

Career Talk :

# **CHALLENGES FOR PHARMACIST IN VUCA ERA**



HERNI SUHARTINI  
LUKITOMO

## PROFILE

Extroversion – Intuitive – Thinking – Judging

## INTEREST

Life, Education, Neuroscience, Philosophy,  
Leadership, Change Management, Coaching,  
Farming, Writing, Singing

## EDUCATION

Psychology, Gajah Mada University

## CAREER STORIES

Sara Lee 1992 - 1997

Management Associate, Sales Manager, Sales Training Manager

PT Pfizer Indonesia 1997 - 2004

Training & Development Manager, Organization &  
Talent Development Manager, Organization Effectiveness Manager

PT Actavis Indonesia 2004 - 2006

HR Director

PT Johnson& Johnson Indonesia 2006 - 2012

HR Director

Air Asia Asean 2012 - 2013

Group Head of Talent Management

PT Indonesia Air Asia 2013 - 2015

Head of People

PT Elang Mahkota Teknologi, Tbk 2015 - 2017

Sr Vice President of Human Resources

PT Darya-Varia Laboratoria, Tbk 2017 – present

HR Director

# Information and Technology Era



**Coping, Limiting and Managing**





# When everything is going digital

**Digital disruption has already happened.**

**BEQ FORUM 2016, DC**

- The world's largest taxi company owns no taxis (Uber)
- The largest accommodation provider owns no real estate (Airbnb)
- Large phone companies own no teleco infra. (Skype, WeChat)
- Popular media owners create no content (Facebook)
- The fastest growing banks have no actual money (SocietyOne)
- The largest movie house owns no cinemas (Netflix)
- Largest software vendors don't write the apps (Apple/Google)




**WORLD BANK GROUP**  
Trade & Competitiveness



<http://blogs.worldbank.org/psd/keeping-pace-digital-disruption-regulating-sharing-economy>

# Welcome to the Digital World



# Kenapa disruption terjadi?

BABY BOOMERS	GEN X	MILLENNIALS
<p><b>BORN:</b> &lt;1963</p> <p><b>PROS:</b> Productive, hardworking, team players, mentors</p> <p><b>CONS:</b> Less adaptable, less collaborative</p> 	<p><b>BORN:</b> 1963-1980</p> <p><b>PROS:</b> Managerial skills, revenue generation, problem solving</p> <p><b>CONS:</b> Less cost-effective, less executive presence</p> 	<p><b>BORN:</b> 1980-1995</p> <p><b>PROS:</b> Enthusiastic, tech-savvy, entrepreneurial, opportunistic</p> <p><b>CONS:</b> Lazy, unproductive, self-obsessed</p> 

Communication	 Telephone	 Email/Text	 Social Media/Text
Preferred Training	 Classroom	 Blended	 Online
Engagement Level	<u>Rely on doctors disengaged.</u>	<u>Mistrustful and somewhat disengaged</u>	<u>More open, Engaged</u>

