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17-19 June 2025
Jakarta International Convention Centre
Indonesia

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**51st IFTDO
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INTERNATIONAL FEDERATION OF TRAINING & DEVELOPMENT ORGANISATIONS

51st IFTDO World Conference & Exhibition 2025

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Dr. Tayo O. George
Associate Professor, Gender and Development studies, Ag. Head, Department of Sociology, Covenant University, Ota



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All India Institute of Local Self Government

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Dr. Avinash Chandra Joshi
Professor Centre for Public Policy, Doon University Consultant and Editor, IFTDO News



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The International Federation of Training and Development Organization (IFTDO) was founded in Geneva, Switzerland in 1972 in order to develop and maintain a worldwide network committed to the identification, development and transfer of knowledge, skills and technology to enhance personal growth, human performance, productivity and sustainable development. IFTDO is a UK registered charity and non-profitable organization. It is composed of Full Members, Associate Members and reciprocal Members. All professional organizations and NGOs are based on a solid and engaged membership. Attracting and retaining members is a vital element for such organizations to continue whether you are a small consulting firm, a large business enterprise, a professional society, a university, government agency or some other organization dedicated to human capital development and/or performance improvement, we invite you to join us.

IFTDO 2025 ADVISORY COUNCIL



Dr Mohd Kamal Khir

Co-Founder & Futurist The Futurist Foundation



Shinta W Dhanuwardoyo

President Director PT. TODAK Nusantara Group



Tan Sri Dato' Sri Haji Syed Zainal Abidin Syed Mohamed Tahir

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Prim Kumar @ Farim Umar

Founder and Chairman DIBTA Group



Dr. Vinayshil Gautam

Chairman, Dev Kusum International Foundation



Dwi Heriyanto

(Indonesia)



Taufik Rizal Aminuddin

Chief Executive Officer TODAK Academy Sdn Bhd



Steven Yudiyantho

SEVP, Human Capital | Talentship Evangelist
PT. Bank Rakyat Indonesia (Persero)



**51st IFTDO
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WELCOME MESSAGE BY IFTDO PRESIDENT

51st IFTDO World Conference & Exhibition 2025

**IFTDO INTERNATIONAL
BOARD MEMBER**



Sheikh Faleigh bin Sheikh Mansor

**President, International Federation of Training
& Development Organizations (IFTDO)
Founder, The Futurist Foundation | Futurist,
PT. TODAK Nusantara Group**

WELCOME MESSAGE BY IFTDO PRESIDENT

Dear Esteemed Leaders and HRD Practitioners,

It is with great pleasure and deep appreciation that I welcome you to the 51st IFTDO Annual Conference 2025, taking place from June 17-19, 2025, in Jakarta, Indonesia. This year's theme, "The Future of People and Adaptive Organizations in the Digital Era," reflects the urgent need for organizations and individuals to evolve, innovate, and lead in an era defined by rapid technological advancements.

As we navigate the challenges and opportunities of digital transformation, adaptability, continuous learning, and leadership resilience have become the cornerstones of future success. This conference serves as a global platform for HRD professionals, business leaders, policymakers, and innovators to explore the latest trends, strategies, and solutions for workforce development in an AI-driven world.

Over three days, IFTDO 2025 will feature inspiring keynotes, thought-provoking panel discussions, and hands-on workshops designed to equip you with actionable insights. Key topics will include Leadership 5.0, AI and workforce transformation, upskilling for the digital economy, and building inclusive, future-ready organizations.

In addition to the conference sessions, we are excited to host a comprehensive exhibition featuring the latest advancements in learning technology, AI-driven training solutions, and innovative corporate learning tools. This exhibition will bring together top training providers and education technology companies from around the world, offering a unique opportunity to explore cutting-edge solutions that will shape the future of workforce development.

Beyond knowledge exchange, this conference is a powerful networking opportunity, fostering collaboration across industries and borders. I encourage you to engage actively, share your experiences, and take part in shaping the future of work.

On behalf of IFTDO, I extend my deepest gratitude to our partners, sponsors, exhibitors, and distinguished speakers who have contributed to making this conference a success. I am confident that your participation will inspire new ideas, spark meaningful collaborations, and drive impactful change in the global workforce.

Welcome to IFTDO 2025 in Jakarta—where the future of people and organizations takes center stage!



INDONESIA: A HUB OF HRD EXCELLENCE AND CULTURAL ENRICHMENT

Indonesia, the world's largest archipelago and home to over 270 million people, has long been recognized for its rich cultural heritage and dynamic economic growth. Beyond its breathtaking landscapes and diverse traditions, Indonesia has also emerged as a leader in human resource development (HRD) practices, offering valuable lessons for the global community. With Jakarta, its bustling capital, at the heart of this transformation, Indonesia exemplifies the integration of modern HR strategies and cultural values in building a future-ready workforce.

Indonesia's HRD Success Stories

Indonesia's commitment to human resource development is evident across various sectors. The country has prioritized workforce transformation to align with global trends such as digitization, sustainability, and innovation. Below are some notable HRD practices from Indonesia that the world can learn from:

1. The Kampus Merdeka Initiative

Launched as part of Indonesia's Merdeka Belajar (Freedom to Learn) program, Kampus Merdeka is revolutionizing higher education by bridging the gap between academia and industry. The initiative allows university students to gain hands-on experience through internships, research, and entrepreneurial projects. By empowering students with real-world skills, Indonesia is fostering a workforce that is adaptable, innovative, and prepared for future challenges.

2. Strengthening Vocational Education

Recognizing the importance of technical and vocational education, Indonesia has invested heavily in vocational schools (SMKs) and training programs. Partnerships with industries have been a cornerstone of this strategy, ensuring that curricula align with market demands. For example, collaborations between the Ministry of Education and leading technology firms have introduced cutting-edge training in areas such as artificial intelligence, data analytics, and renewable energy.

3. Inclusive Workforce Development

Indonesia's HRD strategies emphasize inclusivity, aiming to provide equal opportunities for all segments of society. Programs like the Pre-Employment Card (Kartu Prakerja) have been pivotal in reskilling and upskilling workers, particularly during the COVID-19 pandemic. This digital platform combines online training and financial assistance, enabling individuals to enhance their employability and contribute to the economy.

