



Lets Collaborate!



“Organizational Growth Catalyst: Igniting People & Systems Transformation”

Proposed by Gtrust Consultancy – June 2025



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This proposal is a **free teaser/sample** program to provide a glimpse into Gtrust's facilitation approach and strategic frameworks

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Greetings from **Gtrust**



Who We Are

About Gtrust Consultancy



A Company that Empowers Growth:
Your Partner in Human Resource Development.

Gtrust Consultancy is a consultant company, since 2004, working in Human Resource Development Area. We offer **solutions to challenges** in working environment and **facilitate learning process** for companies looking for improvements.

A Story of Transformative Learning

Established in 2004, Gtrust initiated a transformative mission to reshape conventional learning. Encouraged by a vision to challenge one-sided, teacher-centered methods, Gtrust introduced a dynamic approach that prioritizes engagement (guided by the principles of Facilitation, Self-Awareness, and Fun) over the traditional way of learning.

At the heart of Gtrust's beliefs is a **strong focus on empathy**. Empathy inspires us to keep learning and finding solutions. The commitment to always learning turns Gtrust into a place where knowledge flows, creating a culture of understanding and resourcefulness that helps us provide meaningful support. More than a consultancy, Gtrust shines as a catalyst for change in an environment hungry for innovation.

Its story connects with those who push boundaries, aiming for comprehensive learning and progress. This ongoing journey motivates individuals and companies to adopt a new perspective of potential, establishing Gtrust as an **impactful contributor in the fields of learning and development**.



Our Pillars of Dynamic Approaches



Facilitative

Using our interactive methods to help individuals learn more effectively and solve challenges with greater skill.

This empowers companies to tackle obstacles and make substantial improvements in their operations.

Self Awareness

Guiding participants to explore and understand their own strengths, weaknesses, and motivations, facilitating personal growth.



Fun

Infusing enjoyment and excitement into the learning process to foster engagement and enthusiasm.

Our Services

Strategic Facilitation

Overcome complex issues and reach your goals through our structured and engaging facilitation techniques. Our services are tailored to address the following various areas of challenges:



We skillfully co-create your meeting flow and guide discussions to align with your goals and to help your team drive actionable outcomes.

**Strategic Meeting
with Actionable
Outcomes**

**Conflict Management
for Better Workplace**

Navigate organizational conflict seamlessly with our service, designed to facilitate constructive resolutions for a harmonious and productive workplace.



Exhaustive research to identify problems and diagnose root causes

Preliminary activities (e.g. interviews and facilitated learning) to ensure readiness of each stakeholder for strategic facilitation

Group processes guided by our expert and seasoned facilitators to achieve specific objectives effectively

Support organizations in leveraging the outcomes and action plans generated during the facilitation

Co-create a system with us to foster impactful and sustainable shifts in workplace behaviors.

**Behavior Change
Facilitation** towards
Constructive Habits

Our Services

Facilitative Learning



Through experiential learning, active participation, and a continuous process, we ensure dynamic engagement that encourage behavioral changes for your team.



Elevate your professional growth with our program specifically designed to cultivate mindset on meaningfulness, hone your interpersonal skills, and enhance your overall self-management skills.

Self development kit to accelerate your growth

Value internalization for organizational unity

Embark on a journey of self-discovery and organizational evolution with our service which will help you embrace values that foster growth within your team and organization.

Unlock the potential of collaboration in fostering cross-functional synergy, optimizing roles, and valuing diversity to conquer business challenges together.

Empowering Teamwork to conquer challenges and boost productivity

Leadership development to accelerate your readiness in your role

Boost your leadership skills with our program that will help you to adapt, motivate teams, and lead confidently in any situation.

Embrace a fulfilling retirement journey with us! Gain inspiration from your life achievements, navigate psychological challenges, and equip yourself with the skills and attitudes needed to thrive in retirement.

Pre-retirement program for your resilient retirement journey

Our Services Corporate Training



Presented in a workshop format, our Corporate Training service will give you prompt results within a single, time-efficient session.



Each of our courses are designed to accommodate skill development through experiential learning. We arrange our learning activities around four learning stages: Observation, Reflection, Connection and Practice.

We provide concise, Corporate Training sessions that improve knowledge, Elevate service, enhance emotions, and inspire leadership in a single, time-efficient seminar.

Efficient Corporate Training for Immediate Impact

Service Excellence to Exceed Clients Expectations

Focuses on practical skills that help you deliver exceptional service and build meaningful connections in your professional roles.

You will be facilitated to get the most out of your experiences as a source of strength for your future efforts, which will also give impact to your professional contributions within your team.

Mindset for Building Resilience from Within

Navigating Difficult Conversations at Work

You'll learn valuable techniques to approach difficult conversations with clarity, assertiveness, and professionalism, ensuring positive outcomes and strengthened relationships in the workplace.

Craft this program to empower participants to design and execute productive and engaging meetings through practical exercises and expert guidance, ensuring that every meeting is a valuable use of time for all involved.

How to Run an Effective Meeting

Growing as a Leader

This training aims to help participants understand the experiences necessary for continuous growth and development as leaders, providing valuable tools and knowledge to navigate their leadership journey effectively.