Sabar

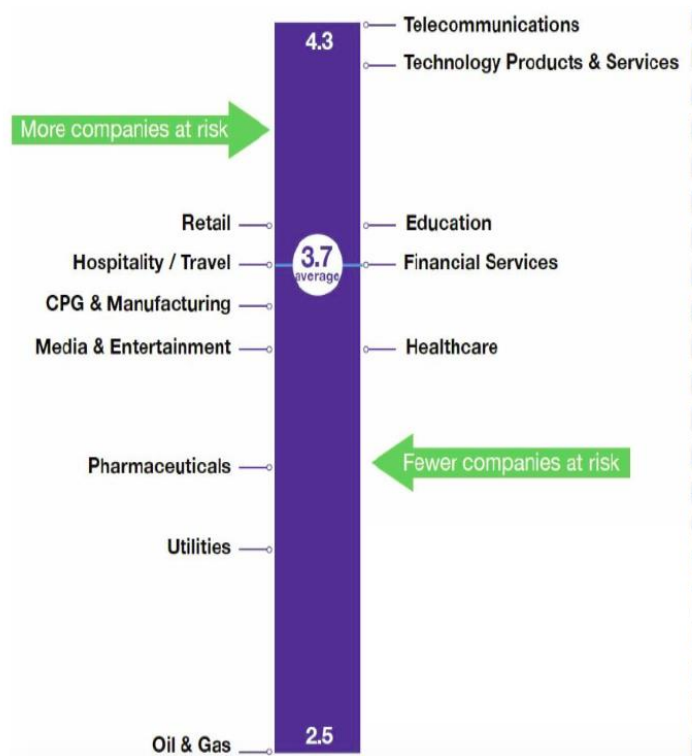


Instant

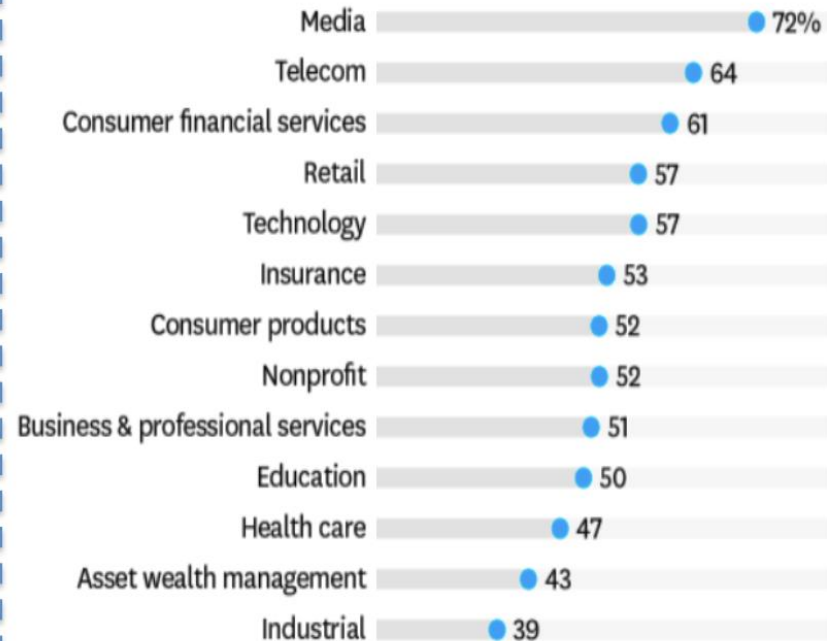


# The Industries That Are Being Disrupted The By Digital


Top 10 Companies will be displaced  
By digital disruption  
(Wade, M., 2016 and Brandley et al, 2016)



Executives Anticipation on Digital Disruption,  
by Industry  
(Grossman, 2016)



# Do we notice V.U.C.A's existence around us?



**Volatile**  
**Uncertain**  
**Complex**  
**Ambiguous**

# Realities about the World

- The world is changing **so fast**
- Organizations all over the World are facing an environment of unprecedented urgency, high stakes, and **uncertainty**
- The implications of this for organizations are profound: to succeed, we will have to **Change more and faster** than ever before
- The ability of the people in the organization to *Change* quickly, efficiently, and well can provide a significant **competitive advantage**, difficult for competitors to replicate

# Facts and Insights



# Core Subjects

- English (global competition)
- Computer Program and Coding (structured thinking)
- Statistic (big data era)
- Psychology (engaging customers, *applied neuroscience*)
- Mentorship and Coaching (Learning from the experts)

# Program Mas Menteri

- Kampus Merdeka
  - Prodi yang relevant dengan kebutuhan Industri
- Akreditasi Kampus (manual, diskriminatif, international accreditation vs national accreditation)
  - Sukarela
  - Masyarakat, Industri dan Asosiasi
  - International Best Practice
- Perguruan Tinggi Negeri
  - PTN Satuan Kerja
  - PTN Badan Layanan Umum
  - PTN Badan Hukum (11 only)
- Hak belajar 3 semester di luar prodi
- Dosen Penggerak (Leadership 2.0: From Power to Service)

