Berkolaborasi dengan sektor swasta dalam rangka tujuan ekonomi, lingkungan, dan social jangka panjang untuk masyarakat.



Regenerasi kota (*urban regeneration*).



Pemimpin yang kontekstual dan transformational, City 4.0: “Pemerintah sebagai Kolaborator”



- Integrasi sistem transportasi
- Jakarta Tenggelam
- Polusi udara
- Penyediaan air bersih warga

Tsunami Aceh 2004

Korban meninggal 172.000 jiwa
Pengungsi 500.000
Kerusakan sepanjang 800km pantai



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Konflik bersenjata dengan GAM sejak 1976

...DENGAN SEJARAH KONFLIK YANG PANJANG

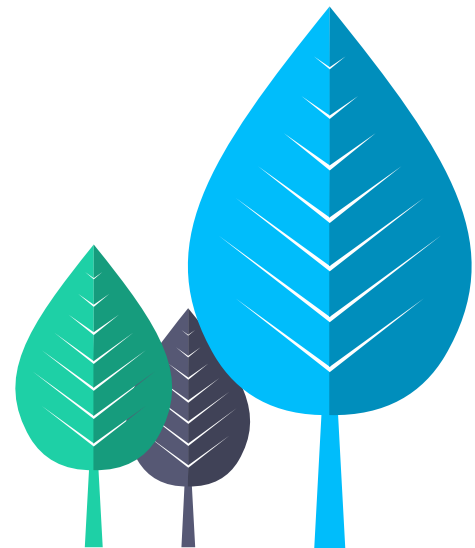


A RAPID DEVELOPMENT PACE IN FOUR YEARS

Target 2005-2009

<i>New house</i>	139,000 unit
<i>Agricultural land</i>	60,000 ha
<i>Road</i>	3,000 km
<i>Seaport</i>	14
<i>Airport/airstrip</i>	11
<i>Teacher</i>	2,500 died
<i>School</i>	2,006 unit
<i>Health facility</i>	127 unit
<i>Religious facility</i>	3,183 unit

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**Produk:
Timah**

**Masalah:
Diambang kebangkrutan**

**Keputusan utama:
Re-organisasi, efisiensi**

**Delivery mission:
Reformasi Kinerja**

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Before 1989

Mining co & issue license to mine.

“Island/Territory Development”



Vision 1990

- Pure mining company.
- Global market setter.
- A Global respect.

