



Cornerstone International Group

(PT Potentia HR Consulting)

THREE HEADQUARTERS: ATLANTA, SYDNEY & SHANGHAI

70 OFFICES WORLDWIDE

Visit us on:

www.cornerstone-group.com

www.potentiahr.com

P***TENTIA** HR

 **AESC**
Association of Executive Search Consultants

What is Cornerstone?

A global
recruiter and
developer of
talent



Located in over 70 offices across 6 continents



In business for over 25 years



Comprised of regional leaders (e.g. PT Potentia HR Consulting – Indonesia)



Partner to clients ranging from large multi-nationals to small local companies.

Our Partners & Associates



[Cornerstone International Group](#)



[Association of Executive Search Consultants](#)



[Melbourne Management Services Pty Ltd](#)



[Hogan Assessments - USA](#)

WHY SELECT US?

TEN GOOD REASONS TO SELECT US

GLOBAL LEADER in Executive Search, Board and Career consulting and Placement

We are a ONE STOP SHOP for HR's Best Practices

HIGH QUALITY executive coaching delivered worldwide

CUSTOMIZED or packaged programs

EXPERT ICF qualified coaches

TEN GOOD REASONS TO SELECT US

INTEGRATED SERVICES to guarantee new hire success

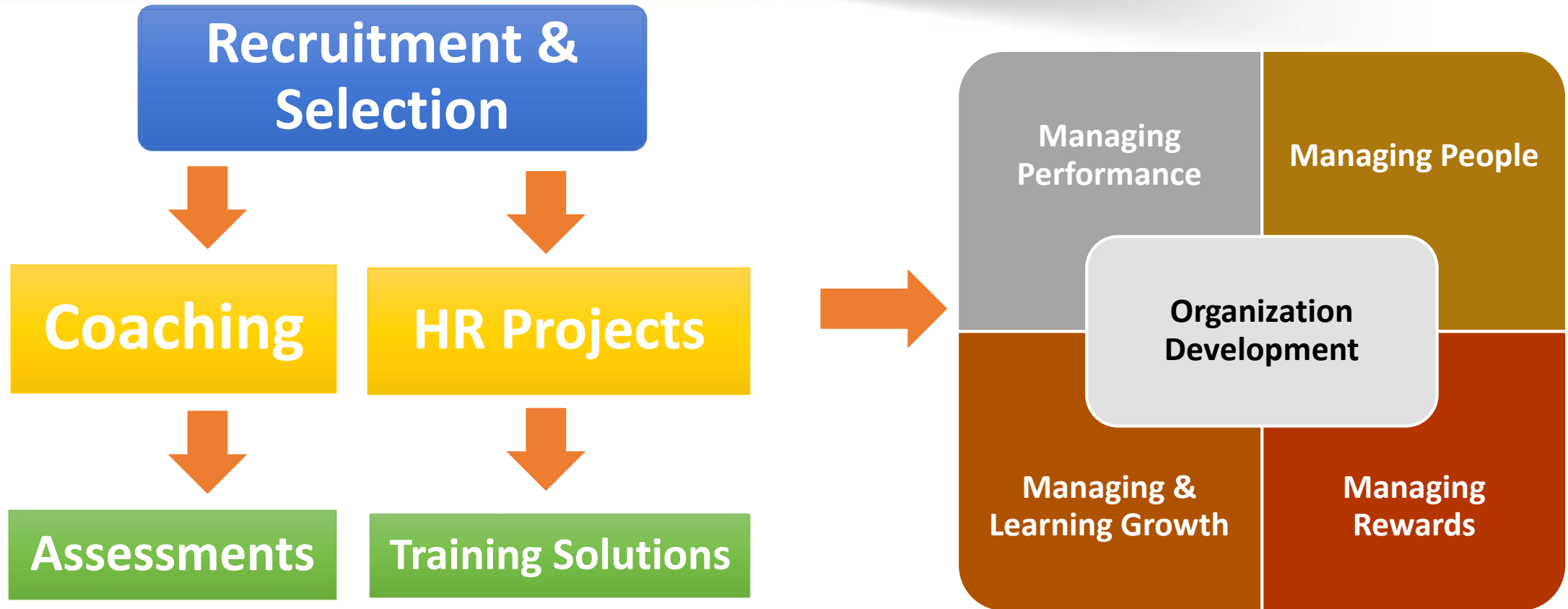
Attract TOP TALENTS: Regional / International through Global network

VALUE FOR MONEY: Our rates are competitive

Recognized GLOBAL QUALITY STANDARD: AESC Membership

GLOBAL EXECUTIVE SEARCH COMPANY with 70 offices worldwide

OUR HR CAPABILITY



HR CONSULTING

HR CONSULTING SERVICES

Job description

HR Legal Advice

HR Policy & Manuals

Performance Management

Salary Survey

Assessment Center

HR Due Diligence

And many more

TRAINING

Why Potentia HR Consulting for Training & Development?



