


Gtrust
Consultancy



Crafted with Love
by  **gtrust**

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“ A partnership goes beyond transactions; it’s mutual growth and shared success ”

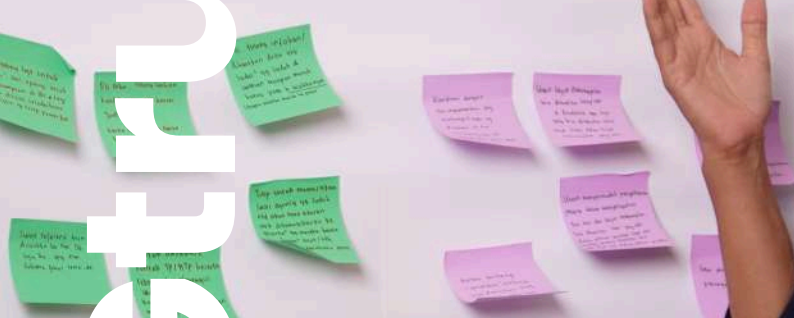
We provide solutions that are co-created through collaborative discussions, tailored to meet your unique needs. We're here to assist and support you every step of the way.

langkah-langkah berikut ini untuk merencanakan perkembangan yang
ting (Goal) dalam hidup Anda

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About Gtrust

TRUST

Who We Are

A Company that Empowers Growth: Your Partner in Human Resource Development

Gtrust Consultancy is a consultant company, working in Human Resource Development Area. We offer solutions to challenges in working environment and facilitate learning process for companies looking for improvements.



History & Background

A Story of Transformative Learning

Established in 2004, Gtrust initiated a transformative mission to **reshape conventional learning**. Encouraged by a vision to challenge one-sided, teacher-centered methods, Gtrust **introduced a dynamic approach** that prioritizes engagement (guided by the principles of Facilitation, Self-Awareness, and Fun) over the traditional way of learning.

At the heart of Gtrust's beliefs is **a strong focus on empathy**. Empathy inspires us to keep learning and finding solutions. The commitment to always learning turns Gtrust into a place where knowledge flows, creating a culture of understanding and resourcefulness that helps us provide meaningful support.

More than a consultancy, **Gtrust shines as a catalyst for change in an environment hungry for innovation**. Its story connects with those who push boundaries, aiming for comprehensive learning and progress. This ongoing journey motivates individuals and companies to adopt a new perspective of potential, establishing Gtrust as an impactful contributor in the fields of learning and development.



Our Approaches

Our Pillars of Dynamic Approaches



Facilitative

Using our interactive methods to help individuals learn more effectively and solve challenges with greater skill. This empowers companies to tackle obstacles and make substantial improvements in their operations.



Self Awareness

Guiding participants to explore and understand their own strengths, weaknesses, and motivations, facilitating personal growth.



Fun

Infusing enjoyment and excitement into the learning process to foster engagement and enthusiasm.





our services

Solutions to Empower Your Growth

Discover services that go beyond training. From dynamic learning facilitation to strategic facilitation that helps leaders align, make decisions, and co-create solutions, we design experiences tailored to your organization's unique challenges.



Our Services

Step into a journey of conquering challenges and achieving your organizational goals guided by our structured and engaging facilitation techniques. Here are some areas of expertise that we deliver:

- 1 Strategic Facilitation**
 Discover how you can experience **dynamic and productive group discussions**, fostering a problem solving mindset and driving effective decision making.
- 2 Facilitated Learning**
 Be ready for an exciting learning journey, where **hands-on experiences** are crafted to foster both your personal and professional growth.
- 3 Corporate Training**
 Experience **quick wins** with our efficient Corporate Training' sessions in a concise seminar/lecture format, delivering immediate impact in a one-time, short-duration setting.

Which Solutions Best Suit You?

