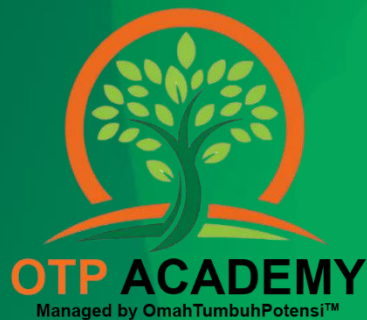


Omah Tumbuh Potensi



Empowering
Leaders to Grow
and Transform

COMPANY PROFILE



About Us



At **OTP Academy**, we believe learning is most powerful when it creates **real change**—not only in knowledge, but in mindset, behavior, and performance.

As the learning and development unit of **Omah Tumbuh Potensi (OTP)**, we design and deliver learning experiences that are **purposeful, experiential, and deeply relevant** to today's organizational challenges.

Our approach goes beyond training delivery. We work closely with organizations to ensure learning is aligned with **business direction, leadership capability, and people development needs**, so every program leads to meaningful and measurable impact.

Through facilitation, training, mentoring, and coaching, **OTP Academy empowers leaders and teams to grow with clarity, confidence, and intention**—building capabilities that sustain transformation long after the session ends.

50+
Clients

from diverse industries to empowering organizations reach their fullest potential.

Our Framework

A **HOME** (OMAH) is the **PLACE** where **YOU** can...



Observe Yourself

- WHO YOU are
- WHY YOU are here
- WHAT do YOU want



Manage Your

- Mind
- Resources



Articulate & Act of

- Your Goals
- Your Plan



Appreciate & Celebrate when Your Goals Happen

To **GROW YOUR** business & leader by building a **FOUNDATION** of **TRANSFORMATION**

Our Values – INSIGHT

OUR VALUE



Our values indicate how we work, guide our decisions, and shape our relationships with clients. INSIGHT represents more than an acronym—it embodies our commitment to seeing beyond the surface, understanding deeply, and illuminating pathways to transformation.

Integrity

Honest, consistent, and ethical in every decision and action.

Networking

Building strong, meaningful connections that amplify impact.

Service with Heart

Caring deeply, listening with empathy, and serving with intention.

Inspiration for Growth

Encouraging new perspectives and inspiring continuous growth.

Growth Partner

Walking alongside our partners to enable sustainable transformation.

Harmony & Trust

Creating balanced collaboration grounded in trust and respect.

Trust

The foundation of every long-term partnership we build..

Our Core Service Offerings

OUR SERVICES



We support organizations by building strong foundations across **business direction, people capability, and execution readiness**, so growth becomes **sustainable, not reactive**.



01

Business Development Consulting

Clarifying direction, strengthening structure, and enabling sustainable growth.



02

HR Shared Services

Providing ongoing HR support to strengthen people systems without a full internal HR team.



03

Learning & Development Consulting

Developing leaders and capabilities through experiential learning with real performance impact.



04



Talent Sourcing & Strategy

Developing leaders and capabilities through experiential learning with real performance impact.

All services are designed to work **together**, supporting organizations at every stage of growth.

Building Capable Leaders & Teams for Sustainable Growth

OUR SERVICES



Learning That Translates into Real Behavioral Change

At **OTP Academy**, we help organizations **develop leaders and teams who are ready to grow**—not only in skills, but in **mindset, behavior, and emotional maturity**. Our learning approach goes beyond classroom training.

We design **purposeful, experiential, and business-aligned learning journeys** that ensure capability development supports real execution and long-term performance.



Leadership & Capability Development

We strengthen leadership effectiveness across levels—formal leaders and individual contributors.

- Self-awareness, self-management, and emotional intelligence
- Decision-making, influence, and accountability
- Leadership readiness for complex and changing environments

Experiential Learning & Facilitation

Learning is designed to be **relevant, engaging, and applicable**.

- Experiential training & facilitation
- Role-play, case studies, and real-work simulations
- Team learning for collaboration and alignment

Coaching, Mentoring & Learning Reinforcement

We ensure learning leads to sustained impact.

- Individual & group coaching
- Mentoring for leadership transition
- Post-learning evaluation & practical recommendations

Our Impact



Stronger Leadership Capability

Leaders who grow in **self-awareness, confidence, and decision-making**, ready to lead in complex and dynamic environments.



Effective Learning with Real Impact

Learning experiences that translate insight into **real behavioral change**, not just understanding—driving performance on the job.



High-Impact People & Culture Development

Teams that communicate better, collaborate stronger, and embody values that **support sustainable organizational growth**.