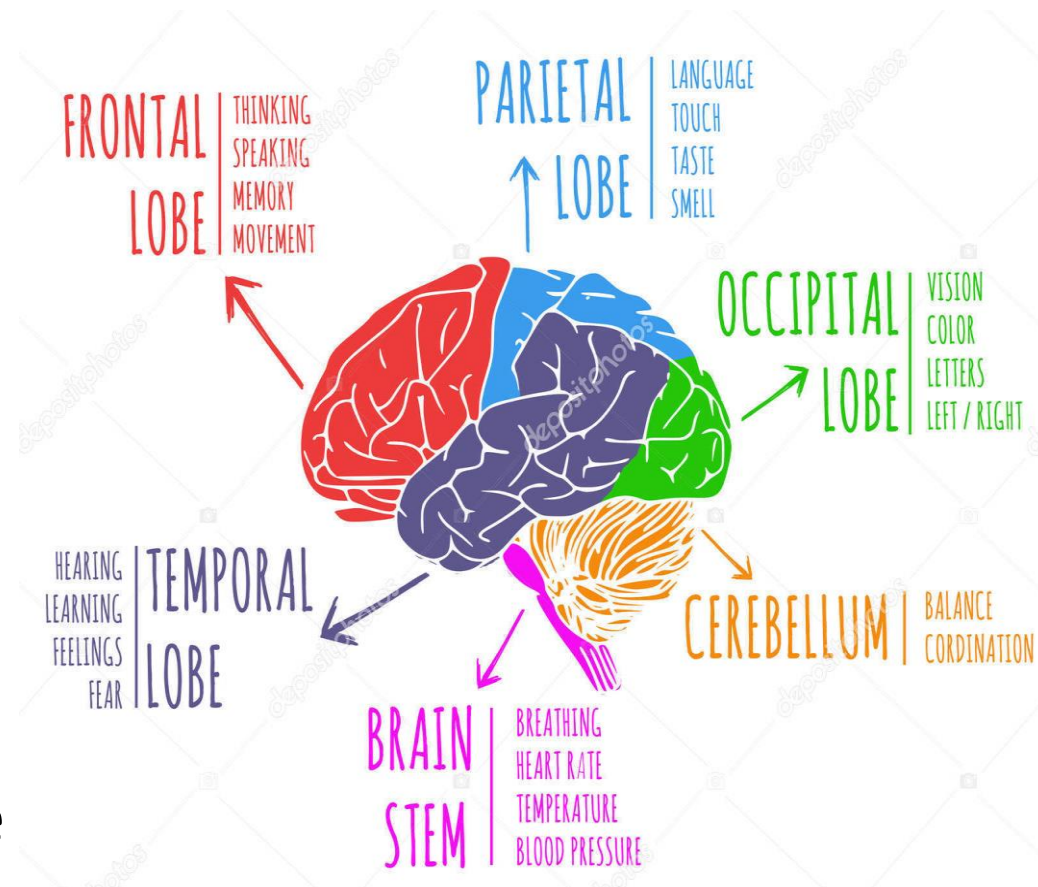
# School and Company are the same

---

- Creative
- Innovative
- Character
- Integrity

# What really matters now?

- **THINKING SKILLS**
  - Structured
  - Creative and Innovative
  - Problem Solving
- **CONTENT vs SKILLS**
  - Content changes rapidly, ability to learn and relearn is the core skill





Have you ever imagined before?

## *Digital & Disruptive ERA*

*“We are entering an era in which we’re going to have to create a society of  
**Life-long learners**”*

*- Ben Sasse*

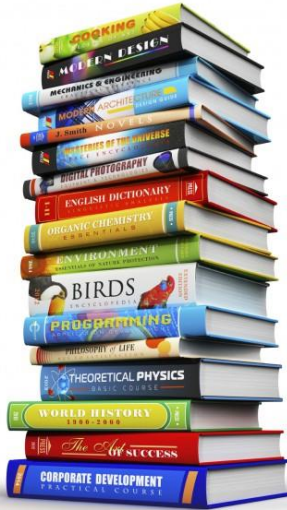
# Life Core Competency



Let's go back to you



# Your Campus Life: do you remember this?



# FROM CAMPUS TO REAL LIFE

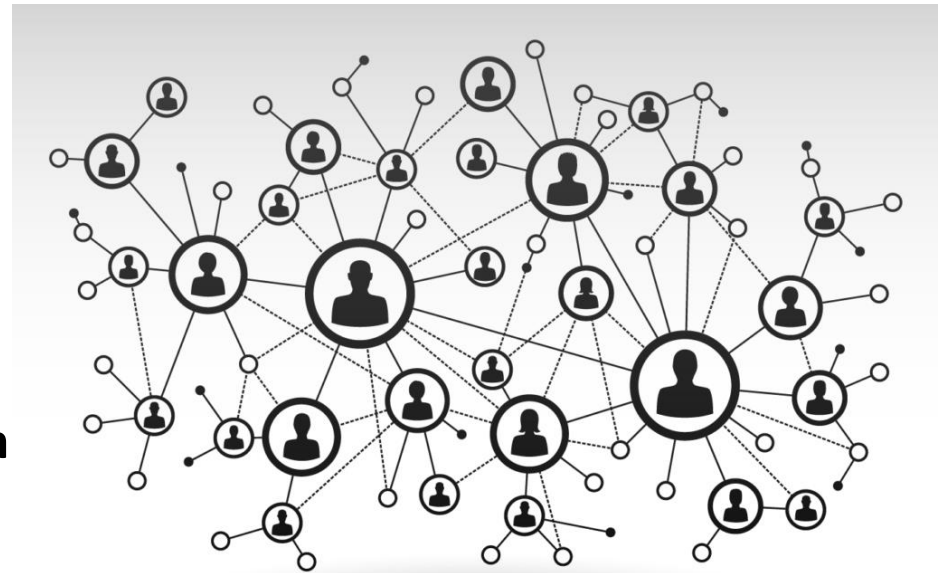


# Corporate Life: Established vs Start Ups



# Inside the Organization

- **Organization Structure**
  - Organization Design
- **Man Power Planning**
  - War For Talents
  - Competencies
  - Employee Turn Over
  - Career Path
- **Corporate Culture**
  - Employee Value Proposition
- **Performance Management System**
  - Productivity
- **Total Rewards**
  - Compensation and Benefits
  - Psychological Income



