

# CURRICULUM VITAE



**THEODORE S. PRIBADI**  
 Co-Founder, Partner,  
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 éclat CONSULTING

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Indonesian, English

MBA Program (Long-distance)  
 Luton University  
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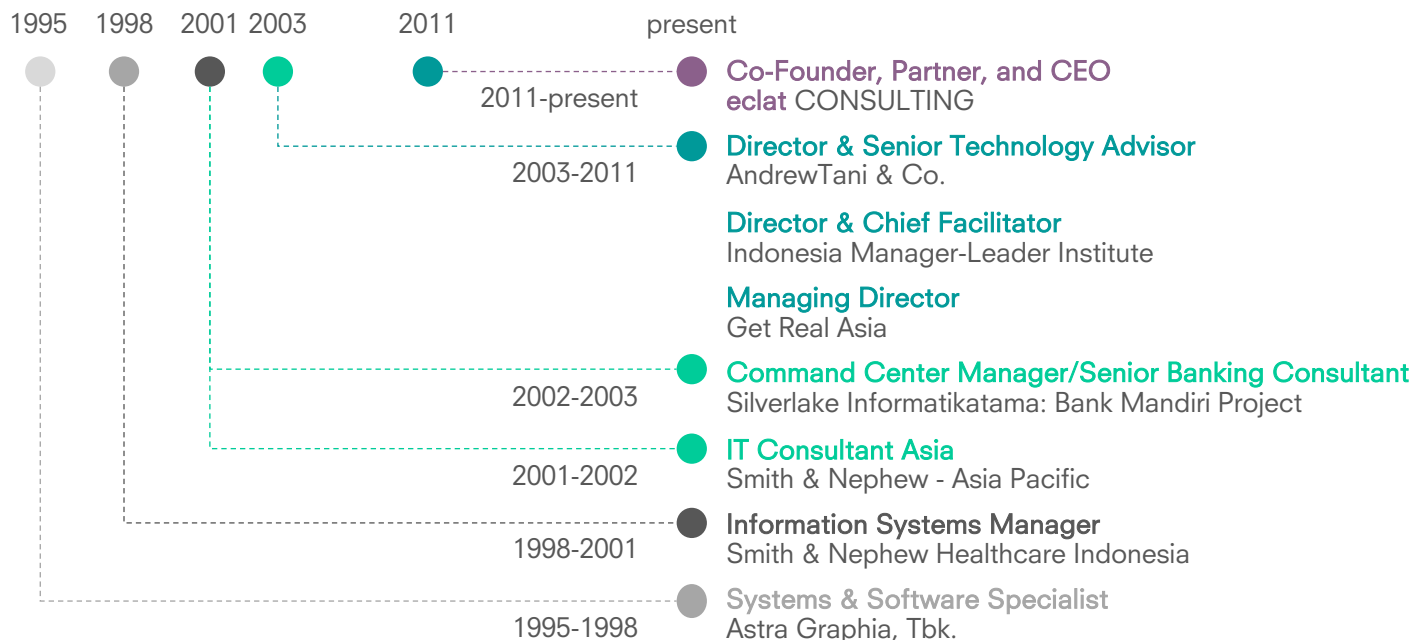
Bachelor of Arts (Double Majors) in  
 Business & Computer Science  
 Goshen College, Goshen, Indiana, USA

Accredited Lumina Learning:  
 Selection & Development Assessment

Accredited Caliper:  
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International Scrum Master Certified  
 Scrum Assembly

## PROFESSIONAL EXPERIENCES



## INDUSTRY EXPOSURE

Level of Exposures	4
More than 20 Industries	4
Up to 20 Industries	3
Up to 10 Industries	2
1 to 5 Industries	1

## ENGLISH FLUENCY

Level of Fluency	4
Advanced English	4
Intermediate English	3
Basic English	2
Understand English	1

## CLIENT TYPES EXPOSURE

Level of Exposures	4
Multinational	4
State-owned & Agencies	3
Private Sectors & NGOs	2
Family Businesses	1

## ON/OFF-LINE FACILITATION SKILLS

Level of Skills	4
More than 200 participants	4
Up to 200 participants	3
Up to 50 participants	2
1 to 5 participants	1

## NUMBER OF CLIENTS SERVED

Level of Exposures	4
More than 50 Clients	4
Up to 50 Clients	3
Up to 25 Clients	2
1 to 10 Clients	1

## TARGET AUDIENCE SERVED

Level of Skills	4
Top Management	4
Middle Management	3
First-line Management	2
Staff Level	1

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## MANAGEMENT CONSULTING HIGHLIGHTS

