



# BETTERMIND COACHING 's Catalogue



<https://www.bettermindcoaching.id/>



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# Bettermind

Our focus is to help organizations transform by empowering their people. We understand the uniqueness of each individual and organization in exploring their potential and maximizing performance.

Our approach to people transformation is the 'Mind to Action' method. We believe that transformation grows from a transformative mindset and environment that enables transformative action.

# Our Vision

Becoming strategic partner on people and organizational transformation.

We help organizations transform their people by intervening in five key areas:



People Mind to Action



Leadership and Followership Development



Organization Culture and Communication



Team Alignment and Development



HR Technology and System Intervention

# Our Value



Sustainable Growth



Continuous Learning



Impactfull



Professionalism

# Why Choose Us?



# Training of Trainer (ToT) BNSP Certification

## About the Program

The Training of Trainer (ToT) BNSP Certification is a professional certification program designed to equip participants with the competencies required to become nationally certified trainers. This program covers the ability to design, deliver, and evaluate training effectively, with a focus on communication techniques, participant interaction, and training success measurement. Graduates will receive a Competency Certificate from BNSP, nationally recognized as proof of expertise in training and human resource development.

## Outline

- Developing Job Training Programs
- Planning the Presentation of Training Materials
- Planning the Evaluation of Learning Outcomes
- Conducting Face-to-Face Training
- Implementing Occupational Safety, Health, and Security (OSH) in Training Institutions
- Managing the Fulfillment of Language, Literacy, and Numeracy Requirements in the Learning Process
- Assessing Individual Training Participants' Competency Progress
- Identifying Individual Training Needs
- Designing Learning Strategies
- Managing Job Training Materials
- Managing Job Training Equipment
- Preparing for the Implementation of Competency-Based Training or Assessment
- Conducting Competency-Based Training (CBT)
- Conducting Competency-Based Assessments

## Program Duration

A 3-day program:

 2 Day In-Class Training

 1 Day Exam with LSP



# Training 3 Levels

## (Managers, Supervisors, Frontliners)

### About the Program

The Training 3 Levels program is designed to develop skills across three organizational levels—Managers, Supervisors, and Frontliners. This training equips participants with role-specific capabilities, ranging from strategic leadership for managers, operational management for supervisors, to communication and adaptability skills for frontliners. The modules are practically designed to support direct application and organizational success.

### Outline

- Manager Level
  - Leaders as Coach (Duration: 2 Days)
  - Strategic Problem Solving (Duration: 2 Days)
  - Performance Management Excellence (Duration: 2 Days)
  - Executive Decision Making (Duration: 2 Days)
- Supervisor Level
  - Effective Supervisory (Duration: 2 Days)
  - People Management (Duration: 2 Days)
  - Problem Solving (Duration: 2 Days)
  - Effective Communication (Duration: 2 Days)
- Frontliner Level
  - Effective Communication (Duration: 2 Days)
  - Stress Management Strategies (Duration: 1 Day)
  - Adaptability & Flexibility Skills (Duration: 1 Day)
  - Customer Focus (Duration: 1 Day)
  - Self-Leadership Management (Duration: 1 Day)

### Program Duration

1-2 days per session



# Executive Performance Coaching

## About the Program

The Executive Performance Coaching Program is specially designed for executives facing complex challenges in leading organizations during the digital transformation era. This program aims to enhance transformational leadership competencies, formulate effective strategies, foster a results-oriented work culture, and optimize operational effectiveness. Through leadership assessments, hybrid coaching and mentoring sessions, and a presentation of progress outcomes, participants will gain the insights and skills needed to lead more effectively, innovatively, and adaptively.

## Outline

- Initial Assessment
  - MBTI, 17PF, Strength Mapping & Talent Mapping, Personal Values Assessment (Barret Values), Leadership Profile.
- Coaching & Mentoring
  - Aligning personal goals and values with the company's vision
  - Mapping and formulating execution strategies
  - Strengthening the team through effective orchestration and management
  - Leadership actions, performance engagement, and improvement planning
- Group Coaching and Mentoring
  - Design thinking and leadership communication
  - Developing presentation materials for the inauguration
- Inauguration
  - Presenting the learning journey and improvement results to management

## Program Duration

A 3-month program:



Assessment



3x mentoring coaching sessions (offline)



3x mentoring coaching sessions (online)



Inauguration



# Supervisory Skills For Effective Execution

## ↗ About the Program

Supervisory Skills for Effective Execution is a training program designed to enhance the supervisory skills of team leaders to maximize productivity and work effectiveness. The program combines theory and practice through materials, case studies, role-plays, simulations, games, and self-reflection to create an interactive and enjoyable learning experience. Participants will be trained to sharpen communication skills, clearly delegate roles, and ensure project execution aligns with targets. With a practical and applicable approach, this training helps participants directly apply supervisory skills in daily work, improve team performance, and support organizational goal achievement.

