

Andi Hanif Mursid

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- 21 Years experience working at Indofood Group, DSU Group, INTA Group with various assignment from human resources, organization development, talent management, change management, business transformation and digital transformation.
- Passionate to work with people from different background & driving changes and improvement to achieve business result.
- Consider myself as a generalist with strong background in organization development, people development, talent management, and hands on in business and digital transformation



General Manager Learning & Development Division, INTA Group (2011-current)

Managing L&D Division and report to Human Resources Director. Support all operation and business (2500 employees) with responsibilities:

- Formulating & executing strategic planning
- Building competency and capability management
- Managing talent management and leadership succession change
- Establishing professional learning institution in INTA Group

Director of PT Pramana Agri Resources (INTA Group Affiliation) (2011-current)

Managing business development and report to president director Pramana. Support all Pramana business operation with responsibilities:

- Managing all land acquisition program for plantation operation and extended
- Managing strategic government relation and communication
- Managing all strategic stake holder relation and communication

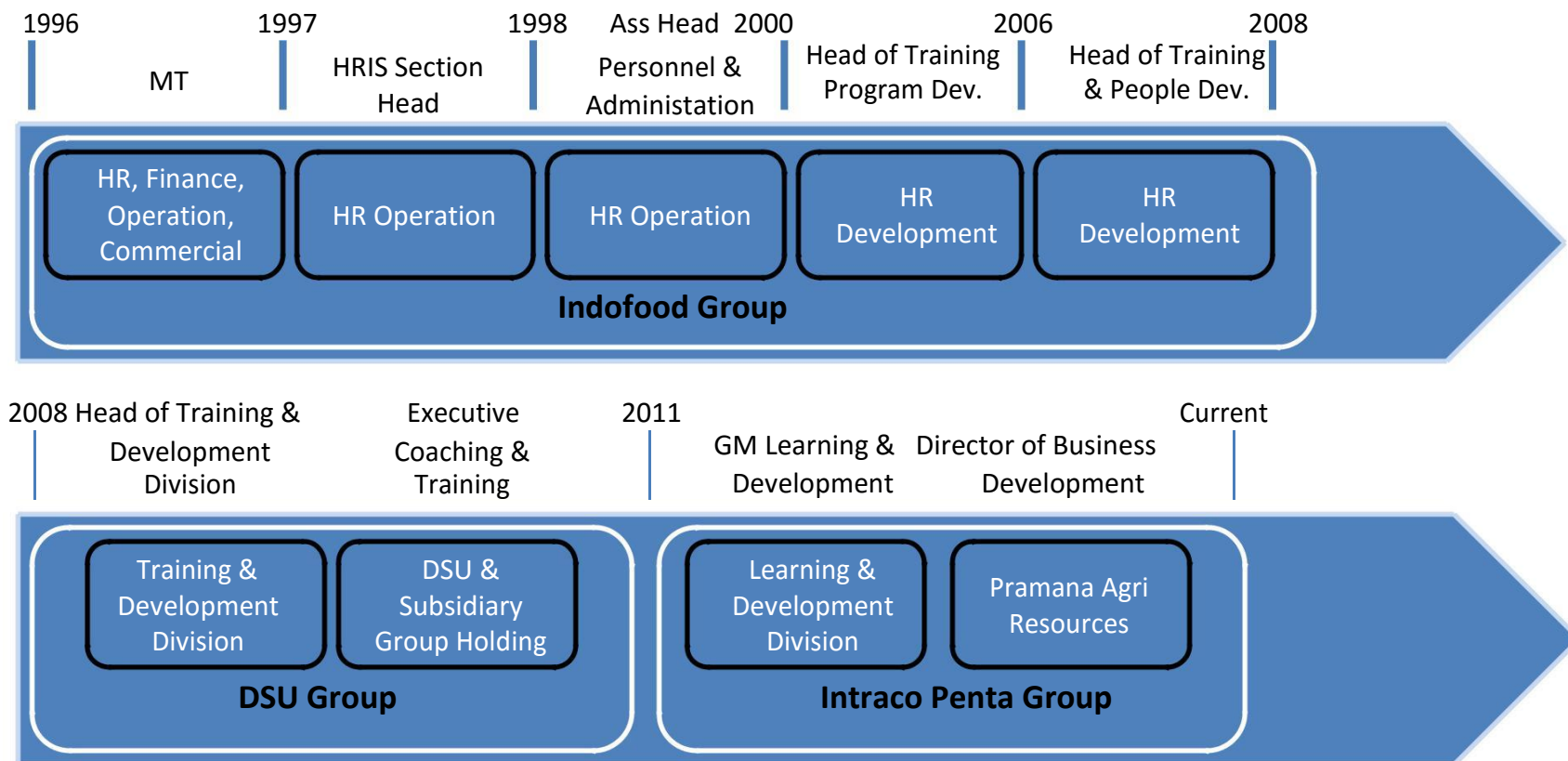
Competence & Skill

- | | |
|----------------------|------------------|
| • Leadership | • Business |
| • Strategy Execution | Development |
| • Change Management | • Organization |
| • Project Management | Effectiveness |
| • Organization | • Learning & |
| Development | Development |
| • Talent Management | • Good Corporate |
| • Business Strategy | Governance |

Education Background

- Master Degree on Agribusiness Management, IPB (2002-2003)
- Bachelor Degree on Agribusiness Management, IPB (1991-1996)
- Executive Development Program, Asian Institute of Management (2005-2006)

Working Experience



Achievement

1. Building INTA Competency & Capability Management, Analyze training and development needs across the enterprise and develop, validate and continuously improve the right learning curricula and resource. (INTA Group, 2015)
2. Managing the INTA Talent Management and leadership succession changes are conducted in a timely manner. (INTA Group, 2015)
