

# HOW TO LEAD A SUCCESSFUL DIGITAL TRANSFORMATION



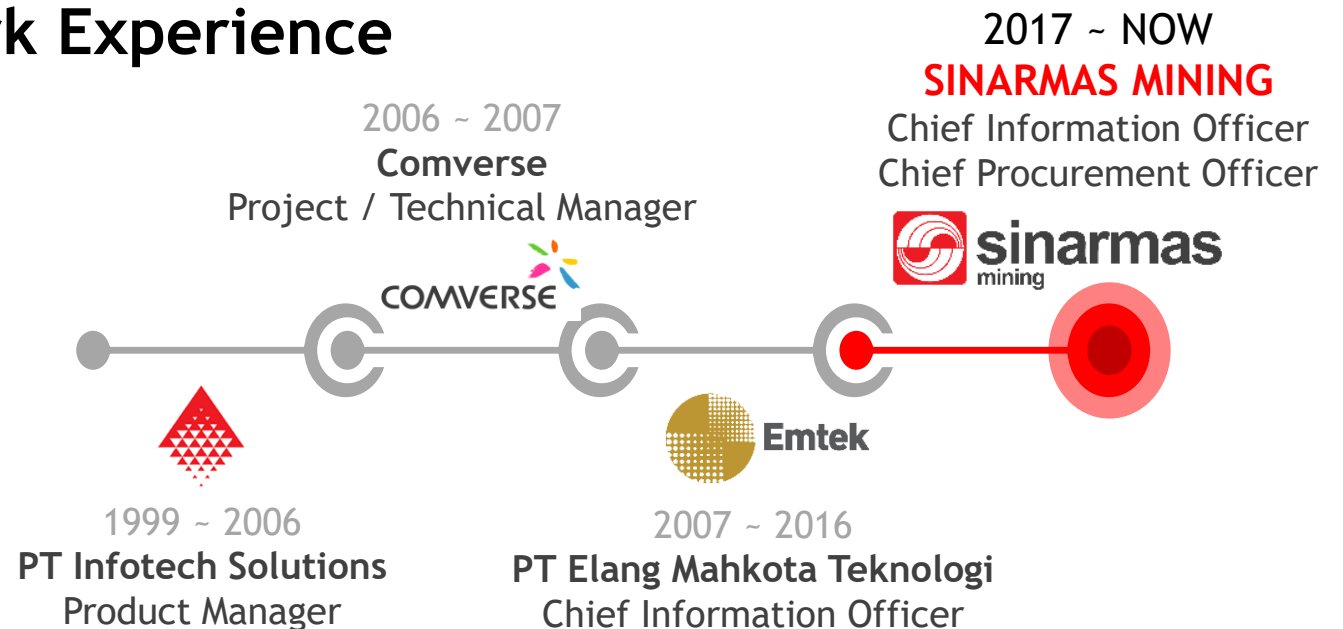
# RAVINDER MAWA

Chief Information Officer (CIO)  
Chief Procurement Officer (CPO)



Master of Science - Physics  
20+ years in IT Industry

## Work Experience



# What is

# Digital Transformation?

Digital Transformation is the **adoption of digital technology** to transform services or businesses, through replacing non-digital or manual processes with **digital processes** or replacing older digital technology with **newer digital technology**