4. Empowering Women in Leadership

Indonesia has made significant strides in promoting gender diversity in leadership. Initiatives like the Women's Empowerment Fund and mentorship programs for women in business are creating pathways for female leaders to thrive. Additionally, prominent organizations in Indonesia have adopted policies that promote work-life balance, equal pay, and professional growth for women.

5. Digital Transformation in HRD

As a nation with one of the fastest-growing digital economies, Indonesia has embraced technology to revolutionize HR practices. Companies are leveraging artificial intelligence for recruitment, employee engagement platforms, and e-learning tools for training. This digital shift has been instrumental in creating agile organizations capable of thriving in a rapidly changing environment.



The Cultural Foundation of HRD Success

Indonesia's HRD achievements are deeply rooted in its culture, which emphasizes collective values, respect, and continuous learning. The spirit of 'gotong-royong', a concept of mutual cooperation-permeates workplaces, fostering collaboration and teamwork.

Moreover, traditional values like *bhinneka tunggal ika* (unity in diversity) play a vital role in promoting inclusivity and harmony in the workplace. With over 1,300 ethnic groups and more than 700 languages spoken across the country, Indonesia exemplifies how cultural diversity can be a strength rather than a challenge.

The emphasis on respect for elders and authority, a hallmark of Indonesian culture, has also shaped leadership styles. Leaders are often seen as mentors who guide and nurture their teams, creating a supportive environment for personal and professional growth.

Jakarta: The Heartbeat of Indonesia's Transformation

As the capital city and economic hub of Indonesia, Jakarta embodies the nation's progress and potential. Home to over 10 million people, Jakarta is a dynamic metropolis where tradition meets modernity. Its vibrant economy, driven by industries such as finance, technology, and manufacturing, makes it an ideal location for showcasing Indonesia's HRD achievements.

Jakarta's Business Ecosystem

Jakarta is home to some of Indonesia's largest companies and multinational corporations, serving as a breeding ground for innovative HR practices. The city's business ecosystem is bolstered by coworking spaces, accelerators, and a thriving startup community. Organizations in Jakarta are often at the forefront of adopting global best practices in talent management, employee engagement, and leadership development.

Cultural Enrichment in Jakarta

Beyond its business appeal, Jakarta offers a rich cultural experience that reflects Indonesia's diversity. Visitors can explore historical sites like the National Monument (Monas) and Kota Tua, indulge in traditional cuisines such as nasi goreng and soto Betawi, and witness the vibrant art scene in galleries and theaters. Events and festivals, such as the Jakarta International Java Jazz Festival and Betawi cultural celebrations, showcase the city's creative spirit. This blend of modernity and tradition creates a unique environment where innovation thrives alongside cultural preservation.

Connectivity and Infrastructure

Jakarta's well-developed infrastructure further enhances its appeal as a global destination. The city is served by Soekarno-Hatta International Airport, one of the busiest airports in Southeast Asia, and boasts extensive public transportation networks, including the Mass Rapid Transit (MRT) system. These advancements make Jakarta an accessible and convenient location for international conferences and events.



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LEARNING FROM INDONESIA: KEY TAKEAWAYS FOR HRD PRACTITIONERS

Indonesia's success in HRD offers valuable insights for organizations and governments worldwide. Here are some key takeaways:

1. **Integrate Education and Industry:** Bridging the gap between academic institutions and businesses ensures that graduates are equipped with relevant skills for the workforce.
2. **Embrace Inclusivity:** Providing equal opportunities for marginalized groups enhances social cohesion and economic growth.
3. **Leverage Technology:** Adopting digital tools in HR processes can improve efficiency, engagement, and adaptability.
4. **Foster Cultural Values:** Incorporating local traditions and values into workplace practices creates a sense of belonging and purpose among employees.
5. **Support Leadership Development:** Investing in leadership programs, particularly for women and underrepresented groups, builds a more diverse and effective talent pipeline.

IFTDO 2025 IN JAKARTA: A CELEBRATION OF HRD EXCELLENCE

The upcoming 51st IFTDO Annual Conference and Exhibition, scheduled for 17–19 June 2025 in Jakarta, presents a unique opportunity to experience Indonesia's HRD success stories firsthand. The event will bring together global leaders, practitioners, and innovators to explore the theme, "The Future of People and Adaptive Organisation in the Digital Era." Delegates will have the chance to learn from Indonesia's best practices, engage with cutting-edge solutions at the exhibition, and immerse themselves in the cultural richness of Jakarta. From thought-provoking keynote speeches to interactive workshops, the conference promises to be a platform for inspiration, collaboration, and transformation.

Indonesia's journey in human resource development is a testament to the power of vision, collaboration, and cultural integrity. As the nation continues to rise as a global leader, it offers a wealth of knowledge and inspiration for HRD practitioners worldwide. With Jakarta as the stage for IFTDO 2025, we invite you to discover the stories, strategies, and spirit that make Indonesia a beacon of HRD excellence. Join us in Jakarta, and let's shape the future of people and organizations together.



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51st IFTDO World Conference & Exhibition 2025 The Future of People and Adaptive Organisation in the Digital Era

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51st IFTDO World Conference & Exhibition 2025

2025

Conference Introduction

Welcome to the 51st IFTDO World Conference & Exhibition 2025.

As we navigate the transformative tide of the digital era, one truth resonates louder than ever: the success of organisations lies in their ability to evolve while keeping people at the heart of their strategies. The 51st IFTDO Annual Conference, hosted in vibrant Indonesia, marks a historic milestone as the first time in 51 years that this prestigious event is being held in Indonesia. This conference serves as a global platform to explore the powerful synergy between technology, human potential, and leadership in an ever-changing digital landscape.

Under the theme “The Future of People and Adaptive Organisation in the Digital Era,” this conference addresses the urgent need for organisations to thrive amidst groundbreaking advancements like artificial intelligence, automation, and blockchain. Yet, at the core of this transformation are the people-innovative, agile, and visionary individuals who drive meaningful change and create resilient, inclusive, and future-ready organisations.