	Strategic Facilitation	Facilitated Learning	Corporate Training
Result	System change and/or conflict resolution	Mindset shift and behavior change	Knowledge & Reflective Understanding
Process	Co-creating of concrete outcomes	Tailored simulated practice based on organization's situations or issues	Skill-based case studies
Facilitation	Facilitation process involving strategic personel or parties to support decision making process	More intensive session with 1:10 ratio of facilitator to participants	Approximately 1:30 ratio of facilitator to participants
Method	Facilitative workshop	Facilitative workshop	Facilitative workshop

Our Services

Strategic Facilitation



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FOR MORE
DETAILS

Overcome complex issues and reach your goals through our structured and engaging facilitation techniques. Our services are **tailored** to address the following various areas of challenges:

Strategic Meeting with Actionable Outcomes

OKR/KPI & Annual Target Setting

Transform confusing targets into a clear, unified direction with strategic facilitation that prioritizes **team ownership over generic templates**. We address misaligned goals by helping your team **co-create measurable KPI/OKRs**. Your organization gains sharp annual priorities and the **full commitment to execute targets** they truly understand and own.

Strategic Meeting with Actionable Outcomes

Strategic Planning & Business Strategy Roadmap

Turn abstract ideas into a concrete, integrated business roadmap by bridging the gap between vision and reality. We facilitate a collective thinking process that ensures the leader is **aligned and every decision is integrated**. By turning complex priorities into clear initiatives, your leaders gain a focused 6–12 month **strategic direction with the commitment** needed for immediate execution.

Strategic Meeting with Actionable Outcomes

Business Process Improvement

Simplify complex workflows into a smooth, efficient system to resolve operational bottlenecks and wasted effort. Rather than just mapping processes, we facilitate your team to work together to **improve how they work**, removing role confusion and overlap. By transforming inefficient routines into a **clear action plan**, your organization gains the **operational efficiency** needed for teams to work smarter.

Strategic Meeting with Actionable Outcomes

Strategic Time Management

Shift from being busy to being truly productive by moving from a reactive mindset to a strategic one. We help your team **redesign their work patterns** to better manage heavy workloads and ineffective meetings by aligning their time with **core priorities**. By establishing a **personal time management system**, your leaders and contributors will move from daily distractions to a purposeful **focus on what truly matters**.

Our Services

Strategic Facilitation



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Overcome complex issues and reach your goals through our structured and engaging facilitation techniques. Our services are **tailored** to address the following various areas of challenges:

Strategic Meeting with Actionable Outcomes

Innovation & Problem Solving

Solve recurring problems by turning persistent challenges into **innovative, real-world solutions** through structured collaboration. We replace repetitive discussions with a process that facilitates both creative and critical thinking to **generate ideas that actually work**. By providing problem clarity and prioritized action plans, your teams will move from slow decision-making to **executing solutions** that drive lasting impact.

Conflict Resolution

Conflict Resolution for Better Workplace

Transform workplace conflict into a source of collaboration by shifting tension to positive interaction. We replace the "who's right or wrong" with **a safe space** to understand different perspectives and uncover root causes. By helping your team see the **big picture together** and find **common ground**, we help them move toward a **stronger, more productive relationship** built on open communication and real commitment.

Culture & Change Management

Culture & Change Management

Bring your company values to life by aligning how your team works with your business goals. We bridge the gap between "the plan" and "the reality" by helping your team **define and practice the daily habits needed** for change. By turning abstract values into **clear action plans and simple guides**, we ensure your culture becomes a **powerful driver** that moves your organization toward a better future.

Culture & Change Management

Designing Impactful Employee Engagement Program

Design engagement programs that truly matter to your team's motivation and performance. We help you build initiatives **based on real employee needs**, ensuring every activity is purposeful rather than just a routine. By creating a **clear engagement strategy**, we transform routine activities into **high-impact experiences** that are measurable and deeply connected to your company goals.

Our Services

Facilitated Learning



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Through fun experiential learning, active participation, and a continuous process, we ensure dynamic engagement that encourages behavioral changes for your team.

Agents of Change Program

Enabling Agent of Change Across the Organization

Sustainable transformation requires more than top-down initiatives. Organizations need people across levels who can translate strategy into change on the ground. This capability journey equips selected leaders and change champions to **lead initiatives, engage stakeholders, and navigate resistance**. Through structured transformation projects and coaching checkpoints, participants build **sustainable change capability** across the organization.