## ↗ Outline

- Leading The Team
  - Introduction to Organization and Management
  - Supervisor Roles on Management
- Self Leadership
  - Responsibility
  - Growth Mindset
  - Continuous Learning
- Effective Communication
  - Communication Model
  - Building Rapport
  - Listening Skill
  - Feedback and Performance Dialogue
- Effective Supervisory
  - Task Management
  - Continuous Improvement
  - RACI
  - Execution Management
- People Management
  - People Management
  - Situational Leadership

## ↗ Program Duration

A 2-day program:



# Leaders as Coach

## About the Program

Leaders as Coach is a training program designed to help leaders master coaching skills to effectively develop the competencies and performance of their team members. This program emphasizes the critical role of leaders as mentors who can support their team's growth through practical and applicable coaching approaches. Enhanced with mentoring sessions, the program provides insights and techniques that can be directly applied to daily work, resulting in improved individual and organizational performance.

## Program Duration

A 4-day program.



Assessment



2 Day In-Class Training



2x mentoring coaching sessions (online)



Learning Presentation

## Outline

- What is Coaching
- Emergence of Coaching
- APCI Coaching Framework
  - Preparing a Coaching Program
  - Coachee Orientation
  - Building Relationships and Trust
  - Provoking Awareness
  - Building Commitment
  - Effective Communication
  - Facilitating Change (FIRA, GROW, C-Game, CRAME)
  - How to End a Coaching Session
- Fundamentals of Personal Transformation
- Coaching for a Winning Mentality
- Enabling Human Excellence
- Mind to Action Coaching Method
- Leadership Transformation
- Development Coaching for Subordinates
- Performance Coaching for Subordinates
- Coaching Analysis and Coaching Discussion

# Level Up Leadership through Team Building

## ↗ About the Program

The Level Up Leadership through Team Building program is designed to help leaders enhance their capacity to build a solid and productive team. Using the Five Dysfunctions of a Team approach, the program focuses on fostering trust, encouraging open communication, driving commitment and accountability, and maintaining the team's focus on achieving optimal results. Through systematic, practical, and applicable methods, this program develops effective leaders while creating a supportive work environment that promotes mental health and significantly improves team performance.

## ↗ Program Duration

A 3-day, 2-night program:



1 Day In-Class Training



2 Day Adventure Therapy



## ↗ Outline

- Trust Based Society
  - Self Trust (Credibility)
  - Relationship Trust (Consistent Behavior)
  - Organization Trust (Synergy & Collaboration)
  - Market Trust (Reputation)
  - Social Trust (Contribution)
  - Spiritual
- Adventure Therapy
  - Navigasi - orienteering
    - Finding the meeting point using maps and compasses
  - Modes of Transportation
    - Choosing tools to reach the meeting point on the map, such as jogging/off-road/rafting
  - Personal/Team Challenges
    - Games or challenges at each meeting point, including targeting games, puzzle games, and acceleration games

# Becoming Mindfulness Leaders

## About the Program

Becoming Mindful Leaders is a program designed to enhance leaders' capacity to lead their teams. This program is systematically, practically, and applicatively designed to help leaders discover their "being" as leaders, take effective actions ("do"), and positively impact the mental well-being of their team members, ultimately contributing to team performance achievements.

## Outline

- Fundamentals of Mindfulness
  - Definition, history, and benefits of mindfulness in leadership
- Mindfulness Techniques
  - Breathing exercises, body scan meditation, walking meditation, mindful engagement in daily activities
- Applying Mindfulness in Leadership
  - Self-Regulation: Recognizing and managing emotions
  - Decision Making: Approaching decisions with clarity and calmness
  - Conflict Management: Utilizing empathy and effective communication
  - Team Motivation: Aligning the team towards common goals
  - Fostering Creativity and Innovation
- Mindfulness and Well-Being
  - The relationship between mindfulness and physical and mental health
  - Balancing personal and professional life
- Building a Mindful Culture in Organizations
  - Strategies for creating a workplace environment that supports mindfulness practices

## Program Duration

A 3-day, 2-night program:



1 Day In-Class Training



2 Day Experiential Learning



# Leadership and Followership

## Designed for Gen Z Employees

### About the Program

The Leadership and Followership Program for Gen Z Employees is designed using the Interdependence framework, which strengthens five key dimensions: behavior to build work discipline, relationships to foster open communication and collaboration, attitudes to enhance proactivity and resilience, values to align personal goals with the organization's mission, and a work environment that supports productivity. Through a practical approach, participants will learn to apply this framework in daily work contexts through simulations and case studies, ensuring the concepts can be directly implemented to improve work effectiveness and interpersonal relationships within the team.

