



newsletter

Tanhana Dharmma Mangrva • 137th edition, December 2020



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Lemhannas RI Book Launch

Lemhannas RI holds Strengthening Personnel Capacity Program in entering the Industrial Era 4.0



Governor of Lemhannas RI Lieut. Gen. (Ret.) Agus Widjojo opened Strengthening the Capacity of Lemhannas RI Personnel in entering the Industrial Era 4.0 on Monday (23/11) in Dwi Warna Purwa Room, Pancagatra Building, 1st Floor, Lemhannas RI.

In his remarks, Agus said that this program could be a means to develop personnel capacity as a driver of transformation that supports Indonesia in making a leap in the process of achieving the Roadmap for Making Indonesia 4.0 and sustainable development through collaborative action and innovative solutions.

It basically aims to increase the knowledge of Lemhannas RI personnel in understanding the Theory U process as a framework for designing and providing innovative transformation processes at both the individual and collective (organizational) levels with

the achievements of Head Intelligence, Hands Intelligence, and Heart Intelligence

In line with these objectives, the objectives of this program include strengthening intelligence in a comprehensive, holistic and integral manner in the learning process entering the Industrial Era 4.0; strengthening technical expertise, which is able to offer innovation in the creation of cross-sectoral learning systems and laboratories entering the Industrial Era 4.0; and strengthening emotional intelligence in transforming experience sharing and learning tools to improve the quality of learning in the learning process entering the Industrial Era 4.0.

Agus emphasized that this program was a means to develop the capacity of Lemhannas RI personnel. "Related to transformation to encourage change, so we must be familiar with change. Most of us

are still looking for a position that is comfortable with change," Agus said. Furthermore, Agus also said that in making the roadmap aspirations leap requires collaborative action.

Furthermore, Agus expressed his hope that the participants would gain beneficial knowledge to be applied to their respective work units at Lemhannas RI. "Precisely what is expected is that the material given can be understood by the participant and be able to be applied in the work unit at Lemhannas RI. I don't want to look at the strategic and global aspects, but more of individual changes in Lemhannas RI," Agus said.

The Strengthening the Personnel Capacity Program which was held in two batches, was attended by 100 participants consisting of one echelon I official, 17 echelon II officials, 29 echelon III officials, 52 echelon IV officials, and 1 staff.

International Conference on Women, Peace and Inclusive Societies

Governor of Lemhannas RI Lieut. Gen. (Ret.) Agus Widjojo gave a speech at the Opening Ceremony of the International Conference on Women, Peace and Inclusive Society “Building Grounded & Sustainable Peace: Women’s Experience in Post Conflict Situation and The Realm of Radicalism” in collaboration between Lemhannas RI and the National Commission on Anti Violence Against Women (Komnas Perempuan) on Thursday (26/11).

At the event that discussed the role of women in maintaining peace in order to strengthen national resilience, Agus Widjojo considered that the most important thing in maintaining a commitment to achieve gender equality and women’s empowerment was to continue to pay attention to women’s rights in development and peace.

On that occasion, Agus also conveyed that the call for women’s empowerment and protecting women’s rights was part of a global agreement as set out in the development agenda. The commitment made by all countries obliges the governments of all countries to take actions to promote and protect women’s rights, so that the spirit and visionary commitment embedded in every state policy will not vanished.

Agus emphasized that creating a policy that supports the role of women in the development process is a certainty. Women can enjoy their human rights as an international commitment and a precondition for wider cooperation in development, democracy, peace and security.

Meanwhile, the Chairperson of Komnas Perempuan Andy Yentriyani said that seeking recovery for women victims of conflict and supporting women’s leadership in building peace is a strategic step to support the

fulfillment of constitutional rights, especially in guaranteeing a sense of security, a life with dignity and free from discrimination on any basis. Andy further expressed his hope that the cooperation in organizing this international conference will continue by further institutionalizing a gender perspective in studies and education on national resilience.