Highlight Services	Partial List of Clients			
<ul style="list-style-type: none"> <li>Organization Diagnostics</li> <li>Team Dynamics Diagnostics</li> </ul>	 <b>BADAN POM</b> 2019-2020	 <b>Danamon</b> 2019	 <b>ISI BOSTINCO</b> MADE IN INDONESIA 2013	 <b>weda bay nickel</b> 2012
<ul style="list-style-type: none"> <li>Organization and/or Business Transformation</li> </ul>	 <b>JOLARIA</b> 2012-2014	 <b>HERBA MED</b> 2012-2014	 <b>POS INDONESIA</b> 2009	 <b>PERTAMINA</b> 2006-2008
<ul style="list-style-type: none"> <li>Strategy Planning Facilitation</li> <li>New Business Channel Development</li> </ul>	 <b>LCA</b> 2021	 <b>GGF</b> GREAT GIANT FOODS 2017	 <b>agit</b> JOURNAL OF ASTRA 2014-2015	 <b>LAFARGE CEMENT</b> 2011
<ul style="list-style-type: none"> <li>Policies &amp; SOPs Review and Standardization</li> <li>Business Process Enhancement</li> </ul>	 <b>KABRI</b> 2020	 <b>TG</b> TRADISI GROUP 2013	 <b>Indosat Ooredoo</b> 2013	 <b>DONGGI SENORO</b> Liquefied Natural Gas 2011-2012
<ul style="list-style-type: none"> <li>Performance Management Systems</li> </ul>	 <b>BRITISH SCHOOL JAKARTA</b> a bridge to the world 2020	 <b>Pegadaian</b> 2019, 2020	 <b>OPSICO</b> 2016	 <b>KALINDO Land</b> 2011
<ul style="list-style-type: none"> <li>Core Values Cultivation</li> </ul>	 <b>asuransi astra</b> 2020-2021	 <b>AlfaLand</b> building in Harmony • building for life 2019	 <b>IPC</b> PT Pelabuhan Indonesia II (Persero) Energizing Trade, Energizing Indonesia 2019	 <b>TOYOTA INDONESIA</b> PT Toyota Motor Manufacturing Indonesia 2012-2017
<ul style="list-style-type: none"> <li>Talent Mobility</li> <li>HC Management System</li> </ul>	 <b>DUTA TRANS</b> 2020	 <b>中國信託銀行</b> CTBC BANK 2017	 <b>iglo</b> an Indocyber company 2014	 <b>smart</b> agrusiness and food 2014
<ul style="list-style-type: none"> <li>IT-fication</li> <li>Automation</li> <li>Digitalization</li> </ul>	 <b>Gitra Cendekia</b> 2021	 <b>myshipgo</b> 2019	 <b>FM</b> 2018	 <b>TOYOTA INDONESIA</b> PT Toyota Motor Manufacturing Indonesia 2017
<ul style="list-style-type: none"> <li>Communication and Change Management</li> </ul>	 <b>giz</b> 2019	 <b>PHILIP MORRIS</b> 2019	 <b>TOYOTA INDONESIA</b> PT Toyota Motor Manufacturing Indonesia 2017	 <b>DANONE</b> ONE PLANET. ONE HEALTH 2012

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## PEOPLE AND TEAM DEVELOPMENT HIGHLIGHTS

Highlight Services	Partial List of Clients			
<ul style="list-style-type: none"> <li>Personality, Behavior, and Competency Assessment</li> </ul>				
	2020	2019	2019	2018-2019
<ul style="list-style-type: none"> <li>Leadership &amp; Management Development Facilitation (Online/Offline)</li> </ul>				
	2020-2021	2020	2018-2019	2018-2019
<ul style="list-style-type: none"> <li>Change Agents Empowerment Facilitation (Online/Offline)</li> </ul>				
	2020-2021	2020	2020	2019-2021
<ul style="list-style-type: none"> <li>Project Management &amp; Leadership Development (Online/Offline)</li> </ul>				
	2018-2019	2018	2017	2018
<ul style="list-style-type: none"> <li>Values-based Development Facilitation (Online/Offline)</li> </ul>				
	2020	2011-2020	2018	2016-2017
<ul style="list-style-type: none"> <li>Competency-based Development Facilitation (Online/Offline)</li> </ul>				
	2018	2018	2012-2015	2011-2012
<ul style="list-style-type: none"> <li>Executive/Individual/Group Coaching (Online/Offline)</li> </ul>				
	2020-2021	2020	2018-2019	2019
<ul style="list-style-type: none"> <li>Team Building Facilitation</li> </ul>				
	2020	2014-2021	2018	2017










