CTG+

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PT CTG Plus Konsultan Indonesia
Introductory Presentation

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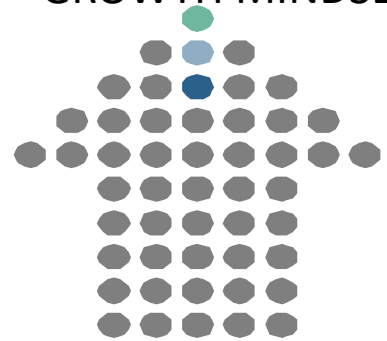
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Why CTG+ Consulting is The Right Partner?

We offer a balanced perspective of both business and talent. Whilst HR's core existence is to enable business achievement, business cannot sustain without its people.

BUSINESS DRIVEN & TALENT CENTRIC

PROFESSIONAL & GROWTH MINDSET

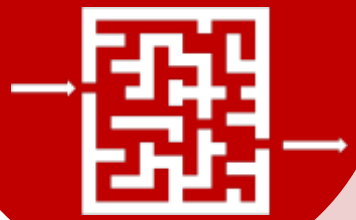


We see transformation and changes as signs of growth. With that mindset, we strive to deliver our best in all aspects of our services.

BEST FITTED & PRACTICAL

We bring with us the world's best practices as references. At the end of the day, for it to be successful, solution needs to be best fitted and practical to your business needs

AGILE & EFFICIENT



We understand agility like no one else. It is all about thinking one step ahead of the competition while digging one level deeper to find the root cause of any barriers.

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Our Leadership Team

Adsa Hermawan,

Adsa brings 20 years of experience as both consultant and practitioner, working on various Transformation projects for local and multinational companies. Adsa is specialized in Organization Design, Talent Management, Performance Management, and Project Management. In addition, Adsa also has been exposed with end-to-end system solutioning and implementation. She believes that through technology, organizations can speedily transform internal functions to become business influencer. Adsa had exposures in working for clients in multiple regions; Asia, Australia, America, and Europe.

Past Employment:

- Oracle – APAC Principal Consultant-HCM
- AXA Services Indonesia – HR Transformation Lead & Talent Management & Organization Effectiveness Senior Manager
- PricewaterhouseCoopers Consulting Indonesia – Manager
- Lippo – Corporate HR, Organization Development Manager
- Inform Business Impact – Analyst
- TASS Consulting – Associate

- Master of Business in Strategic HRM
- Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials
- SHRM-SCP Certified, The Society For HR Management, 2017
- Maxwell DISC Certified Behavioral Analysis, Trainer and Consultant, 2025
- Maxwell Leadership Certified , Trainer, Speaker, and Coach, 2025

Anastasia Gladis,

Gladis has 12 years of experience as HR consultant and HR practitioner. She has exposures dealing with clients from multiple industries in various HR projects including Performance Management, Talent Management, HR Digital Transformation, HR Process Improvement Organization Diagnostic Review, Talent Acquisition, and HR Due Diligence. Gladis has completed Harrison Assessment Certification, and she is experienced in assisting clients to utilize Harrison Assessment to bring value added to client organizations.

Past Employment:

- GO POWER – Manager
- AXA Services Indonesia - Organization Development & Talent Management Assistant Manager
- PricewaterhouseCoopers Consulting Indonesia – Senior Associate

- Master of Commerce in Marketing
- Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials
- SHRM-CP Certified, The Society For Human Resources Management, 2017
- Harrison Assessment Certified, Debriefing & Coaching Accreditation, 2022
- Harrison Assessment Certified, Recruitment Accreditation, 2024

Darman Haslim,

Darman is a versatile human resource and organization development professional with experience in managing the complete human resource value chain. As an HR professional, he has a uniquely broad perspectives, gained from his experiences in cross-industries and cross-functions roles, working in various stages of organization growth (from establishment and starting-up to transformation) and supported with his educational background in engineering and business.

Past Employment:

- Mandala Finance – HR Director
- Mayapada Healthcare – HR Director
- IKEA – Country HR Manager
- Boehringer Ingelheim – Head of Organization Development and Learning
- TASS Consulting – Project Manager
- PricewaterhouseCoopers – Consultant
- Astra International – Organization Development
- Omron Manufacturing – Information System, Production Planning, Quality Assurance

- Master of Science in Management
- Bachelor of Science in Industrial Engineering

Lukas Prakoso,

Lukas is a professional in financial advisory, fund management, and tax structuring with over 13 years of experience in the infrastructure, energy, and technology sectors. Lukas is an expert in financial modeling, investment feasibility analysis, and financing design. His expertise includes Corporate Budgeting, Business Planning, Feasibility Studies, Financial Modeling, Tax and Financial Consulting, as well as Corporate and Project Financing, with a focus on fund management and the development of complex financial structures.

Past Employment:

- Alpha JWC Ventures – Vice President, Fund Management
- PT Sarana Multi Infrastruktur (Persero) – Project Director, Financial and Investment Advisory
- PricewaterhouseCoopers Consulting Indonesia – Management Consultant, Finance Function Effectiveness
- Citibank, N.A., Indonesia – Country Finance and Securities and Fund Services

- Master of Science in Accounting & Finance
- Bachelor of Economics
- Certified Financial Planner

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Our Growing Client List

Our consultant team are individuals with extensive exposure and experience in organization and people management area, serving both as Consultants and Practitioners. This has benefited our clients as our consultants' approach are holistic, integrated and business driven. Our growing client list is a proven case that our consultants are working their best in #DeliveringImpact

BUMN/BUMD

injourney Indonesia Aviation and Tourism
injourney Tourism Development Corporation
IAS Support
transjakarta
PT PII
IndonesiaRe
Krakatau Sarana Infrastruktur
Krakatau Sarana Properti
BNI
JIEP
Agrinas Pangan Nusantara

Financial and Insurance

MEGAINSURANCE
Link Aja!
DBS
ZURICH
BPKH Badan Pengelola Keuangan Haji
PRUDENTIAL
UOB
NH KORINDO SEKURITAS INDONESIA
moneeInsure

Media and Technology

darwinbox
PTIMA Data Internasional
IBM
TREES SOLUTIONS
BERITA SATU MEDIA HOLDINGS
Synchro
metrocom
ict

Manufacture

GRP
VIVERE GROUP
DAP
AOA
CNK PT. Citra Nugerah Karya
CAP LANG
PT. TRIAS SENTOSA, Tbk
TNS
BIOPLAST Innovative Packaging Solution
Beton
SEKARBUMI

Extractive Industry

J RESOURCES
ABM
SAMATOR
tripatra
RH PetroGas
Tempira

Property

PAKUWON GROUP
Kota Kasablanka
Gandaria City
Plaza Blok M
ASIA Propertindo
Indonesian Paradise Property
PT. Pembangunan Graha Lestari Indah, Tbk.
Jababeka & Co.

Others

TIARA Reliability Solution
MERATUS
bumame Farmasi
Bakmi GM
DAGANGAN
BINUS SCHOOL Education
pbTaxand
NAWAKARA Security System Plan - Prevent - Protect
TIMEZONE
RODAMAS group of companies
Sasa
Take The Pastry.
JIS Jakarta Intercultural School

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Client Testimonials ★★★★★

Deputy of HRGA - Badan Pengelola Keuangan Haji (BPKH)

"The CTG+ team demonstrated strong discipline throughout the work process and delivered outputs in accordance with the established schedule and ToR. The data gathering and input collection were conducted comprehensively, reflecting a diligent and professional effort aligned with high-quality consulting standards."

Partner - PB Taxand

The HR Diagnostic project by CTG+ has been running well. The advice and solutions provided are highly applicable and demonstrate a deep understanding of effective human resource management practices. The approach also helped us identify concrete opportunities for improvement within the Organization.

Chief HR, GA & Legal - PT Metrocom Global Solusi

CTG+ Consulting provided excellent support throughout the Workload Analysis project. Their communication was clear and responsive, and they demonstrated a good understanding of our needs. Overall, a professional and collaborative experience.

HC Strategy & TM Dept Head - PT Pengembangan Pariwisata Indonesia (ITDC)

We sincerely appreciate CTG+ for the highly professional collaboration. Throughout the process, the CTG+ team demonstrated a deep understanding of our organizational needs, strong responsiveness, and a solid commitment to delivering quality outcomes. Their systematic, collaborative, and data-driven approach greatly supported the development of competency standards that are both relevant and practical.

VP HC Strategy - PT Aviasi Pariwisata Indonesia (InJourney)

The CTG+ team successfully completed the project in accordance with the terms of reference and delivered high-quality results. The two-way communication throughout the process was excellent, ensuring that every stage of the project ran smoothly. The CTG+ team was truly solid, professional, and responsive. It was an outstanding experience working with CTG+.

SVP Human Capital - PT Penjaminan Infrastruktur Indonesia

CTG+ team is very knowledgeable, cooperative, and helpful throughout the HR Blueprint project. This gives stakeholders confidence in project delivery. CTG+ team successfully leads required meetings for multiple purposes, which involve participants from various organization levels.