### Outline

- Program Overview
  - Introduction to the Framework of Interdependence
- Discipline and Responsibility
  - Managing time, adhering to procedures, and working with integrity
- Effective Communication
  - Open communication techniques, constructive feedback, and collaboration.
- Stress Management
  - Strategies for handling work pressure and accepting positive criticism.
- Aligning Goals
  - Integrating personal vision with organizational mission
- Field Practice
  - Simulations on communication, conflict resolution, and leadership
- Closure
  - Reflection and commitment to skill development

### Program Duration

A 1-day program (8 hours)

 1 Day In-Class Training



# Strategies for Public Relations in the Digital Era

## About the Program

Strategies for Public Relations in the Digital Era is a training program designed to enhance the skills of government public relations officers in leveraging digital technology for effective communication and building a positive image. The training covers concepts and strategies of Digital Public Relations (PR) that align with the needs of modern society, including ways to boost public participation and manage communication across various digital platforms. Through a practical approach, participants are expected to adapt their public relations roles to meet the challenges of the digital era.

## Outline

- Introduction to Digital PR in City Government Public Relations
- Digital Branding and Government Image Development
- Agenda Setting in Digital Public Relations
- Using Unified Narratives in Communication Strategies
- Issue Management in Government Public Relations
- Crisis Communication and Crisis Management
- Application of Tools for Issue Monitoring and Crisis Management
- Report Preparation for Leadership
- Closing and Certificate Distribution

## Program Duration

A 3-day offline training program.

 3 Day Training (Offline)



# Business Upgrade: Anti-Collapse

## ↗ About the Program

Business Upgrade: Anti-Collapse is an intensive training program specifically designed to help SMEs develop effective and applicable business plans. Combining a practical approach with measurable business strategies, this training focuses on market analysis, financial strategies, and operational planning to enhance business competitiveness and success. With an easy-to-implement approach, the program provides real solutions for SME actors to face business challenges and achieve long-term growth.

## ↗ Program Duration

A 2-day program:



Understanding  
the Fundamentals  
of a Business Plan



2 Days of Intensive  
Workshop (Offline)



Learning  
Presentation

## ↗ Outline

- What is Business Plan
- Emergence of Business Plan
- Business Model Canvas (BMC)
  - Customer Segments
  - Value Propositions
  - Channels
  - Customer Relationship
  - Revenue Streams
  - Key Resources
  - Key Activities
  - Key Partnerships
  - Cost Structure
- Executive Summary
- Research & Due Diligence
- Define Products & Services
- Marketing Plan
- Strategic Plan
- Operational Plan
- Financial Plan & Projections
- Case Studies of Successful UMKM

# Situational Leadership

## ↗ About the Program

Situational Leadership is a training program designed to help leaders understand and apply flexible leadership styles tailored to the conditions of their teams and the individuals they lead. The program emphasizes the importance of adapting leadership approaches to the team's competency maturity, attitudes, psychosocial factors, and organizational characteristics. By understanding the unique needs of each team member, leaders can design effective development strategies, improve productivity, and ensure alignment with organizational goals.

## ↗ Outline

- Assessment
  - Team Task and Team Process
  - Leadership Style Preference
- Leadership roles
- Directive and Supportive Behavior
- Task Behavior and Influence Behavior
- Qualities of Situational Leader
- Situational leadership
  - Directing
  - Coaching
  - Supporting
  - Delegating
- Leadership Situational Communication
- Team development journey

## ↗ Program Duration

A 1-day program:



Assessment



1 Day of Intensive Workshop (Offline)



# Transformational Leadership

## About the Program

Transformational Leadership is a training program designed to enhance leadership competencies through practical and applicable approaches. This program aims to help leaders apply transformational leadership styles in their daily work to foster innovation, empower teams, and improve overall organizational performance. With additional mentoring sessions, participants will receive direct guidance to ensure the effective application of skills in the workplace.