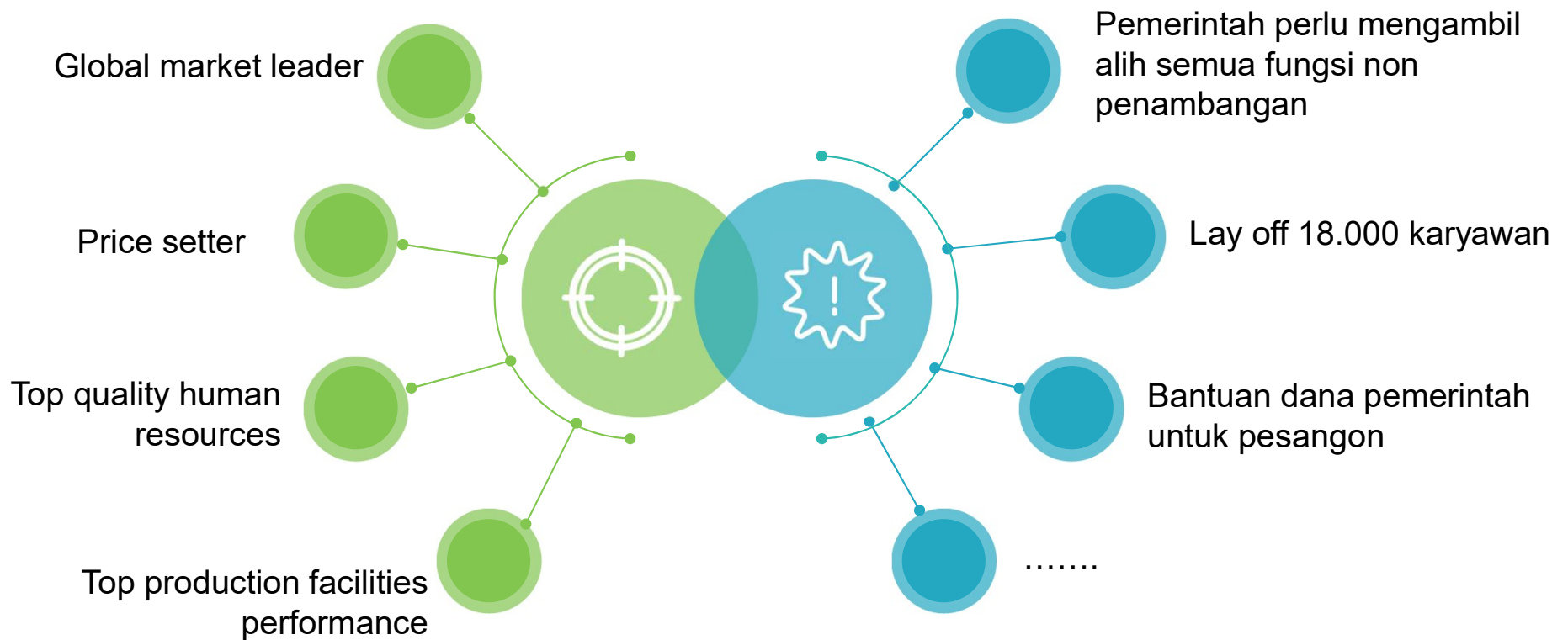
The background image shows a rocky, greyish landscape with several small, shallow ponds. The water in the ponds is a milky, brownish-grey color. In the foreground, there is a teal-colored silhouette of a factory or industrial facility with several tall chimneys and buildings.

Melepaskan/*Relinquish*

Semua aset yang tidak berhubungan dengan produksi/penambangan timah:

- Pelabuhan laut/udara
- Rumah sakit
- Sekolah
- TV Ruang sistem

Target and Consequences



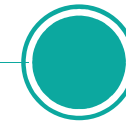


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Public Company 1996



**Jakarta Stock
Exchange**



**London Stock
Exchange**



INMARSAT
(Satelite)