Leadership Transformation Journey

Strengthening Leadership for Organizational Impact

As organizations grow complex, leaders must expand beyond technical expertise toward strategic, systemic leadership. This journey helps leaders develop the mindset and capabilities to lead at self, team, and organizational levels. Through **leadership simulations, organizational challenges, and action learning**, participants strengthen strategic thinking, translate strategy into action, and **shape culture for sustainable impact**.

Pre-Retirement Preparation

Trail to New Horizons: Designing the Next Chapter with Intention

Retirement is a major life transition that involves identity, lifestyle, relationships, and financial readiness. This experience helps employees prepare for the next stage of life with greater clarity and confidence. Through **personal readiness mapping, financial simulations, and guided reflection**, participants design a meaningful post-career plan and strengthen **life readiness and a clear retirement action plan**.

Business Acumen

Rewiring Business Acumen for Performance Impact through Business Simulation

Strong organizations require professionals who understand how daily decisions influence business performance. Participants move beyond functional perspectives and develop an enterprise mindset. Through **immersive business simulations**, participants make **strategic decisions**, analyze **financial outcomes**, and **navigate real trade-offs across functions**. The experience strengthens business judgment, cross-functional collaboration, and strategic decision-making.

Our Services

Facilitated Learning



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DETAILS

Through fun experiential learning, active participation, and a continuous process, we ensure dynamic engagement that encourages behavioral changes for your team.

Sales Excellence Program

Integrating Mindset, Strategy & Communication for Revenue Impact

High-performing sales teams create value through meaningful client conversations, not simply product pitching. This program helps sales professionals develop the mindset and communication capability to build trust and influence decision-making. Through **structured sales frameworks, simulations, and negotiation practice**, participants strengthen their ability to handle objections, communicate value, and build lasting client relationships, **driving stronger revenue impact and client trust.**

Teamwork & Collaboration

Building Sustainable Team Synergy

Many teams continue delivering results while underlying collaboration challenges remain unresolved, unclear roles, communication gaps, and unaddressed conflict. This experience helps teams **strengthen trust, clarify expectations, and align ways of working.** Through facilitated dialogue and team simulations, participants develop **stronger trust, shared accountability, and sustainable team synergy.**

Teamwork & Collaboration for Project Teams

High-Performance Sprint Collaboration

Project teams operate under tight timelines, cross-functional pressure, and high expectations for rapid results. Early alignment and clear collaboration structures become critical. Through rapid **alignment workshops, project clarity frameworks, and decision-making simulations**, teams **strengthen coordination and execution discipline**, enabling **faster alignment** and more effective project execution.

Operational Excellence

Driving Performance Through Lean Six Sigma Discipline

Operational performance improves when teams apply disciplined problem-solving and data-driven decision-making. This program strengthens the capability to identify inefficiencies, analyze root causes, and implement measurable improvements. Using **Lean Six Sigma frameworks** and **real process challenges**, participants develop the mindset and tools needed to drive **continuous improvement and operational efficiency.**

Values Internalization

From Knowing the Values to Living the Values

Organizational values become meaningful when employees understand how those values guide everyday decisions and behaviors. The experience helps employees, new hires, connect the company's values with their daily work and interactions. Through **storytelling, reflection, culture case simulations, and dialogue** with leaders, participants translate values into practical behaviors and build a **stronger sense of belonging and commitment to the organization's culture.**

Our Services

Corporate Training



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DETAILS

We provide concise, corporate training sessions that improve knowledge. Elevate service, enhance emotions, and inspire leadership in a single, time-efficient seminar. Presented in a seminar/lecture format, our corporate training service will give you prompt results within a single, time efficient session.

Leadership Capabilities

- Growing as a Leader to Empower Your Team
- Becoming a Facilitative Leader to Drive Significant Outcomes
- Managing Conflict to Strengthen Relationships & Maintain Team Harmony
- Navigating Difficult Conversations to Achieve Win-Win Results
- Applying Coaching Techniques to Lead Effectively in Challenging Times
- Giving Feedback & Job Instructions to Improve Clarity & Accountability

Personal Capabilities

Managing Self

- Mastering Self-Leadership to Achieve Consistent Personal & Professional Wins
- Rediscovering Your Inner Strength to Manage Stress with Confidence
- Designing Your IDP to Fast-Track Career Growth
- Building Self-Awareness to Unlock Hidden Strengths
- Managing Emotions to Create a More Positive Workplace

