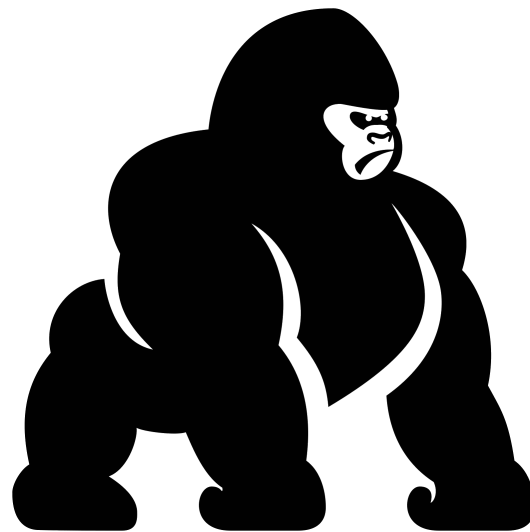




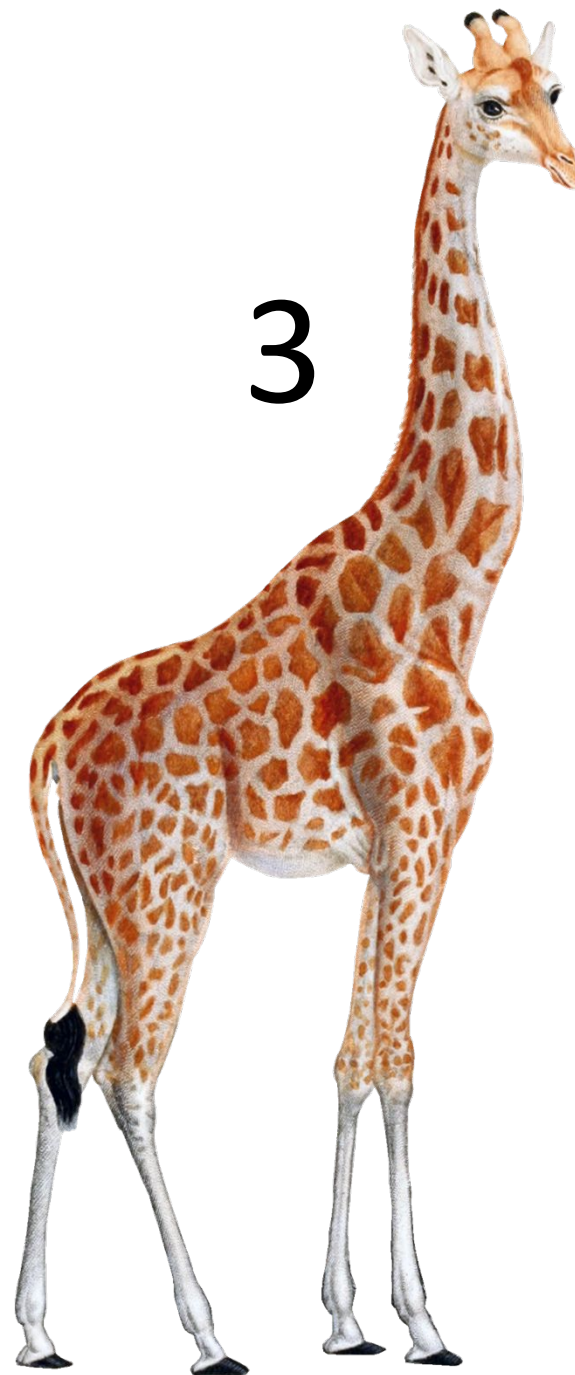
YSKI  
Learning Center

1



2

3



4



# Change Management

*How To Handle Human Resources*

Desy Setiowati, S.Pd.,M.M.



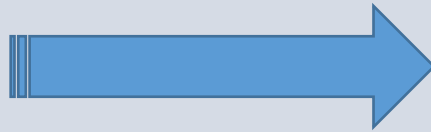
**YSKI**  
Learning Center

A group of five business professionals (three women and two men) are seated around a white conference table in a modern office setting. They are all looking down at documents or tablets, appearing to be in a collaborative meeting. In the background, a whiteboard with some faint diagrams is visible. A semi-transparent grey rectangular box is overlaid on the center of the image, containing text. The words 'structured' and 'approach' are highlighted in red.