## Program Duration

A 2-day program:



## Outline

- Self-Leadership and Emotional Intelligence
- Meet in the Middle (Leadership VS Followership)
- Developing an Inspiring Vision
- Leading through change
- Building Strategic Relationship
- Translating strategy into action
- Building team alignment



# Charismatic Public Speaking For Leaders

## About the Program

Charismatic Public Speaking for Leaders is a training program designed to enhance public speaking skills with a charismatic appeal for leaders. This program combines effective speaking abilities with inspirational leadership, enabling leaders to build strong emotional connections with their audience. With a practical and easily applicable approach, the training aims to strengthen leaders' capacity to influence positive change and improve overall organizational performance.

## Program Duration

A 2-day program:



Assessment



2-Day Intensive Workshop (Offline)



Learning Presentation

## Outline

- Building the Foundations of Charismatic Public Speaking
  - Understanding the Basics of Public Speaking
  - Introduction to Public Speaking
  - Characteristics of Charismatic Speech
  - Crafting an Engaging Speech
  - Building Speech Structure
  - Practical Exercises
- Enhancing Charisma in Public Speaking
- Managing Thoughts and Overcoming Challenges
- Handling Questions and Interacting with the Audience
- Practical Exercises and Feedback
- Action Plan and Final Evaluation (End of Day)



# Self Healing With Forgiveness Management

## About the Program

Self Healing with Forgiveness Management is a program designed to help individuals heal from emotional wounds, trauma, or life challenges by applying the concept of forgiveness. The program emphasizes the importance of forgiving oneself, accepting difficult situations, and creating space for personal growth and emotional well-being. Through a deep and reflective approach, participants will learn to manage emotions healthily and find inner peace, paving the way for a more balanced and fulfilling life.

## Outline

- Concept of Forgiveness
  - Definition, importance, and benefits of forgiveness
  - Debunking myths about forgiveness
- The Forgiveness Process
  - Concrete steps to forgive
- Practice and Application
  - Self-therapy and forgiveness meditation
  - Personal reflection
- Forgiveness Exercises
  - Forgiving oneself
  - Forgiving others

## Program Duration

A 1-day program:



A 1-day intensive workshop (Offline)



# Customer Focus Leadership

## About the Program

Customer Focus Leadership Training is a leadership training program designed to help leaders prioritize customers in their strategies and leadership actions. With a systematic, practical, and applicable approach, this program aims to enhance participants' ability to lead teams focused on customer experience to achieve satisfaction, loyalty, and long-term business growth. The training provides insights and skills to create a customer-oriented work culture that positively impacts organizational success.

## Outline

- Customer Focused Leadership Mindset
- Understanding and Anticipate Customer Needs
- Building Customer Focused Team Culture
- Developing Team Competency
- Building Continuous Improvement habit
- Business Process Re Engineering
- Agile and Innovation Strategy
- End To End Customer Focused

## Program Duration

A 2-day program:



2 Days / 12 Hours  
Workshop Customer  
Focused Leadership



1 session Coaching  
Transformation Plan  
(online)



2 session group  
coaching and  
mentoring (online)



Review &  
Presentation

# Arts of Negotiation

## ↗ About the Program

Arts of Negotiation is a training program designed to refine professional negotiation skills by emphasizing verbal communication, body language, and effective psychological strategies. This workshop not only equips participants with strong communication and negotiation techniques but also helps develop the mindset and mentality to support professionalism. Through a practical and holistic development approach, this program aims to create sales professionals capable of building convincing relationships and achieving optimal negotiation outcomes.

## ↗ Program Duration

A 2-day program:



2 Days / 12 Hours  
Workshop Arts of  
Negotiation



## ↗ Outline

- Communication, Service and Negotiation concept
- Break Mental Block and Building Confidence
- Communication Mindset
- Negotiator mindset
- Persuasive (verbal and nonverbal) communication
- Listening Skills
- Pacing and Leading
- Basic principles of negotiation
- Power Gesture for Negotiation
- Negotiation techniques based on People character - DISC
- DESC on negotiation
- Negotiation Style
- Strategi Negosiasi BATNA, Reservation Price, ZOPA, Value Creation Through Trades
- Sumber Komplain & LAER for Bonding Process
- How to handling Customer Emotion