Managing Others

- Communicating & Collaborating Effectively to Boost Team Performance
- Giving Feedback with SBILS to Drive Measurable Improvement
- Practicing Empathetic & Assertive Communication to Overcome Tough Times
- Developing a Collaborative Mindset to Succeed in Remote Teams
- Leveraging Lumina Spark & Team Insights to Thrive Through Change
- Delivering Service Excellence to Consistently Exceed Client Expectations

Managing Work & Performance

- Using Critical Thinking to Make Better Decisions Faster
- Applying Creative Thinking to Generate Innovative Solutions
- Sharpening Problem Analysis & Reporting to Influence Decision-Makers
- Building Learning Agility to Continuously Improve & Stay Relevant
- Running Effective Meetings to Save Time & Maximize Results
- Managing Knowledge to Retain Expertise & Increase Productivity
- Shaping a Resilient Mindset to Consistently Drive High Performance

Our partners



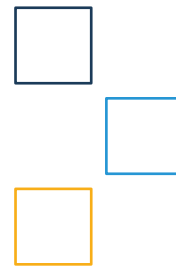
Discover Our Rich History

Every partnership we embark on is more than a project—it is a shared journey of growth. While we are honored to support our partners in empowering their people and organizations, we also recognize how these collaborations have expanded our learning, sharpened our practices, and strengthened who we are as Gtrust Consultancy. Each engagement enriches not only our expertise, but also our culture, perspective, and capacity to serve better. For this, we are deeply grateful.

Star Ercahaya
Hasugian Director



Success Stories



Takeda Indonesia embarked on a transformation of creating the Patient Value Access (PVA) team to shift from traditional drug sales to patient-centric strategies. However, this shift led to employee resistance, a drop in motivation, and pervasive anxiety and fear of failure.

We recognized a core challenge of limited self-awareness hindering productivity and goal achievement. We then responded with a profound solution, prioritizing the enhancement of self-awareness among employees by uncovering their unique strengths and preferences.

This approach led to employees experiencing positive attitude shifts, increased motivation, and newfound courage to embrace change, resulting in significantly improved team productivity and overall performance.

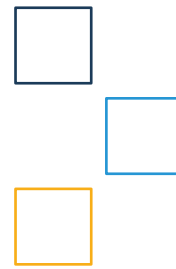
Explore how this approach can offer transformative experiences that foster personal and professional growth across various domains.

Testimonials



“ The follow-up session conducted by Gtrust after the program 3 months ago allowed us to assess how much we have **improved our performance** based on GROWS in achieving the goals we set, particularly in terms of effective communication to build a successful team. ”

Shinta Caroline
Head of Patient Value Access PT. Takeda Indonesia



SUmatra InsPiring LeadER (SUPER) is a flagship program at PHR aimed at developing managerial and leadership skills for managers to top-level executives. This program recognizes that enhancing leadership quality significantly impacts the execution of sustainable work programs, supports investment management in PHR Regional 1 Sumatra, and contributes to achieving key performance indicators (KPIs).

Participants are expected to develop robust risk management skills, covering financial risks as well as those related to industrial relations, stakeholder management, and project management. **Emphasis is placed on developing strategic thinking abilities among leaders, shifting the focus from operational to strategic considerations.**

Based on needs identified by Gtrust, this 2-day program includes sharing sessions on best practices, simulation-based activities, and risk management & project management tools workshops.

The success of SUPER is evident from the direct impact on participants. After attending, PHR leaders showed significant improvement in their risk management capabilities. They implemented more effective strategies to handle complex challenges and proactively mitigate risks

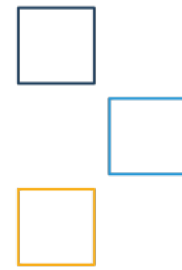


“ This training session is designed to be engaging and enjoyable, without excessive elements, ensuring it aligns perfectly with the preferences of the millennial generation. ”

Mey Febriana
Manager Performance – Strategic Planning at Pertamina



Success Stories



The **United Nations Development Programme (UNDP)** focuses on poverty alleviation, inclusive economic growth, and achieving the Sustainable Development Goals by 2030. UNDP Indonesia faced workplace challenges in 2023, including employee concerns due to recent changes, an increasing workload, and unproductive communication, leading to heightened anxiety and a negative work environment.

