

Building Leadership Ecosystem Towards Prosperous Indonesia

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Abstract

Leadership is more than just a skill-set to direct and solve complex problems but also a way of transforming the life of a nation. The power of a leader can be seen from the impact of the people that he leads and the sustainability of the organization. A good leader is one that not only possesses the ability to transcend people to be and do better, but also positively influences them to use their power to contribute for a greater good. The role of a leader has become more evident during the time of crisis. Every decision creates multiple different outcomes and impacts. A leader must not only provide effective strategic moves, but also a safe-space to emotionally support the people he leads in overcoming the crisis. When a leader is absent or embodies poor leadership, the organization will not survive. Therefore, the power of a true leader lies within his own characters and the ability to navigate the crisis and transform it to the people that he leads. Understanding this importance of leadership has urged Pemimpin.id to navigate the values of inclusive, effective, and empowering leadership for a greater good and sustainable impact in Indonesia.

Keywords: Leadership; ecosystem; value; catalyst; inclusive; effective; empowering; network hub; social innovation; penta-helix collaboration

1. Introduction

Since 2020, Pemimpin.id exists to build a learning leadership ecosystem that is accessible for everyone through our series of bootcamp, training, media, and community engagement. Inspired by House of Peneleh HOS Tjokroaminoto, Pemimpin.id vision is to create a leadership ecosystem that educates, empowering, and synergizes. With more than 426,000 beneficiaries all across Indonesia, Pemimpin.id aims to become a home where great leaders are made by growing Indonesian youth to be more inclusive, effective, and empowering. We take this as our participation in building Indonesia Emas 2045, our nation's vision towards a prosperous, justice, and sovereign nation on its 100th year anniversary in 2045.



Image 1. Leadership Model designed by Learning & Development team Pemimpin.id

Pemimpin.id believes that the quality of one's leadership is obtained through two dimensions: self-leadership and leading others. Leadership starts by understanding purpose, beliefs, and values, thus will awaken a sense of awareness for deciding one's path and decision in life. Next, the importance of self-regulation;

regulating emotions, having perspectives to obtain better outcomes within our lives. By mastering these elements, a person will have better understanding, better empowerment, and greater wisdom on how to lead him/herself as well as lead others to drive more collaboration in building sustainability for the future. This Leadership Model is integrated not only through the program but also within the systems in the organization.

Being established at the start of the pandemic COVID-19, Pemimpin.id seeks the opportunity to utilize the potential of digital transformation by providing spaces for young leaders in strategic regions who are ready to learn about leadership and eager to connect with experienced leaders in various best-practices. Starting out small in numbers, we acknowledge that sustainable impact will only be achieved through collaborative and collective actions. Using the penta-helix strategy, we have partnered with government, private sectors, media, community, individuals to deliver and create meaningful initiatives. Pemimpin.id has conducted 5 leadership bootcamp and initiated 23 events with more than 8000 alumni programs. One of our major bootcamp is ASN Academy, a soft-skill and self-development training for public servants. To reach broader audiences, Pemimpin.id initiated *Lead The Fest*, one of the biggest leadership festivals in Indonesia where all the well-known leaders and young people gather to exchange ideas and knowledge. All of this leads to the activation of Leaders Hub as a home for young leaders in strategic regions to connect and collaborate in four provinces in Indonesia: East Java, Central Java, Nusa Tenggara Timur, and South Kalimantan.

Key Highlights of The Chapter

Leadership is one of the essential factors needed to solve various problems. Not only to create a better society, leadership can also build synergy between needs in different sectors: economy, social, health and environment. As this synergy is built, the gap within the sector in access, resources and knowledge will narrow. With the right ecosystem, the leadership that drives this synergy will create more leaders; new leaders who are inclusive, effective and empowering. This is where Pemimpin.id aims to add value to the ecosystem of leadership development in Indonesia.

Challenges

As the biggest archipelago's country, one of Indonesia's biggest challenges lies in the uneven distribution of resources and access, from leadership, information, to knowledge accessibilities. The centralized and uneven distribution has caused a significant gap of knowledge and opportunities within the youth communities, thus the imbalance of development in each region. At the same time, diversity has the strength and power to overcome the challenges. Moreover, leadership in Indonesia is deeply affected by the local culture and diversity within each region. Therefore, a collective and structural approach is needed to build interdependencies and minimize the gap to connect each young leader where they can actively involve, learn, and form a collaborative solution for the communities. Interdependencies and reviving the value of gotong royong is essential as we're moving to face a world which is ambiguous, uncertain and indeed complex. We are heading to the BANI (stands for Brittle, Anxious, Non-Linear, Incomprehensible era. We now have a new language to describe and comprehend what is going on. It gives us a foundation on which to build and experiment with new approaches (Grabmejer, 2020). To thrive and achieve what we set our minds to, we need leadership and complex problem solving in order to develop new approaches. Despite the challenges and new dynamic changes, we are required to move in such a way that we can navigate our movements and meet the needs of the beneficiaries.

However, the main issue is that there is still a limited space for young people to learn the context and values of leadership as part of the effort to foster a better human resource development index. One of the main reasons why people do not have adequate access to leadership in Indonesia is due to unequal development across regions. According to research conducted by Boston Consulting Group in 2013, they conclude that managing talent and developing leadership are the two most important issues in the future but capabilities are still lacking in Indonesia (Tong and Waltermann, 2013).