This year’s conference will also feature an exhibition of cutting-edge learning technologies and global management and training solutions, providing attendees with hands-on opportunities to explore the latest tools and innovations designed to enhance organisational learning, leadership, and performance.

Join a distinguished gathering of global thought leaders, industry trailblazers, and experts as we delve into strategies for building adaptive organisations, redefining leadership in disruptive times, and fostering inclusive workplaces. Through engaging keynotes, thought-provoking panel discussions, and real-world case studies, we will uncover actionable insights to empower people and harness cutting-edge technologies for sustainable growth and long-term success.

Let us embark on this transformative journey together, shaping the future of work, leadership, and organisational excellence in the digital age. Let me know if further refinements are needed!



KEYNOTE SPEAKERS



Dr. Patti P. Phillips

Dr. Patti P. Phillips is the CEO of ROI Institute and Chair of IFTDO. A global expert in measuring the impact and ROI of learning, she has worked in 70+ countries using the ROI Methodology®. With a Ph.D. in International Development, she is a prolific author and speaker whose work continues to shape global standards in talent development and human capital analytics.



Mark Nation

Mark Nation is a global leadership expert, executive coach, and bestselling author of Made for Amazing. As the founder of Nation Leadership, he partners with Fortune 500 companies, startups, and non-profits to build authentic leaders and high-impact teams. A Harvard MBA and Top 30 Global Gurus coach, he combines business acumen with personal transformation. Mark is also a Forbes Coaches Council member and Fellow at Harvard Medical School's Institute of Coaching.



Sandiaga Salahuddin Uno

Sandiaga Salahuddin Uno is a respected Indonesian entrepreneur and public leader. He co-founded PT Recapital Advisors and PT Saratoga Investama, establishing himself as a successful investor and businessman. He served as Deputy Governor of Jakarta, ran as a 2019 vice-presidential candidate, and was Minister of Tourism and Creative Economy (2020–2024), where he helped boost Indonesia's tourism recovery. He now plays a key role in the United Development Party (PPP) and remains active in national development initiatives.



Diah Dharmayanti, PhD.

Ms. Diah Dharmayanti, Ph.D., OD, is the President of the Association of Indonesian Organization Development Professionals (AIODP). She holds a Ph.D. in Organizational Development from Assumption University and has also studied at Stanford University in the United States. She has been practicing as a consultant since 2006. In addition to her expertise in organizational development, she is also well-versed in the field of marketing research, having worked alongside national companies for many years up to the present.



Datuk Ariff Farhan Doss

Datuk Ariff Farhan was the Chief Operating Officer for the Human Resource Development Corporation from 2020 to 2024. He was previously attached with the Institute of Strategic and International Studies a renowned Policy Think Tank in Malaysia. He is currently a Member of the Board of University Technology MARA which is Malaysia's largest University and an Adjunct Professor with Taylor's University and serves on the Industry Advisory Panel for University Science Malaysia



Yunus Triyonggo

Dr. Ir. Yunus Triyonggo, MM., CAHRI is a senior human capital expert with over 30 years of experience across top corporations in Indonesia. He is currently the HR & General Affairs Director at PT Bridgestone Tire Indonesia, and has held senior HR roles at Unilever, Nestlé, Indofood, and Sreeya Sewu. As Chairman of the Steering Committee for Gerakan Nasional Indonesia Kompeten (GNIK) and Indonesian Competency Advocates Association (Perkumpulan Pejuang Indonesia Kompeten), he leads national efforts to enhance workforce competencies and drive the Kompeten Indonesia 2030 agenda through multi-sector collaboration.



Steven A. Yudiyantho

Steven Augustino Yudiyantho is a leading human capital strategist and leadership development expert. As Senior EVP of Human Capital at PT Bank Rakyat Indonesia (BRI), he oversees HR services and strategic partnerships. With prior roles at Procter & Gamble, Barclays, Danone, and Bank Mandiri, he brings cross-sector expertise in talent, culture, and performance. He also serves as Chairman of the BUMN Leadership & Management Institute and was named one of Southeast Asia's 100 Most Influential HR Leaders.



H.E. Tan Sri Dato' Sri Syed Zainal Abidin

Tan Sri Syed Zainal Abidin is a respected Malaysian corporate leader, currently serving as Executive Chairman of Dagang NeXchange Berhad (DNEX), and will assume the role of Non-Executive Chairman in 2025. With extensive experience in Malaysia's automotive and energy sectors, he previously led Proton Holdings as Group Managing Director and Petronas Dagangan Berhad as CEO and Managing Director.



Sunil Hasmukharay

Sunil Hasmukharay is a prominent Malaysian leadership strategist and human capital expert. He is the Founder & Group CEO of HC Consultants Group and has trained over 250,000 professionals across 48 countries. A Certified ROI Professional and official partner of ROI Institute Malaysia, Sunil specializes in measuring the impact of organizational initiatives. He also holds PCC, CSP, and Solution-Focused Coach credentials, and currently serves as President of MAPTaC and Co-Founder of the Global Trainers' Federation.



Dr. Pedro Ramos

Dr. Pedro Ramos, CEO, KEEPTALENT | Past President. Portuguese Association of People Management



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SPEAKERS / PANELIST / MODERATOR



Dr. Amer Al-Rawas

Chairman of Oman Energy Association



Dr. Indra Utoyo

CEO of Allo Bank



Dr. Suresh Kumar

Advisor, DIBTA Group



Dr. Vinayshil Gautam

Chairman, Dev Kusum International Foundation



Prim @Farim Umar

Founder of DIBTA Group



Mr. Mustafa Md Hanafiah

COO of Dibta Group



Mr Rajiv Ahmad Nadar

CEO of Dibta Group



Dr. Pedro Ramos

CEO of KEEPTALENT



Dr. Tayo Rotimi

CEO of Mac Tay Consulting | IFTDO Board Member



Indri Musmar

CEO of Learning Resources Speakers



Dr. Chien-Chung Shen

VP of Chinese Society of Training & Development; IFTDO Board Member



Dr. Ahmed Al-Banna

IFTDO Advisory Council | Former President of Bahrain Society for Human Capital Management | Founder of Origins Group



Revie Sylviana (TBC)

Meta's Director of Global Partnerships for Southeast Asia and South Asia for Instagram, Facebook & WhatsApp.