Sr. Manager People & Organization Development - PT Sasa Inti

The CTG+ team is always supportive in supporting us in the process of mastering and using the Harrison Assessment platform. We were guided from initial understanding, mastery of assessment tools, to the process of reading reports to users. The CTG+ team always responds to every question and request from us. Hopefully this collaboration will continue in the future.

HR Director - PT Jababeka Tbk.

CTG+ team is very professional and able to interact with various parties independently. The team shows high commitment and manage to successfully deliver the project on time. Deliverables can be held accountable and becomes valuable reference for Management in decision.

Head of Procedure & Data Analytic - PT J Resources Nusantara

We are very satisfied with CTG+ services. The talent placement process was fast, well-organized, and professional. The talent placed demonstrated the required competencies and adapted well to our work culture. Thank you, CTG+, for the responsive support and excellent service!

Chief Executive Officer - Timezone Indonesia

The approach adopted by CTG+ team was very methodical, meticulous and thoroughly professional. This gave a sense of fairness to team involved and confidence to Management. Recommendations made were practical and executable. I strongly recommend CTG+ team for any Re-Organization project and look forward to engaging with the team for people related projects in the future.

Director - PT Optima Data Internasional

CTG+ has vast knowledge in the change management framework for system implementation. During the project, CTG+ became a good partner for us and was always willing to go the extra mile to achieve the project's objectives and timeline, even after the project was completed. Thank you CTG+, I hope we can collaborate again in the future.

HC Department Head - PT Reasuransi Indonesia Utama (Persero)

We highly appreciate our collaboration with CTG+ Consulting on the Salary Structure & Job Grading project. CTG+ provided sharp insights, a systematic approach, and solutions aligned with our business and HR needs. The results provided a strong foundation for strengthening our remuneration system while ensuring internal equity and external competitiveness. The CTG+ team also provided support beyond our expectations.

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Our Domain Coverages – Management and Organization

Our deep expertise in organization and people management space has allowed us to provide valuable **advisory**, **consultancy** and **implementation** services, for mature organization and growing businesses alike.

Strategy & Organization

- Organization Assessment
- Strategic Workforce Planning
- Organization Restructuring
- Business Process Optimization
- Change Management
- Organization Design, Policies, and Governance
- Functional Organization Blueprint & Improvement
- Organization Capability Development
- Workload Analysis & Manpower Planning
- Organization Culture Transformation

Talent Management

- Targeted Development Program
- Training & Development (in-class, online, and hybrid/blended approach)
- Talent Mapping
- Succession Planning
- Performance Management
- Competency Management
- Offboarding / Outplacement
- Employee Engagement
- Coaching & Mentoring
- Curriculum Development and Management

Data Analytics & HRIS

- System Requirements
- Vendor Selection
- Data Management
- Evaluation of Effectiveness and Governance
- Change Management
- Data Analytics
- HR Metrics
- HR Dashboard

Selection & Recruitment

- Strategic Talent Placement
- Profiling and Assessment (Assessment Center, Maxwell DISC, Harrison Assessment)
- Psychological Testing
- Employer Branding
- Onboarding – Mid-boarding
- Employee Background Screening

Compensation & Benefits

- Job Evaluation
- Salary Structure
- Compensation & Benefits Management
- CGM-Based Workforce Wellness Program

Manage Services

- Payroll – Manage Services
- Employee Administration and Compliance
- Operational & Administrative Support

Financial Management

- Corporate Budgeting
- Business Planning
- Feasibility Studies
- Financial Modelling
- Tax and Financial Advisory
- Corporate and Project Financing

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Our Service: Organization Design

HOW CAN WE HELP YOU?

Organization design is the process of **developing an organization's structure to effectively achieve its strategic goals and operate efficiently.** It also involves defining roles or positions to support the execution of the strategy and ensure the achievement of goals.

Our expertise in this area include, but are not limited to:

1) **Organization Structure Development / Restructuring** - We can assist in designing an effective organizational structure that aligns with your business strategy. When restructuring is required, we analyze the current structure to identify and implement necessary changes to address inefficiencies and better support your objectives.
2) **Job Profile Development** - We provide a detailed analysis of the roles needed to support the designed structure, creating comprehensive job profiles that outline key responsibilities, required skills, qualifications, and relationships with other parties, ensuring clarity and guidance for job holders.

CLIENT CASE INSIGHT

CLIENT NEEDS

A family entertainment center company, part of an international group, required organizational restructuring to enhance effectiveness and support future strategic direction. Additionally, there was a need to assess current job holders to ensure their capabilities align with roles in the new structure.

OUR SOLUTIONS

- Conducted a thorough analysis of the current organizational structure to evaluate its alignment with the company's strategic goals. Developed recommendations for a new structure and defined the necessary job roles.
- Performed detailed assessments of current employees using profiling tests and interviews to evaluate their suitability for the new structure.

BENEFITS FOR CLIENTS

- Provided the company with a clear understanding of the effectiveness of the existing structure and insights into the optimal new structure to improve efficiency and achieve strategic objectives.
- Enabled the company to assess current workforce capabilities, identify key development areas for employees to transition smoothly into new roles resulting from the restructuring, and determine suitable placements based on the updated structure.

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Our Service: Competency Management

HOW CAN WE HELP YOU?

Competency management is the process of **identifying, developing, and optimizing the skills, knowledge, and abilities** required for your workforce to perform their roles effectively and contribute to the organization's success. It aligns talent capability with business goals and drives continuous growth and development.

Our expertise in this area include, but are not limited to:

1) **Competency Model Development** - We can assist in creating a comprehensive competency model that serves as a guide for recruitment, performance evaluation, employee development, and all other HR processes.
2) **Competency Assessment** - We offer thorough assessments to identify skill gaps, align talent with business objectives, and foster continuous growth and development within your team.

CLIENT CASE INSIGHT

CLIENT NEEDS

A security solutions company required CTG+'s expertise to develop behavioral and technical competencies for all positions, as well as to conduct assessments to evaluate the current competency levels.

OUR SOLUTIONS

- Developed a comprehensive behavioral and technical competency model for all positions.
- Conducted thorough competency assessments using comprehensive methods to evaluate proficiency levels, developed detailed assessment reports, and provided debrief sessions for employees.

BENEFITS FOR CLIENTS

- The competency dictionary serves as a valuable guide for recruitment, performance evaluations, and employee development, ensuring consistency across all HR processes.
- The competency model and assessments provided the company with clear insights into their workforce's strengths and areas for development, enabling targeted training and improved overall performance.
- The debrief sessions offer employees actionable feedback to help them strengthen their skills and address specific areas for improvement based on their assessment results.

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Our Service: Workload Analysis & Manpower Planning

HOW CAN WE HELP YOU?

Workload analysis and manpower planning are critical processes for organizations to **ensure optimal productivity, operational efficiency,** and **fulfillment of workforce requirements that align with business directions and organizational strategies.**

Our expertise in this area include, but are not limited to:

1) **Workload Analysis** - We assist in accurately calculating workload and identifying Full-Time Equivalent (FTE) requirements to determine workforce needs based on comprehensive analysis.
2) **Manpower Planning** - We develop workforce planning strategies, project workforce needs aligned with business directions, and provide guidance for companies to identify recruitment needs for specific positions.

CLIENT CASE INSIGHT

CLIENT NEEDS

A company in the mining industry, with employees distributed across head office and site locations, lacked a clear workforce planning strategy as the basis for recruitment. Additionally, employees raised issues about unfairness workload distribution, while Management have concerns regarding productivity and operational efficiency.

OUR SOLUTIONS

- Conduct FTE calculations to determine the ideal number of employees, based on task completion times, identified workload, and other factors that might affect efficiency and productivity.
- Develop a three-year workforce planning based on FTE results, analyzing workforce supply and demand, and simulating scenarios for the company, including high growth, steady growth, or a focus on efficiency.

BENEFITS FOR CLIENTS

- Ensuring productivity is maintained through optimal HR allocation according to The Company's needs.
- Reducing the risk of operational inefficiency with precise and accurate workforce planning, ultimately improving productivity and ensuring cost efficiency.

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Our Service: Performance Management

HOW CAN WE HELP YOU?

Performance management is a **continuous communication and feedback process** that involves **setting corporate goals, cascading them to individual objectives, regularly monitoring progress,** and **evaluating achievements.** This process ensures that organizational goals are achieved through the alignment of employee performance with strategic objectives.

Our expertise in this area include, but are not limited to:

1) **Performance Management Design** - We develop comprehensive performance management systems, including processes, policies, and related elements, to ensure effective implementation within your organization.
2) **Performance Management Monitoring** - We could assist in monitoring the entire performance management cycle, from goal setting to continuous review and year-end evaluation, ensuring consistent and effective execution of the designed performance management system.

CLIENT CASE INSIGHT

CLIENT NEEDS

An IT consulting company that has not implemented performance management in the organization wanted to establish a system as it expanded its workforce. After the design was finalized, the company required assistance in monitoring the implementation to ensure a smooth transition into HRIS and its successful execution.