# Why Digital Transformation is Important ?

## THE BENEFITS



Increase Productivity



Improve Safety and Operations



Improve Decision Making



Enhance Anticipation



Reduce Environmental Impact

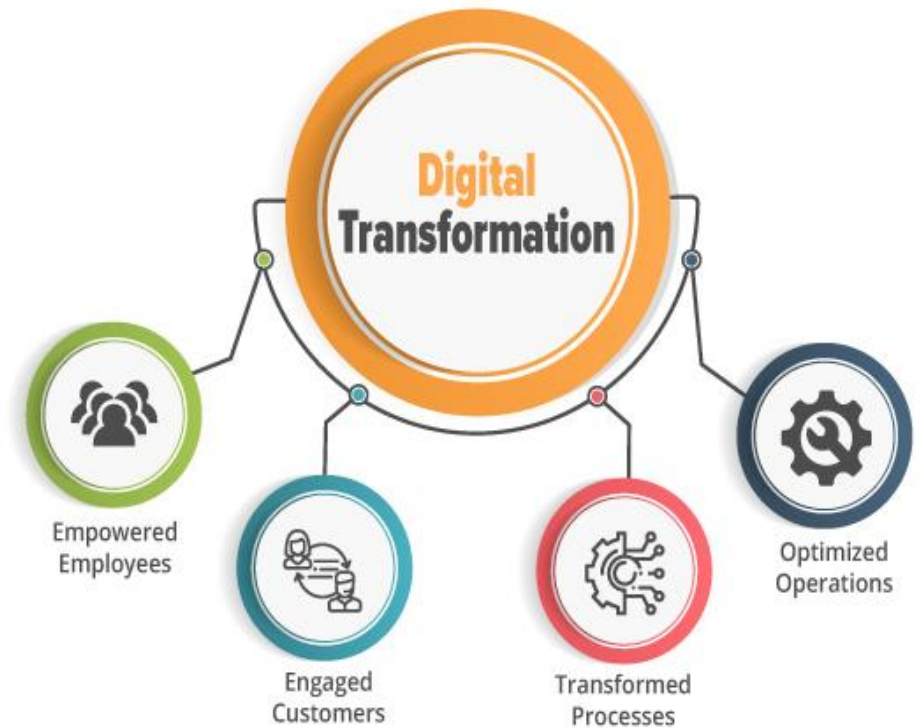


Real Time Performance Monitoring

Earlier  
**IT was enabler,**

Now  
**IT is Driver**  
+  
**IT is Innovator**  
who create

**New Opportunities**



# Sinarmas Mining – a Tech Initiative



**Connectivity**

**Monitoring System**

**HSE Digitization**

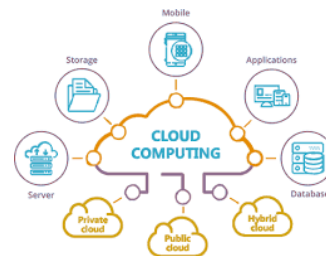
**e-Procurement**

**Business Analytics**

**IOT**

**Fuel Management**

**Workflow System**



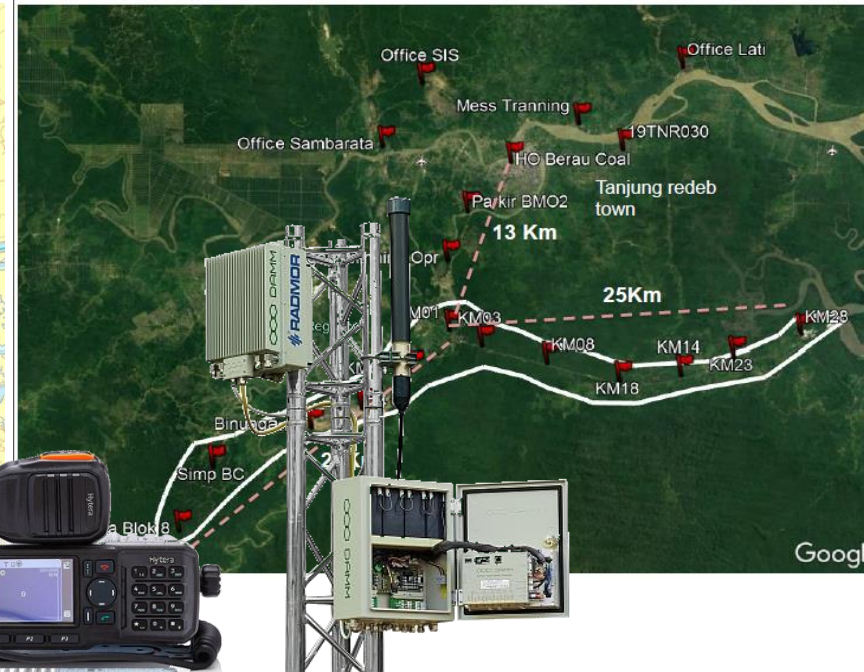
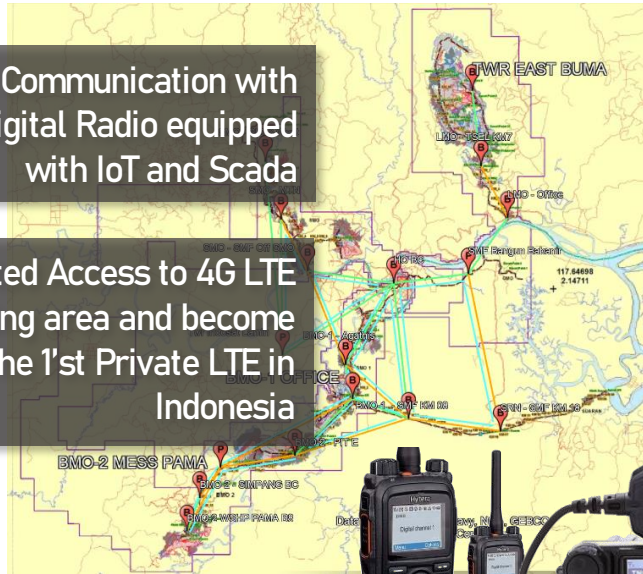
# Mining Digital Transformation Strategic - Connectivity



Digital Communication with Tetra Digital Radio equipped with IoT and Scada



Unlimited Access to 4G LTE in mining area and become The 1'st Private LTE in Indonesia



## Project Implementation | BC & BIB



Enable application to work in mining area



Speed Monitoring



Geofence



Free Call within 4G NW and Data Access



Panic Button, PA, Beacon Light



Emergency Channel



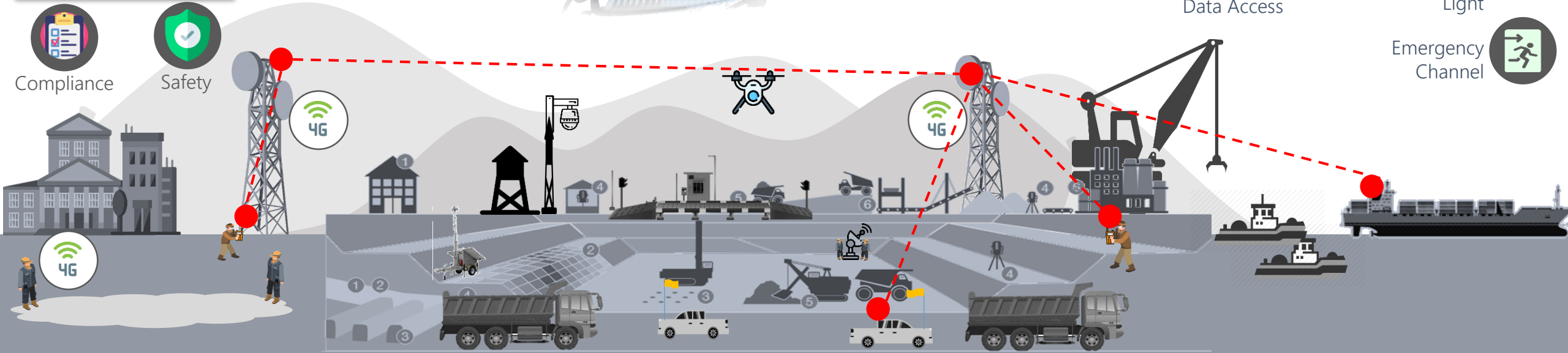
## Strategic Key Value



Compliance



Safety



# Mining Digital Transformation Strategic - Monitoring System

## Project Implementation | BIB & BC



Monitoring the mining activity and automate the alert for anomalies which will improve coal productivity

Face recognition for intruder alert, behavioural analysis, speed monitoring

Manage risk slope instability

Remotely Scan PIT walls movements

Faster than traditional land-based method

Improves worker and site-safety management

Unlimited aerial data that can be collected and allow engineers to focus on analysis

