

PEOPLE STRATEGIES & PERFORMANCE ACTIVATION

ADVANCING HEROES, ADDING ZEROS.

Transforming Indonesia's organizations
through people who perform.

DAYALIMA 

27+

YEARS IN INDONESIA

1K+

ORGANIZATIONS SERVED

150K+

LEADERS BUILT

INDONESIA IS AT AN INFLECTION POINT.

The forces reshaping Indonesia's economy demand a fundamentally different kind of leadership and workforce. Global research confirms the urgency.

DIGITAL ECONOMY SURGE

Indonesia's digital economy projected to reach \$220-360B by 2030. Government targets 10.7M digital talents, yet 17.2M workers need training.

Google-Temasek-Bain e-Conomy SEA; AWS & Alpha Beta

AI & AUTOMATION DISRUPTION

170M new jobs created globally but 92M displaced by 2030. 86% of businesses expect AI transformation. 39% of current skills will be obsolete.

WEF Future of Jobs Report 2025

GLOBAL COMPETITIVE PRESSURE

Indonesia must reach 5.4% GDP growth (from 4.9%) for high-income status by 2045. Productivity needs to increase 1.6x. Ranking stuck at #16 since 2012.

McKinsey Global Institute, April 2025

THE TALENT READINESS CRISIS

63% of employers cite skills gaps as #1 barrier to transformation. Only 1 in 5 workers globally are truly engaged. Tech skill half-life: just 3 years.

WEF 2025; Gallup 2025; BCG 2025

THE GAP BETWEEN STRATEGY AND EXECUTION IS CLOSED THROUGH TALENT AND PERFORMANCE.

Indonesia has the people. What it lacks is the system to activate them.

74%

NOT FULLY ENGAGED

of employees globally are either not engaged or actively disengaged — costing \$8.9 trillion in lost productivity annually.

Google-Temasek-Bain e-Conomy SEA; AWS & Alpha Beta

9 JUTA

DIGITAL TALENT SHORTAGE

talenta digital yang dibutuhkan Indonesia hingga 2030, namun kampus hanya mampu memasok 100-200 ribu per tahun.

World Bank, McKinsey & Kemenkominfo, 2023

33%

RETENTION RISK

karyawan Indonesia tidak berniat bertahan di perusahaan mereka — meski tingkat motivasi tercatat tinggi secara regional.

Mercer, Employee Engagement Indonesia, 2022

9%

GDP LOST ANNUALLY

dari GDP global hilang setiap tahun akibat disengagement karyawan — setara dengan \$8.9 triliun produktivitas yang terbuang.

Gallup, State of the Global Workplace 2024

Most organizations treat these as HR problems. They are, in fact, business performance crises.

WE ARE NOT
JUST A
TRAINING
PROVIDER.
WE ARE A
PERFORMANCE
PARTNER.

Most consultants deliver programs. Dayalima delivers outcomes. Measurable shifts in how people lead, perform, and grow. We embed alongside your organization and stay until the results are real.

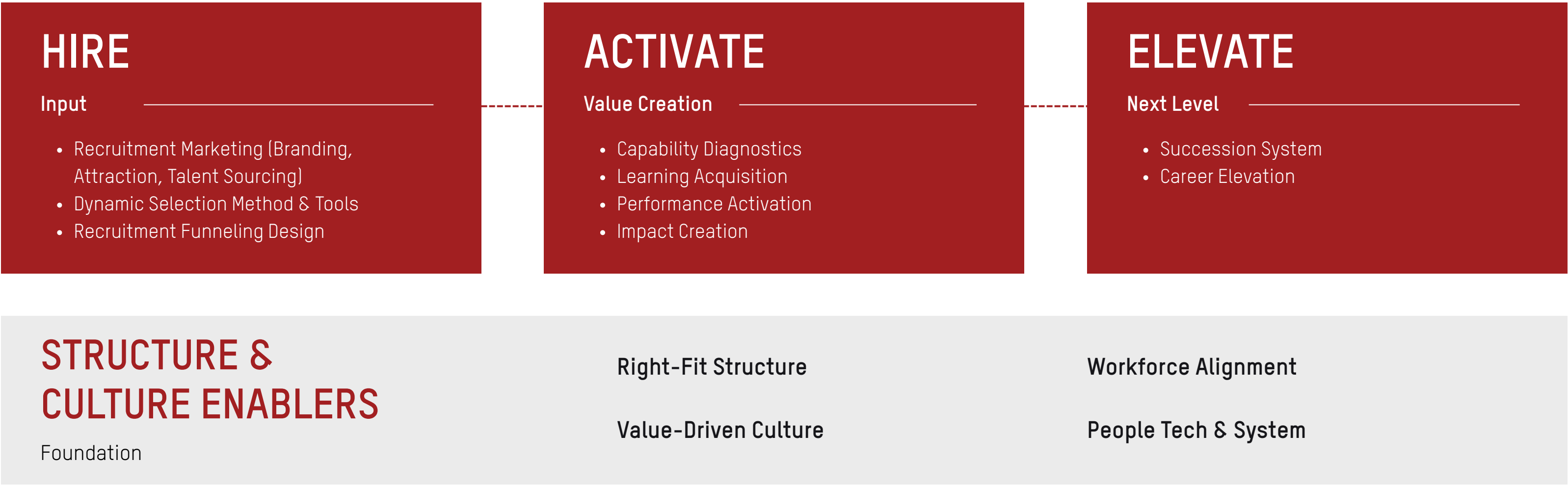
THE DAYALIMA DIFFERENCE

✗ A training provider	 A performance activation partner
✗ A project-based vendor	 An embedded strategic partner
✗ Focused on programs	 Focused on measurable outcomes
✗ Generic HR consulting	 Indonesia-specific people intelligence