OUR CLIENTS

MINING, OIL, & GAS



PHARMACY & HEALTH



CONSTRUCTION & BUILDING MATERIAL



AUTOMOTIVE & SPARE PARTS



LOGISTIC & CARGO



BANKING



MEDIA & SERVICES



INTERNATIONAL ORGANIZATION



TECH



GOVERNMENT



EDUCATION



NON PROFIT ORGANIZATION & COMMUNITY

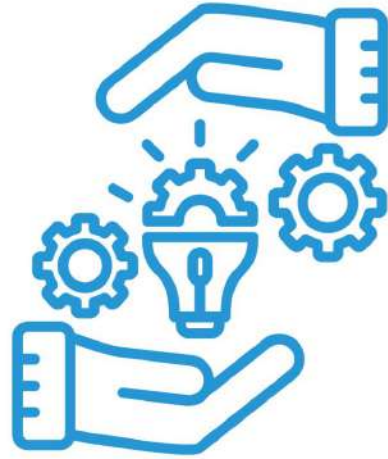


AND MANY MORE

Gtrust's clients come from various industries (Oil & gas, FMCGs, pharmaceuticals, media, banking, NGOs, building materials, etc.), each facing distinct challenges.

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Background & **Context**



How the Global Crisis Is *Reshaping Industries* and *Workforce Strategies*



Global Growth Is Slowing → Business Strategies Are Shifting

Global economic growth is projected at only 2.7% until 2026 (World Bank), far from sufficient to sustain development and long-term stability—especially in developing countries.



Labour Market Volatility Across the Globe

There are 402 million people actively seeking jobs but unemployed, while 2 billion workers remain in informal employment, with disproportionate impact on women and youth.



Efficiency Pressure Across All Industries

All sectors are under pressure to cut costs while maintaining performance. This has accelerated demand for leaner teams, agile leadership, and smarter ways of working



Geopolitical Conflicts Disrupt Long-Term Planning

Political polarization, armed conflicts, and global instability continue to create uncertainty, triggering higher risks of unemployment, mass layoffs, and productivity loss



Global Market Shifts Impact Key Indonesian Sectors

Policy shifts and economic fluctuations in major trade partners like China (25.7% of exports) and the US (9.57%) directly affect Indonesia's key sectors: energy, palm oil, mining, automotive, pharmaceuticals, and retail—pushing companies to adopt more adaptive and efficient workforce strategies.

Human Capital Strategy Shifts



RESILIENCE OVER STABILITY

Agile, multi-role talent is now essential.



FOCUS ON WELL-BEING

Mental resilience investments are increasing.



HR AS STRATEGY PARTNER

HC leads organization design, change, and data-driven decisions



READINESS OVER RETENTION

Learning agility & adaptability are key priorities.



FLEXIBLE WORK = NEW NORMAL

Outcome-based, personalized work setups rise.



STRATEGIC WORKFORCE PLANNING

Closer alignment with C-Level on future skills.



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The Catalyst Session Program

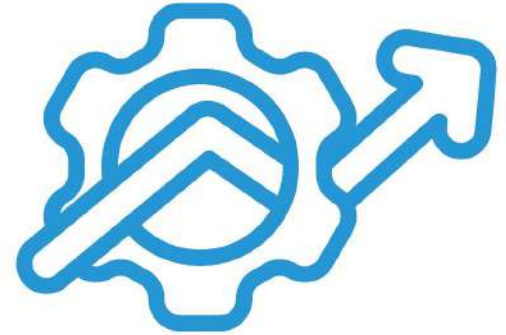


THREE STRATEGIC PILLARS FOR SUSTAINABLE PERFORMANCE

1. Operational Efficiency

Why This Matters

The global crisis has pushed many organizations to take drastic efficiency measures. Often, efficiency is narrowly interpreted as layoffs, when in fact, there are other strategic alternatives. We aim to help teams work smarter—by identifying which processes truly matter, which can be eliminated or simplified, and how individuals can adapt to work faster and more flexibly in multiple roles.



Key Challenges:

- ✓ Efficiency is often misinterpreted as cutting headcount, while the real issue may lie in outdated or misaligned workflows.
- ✓ Many individuals struggle with role overload due to restructuring—shifting from specialized roles to broad, generalist demands—leading to confusion, loss of focus, and uncertainty about where to channel their strengths.
- ✓ Post-efficiency fatigue is widespread. Teams are expected to maintain high productivity with fewer resources, resulting in prolonged exhaustion, loss of morale, and increased risk of burnout.

EFFICIENCY

Participants come in under pressure to increase efficiency, unsure of their evolving roles, and exhausted from maintaining high performance with limited resources.

JOURNEY :

1.) Reflect:

Re-examine team and individual workloads — which tasks truly create impact, and which can be simplified, delayed, or stopped.

2.) **Reframe:** Shift the narrative of efficiency — from reducing headcount to redesigning workflows with strategy and relevance.

3.) **Refocus:** Help participants identify high-leverage priorities and focus their energy on what matters most.