Meet Our Team Partner to Grow



**SUGIARTI
ROSBAK**

Founder & CEO



**AMBIYA
PIETOYO**

Business Partner



**EFFENDY
PANGESTU**

Business Partner



**RENI DWI
WAHYUNI**

Business Partner

100+ HOURS

INTL. CERTIFIED PRO COACH

coaching experience

10+ YEARS

EXPERIENCED CORPORATE TRAINER

delivering public & in-house training

10+ YEARS

FACILITATOR & CONSULTANT

empowering individuals & organizations

Meet Our Team Partner to Grow



NOER CAHYAWATI
Business Partner Surabaya
Representative



PUTU HARTANA WIJAYA
Business Partner Bali
Representative

100+ HOURS

INTL. CERTIFIED PRO COACH
coaching experience

10+ YEARS

EXPERIENCED CORPORATE TRAINER
delivering public & in-house training

10+ YEARS

FACILITATOR & CONSULTANT
empowering individuals & organizations

20+ Coaching Experience
Years

28 In Global Consumer Goods
Years

500+ In Human Development
Hours

Extensive Experience in the industry, primarily at PT. Unilever Indonesia Tbk

Sugiarti Rosbak

Our Founder & CEO



Key Roles and Achievements

- **Associate Certified Coach (ICF)**, certified by the International Coaching Federation.
- **Organization Development Consultant:** Supporting SME and multinational leaders since 2020.
- **HR Leadership:** Managed 3000 factory workers and 1000 sales team members; led HR Advisor team for 5000+ employees across Indonesia.
- **Mentoring program:** Mentor business leaders and HR on how to handled talents inside organization
- **HR Project Management:** Oversaw the divestment and transfer of 300+ employees to new company without business disruption
- **Compensation & Benefits Specialist:** Developed C&B strategies across all employee levels.



“**NILAI** yang Anda **BERIKAN** kepada pelanggan, adalah **PENGHARGAAN** Anda terhadap **DIRI** Anda”

—**Sugiarti Rosbak**,
CEO of Omah Tumbuh Potensi,
Author Lika-Liku Freelancer: Peta Perjalanan Perubahan Karier Menjadi Pekerja Lepas

**They Grow With
Us using OUR
SIGNATURE
PROGRAM**

Leadership PROGRAM

THEY GROW WITH US



Developing Leaders through Emotional Intelligence

At OTP Academy, leadership development starts from within. We believe effective leaders are not only skilled in strategy, but also **emotionally aware, self-managed, and able to build strong relationships.**

OUR APPROACH

Emotional Intelligence Foundation

Participants build self-awareness, self-regulation, empathy, and relationship management as the core of their leadership capability.

Interactive & Experiential Method

Interactive Sharing

- Exploring leadership challenges through emotional awareness, communication styles, and motivation.

Experience Sharing

- Peer learning grounded in real leadership situations and emotional dynamics.

Tailored for Impact

Programs are co-created with top management to ensure alignment with **business goals, leadership context, and cultural challenges**, enabling sustainable behavior change—not just learning moments.

Trusted Across Industries

Adopted by organizations in **education, mining, telecommunications, network marketing, and digital publishing** (Client details are protected under NDA).

Role Play

- Practicing coaching, feedback, and conflict handling with emotional intelligence in action.

Case Studies

- Applying EI-based frameworks for decision-making and people leadership.



Partner Centric Leadership PROGRAM

Individual Contributor Leaders

Leading without Authority through Emotional Intelligence

Not all leaders have a team, but many leaders shape decisions, influence outcomes, and drive results.

At OTP Academy, we design leadership programs for **individual contributors**—professionals who lead through **expertise, influence, and emotional intelligence**, not formal authority.

WE DEVELOP:

Self-Leadership

- Building self-awareness, emotional regulation, and personal accountability as the foundation of leadership impact.

Influence & Communication

- Developing the ability to communicate ideas, manage conflict, and influence stakeholders across functions.

Decision-Making & Ownership

- Strengthening confidence in decision-making and responsibility in complex, ambiguous environments.

Emotional Intelligence impact to:

Without positional power, leadership effectiveness depends on the ability to:

- Manage emotions under pressure
- Read situations and stakeholders
- Build trust and credibility

Emotional Intelligence becomes the **core leadership capability**.

Designed for High-Impact Roles

Suitable for:

- Senior specialists & experts
- Project leaders
- Individual contributors with strategic responsibilities

Trusted Across Industries

Adopted by organizations in **education, telecommunications, consumer goods**
(Client details are protected under NDA).

