



# PT FARVIS INDONESIA

## Company Profile



2023

Human Resource Process, Reward & Compensation, Training & Development,  
Recruitment, Coaching, Event Organiser

# who we are

**PT Farvis Indonesia** is a group of speakers, trainers and consultants who are committed to inspire each other to create a new organism, bliss, harmony and passion in their lives and businesses. We play big! Through insightful business, life skills, and networking, we support and educate people and their organization to fully embrace their optimal potential.

FA partners with leaders, managers and HR professionals to co-create unique processes and solutions to people challenges. We pride ourselves on being fast, pragmatic and cost effective.





# vision

To be the best trusted friend  
of our clients





# mission

To help discover people true  
best potential





# values

**L - love what we do**  
**E - enthusiasm**  
**T - trust**  
**S - service**  
**C - collaboration**  
**H - humble**  
**A - aligned**  
**T - talented**





# what we do

**Our aim is to work with our clients to co-create unique processes and solutions to people challenges, embracing their human capital and communication strategies to produce events that convey their key messages and values in a diverse and impactful manner.**

**Attention to detail and quality of work, paired with years of industry experience, make us the perfect choice to partner with to produce outstanding results.**



# our passion

## **Do you have people challenges like these in your organisation?**

- Employee compensation that allows you to attract and retain the talent we need without breaking the budget?
- Recruiting and developing your workforce for agility and bottom-line impact?
- Helping supervisors lead others through rapid and constant change?
- Improving employees' productivity and commitment?

## **What about your HR and Training functions?**

- Are human resources and training aligned with your organisation's strategies?
- Does your leadership team value the human resource and training functions and outcomes?
- Would you like help with human resource strategies that build the human capital required to execute business strategies?





# how about your HR process?

The role of the Human Resources function is evolving rapidly in many organisations and has become strategic and critical to the organisation's success.

- Are your HR leaders able to serve as key leaders in your organisation?
- Are your HR strategies aligned with your organisation's business strategies?
- Do your HR policies clearly reflect the organisation's values?
- Do your HR system clearly enhance your organisation's productivity and performance?
- Are you able to attract and retain the talent you need for the future needs of your organisations?
- Is it clear how your compensation, benefit and reward systems support your organisation's strategies?
- Are you measuring your results and being held accountable for them?

Our partners and associates have had strategic role in organisations and have coached HR professionals in client organisations

**We are fully qualified:**

- **To coach your HR professionals in their personal effectiveness**
- **To align the HR function with the organisation's business strategies**



# reward and compensation



- Are you unable to attract your first or second best candidates for job openings?
- Have you lost some of your best employees to competitors or worse, seen them leave for entirely different careers?
- Has budgeting for wages and salaries become a major source of pain and contention in your organization?
- Are you unable to confidently explain differences in pay between employees in the same job, or between jobs, or between departments?
- Do your leaders make compensation decisions consistently, pragmatically and confidently?

Compensation is a critical issue in today's workplace. Most organisations (and probably yours) are finding that keeping productive employees and attracting new talent are mission-critical.

Effective compensation management gives you the ability to manage these major expenses in a manner that is fiscally responsible and predictable.

**Let us help you find effective ways to “tweak” your current systems or discover new systems that are aligned with your organisation’s success.**



# training and development



Tremendous and fast paced change is the number one factor ravishing performance in our workplace. Trends for the 21<sup>st</sup> century include:

- Doing more with less
- Struggling to keep ahead of the competition
- Endeavoring to exceed customer requirements
- Maximizing the performance potential of all leaders and contributors

## **FA's Training and Development Processes are designed specifically to**

- Build skills for the successful transition of leaders, managers and supervisors to facilitators, coaches and team leaders
- Create and maintain high in the organization, work teams, and individuals
- Harness the powerful forces of change and the incredible talent of the work force

## **PT Farvis solutions are**

- World class, best practice leadership, management and team building techniques
- Practical skills building; new learning that can be immediately applied on the job
- Results such as increased customer satisfaction, higher levels of quality and productivity, and employee who are accountable, motivated and proud of their efforts



# recruitment and selection

- Are you winning the **“War for Talent?”**
- Is your recruiting process ready for the massive demographic changes that are beginning to occur?
- Are you wondering why you are getting such poor candidates on your job openings?
- Do you see the need for more diversity but have not been able to achieve it in your hiring?
- Are you unsure about how to differentiate your organisation so that potentially great employees apply for your positions?
- Do you have a list of highly talented and interested individuals to hire as soon as the need arises?