The conference, which was held to commemorate 20 Years of UN Resolution 1325 and 16 Days of Violence Against Women (November 25- December 10, 2020), was attended by the Minister of Women’s Empowerment and Child Protection I Gusti Ayu Bintang Darmawati as the keynote speaker. In addition, there were five other speakers, namely International Expert on Transitional Justice Professor Fabian Savioli, Co-Founder and Executive Director of PAIMAN Alumni’s Trust, APWAP’s Affiliate Dr. Mossarat Nadim, Indonesian Representative for AICHR

Yuyun Wahyuningrum, Commissioner of Komnas Perempuan Prof. Dr. Alimatul Qibiyah, and Lecturer in Social and Cultural Affairs of Lemhannas RI Prof. Dr. Njaju Jenny Malik Toni Hardjatno.

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the most important thing in maintaining a commitment to achieve gender equality and women’s empowerment was to continue to pay attention to women’s rights in development and peace.

Lieut. Gen. (Ret.) Agus Widjojo
Governor of Lemhannas RI



The First Olah Sismennas conducted in the **Regional Leaders Strengthening Program (P3DA) 11**



the circumstances and substance of the material that reflect the developing situation, Olah Sismennas success can be viewed from several aspects, namely, the ability to analyze and anticipate developments in the situation. Second, adjustments to the right way of thinking and acting. Third, the level of integration in the analysis, policy formulation and its implementation by each Mayor, Regent and DPRD members in producing strategic and quality products. Fourth, integrated coordination and cooperation among Mayors, Regents and DPRD Members as well as other agencies being played is a logical illustration in an effort to mobilize the participation of all components of the nation in order to respond to the socio-cultural dynamics as a challenge to national security.

As one of a series of activities from the Regional Leaders Strengthening Program Batch 11 (P3DA 11), P3DA 11 participants carried out a National Management System Simulation (Olah Sismennas) with the theme “Cross-Sector Coordination of Regional Government Apparatus and Vertical Agencies in Facing Disasters” starting November 30, 2020 until December 3 2020.

Olah Sismennas itself is one of the methods developed by Lemhannas RI in the teaching and learning process for P3DA participants and it was implemented at P3DA for the first time this year. This activity includes simulation exercises for cooperation, coordination and synchronization between institutions / agencies in producing and operating a government policy, so that national development policies aimed at improving people's welfare can be carried out synergistically, effectively and

efficiently and bring maximum benefits for the community.

Governor of Lemhannas RI Lieut. Gen. (Ret.) Agus Widjojo believes that with the simulation of the policy formulation and decision-making processes in Olah Sismennas, participants can understand the dynamics of cross-sectoral coordination of local government officials and vertical agencies that involve various parties including accommodating various interests.

Agus further said that by assuming

“Based on the reports and observations I received during the implementation of this Olah Sismennas, the participants have shown their best efforts in completing the assigned tasks and roles. On the other hand, the quality of individual and group products reflects a comprehensive level of understanding, but it needs to be improved. I hope the material delivered during this Olah Sismennas can provide provisions for all participants in their respective assignments,” Governor of Lemhannas RI, Lieut. Gen. (Ret.) Agus Widjojo said when closing Olah Sismennas.



Socialization on Staying Productive Strategy for Excellent ASN Post Pandemic

Lemhannas RI held a virtual socialization with the theme Staying Productive Strategy to Realize Excellent State Civil Aparatus (ASN) Post-Pandemic to Lemhannas RI personnel on Wednesday (2/12).

Chief of Cooperation and Legal Bureau of Lemhannas RI Commodore Sri Widodo, S.T., M.A.P. who opened the event, said that people are facing a new life style during the pandemic. "Changes in lifestyle that were initially real, suddenly changed completely into virtual world. The process of working in an office and studying at school must now be conducted at home. The same changes applied in communal prayers at places of worship because no one can be immune from corona virus," Sri Widodo said.

As a state servant, Sri Widodo reminded Lemhannas RI personnel not to be careless about the current changes in life. Furthermore, Sri Widodo reminded Lemhannas RI personnel to be responsible for maintaining the continuity of the implementation of the duties and functions of government administration, especially the duties of functions and work programs at Lemhannas RI.