Change management is a **structured approach** to transitioning individuals, teams, and organizations from a current state to desired future state

# CHANGE MANAGEMENT

P  
R  
E  
S  
E  
N  
T



D  
E  
S  
I  
R  
E  
D

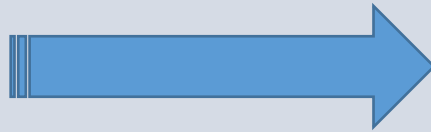
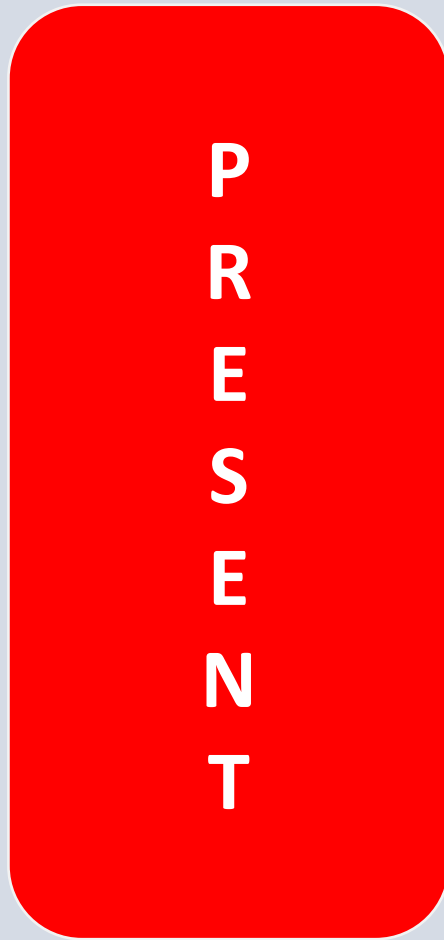
# CHANGE MANAGEMENT

P  
R  
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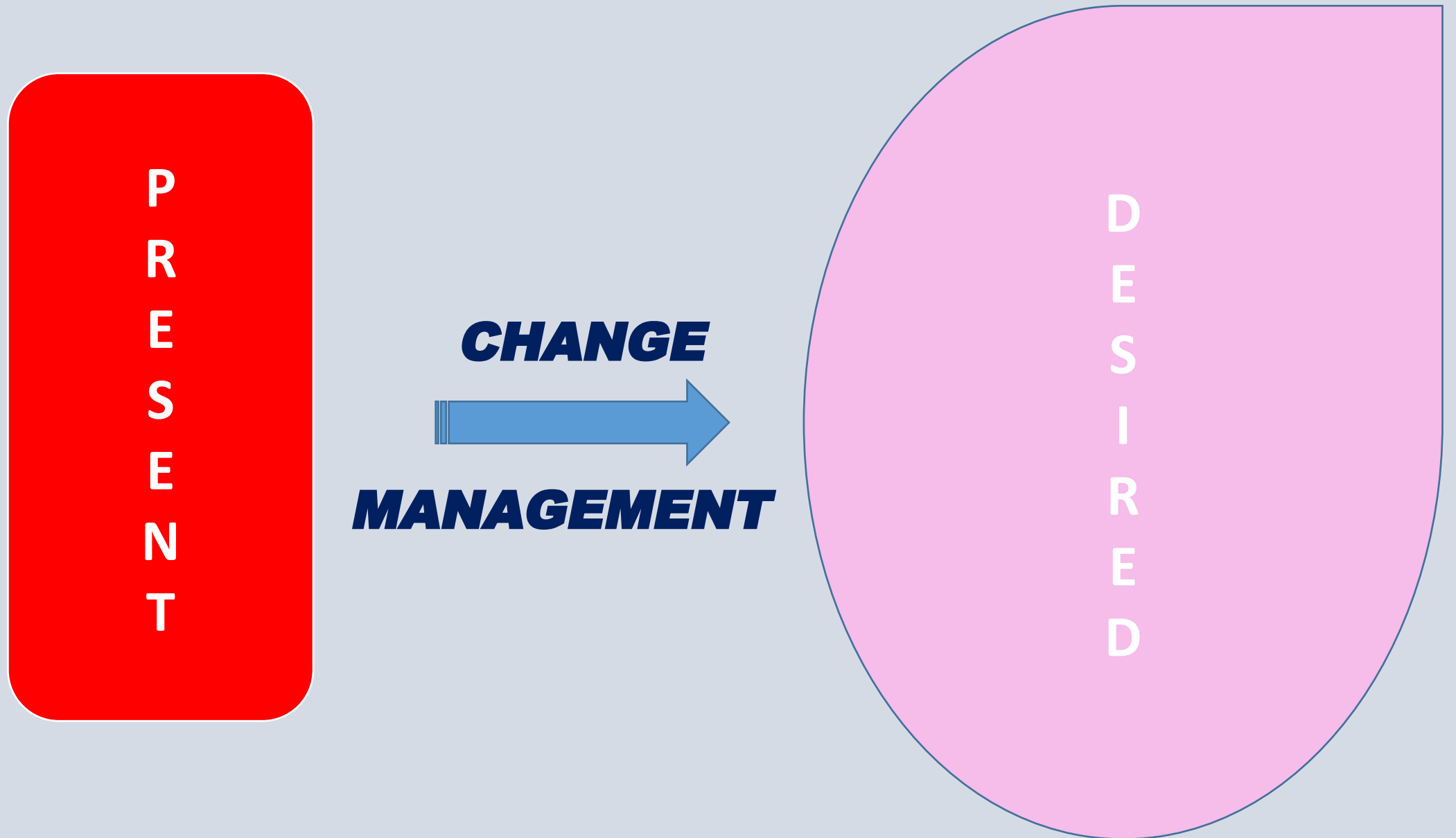