# Corporate Challenges

---

- Both Established and Start up Companies
  - Generation Gap
  - War for Talents
  - High Turn over
  - Silo Functions vs fluids
  - Rapid changes





# GLOBAL SURVEY

What DO people on earth want most in life?



# Several statistics



# GALLUP SURVEY

- 7 Billion Population
- 5 Billion Profile
- 3 Billion actively search for a job
- Only 1.2 Billionn job available
- 1.8 Billion are struggling
- Which group do you belong to?

**Recommendation....?**

A green road sign with white text. The sign is rectangular with rounded corners and a white border. It is mounted on a metal post. The text on the sign is arranged in three lines: 'WELCOME TO' at the top, 'REALITY' in the middle in a large font, and 'ENJOY THE JOURNEY' at the bottom. The background of the sign is a solid green color. The sign is set against a clear blue sky with a few wispy clouds. The sign is slightly tilted to the right.

WELCOME TO  
**REALITY**  
ENJOY THE JOURNEY

# Realities about The Industries\*

## 1. Markets are getting tougher

Kondisi ekonomi menjadi semakin buruk. Tekanan regulator semakin berat.

*Crisis is the “new way” of doing business.*

## 2. Competition is getting keener

Klien cenderung konstan tetapi penyedia layanan bertambah. Berdiam diri bukan lagi pilihan. *It’s survival of the fastest and the fittest.*

## 3. Clients are getting smarter

Klien mendapat informasi lebih baik, lebih skeptis, dan berharap lebih.

*Client trust is harder to obtain and maintain.*

*\*Based on 2011 Survey done by PricewaterhouseCoopers,  
involving 275 companies in 67 countries.*

# Several Facts

- 70% Business finds hard to find the right skills
- PISA Score for Indonesian Youth 75% lower than lowest score
- Can you win in the coming job war?
- Are we ready to compete with asia talent for MEA?



# What are the implications

- Companies stop hiring new employees or very selective in hiring or wait and see
- Companies reducing number of employees
- Increasing of unemployment

Unless

- You are so damn good
- Right fit profile
- Critical skill sets
- Entering the right industries