Regarding the performance of ASN during the pandemic, the Deputy for Personnel Management Development at BKN RI Drs. Haryomo Dwi Putranto, M.Hum. as the speaker for the socialization explained that the performance management system during this pandemic was no different from the pre-pandemic period, but there was some emphasis on the civil servant performance management subsystem. "Changes in the dynamic strategic environment of the organization require



an adaptive performance management system," he said.

Then Haryomo also explained that there are eleven things that need to be considered in a performance management system. First, performance management is based on goals. Second, ensuring the alignment of organization, unit and individual employee goals. Third, conveying the role and contribution of employees in achieving organizational goals. Fourth, setting goals that meet the SMART principles; Fifth, clear targets (fulfilling the SMART principles) which improve employee performance and vice versa. Sixth, SMART: Specific, Measurable, Attainable, Realistic, and time-bounded.

Seventh, ensuring the clarity of indicators of employee work success, and conveying and encouraging employees to make it happen. Eighth, organizational goals must be aligned with organizational strategies and

goals in times of pandemic. Ninth, monitoring is followed up with intensive coaching, mentoring and counselling. Tenth, ensuring that the placement of employees is in accordance with their competencies and interests. Eleventh, recording the results of employee monitoring as material for performance appraisals at the end of the year.

With the conditions of the organization's environment changing rapidly, according to Haryomo, it is necessary to implement Talent Management which requires high-talented Human Resources (HR). This includes the recruitment of appropriate employees, both permanent and non-permanent, development of a culture of knowledge, effective performance management, enhancement of employee performance experience and optimization of strategies and HR planning.

Lemhannas RI Book Launch



Lemhannas RI launched 3 (three) books, namely "Kiprah Lemhannas RI", "Indonesia Menoedjoe 2045: SDM Unggul Adalah Koentji", and "Skenario Indonesia 2035", as well as soft launching of the book "Tentara Kok Mikir? Inspirasi *Out of The Box* Letjen TNI (Purn) Agus Widjojo" in Gajah Mada Auditorium, Pancagatra Building, Lemhannas RI, Jakarta, on Thursday (3/12).

"These books are a contribution of the thoughts of Lemhannas RI which are expected to be warmly accepted by the community. "Hopefully they can strengthen their ability to control the current situation so that they can produce something useful for the achievement of the nation's success in the future," Governor of Lemhannas RI, Lieut. Gen. (Ret.) Agus Widjojo said while giving his speech.

Presented via online as a keynote speaker was Minister of Research and Technology / Head of the National Research and Innovation Agency, Prof. Bambang Permadi Soemantri Brodjonegoro, Ph.D. The event was continued with presentations from each representative of the writing team,

including Bernarda Rurit for "Tentara Kok Mikir? Inspirasi *Out of The Box* Letjen TNI (Purn.) Agus Widjojo", Chief of Public Relations Bureau of Lemhannas RI Brigadier General Sugeng Santoso, S.I.P. for "Kiprah Lemhannas RI", Komunitas Merah Putih Cecilia Sumarlin for "Indonesia Menoedjoe Indonesia 2045: SDM Unggul Adalah Koentji", and Professional Expert of Economy of the Lemhannas RI, Drs. Ending Fadjar, M.A. for "Skenario Indonesia 2035".

On this occasion, Bernarda said that the title of the book was the idea of the Governor of Lemhannas RI, Lieut. Gen. (Ret.) Agus Widjojo. Bernarda as the author, states that the book describes the progress of Lieut. Gen. (Ret.) Agus Widjojo as a reformative soldier. The thought of a humanist and humorous Lieutenant General Agus Widjojo can inspire the reader of this book.

The book presentation was then continued by the Chief of Public Relations Bureau Brigadier General Sugeng Santoso, S.I.P. who said that Kiprah Lemhannas RI Book describes the journey of Lemhannas RI with an emphasis on graphic presentation which can be referred to as the Protocol

Book or table book which was compiled to introduce Lemhannas RI with a lighter approach.