OUR SOLUTIONS

- Design performance management system including framework, process, policies, and required form to implement performance management.
- Assisted with the entire performance management cycle, from identifying corporate KPIs and cascading them to divisional and individual levels to monitoring feedback, year-end reviews, and performance appraisal calibration.
- Assisted the client in integrating the performance management module into HRIS, from initial setup according to requirements to monitoring the system's adoption.

BENEFITS FOR CLIENTS

- Enabled the company to measure and achieve its goals while assessing employee performance to identify high performers, ensure internal fairness, and support targeted development as needed based on performance appraisal results.
- Achieved a more effective performance management system after transitioning to HRIS.

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Our Service: HRIS Implementation and Optimization

HOW CAN WE HELP YOU?

HRIS (Human Resources Information System) is an information system that helps organizations **manage HR data and processes in an integrated, efficient, and accurate manner**. Effective HRIS implementation also requires strong **governance, security, and user readiness** within the organization.*

Our expertise in this area include, but are not limited to:

1) **HRIS Vendor Selection and Implementation Support** - We provide comprehensive assistance from the planning and needs analysis stages through system implementation. This includes developing system requirements, supporting the vendor procurement process, and coordinating with technical teams throughout the implementation phase until the system goes live.
2) **HRIS Evaluation** - We conduct evaluations of HRIS governance effectiveness, including management structure, administrator roles and responsibilities, and the application of data security and integrity mechanisms. This assessment provides a comprehensive view of the system's reliability.
3) **HRIS Optimization and Performance Enhancement** - We analyze HRIS utilization levels to identify improvement areas and feature development opportunities, as well as develop an HRIS development roadmap aligned with the organization's needs.

**CTG+ is not exclusively affiliated with any specific HRIS platform.*

CLIENT CASE INSIGHT

CLIENT NEEDS

An industrial estate and property development company conducted a comprehensive review of its Compensation & Benefit function, including an evaluation of the supporting HRIS system in use. The objective of this review was to ensure that policies, procedures, and process execution were operating optimally, supported by a system capable of ensuring the accuracy and security of employee data.

OUR SOLUTIONS

- Conducted a comprehensive analysis of Compensation & Benefit processes to assess the effectiveness of execution and the adequacy of the supporting systems in place.
- Performed an end-to-end assessment of the HRIS through a system walkthrough to understand module configurations, governance structures, process flows, and data integrity. This assessment also included interviews with HR, IT, and the relevant IT vendor.
- Developed key findings and recommendations focused on improving business processes, strengthening governance, and optimizing the HRIS.

BENEFITS FOR CLIENTS

- Provide a clear understanding of the effectiveness of the Compensation & Benefit processes and the extent to which the HRIS supports their implementation.
- Provide an overview of data integrity levels, calculation accuracy, and the effectiveness of controls in managing employee compensation.
- Identify the alignment and performance of the HRIS vendor in relation to organizational needs, as well as the improvement areas that need to be addressed.

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Our Service: Business Process Optimization

HOW CAN WE HELP YOU?

Business process optimization involves **enhancing various operational processes to improve efficiency and effectiveness across all functions.** Our services extend beyond HR to include finance, operations, marketing, and other critical business processes.

Our expertise in this area include, but are not limited to:

1) **Process Review** - We conduct comprehensive evaluations of current processes to assess their effectiveness, including the development of Standard Operating Procedures (SOPs) documentation based on current practices.
2) **Process and Policies Development** - We develop optimized processes based on our reviews, ensuring alignment with best practices. Additionally, we create policies to guide the implementation of these optimized processes.

CLIENT CASE INSIGHT

CLIENT NEEDS

A mining company required our assistance in optimizing business processes across various functions, including its operational and support functions. They required detailed documentation for Standard Operating Procedures (SOPs) and policies to ensure effective implementation.

OUR SOLUTIONS

- Conducted a thorough review of current processes, covering operational, finance & accounting, and HR functions.
- Developed comprehensive SOP documentation and policies to optimize and standardize processes across the organization.

BENEFITS FOR CLIENTS

- Enhanced process effectiveness by aligning with best practices while ensuring practical implementation.
- Provided clear guidance through well-documented processes and policies, facilitating consistent and standardized execution across all functions.

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Our Service: HR Organization Diagnostic Review

HOW CAN WE HELP YOU?

HR Organization Diagnostic Review involves a **thorough and comprehensive evaluation of HR functions across multiple aspects.** By examining the current HR function, it could provide insights into how HR can be optimized to enhance overall performance and contribute to company's success.

Our expertise in this area include, but are not limited to:

1) **Organization Review** - We help to analyze current HR functions and processes to identify strengths, areas of improvements. alignment with business goals, and also provide recommendations required.
2) **HR Blueprint and Roadmap Development** - We develop a HR blueprint to outline the ideal HR framework and developing a roadmap for future improvements, including proposed initiatives to enhance HR effectiveness.

CLIENT CASE INSIGHT

CLIENT NEEDS

A public company under the finance ministry required a review of its HR management, including an evaluation of system and infrastructure readiness. Additionally, the organization needed to develop a blueprint and roadmap for future HR initiatives.

OUR SOLUTIONS

- Conducted a thorough review of HR functions, including structure, processes, systems, and personnel, through desk studies, interviews, and focus group discussions with users. Actionable recommendations are also developed based on this analysis.
- Developed an HR blueprint aligned with the organization's direction and created a 5-year roadmap, including prioritized HR work programs to achieve objectives and support long-term business growth.

BENEFITS FOR CLIENTS

- Provided a clear understanding of current HR strengths and areas for improvement, highlighting necessary enhancements to support the company's strategic goals effectively.
- Enabled the organization to plan and prioritize HR initiatives for the long term, ensuring strategic alignment and effective resource allocation for future success.

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Our Service: Targeted Development Program

HOW CAN WE HELP YOU?

The Targeted Development Program is **a structured initiative with specific development goals**. Participants develop both soft and hard skills through in-class sessions and on-the-job training, with a clear, purposeful approach.

Our expertise in this area includes, but is not limited to:

1) **Program Design** - We design the overall program, considering both current and future business needs, as well as the needs of users and relevant individuals. A general learning journey is created for the participant group, with specific focus areas tailored to participants' conditions.
2) **Program Delivery** - We implement the agreed program by involving Subject Matter Experts in relevant fields to deliver presentations, facilitate discussions, and act as coaches and/or mentors as needed.
3) **Program Monitoring** - We conduct evaluations and monitoring during and after the program to gather feedback and identify improvement opportunities, making the program more effective and optimized.

CLIENT CASE INSIGHT

CLIENT NEEDS

A service company with prominent clients requires an effective development program for its managerial level, where the majority of job holders in these positions are long-serving employees.

OUR SOLUTIONS

- Conduct assessments of prospective participants to establish a baseline of competencies (both behavioral and technical).
- Develop a development program based on common factors identified during the assessment.
- Implement the program in the form of in-class sessions, projects, and individual and group coaching with subject matter experts in relevant fields.
- Create an HR blueprint aligned with the organization's direction and develop a 5-year roadmap, including prioritized HR initiatives to achieve objectives and support long-term business growth.

BENEFITS FOR CLIENTS

- Management understand management conditions compare to the qualified require at the managerial level.
- Through continuous monitoring over six months, the client receives progress reports backed by feedback from various stakeholders (direct managers, colleagues, and teams).
- Management observes improvements not only in competency but also in team engagement and motivation among program participants.

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Our Service: Financial Management

HOW CAN WE HELP YOU?

Financial management provides **assessment of current finance function business process and recommendations to provide improvement in terms of efficiency, effectiveness and governance aspects**, including finance, tax, accounting and treasury process of an organization.

Our expertise in this area include, but are not limited to:

1) **Finance Function Business Process Review** - We provide assessment to map current business processes of tax, accounting, finance and/or treasury to assess their effectiveness and improve governance aspects.
2) **Finance Function Business Process Improvement** - We develop optimized processes based on our reviews, ensuring alignment with best practices and good governance. Additionally, we create guidelines and/pr policies to guide the implementation of these optimized processes.

CLIENT CASE INSIGHT

CLIENT NEEDS

A fund management firm requires a mapping of the Fund Management process division as means to improve internal governance and reporting to the investors.

OUR SOLUTIONS

- Conducted a thorough review of detailed fund management processes, covering monthly accounting and reporting process, finance operations, treasury, and vendor (i.e. third parties) management.
- Developed acceptable SLAs in a form of Internal Fund Management Handbook to standardize processes across the organization.

BENEFITS FOR CLIENTS

- Provided clear guidance through well-documented processes and policies, facilitating consistent and standardized execution on fund management functions, as well as providing comfort in fund management aspects to investors.
- Reducing risks in business process delays / hiccups due to employee turnover.
- Increasing internal governance especially in terms of RACI (responsible-accountable-consulted-informed) stakeholders.

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Our Service: Change Management

HOW CAN WE HELP YOU?

Change management is a strategic process to help organizations **successfully navigate the impact of changes** in systems, structures, or work culture, enabling all individuals to adapt and support the success of the transformation. CTG+ leverages the globally recognized **Prosci® Methodology** to guide organizations through structured, scalable, and people-centric change management practices.