Expert knowledge of Training & Development with wide exposure to the various international approaches .



Strong team of highly qualified HR Consultants / Associates with international / local exposure and a track record of success in Indonesia and overseas



Success experience with OD projects for Multinational organisations



Project Leaders with over 30 years experience in Human Resources / transformation & change / Organisation Development .



Ability to combine sound HR concepts / strategy for manpower rationalization with practical ground exposure. .



All HR systems are tried and tested for reliability and adapted to meet local conditions

OUR APPROACH

- 'Highly Interactive' programs adding in high value concepts
- Combination of simulation games/management exercises and introspection events designed to explore and experiment
- Quiz & Tests
- Case Study
- Exercises
- Pre-course / Post-course Follow Up

BENEFITS OF TRAINING

1

Building and sustaining a learning and coaching culture **improves business performance**

2

Effective training **fosters increased alignment, retention, engagement, productivity and results**

3

Enhances ROI of all other investments

4

Participants are **confident about delivering** their parts of the training

BENEFITS OF TRAINING

5

Essential to the progress of the company

6

Improve workers performance and increase productivity

7

Consolidate and develop existing knowledge and skills through communication and learning skills

8

Increase confidence and delivering skills of participants

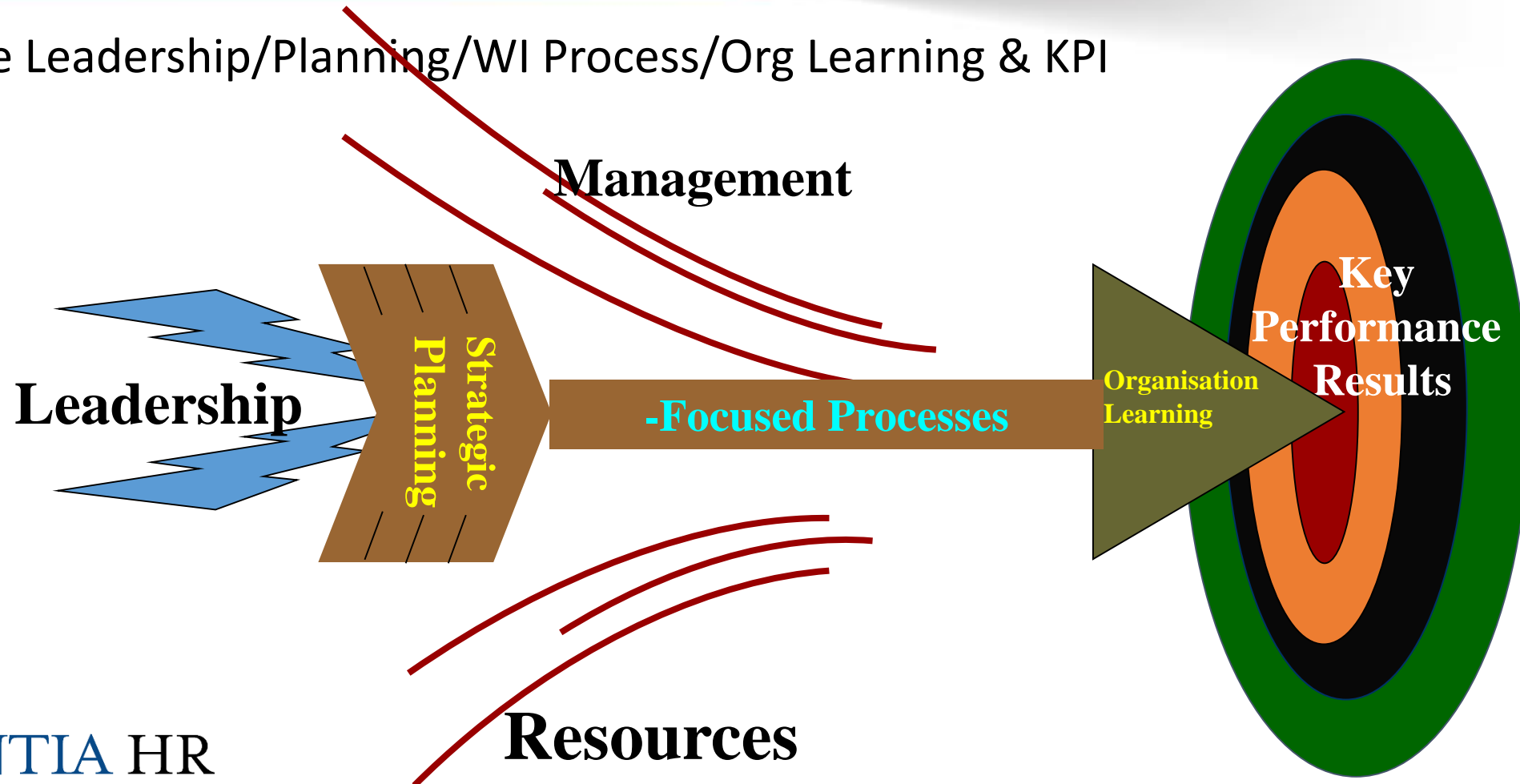
Training Design & Methodology

- Highly Interactive 'program adding in high value concepts adapted from past experiences.
- Combination of simulation games / management exercises and introspection events designed to explore and experiment
- Quiz & Tests
- Case Study
- Exercise
- Pre-course / Post-course follow up