3. Formulate and Execute INTA Strategic Planning, Long Term Development Plan, Business Plan and Business Policy Intraco Penta Group (as Deputy Leader Strategic Management Team Intraco Penta Group) (INTA Group, 2014)
4. Managing all land acquisition program for plantation operation (PT Pramana Agri Resources, 2013)

5. Managing all coordination program with government (PT Pramana Agri Resources, 2013)
6. INTA Institute establish a professional learning institution (INTA Group, 2012)
7. Developed, prepared & conducted Management Development Program (DSU Group, 2010)
8. Developed, prepared & conducted Supervisory Development Program (DSU Group, 2010)
9. Developed Performance Management System (DSU Group, 2009)
10. Developed & prepared Management Trainee Program (DSU Group, 2009)
11. Developed Training & Development Division from ground zero (DSU Group, 2008)
12. Developed & managed all leadership & managerial training program (DSU Group, 2008)
13. Designed, prepared & managed Corporate Culture Program (DSU Group, 2008)
14. Developed, prepared & consucted Sales Representative Program (Indofood, 2008)
15. Managed Talent Pool (Indofood, 2008)
16. Managed Succesion Planning (Indofood, 2008)
17. Developed & conducted Employee Engagement Survey (Indofood, 2007)
18. Developed, prepared & conducted Management Development Program (Indofood, 2007)
19. Developed, prepared & conducted Supervisory Development Program (Indofood, 2007)
20. Developed, prepared & conducted Management Trainee Program (Indofood, 2006 & 2007)
21. Developed & conducted Management Development Program – AIM (Indofood, 2004)
22. Developed & conducted Executive Development Program – AIM (Indofood, 2003)
23. Developed & conducted Execu tive Development Program – MMA IPB (Indofood, 2002)
24. Reorganzied & implemented Performance Management System (Indofood, 2002)
25. Established & managed Quality & Safety Improvement Team-Support Division (Indofood, 2000)
26. Developed & implemented Housing Procurement Policy and Program (Indofood, 1999)
27. Developed & implemented Housing Renovation Policy and Program (Indofood, 1999)
28. Prepared Internal Audit Program for Monitoring implementation ISO System in HR (Indofood, 1998)
29. Developed & implemented Personnel and Administration Policy & Procedure (Indofood, 1998)
30. Prepared & conducted Colective Agreement/PKB (Indofood, 1998)
31. Implemented Human Resources Information System Program (Indofood, 1997)
32. Prepared & managed Quality & Safety Education System (Indofood, 1997)
33. Prepared & managed Quality & Safety Work Group System (Indofood, 1997)
34. Implemented ISO System in Human Resources Information System Section (Indofood, 1997)