Yusuf Didi Setiarto

Director of Legal and Human Capital Management, PLN



Wan Mohamad Fathi Wan Nordin

CEO of Learning Resources Speakers



Dr. Ghalib Saif Mohammed Al Hosni

1. President of OSHRM | IFTDO Board Member | Chief People Officer of Oman Telecom



John Blake

Selangor Human Resource Development Centre (SHRDC)



Bambang Haryadi (TBC)

Chairman of DEKOPIN



Shinta Witoyo Dhanuwardoyo

President Director of PT. TODAK Nusantara Group | Founder of BUBU.com



Shinta Widjaja Kamdani (TBC)

Chairman of Asosiasi Pengusaha Indonesia (APINDO) | Chief Executive Officer (CEO) of Sintesa Group



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Rohn Rajen

Founding Partner and CEO
of Asia Center of
Leadership and
Civilization



Dr. Patti P. Philips

CEO of ROI Institute
(USA) | IFTDO Chairman



**Dr. Ranjan Kumar
Mohapatra**

Former HR Director of
Indian Oil Corporation Ltd
| Chairman of Advisory
Board IFTDO



**Dr. Avinash Chandra
Joshi**

Professor Centre for
Public Policy, Doon
University | Consultant
and Editor, IFTDO News



Dr. Mohd Kamal Khir

CoFounder & Futurist of
The Futurist Foundation



**Dr. Wafaa Haidamous
Hallassou**

CEO of Business
Consultancy and Training
Services | IFTDO Board
Member



Maggie Tiojakin

President & Chief
Revenue Officer of The
Jakarta Post



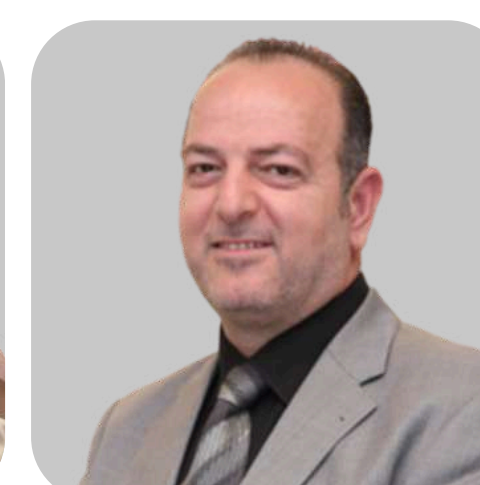
Dr. Helmi Sallam

Founder of TEAM
International | IFTDO
Board Member



Dr. Janet I.K. Jolaoso

Past President of
Nigerian Institute of
Training and Development
| Chairman-Elect & IFTDO
Board Member



Dr. Raed Khanfar

IFTDO Board Member |
Jordan Partner, RoI
Institute | CEO of Global
Center of Training &
Consultants



**Amirul Faez Bin Md
Daud**

Head - Digital
Transformation TODAK
Academy Sdn Bhd



Dr. Roy Lai

President of Singapore
Training & Development
Association | IFTDO Board
Member



**Mr. Sheikh Faleigh bin
Sheikh Mansor**

IFTDO President



Dr. Vinay Ranjan

Director (HR) of Coal
India Ltd.



Dharma Syahputra

Executive Director of
Perkumpulan Pejuang
Indonesia Kompeten
(PPIK)



**Dr. Naji Mohamed Ali
Ahmed Almahdi**

CEO of National Institute
of Vocational Education



Raine Renaldi

President, Indonesian
Bankers Club | Chief of
Economy & Digital Asset
Committee, Indonesian
Chambers of Commerce
and Industry



Reza Widyaprashta

HR Director of JABABEKA
| Chairman, HR Director
Indonesia



Roma Tampubolon

CLO, PT. Lion Super Indo



Nyoman B. Nugraha

VP, MANDIRI Bank |
Corporate University



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Dr. Mohamed Mahmood

IFTDO Board Member |
Founder, Tazeez General
Trading Company |
Former VP, Bahrain
Society for Human Capital
Management



Prof. Yan Hanbing

Teacher Development
Institute, East China
Normal University



**Tatang Muttaqin, S.Sos,
M.Ed., Ph.D**

1. Director General of
Vocational Education,
Special Education, and
Special Services
Education, Ministry of
Primary and Secondary
Education



Taufik Rizal Aminuddin

CEO, TODAK Academy
Sdn Bhd



Muhamad Fajrin Rashid

·Co-Founder Bukalapak



**Dr. Muhammad Subhan
Iswahyudi**

Senior General Manager,
Telkom Corporate
University | Chief Learning
Officer Telkom Indonesia



Conference Agenda

Day 1 Tuesday, 17 June 2025

9:00 AM | Welcome Address by IFTDO Chairman, followed by IFTDO President

[Special Introduction by Dr. Vinayshil Gautam, IFTDO Board Member | Founder Director, Indian Institute of Management, Kozhikode, India.]

9:20 AM | Official Opening Ceremony by The Guest of Honour Speaker, The Indonesian Minister of Manpower, Prof. Yassierli, S.T., M.T., Ph.D (tbc)

9:45 AM | Introduction of IFTDO Board Member

Introduction of IFTDO Board Members on stage, followed by a video presentation of the IFTDO 2025 theme, "The Future of People and Adaptive Organisation in the Digital Era".

10:00 AM | Morning Break & Networking | VIP Exhibition Visit

10:30 AM | Keynote Speaker 1:

"The Future is Human: Reclaiming Purpose in a Disruptive World"

Speaker: Mr. Mark Nation, Founder, NATION LEADERSHIP Group

Moderator: Maggie Tiojakin, President & Chief Revenue Officer, The Jakarta Post

11:15 PM | Keynote Speaker 2:

"Transformational Leadership in the Age of Digital Disruption"

Speaker: H.E. Tan Sri Dato' Sri Syed Zainal Abidin, Chairman, DNeX Bhd

Moderator: Dr Patti P. Philips, CEO, ROI Institute | IFTDO Chairman

12:00 PM | Luncheon & Networking

1:00 PM | Keynote Speaker 3:

"Building Adaptive Organizations and Empowering Change Agents in the Digital Era"

Speaker: Ms. Diah Dharmayanti, PhD.OD, CPM, CPHR, CSRS, CPBC, CBV, CAPM, CBC; President, Association of Indonesian Organisation Development Professional (AIODP)

Moderator: Dr. Ranjan Kumar Mohapatra, Former HR Director, Indian Oil Corporation Ltd | Chairman, Advisory Board IFTDO

1:45 PM | Session 1:

"Leveraging AI in Leadership Development"

The role of leaders in driving learning and performance to drive organizational growth.