### Strategic Key Value

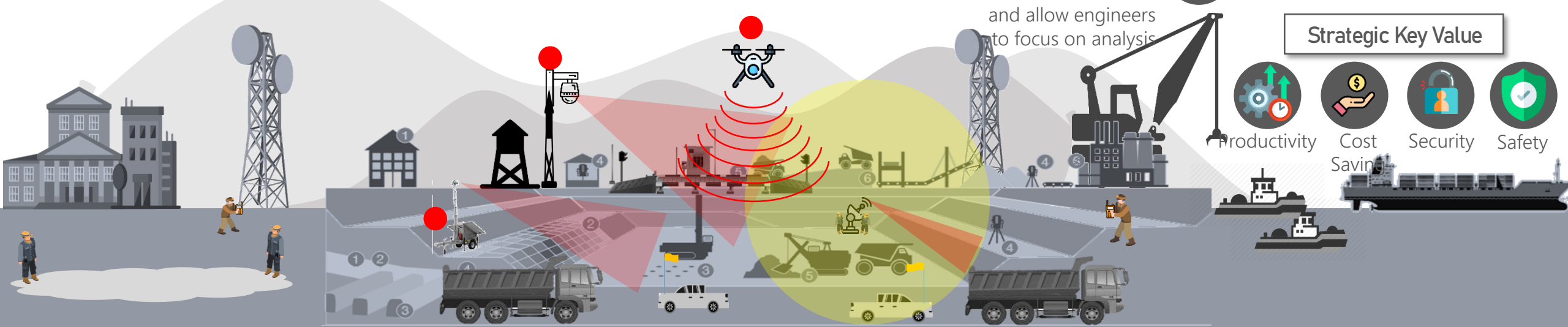
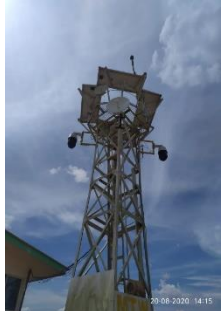
- Productivity
- Cost Saving
- Security
- Safety



Slope Stability Radar (SSR)

Mining Survey with Drone

CCTV Analytics Monitoring for Safety and Ops Using AI



# Mining Digital Transformation Strategic - Business Analytics



## Project Implementation | KIM



Business Analytics and Dashboard using Big Data



Real-time production data updated

Data feed of OB and Coal-Getting for management insight

Daily production report and analysis through Dashboard Monitoring

## Strategic Key Value

Compliance Productivity





# Mining Digital Transformation Strategic | e-Procurement

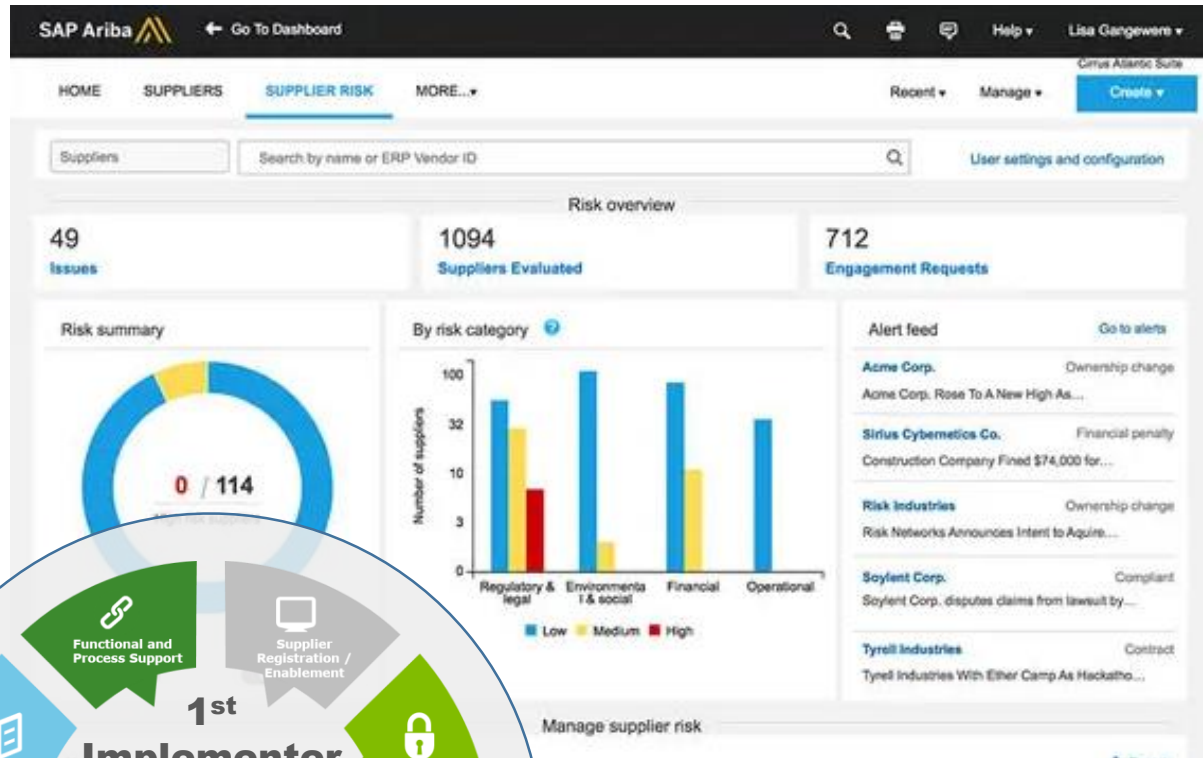
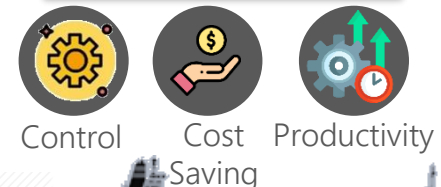
## Project Implementation | BC