# What we want from you



# Core Competencies

1. Creativity
2. Collaboration
3. Communication
4. Critical Thinking
5. Computation Logic
6. Compassion

*(Nadiem Makarim)*

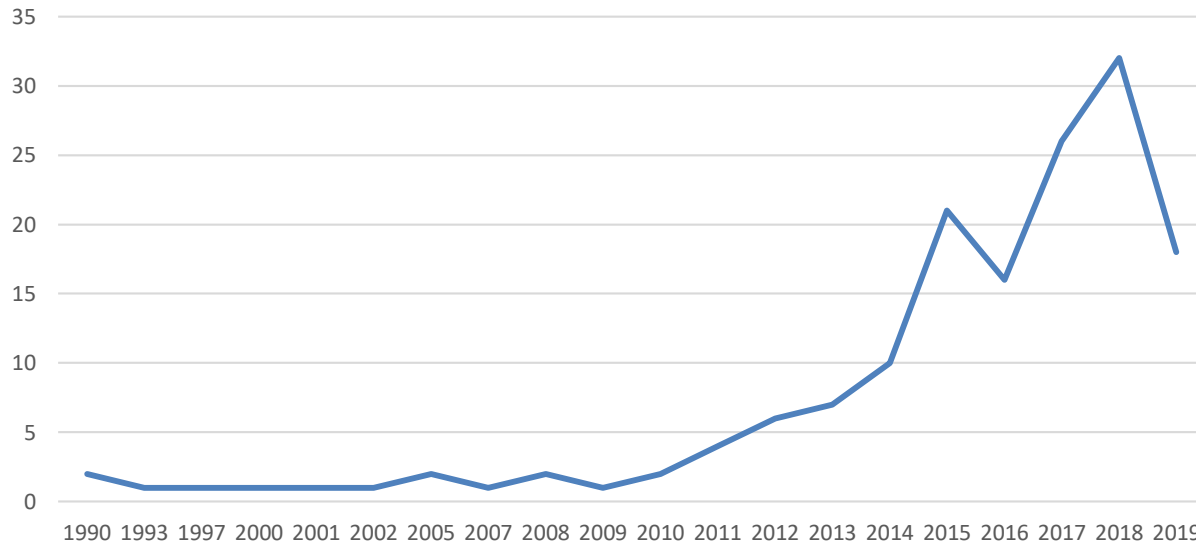
# What most CEOs want from you

- Integrity
- Conscious – unconsciously competent
- Sense of service/customer oriented
- Self Motivation; take initiative not taking order
- Passionate
- Good Character/positive attitude
- Partner
- Life Experience (Connection, Communication, Network)
- Open minded
- Problem Solver
- Tech savvy
- Stand out from the crowd
- Flexible
- Ambitious
- Presentation skills
- Maturity
- Reliable
- Check understanding
- Time is critical; speed; time management
- Creative
- Risk taker
- Trust
- Analytical Skills
- English

# Pharmacists in Darya-Varia Laboratoria



# Recruitment for Pharmacist

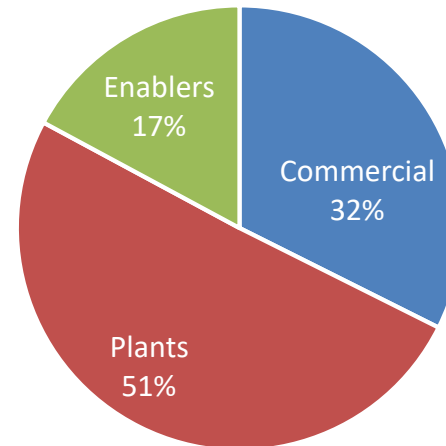
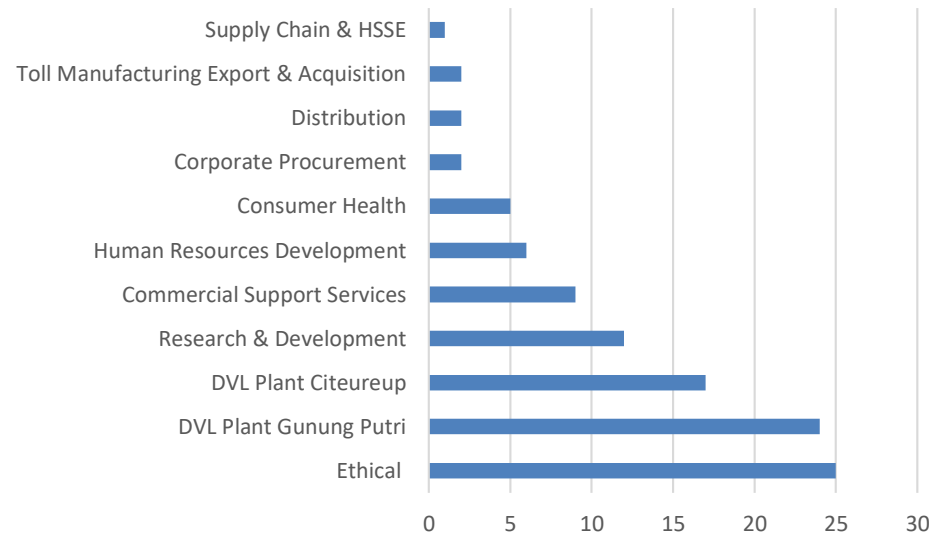


No	University	Recruited
1	Universitas Indonesia	34
2	Universitas Pancasila	28
3	Institut Teknologi Bandung	21
4	Universitas Padjadjaran	19
5	Universitas Gajah Mada	8
6	Universitas Airlangga	5
7	Universitas Sanata Dharma Yogyakarta	5
8	Universitas Pakuan	4
9	Universitas Tanjungpura	4
10	STTIF	3
11	UHAMKA	3
12	Universitas 17 Agustus 1945	3
	Others	18
	<b>TOTAL</b>	<b>155</b>