Speaker: Dr. Amer Al-Rawas, Chairman, Oman Energy Association (Oman)

Moderator: Dr. Pedro Ramos, CEO, KEEPTALENT | Past President. Portuguese Association of People Management.

2:30 PM | Session 2:

"Navigating the Learning Digital Frontier: Empowering the Workforce of Tomorrow"

Future Learning trends in AI, automation, and human-machine collaboration, emphasizing the importance of workforce empowerment.

Speaker: Dr. Indra Utoyo, CEO, Allo Bank

Moderator: Dr. Ahmed Al-Banna, IFTDO Advisory Council | Former President, Bahrain Society for Human Capital Management | Founder, Origins Group

3:15 PM | Tea Break & Networking

3:45 PM | Keynote Speaker 4:

"Building a Future-Ready Workforce: Gerakan Nasional Indonesia Kompeten 2030 Roadmap"

Speaker: Mr. Yunus Triyonggo, Steering Committee of Gerakan Nasional Indonesia Kompeten (GNIK) | Chairman of Indonesian Competency Advocates Association (Perkumpulan Pejuang Indonesia Kompeten)

Moderator: Mr. Prim @Farim Umar, Founder, DIBTA Group

4:30 PM | Keynote Speaker 5:

"Harnessing the Power of the HRD Fund: Lessons in People, Performance and Progress"

Malaysia's Human Resource Development Corporation (HRD Corp) is one of Asia's most structured and impactful models for upskilling and workforce transformation. In this session, the former COO of HRD Corp shares key lessons learned from developing and implementing the HRD Fund, from policy design and employer engagement to digital systems and measurable outcomes. Discover how strategic funding mechanisms can drive national human capital growth, industry transformation, and long-term economic resilience.

Speaker: Datuk Ariff Farhan Doss; Former COO, HRD Corp Malaysia

Moderator: Mr. Roma Tampubolon, CLO, PT. Lion Super Indo

5:15 PM | END OF DAY ONE

Day 2 Wednesday, 18 June 2025

9:00 AM | Keynote Speaker 6:

"Fostering Learning for Stakeholders in Adaptive Organisations: The BRI Learning Journey with Customers"

Sharing BRI's experience in Transforming Micro-Entrepreneurs and cooperatives through impactful learning interventions.

Speaker: Mr. Steven A. Yudiyantho; SEVP, Human Capital | Talentship Evangelist, PT. Bank Rakyat Indonesia (Persero)

Moderator: Mr. Prim @Farim Umar, Founder, DIBTA Group

9:45 AM | Case Study 1:

"Enabling Impactful Learning"

Introduction to Corporate University 5.0 by

Mr. Prim @Farim Umar, Founder, Dibta Group





Conference Agenda

Day 2 **Wednesday, 18 June 2025**

Case Study A:

Learning Value Chain 5.0 by

Ms. Indri Musmar, CEO, Learning Resources

Case Study B:

Deploying AI to Manage Learning Value Chain 5.0 by

Mr. Mustafa Md Hanafiah & Mr Rajiv Ahmad Nadar, CEO DIBTA Group

Moderator: Dr. Avinash Chandra Joshi, Professor, Centre for Public Policy, Doon University | Consultant and Editor, IFTDO News

10:30 AM | Morning Break & Networking

11:00 AM | Keynote Speaker 7:

"The Human-Machine Balance"

Speaker: Dr. Pedro Ramos, CEO, KEEPTALENT | Past President. Portuguese Association of People Management

Moderator: Dr Wafaa Haidamous Hallassou, CEO, Business Consultancy and Training Services | IFTDO Board Member

11:45 AM | Forum1:

"Leveraging AI and People Skills for Leadership"

How Leadership can Enable AI-driven efficiency with human compassion, emotional intelligence, and decision-making.

Panelist:

1. **Mr. Yusuf Didi Setiarto, Director of Legal and Human Capital Management, PLN (National Power Company of Indonesia)**
2. **Mr. Reza Widyaprastha, HR Director of Jababeka | Chairman, HR Director Indonesia**
3. **Mr. Nyoman B. Nugraha, VP, MANDIRI Bank | Corporate University**
4. **Mr. Wan Mohamad Fathi Wan Nordin, EVP, Head Organisational Learning, MAYBANK (Malaysia)**
5. **Dr. Ghalib Saif Mohammed Al Hosni; President, OSHRM | IFTDO Board Member | Chief People Officer, OMANTEL**

Moderator: Dr. Mohamed Mahmood, IFTDO Board Member | Founder, Tazeez General Trading Company | Former VP, Bahrain Society for Human Capital Management

12:30 PM | Lunch and Networking

1:30 PM | Session 3:

"Gen-AI Enabling Immersive Learning"

Speaker: Prof. Yan Hanbing, Teacher Development Institute, East China Normal University

Moderator: Dr. Helmi Sallam, Founder, TEAM International | IFTDO Board Member

2:15 PM | Case Study 2:

"The Application and Development of AI in Civil Servant Training"

Speaker: Dr. Chien-Chung Shen, VP, The Chinese Society of Training & Development, The Republic of China; IFTDO Board Member

Moderator: Dr Janet I.K. Jolaoso, Past President, Nigerian Institute of Training and Development | Chairman, Elect & IFTDO Board Member

3:00 PM | Forum 2:

"TVET 5.0: Innovation Vocational Education for the Future Workforce in a Digital and Inclusive Economy"

Redefining vocational training programs to meet future workforce demands, focusing on digital and technical skill development

Panelist:

1. **Mr. Tatang Muttaqin, S.Sos, M.Ed., Ph.D; Director General of Vocational Education, Special Education, and Special Services Education, Ministry of Primary and Secondary Education**
2. **Dr. Naji Mohamed Ali Ahmed Almahdi, CEO, National Institute of Vocational Education**
3. **Mr. Taufik Rizal Aminuddin, CEO, TODAK Academy Sdn Bhd**

Moderator: Dr. Tayo Rotimi, CEO, Mac Tay Consulting | IFTDO Board Member

3:45 PM | Tea Break and Networking

4:00 PM | Session 5:

"New Trends in Working Environment: Well-being and Productivity"

Speaker: Dr. Ahmed Al-Banna, IFTDO Advisory Council | Former President, Bahrain Society for Human Capital Management | Founder, Origins Group.