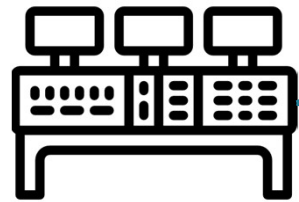
KAPAL KERUK



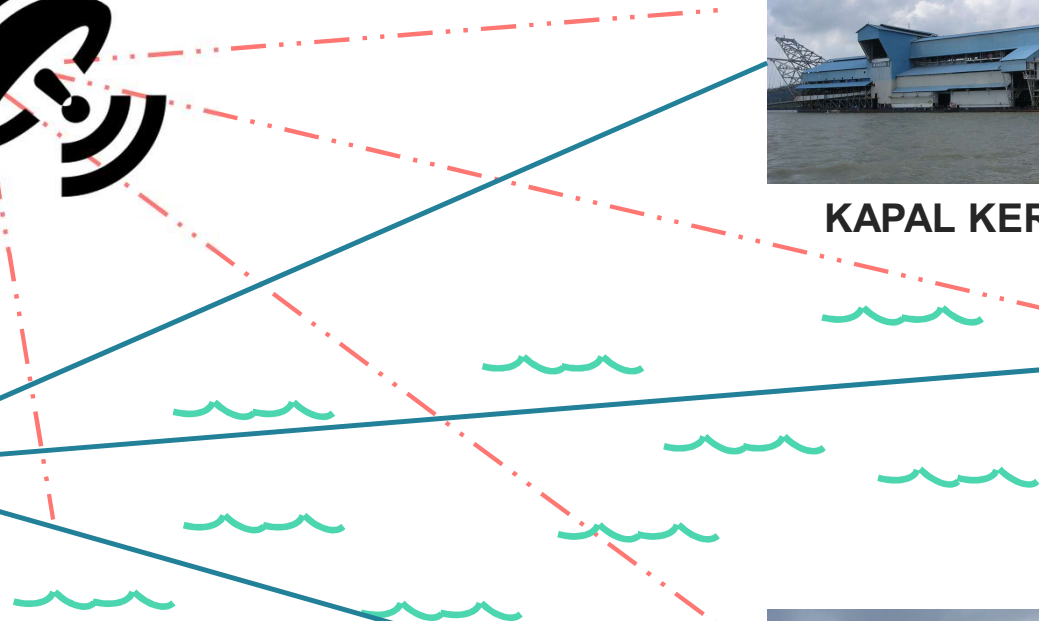
KAPAL KERUK



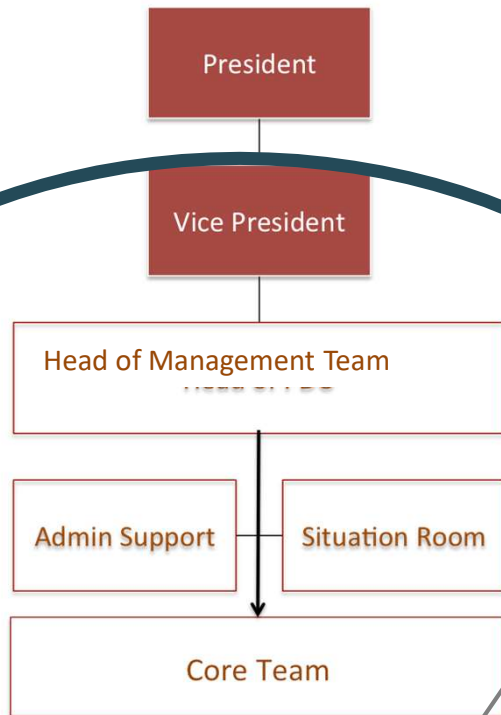