Our expertise in this area include, but are not limited to:

1) **Change Management for HRIS Implementation** - We support organizations in managing the change process that occurs during the implementation of a new system, including conducting a change readiness assessment, designing communication strategies, and guiding the team through change activities to ensure effective system adoption.
2) **Change Management for Organizational Values and Culture Internalization** - We support organizations in driving cultural transformation through programs that internalize organizational values, equip Change Agents, deliver trainings and socialization sessions, and implement other initiatives to ensure that the desired culture is consistently applied across all levels of the organization.

CLIENT CASE INSIGHT

CLIENT NEEDS

An educational institution required change management support for the implementation of a new HRIS platform to enhance data accuracy, HR service quality, and overall system integration. Change management was needed to ensure organizational readiness, successful system implementation, and optimal user adoption of the new HRIS.

OUR SOLUTIONS

- Conducting a change readiness assessment to evaluate the organization's initial condition, identify potential risks, and understand the level of user readiness.
- Developing a change management plan that includes communication strategies, awareness campaigns, change agent activation, and change values internalization programs to support the successful implementation of the HRIS.
- Providing implementation support through the development and distribution of internal communication materials, user manuals, and facilitation of helpdesk sessions to ensure a smooth and sustainable system adoption process.

BENEFITS FOR CLIENTS

- Ensuring organizational and user readiness in navigating system changes and fostering a work culture that is adaptive to digital transformation.
- Enhancing the adoption and utilization of the HRIS through effective communication strategies, training, and implementation support, ensuring a smooth transition and a positive user experience.

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Our Service: Manage Services

HOW CAN WE HELP YOU?

Manage Services is our service offering to support your organization in **managing HR, administrative**, and **support functions effectively**, allowing organization to focus on core business priorities while ensuring operational accuracy, compliance, and continuity.

Our expertise in this area include, but are not limited to:

1) **Payroll Outsource –** We manage end-to-end payroll processing, ensuring accuracy, timeliness, and compliance with applicable regulations. This includes payroll calculation, execution, and reporting, ensuring a smooth and reliable payroll cycle.
2) **Employee Administration & Compliance** – We support employee administration, including documentation, contract management, and mandatory reporting (e.g., BPJS and other regulatory requirements). We also support administrative and reporting aspects of industrial relations processes, ensuring compliance and proper documentation.
3) **Operational & Administrative Support -** We provide dedicated resources to support your operational and administrative functions, including employee administration and general affairs. Resources are deployed on-site at your office based on your requirements, while being managed under CTG+.

CLIENT CASE INSIGHT

CLIENT NEEDS

An agriculture company did not have dedicated resources to manage HR-related functions, including payroll and employee administration. This led to the need for reliable support to manage payroll, employee documentation, and statutory reporting.

OUR SOLUTIONS

- Managing end-to-end payroll processing for all employee levels, ensuring accurate and timely salary disbursement aligned with company policies and regulatory requirements.
- Handling employee administration processes, including employment documentation, contract management, and statutory reporting (e.g. BPJS Kesehatan & BPJS Ketenagakerjaan).

BENEFITS FOR CLIENTS

- Enabling the company to focus on core operations while HR and administrative functions are managed by experts, improving overall operational efficiency.
- Ensuring accurate and timely payroll execution while maintaining high data integrity and confidentiality.
- Ensuring compliance with applicable labor regulations and statutory requirements through proper documentation and timely reporting.

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Our Detailed Service Offering: Course Outline

Our development sessions are varied and can be customized to address your business needs, both soft skills and technical / functional skills.



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Our Training and Development Topics To Meet Your Business Needs

Technical / Functional and Operational Training



Self and Leadership Development

Our Training Topics:

- Authentic Leadership for Better Result
- Living a Mission-Driven Life
- Business Model You - Self and Career Development
- Negotiation Skills
- Leadership in Digital Age
- Develop Your Story Board: PowerPoint Mastery
- Think and Act Like Consultant
- Developing Growth Mindset
- Effective Collaboration
- Conflict Management
- Wellbeing and Mental Health
- Culture for Champion

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Our Detailed Service Offering: Maxwell DISC Behavioral Assessment

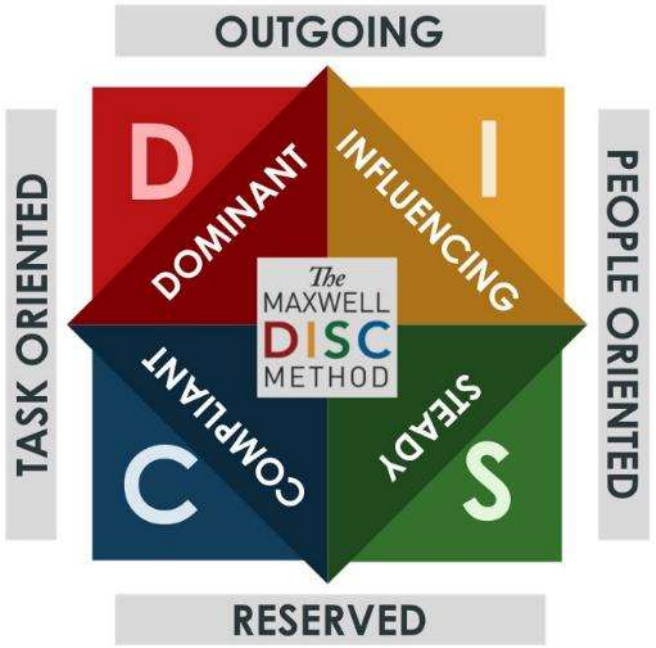


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Understand Personality To Improve Communication, Performance, and Collaboration

What is Maxwell DISC *Personality Assessment*?

The DISC Personality Assessment (DISC) is the first behavioral assessment tool developed based on the theory of psychologist Dr. William Moulton Marston in the 1920s. It is designed to map an individual's communication style and personality tendencies across four main dimensions: **Dominant, Influencing, Steady**, and **Compliant**. During the process, individuals are asked to complete a questionnaire, which is then processed into a **comprehensive report**. This report provides in-depth insights into the individual's **behavioral patterns, communication style, core strengths, and motivations**.



The Right Solution For Your Needs

Collaboration within an organization can take place in various forms and situations, involving diverse roles and levels of responsibility. DISC serves as **a strategic tool to**:

- ❑ **Recognize each individual's unique style** to maximize their potential.
- ❑ **Enhance collaboration and communication across teams** in a tangible way
- ❑ **Optimize talent and human resource development** aligned with individual strengths.
- ❑ **Build effective teams** and productive organizations.
- ❑ **Prepare future leadership** through strategic succession planning.

CTG+ has internationally certified consultant with extensive experience in **behavioral analysis**, providing development solutions tailored to your organization's unique needs. Our approach encompasses every level, from **individual contributors** to **C-level executives**, with the aim of **fostering an effective, synergistic,** and **sustainable work culture.**

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Maxwell DISC Report Overview (1/2)

The following table presents the key features of the DISC report based on the available modules, enabling organizations to recognize **the added value of DISC in understanding behavior**, **communication styles**, **and talent development in an effective, integrative**, **and holistic manner**.

Maxwell DISC Report Overview	Basic Report	Growth Report	Career Report	Entrepreneur Report	Sales Profile Report	Sales Leader Report	Benchmark & Interview Report	Group* Report
Communication Style	✅	✅	✅	✅	✅	✅	✅	
Recognizing Other's Style	✅	✅	✅	✅	✅	✅	✅	
Motivators	✅	✅	✅	✅	✅	✅	✅	
Ideal Environment	✅	✅	✅	✅	✅	✅	✅	
Personal Growth Areas	✅	✅	✅	✅	✅	✅	✅	
Strengths	✅	✅	✅	✅	✅	✅	✅	
Thinking & Task Preference		✅					✅	
Ideals at Work		✅					✅	
Learning Style			✅					
Career Ideas for Your Strengths			✅					
Selling Strengths				✅	✅	✅		
Selling Challenges				✅	✅	✅		
Motivating Individual Sales Reps				✅		✅		

* For the Group Report, all team members are expected to already have a Basic Report or another type of Maxwell DISC Report.

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Maxwell DISC Report Overview (2/2)

Maxwell DISC Report Overview	Basic Report	Growth Report	Career Report	Entrepreneur Report	Sales Profile Report	Sales Leader Report	Benchmark & Interview Report	Group* Report
Identifying a Prospects Buying Style				✅		✅		
Buying Style Strategies				✅		✅		
Create a Role Benchmark for Job Openings							✅	
Interview Questions							✅	
Behavioral Attitude							✅	
Key Characteristics of Your Team								✅
Optimize Your Team's Performance								✅
Your Team's Dynamics Under Pressure								✅
Collective Strengths of Your Team								✅
Sample Report	Click here	Click here	Click here	Click here	Click here	Click here	Click here	Click here
Fee**, includes: • Maxwell DISC Report based on chosen module • 1 debrief session with Behavioral Analysis Consultant (Individual and Group)								

* For the Group Report, all team members are expected to already have a Basic Report or another type of Maxwell DISC Report.
**Contact our consulting team for more information.

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Our Detailed Service Offering: Harrison Assessment



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Harrison Assessment – The Next Generation of Assessment

What is Harrison Assessment?

