



BerAKHLAK
Berorientasi Pelayanan Akuntabel Kompeten
Harmonis Loyal Adaptif Kolaboratif

**#bangga
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bangsa**

FUTURE COMPETENCY FOR ASN

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Sudah cukupkah Anda
menjadi seorang **ASN?**



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ASN saja tidak cukup!
Kita perlu menjadi
SMART FUTURE ASN!



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Why?



*Perubahan
Lingkungan Kerja*



*Tantangan
Global*



*Advantages of Smart
Future ASN*



Perubahan Lingkungan Kerja



Technology

*4th Industrial Revolution,
Greater Access to Services*



Demography

*New Capabilities,
Mindset Shift*



Resources

*Tighter Fiscal Constraints
Tighter Manpower*



Society

*Increasingly Vocal Citizenry,
Higher Expectations*



Jobs

*Automation and
Simplification Systems*



Workplace

*New Technologies creates
Workplace Innovations*



Work Force

*Changes in Work Interaction
(Patterns and Systems)*

Past vs Future

Services, Workforce, Resources, Citizens



Better Public Service Delivery

Paper → Digital

9/5 → 24/7



Do More With Less

Wasteful → Prudent

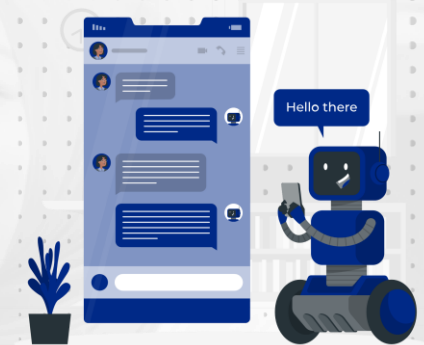
Labour intensive → Knowledge intensive



Future-ready Workforce

Silo → Integrated

Technical Skills → Technical Skills + General Purpose Skills



Etiam Porta

Customer Service → Customer Centric

Spectators → Participants



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Tantangan Global



*Perubahan Teknologi
dan Digitalisasi di era
VUCA*



*Tren globalisasi dan
interkoneksi dunia*



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Karakter era VUCA

	DRIVERS	EFFECTS	DEMANDS
Volatility	Changes in: <ul style="list-style-type: none"> • Nature • Dynamics • Rate & Speed 	<ul style="list-style-type: none"> • Risk • Instability • Flux 	VISION <ul style="list-style-type: none"> • Take Actions • Probe Changes
Uncertainty	<ul style="list-style-type: none"> • Unpredictability • Potential Surprises • Unknown Outcomes 	<ul style="list-style-type: none"> • Direction Paralysis Due to Data Overload 	UNDERSTANDING <ul style="list-style-type: none"> • Wider Understanding • Different Perspective
Complexity	<ul style="list-style-type: none"> • Tasks Correlation • Multifaceted Effects • Influencers 	<ul style="list-style-type: none"> • Unproductive • Dualities 	CLARITY <ul style="list-style-type: none"> • Key Focus • Flexible • Creative
Ambiguity	<ul style="list-style-type: none"> • Ideal Vs Actual • Misinterpretation 	<ul style="list-style-type: none"> • Induce Doubt & Distrust • Lapses in Decision Making • Hurt Innovations 	AGILITY <ul style="list-style-type: none"> • Decision Making • Innovation

Global Trend





Advantages of Smart Future ASN



COLLABORATE
ACROSS MINISTRIES
& AGENCIES



COLLABORATE
BEYOND THE
COUNTRY



BENCHMARK BEST
PRACTICES TO THE
WORLD





It's time for Smart Future ASN!