Meanwhile, the Indonesia Menoedjoe 2045: SDM Unggul Adalah Koentji book, Cecilia said that the book reflects the journey of Indonesia as a nation towards 2045 with an emphasis on Excellent Human Resources (HR) which is the key to determine Indonesia's success. The event was continued with the presentation of Skenario Indonesia 2035 book, Ending said that the book described the condition of Indonesia in 2035 with three scenarios, namely the Patah Pucuk Scenarios, Zamrud Berserakan Scenario and Belayar di Tengah Badai Scenario.

The book launch is carried out in a hybrid form, combine physically by strictly implementing health protocols and at the same time being carried out virtually. Also attending the event was the Head of the National Search and Relief Agency (Basarnas) Air Marshal Bagus Puruhito, S.E., M.M., Governor of Lemhannas RI 2011 - 2016 Period Prof. Dr. Ir. Budi Susilo Soepandji, D.E.A., and Governor of Lemhannas RI 2001 - 2005 Period Prof. Dr. Ermaya Suradinata, S.H., M.H., M.S.

Orientation Course for Wife / Husband of P3DA 11 participants of Lemhannas RI

Twenty-five wives / husbands consisting of 19 wives and 6 husbands participated in the P3DA 11 participants's Wives / Husband Orientation Course. Unlike the previous P3DA Wife / Husband Orientation Course, current Orientation Course is held via online for five days from November 30 to December 4, 2020.

The materials given to the participants included governor lecture, introduction to institutions, orientation, four basic consensus of the nation, the role of wife / husband in supporting the career of the P3DA 11 participants in a psychological and economic perspective, smart ways for healthy Indonesia, corruptive behaviour and its social impact, Communication in the Context of Multiculturalism, Preventing the Dangers of Drugs, and Preparing the Next Generation of the Nation to Face Future Challenges.

"The P3DA 11 Wife / Husband Orientation Course, which was attended by 25 wives / husbands, went well and smoothly as planned," Deputy for National-Level Leaders Education,

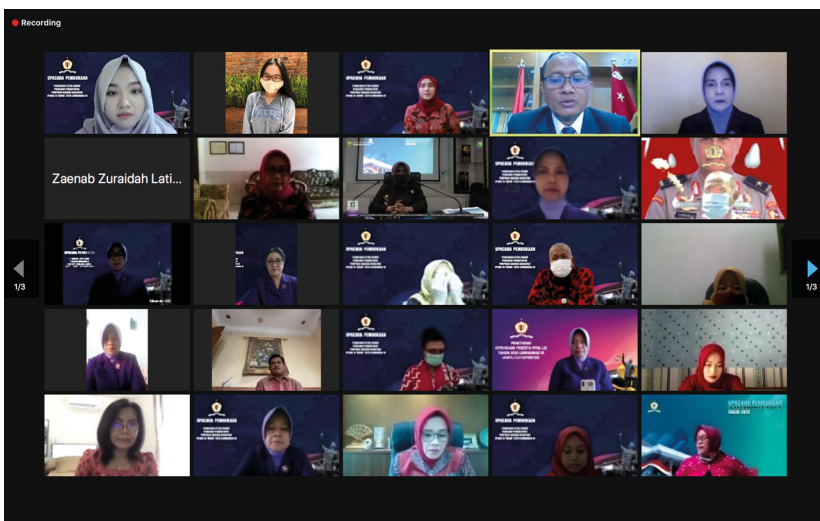


Maj. Gen. Rahmat Pribadi said while delivering the implementation report at the closing ceremony of P3DA 11 Wife / Husband Orientation Course Closing Ceremony at Lemhannas RI on Friday (4/12). This orientation course is expected to improve the knowledge and understanding of the role of the

wife / husband as a companion to the National-Level Leader Cadres, and become a role model for of work units as well as in the community.

"I hope that the material given for five days is able to raise awareness to motivate you as a companion as well as national agents in their respective environments," Governor of Lemhannas RI, Lieut. Gen. (Ret.) Agus Widjojo in his speech.

Agus also said that good and strong character can be built from the family because family is the main and first key in building nation's character. In relation to the Mental Revolution, there are several family approaches to succeed this government policy such as building a quality family, a strong family, which is not dependent on other people is expected by Government to create human resources that are beneficial to National Development.