Harrison Assessment (HA) is an online profiling tool that is used to get insights on candidate / employee's **work preferences and behavioral profile**. Participants will be asked to fill "SmartQuestionnaire" and various assessment report can be generated from the questionnaire result. The result could give analysis of **personal traits, interests**, as well as work and **task environment preferences.** It could be used to effectively predicts **job success, engagement, and retention**.

How Could You Use Harrison Assessment?

Recruitment & Selection

HA could be used to assess candidate behavioral profile and evaluate if work preferences match with the job requirements.

Competency Assessment

Behavior competencies in an organization could be mapped to HA system which will be used to measure competency level. Organizations are able to customize based on competencies required for a position.

Identify Development Needs

HA result could be used to identify individual's area of improvement. This helps employee to understand their development needs and it helps HR to design targeted learning program.

Engagement & Retention

Employer are able to get insights on employees' expectations and hence it could help HR team to initiate the effective intervention to improve employee engagement and retention.

Why Should You Choose Harrison Assessment?

Benchmark Data

HA provides job specific personality test. Based on the research, **HA has benchmark data bank of various positions, and each position is mapped into different trait requirements.** Thus, HA could be used to predict job success and job satisfaction for many different job positions.

Reliable

HA is a well researched and validated assessment. HA uses a unique algorithm that can minimize the influence of bias and improve reliability. In the report, reliability score is informed and HA is able to detect when answers provided are not reliable.

Why Choose CTG+ To Help You With Harrison Assessment?

CTG+ is Harrison Assessment Consultant Partner with certified consultants who are experienced in helping client with HA. We help our clients to set up the parameter in the system, administer questionnaire, generate the report based on requirements, and deliver a consultation/debrief session. As HR consultant, our understanding in organization, job profile, and competency helps us to assist our clients in utilizing HA to bring value added to the organization.

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Harrison Assessment Provides Various Reports To Fulfil Your Requirements

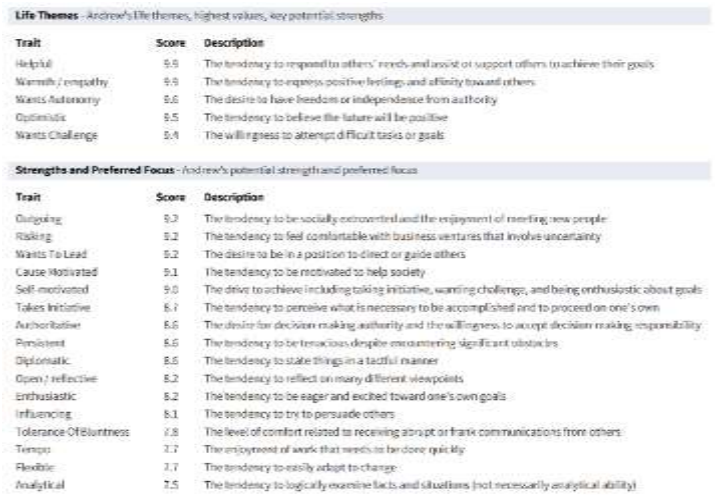
There are various Harrison Assessment reports that could be generated from work preference questionnaire completed by participants (employees / candidates). Participants are not required to complete questionnaire repeatedly because multiple reports could be generated based on answers provided in a single questionnaire. The followings are the examples of Harrison Assessment Reports.

Assessment Report	Report Overview
Job Success Analysis	This report measures how well an individual meets all requirements for a job – with suitability percentage. The job requirements are fully customizable.
Paradox Report	This report provides deep insights into individual's behavioral patterns and responses to stress. The result is plotted against 12 Harrison Paradoxes. A Paradox Mastery Guide is incorporated into the Paradox Reports to provide greater clarity related to mastering paradoxes.
Traits & Definitions	This report provides a complete overview of the individual's traits. The report ranks the individual's traits and preferences within the following categories: Basic Traits, Work Environment Preferences, Task Preferences, Interests, Job Functions, Engagement and Retention Factors, and Behavioral Competencies.
Engage and Employee Expectations	This report assists managers by providing easy to understand graphs and narratives that will help to better engage an employee or potential hire. It assists the manager to fully understand an employee's employment expectations.
How To Manage, Develop, and Retain	This report provides Managers with insights that will increase an employee's performance, motivation, and likely retention. It focuses on how to best utilize an individual's strengths while alerting managers about potential performance problems.
Career Development	This report assists individuals to achieve a more fulfilling and successful career. Based on the individual's personality and preferences, the report provides the essential information necessary for career development.

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Examples of Harrison Assessment Report

Traits & Definitions Report



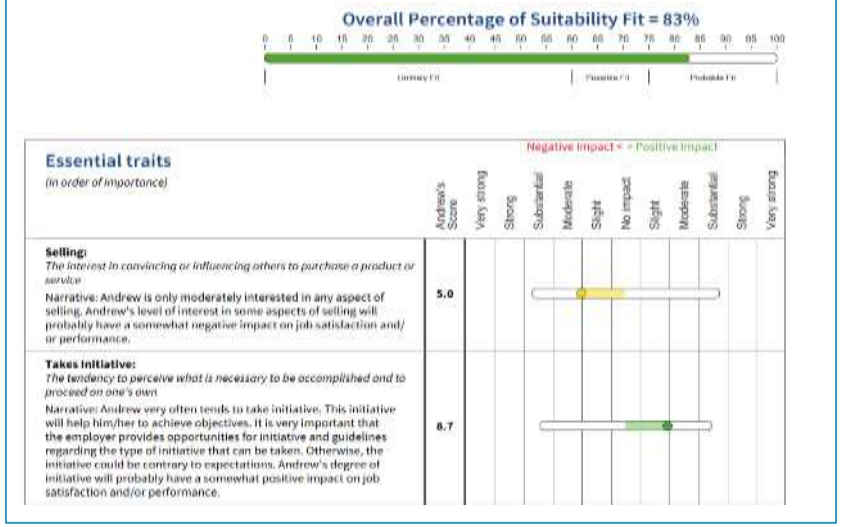
Life Themes - Andrew's life themes, highest values, key potential strengths

Trait	Score	Description
Helpful	9.9	The tendency to respond to others' needs and assist or support others to achieve their goals
Warmth / empathy	9.9	The tendency to express positive feelings and affinity toward others
Wants Autonomy	9.6	The desire to have freedom or independence from authority
Optimistic	9.5	The tendency to believe the future will be positive
Wants Challenge	9.4	The willingness to attempt difficult tasks or goals

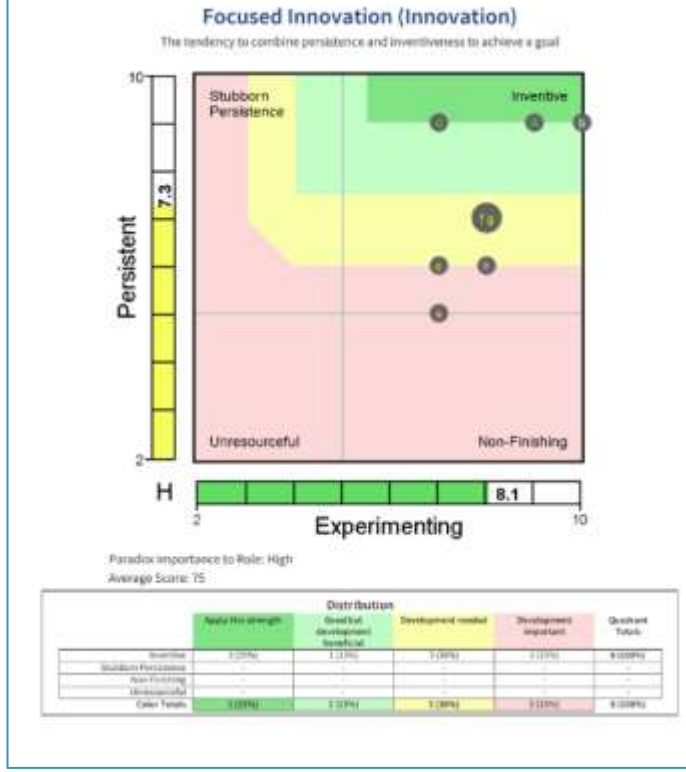
Strengths and Preferred Focus - Andrew's potential strength and preferred focus

Trait	Score	Description
Outgoing	9.3	The tendency to be socially extroverted and the enjoyment of meeting new people
Risking	9.2	The tendency to feel comfortable with business ventures that involve uncertainty
Wants To Lead	9.2	The desire to be in a position to direct or guide others
Cause Motivated	9.1	The tendency to be motivated to help society
Self-motivated	9.0	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals
Takes Initiative	8.7	The tendency to perceive what is necessary to be accomplished and to proceed on one's own
Authoritative	8.6	The desire for decision making authority and the willingness to accept decision making responsibility
Persistent	8.6	The tendency to be tenacious despite encountering significant obstacles
Diplomatic	8.6	The tendency to state things in a tactful manner
Open / reflective	8.2	The tendency to reflect on many different viewpoints
Enthusiastic	8.2	The tendency to be eager and excited toward one's own goals
Influencing	8.1	The tendency to try to persuade others
Tolerance Of Bluntness	7.8	The level of comfort related to receiving abrupt or frank communications from others
Tempo	7.7	The enjoyment of work that needs to be done quickly
Flexible	7.7	The tendency to easily adapt to change
Analytical	7.5	The tendency to logically examine facts and situations (not necessarily analytical ability)