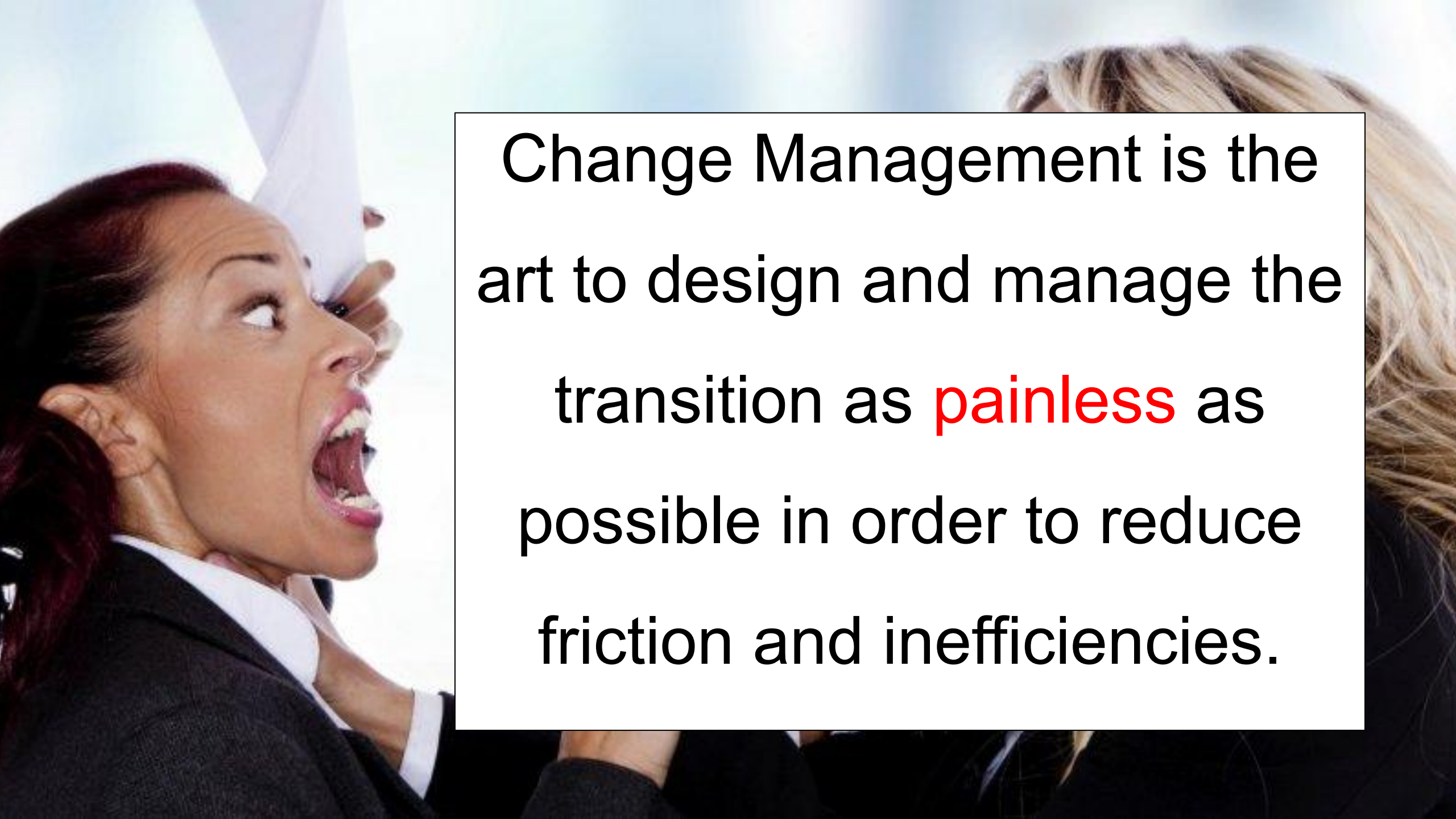
D  
E  
S  
I  
R  
E  
D

# CHANGE MANAGEMENT



# CHANGE MANAGEMENT



A woman with dark hair, wearing a dark business suit and a white shirt, is shown in profile, shouting with her mouth wide open. She is holding a large, white sheet of paper behind her head and neck. The background is a bright, out-of-focus sky. The text is overlaid on the right side of the image, enclosed in a white box with a black border.

Change Management is the  
art to design and manage the  
transition as **painless** as  
possible in order to reduce  
friction and inefficiencies.