OUTCOME :

A fresh perspective on working smarter, not harder — without losing clarity on contribution and purpose.

2. Transformative Readiness

Why This Matters

The global crisis has accelerated the need for transformation—strategically, structurally, technologically, and culturally. The challenge is not just to survive but to evolve. Yet many transformation efforts fail due to a lack of shared ownership and clarity of direction, often getting stuck in outdated habits and legacy systems.

Key Challenges:



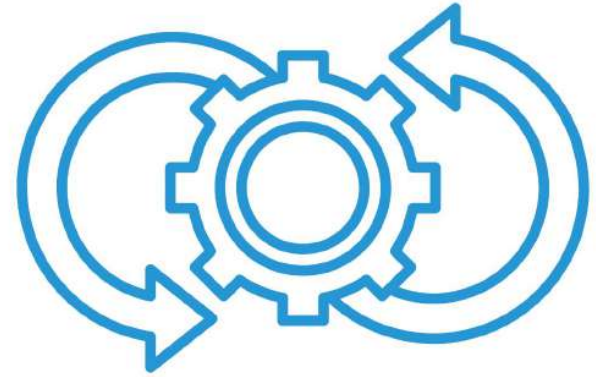
People may outwardly accept change but internally resist it—harboring doubt, distrust, or a sense of lost direction.



Transformation often lacks clear stages. Teams receive shifting directives with little continuity, leading to frustration, misalignment, and stalled execution.



Many initiatives fall short due to top-down communication. When change feels imposed, teams disengage—resulting in apathy, passive compliance, or resistance masked as agreement.



TRANSFORMATIVE READINESS

Participants are navigating rapid organizational changes — but often feel lost, skeptical, or disengaged due to lack of clarity and direction.

JOURNEY :

1.) **Awaken:**

Recognize that transformation is not just about survival, but also growth — both organizational and personal.

2.) Align: Explore real barriers to change, such as silent resistance, fragmented communication, and change fatigue.

3.) Activate: Foster a deeper sense of ownership — moving from passive compliance to proactive engagement.

OUTCOME :

Strengthen participants' readiness and personal connection to the transformation journey.

3. Collaborative Synergy

Why This Matters

In times of crisis, organizations must rely on agile, aligned teams to respond quickly and effectively. The increasing complexity of tasks requires seamless cross-functional collaboration to avoid silos, miscommunication, and friction between departments.



Key Challenges:



Teams are often busy with their own tasks but lack a shared direction. While the organization's vision has been communicated, it hasn't fully translated into daily team behaviors.



Cross-functional collaboration is frequently hindered by misaligned workflows, unclear roles, and fragmented communication. This leads to delays, reactive responses, and a lack of synergy.

COLLABORATIVE SYNERGY

Teams are under pressure to collaborate faster and better — but misalignment, unclear roles, and cross-functional tension slow things down.

JOURNEY :

1.) Uncover: Surface the root causes of ineffective collaboration — from siloed thinking to vague expectations.

2.) Realign: Rediscover shared direction, reconnect team efforts to the larger organizational mission.

3.) Recommit: Encourage open dialogue and shared accountability to build stronger, more agile collaboration.

OUTCOME :

Strengthen collective focus, trust, and synergy to move forward together — especially under pressure.

We offer a short, one-time, high-impact Catalyst session (2 hours) designed to spark insight, drive alignment, and inspire growth — tailored for both leaders and general staff.

Pillar 1:

Operational Efficiency

- **Catalyst Session 1 (Leaders):**
Facilitating Workflow Realignment without Downsizing
- **Catalyst Session 2 (All):**
Rediscovering Personal Value in a Generalist Era
- **Catalyst Session 3 (All):**
Managing Post-Efficiency Energy for Sustainable Performance

Pillar 2:

Transformational Readiness

- (Moving from resistance to readiness.)
- **Catalyst Session 1 (Leaders):**
Executing Strategic Moves in Change Management
 - **Catalyst Session 2 (All):**
Strengthening Engagement Amid the Current of Change
 - **Catalyst Session 3 (All):**
Fostering Team Ownership in Organizational Transformation

Pillar 3:

Collaborative Synergy

- (From coexistence to collaboration.)
- **Catalyst Session 1 (Leaders):**
Building Fast, Deep, Empathetic Collaboration
 - **Catalyst Session 2 (All):**
Aligning Purpose and Strengthening Team Cohesion
 - **Catalyst Session 3 (All):**
Navigating Inter-Function Conflicts and Harmonizing Communication

SCAN ME



Scan the barcode to download the program catalog!

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Technical Matter



FORMAT:

Offline Teaser Workshop

DURATION: 2–3 hours

AVAILABLE TIME SLOTS:

- Option 1: 10.00 – 12.00 WIB
- Option 2: 15.00 – 17.00 WIB

FACILITATED BY:

Senior Consultant from Gtrust Consultancy

DESIGNED FOR:

Leaders & General Staff (can be tailored to audience level)

All logistics coordinated by Gtrust Consultancy



Let's Collaborate & Work Together in Co-creating a Successful Program!



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