The similar notion is supported by Nasution in 2016 which states one of the problems of education in Indonesia is the lack of leadership from education policy makers (Nasution, 2006). The research by Frost in Aji and Palupiningdyah in 2016 concludes regarding the negative consequences of lack of leadership competence which causes the team to suffer, burn out, not to enjoy life and work on a daily basis (Aji and Palupiningdyah, 2016).

4. Discussion

The perplex circumstance such as COVID-19 has influenced the way individuals see and do things in a distinctive way, driving to versatile ways of overseeing and organizing. This requires administration and complex issue tackling by utilizing penta-helix collaboration (Antipova, 2021). This is also linked to the interconnectedness of young leaders in rural and urban areas, experts, and providers' roles in ensuring and maintaining the circular knowledge and values where we build spaces for all the elements to connect, elaborate, and collaborate.

Image 2. Illustration of Work Pattern Strategy of Pemimpin.id

Through this dynamic, Pemimpin.id aims to create one millions leaders with a sustainable knowledge circulation and also leadership values which interconnect each element through community-driven movement. Mentors are encouraged to empower and share their knowledge and value within a wider reach. The changemakers can actualize themselves by increasing their leadership values through meaningful participation. This effect leads to the rise of empowerment and engagements of local leaders to their communities and accelerates the growth of leadership in each area by giving them a chance to access and connect.

Image 3. The Penta-helix Strategy model retrieved from PR in Indonesia as a way for Pemimpin.id to democratize leadership knowledge

The example is #BerbagiPeran or #SharingRole initiative, an idea that aims to appreciate the role of leadership in collaborative activities in the community, as a place to spread inspiration in every good initiative. The idea is our way to reaffirm the value of collectivism as it's been taught by Mohammad Hatta, the first vice president of Indonesia in his book called *Ekonomi dan Kemakmuran* (Economy and Prosperity) in the 30s-40s. The value of collectivism has also been emphasized even further through a research conducted by Nenilai in Indonesia. The research concludes that 39% of Indonesians have stated that collectivism is one of the most important values for living in the country (Nenilai, 2020).

Another example of the penta-helix collaboration which stresses on the value of collectivism is Pemimpin.id has collaborated with other 21 organizations to create a collective movement called

#MenangBersama or #WinningTogether to reduce the negative impact of COVID-19. The movement also aims to fundraise for vaccination acceleration throughout Indonesia.

Regarding collective action against pandemic, Pemimpin.id has also collaborated with Indorelawan, KitaBisa, Semua Murid Semua Guru, and six other organizations for *Warga Bantu Warga* movement, an initiative which is the result of the collaboration of many individuals, communities, and institutions who are motivated to contribute to the handling of the pandemic in Indonesia. The #WargaBantuWarga collaboration is inclusive, independent, and non-partisan initiated to help residents affected by the Covid-19 pandemic. The spirit of #WargaBantuWarga is to make it easier for the public to find and access information related to Covid-19 and to contact health facilities/devices affiliated with the The Ministry of Health Indonesia Information on health equipment/facilities collected in #WargaBantuWarga is the result of volunteer contributions.

The uneven access and distribution in knowledge has led to conducting training and bootcamps in civil society and public sectors to foster human capital index such as *Leaders Academy Indonesia (LeadID)* and *Aparatur Sipil Negara/Public Civil Servant (ASN) Academy*. We have trained approximately up to 2000 beneficiaries in Indonesia for both sectors. The program consists of self-development learning such as self-leadership, critical thinking, effective stakeholders' management, and series of mentoring with expert leaders in each area of best-practices. To ensure the sustainability, alumnis of ASN Academy is sustained through the *Negarawan.id* community, a place for the civil servants in the local and central regions to connect and collaborate with each other. As for the civil society and changemakers, Pemimpin.id is in the process of activating Leaders Hub, home for young leaders in each local region to elaborate and learn together with the hope to solve their community problems. Since 2021, we have activated four leaders' hubs in East Java, Central Java, Nusa Tenggara Timur, and East Kalimantan. By the end of 2021, to enrich young leaders as the social innovators we initiated The Leaders Cafe, an open-for-all one-month leadership program. Gathering students and fresh graduates from all over Indonesia to connect, learn, and solve real social problems. With more than 200 learners, the initiatives have successfully implemented one project through organizing 10-million-rupiah funds to optimize the Pondok Inspirasi program called "*Bantu Belajar*" for students who struggle to access their education amidst COVID-19.

Our beneficiaries have stated that the materials from training have fitted their needs and requirements. The beneficiaries from the civil society sector have also stated that their confidence has boosted significantly, and they are more encouraged to take initiatives such as building communities and thrive better in academic fields. The other beneficiaries from the public sector have stated that they are exposed to the broader network of civil servants from other organizations and the benefits of the given materials are relevant and useful for their daily operations.

We believe that Pemimpin.id and other youth communities with similar visions can be dependable partners in achieving such lofty goals through reviving the value of inclusive, effective, and empowering better leadership ecosystem in Indonesia.

5. Conclusion

Pemimpin.id believes in the power of youth and collective movement especially when we are about to experience the bonus demographic in 2035. What Pemimpin.id has accomplished is merely one example of how

the organized youths can support the achievement of the Indonesia Emas 2045 vision through collective movements, youth activations, and end-to-end leadership training. We strongly recommend country leaders to invest and focus more on involving youth through *young-adult partnerships (YAP)* by providing strategic spaces and allocation for collaboration, empowerment, and enablement to innovate for the better quality of human resources in the country.

6. References

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