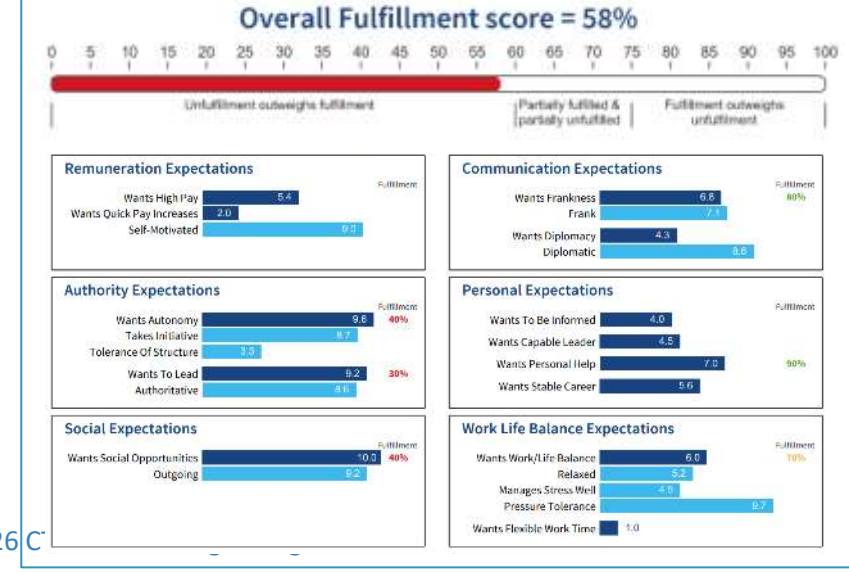
Job Success Analysis Report



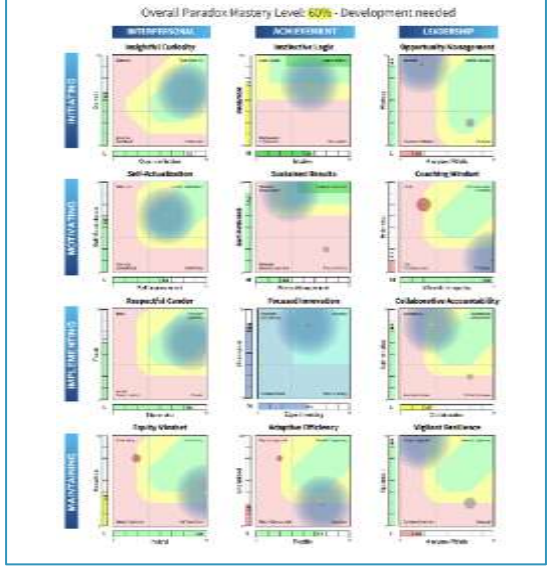
Team Paradox Report



Engagement & Employment Expectations Report



Paradox Report



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Our Detailed Service Offering: LEGO® SERIOUS PLAY®



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What is LEGO® SERIOUS PLAY®?



LEGO® SERIOUS PLAY® is a methodology that uses LEGO® bricks to **facilitate communication, problem-solving, and creative thinking**. The method taps into human ability to imagine, to describe, to initiate change and improvement, as well as to **create something radically new.**

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LEGO® SERIOUS PLAY® – *Uncovering Insights*

Why Choose CTG+ To Facilitate Your Workshop Using LEGO® SERIOUS PLAY®?

- Our consultants are trained facilitator in LEGO® SERIOUS PLAY® methods and materials.
- Best fitted approach - we understand that every organization requires different approach. We will conduct a consultation session to understand your requirements, and customize the workshop as needed.
- Valuable insights - We recognize that your goal is more than just conducting a workshop. We will provide a report that summarizes our observation and valuable team ideas that could be captured from the session.



"LEGO® SERIOUS PLAY® is based on a relationship between the hands and a *learning brain*"



Our Consultants Are Trained Facilitator in LEGO® SERIOUS PLAY®

Adsa Hermawan,

- *Master of Business in Strategic HRM*
- ***Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials***
- *SHRM-SCP Certified, The Society For Human Resources Management, 2017*

Anastasia Gladis,

- *Master of Commerce in Marketing*
- ***Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials***
- *SHRM-CP Certified, The Society For Human Resources Management, 2017*

Melinda Santoso,

- *Bachelor of Science in Industrial/Organizational Psychology*
- ***Trained Facilitator in LEGO® SERIOUS PLAY® methods and materials***

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The Science of LEGO® SERIOUS PLAY®

LEGO® SERIOUS PLAY® (LSP) method is based on multiple theories and research that explains how the use of LEGO® bricks can encourage the active engagement of participants in a workshop or session to obtain new ideas or breakthroughs.

THE SCIENCE OF LEGO® SERIOUS PLAY®

HAND KNOWLEDGE

- With the help of all the neutral connections in our hands, we "know" than we think we know at any given moment.
- Thoughts and ideas that are built with our hands tend to be expressed in greater detail as well as more easily understood and remembered.



CONSTRUCTIVISM & CONSTRUCTIONISM

- Constructivism: People construct and rearrange knowledge actively, and build hypotheses based on past experiences.
- Constructionism: When we build an object, we also create new theories and knowledge in our brains to build on.

FLOW THEORY

- The individual will get the most out of a learning process or development process, when the person has committed oneself to a process and enjoyed it.
- The individual needs to feel challenged at optimum level, the challenges given should not be too easy but not too difficult either.

THE THREE IMAGINATION

- There are 3 types of imagination which are 1) Descriptive (imagination that identify pattern and places them in descriptive models), 2) Creative (imagination is based on combinations and transformations of objects and concepts), and 3) Challenging (imagination is used to contradict and even destroy the feeling of progress from the other imaginative shapes).

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Comparison of Learning Method For "Collaboration" Topic

To strengthen collaboration within the team and between teams, companies could organize events such as in-class training or conduct team building activities. LSP is one of the methods that can be applied to build collaboration by actively involving participants to participate in delivering their ideas and inputs.

IN CLASS TRAINING

Example of a training outline:

- Introduction to team collaboration
- Communication skills
- Establish team goals & objectives
- Building trust
- Collaborative problem solving
- Managing conflicts
- Tools for team collaboration
- Cultural Competence
- Leadership skills
- Evaluation and continuous improvement
- Conclusion and wrap up

- A large amount of **knowledge and theory is obtained but not necessarily practical** and applicable to participants' jobs.
- **Lack of participation and engagement** from participants.
- One-way information flow makes it **difficult for participants to obtain new ideas** or problem-solving solutions.

TEAM BUILDING ACTIVITIES

Example of activities:

- *Scavengers Hunt* - the team is required to work together to collect miscellaneous objects located in different areas by following certain instructions.
- *Escape Room* – the team is assigned with tasks, e.g. completing puzzle and they must escape the room before given deadline.
- Group Project – the team is assigned to work together to complete a project, e.g. making presentation.
- Playing "Angklung" – the team is assigned to play a song with a set of angklung instruments, each team member is responsible to play different tune.

- Participants are actively involved and participate, however, **there is a limited opportunity for participants to develop ideas and share their thoughts** with other participants.
- The purposes of activities are not directly related to messages that are to be conveyed, hence**, it is difficult to determine follow up actions.**

LEGO® SERIOUS PLAY®

Example of a workshop session agenda:

- LEGO® SERIOUS PLAY® background
- Warm up – Build a tower and "Monday Morning" model
- Build a "good collaboration" model
- Discuss model and uncover insights
- Build a "bad collaboration" model
- Discuss model and uncover insights
- Build a "current state of collaboration" model
- Discuss model and uncover insights
- Build a connection between "good/bad collaboration" model with "current state" model
- Discuss connection and uncover insights
- Wrap up – Key Take Aways and Action Plan

- Participants are **fully involved and actively participate**, both in building and discussing the LEGO® models.
- Allow participants to **explore new ideas, thoughts, and new solutions** in order to determine required **action items.**
- **Encourage cooperation and collaboration process** by building LEGO® models together (team mode) as well as conducting discussion within the team.

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When Do You Use LEGO® SERIOUS PLAY®?

LSP method could be used in various workshops and sessions such as **organization assessment, strategic planning, problem solving, leadership and team development, as well as transformation and change management**. The following are contextual circumstances in which the method will work best:

LSP method is suitable when active participation and engagement from participants are required.

REQUIRE PARTICIPATION FROM EACH PARTICIPANT



LSP method are effective to gather input and feedback rather than to deliver top-down message.

GATHER HONEST INPUT AND FEEDBACK



When used in a group setting, LSP method is a great tool to encourage team sharing and collaboration.

FOSTER COLLABORATION



LSP method is great to be used in circumstances where participants are encouraged to be innovative and use their creativity.