Moderator: Mr. Rohn Rajen, Founding Partner and CEO, Asia Center of Leadership and Civilization.

5:15 PM | Forum 3:

"Exponential Growth of SMEs and Cooperatives through Learning"
The importance of Learning for the SMEs and Cooperatives' Productivity and Sustainability.

Panelist:

1. **Raine Renaldi, President of Indonesian Bankers Club | Chief of Economy & Digital Asset Committee, Indonesian Chambers of Commerce and Industry | President, ID-OpenTech Group**
2. **Sheikh Faleigh bin Sheikh Mansor, IFTDO President | Futurist, PT. TODAK Nusantara Group | Founder, The Futurist Foundation**
3. **Dr. Naji Mohamed Ali Ahmed Almahdi, CEO of the National Institute of Vocational Education**
4. **Representative from Cooperatives Chambers of Indonesia (DEKOPIN)**
5. **Ms. Shinta Witoyo Dhanuwardoyo, President Director, PT. TODAK Nusantara Group | Founder, BUBU.com**

Moderator: Dr. Vinayshil Gautam, IFTDO Board Member | Founder Director, Indian Institute of Management, Kozhikode, India. President Emeritus, Indian Institute of Training & Development (ISTD)

6:15 PM | End of Day Two for Conference Delegates

7:30 PM | Cultural Evening Dinner & IFTDO Award Night

9:00 PM | END OF DAY TWO





Conference Agenda

Day 3 Thursday, 19 June 2025

9:00 AM | Keynote Speaker 8:

"Maximizing ROI in Learning – Strategies for Measuring and Demonstrating Impact"

Explore how organizations can measure the ROI of learning initiatives using key performance indicators (KPIs), learning analytics, and business outcomes. The session will also cover strategies for aligning L&D programs with organizational goals to ensure maximum impact. Actionable insights into how to quantify the value of learning programs, which is an increasingly important concern for many organizations.

Speaker: Dr Patti P. Philips, CEO, ROI Institute (USA) | IFTDO Chairman

Moderator: Dr. Raed Khanfar, IFTDO Board Member | Jordan Partner, Rol Institute | CEO, Global Center of Training & Consultants

10:00 AM | Morning Break & Networking

10:20 AM | Case Study 2:

"Assessment and Enhancement of Organization Learning Systems through Accreditation"

Case Study 1:

AI in Managing Learning Performance by

Dr. Muhammad Subhan Iswahyudi, Senior General Manager, Telkom Corporate University | Chief Learning Officer Telkom Indonesia

Case Study 2:

Corporate University Performance by

Dr Suresh Kumar, Advisor, Dibta Group

Moderator: Dr. Roy Lai, President, Singapore Training & Development Association | IFTDO Board Member

11.00 AM | Keynote Speaker 10:

"Empowering People, Building an Adaptive Nation: Lessons from Indonesia Entrepreneurial and Political Journey"

Speaker: Mr. Sandiaga Uno, Former Minister of Tourism and Creative Economy, Former Deputy Governor of Jakarta, Visionary Entrepreneur & Investor

Moderator: Mr. Sheikh Faleih bin Sheikh Mansor, IFTDO Presiden

12:00 PM | Lunch and Networking Session

1:00 PM | Session 7:

"The Level-Up in Game-Based Learning"

Exploring how Game-Based Learning (GBL) can enhance critical thinking, teamwork, and problem-solving in a dynamic learning environment. Attendees will discover real-world gamification applications in corporate settings, learn how to design effective game-based modules, and understand its impact on employee engagement and productivity.

Speakers: Amirul Faez Bin Md Daud, Head - Digital Transformation, TODAK Academy Sdn Bhd

Moderator: Dr. Mohd Kamal Khir, CoFounder & Futurist, The Futurist Foundation

1:45 PM | Keynote Speaker 9:

"Flourishing Individuals and Thriving Organizations in the Digital Era"

Speaker: Sunil Hasmukharay, Group CEO, HC Consultants Group

Moderator: Dr. Roy Lai, President, Singapore Training & Development Association | IFTDO Board Member

2.30 PM | Session 6:

"Interactive Game: Enabling and Energising Sustainability Practices: Enabling Human Deep Learning"

Conducted By: John Blake, Selangor Human Resource Development Centre (SHRDC)

John Blake has 21+ years of industry training experience in Sustainability, Corporate Leadership, Hospitality, and Training & Education. Having designed learning programs and resources for use in more than a dozen countries, John is passionate about the opportunity to inspire leaders and trainers to excel and encourage teams to shape progress. Working for industry stakeholders and education providers across 20 countries, John enjoys bringing theory alive through creative delivery approaches to support, engage and enable positive change-makers.

