

# Leadership

Arif Satria  
Rektor IPB University

Dialog Kedjadjaan Bangsa  
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# TANTANGAN GLOBAL : MEGA DISRUPSI



**PERUBAHAN IKLIM**



**REVOLUSI INDUSTRI 4.0**



**PANDEMI COVID-19**



**KONFLIK DAN PERANG**

**Sebelum tahun 2020 hingga kini**

Krisis lingkungan

Kecepatan perubahan

Rendahnya kualitas hidup

Perubahan teknologi dan peta kompetisi

**Resiliensi & Kehidupan Berkelanjutan**

**Transformasi *Mindset* Baru & *Future Practice***

**Setelah tahun 2020 hingga kini**

Ketidakpastian

Krisis pangan dan energi

Perubahan sistem kehidupan

Terganggunya pasokan pangan dan energi dunia

**Adaptasi & Resiliensi Kehidupan**

**Keberlanjutan Sistem Pangan & Energi**

**Resiliensi, Transformasi, Keberlanjutan**

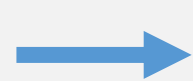
# Perubahan Peta Kompetisi → “Ketidakjelasan” Sektor



Google

# Bio-revolution

From optical to magnetic media platform



DNA based Platform

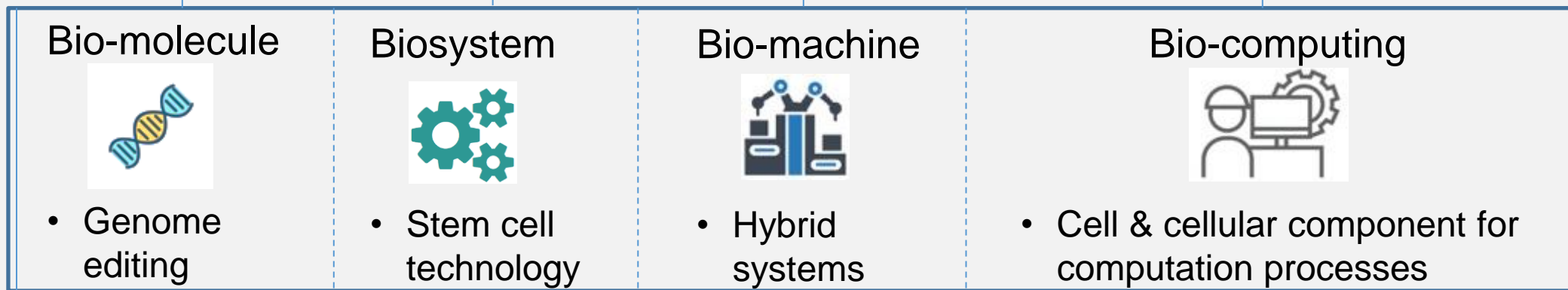
- Computing
- Data Handling
- AI
- Automation



IT

+

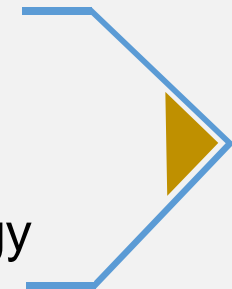
Biology



(McKinsey, 2020)



- New concept:
- Bioinformatics
- Coding theory
- Synthetic biology



DNA based Data Storage (Portable & error free)

(Yazdi et all, 2017)



# Leadership

“A leader is one who **knows the way,**  
**goes the way,** and **shows the way**”