FA helps you search, select, and recruit the caliber of talent you need

- Highly talented new employees
- Timely sourcing and hiring
- Reduced recruiting and selection process costs



# coaching for enhance performance



“He’s great asset to the company, brings a fantastic set of technical skills to the job; but ever since he’s been promoted to manager of the department, he’s struggles with leading and motivating his team.”

“Her talent is exactly what we need for this project, however, she needs to improve her communication and delegation skills. If not, she’ll burn herself out trying to get it all done by herself.”

“I have had a wonderful career and have been known as an effective manager. Now they are asking me to step up to be a part of the leadership team. I’m not sure I am ready, but certainly don’t want to say that to my boss. I could use some help!”

If these scenarios seem familiar, you are probably looking for a “**Performance Coach.**”

**FA provides one-on-one coaching for executives and managers.** The process is designed to develop the specific skills and behaviours so necessary for high performance today.



# organizing event



Working alongside our clients, we are able to project manage your event, from creative vision, through project scope, budgeting, planning and procuring through to delivery. This process is second nature to us so we can promise the utmost attention to detail.

Our core values ensure that your event is delivered, on budget, on time and to the highest standards, safely.

**PT Farvis helps you organising events such as:**

- Regional Corporate Event
- Launching New Brand, Identity, Program, or Initiative
- Internal Training Delivery
- Sales Force Annual Event
- Company Outing & Family Gathering



# our portfolio

## 2009

- Change Management – UI Perpustakaan
- High Performing Team – UI Perpustakaan
- Effective Delegating Skills – UI Perpustakaan
- Conflict Resolution – UI Perpustakaan
- Managing Customer Service – UI Perpust.

## 2010

- Developing Others – WVI
- Customer Service Excellence– Coats
- Negotiation Skills – BASF
- Assertiveness - Caterpillar
- Coaching Workshop – Public Program
- Networking Motivation – Universitas Soegijapranata
- Influencing People – WVI
- Capacity Building - WVI

## 2011

- Customer Service Excellence – PZ Cussons
- Assertiveness Workshop – Caterpillar
- Graduate Development Program @ 16 sessions – IMC
- Interview Technique for Recruitment @ 2 batches – IMC
- Assertiveness Workshop – Public Program
- Change Management – Public Program
- Employee Engagement – Rekayasa Industri
- Coaching & Mentoring @ 3 batches – Rekayasa Industri



# our portfolio

## 2012

- Leading Self and Others @ 11 batches – Rekayasa Industri
- Leading the Business and Through Change @ 4 batches – Rekayasa Industri
- Capacity Building – KNCV
- Internalizing Values: From Good to Great @ 2 batches – Great Giant Pineapple
- Effective Communication – Great Giant Pineapple
- Mentoring Program – Great Giant Pineapple
- Customer Service Excellence @ 2 batches – Suzuki Finance Indonesia
- Leadership Workshop @ 2 batches – Bank Artha Graha
- Be The Best in You – Public Program
- Strategic Planning – Yupi
- Talent Management & Performance Management – PT Freeport Indonesia
- Inspiring Leader – Asuransi Intra Asia

## Executive Search

- Government/Public Affairs Manager – PT Caterpillar Indonesia
- Business Manager – Caterpillar Batam
- EHS Manager – Caterpillar Batam
- Production System Manager – Caterpillar Batam
- Process Improvement Manager – Caterpillar Batam
- IT Support – Caterpillar Batam
- Sales & Marketing Director – Great Giant Pineapple
- Demand Planning Manager – Great Giant Pineapple
- HR Manager – PT Patra SK
- Financial Controller – PT Patra SK
- Personal Assistant – PT Patra SK
- Recruitment Manager – Rajawali Corpora