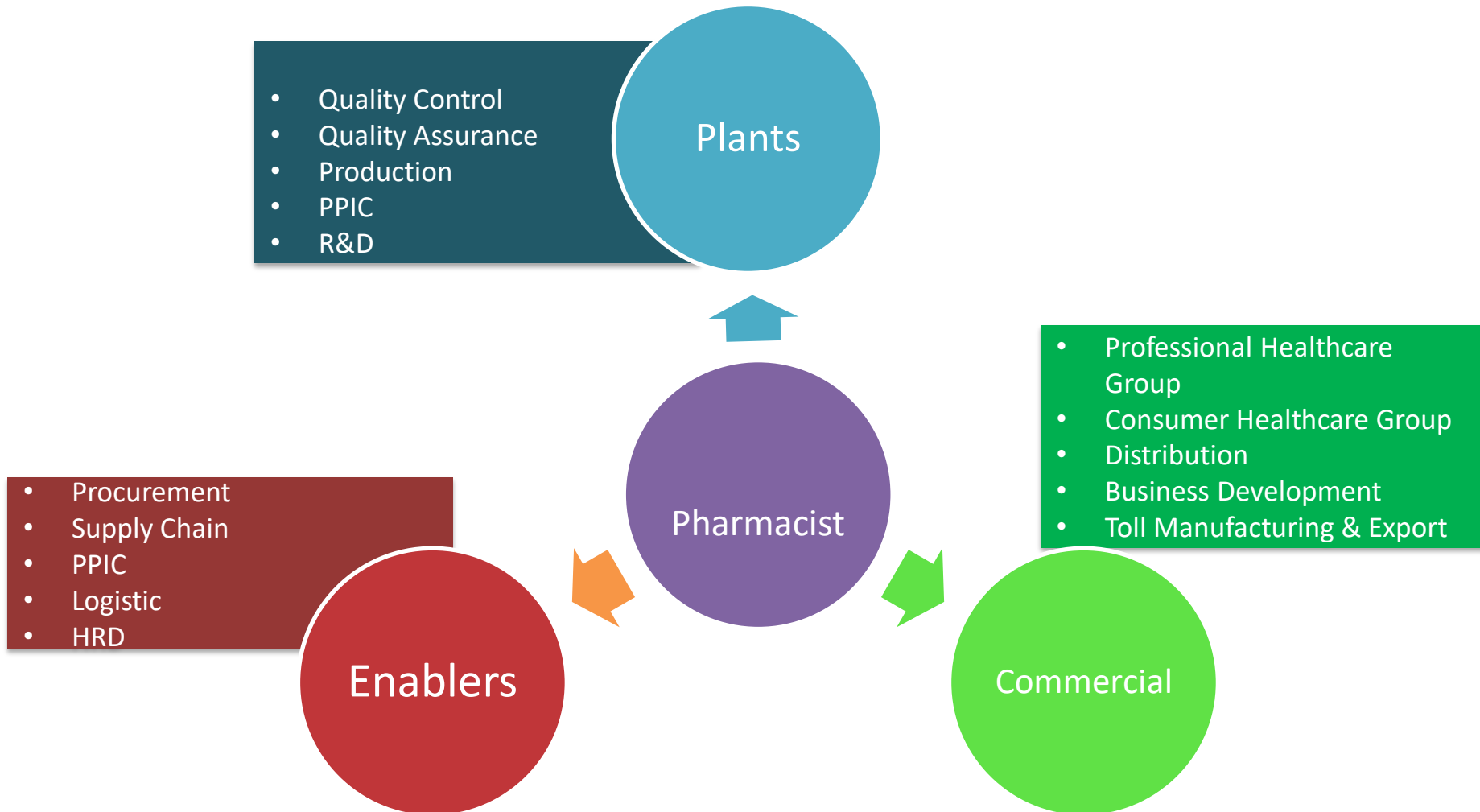
*We continue to hire Pharmacist for sustaining our business...*