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INDIVIDUAL



**IMPROVE
SKILLS TREND**

AGENCY



*Succeed the Public
Sector Performance
Innovations*



*Transform Organization &
Civil Service Management
System*



*Leverage for Change
and Strengthening Civil
Servant's Talent*



*Talent Development
Intervention*



Individual : Improve Skills Trend



CREATIVITY

NEGOTIATION

CRITICAL THINKING

SERVICE ORIENTATION

COGNITIVE FLEXIBILITY

PEOPLE MANAGEMENT

EMOTIONAL INTELLIGENCE

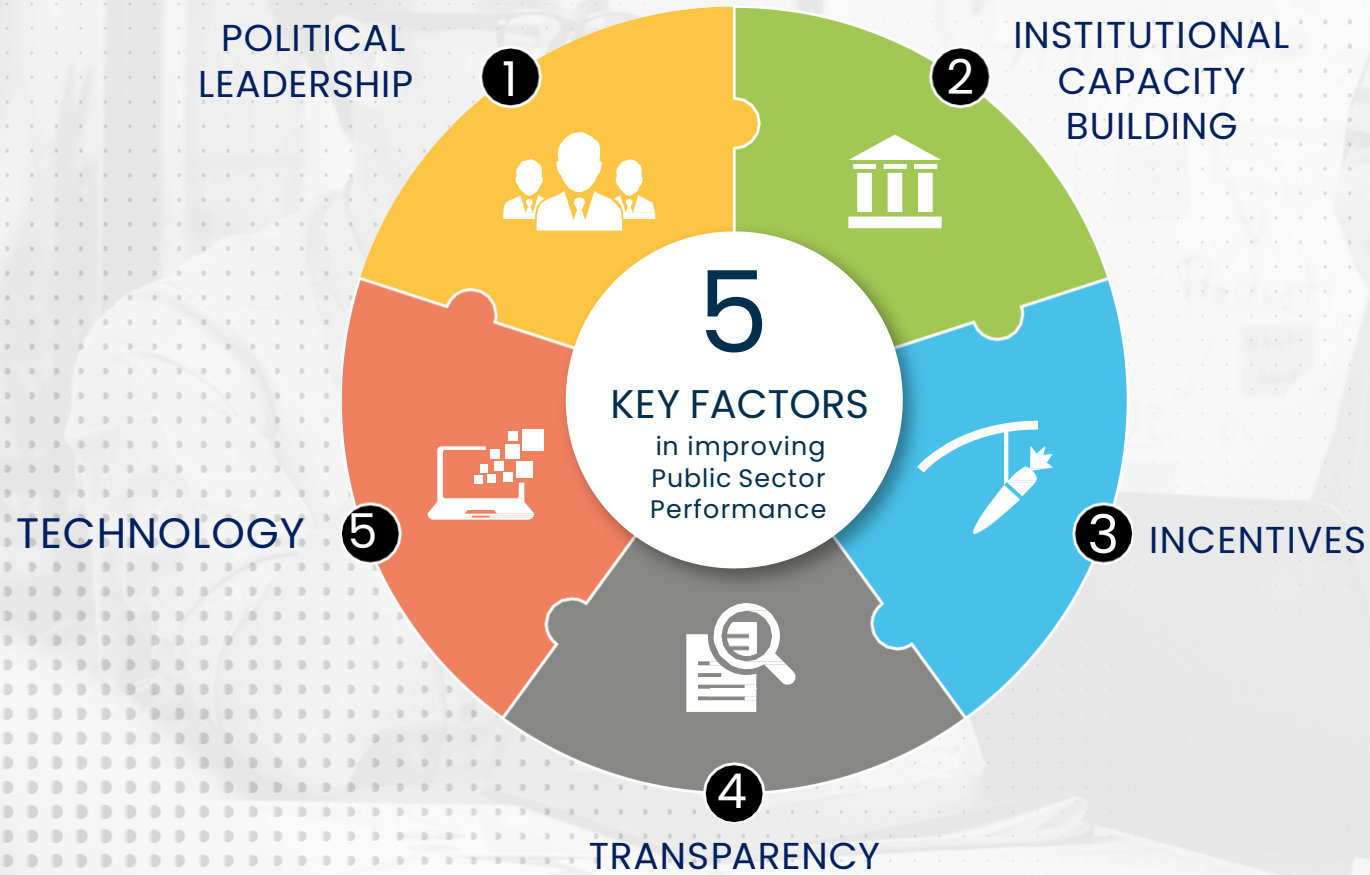
COMPLEX PROBLEM SOLVING

COORDINATING WITH OTHERS

JUDGEMENT AND DECISION MAKING



The Five Key Factors to Successful Public Sector Performance Innovations

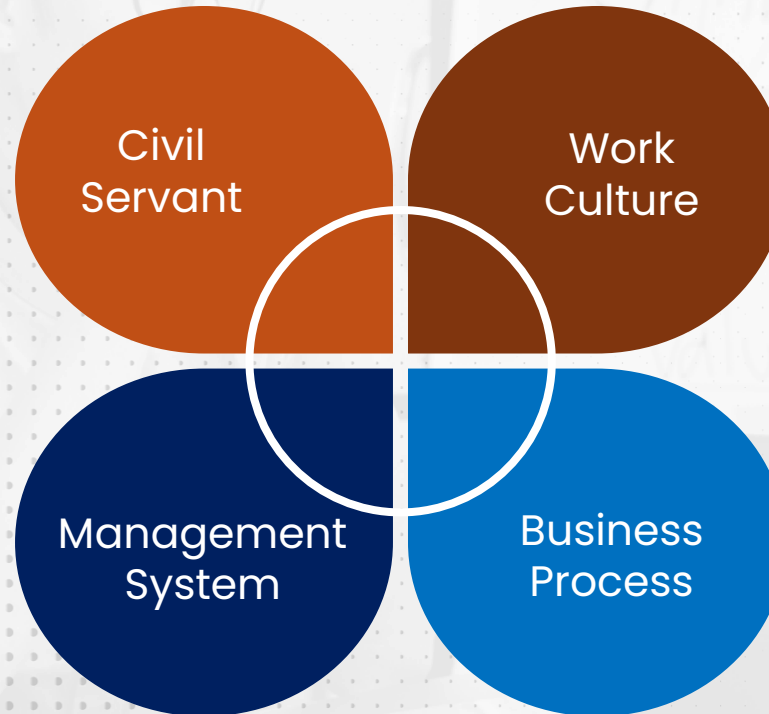


Transformation:

Organization & Civil Service Management System

1. Merit Based
2. Performance-based Management/"SKP"
3. Competency Based Training (CBT)

1. Based on Human Capital
2. Law Enforcement
3. Reward and Punishment
4. Neutrality



1. Service Delivery & Outcomes Oriented
2. Service Mentality
3. Adhesives and Unifying Nations

1. Right sizing and flat organization
2. E-government
3. Transparent and Accountable
4. Effective and Efficient
5. Public Participation

Source : cited from various sources of the Indonesian Biraucratic Reforms, 2018



Leverage for Change



Talent Acquisition
*Workforce Planning,
Hygiene HR Issues*



Leadership Development
*New Leadership Skills,
Talent Programmes*



Capability Development
*Upskilling,
Competency-based Processes*



Mentoring, Coaching
Knowledge Transfer is the best teacher



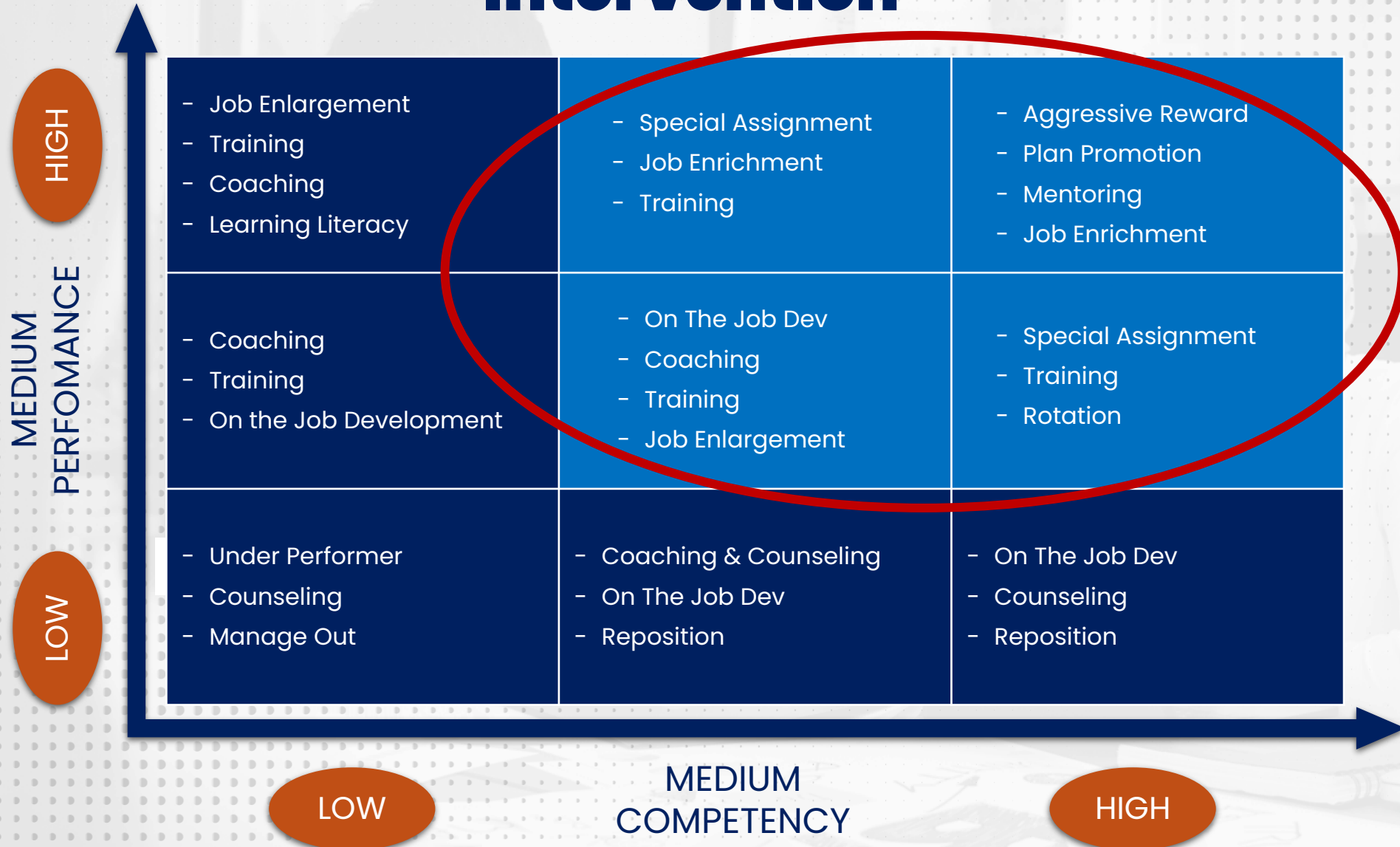
Legislation and Regulation
Legal Acts, Frameworks/Guidelines

Source: The Head of Civil Service Meeting of The 19th
ASEAN Cooperation on Civil Service Matters, Singapore, Oct 25th 2018





Talent Development Intervention





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TERIMA KASIH

Mator Sakalangkong



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