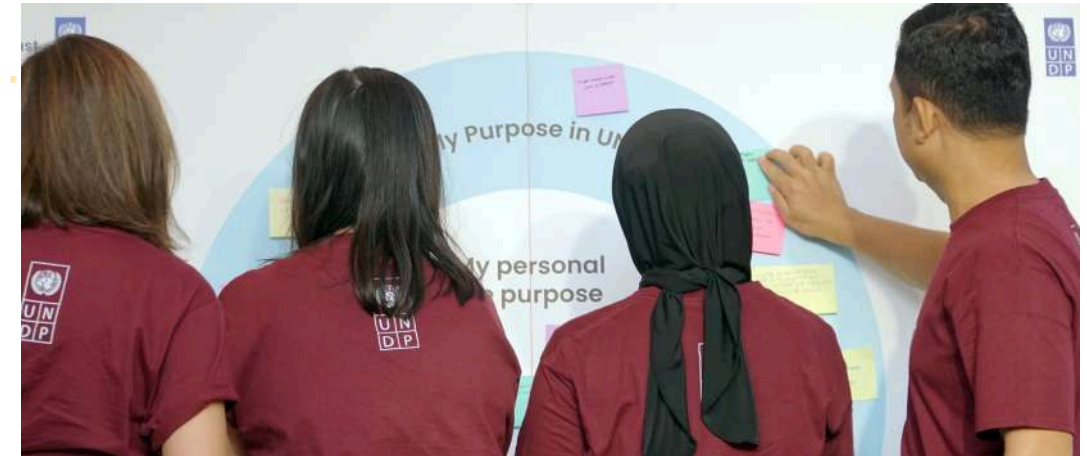
In response, UNDP Indonesia, in collaboration with Gtrust, implemented the 2023 Retreat to foster communication, trust, and team belonging. This facilitation workshop **aimed to enhance employees' interpersonal relationships and effective communication through actual daily practices.**

The program successfully achieved:

1. Alignment between personal motivation and UNDP's core objectives.
2. Improved communication and teamwork skills, promoting diversity, equity, and inclusion.
3. Increased enjoyment and reduced anxiety within the workplace.

Using a simulation-based approach, creative methods, and reflective processes, UNDP and Gtrust **effectively enhanced workplace dynamics and employee well-being.**

Testimonials

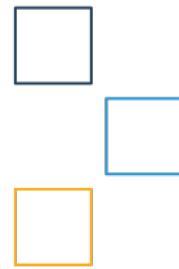


“ As a satisfied client, I am very pleased with your service. You have been able to **accommodate** our requests efficiently. I remember we submitted our request to you about a week ago, and you delivered it in an **excellent manner**. On behalf of the team, we are very grateful and delighted with your work. ”

Pramudita Lestari
Executive Assistance UNDP

Success Stories

goto



The Goto procurement team has been actively upgrading themselves with foundational skills that can help them perform their work more efficiently and effectively.

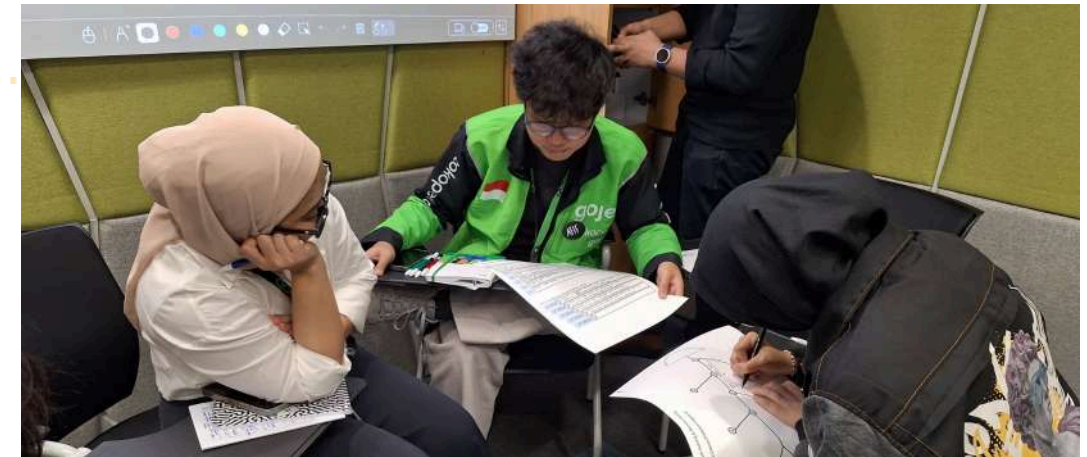
After a series of workshops throughout the year, the final topic chosen was Problem Solving and Decision Making. This final topic will also help Procurement deal with daily work challenges such as lengthy approval processes, vendor performance, last-minute requests, and high efficiency expectations.