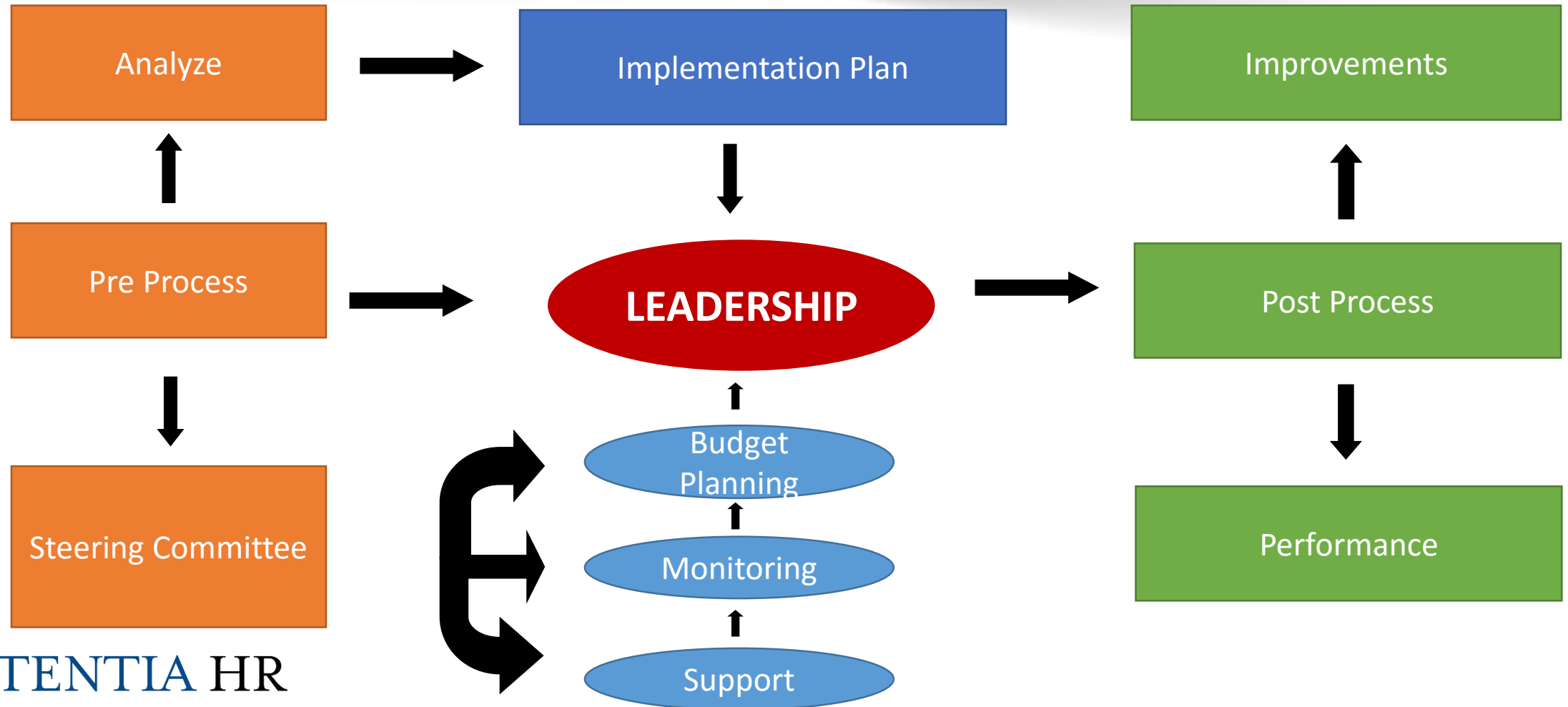


Potentia Excellence Model

Combine Leadership/Planning/WI Process/Org Learning & KPI



Project Framework