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TOPIC HIGHLIGHTS		AUDIENCE & INDICATIVE MATERIALS	
Feb. 04 2021	<b>Coach &amp; Speaker:</b> "Boosting Performance by Disrupting Yourself as an Agile Learner"	 Public Audience via  <b>zoom</b>  <b>YouTube</b>	
Dec. 10, 2020	<b>Coach &amp; Speaker:</b> "Battling VUCA by Devising Big Ideas, Simpler yet Better"	 Public Audience via  <b>zoom</b>  <b>YouTube</b>	
Oct. 16, 2020	<b>Guest Speaker:</b> "Nurturing High-Performing Culture with OKR"	 Managers & Up  <b>zoom</b>	
Oct. 8, 2020	<b>Coach &amp; Speaker:</b> "Fostering Effective Followership to Build High-Performing Organization"	 Public Audience via  <b>zoom</b>  <b>YouTube</b>	
Sep. 29, 2020	<b>Guest Speaker:</b> "Transforming Public Org. into a Learning Organization"	 HR Division via  <b>zoom</b>	
Sep. 28, 2020	<b>Guest Speaker:</b> "Strategic Change Mgt. for Sustainable Organization"	 HR Division via  <b>zoom</b>	
Sep. 14, 2020	<b>Coach &amp; Speaker:</b> "Empowering Change Agents" <i>Batch #3</i>	 Agents of Change  <b>Microsoft Teams</b>	
Aug. 19, 2020	<b>Guest Speaker:</b> "Socio Cultural & Communication Roles in Realizing Bureaucracy Reform"	 Manado Branch All Staffs  <b>zoom</b>	

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## PUBLIC SPEAKING, BOOK/ARTICLE PUBLICATION, WEBINAR AND PUBLIC TRAINING SESSIONS (page 2 of 6)

TOPIC HIGHLIGHTS		AUDIENCE & INDICATIVE MATERIALS	
Aug. 18, 2020	<b>Coach &amp; Speaker:</b> "Developing Learning Agility"	Public Audience via zoom YouTube	
Aug. 3, 2020	<b>Coach &amp; Speaker:</b> "Empowering Change Agents" <i>Batch #2</i>	Agents of Change via Microsoft Teams	
Jul. 29, 2020	<b>Coach &amp; Speaker:</b> "Aligning Strengths of a High-Performing Team"	Public Audience via zoom YouTube	
Jul. 28, 2020	<b>Guest Speaker:</b> "Integrity in Action and in Statement"	HR Division via zoom YouTube	
Jul. 27, 2020	<b>Guest Speaker:</b> "Re-energizing Disruptive Innovation"	Research & Analysis Center Staffs via zoom	
Jul. 14, 2020	<b>Coach &amp; Speaker:</b> "Empowering Change Agents" <i>Batch #3</i>	Agents of Change via Microsoft Teams	
Jul. 13, 2020	<b>Guest Speaker:</b> "Cultivating Innovative Culture"	HR Division via zoom YouTube	
Jul. 1, 2020	<b>Guest Speaker:</b> "Nurturing Organization Culture based on Core Values"	HR Division via zoom YouTube	

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TOPIC HIGHLIGHTS		AUDIENCE & INDICATIVE MATERIALS	
Jun. 25, 2020	<b>Coach &amp; Speaker:</b> "Empowering Agent of Change in Turbulence Time"	 Public Audience via  <b>zoom</b>  <b>YouTube</b>	
Jun. 11, 2020	<b>Coach &amp; Speaker:</b> "Managing & Leading Your Project Effectively"	 Public Audience via  <b>zoom</b>  <b>YouTube</b>	
May. 28, 2020	<b>Coach &amp; Speaker:</b> "Leading Troops in Battling VUCA"	 Public Audience via  <b>zoom</b>  <b>YouTube</b>	
May. 14, 2020	<b>Coach &amp; Speaker:</b> "Self-Disrupting Your Business in COVID-19 New Normal"	 Public Audience via  <b>zoom</b>  <b>YouTube</b>	
Feb. 20-22, 2019	<b>Guest Speaker:</b> "Building a Solid, Agile, and High-Performing Team"	 Operation Management Team	
Dec. 6-7, 2018	<b>Co-Facilitator:</b> "Mastering the Arts & Science of Project Completion" <i>Batch #1, #2, and #3</i>	 Public Audience	
Dec. 20, 2018	<b>Guest Speaker:</b> "Performance Monitoring 2018 - Strategy Planning 2019"	 Inspectorate Division All Staffs	
2017	<b>Guest Speaker:</b> "Mastering the Arts & Science of Project Completion"	 PMPs hosted by	