# Our Clients



PT DAWEN MEDIATAMA



**LKPP**  
Lembaga Kebijakan  
Pengadaan Barang/Jasa Pemerintah

# Our Coach

## Adang Adha



### Profile

- 18-Year Organization Behavior Practitioner
- Bachelor: Psychology, Major in Industrial and Organizational Psychology, Islamic University
- CEO: BetterMind Consulting Group
- CEO: BetterMind Coaching School
- Approach: Behavioral intervention using behavioral science and psychology
- Chairperson: Indonesian Association of Coaching Practitioners
- Founder: Indonesian Mental Health Foundation
- Owner: BetterMind Publishing
- Certification: NLP Practitioner, International Trainers Academy of Neuro-Linguistic Programming, UK
- Certification: Master Trainer KKNI Level 6, National Professional Certification Agency
- Hobby: Vespa Lovers

### Professional Summary:

- Leadership and Team Development
- Learning System Management
- Change Management
- Strategic Management
- Leadership and Executive Coaching

# Our Coach

## Triaji Prio Pratomo



### Profile

- Master of Business Administration – School of Business and Management, ITB
- Doctoral Student in Values-Based Management – Faculty of Business and Economics, UII
- Currently serves as a lecturer in management at TELKOM University
- President Director – LPP Agro Nusantara
- VP Leadership Academy – BNI Corporate University, Bank Negara Indonesia
- Senior Consultant – Accenture
- Consultancy and Continuing Education Associate – Sampoerna School of Business
- Clean Language & Symbolic Modelling with James Lawley and Penny Tompkins
- Mindfulness-Based Stress Reduction Teacher – University of Massachusetts Medical Center
- Presencing-Based Coaching – Presencing Institute, MIT
- Certified Corporate Coach
- Corporate Executive Coach – Bank Negara Indonesia
- Corporate Executive Coach – Perkebunan Nusantara Group
- Community Coach – Yayasan SERUNI (Seruan Hati Nurani)
- Cultural Transformation Practitioner – Barrett Values Centre
- Over 15 years of experience in Management, Learning, Human Capital, and Leadership

# Our Coach

## Harry Pramono



### Profile

- Faculty of Psychology, University of Indonesia.
- Master of Management, Executive Program, Binus School of Business – General Management.
- Certified Professional Coach Program – ACSTH (88 hours), Loop Institute of Coaching, International Coach Federation.
- Mentoring Coaching Program, International Coach Federation (ICF).
- A professional with over 30 years of experience in Human Resources, Management, and Leadership.
- Extensive experience at national, regional, and global levels, from strategy development to execution.
- Focused on People and Organizational Development, with roles as:
  - Internal consultant in various companies.
  - Professional development facilitator.
  - Professional coach specializing in leadership and executive coaching.
- Entrusted to lead the Alumni Coaching Community at Loop Institute of Coaching.
- Core Expertise
  - Leadership and Executive Coaching.
  - People and Organizational Development.
  - Strategic Human Resources Management.
  - Professional Development Facilitation.

# Our Coach

## Dr. Ahmad Mukhlis Yusuf



### Profile

- Bachelor's Degree in Social Economics of Fisheries, Institut Pertanian Bogor, Indonesia.
- Master's Degree in Strategic Management, Asian Institute of Management, Makati City, Philippines.
- Diploma in Management, Asia-Europe Postgraduate Program, L'Institut d'études Politiques (IEP) de Paris (Science Po), Paris.
- Doctorate in Marketing Strategy, Universitas Indonesia.
- Started as a researcher at Aquatic Consultants and PAN ASIA Research.
- Management consultant at IMPAC Integrated Consulting, focusing on Southeast Asia.
- Held leadership roles, including:
  - Marketing Director at PT Citra Industri Logam Persada.
  - CEO of LKBN ANTARA, leading its transformation.
  - President of Organization of Asia Pacific News Agencies (OANA).
  - Director of Postgraduate Programs at Universitas Bina Nusantara.
- Consultant for major corporations, including MQ Corp, CITRA Group, Mahaka Group, Indofood, ANTARA, and Adaro Energy Tbk.
- Commissioner at BPRS Safir Bengkulu and Asuransi Syariah Keluarga Indonesia (ASYKI).
- Vice Chair of the Board of Trustees (MWA), Institut Pertanian Bogor.
- Member of the Mental Revolution Task Force, Coordinating Ministry for Human Development and Culture.
- Led LKBN ANTARA's transformation under appointment by Sofyan Djalil.
- Played a key role in fostering regional media cooperation as President of OANA.

# Contact Us

**You deserve one of our best  
recommended solutions**



**Website**

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