P3DA 11 of Lemhannas RI officially closed



Governor of Lemhannas RI Lieut. Gen. (Ret.) Agus Widjojo officially closed the Regional Leaders Strengthening Program Batch 11 (P3DA 11) of Lemhannas RI on Monday (7/12) in the Dwi Warna Purwa Room, Pancagatra Building, 1st floor, Lemhannas RI.

With the end of P3DA 11 which lasted for two months, Agus hopes P3DA 11 alumni to be able to implement all the knowledge and insights gained during education through understanding and thinking comprehensively, integrally, holistically, and systemically as they have learned during education. This provision becomes a reference in formulating various policies and finding solutions to problems according to the specifications of each region," he said

"Carry out your duties in accordance with the existing provisions without calculating the advantages and disadvantages and avoid actions for narrow or personal interests. Hold on to

temptations that appear to have huge short-term gains but actually hurt your reputation in the long run. If we cannot be strong enough to stick to the existing provisions, you have to remember the detrimental implications for the family," said Agus to the alumni.

After completing education, alumni will return to fully carry out their roles and authorities in their respective political positions as has become the experience of alumni. Agus emphasized the alumni's role in delivering and enforcing materials while at Lemhannas RI in the form of Basic Nation Consensus consisting of Pancasila, UUD NRI 1945 (the 1945 Constitution), NKRI (the Unitary State of the Republic of Indonesia), and the spirit contained in Bhinneka Tunggal Ika (Unity in Diversity). In practice, all of these elements constitute the Basic National Consensus obtained through national agreements which are the keys that unite this nation and have been

proven through the experience of the nation's history.

On this occasion, Agus also emphasized that alumni must be able to become regional leaders with moral and ethics who understand nationalism and are able to overcome problems in the region. In addition, it is important for alumni to increase their sensitivity and concern for the development of social conditions in their respective regions. Not to forget, Agus invited P3DA alumni to maintain the good name of the alma mater.

P3DA 11 was attended by 26 participants consisting of 9 regents, 3 Deputy Regents, 4 Mayors, 1 Deputy Mayor, 7 Chairmen of DPRD, 1 Deputy Chairperson of DPRD, and 1 District Secretary. Graduated with the Best Academic Predicate at P3DA 11 are the Chairman of the West Java Provincial DPRD Brigadier General (Ret.) Taufik Hidayat, S.H., M.H.

The Governor of Lemhannas RI as speaker at the 66th Eminence Lecture Anniversary

Governor of Lemhannas RI, Lieut. Gen. (Ret.) Agus Widjojo was presented as a speaker at the 66th Eminence Lecture Anniversary of the UPI FPIPS Civics Study Program with the theme "Revitalizing Nationalism During the Covid-19 Pandemic to Foster National Resilience" on Tuesday, December 8, 2020.

On his occasion, Agus said that Nationalism is a feeling of unity which is overwhelmed by the pride of his nation and state. Agus also explained that Nationalism is an understanding of nationality of the people of a state who have awareness and love for their nation and state shown through their attitudes and behaviour of each individuals or the people.

According to Agus, there are several objectives of Nationalism, including fostering and increasing love for the homeland and nation, building harmonious relationships among individuals and communities, building and strengthening brotherhood among fellow members of society, trying to eliminate extremism or excessive demands from citizens towards the government, fostering a spirit of self-sacrifice for the homeland and nation as well as protecting the homeland



and nation from any threats both from outside and within the country.

In the history of Indonesia, Agus saw Nationalism emerged from the elites of the nation who were educated and created the ideas of Nationalism. therefore, education has an important role. "without education, there will no awareness which makes it difficult for us to expect Nationalism awareness," Agus added.

The goal of nationalism in this era of globalization is not physically limiting between National and International, but it is manifested in the form of national interests. "For national interest, we have to interact at the global level, so we do that. In fact, there are many achievements made by the younger generation

in the international order and scope which have also brought the name of the country. That is aalso nationalism," Agus added.