LEVERAGE INNOVATION AND CREATIVITY



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Benefits of LEGO® SERIOUS PLAY® Method

New Ideas and Creative Solutions

From the sessions conducted, a lot of new ideas will be emerged from the LEGO® models built and the discussions. The use of metaphors in individual and collective models provide new perspective to allow participants view problems from different perspectives.

Understanding of Problems in Real Time Context

LEGO® SERIOUS PLAY® helps participants to gain deeper understanding of complex problems in real time contexts. The use of LEGO® models to visualize current condition allows changes to be monitored from time to time.

Better Decision Making

LEGO® SERIOUS PLAY® provides a structured and collaborative approach in decision making. The “hands-on” process in building LEGO® models helps the process of issue clarification and facilitates decision making process, including the identification of action items.

Buy-In and Less Resistance

The active involvement of participants improve buy-in on ideas and problem-solving solutions that are gained from the session. By getting buy-in, participants become less resistance and willing to work cooperate to implement the proposed action items or decisions that were made.



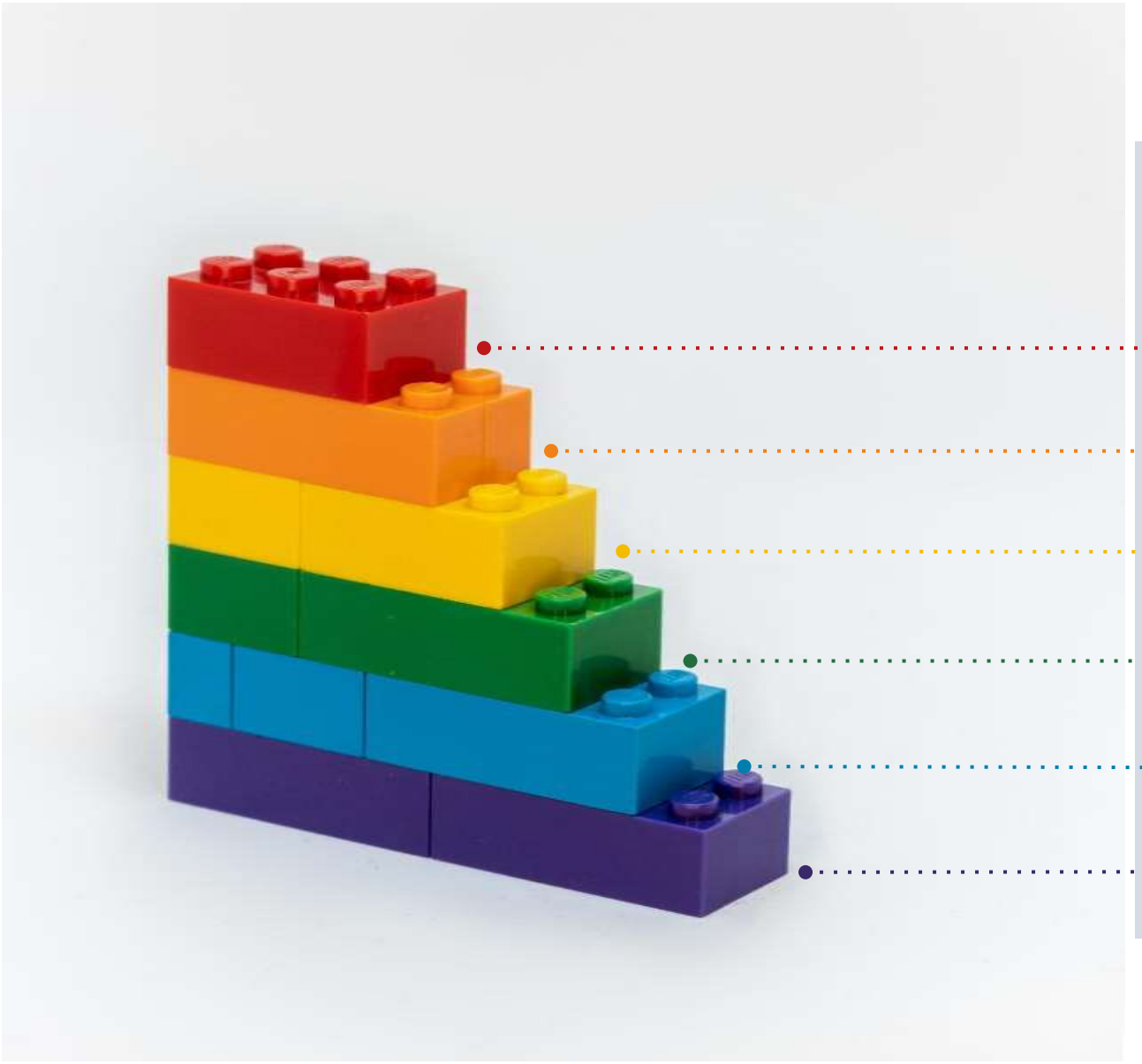
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Implementation of LEGO® SERIOUS PLAY® – *Uncovering Insight*

IN-CLASS / INSTRUCTOR-LED		LEGO® SERIOUS PLAY®
		
Work > Result	**Mode**	Play > Process
2 Dimension	**Visualization Dimension**	Multidimensional
Expert	**Learning Focus**	Owner

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LEGO® SERIOUS PLAY® Method



In-class, throughout the session

Conducted by facilitator, after the session

ACTION PLAN

Report the observation results and/or compile learning outcomes into the appropriate template

REFLECT

Collectively reflect on learning points

INSIGHT

Participants learn from models and explanation from other participants

SHARE

Participants share their point of view by explaining their LEGO® models

BUILD

Participants answer questions by building LEGO® models

QUESTION

Facilitator asks contextual questions related to learning objective

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Example of Models That Are Built During Workshops

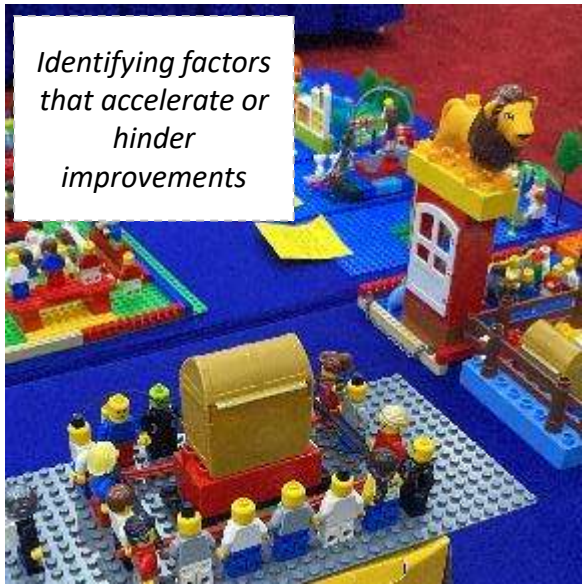
Exploration of organization identity

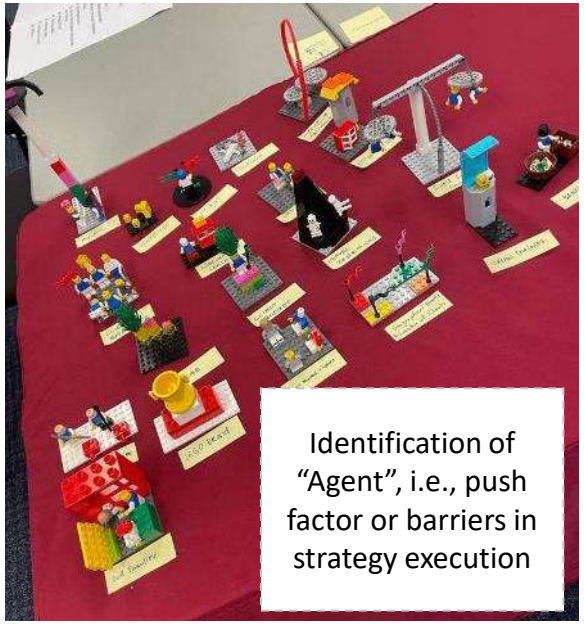


Development of shared aspiration



Identifying factors that accelerate or hinder improvements





Identification of "Agent", i.e., push factor or barriers in strategy execution



Development of company strategy and vision & mission

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A Wide Array of Topics For LEGO® SERIOUS PLAY® Workshops

We understand that your organization is unique, and we tailor our LEGO® SERIOUS PLAY® workshops to meet your specific needs. From defining clear objectives and identifying target audiences to accommodating your preferred time frame, we ensure a customized experience that aligns with your organizational goals.

Engagement Steps…

1. PROPOSAL AGREEMENT
2. OBJECTIVES & AGENDA DISCUSSION
3. WORKSHOP DESIGN & DEVELOPMENT
4. WORKSHOP DELIVERY
5. REPORT SUBMISSION

Organization's vision & Mission Identification



Facilitate the identification of the organization's vision and mission through LSP, ensuring a shared understanding and acceptance among team members.

Strategy Formulation



Encourage the formulation of innovative ideas for developing organization and/or business unit strategies, fostering alignment, and identify opportunities.

Team Collaboration



Strengthen team dynamics and collaboration using LSP, promoting open communication, trust-building, and the development of a cohesive team identity.