COACHING

Coaching

Executive
Coaching for
seasoned leaders

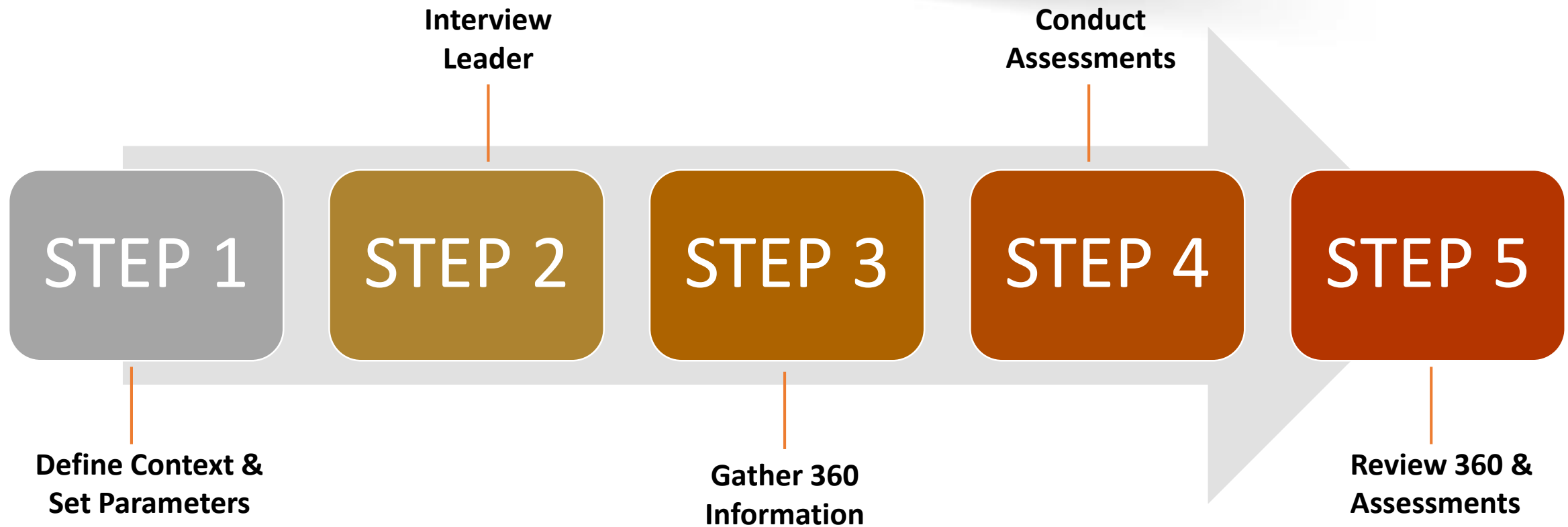
Coaching Skills
Training for your top
teams and managers