KAPAL KERUK



**Control
System**



The Management Organization



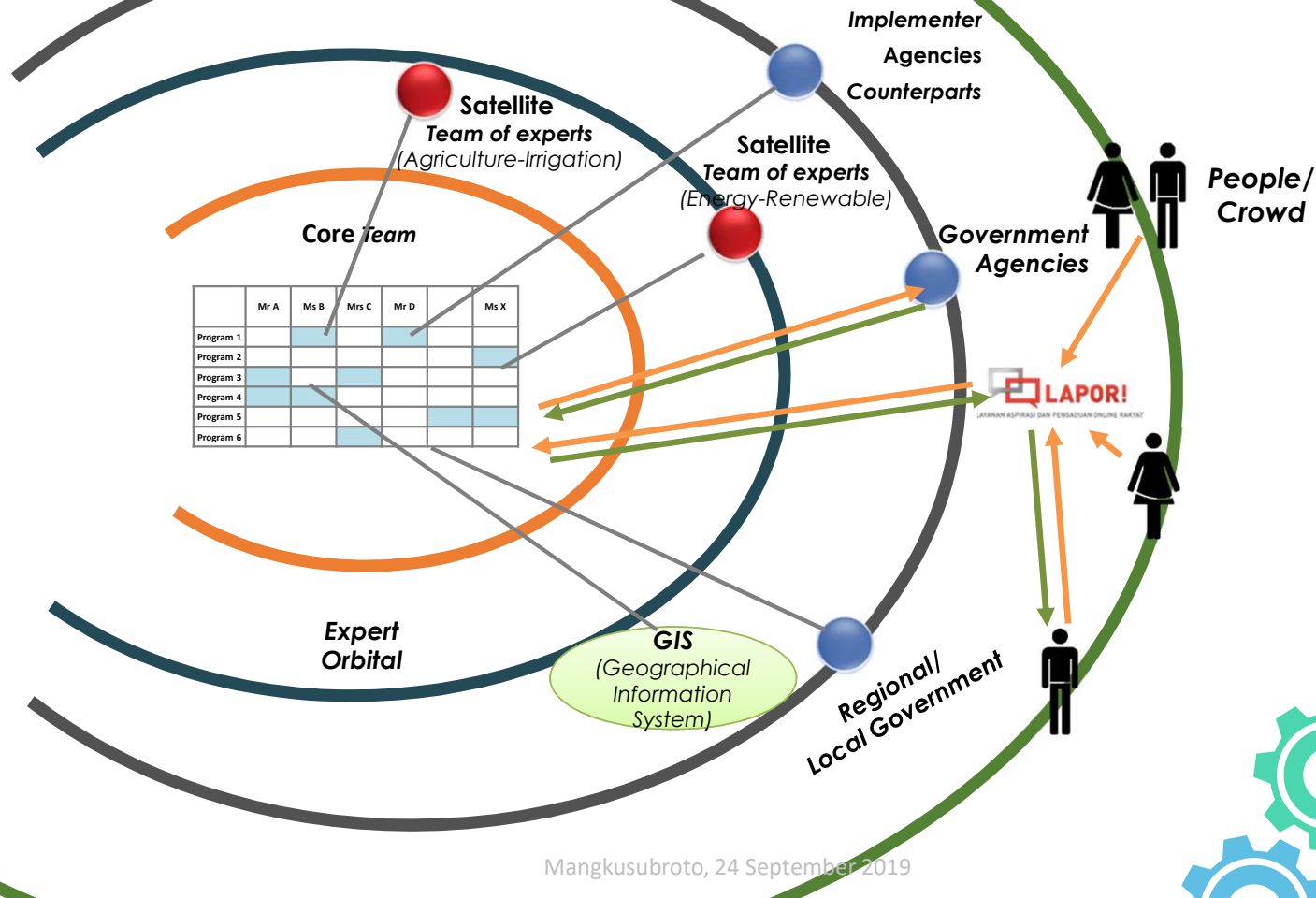
	A	B	C	...	Q
TH					
PA					
ZP					
:					
AU					