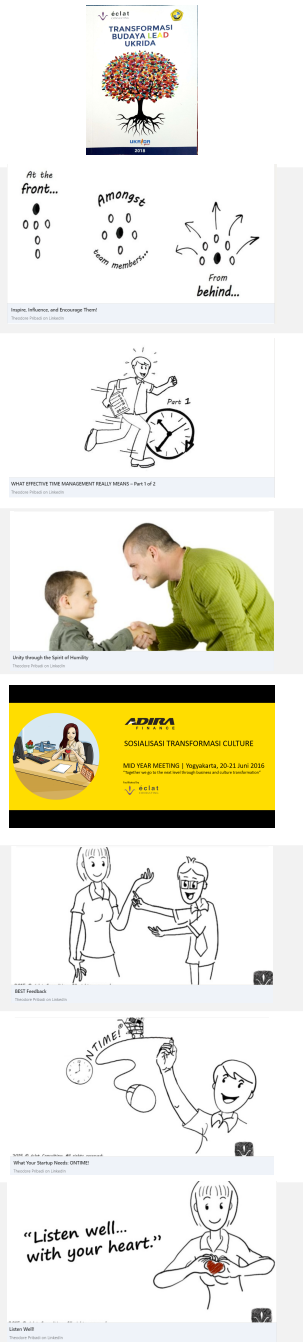
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2017	Co-writer: "UKRIDA LEAD Culture Transformation"		Public Audience
Aug. 14, 2016	Writer/Author: "Inspire, Influence, and Encourage Them"		Published Article for LinkedIn
Aug. 6, 2016	Writer/Author: "What Effective Time Management Really Means" <i>Part 1 &amp; 2</i>		Published Article for LinkedIn
Jul. 18, 2016	Writer/Author: "Unity through the Spirit of Humility"		Published Article for LinkedIn
Jun. 20-21, 2016	Key-Note Speaker: "ADIRA Finance Mid-Year Review"		800 Managers and UP
Jun. 6, 2016	Writer/Author: "BEST Feedback"		Published Article for LinkedIn
Jun. 3, 2016	Writer/Author: "What Your Startup Needs: ONTIME"		Published Article for LinkedIn
Jun. 3, 2016	Writer/Author: "Listen Well ... with Your Heart"		Published Article for LinkedIn



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## PUBLIC SPEAKING, BOOK/ARTICLE PUBLICATION, WEBINAR AND PUBLIC TRAINING SESSIONS (page 5 of 6)

TOPIC HIGHLIGHTS		AUDIENCE & INDICATIVE MATERIALS	
Nov. 27, 2015	<b>Guest Speaker:</b> "Nurturing Core Values"		Faculty Staffs and Teachers 
Nov. 11, 2015	<b>Asian Open Market Forum Speaker:</b> "Managing Corporate Culture as Change Lever"		ASEAN Economic Community Public Audience 
Aug. 26, 2015	<b>Guest Speaker:</b> "Architecting e-Commerce Business"		AGIT & AXI Key Players 
Jul. 11, 2013	<b>Guest Speaker:</b> "CINTA POS Values Cultivation"		Knowledge Sharing Session 
Jun. 14, 2013	<b>Motivational Speaker:</b> "Partnering with Heart"		100+ HR as Business Partners Personnel 
Oct. 6, 2011	<b>Radio SINDO Expert Guest:</b> "Steve Jobs - in Memoriam"		On-Air by <b>SINDO TRAJAYA FM</b> <i>untuk Indonesia lebih baik!</i> 
Mar. 23-25, 2011	<b>Motivational Speaker:</b> "Leadership as Performance Driver"		100+ Managers and Up as Performance Forum Audience 
Jan. 21- Feb. 3, 2010	<b>02/XXVI/Jan. 21-Feb. 3, 2010 Subject Matter Expert:</b> "13 Magnificent Conglomerates: Toward Global Powerhouse"		Published by <b>SWA</b> 




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TOPIC HIGHLIGHTS		AUDIENCE & INDICATIVE MATERIALS	
Oct. 21, 2009	<b>Guest Speaker:</b> "The Pivotal Role of Core Values in the 21 <sup>st</sup> Century"		100+ Managers and Up 
Jan. 2009	Vol. 3, No. 1, January 2009 <b>Author of:</b> "Talent Management: Should CEOs get Involved?"		Published by <b>GLOBE ASIA</b> INDONESIA'S NO 1 BUSINESS MAGAZINE 
Nov. 20, 2008	<b>HR Expo 3<sup>rd</sup> Forum Key-Note Speaker:</b> "Talent Management Strategy"		200+ HR Practitioners Audience 
2008	<b>Guest Speaker:</b> "Enabling Transformation in Pertamina"		50+ Pertamina's Managers & Up 
2007	<b>Key-Note Speaker:</b> "Effectiveness of HR Development Program"		PMSM Convention Public Audience 
Jan. 21-27, 2004	Ed. 16 Year 2, Jan. 21-27, 2004 <b>Author of</b> "Business Style: Principles of the Key"		Published by <b>TRUST</b> MAJALAH BERITA EKONOMI & BISNIS 