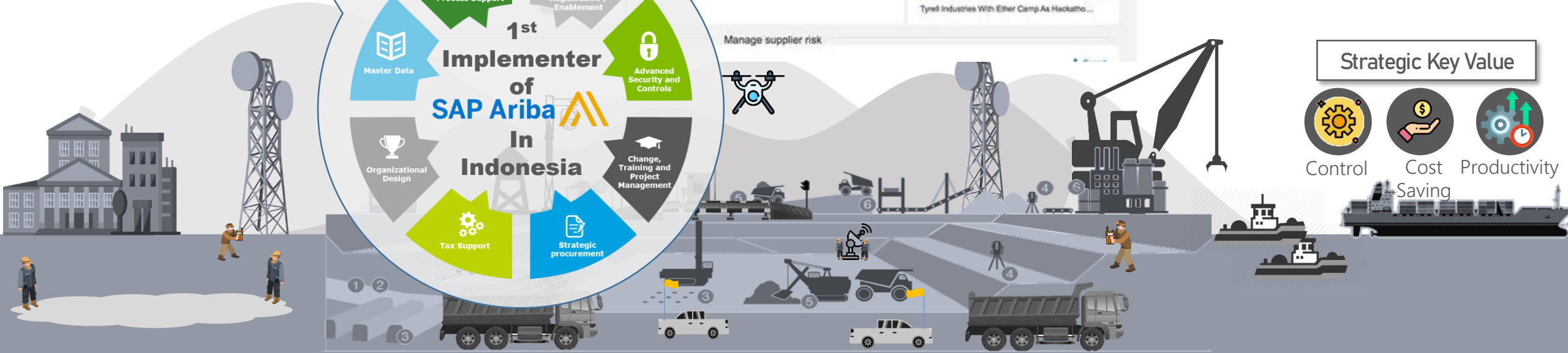
Sourcing, Contract Management, Supplier Performance Management

Allow suppliers and buyers to connect and collaborate on a single platform

## Strategic Key Value



Digital e-Procurement using SAP Ariba



# Mining Digital Transformation Strategic - Fuel Management System



Project Implementation | BC



Maintain, control and monitor fuel consumption and stock in realtime



cost analysis and fuel purchase automation, minimizing stock out and overstock.

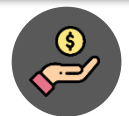


Fuel Management System using IoT

Strategic Key Value



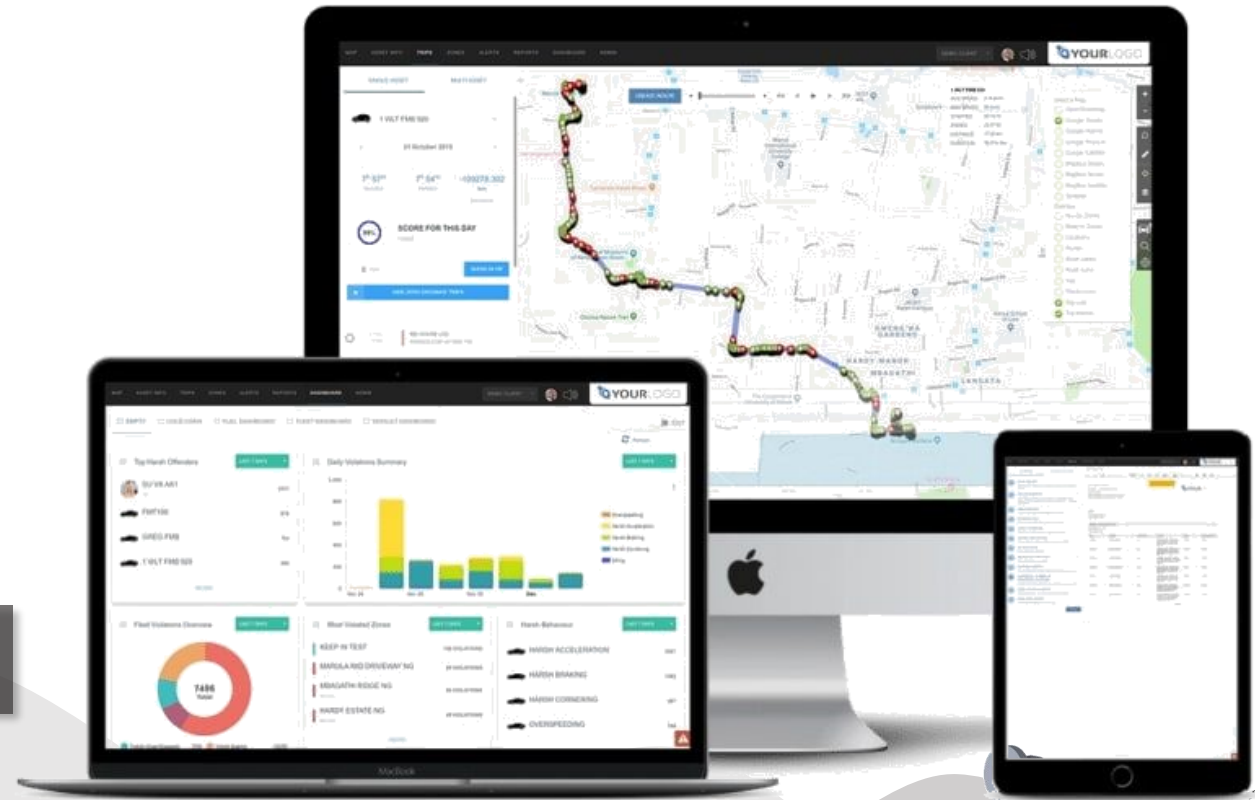
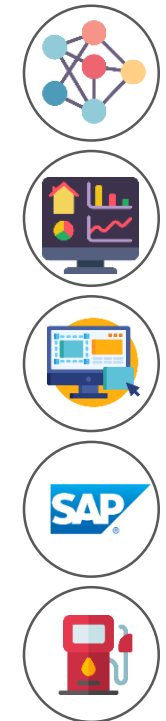
Control