National Resilience will be greatly affected by Covid-19, the source of the challenge of the Covid-19 problem actually lies in the Economic and Socio-Cultural aspects. "We will see, for example, in the economic aspects, with the number of layoffs and the weakening of the national economy," said Agus.

Covid-19 has two sides that cannot be separated, on the one hand, Covid-19 has health aspects that must be healed, on the other hand, it cannot be separated from the economic aspect as well. "This is a dilemma for policy makers. If we prioritize health first, the economy will gradually decline, likewise, if we pay attention to the economy aspect, it will risk our lives," Agus said.



Lemhannas RI holds Reflections of Faculty Members on Teaching and Learning Process during the COVID-19 Pandemic



Lemhannas RI held a Reflection of Faculty Members on the Teaching and Learning Process during the COVID-19 Pandemic on Thursday (10/12) at Gajah Mada Auditorium of Lemhannas RI.

The program which lasted for two days, was opened by the Deputy Governor of Lemhannas RI, Air Marshal Wieko Syofyan. Wieko, who read the Governor of Lemhannas RI's speech, said that the existence of senior lecturers, senior analysts, professional experts, and structural officials, have an important and dominant role in supporting the success of education program.

"It should also be remembered that the quality of senior lecturers, senior analysts, and professional experts can

be a reflection of the quality of education that Lemhannas RI will produce," Wieko said.

This reflection aims to increase the same understanding and perception of faculty members related to educational operations of three education programs during the Covid-19 pandemic, namely Regular Education Program Batch 60 (PPRA 60), Regular Education Program Batch 61 (PPRA 61), and Regional Leaders Strengthening Program Batch 11 (P3DA) 11.

Therefore, it is necessary to evaluate all components of education starting from Faculty Members, education staff, education participants, education curriculum, education facilities and infrastructure, budgets, education systems and methods,

teaching materials and evaluation systems as well as an explanation of the main principles of leadership policies in order to provide a complete picture to the faculty members about the implementation of future educational programs.

Wieko emphasized that the same understanding and perception of faculty members regarding the operational mechanism of education during this pandemic situation will support the smooth and successful implementation of education programs.

In addition, Wieko hopes that all related elements will follow up on the results of this reflection seriously and responsibly according to their respective roles and functions.

Strengthening the Capacity of Lemhannas RI Personnel Program in the context of Making Indonesia 4.0 officially closed



Governor of Lemhannas RI Lieut. Gen. TNI (Ret.) Agus Widjojo officially closed the Strengthening Capacity of Lemhannas RI Personnel Program in the Context of Making Indonesia 4.0 on Wednesday (16/12), in the Dwi Warna Purwa Room, Pancagatra Building, 1st Floor of Lemhannas RI.

In his remarks, Agus saw that the various challenges and opportunities currently being faced both in the smallest environment to the national level, we must have the desire to continue learning so that we can improve our way of seeing the world, be more sensitive and able to analyse at various levels, both micro ad macro and able to understand the interrelationship of an event that occurs around us.

Therefore, by joining the capacity strengthening program the participants are expected to be able to learn new ways of communicating. In addition, participants are also expected to learn to create working environment that foster hope and enthusiasm for progress and adaptability, have sensitivity and analyse the current situation. Furthermore, Agus expressed his hope that the participants can learn to lead with heart and empathy, because the main duty of a leader is to serve.

Strengthening the Capacity Lemhannas RI Personnel in the context of Making Indonesia 4.0, participants were provided with some materials, including Seeing the Challenges of Complexity, Challenges and Opportunities for Industry 4.0 and the Contribution of

Lemhannas RI in Realizing the Roadmap of Making Indonesia 4.0 .; Generative Dialogue, Mental Model, and Transformational Leadership Capacity; System Thinking and Theory U as a Thinking Framework in Presenting Innovation; Inspiring Stories from Real Case Studies and Practitioners of Theory U as resource persons; and The Art of Prototyping and Presenting.

This activity was held in two batches, the first batch was held from November 23 to 9 December 9, 2020, and the second batch was held from November 30 to December 11, 2020. The training method used was through offline and online formats which still prioritized health protocols.



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