



# Indonesia Emas dalam Perspective Sumber Daya Manusia

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## Indonesia Emas 2045

### Generasi Emas 2045



**Mengapa 2045?**

Pada tahun **2045** Indonesia genap berusia **100 tahun** yang berarti **100 tahun emas**

**Rentang 2020-2045, 70%** penduduk Indonesia dalam usia produktif (15-64 tahun).

**Pendapatan per kapita \$47.000**

Diproyeksikan menjadi salah satu dari **Tujuh kekuatan ekonomi terbesar di dunia.**

#### Generasi masa depan Indonesia

- Memiliki kecerdasan yang komprehensif, yakni produktif, inovatif.
- Damai dalam interaksi sosialnya, dan berakhlak yang kuat.
- Sihat, menyantun dalam interaksi alamnya, dan
- Berperadaban unggul.

Sumber data: BKKBN

#BKKBNofficial @BKKBNofficial

#BKKBN #harganas

### BONUS DEMOGRAFI



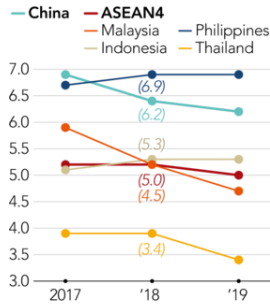
### #SDM Unggul, Indonesia Maju 4<sup>th</sup>



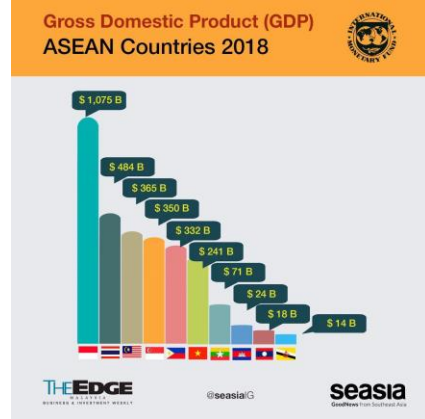
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# Why Indonesia : South East (SE) Asia Largest GDP

Revised forecasts for Asia's 2018 growth (year-on-year growth in real GDP, in percent)

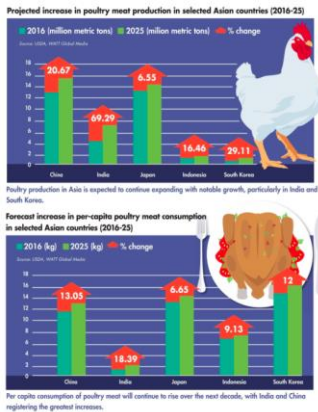


Based on February 2018 forecasts; previous forecasts from August 2017 in parentheses

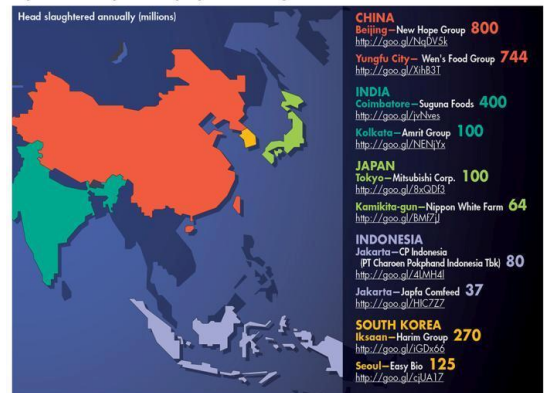


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# Why Indonesia : The biggest broiler producer in SE Asia



Top broiler companies in projected leading Asian economies in 2030



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# Indonesia: The SE Asia biggest egg producer