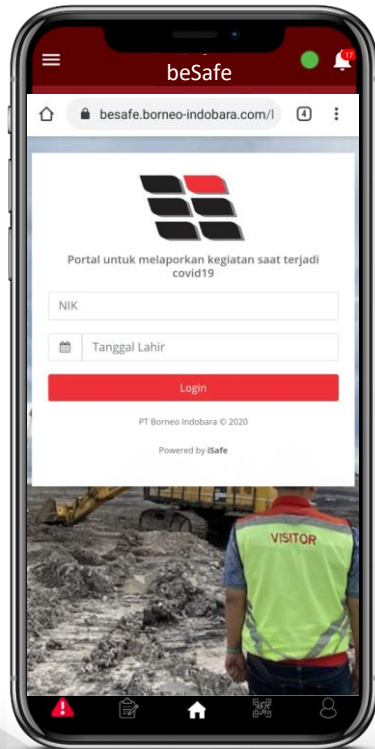
Cost Saving



Productivity



# Mining Digital Transformation Strategic - HSE Digitization



**ISO 45001:2018**  
Occupational Health & Safety Management System



**ISO 14001:2015**  
Environmental Management System

## Project Implementation | BIB



Real-time tracking hazard, observation and inspection process



Updated information through Apps



Not time consuming and all of report will be recorded using apps



## HSE Digitization using iSafe and beSafe



## Strategic Key Value



Safety



Productivity

# Mining Digital Transformation Strategic - Approval System



## Project Implementation | All Sites



Notification from WA for iMemo, Coal trade and Ariba system

All info are stored & delivered privately and securely

Workflow Process Request and approve anytime and anywhere using WA

### Strategic Key Value



Transparency Productivity

### i-Memo

IM12012188	Persetujuan Pembuatan dan Penerbitan PO atas Jasa untuk Pekerjaan Developer IT oleh	General
IM32011036	Persetujuan nilai biaya MDR dan biaya admin yang dikenakan kepada	i-Memo
IM12011161	IM After The Fact - Ekspedisi	General
IM12011162	IM Penunjukan Langsung - Leased Line Tower 2	Penunjukan Langsung

Disetujui oleh,		
Nama/Jabatan	Komentar	Tanda Tangan Digital
Deddy Irawan / IT Governance Coordinator		23 November 2020
Andry Steven / Head of Governance & Strategic Planning		23 November 2020
Asep Muhamad Taufik / Head of IT Infrastructure & Operation		26 November 2020
<b>iMemo and WhatsApp Approval</b> Gde Iswantara / Corporate /SCM Div. Head		26 November 2020

2020-12-11 18:10

**GEMS and Bera...**

respond:  
<http://s.beraucoal.co.id/SAPPR>

Please do not reply this message. Thank you. 17:45

**PR APPROVAL**  
Approval request of PR:1100008428

Dear Gde Iswantara, Please click here to see details and respond:  
<http://s.beraucoal.co.id/SAPPR>

Please do not reply this message. Thank you. 17:50

**PR APPROVAL**  
Approval request of PR:1100008428

Dear Gde Iswantara, Please click here to see details and respond:  
<http://s.beraucoal.co.id/SAPPR>

Please do not reply this message. Thank you. 18:06

11:03

**Berau Coal**

DECEMBER 19, 2019

Thank you, order #518 has been approved 12:06

**I-MEMO APPROVAL**  
Approval request of document IM11912056

Dear Fuganto Widjaja, Please click here to see details & respond:  
<http://s.beraucoal.co.id/XhvTj>

Please do not reply this message. Thank you. 15:24

**COAL TRADE APPROVAL**  
Approval request of order #523

Dear Fuganto Widjaja, Please click here to see details and respond:  
<http://s.beraucoal.co.id/bajc8>

Please do not reply this message. Thank you. 17:59

Scan QR code untuk memvalidasi kebenaran informasi atas tanda tangan digital di dokumen ini.



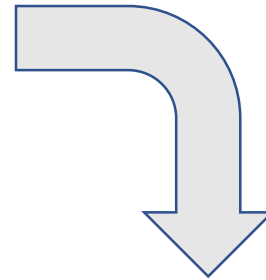
# New ways of working: HR Digital Transformation

## Seamless Recruitment Platform

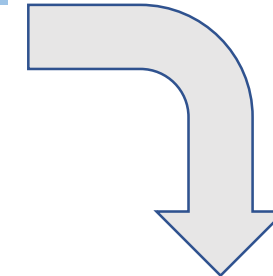


<ul style="list-style-type: none"> <li>Intelligently posts the jobs</li> <li>Sources potential candidates</li> </ul> <p>LinkedIn, glassdoor, 3 Company Career Sites</p>	<p>1,100+ Demands Posted</p> <p>Received</p>
<ul style="list-style-type: none"> <li>Intelligent resume screening</li> <li>Identify the top qualified 25% of candidates</li> </ul>	<p>2,000+ Automatically Short-Listed</p>
<ul style="list-style-type: none"> <li>Instantly set up interviews</li> <li>Auto dialer, auto mailer or auto texter</li> <li>Zoom or Microsoft Teams for interview</li> </ul> <p>zoom, T</p>	
<ul style="list-style-type: none"> <li>Online Offer Approvals, Documentation and Process</li> <li>Digitized Candidate Engagement</li> </ul>	<p>100+ Preconfigured Offer Process Workflows &amp; Templates</p>

## Recruitment



## Learning

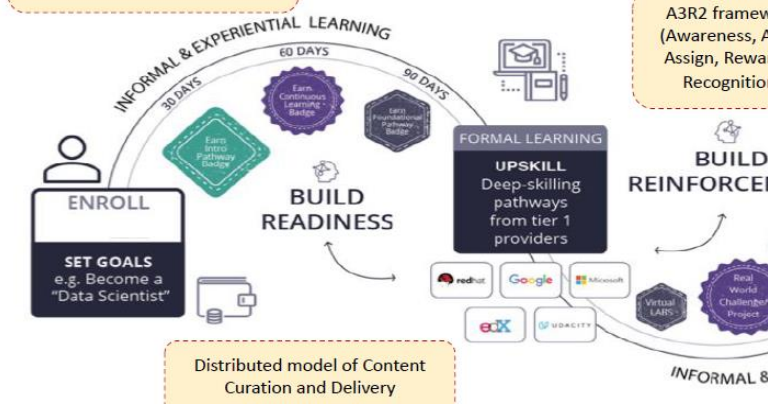


## Employee Experiences

**Tech** | Artificial Intelligence | Machine Learning | Behavioural Pattern Recognition | Mobile Application

**Platform Supporting**

- Aligned learning content to current needs by creating new online learning channels
- Virtual engagement with multiple quizzes in one SmartCard
- 6,000+ items of AI curated content
- 1,858 smart cards,
- 38 livestreams engagement
- A3R2 framework (Awareness, Align, Assign, Reward & Recognition)