# REASONS FOR CHANGE

## INTERNAL

- *New leader*
- *Crisis*
- *Performance gap*
- *Great turnover*
- *Financial*

## EXTERNAL

- *Politic*
- *Economy*
- *Social*
- *Policy*
- *Technology*
- *Competitors*

# disrupt

dis·rup·tion /dis' rəpSH(ə)n/

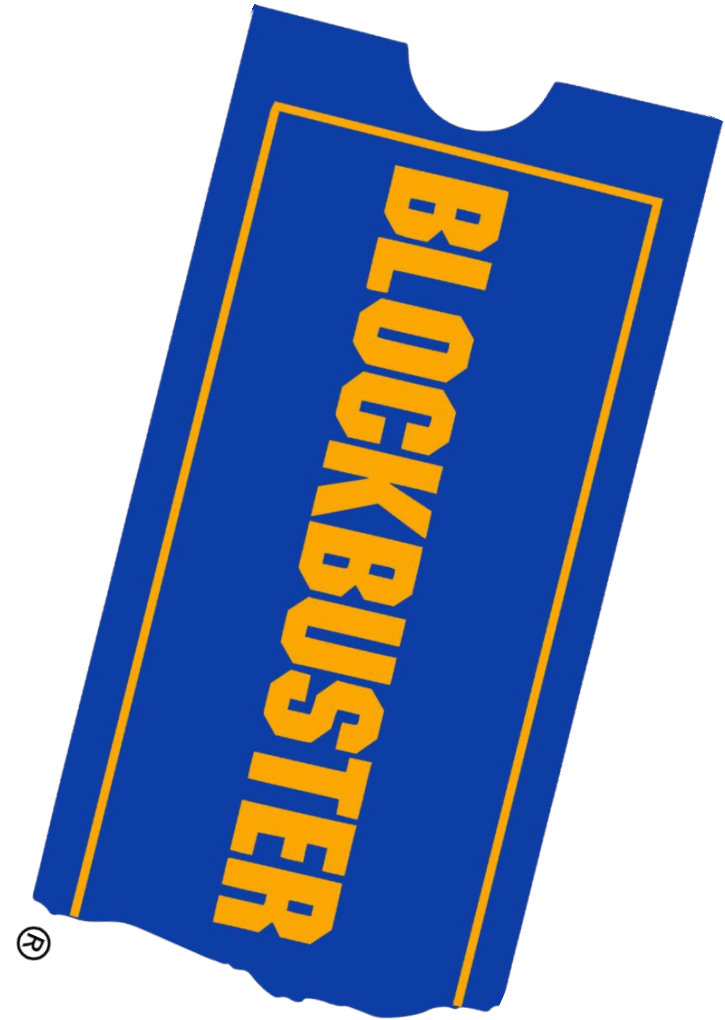
disturbance or problems which interrupt an event, activity, or process.