# our portfolio

## 2013

- Effective Communication @ 10 batches – Great Giant Pineapple Company
- Train the Trainer – World Vision Indonesia
- Service Excellence – Perpustakaan Universitas Indonesia
- Change in Me – Perpustakaan Universitas Indonesia
- Fundamental Communication Skills – Perpustakaan Universitas Indonesia
- Assertiveness – Perpustakaan Universitas Indonesia
- Coaching Skills – Perpustakaan Universitas Indonesia
- Leadership Skills – Perpustakaan Universitas Indonesia
- Change in Me – Rekayasa Engineering
- Service Excellence @ 2 batches – Rajawali Corpora
- Microsoft office: Excel & Powerpoint Training – Caterpillar
- Laskar Mandiri – Motivational & Teambuilding program – Bank Mandiri
- Effective Communication @ 3 batches – PT Pertamina (Persero)
- Effective Communication @ 3 batches - Bank Mandiri
- Presentation Skills @ 3 batches - Bank Mandiri



# our portfolio

## **2014**

- Service Beyond Expectation – Rajawali Corpora
- Becoming Effective Public Speaker @ 3 batches - PT Pertamina (Persero)
- Leadership @ 6 batches - Rekayasa Industri
- Relationship Building @ 2 batches - Rekayasa Industri
- Talent Management @ 4 batches – PLN
- Training Design and Delivery – PLN
- Training for Trainer Batch 2 - Great Giant Pineapple Company
- Coaching Workshop @ 2 batches – Great Giant Pineapple Company
- Employee Engagement Workshop - Gunung Sewu Kencana
- Negotiation Skills @ 3 batches – Bank Mandiri
- Public Speaking @ 3 batches – Bank Mandiri
- Presentation Skills @ 3 batches – Bank Mandiri
- Effective Communication @ 3 batches – Bank Mandiri
- Security Excellence @ 2 batches – Bank Mandiri



# our portfolio

## 2015

- Upskilling HRM – Ditjen Pajak
- Building The Habit of Effective Life – Cipta Kridatama
- Pendampingan Internal Trainer – Great Giant Pineapple
- Team Collaboration – Bank Mandiri
- Excellence Professional Secretary– Bank Mandiri
- Upskilling Internal Trainer – PLN
- Certified Talent Management Program – PLN
- Business Communication – PT Rekayasa Industri
- Winning With Communication – PT Rekayasa Industri
- Public Speaking – PT Wijaya Karya
- Influencing Skills – PT Wijaya Karya

## 2016 & 2017

- Effective Communication for Internal Auditor – Bank Bukopin
- Team Collaboration – Bank Mandiri
- Negotiation Skills – Bank Mandiri
- Corporate Culture – Bank Mandiri
- Analyzing & Interpreting Financial Ratio – Bank Mandiri
- IFRS 9 (International Financial Reporting Standard #9) – Bank Mandiri
- Creating Service Excellence of Learning Management – Bank Mandiri
- Elevating Professional and Personal Effectiveness – Bank Mandiri
- Time Management & Problem Solving – Bank Mandiri
- Professional Secretary Workshop – Bank Mandiri
- Certified Talent Management - CHRP



# our portfolio

## 2018

- Building The Habit of Effective Life – ABM Investama
- Corporate Culture Elevating – BI Sumbagsel
- Becoming Effective Self Leaders – Bank Mandiri
- Elevating Role Model Communication Style – Bank Mandiri
- Security Service Excellence – Bank Mandiri
- Certified Talent Management Program – AXA Mandiri

## 2019 -2023

- Leadership 4.0 – Tendik Univ Andalas Padang
- Brain, Beauty, Behavior and Brave – Secretary Excellence, Bank Mandiri
- Win Win Negotiation, Serikat Karyawan Bank Mandiri
- The Future of HR – APP Sinarmas
- Manners @ Work, Internalizing AKHLAK culture – IHC Perta Medika
- MBTI – Micro Madani Institute
- Becoming a Superstar Employee – Vinoti Vivere Group
- Efektivitas Komunikasi dan Peran Role Model – Bank Mandiri
- Coaching for Great Coach – Isuzu Astra Motor Indonesia
- Coaching for Great Coach – Mandiri Manajemen Investasi
- Coaching for Performance – Public Program
- Bank Mandiri Leadership Program (MALPC and MASLP) – partnering with IMD
- BUMN Management & Leadership Institute (BMLI) – partnering with IMD
- Leaders as Coach – Mega Multi Finance
- Transformational Leadership – Modena
- Developing Leaders as Coach – PT Gaya Motor



# our clients







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