### Digital Career Coach using AI, predictive and prescriptive employee Career journey

Profile Details: Justin Mokely, BOPD, Department: Cebu, Single

Profile: Justin Mokely, Data Analyst, 80%

Current Role: Data Analyst, 80%

Future Role: Architect, 50%

Job Developer: 50%

Designer: 50%

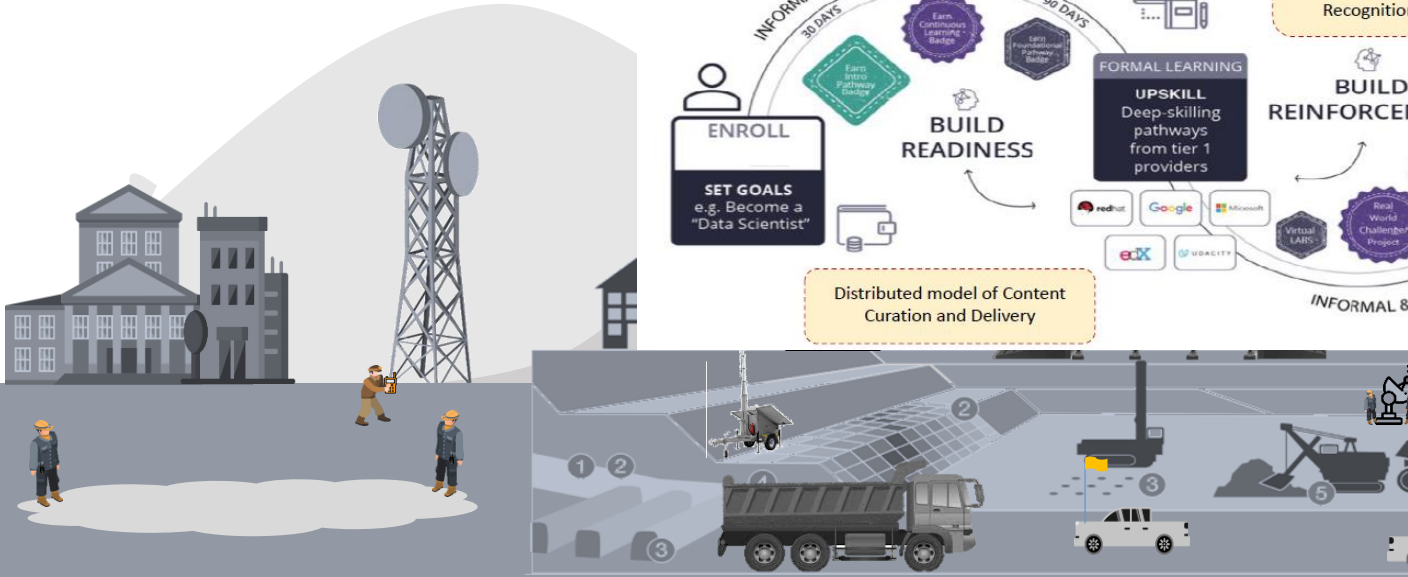
Create, Update, Enhance Profile

Profile to Role Gap Assessment & Analytics

Hub: Personalized Recommendations & Nudges

### Digital HR Practices throughout Employee Lifecycle

- Online learning & Certification modules
- Employee Self Service
- Employee On/Off-Boarding
- Applicant Tracking (Talent Acquisition)
- Integrated Performance Management
- Organization Structure & Deployment
- Office Concierge Services



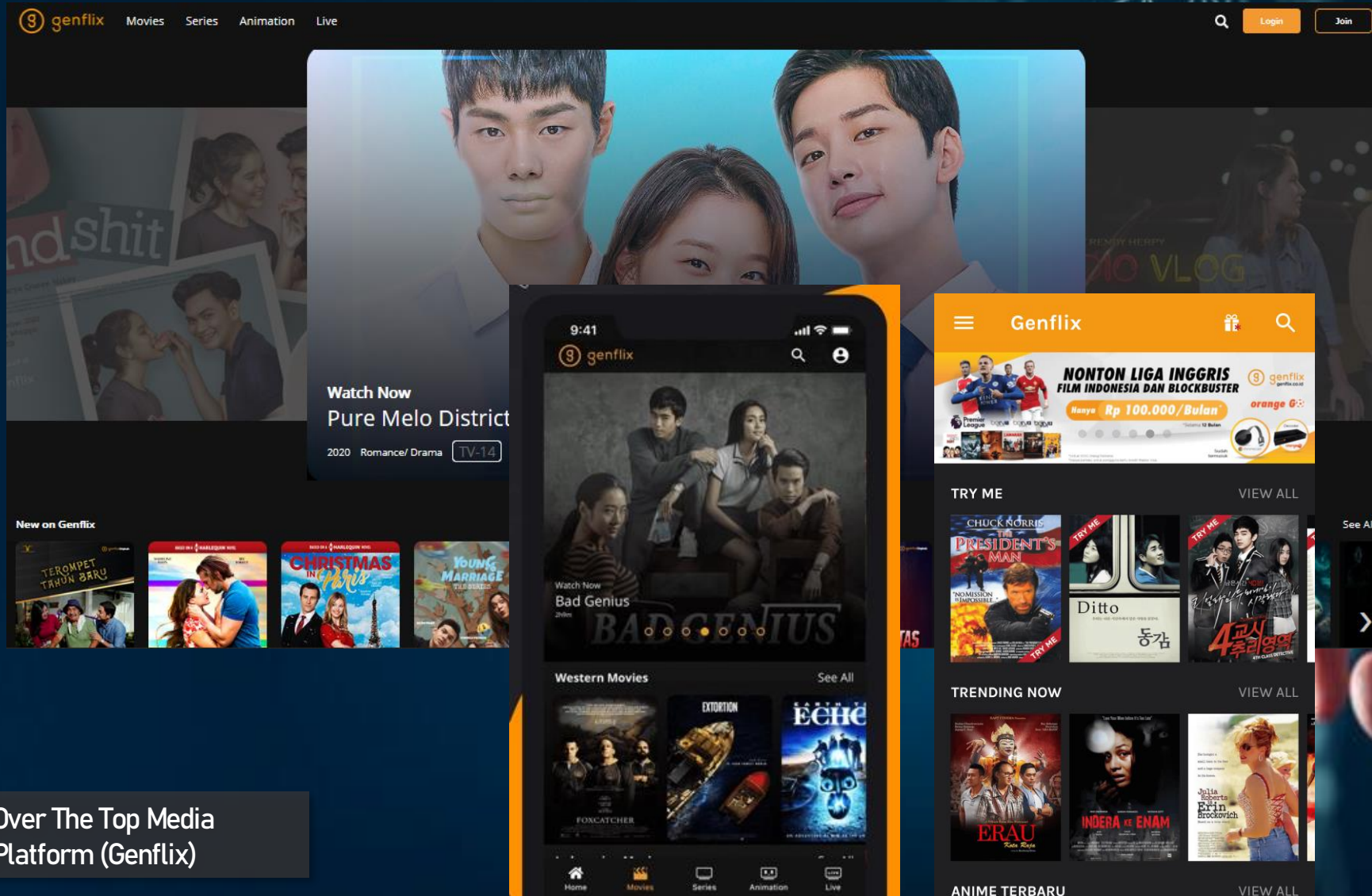
# Digital Transformation Strategic - Over The Top Media Platform Genflix