Total matrix

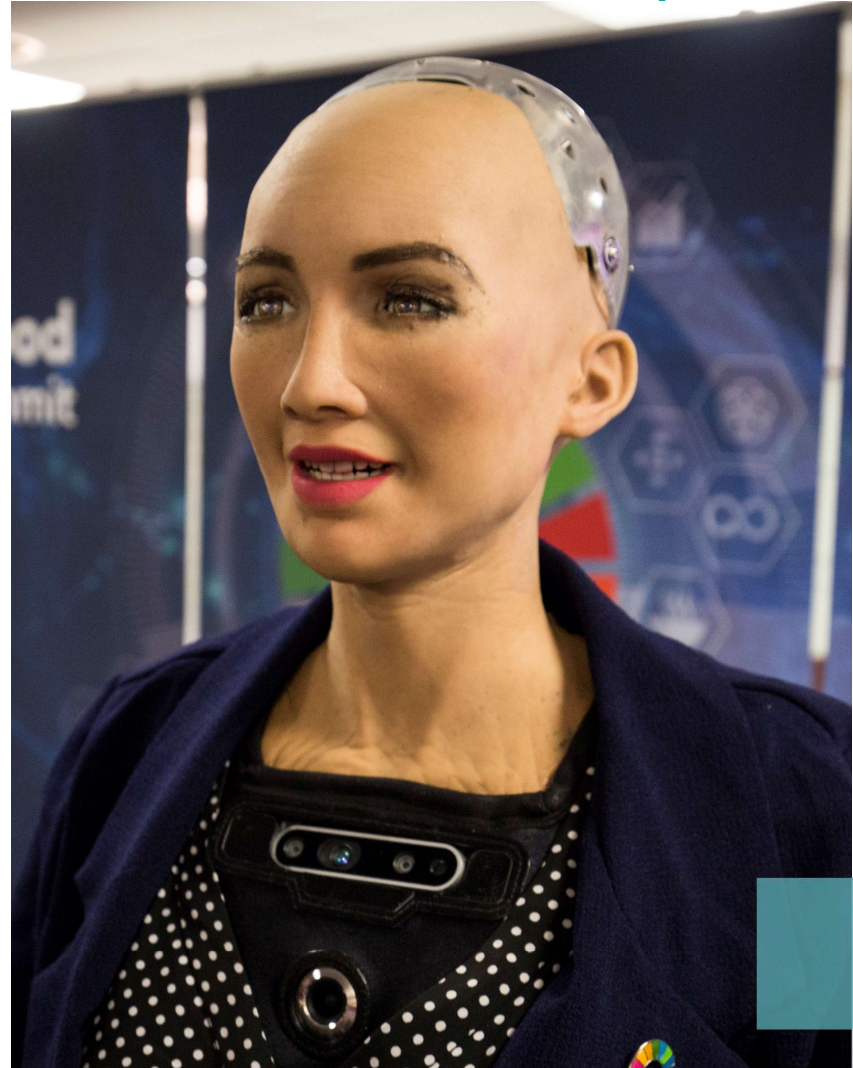


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Memaksimalkan struktur yang fleksibel untuk terhubung dengan masyarakat



WHO IS SOPHIA?