3.15 PM | Tea Break & Networking

3:40 PM | THE GRAND FORUM: "The Future of People and Adaptive Organisation in the Digital Era: The Way Forward"

Starting the Session with an AI Podcast Presentation (10min)

Panelist:

1. Representative from FHCI
2. Dr. Vinay Ranjan, Director (HR) of Coal India Ltd.
3. Dharma Syahputra, Executive Director of Indonesian Competency Advocates Association (Perkumpulan Pejuang Indonesia Kompeten)
4. Shinta Widjaja Kamdani; Chairman of Asosiasi Pengusaha Indonesia (APINDO) | Chief Executive Officer (CEO) of Sintesa Group (TBC)
5. Dr. Pedro Ramos, Past President. Portuguese Association of People Management (Portugal)
6. Rohn Rajen, Founding Partner and CEO, Asia Center of Leadership and Civilization
7. Dr Patti P. Philips, CEO, ROI Institute (USA) | IFTDO Chairman

Moderator: Dr. Ranjan Kumar Mohapatra, Former HR Director, Indian Oil Corporation Ltd | Chairman, Advisory Board IFTDO

4:30 PM | IFTDO 2025 Professional Certificate Assessment Session (Conference Delegates will obtain a Professional Certificate from IFTDO)

5:00 PM | IFTDO 2025 CLOSING CEREMONY

- IFTDO 2026
- BAHRAIN Presentation
- Tea Break & Networking

END OF IFTDO 2025



Cultural & IFTDO Award Night

The IFTDO 2025 Gala Dinner is more than just an evening of fine dining - it is an exclusive networking and celebration event that brings together the world's leading HRD professionals, business leaders, and industry pioneers in a prestigious and engaging setting.

By attending the Gala Dinner, you will:

- **Network with Global Leaders** – Build meaningful connections with key decision-makers, potential business partners, and thought leaders in a relaxed, elegant atmosphere.
- **Celebrate Excellence** – Witness the recognition of outstanding contributions in human capital development as we honor organizations and individuals driving the future of learning and workforce transformation.
- **Enjoy an Unforgettable Experience** – Indulge in a specially curated dining experience featuring exquisite cuisine, world-class entertainment, and cultural performances.
- **Engage in Exclusive Discussions** – Gain deeper insights through informal conversations with industry experts and speakers beyond the formal conference sessions.

The Gala Dinner is a standalone premium event and is not included in the standard conference fee. Spaces are limited, so we encourage you to secure your seat early for this extraordinary evening of networking, celebration, and inspiration.

Join us for a night to remember at the IFTDO 2025 Gala Dinner!

**1 TABLE: USD 700/table • 1 SEAT: USD 80/pax
>3 SEAT: USD 70/pax**



WHO SHOULD ATTEND?

IFTDO 2025 is designed for professionals and organisations committed to transforming human capital. **This event is essential for:**



Entrepreneurs



Chief Learning Officers



Chief Executive Officers



Human Resources and Training Practitioners



Chief Strategy Officers



Senior Government Officials



Chief Human Resources Officers



Academia and Researchers



IFTDO

51st IFTDO World Conference & Exhibition 2025

17 - 19 June 2025 • JICC, Jakarta, Indonesia

SBL - KHAS ID 10001546143



Malaysian Delegates



HOTEL SANTIKA PREMIER SLIPI JAKARTA

USD \$55/NIGHT

inclusive of breakfast for 2

(deluxe room) *subject for availability



Registration & Pricing Secure Your Seat Now!

IFTDO Members	USD800 per participant
Non-Members	USD1,000 per participant
Indonesian Delegates	IDR11,000,000 per participant
Malaysian Delegates	RM4,000.00 per participant

The fees are inclusive of:

All Pass to Conference Sessions • All Pass to Exhibition Area •
Digital Conference Papers • Luncheons, Coffee & Tea Breaks •
A Professional Certificate Issued by IFTDO

Group Discount (3 pax or more)

IFTDO Member: USD 750/pax

Non IFTDO Member:

- Foreign Delegates: USD 900/pax
- Malaysian Delegates: RM 3700/pax
- Indonesian Delegates: IDR 10 Juta

Malaysian Delegates

Malaysian Conference Delegates & Exhibitor

There are a few grants available for Malaysian SMEs under MDG and SEF Grants from Matrade. There is also a grants for HRD Corp Members. For more information please e-mail to info@iftdo2025.com or WhatsApp at +62 838 7631 3918 | +60 16 349 3899

Special Group Offer for overseas delegates

We are pleased to offer special conference fees for overseas delegates who bring a group of 10 or more participants. This exclusive offer is designed to encourage collaboration and knowledge-sharing among international professionals, regardless of whether they belong to the same NGO, company, or industry. Take advantage of this opportunity to experience the 51st IFTDO Annual Conference 2025 at a preferred rate, while expanding your network and engaging in global discussions on the future of workforce development. For more details or to register your group, please contact us today!



