

COACH: Lucia Nany Lusida, Indonesia



“I was so excited to be able to facilitate and support the Leadership Team with high commitments even during their Leave Days, highly curious and can-do attitude to activate BUMA culture and behaviors from remote mining locations via online for 12 weeks.”



ENGAGEMENT INCREASED **29%**

CLIENT

PT Bukit Makmur Mandiri Utama, or often called BUMA, was established in 1998, and is currently the second largest independent coal mining contractor in Indonesia. It currently holds around 20% market share by providing coal mining services to some of the largest and longest-running names in the Indonesian coal industry and some new players with high potentials for future growth. BUMA's operations is supported by close to 12,000 employees and a solid and experienced management team as well as equipped with advanced technologies.

<http://deltadunia.com/buma/company-profile/>

WHY

After redefining BUMA culture towards the more thriving and sustainable future, BUMA would activate the Leadership Team with Leaders Activation Program to the newly defined culture so that they live in BUMA culture and behaviors and influence their team to the intended behaviors.



KPI's

1. Change in Leader's Behavior according to targeted culture
2. Increased Employee Engagement
3. Increased Team Engagement

HOW

- ▶ Conduct Culture Activation Program with a structured program for Leaders and Sr. Leadership
- ▶ Build behaviours leading to the new cultures by connecting **BRAIN with HEART**.

GAIN



ANY COMMENTS WORTH HIGHLIGHTING

Participating in this program is very fun, being able to share various kinds of things both at work and outside of work, coaching sessions at the end of the session I feel more relaxed / relieved and the solution to my problems turns out to be the source from me

Programs are quite interesting and foster the spirit of innovation

We are more structured in planning and completing the tasks

The atmosphere is more fluid and pleasant

No restriction on conveying ideas and suggestions

It was a great program to learn about yourself

VISIT OUR WEBSITE FOR MORE INFORMATION ON OUR EXCITING PROGRAMS

<https://engageandgrow.com/>