**NOKIA**  
Connecting People

**YAHOO!**

**SONY**  
make.believe



# TYPES OF CHANGES



**Organizational - Wide**



**Transformational**



**Personnel**

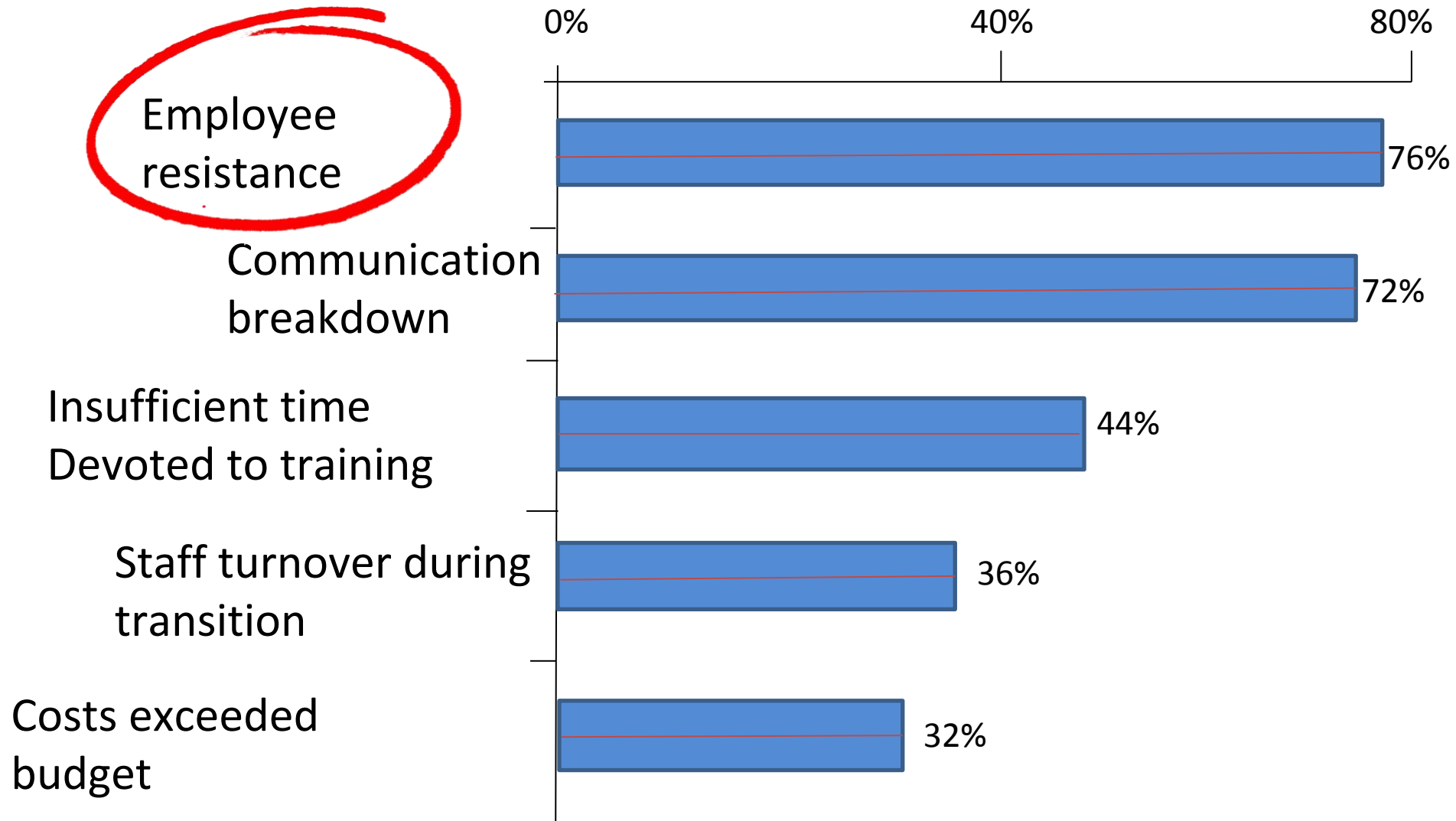


**Unplanned**

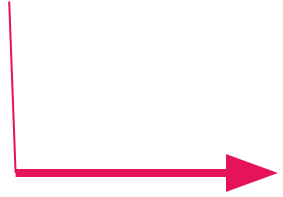


**Remedial**

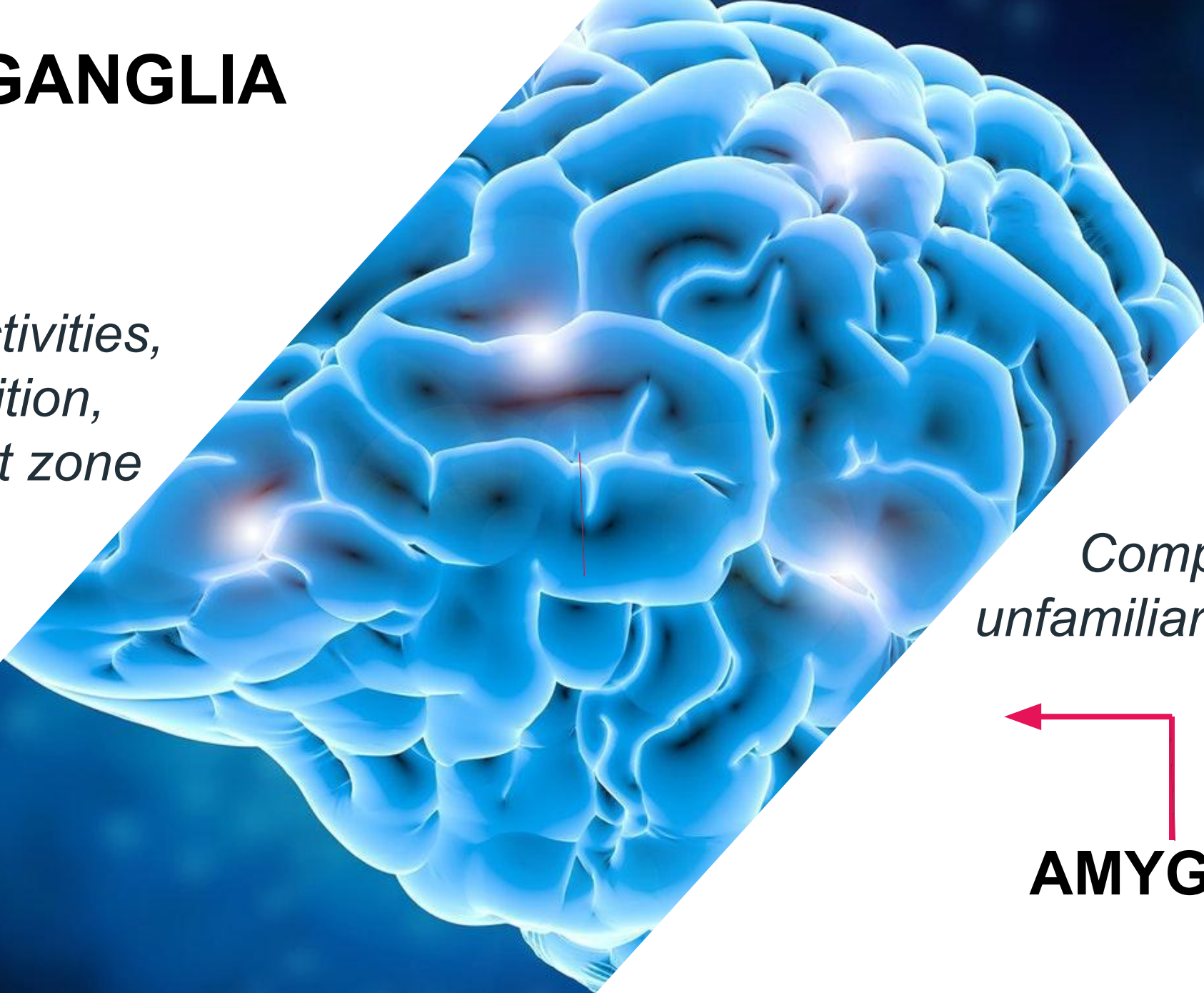
# Obstacles



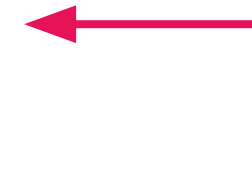
# BASAL GANGLIA



*Daily activities,  
repetition,  
comfort zone*



*Complex,  
unfamiliar concept*



**AMYGDALA**





**Change Management = Handle People**

# Kübler Ross Change Curve





## THE LEADERS

First to adopt technologies, document, and share practice warts & all

## HANGERS – ON

Know all the lingo, attend the seminars but don't do anything

Role model