Managing talent is the starting point. Activating performance is the real outcome.

THE PEOPLE PERFORMANCE ACTIVATION SYSTEM

A complete system designed to activate people into measurable business performance through three connected phases and supported by Structure & Culture Enablers.



HIRE: WINNING FROM THE START

The quality of performance starts before people enter the organization. Dayalima helps organizations attract, assess, and select the right-fit talent through a structured, data-backed recruitment system.

BUSINESS IMPACT: STRONGER TALENT ATTRACTION, MORE ACCURATE SELECTION, AND A MORE EFFECTIVE RECRUITMENT WORKFLOW.

Recruitment Marketing

Right talent attraction and sourcing channels; appropriate employer branding/ position in the workplace market

Dynamic Selection Method and Tools

AI-enabled, tech-driven, valid, and reliable psychometric tools combined with data analytics and structured selection mechanisms.

Recruitment Funnel Design

Effective and efficient recruitment workflow for clients

HIRE INPUT

*Right attraction.
Right people.
Right roles.
Zero mismatch.*



ACTIVATE: TURNING POTENTIAL INTO PERFORMANCE

Potential alone does not create business impact. It needs to be diagnosed, developed, activated, and translated into measurable outcomes. Dayalima helps organizations turn people capability into real performance, behavior change, and business results.

BUSINESS IMPACT: IMPROVED CAPABILITY, STRONGER EXECUTION, MEASURABLE PERFORMANCE ACHIEVEMENT, AND VISIBLE TRANSFORMATION OUTCOMES.

Capability Diagnostics

Leadership, Managerial and Professional/ Functional Knowledge and Capability Check-Up or Baselineing for growth.

Performance Activation

Individual and/ or group's performance achievement; result/ outcome; performance management and incentive system

Learning Acquisition

Leadership, Managerial and Professional/ Functional Knowledge and Capability Leveling Up

Impact Creation

Behavior change; transformation mission's result; business impact; impact to society

ACTIVATE VALUE CREATION

*Potential unlocked.
Capability acquired
Performance activated.
Impact created.*



ELEVATE: TAKING THE ORGANIZATION TO ITS NEXT CHAPTER

Organizations need more than strong leaders today. They need continuity, readiness, and sustainable growth for the future. Dayalima helps organizations prepare the next generation of leaders while enabling smooth career transitions that protect productivity and business momentum.

BUSINESS IMPACT: CONTINUED LEADERSHIP CAPABILITY, STRONGER ORGANIZATIONAL SUSTAINABILITY, AND SMOOTHER CAREER TRANSITIONS.

Succession System

Continued leadership and capability for growth; going concern and sustainability

Career Elevation

Smooth career off and on boarding that enhances productivity



ELEVATE NEXT LEVEL

*Leaders rise.
Careers transition.
Organizations endure.*

RESULTS THAT SPEAK FOR THEMSELVES

National BUMN — Leadership Pipeline

BEFORE

Less than 30% of senior roles had identified successors. Leadership transitions caused 3-6-month productivity gaps.

AFTER

82% **succession coverage within 18 months.** Leadership transitions now completed with zero performance disruption.

18
Month

to full succession coverage

Financial Services — Performance Culture

BEFORE

Fragmented KPI systems. Middle management disengaged. Productivity 35% below industry benchmark.

AFTER

Unified performance system deployed across 4,000+ employees. Engagement scores up 40%. Productivity at industry benchmark.

+40%

engagement improvement

Enterprise Conglomerate — Talent Diagnostics

BEFORE

Hiring mismatch causing 60% first-year attrition in critical roles. High cost of wrong hires.