1971			1991			2011		
COUNTRY	PRODUCTION (1,000 T)	SHARE (%)	COUNTRY	PRODUCTION (1,000 T)	SHARE (%)	COUNTRY	PRODUCTION (1,000 T)	SHARE (%)
USA	4,126	20.4	China	7,589	20.8	China	24,149	37.2
USSR	2,486	12.3	USSR	4,478	12.3	USA	5,419	8.3
Japan	1,800	8.9	USA	4,114	11.3	India	3,490	5.4
China	1,584	7.8	Japan	2,498	6.9	Japan	2,483	3.8
Germany	1,165	5.8	Brazil	1,315	3.6	Mexico	2,459	3.8
United Kingdom	879	4.3	India	1,210	3.3	Russia	2,284	3.5
France	647	3.2	Mexico	1,141	3.1	Brazil	2,037	3.1
Italy	588	2.9	Germany	922	2.5	Indonesia	1,166	1.8
Spain	494	2.4	France	918	2.5	Ukraine	1,064	1.6
Poland	396	2.0	Italy	715	2.0	France	840	1.3
Brazil	355	1.8	Netherlands	646	1.8	Spain	830	1.3
Mexico	350	1.7	Spain	641	1.8	Turkey	810	1.2
Canada	333	1.6	United Kingdom	634	1.7	Germany	777	1.2
India	308	1.5	Thailand	482	1.3	Iran	741	1.1
Netherlands	265	1.3	Republic of Korea	422	1.2	Italy	737	1.1
<b>15 countries</b>	<b>15,776</b>	<b>*78.1</b>	<b>15 countries</b>	<b>27,724</b>	<b>*76.0</b>	<b>15 countries</b>	<b>49,286</b>	<b>75.8</b>
World	20,206	100.0	World	36,453	100.0	World	65,003	100.0



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## Key Challenge in Animal Industries today and the days after



Lower meat and dairy prices



Volatile demand patterns, especially in summer ("barbecue demand")



Always fresh products



Better animal health, welfare, and living conditions



Increased availability of information at the right time



Reduce antibiotics use

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# Challenge of Human Resources in animal industries



By 2045; Indonesia plays key role of animal production

## Global Talent

As largest animal production in ASEAN countries, Indonesia will target global talent

How Indonesia can create "the best place to work ?" or "Indonesian First"

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## IoT and Global Collaboration

Increasing of virtual network, IoT and Machine Learning, its create global collaboration within human, as well as human and machine

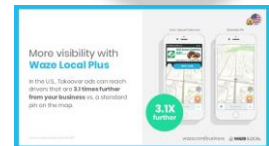
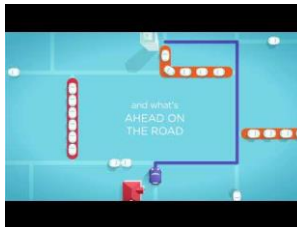
## Protection for Competitiveness

We need to create "profession protection", meanwhile balancing key competitiveness of our industry

Early 2000's there is global intention to increase number of woman worker and woman executive, mainly in Japan

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## Industry Transformation

THE CASE - WAZE

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# Animal Production Input

IoT and Machine Learning will adopt on calculation of animal production input

- Feed formulation is more than just “Least Cost Formulation”, its will create lowest feed per animal products
- Medication will be based on millions parameter to achieve high efficacy and supporting food safety
- Variability of parameters (material availability, climate, currency movement, etc) will manage automatically
- Etc....

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# Key Parameter of Key Competitiveness

There are transformation of employment



### Knowledge

Including profession



### Network

Within industry, and outside of industry



### Entrepreneurship

Working as partner to achieve OUR goal



### Learning Agility

Capability to enhance and improve knowledge



### Soft Skill

Social and management skill



### Religion

Understand what other people believe



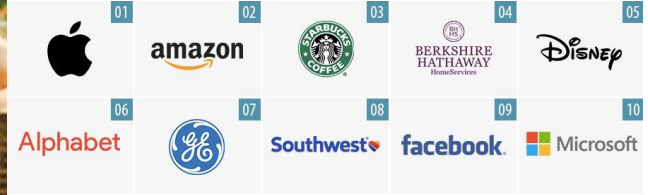
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## The most admired company



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## How Nutricell Adapt

We develop our people as partner to achieve our company goals.

People development is key, and people development are daily activity through education, coaching, mentoring and supervision



### The Key Issue

Not all of people are ready to stay partnership and equal



### Solution

Develop people incubation



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## How Its Work



We need to develop working environment which capable to accommodate capabilities and collaboration under healthy situation

Strategic dialog (including dialog toolbox)

Coaching : Including peer coaching

We occupying 80% of our work on routine job

Re design of working space and office



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Thank You

Successful leader when he/ she can create another leaders