THEY GROW WITH US



Strategy in Action

The program was customized to address challenges in competitive industries through close collaboration with Top Management and Commissioners, ensuring alignment with organizational goals while boosting leaders' confidence with coaching and mentoring techniques.

Interactive Sharing of Insights

- Leaders discover practical approaches to deliver company targets effectively.
- Engaging discussions to make breakthrough overcome challenges.

Relationship-Driven Decision Making

- Facilitate decision-making through in-depth strategic discussions **rooted in trust and constructive dialogue.**
- Conflict resolution sessions tailored for leadership teams **to strengthen collaboration and accountability.**

This approach ensures leaders don't just understand the strategy — they are emotionally ready to execute it.

Trusted Across Industries

Adopted by organizations in **insurance, manufacturing services, agriculture** (Client details are protected under NDA).

Awareness & Management

- Unlock leaders' understanding of the company's Unique Selling Propositions.
- Equip teams with tools to stay inspired and goal-focused.

THEY GROW WITH US



Building Service Culture

Building Service Excellence through Emotional Intelligence

At OTP Academy, we believe excellent service starts from within. This program equips employees with the **mindset, emotional awareness, and practical skills** needed to deliver consistent and meaningful service experiences.

PARTICIPANTS will DEVELOP:

Service Awareness & Professional Standards

- Building awareness of service roles, responsibilities, and consistent service behavior.

Self-Management & Personal Presentation

- Developing self-care, emotional regulation, and neat appearance to create positive first impressions.

Designed for Real Impact

Through practical, engaging, and experiential learning, participants gain **confidence, emotional readiness, and service pride**—enabling them to deliver excellent service consistently.

Trusted Across Industries

Adopted by organizations in **coffee shop, infrastructure, gas station, hospital, banking** (Client details are protected under NDA).

Empathy & Customer Connection

- Strengthening the ability to understand customer needs, manage emotions, and create warm, memorable interactions.

Experiential Role-Play Practice

- Simulating real-life service situations to practice emotional responses, communication, and service recovery.



THEY GROW WITH US



Program Impactful Communication

Communicating with Clarity, Empathy, and Influence

At OTP Academy, we believe impactful communication starts with **emotional awareness**. Effective communication is not only about what is said, but **how emotions, intentions, and messages are delivered and received**.

PARTICIPANTS will DEVELOP:

Emotional Awareness in Communication

- Understanding personal communication patterns, emotional triggers, and audience dynamics.

Clarity & Engagement

- Strengthening interaction and engagement through intentional, audience-centered communication.

Designed for Business Impact

This program supports leaders and professionals to communicate with **confidence, empathy, and influence**, strengthening team leadership and customer engagement.

Trusted Across Industries

Adopted by organizations in **education, publisher company, manufacturing services, F&B, logistic** (Client details are protected under NDA).

Influential & Structured Messaging

- Integrating structured approaches and storytelling to communicate ideas with impact.

Relationship-Centered Communication

- Building trust and meaningful relationships with customers, teams, and stakeholders.



Coaching Program for Career & Business

THEY GROW WITH US | 

Partnering Growth through Emotional Intelligence & Self-Mastery

At OTP Academy, coaching is a space for deep reflection, clarity, and growth.

We partner with individuals and business owners to navigate career and business journeys through **self-awareness, emotional intelligence, and intentional decision-making.**



Career Coaching

A Partner in Your Career Journey

Supporting individuals across career stages to build clarity, confidence, and direction.

Early Career

- Partnering with students and fresh graduates to build self-awareness, confidence, and career readiness.

Mid Career

- Supporting professionals in navigating career progression or transitions with emotional clarity and strategic direction.

Senior Career

- Assisting individuals and organizations in post-retirement or post-corporate transitions with purpose and renewed identity.



Business Coaching

A Partner in Building Your Business

Supporting entrepreneurs and leaders to grow businesses through people-centered leadership.

Starting a Business

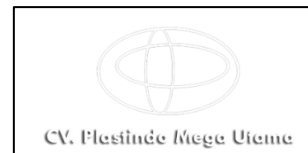
- Supporting aspiring entrepreneurs in aligning vision, values, and emotional readiness to launch their business.

Scaling a Business

- Partnering with business owners and leaders to accelerate growth by strengthening leadership mindset, decision-making, and human capital.

They Grow With Us

THEY GROW
WITH US



Thank You

Let's Begin Your
Transformation Journey



**Omah
Tumbuh
Potensi**



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