Indonesia Emas dalam Perspective Sumber Daya Manusia

Suaidi Sunanto
CEO at Nutricell

Indonesia Emas 2045

Generasi Emas 2045

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

Mengapa 2040?

Rentang 2020-2040: 70% penduduk Indonesia dalam usia produktif (10-64 tahun)

Pendapatan per kapita

$47.000

SDM Unggul, Indonesia Maju

Demografi Indonesia

BONUS DEMOGRAFI

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

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

<table>
<thead>
<tr>
<th>Year</th>
<th>China</th>
<th>ASEAN4</th>
<th>Malaysia</th>
<th>Indonesia</th>
<th>Thailand</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>6.2</td>
<td>4.8</td>
<td>5.3</td>
<td>4.5</td>
<td>4.3</td>
</tr>
<tr>
<td>2018</td>
<td>6.2</td>
<td>4.8</td>
<td>5.3</td>
<td>4.5</td>
<td>4.3</td>
</tr>
<tr>
<td>2019</td>
<td>6.2</td>
<td>4.8</td>
<td>5.3</td>
<td>4.5</td>
<td>4.3</td>
</tr>
</tbody>
</table>

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

Why Indonesia: The biggest broiler producer in SE Asia
### Indonesia: The SE Asia biggest egg producer

<table>
<thead>
<tr>
<th>Country</th>
<th>1971 Production (1,000 T)</th>
<th>1991 Production (1,000 T)</th>
<th>2011 Production (1,000 T)</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>4,126</td>
<td>7,589</td>
<td>24,149</td>
</tr>
<tr>
<td>USSR</td>
<td>2,486</td>
<td>4,478</td>
<td>5,419</td>
</tr>
<tr>
<td>Japan</td>
<td>1,600</td>
<td>4,114</td>
<td>3,490</td>
</tr>
<tr>
<td>China</td>
<td>1,584</td>
<td>2,498</td>
<td>2,483</td>
</tr>
<tr>
<td>Germany</td>
<td>1,165</td>
<td>1,315</td>
<td>2,459</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>879</td>
<td>1,210</td>
<td>2,284</td>
</tr>
<tr>
<td>France</td>
<td>647</td>
<td>1,141</td>
<td>2,037</td>
</tr>
<tr>
<td>Italy</td>
<td>588</td>
<td>922</td>
<td>1,166</td>
</tr>
<tr>
<td>Spain</td>
<td>494</td>
<td>918</td>
<td>1,064</td>
</tr>
<tr>
<td>Poland</td>
<td>396</td>
<td>715</td>
<td>840</td>
</tr>
<tr>
<td>Brazil</td>
<td>355</td>
<td>646</td>
<td>830</td>
</tr>
<tr>
<td>Mexico</td>
<td>350</td>
<td>641</td>
<td>810</td>
</tr>
<tr>
<td>Canada</td>
<td>333</td>
<td>634</td>
<td>777</td>
</tr>
<tr>
<td>India</td>
<td>308</td>
<td>482</td>
<td>741</td>
</tr>
<tr>
<td>Netherlands</td>
<td>265</td>
<td>422</td>
<td>727</td>
</tr>
<tr>
<td>15 countries</td>
<td>15,776</td>
<td>27,724</td>
<td>49,286</td>
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<tr>
<td>World</td>
<td>20,206</td>
<td>36,453</td>
<td>65,003</td>
</tr>
</tbody>
</table>

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

- Lower retail and dairy prices
- Volatile demand patterns, especially in summer ("Barbecue demand")
- Always fresh products
- Better animal health, welfare, and living conditions
- Increased availability of information at the right time
- Reduce antibiotics use

5/8/2020
ADD A FOOTER
Challenge of Human Resources in animal industries

By 2045; Indonesia plays key role of animal production

Global Talent
As largest animal production in ASEAN countries, Indonesia will target global talent
How Indonesia can create "the best place to work?" or "Indonesian First"

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

Protection for Competitiveness
We need to create “profession protection”, meanwhile balancing key competitiveness of our industry
Early 2000's there is global intention to increase number of woman worker and woman executive, mainly in Japan
Animal Production Input

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

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

Key Parameter of Key Competitiveness

There are transformation of employment

Knowledge
Including profession

Network
Within industry, and outside of industry

Entrepreneurship
Working as partner to achieve OUR goal

Leaning Agility
Capability to enhance and improve knowledge

Soft Skill
Social and management skill

Religion
Understand what other people believe
The most admired company

<table>
<thead>
<tr>
<th>01</th>
<th>02</th>
<th>03</th>
<th>04</th>
<th>05</th>
<th>06</th>
<th>07</th>
<th>08</th>
<th>09</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apple</td>
<td>Amazon</td>
<td>Starbucks</td>
<td>Berkshire Hathaway</td>
<td>Disney</td>
<td>Alphabet</td>
<td>Google</td>
<td>Southwest</td>
<td>Facebook</td>
<td>Microsoft</td>
</tr>
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</table>

How Nutricell Adapt

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

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

The Key Issue

Not all of people are ready to stay partnership and equal

Solution

Develop people incubation
How Its Work

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

Strategic dialog (including dialog toolbox)  Coaching : Including peer coaching

We occupying 80% of our work on routine job  Re design of working space and office

Thank You

Successful leader when he/ she can create another leaders