IFTDO 2025 EXHIBITION

EXHIBITION

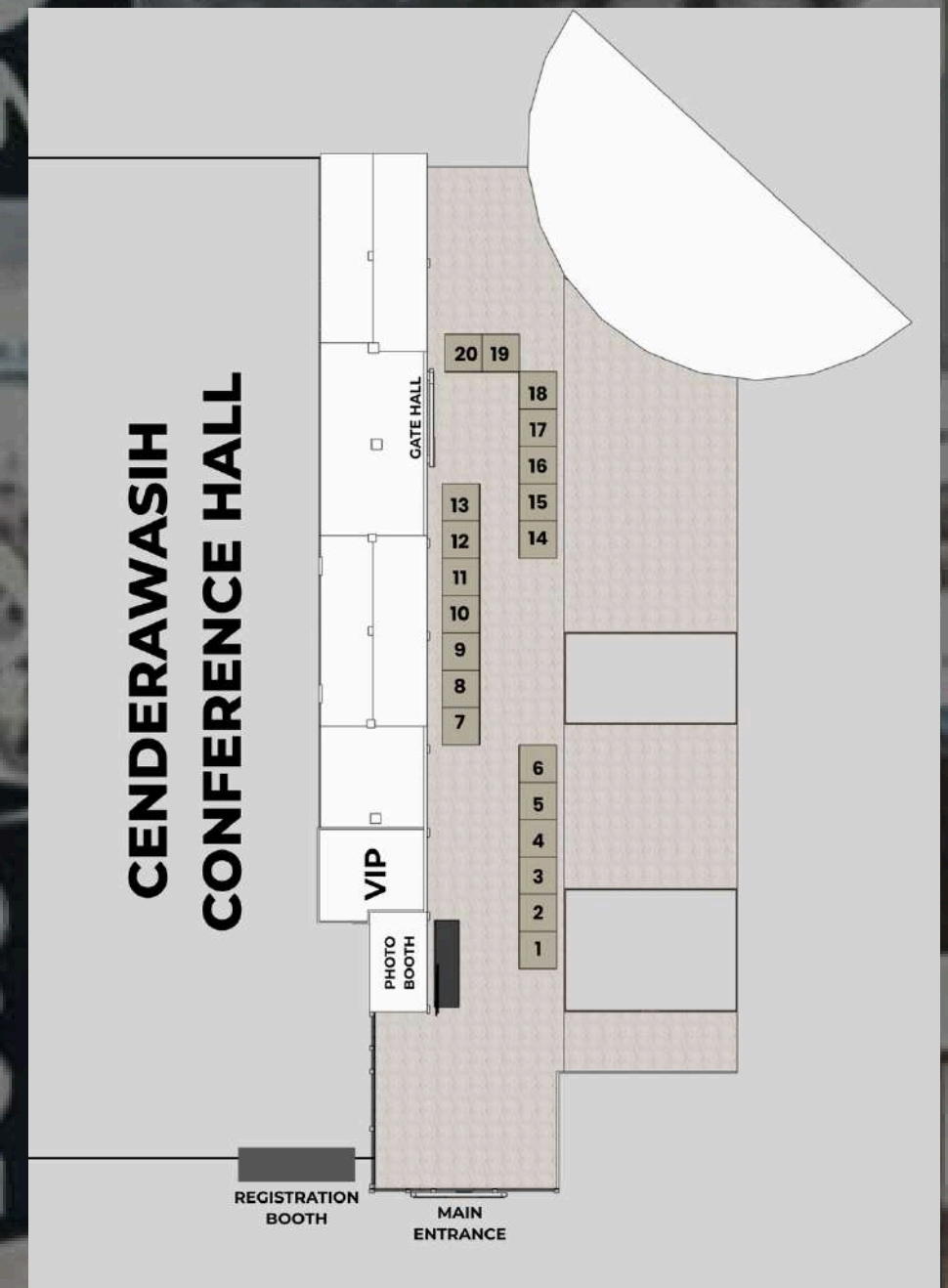
EXHIBITION OPPORTUNITIES

We are pleased to offer exclusive exhibition booths at the 51st IFTDO Annual Conference 2025 in Jakarta! This is your opportunity to showcase your brand, solutions, and innovations to a global audience of HR professionals, business leaders, and industry experts.

- **Booth Size:** Standard 3m x 3m shell scheme
- **Includes:** Backdrop panels, carpeted flooring, 1 table, 2 chairs, and basic lighting
- **Target Audience:** International training providers, learning technology companies, HR solutions firms, and industry innovators

With attendees from various sectors worldwide, exhibiting at IFTDO 2025 provides an exceptional platform to engage with decision-makers, expand your business network, and generate new opportunities.

Note: For Malaysian SMEs please apply under MDG Grant Scheme for reimbursements.



IFTDO 2025 EXHIBITION LAYOUT



EXHIBITION FEES: (foreigners) | EXHIBITION FEES: (Indonesian)
3M x 3M : USD 2,000.00 / unit | 3M x 3M : IDR 33,000,000.00

Booths are limited! Secure yours today!

IFTDO 2025 Exhibition

Showcase your Brand in this Global Platform of Learning. Please contact us at exhibition@iftdo2025.com for any enquiries.

EXHIBITION REGISTRATION FORM

Please register our company for the IFTDO 2025 EXHIBITION:

Company Name:

Exhibition Fees to be paid:

USD: /IDR: /RM:

Booth Size:

() 3m x 3m Booth No:()

Total USD:

/IDR:

/RM:

Authorised Signature:

Name:

Designation:

Tel. No.:

Contact Person:

Updated List of Countries, Government of Special Administrative Regions of a Country and Certain Entities Subject of **Visa on Arrival**

**Based on Minister of Law and Human Rights Circular Letter
No. M.HH-02 .01.06 of 2024**

**Albania
Andorra
Argentina
Armenia
Australia
Austria
Bahrain
Belarus
Belgium
Bosnia Herzegovina
Brazil
Brunei Darussalam
Bulgaria
Cambodia
Canada
Chile
China
Colombia
Croatia
Cyprus
Czech
Denmark
Ecuador
Egypt
Estonia
Finland
France
Germany
Greece
Guatemala
Hong Kong SAR
Hungary
Iceland
India**

**Ireland
Italy
Japan
Jordan
Kazakhstan
Kenya
Kuwait
Laos
Latvia
Liechtenstein
Lithuania
Luxembourg
Macau SAR
Malaysia
Maldives
Malta
Mexico
Monaco
Mongolia
Morocco
Mozambique
Myanmar
New Zealand
Norway
Oman
Palestine
Papua New Guinea
People's Republic of
China
Peru
Poland
Portugal
Qatar**

**Romania
Russia
Rwanda
San Marino
Saudi Arabia
Serbia
Singapore
Slovakia
Slovenia
South Africa
South Korea
Spain
Suriname
Sweden
Switzerland
Taiwan
Tanzania
Thailand
The Netherlands
The Philippines
The Seychelles
The United Arab
Emirates
The United Kingdom
The United States of
America
Timor Leste
Tunisia
Turkey
Ukraine
Uzbekistan
Vatican
Venezuela
Vietnam**





CONFERENCE REGISTRATION FORM

Please register the following conference delegates for IFTDO 2025:

Name: _____ Mr/Mrs/Ms

Designation: _____

Name: _____

Designation: _____

Name: _____

Designation: _____

Conference Fees to be paid:

USD: _____ /IDR: _____ /RM: _____

Cultural & IFTDO Award Nite:

() Table () Seat(s)

USD: _____ /IDR: _____ /RM: _____

Total USD: _____ /IDR: _____ /RM: _____

Company Name: _____

Authorised Signature: _____

Name: _____

Designation: _____

Contact Person: _____

Tel. No.: _____

Note : Dinner is excluded



HOTEL REGISTRATION FORM

Company Name :

Check-in Date :

Check-out Date :

Hotel Accommodation: Santika Hotel Premiere Slipi / Amaris Hotel Slipi

Number of Representatives : (persons)

Phone Number :

Email Address:

Company Address:

Signature (Authorized Representative):

Date: ____ / ____ / 2025