OTT is video on demand (VOD) technology, using user friendly apps platform and easy to access

Cost Friendly compare to the Traditional TV connection

Access your favorite media content whenever, wherever and as often as you want.

Through CDN service, one can access hundreds and thousands of movies and shows



Over The Top Media Platform (Genflix)



# Digital Transformation Supporting Green Energy

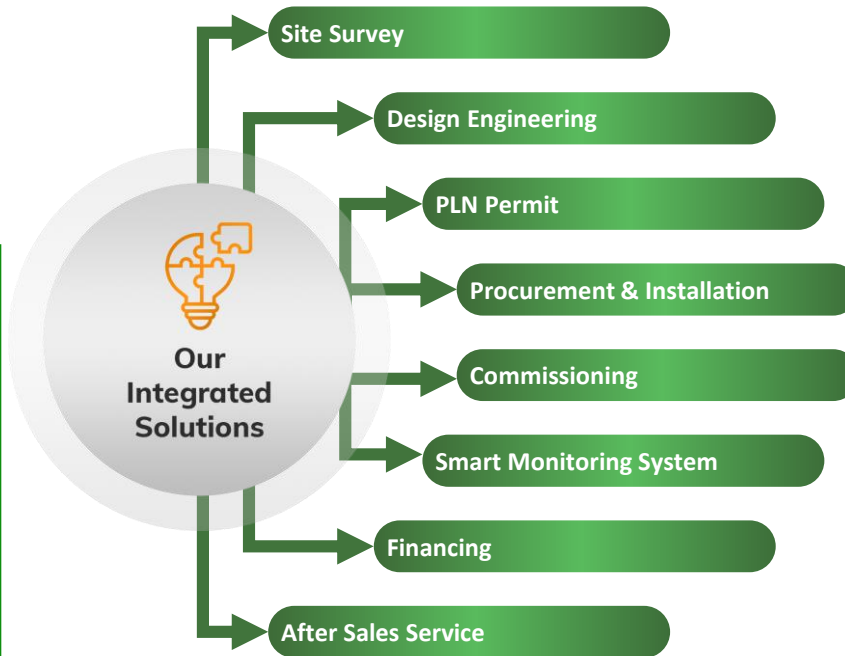
About  
US

“A company which focuses on providing an integrated solar panel solution for residential with digital ecosystem and smart energy solution”



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**HEMAT SEJAK HARI PERTAMA**  
Panel Surya untuk Hunian Pintar Anda

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Panel Surya untuk Hunian Pintar Anda

**Keuntungan Menggunakan Panel Surya**



**Hemat Tagihan Listrik Hingga 30%**  
Dengan menggunakan sumber energi matahari, sistem panel surya dapat mengurangi beban tagihan listrik.



**Investasi Masa Depan**  
Instalasi panel surya dapat terhindar dari kenaikan harga listrik setiap tahun.



**Energi Bersih dan Ramah Lingkungan**  
Sistem panel surya menggunakan tenaga matahari yang alami tanpa merusak lingkungan.

**Paket Solar Panel Yang Terjangkau Untuk Perumahan**

2 KWp Panel Surya (S) Starter Kit	3 KWp Panel Surya (M) Most Popular	4 KWp Panel Surya (L) Most Efficient
<p>Dengan 3.8 jam efektif matahari, Anda dapat menyyalakan:</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> AC 2 Unit 1PK</div> <div style="text-align: center;"> KULKAS 1 Unit 300 W</div> <div style="text-align: center;"> LED 10 Pcs 10 W</div> </div> <p><b>PENGHEMATAN PER TAHUN</b> Dapatkan penghematan sebesar Rp 3.000.000 - 4.200.000 per tahunnya.</p> <p>Cicil mulai (36X) <b>Rp 1.155.329/bulan</b></p>	<p>Dengan 3.8 jam efektif matahari, Anda dapat menyyalakan:</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> AC 3 Unit 1PK</div> <div style="text-align: center;"> KULKAS 1 Unit 300 W</div> <div style="text-align: center;"> LED 30 Pcs 10 W</div> </div> <p><b>PENGHEMATAN PER TAHUN</b> Dapatkan penghematan sebesar Rp 4.800.000 - 6.000.000 per tahunnya.</p> <p>Cicil mulai (36X) <b>Rp 1.750.182/bulan</b></p>	<p>Dengan 3.8 jam efektif matahari, Anda dapat menyyalakan:</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> AC 4 Unit 1PK</div> <div style="text-align: center;"> KULKAS 2 Unit 500 W</div> <div style="text-align: center;"> LED 20 Pcs 10 W</div> </div> <p><b>PENGHEMATAN PER TAHUN</b> Dapatkan penghematan sebesar Rp 6.000.000 - 8.400.000 per tahunnya.</p> <p>Cicil mulai (36X) <b>Rp 2.050.112/bulan</b></p>