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S O P H I A

● **Sophia** is a social humanoid robot

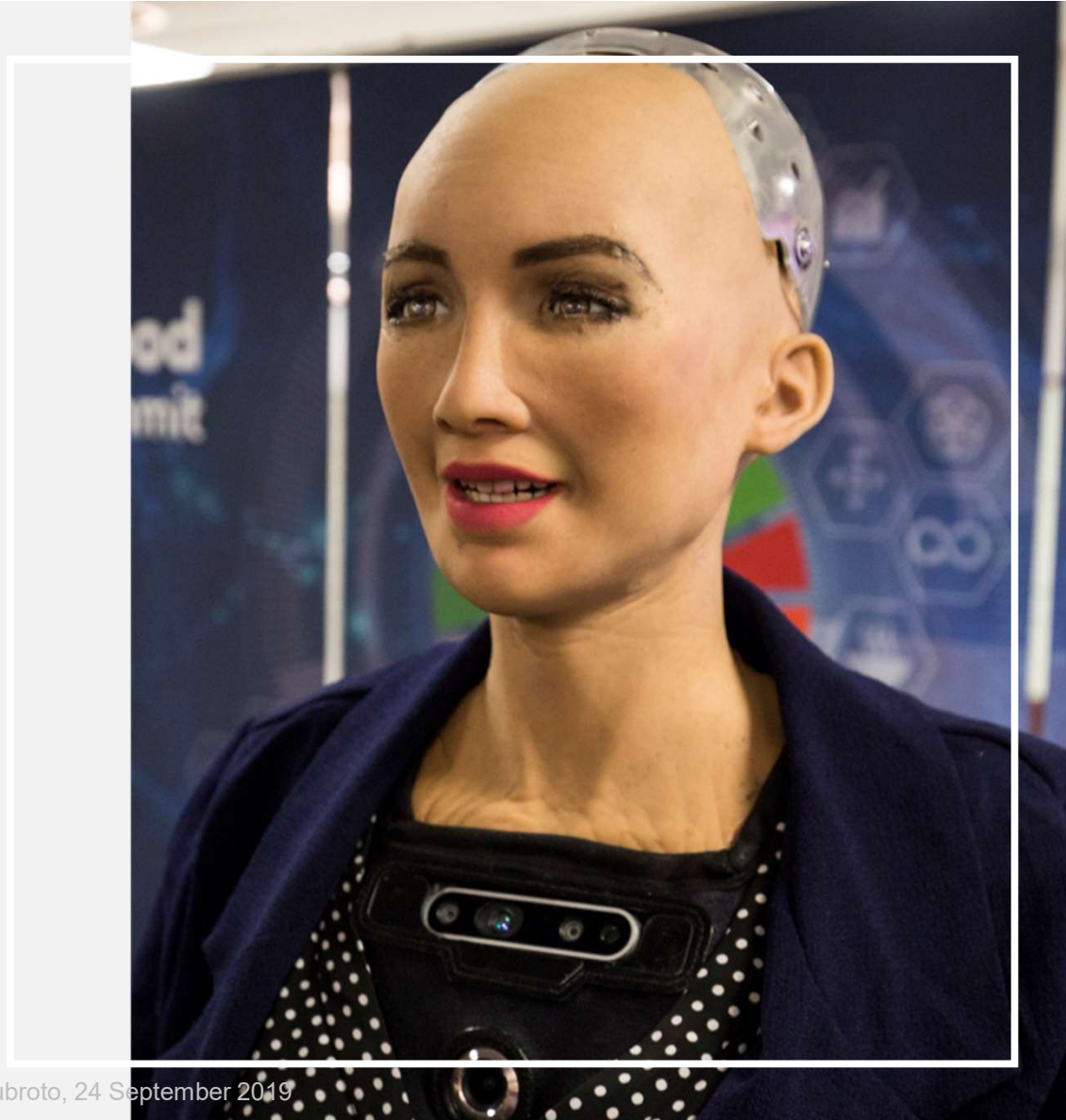
● **Features:**

- Artificial intelligence (AI)
- Visual Data Processing
- Facial Recognition
- Voice Recognition

● October 2017, Sophia became the first robot to receive citizenship (Saudi Arabia)

● **Ability:**

- To see
- Follow faces
- Recognize individuals
- Process speech
- Imitates human gestures and facial expressions




**IS SHE THE
FUTURE
ASSISTANT OF
THE LEADER?**

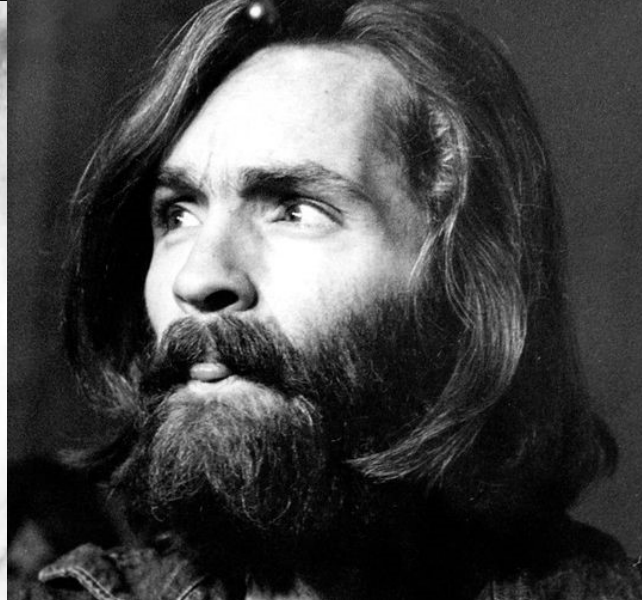
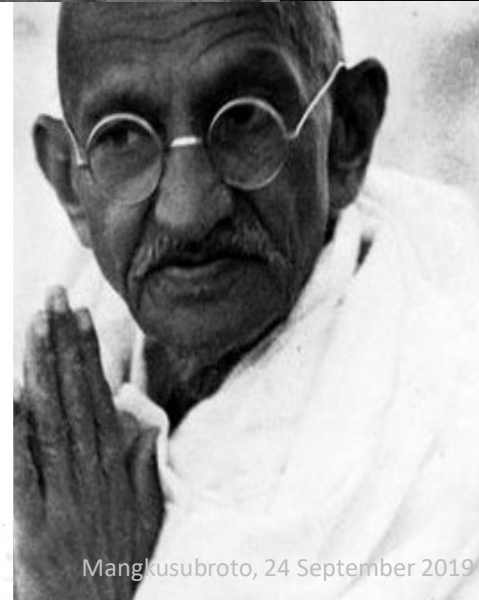
**OR THE LEADER
ITSELF?**



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A large, multi-masted wooden sailing ship is shown on the ocean at dusk. The ship's complex rigging and masts are silhouetted against a dark, cloudy sky. The water is dark blue with white-capped waves. A semi-transparent grey box is overlaid on the right side of the image, containing white text. A thin white vertical line is positioned to the left of the text box.

What would you
do as a **CAPTAIN**
of the vessel?



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A teal-colored decorative frame consisting of four L-shaped corner brackets that form a rectangular shape around the central text.

**SELAMAT
BERJUANG**

Leadership and Dynamics on Organization

The background of the slide features a light-colored surface with several paper boats. One prominent boat in the center is bright blue, while the others are white. The boats are arranged in a way that suggests movement or a path, with the blue boat leading the white ones.

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