## THE SHARP ONES

They watch the leaders, grab the best bits, learn from mistakes and do great stuff

## THE WOOD

Would use tech if someone else sets it up and shows them how - to keep it running

## THE FERRULES

Hold tightly onto what they know. Tech has no place in their classroom

## THE ERASERS

Endeavour to Undo much or all the work of the leaders



# **1. CLEAR VISION AND STRATEGIES**

2.



**COMMUNICATE, COMMUNICATE AND  
COMMUNICATE**

3.



Catalyst

Role model

Motivator

Discomfort





4.

BUILD THE  
GUIDING  
TEAM

## THE LEADERS

First to adopt technologies, document, and share practice warts & all

## HANGERS – ON

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## THE ERASERS

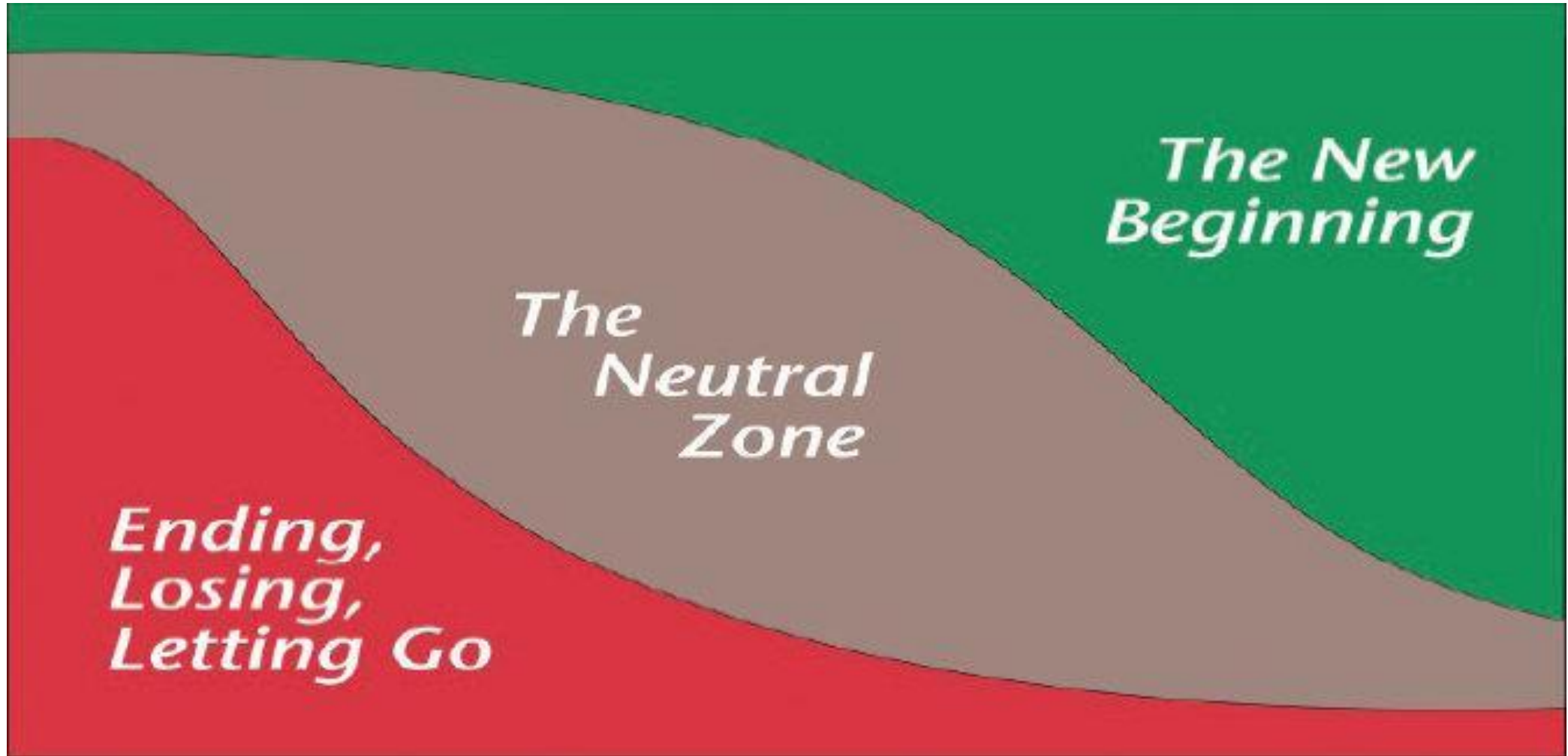
Endeavour to Undo much or all the work of the leaders