\*exclude PPN & net metering

**25 Tahun** **Garansi sampai dengan 25 tahun**



**Ayo!** konsultasikan kebutuhan Anda dengan kami!

Contact our sales agent

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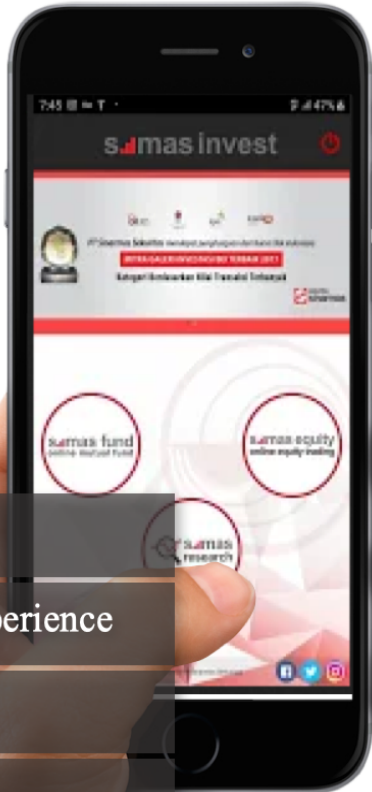
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085157505959

# SimInvest

Mobile Investment Application, that enable customer to trade stocks, Mutual Funds and other Investment instruments.



- Easy to user
- Millennial user experience
- Fast registration
- Secure and reliable

**FAST, SECURE, RELIABLE & EASY TO DO INVESTMENT**

**ANYTIME, ANYWHERE**



**Become investor easily within 2 hours** working days



**Invest without worry** With complete payment channel / option available



**Lowest investment cost** (buy / subs, sell / red, and other fee)



**Various competitive investment** Product manage in one interface (one portfolio)



**Guaranteed safe and secure** Platform for your data privacy



**Solve your queries within 1 day max** (chat bot 24/7 and quick CS response)

## Unique Selling Point

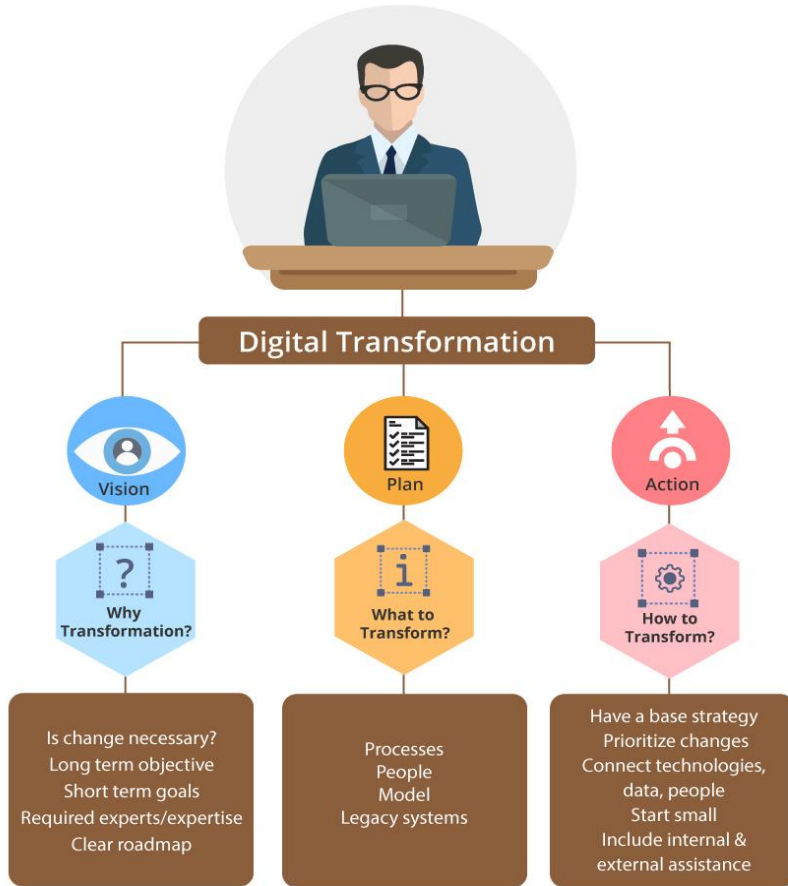
Easy to user, millennial user experience, fast registration, secure and reliable.



# Digital Transformation Challenges for Business Stakeholders

Poor strategy, undefined scope and implementation

Solution – Define your Goals



- Define Strategy
- Stakeholders Buy in
- Define Business Plan
- Define Success Criteria
- Team & Resource Alignment
- Define Process and SOP
- Change Management
- Track Changes
- Acknowledge Business Outcome

Lack of understanding digital culture/solutions and its significance



Limited Budgets ? Define Value Creation



Disruption is always dangerous,

but digital disruptions are happening faster than ever.

1

Organization  
Change  
Management

2

Budget Constraints

3

Infrastructure  
Readiness

4

Resources  
Readiness

## Solutions

### Change Management Program

An effective plan will enable employees to understand how a technology-enhanced system will make their lives better, safer, and more productive

### IT BP Portfolio

### Budget Management

Different company has different budget allocation for DT within a year. Alternatively, one can develop a plan that involves several phases over several years.

### Value Creation

### Build Network Connectivity

By implementing Wireless Outdoor and 4G LTE. If necessary, network reengineering can be done to improve the connectivity.

### Monitoring performance & reliability

### Hiring the Right Expertise

Engaged with relevant employees who have the competent skill and mindset through the whole processes

### Re-Organized into "Squads"



THANK YOU