# Pharmacist in Darya Varia 2020

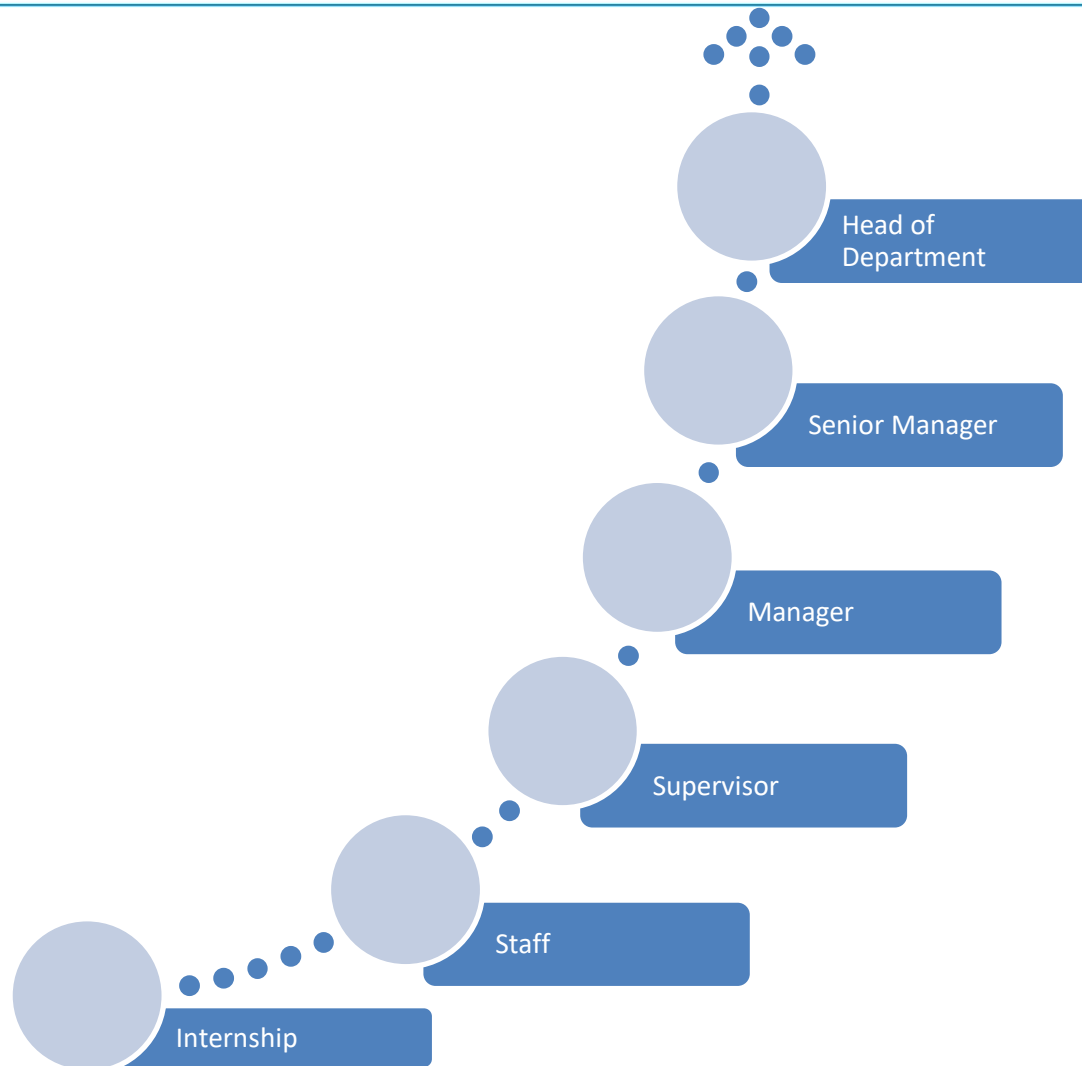
No	University	Active
1	Universitas Indonesia	25
2	Universitas Pancasila	22
3	Institut Teknologi Bandung	16
4	Universitas Padjadjaran	9
5	Universitas Gadjah Mada	5
6	Universitas Airlangga	4
6	STTIF	3
7	Universitas 17 Agustus 1945	3
8	Universitas Sanata Dharma Yogyakarta	3
9	Universitas Pakuan	2
10	Universitas Tanjungpura	2
	Others	11
	<b>Total</b>	<b>105</b>



# Career Opportunities for Pharmacist in Pharmaceutical Company



# Career Path in Pharmaceutical Company





# Pharmacist - Internship

- Short program : 20/40/60 working days
- Support to division :
- Daily allowance for meal/transport
- Learning & getting to know working in pharmaceutical industry

# Pharmacist - NexTalent

- DVL Awards
- Immersion Program
- Learning and Development
- Coaching & Mentoring
- Collaborative Project
- Final Assessment