A woman in a business suit is celebrating with her arms raised in an office setting. A clock on the wall shows the time is approximately 10:10. The scene is overlaid with a semi-transparent blue rectangle containing the text '5. PROVIDE TRANSITION TIME'.

# **5. PROVIDE TRANSITION TIME**

## Bridges' Three Phases of Transition



Time





**6. MAKE IT HAPPEN**



*REWARD*



*PUNISHMENT*





# YSKI 4.0.



## **IT**

*Developer  
Programmer  
Data analyst  
Game designer  
Robot creator  
Drone controller*

1

## **ENTERTAINMENT**

*Video maker  
Director  
Script writer  
Influencer  
Creative team*

2

## **MARKETING**

*Product designer  
Digital marketing  
Sales specialist  
networking*

3

## **MEDICAL**

*Tele surgeon  
Nano medic  
Body part engineer  
Stem cell developer  
Health consultant*

4

## **SUSTAINIBILITY RELATED**

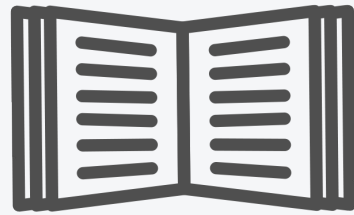
*Garbage designer  
Climate controller  
Biotech designer  
Vertical farmer*

5

**MOST JOBS  
NEEDED IN 10  
YEARS**



**PEMBELAJARAN KUNO  
TEKNOLOGI KUNO**



**PEMBELAJARAN MODERN  
TEKNOLOGI KUNO**



**PEMBELAJARAN KUNO  
TEKNOLOGI MODERN**



**PEMBELAJARAN MODERN  
TEKNOLOGI MODERN**



BEING QUIET



MEMORIZING



WRITING NOTES



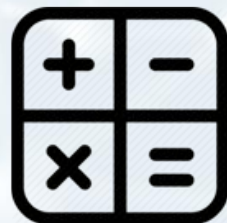
LISTENING



**PRESENT  
SKILLS**



OTHER SKILLS??