Organization Identity Exploration



Define the unique identity of the organization and explore how the strong connection among team members to this identity enhances collaboration within the organization.

Leadership Skill Development



Utilize LSP to identify, explore, and enhance leadership characteristics, pinpoint areas for improvement, all while fostering coaching skills for comprehensive leadership development.

And **there are numerous other needs that your organization could fulfill,** offering a workshop that not only aligns with your requirements but also provides impactful experiences for your target audiences.

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Client Experience For LSP

"We can explore and visualize into real thing, not just discussion on theories."

"First time experience attending LEGO® Serious Play® session. Very good in exploring a topic creatively, thinking out of the box, to solve problems and strengthening team bonding. It helps to understand our blind spot by understanding how others perceive us without making us feeling *baper.*"

"I got to know each individual in the company on a deeper level, and this has had a positive impact on our company values, especially SPIRIT. This experience encourages the company to keep improving and moving forward."

"Easier to visualize your thoughts using model. What a discovery and new experience for me personally."

"Exciting and enjoyable! I gained new knowledge during the LEGO® Serious Play® session, particularly in learning the right methods for asking questions to have a deeper understanding and avoid judgement."

"Using LEGO® bricks to visualize a condition is something new and exciting. The discussion is more objective that way."

"I was able to learn and understand the traits, roles, and personalities of the people I trust the most—my own team. These two days of the LSP workshop really opened my eyes, showing me that to achieve our company's goals, effective communication that aligns with each person's character is the key."

"Very good and interesting session. We learn a lot in a refreshing environment."

"To answer through model is harder than just doing it verbally. But it also help us to really think what is the most important thing that we want to convey, not just saying the cliché because we need people to understand our model as well."

"Very Impressive! My first time experiencing experiential learning with LEGO®."

"This approach help us to understand team in a personal way and to try to empathise with their viewpoints with no judgment."

"A 3-day Leadership Bootcamp with CTG Plus; the use of LEGO® as a multidimensional tool to communicate throughout the session was both a challenge and a relief for our managers to re-shifting their goals back to the same purpose and align with the Company's vision as well as mission. Thank you CTG Plus for your exceptional service!"

"The LEGO® Serious Play® session provides new insights for personal development. It was far from boring and significantly contributed to improving creativity and innovation."

"The LSP workshop helped me sharpen my interpersonal skills beyond the technical skills required in my job. It became a real booster for me, making me feel more optimistic and motivated to work together with my team."

"I joined the class without any expectations or skills to build LEGO®. I thought it would be challenging for me to keep up as I have never explored LEGO® my whole life. But the sequence and the skill building and instructions were clear in helping me to project my thoughts and feelings into models. As it turns out, I also learned that we can always try something new."

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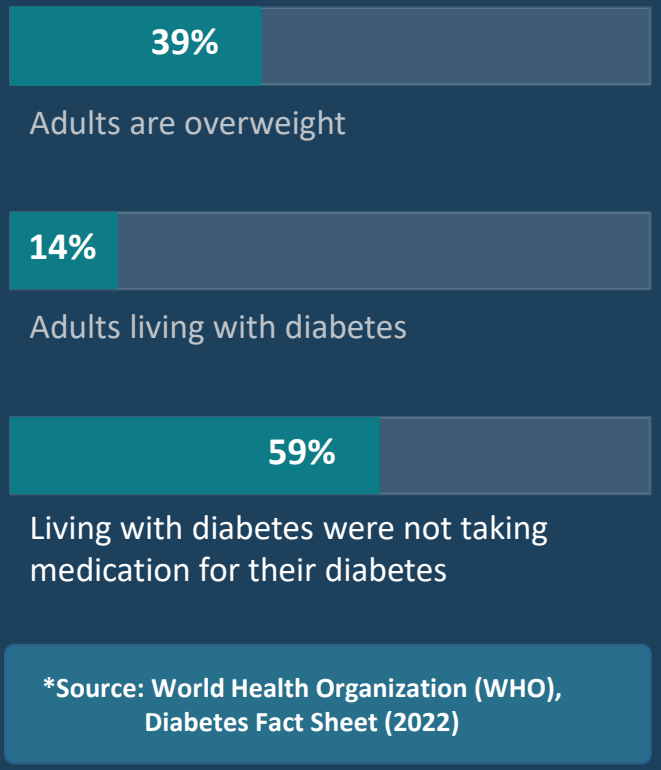
Our Detailed Service Offering: CGM-Based Workforce Wellness Program



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Metabolic Health: A Growing Cost and Productivity Challenge for Employers

Data on Metabolic Health Crisis



*Source: World Health Organization (WHO), Diabetes Fact Sheet (2022)

830M+

people living with diabetes globally in 2022*

Up from 200M in 1990 — a 4x increase in 32 years

DIRECT COSTS

- Healthcare claims
- Insurance premium escalation
- Medical leave payouts

INDIRECT COSTS

- Reduced productivity and output quality
- Lower performance consistency
- Decline in energy, focus, and work capacity

TREND

- Rapid & accelerating rise
- Younger workers are affected
- Lifestyle and work habit

As more employees experience metabolic-related conditions, organizations face both direct and indirect costs that are often underestimated.

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From Wellness Spending to Performance-Driven Investment

Effectiveness depends not on spend, but on alignment with workforce performance drivers…

Traditional Spending

- ✗ Activity-focused
- ✗ Participation-driven
- ✗ Difficult to measure

VS

Performance-Driven Investment

- + Insight-driven and personalized approach
- + Focus on measurable performance outcomes
- + Direct link to productivity, energy, and focus
- + Clear alignment with business metrics

Benefits of Performance-Driven Investments for Organization

- ✓ Higher productivity and performance
- ✓ Lower health-related costs
- ✓ Improved employee attraction and retention
- ✓ Better ROI on workforce investments

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CGM-Based Workforce Wellness Program Journey

CTG+ combines **Continuous Glucose Monitoring (CGM)** tracking with structured education, engagement, and reporting, enabling participants to understand their glucose patterns while generating aggregated HR insights to support future wellbeing initiatives

1 IDENTIFY

Identification of target participant groups, eligibility criteria, program objectives, pilot scope, and participation priorities to ensure the program is directed to the most relevant employee segments.

2 ONBOARD

Coordination of participant briefing, registration, consent process, CGM sensor setup, application guidance, and onboarding readiness to ensure participants are prepared to follow the program journey.

3 EDUCATE

Delivery of structured learning sessions to build participant awareness on metabolic health, glucose response, nutrition, sleep, stress, physical activity, and practical lifestyle adjustments.

4 ENGAGE

Monitoring of participant involvement throughout the program through CGM usage tracking, reminders, check-ins, and activity follow-up to support sustained participation and behaviour change.

5 REPORT

Consolidation of program progress, engagement level, participant feedback, and aggregated CGM-based insights into actionable HR insights and wellbeing recommendations.

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Program Scope and Deliverable

Our service framework highlights the key coverage and deliverables of the CGM-Based Workforce Wellness Program. The Core Program provides the foundation for implementation, while add-on services can be tailored to strengthen participant education, HR insights, and future program recommendations.

Package	Scope	Deliverables / Output
Core: **CGM Deployment & Program Management**	▪ Development of program plan and implementation approach. ▪ Coordination of target participant identification, onboarding schedule, communication, and consent process. ▪ On-site CGM sensor application and A1C Mobile App set up. ▪ Coordination of participant check-ins, reminders, and follow-up communication. ▪ Monitoring of program progress, issues, and follow-up actions.	▪ Program design and plan. ▪ Introduction session and CGM application. ▪ Participant wellbeing/health consultation. ▪ Progress update report. ▪ Technical support for CGM device.
Add-On 1: **Wellbeing Education & Awareness (Optional)**	▪ Coordination of health learning sessions. ▪ Identification of learning topics such as metabolic health awareness, workplace wellbeing, managing stress at work. ▪ Facilitation of learning sessions. ▪ Collection of participation feedback.	▪ Learning session plan. ▪ Learning materials. ▪ Facilitated learning sessions. ▪ Participant feedback summary.
Add-On 2: **HR Insights & Recommendation (Optional)**	▪ Review of aggregated CGM-based insights with input from A1C. ▪ Development of HR implications related to wellbeing, engagement, and productivity, and employee experience. ▪ Development of final report and recommendation for future program direction.	▪ HR insights and implication report. ▪ Recommendations for scale up/next phase.

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Our Detailed Service Offering: Strategic Talent Placement



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Strategic Talent Placement – Our Competitive Advantages

ASSESSMENT & PROFILING TEST

We are able to conduct assessment and profiling test for selected candidates upon request (additional charges will apply depending on the test).

NO RETAINER FEE

You are not required to pay upfront fee to secure our strategic talent finder services. Invoice will only be issued when you recruit one of the candidates referred by CTG+.

BEYOND RECRUITMENT SERVICES

We are not only recruiters who source your candidates. While the final decision is yours, you can always consult with our consultants who are HR professionals with extensive experiences in the field.



TERM OF PAYMENT

We offer flexible term of payment.

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"Closing the gap with the best fitted solution"

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