# ACE: Formula for Success

The *Winners* Mindset

## EXCELLENCE

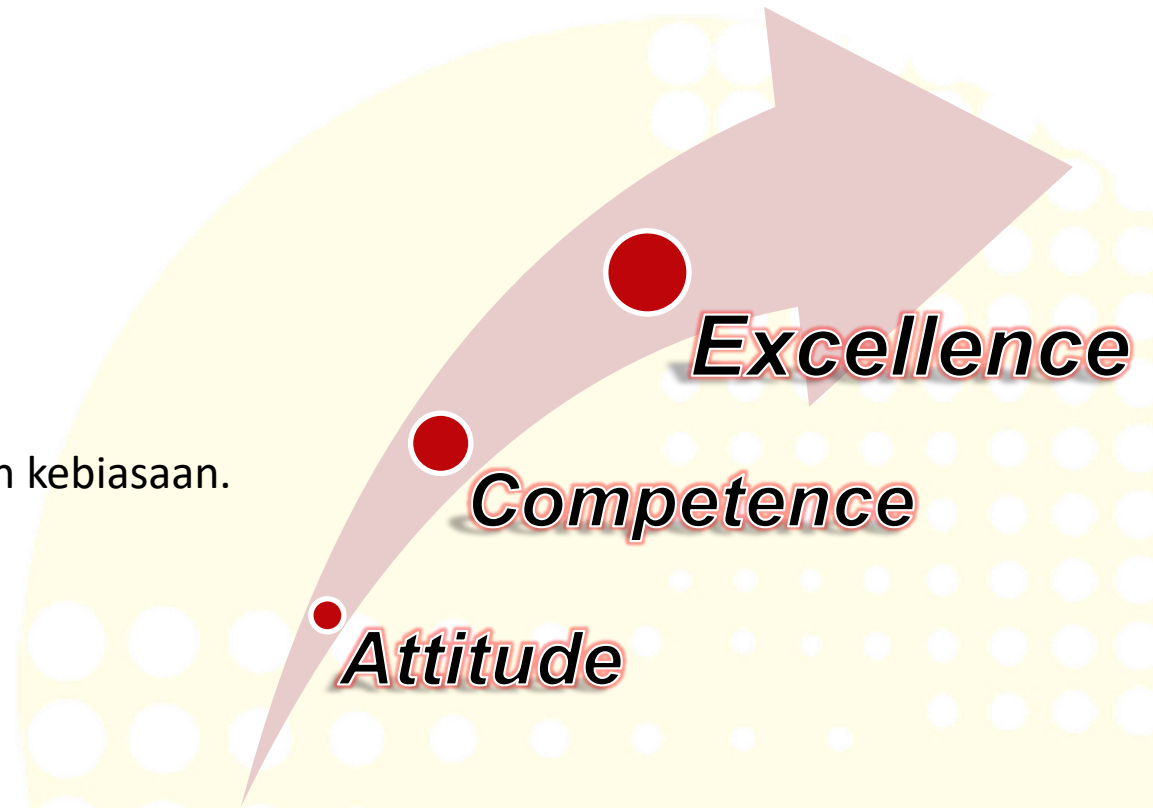
Waktu, disiplin dan kerja keras.

## COMPETENCE

Pengetahuan, keterampilan dan kebiasaan.

## ATTITUDE

Sikap positif dan optimis.



# What to prepare before interview

- Google, provide yourself with informations regarding the company/job
- Simple CV (not complicated)
- Be sure with your social media profile
- Dress up
- Be present

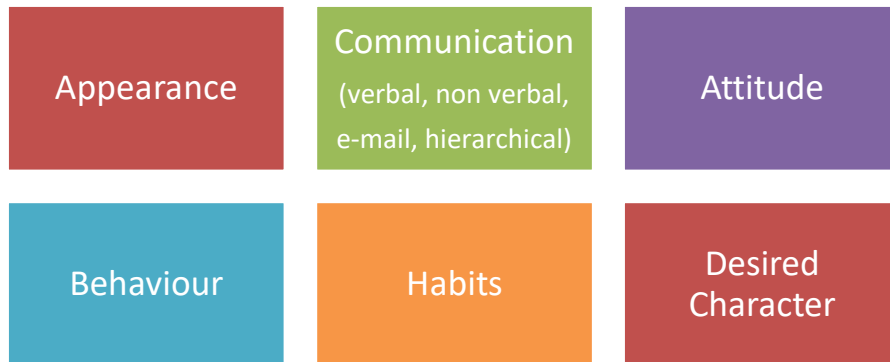


# How ready are you?



# Corporate life: a closer look

- Campus → Corporate life (completed paradigm shift)
- Many things in corporate world are no more related to campus life except relevant knowledge
- The students become employees in corporate life → what does it mean?



- Different support form
- Behaviour is important! Desired behaviour is critical
- Ethiques and Manner



# Corporate life: a closer look

- Accountability and Responsibility
- There is no one way to learn about a skill
- There is no standard time that it takes to learn a skill – it varies from person to person
- There are people who are naturally good at something but that is not the only determinant in success
- Career Building: grading, level, salary range, promotion

**Taking the step ahead - A change from campus to corporate life**

*Campus to Corporate*



## Campus Vs Corporate

Student	Employee
Exams are the major qualifying criteria	Each day is important
Minimum marks to pass. No problem	Always need excellence. Survival of fittest.
Maximum effort can fetch 100% marks	Maximum effort: increment, elevation.
Hours per day is limited	Your productivity is important
Up to you and you don't affect others	Highly interlinked
Memorize and remember	Understand, Remember, Utilize.
Practical 25%	Practical 100%
Mind your duty	Need versatility.
Other student's work will not mind you	Highly competitive within the unit.