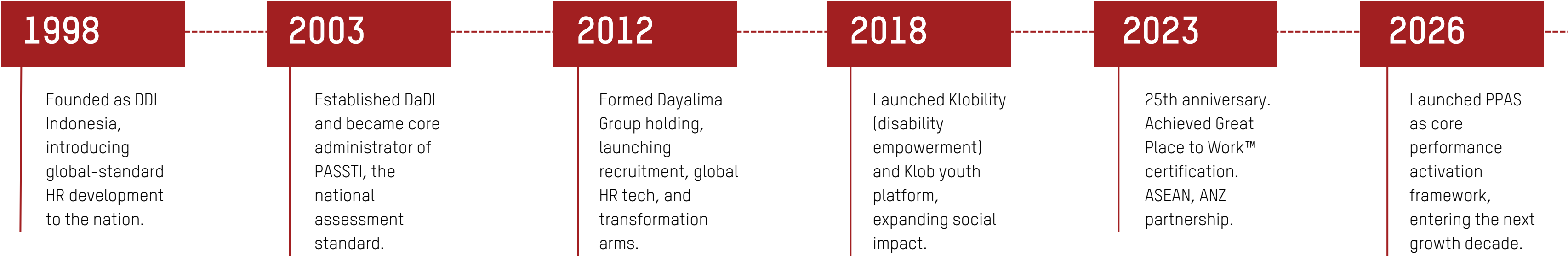
AFTER

Psychometric selection deployed. First-year retention improved to 88%. Cost-per-hire reduced by 45%.

-45%

reduction in hiring cost

27 YEARS BUILDING INDONESIA'S LEADERS



27+

YEARS IN INDONESIA

1K+

ORGANIZATIONS SERVED

150K+

LEADERS BUILT

300+

INDUSTRY EXPERTS

TRUSTED BY THE NATION'S MOST VITAL INSTITUTIONS

Enterprise & Conglomerates

Indonesia's largest private sector organizations — from financial services giants to multi-sector conglomerates — trust Dayalima to architect their leadership and performance systems.

Includes

BCA · BRI · Mandiri · Indofood · Kalbe · Pertamina · Bluebird · Paragon · Djarum Group

Government & National Institutions

From regulatory bodies to national ministries — Dayalima has shaped the leadership capacity of Indonesia's most critical public sector institutions at scale.

Includes

Bank Indonesia · OJK · BPJS · National Ministries · Government-Linked Enterprises (BUMN)

Society & Community Impact

Beyond the boardroom — Dayalima invests in Indonesia's future through youth platforms, disability empowerment, and mentoring ecosystems that build the next generation.

Includes

Klob Youth Platform · Klobility · Rumah Mentor Indonesia · University Partnerships

TRUSTED BY ORGANIZATIONS. PROVEN BY RESULTS.

Renewable Energy Company

“ We would like to thank the **Dayalima** team for their support throughout the programme. Their approach has been instrumental in helping us achieve our business targets, as reflected in the improved performance of our Annual Work Plan indicators compared to the previous year.

State-Owned Enterprise

“ **Dayalima Recruitment** has become a trusted partner in helping us secure the right talent. Thanks to its measurable assessment methods, a thorough understanding of our organisation’s needs, and optimal technological support, every recruitment process runs effectively and efficiently.

Private Energy Company

“ **Daya Dimensi Indonesia** has successfully become a strategic partner that has helped us build a high-performance culture and strengthen our organisational foundations. Through a structured, collaborative and people-centred approach, the Daya Dimensi team has been able to drive change that makes a real difference and engage all stakeholders in the transformation process.

Multisector State-Owned Enterprise

“ Thank you to the entire organising team for a highly beneficial and memorable training programme. The material presented was relevant, practical and easy to apply in our day-to-day work. The entire programme ran very smoothly, supported by competent facilitators, a responsive organising committee and a comfortable learning environment.



WE DON'T JUST BUILD LEADERS FOR COMPANIES. WE BUILD LEADERS FOR INDONESIA.

Every leader we develop, every organization we transform, every succession we secure is a contribution to a stronger, more competitive Indonesia.

Dayalima Group
1998 - 2026 and beyond.

NATIONAL PURPOSE

We measure success not only by client ROI, but by Indonesia's human capital readiness.

PROVEN METHODOLOGY

27+ years, 150K+ leaders, validated science. Every engagement is grounded in evidence, not theory.

FUTURE-FIRST MINDSET

We build for the next decade, digital-ready, AI-adaptive, globally competitive organizations.

THE NEXT DECADE STARTS NOW.

*Is your organization
ready to lead?*

DAYALIMA[®]

LET'S BUILD WHAT INDONESIA NEEDS.

Whether you are scaling a division, transforming leadership capabilities, or preparing your next generation of executives. Dayalima is the partner built to take you from vision to measurable impact.

CONTACT US

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The consultancy team not only provided relevant and practical solutions, but also acted as strategic partners who understood our organisation's needs. The trust and collaboration built up over this period have had a tangible positive impact, and we therefore hope to continue this partnership and further develop the programme in the future.

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Thanks to the quality of their support and their commitment, Daya Dimensi acts not only as a consultant, but also as a trusted partner that supports our organisation's growth and readiness to face future challenges.

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Whether for fresh graduates, professional hires or executive search, the Dayalima team consistently provides high-calibre candidates and professional services. This collaboration delivers satisfactory results and supports our organisation's talent needs.

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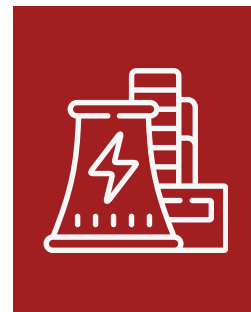
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