COUNTING



DRILLING



ANSWERING

# ESSENTIAL SKILLS

## LEARNING

Creative Thinking  
Communication  
Collaboration  
Creativity

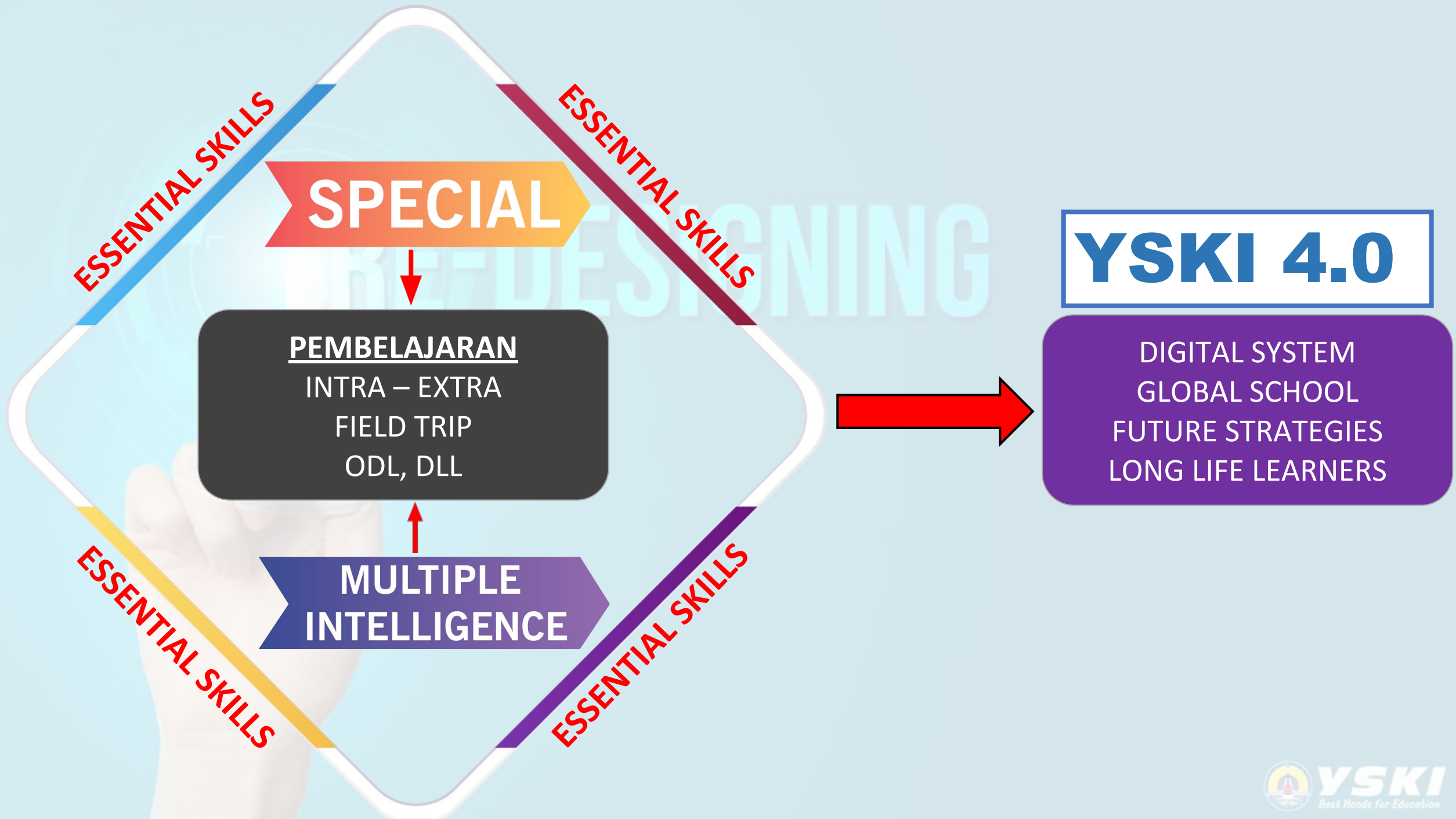
## LITERACY

Information  
Technology  
Multi Media

## LIFE

Flexibility  
Leadership  
Initiative  
Productivity  
Social





# Ujian Sekolah Berstandar Nasional (USBN)



## Situasi saat ini

Semangat **UU Sisdiknas** adalah memberikan keleluasaan bagi sekolah untuk menentukan kelulusan, namun **USBN membatasi** penerapan hal ini

**Kurikulum 2013** adalah kurikulum yang **berbasis kompetensi**, perlu asesmen yang lebih holistik untuk mengukur kompetensi anak



## Arahan kebijakan baru

Tahun **2020**, **USBN** akan **diganti** dengan ujian (asesmen) yang diselenggarakan hanya oleh sekolah

**Ujian** untuk menilai **kompetensi siswa** dapat dilakukan dalam bentuk tes tertulis dan/atau bentuk penilaian lain yang **lebih komprehensif**, seperti **portofolio dan penugasan** (tugas kelompok, karya tulis, dsb.)



**Guru dan sekolah lebih merdeka** dalam menilai hasil belajar siswa

Anggaran **USBN** dapat dialihkan untuk **mengembangkan kapasitas guru** dan sekolah guna **meningkatkan kualitas pembelajaran**

# Ujian Nasional (UN)



## Situasi saat ini

Materi UN terlalu padat sehingga siswa dan guru cenderung menguji **penguasaan konten**, bukan **kompetensi penalaran**

UN menjadi beban bagi siswa, guru, dan orangtua karena menjadi **indikator keberhasilan siswa sebagai individu**

UN seharusnya berfungsi untuk **pemetaan mutu sistem pendidikan nasional**, bukan penilaian siswa

UN hanya menilai **aspek kognitif** dari hasil belajar, **belum menyentuh karakter siswa** secara menyeluruh



## Arahan kebijakan baru

- Tahun **2020**, UN akan dilaksanakan untuk **terakhir** kalinya
- Tahun **2021**, UN akan diubah menjadi **Asesmen Kompetensi Minimum dan Survei Karakter**

### Literasi

*Kemampuan bermalar tentang dan menggunakan bahasa*

### Numerasi

*Kemampuan bernalar menggunakan matematika*

### Karakter

*Misalnya pembelajar, gotong royong, kebhinnekaan, dan perundungan*

- Dilakukan pada **siswa** yang berada di **tengah jenjang sekolah** (misalnya kelas 4, 8, 11) sehingga mendorong guru dan sekolah untuk **memperbaiki mutu pembelajaran** dan **tidak bisa digunakan untuk basis seleksi siswa ke jenjang selanjutnya**
- Mengacu pada praktik baik pada level internasional seperti PISA dan TIMSS

# DISCUSSION



- KIND OF CHANGE
- STRATEGIES
- HUMAN RESOURCES
- HOW TO MAKE IT HAPPEN
- REWARD & PUNISHMENT

## THE LEADERS

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## HANGERS – ON

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Role model

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