Transitional Coaching for
important new
hires/Managers moving
into new roles



Developmental
coaching to amplify
key strengths

10 Steps Coaching Process



10 Steps Coaching Process

Coach, Leader, Sponsor
Approve Development Plan

Mid-Program
Review and Report

STEP 6

STEP 7

STEP 8

STEP 9

STEP 10

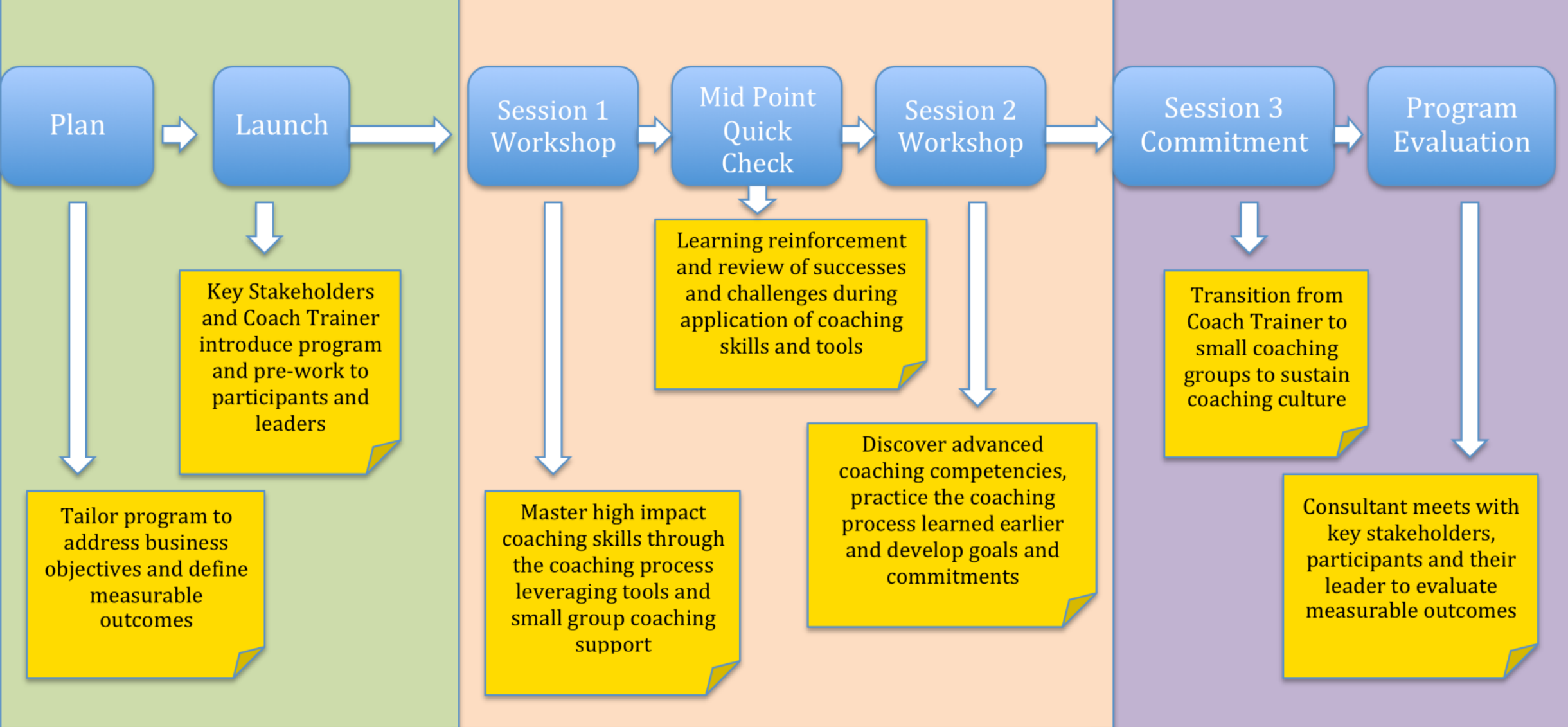
Customize Coacing
Development Plan

Coaching Sessions

Conclusion and/or
Continuing
Development

STEPS 6-7 = Delivering the Results

BUILDING AND SUSTAINING A COACHING CULTURE



- Tools for Success and Sustainability**
- Bank of Individual Coaching Hours
 - Participant workbook with Toolkit
 - Executive Summary Coaching Discussion Guide
 - Guide for Small Coaching groups

PSYCHOMETRIC TEST

Assesment



Hire the RIGHT people

Develop TALENTED employees

Build GREAT LEADERS

OUR CONSULTING PROFILES

John V Rangam



Contact:

johnvrangam@potentiahr.com

Blog:

<https://potentiahr.wordpress.com/>

- **Current:** Mr John V Rangam currently **President Director – PT Potentia HR consulting** with over 30 years HR work experience / HR consulting with Multinational companies in India, Indonesia, Australia, and Asia Pacific.
- **Work Experience:** Formerly he held positions such as: General Manager / HR Director Coats Ltd (British Multinational), Sr Vice President (HR) Indorama Synthetics, Corporate HR Head MRF Ltd India, Bank of America.
- John has a postgraduate honours in management from XLRI, Jamshedpur. Master of Business by Research / PhD (in process) from Monash University, Australia. John has also taught Human Resources at the Masters Level and was visiting faculty to Monash University / Swinburne / RMIT University, Melbourne plus IPMI , Swiss German University at Indonesia.
- **Cornerstone International Group:** www.cornerstone-group.com John was recently elected as **Chair – Asia** for the three year term 2016 -2019.
- **Consulting experience :** Executive Search Consulting / HR Consulting (2006 to date): Over last 8 years has worked closely with both Multinational / International Clients in the following sectors :
 - **Manufacturing & Marketing :** Siemens, Honeywell, Nestle, Johnson & Johnson, Apple, NIKE, Nokia, Coats, Piaggio, TVS, JCB, Larsen & Toubro, Oil Tanking.
 - **Coal & Minerals:** Reliance Power, GMR, Sinarmas, Adani, Renuka Coal, GVK,
 - **Pharmaceutical & FMCG:** Pfizer, Soho Group, Mead Johnson, Multi Bintang, Wipro, Olam, Ferro, Mars, Ultra Jaya
 - **Management Consulting:** McKinsey, PwC, Taylor Nelson Sofres (TNS), Baker & McKenzie

Ruchika Gokarn



Contact: ruchika@potentiahr.com

- Ruchika is an Executive Recruiter and HR Consultant who brings over 17 years of experience in Human Resources within established as well as new organisations in different sectors in UK, India and Indonesia.
- Ruchika focuses on senior level recruitment and is currently serving clients in Consumer Goods, Retail, Industrial and Construction/Real Estate sectors. Having lived and worked across different geographies, Ruchika has the strategic ability to assess both business and cultural issues. She is therefore able to understand the client needs and identify the right candidate for their organization.
- She has also provided consulting services to companies in various sectors including oil, energy, IT services, embassies and PE funds. She has advised, consulted and coached business leadership teams on an entire gamut of HR issues.
- Ruchika's qualifications and affiliations include chartered MCIPD (Chartered Institute of Personnel and Development, UK); MBA specialising in HR (Xavier Institute of Management, India); BSc (Physics Hons); ACC (ICF recognized Executive Coach)

Servasius M. Le'o



Contact: servas@potentiahr.com

- Currently as Senior HR Consultant with PT Potentia HR Consulting. Servas has over 20 years' experience in Human Resources and Industrial Relations with multinational & local clients from various industries such as in Fast Moving Consumer Goods, Pharmaceutical, Coal Mining, EPC Company, Manufacturing. He has strong expertise in handling industrial relation disputes / manpower issues / terminations and is familiar with process involving cases Labour Courts, Bipartite Meetings, Mediation, etc.
- Servas has project managed several HR Assignments with clients including: Baker McKenzie, MasterCard, Wells Fargo, General Motor, Intel Computer, Toll Logistic Indonesia, Surya Esa Perkasa, Raffles Hospital, Multiply, Mac Fauna, Maccine PTe Ltd, Caterpillar Finance Indonesia, Wolverine World Wide HK Ltd, Clause Indonesia, IMS Health Indonesia, Toshiba Global Commerce Solution, Micylin Offshore Express
- Servas has also worked as HR & IR Manager prior to joining PT Potentia and as such has strong experience with development of HR Policy Manual; Collective Labor Agreement (CLA), Performance Management, Training & Development .
- Servas has also considerable expertise in Executive Search / Recruitment and has worked on Middle to Senior placements for clients including: Honeywell, Siemens, Johnson & Johnson Indonesia, Blue scope Steel, Aviva Wintherthur, Nestle Indonesia, 3M, Mead Johnson, Thaiso Pharmaceutical, Ultra Djaya, Unza Vitalis, Sampoerna Philips Morris, Reliance Power.
- Past positions held include: Senior Manager Corporate HR & GA Pakuwon Group, HR Manager Role for companies like: Janssen Pharmaceutical a division of Johnson & Johnson Indonesia, Trakindo Group JV with Caterpillar Inc. Hotel Menara Peninsula and Ibis Hotel managed by Accor Asia Pacific.
- Graduated from the University of Borobudur, Faculty of Management.

Together We Achieve More



Thank You!

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