To address these needs, we offer a full day workshop of **Collaborative Problem Solving & Decision Making**—practical training with a facilitative, fun, and applicable approach, adapting best practices from Gtrust Consultancy's proven effective materials.

This hands-on workshop equips participants with practical tools to identify challenges, uncover root causes, and solve problems effectively. We combined several methods of learning such as **Metaphoric Play** that trained their questioning and critical thinking skills, **Group Discussion** using real cases from Procurement Team, **Gallery Walk** to cultivate peer feedback and learning, and practical problem-solving tools like the **5 Whys**, **Fishbone Diagram**, and **SCAMPER** to generate innovative, applicable solutions.

The program not only strengthened problem-solving capacity but also built stronger collaboration, adaptability, and ownership within the Procurement Team. Participants left with concrete action plans and renewed confidence in applying structured approaches to daily challenges.

Testimonials



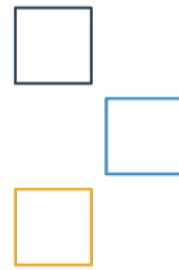
“

Gtrust's innovative tools, skilled facilitation, and adaptability made this workshop an outstanding and transformative experience.”

Sarah & Lalita

GoTo Procurement Team

Success Stories



In 2020–2021, the Ministry of Education, Culture, Research, and Technology (Kemendikbudristek) implemented reforms that resulted in a flatter organizational structure and more efficient workflows.

While these reforms improved effectiveness, they also placed new demands on leaders to strengthen operational leadership, and left some executive-level staff uncertain about their roles and responsibilities.

To address these challenges, Gtrust Consultancy identified the development of impactful leadership—leaders who are consultative, adaptable, and responsive to change—as a critical priority.

In response, Gtrust designed a **full-day leadership workshop for ministry leaders**. The program began with an interactive talk show, *Rediscovering Purpose as a Leader*, led by the Secretary General, which invited participants to reflect on the meaning of leadership in a changing environment.

This was followed by a Self and Team Discovery Workshop, where expert practitioners guided participants in exploring their profiles, leadership styles, and personal qualities using psychometric tools such as Lumina Spark and Lumina Leader. The day concluded with a guided practice session to create a Relationship Map & Team Development Plan, translating **self-awareness into actionable strategies for team growth**.

Testimonials



“ Leaders’ reflections from the workshop underscored a strong aspiration to embrace adaptability, collaboration, and empathy in their roles. They highlighted **the need to map team strengths and weaknesses**, empower team members to take initiative, and create a safe space where mistakes can become valuable lessons. Collectively, the feedback showed a **collective commitment to becoming empathetic, purposeful leaders** who can drive both personal and organizational progress. ”

Dr. Abdullah Faqih, M.A., M.Ed
*Head of Bureau of Organization and Human Resources
– Kemendikbudristek*

Our Partners

Mining, Oil & Gas



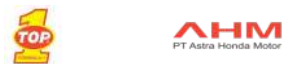
Pharmacy & Health



Construction & Building Material



Automotive & Spare Parts



Logistic & Cargo



Banking



Media & Services



International Organization



Tech



Government



Education



Non Profit Organization & Community



And Many More

Gtrust's partners come from various industries (Oil & gas, FMCGs, pharmaceuticals, media, banking, NGOs, building materials, etc.), each facing distinct challenges.

Thank You!

Let's Collaborate