*John C. Maxwell*



## Goes the way

Modeling  
Credibility

Knows the  
way



Self Awareness  
Expertise

LEADERSHIP



Shows the way

Accountability  
Development  
Engagement



# Digital Leadership Matrix

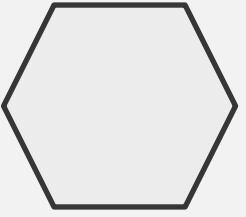


Digital Intensity of leadership

<p><b>EXPERT LEADER</b></p> <ul style="list-style-type: none"><li>Digitally savvy</li><li>Enjoys the use of digital tools and sharing of knowledge/information</li><li>Is participate in the way he/she manages the team</li><li>Comfortable with uncertainty</li><li>Has a unique online brand and is continuously working on his online reputation</li><li>Is not (yet) driving DT in his program</li></ul>	<p><b>DIGITAL LEADER</b></p> <ul style="list-style-type: none"><li>Shows all characteristics of an expert leader</li><li>Drives DT in his/her organization</li><li>Acts as role model for DT</li><li>Knows how to engage people for DT</li><li>Takes an active part in the development of the new digital culture</li><li>Has a clear idea of the structure and process required for DT</li></ul>
<p><b>CONSERVATIVE LEADER</b></p> <ul style="list-style-type: none"><li>Is traditional in his leadership style</li><li>Predictability makes him/her feel comfortable</li><li>Not yet digitally savvy</li><li>Relies on personal communication</li><li>Is cautious about DT and new ways of working</li><li>Is a leader who is still discovering the impact of DT</li></ul>	<p><b>CHANGE LEADER</b></p> <ul style="list-style-type: none"><li>Recognizes the relevance of DT for the business and the necessity to adapt to changing environments</li><li>Doesn't extensively use digital tolls himself, but admires others who do</li><li>More traditional in his leadership style</li><li>Experiment with new ways working</li><li>Embraces change</li><li>Drives DT in the organization</li></ul>

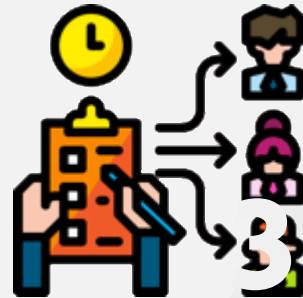
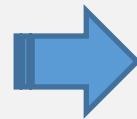
Transformation Management Intensity

# Digital Leadership Skill



1

Cognitive Skill:  
**Communication**



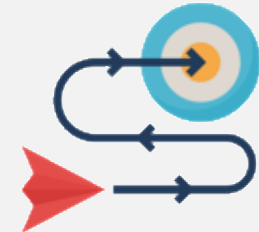
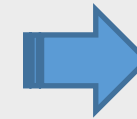
2

Business Skill:  
Operation  
**Management**



3

Interpersonal Skill:  
**Negotiation**



4

Strategic Skill:  
**Vision**



# Communication emerges as a five top area of need



## Australia

- Adaptability & flexibility (61%)
- Critical thinking, problem solving (60%)
- Industry specific knowledge (58%)
- **Communication (56%)**
- Leadership & people management (55%)



## India

- Innovation & creativity (77%)
- Critical thinking, problem solving (76%)
- Adaptability & flexibility (73%)
- **Communication (73%)**
- Leadership & people management (72%)



## Japan

- **Communication (42%)**
- Collaboration (42%)
- Adaptability & flexibility (37%)
- Industry specific knowledge (37%)
- Analytical skills (37%)



## Singapore

- Critical thinking, problem solving (57%)
- Adaptability & flexibility (53%)
- **Communication (53%)**
- Leadership & people management (50%)
- Innovation & creativity (50%)



Source: Future of Skills 2019



# **Effective Communication**

Efektivitas  
interaksi dan  
terhindar dari  
HOAX



Sumber gambar: [todaysveterinarybusiness.com](http://todaysveterinarybusiness.com)

# Orang Indonesia

- ✓ Makan Nasi
- ✓ Hidup 24 jam
- ✓ 2 Mata
- ✓ 2 Telinga
- ✓ 2 Tangan
- ✓ 2 Kaki



**4.135 (GDP/Kapita)**

# Orang Jepang

- ✓ Makan Nasi
- ✓ Hidup 24 jam
- ✓ 2 Mata
- ✓ 2 Telinga
- ✓ 2 Tangan
- ✓ 2 Kaki



**40.246 (GDP/Kapita)**

Mengapa berbeda?  
Apa faktor yang membuat beda?

# 1 *Visi*





# 2 *Strategi dan Eksekusi*

“



Sumber gambar: [www.foxshow.com](http://www.foxshow.com)

# 7 Hal Berpengaruh

---VISI

-----STRATEGI

-----EKSEKUSI





1



# Mindset Baru

*“Digital leaders have two main competencies in addition to being a transformative leader: a digital mindset that enables them to view digitalization as a chance for innovation and digital skills that they can leverage as a role model.”*



***Digital Mindset***

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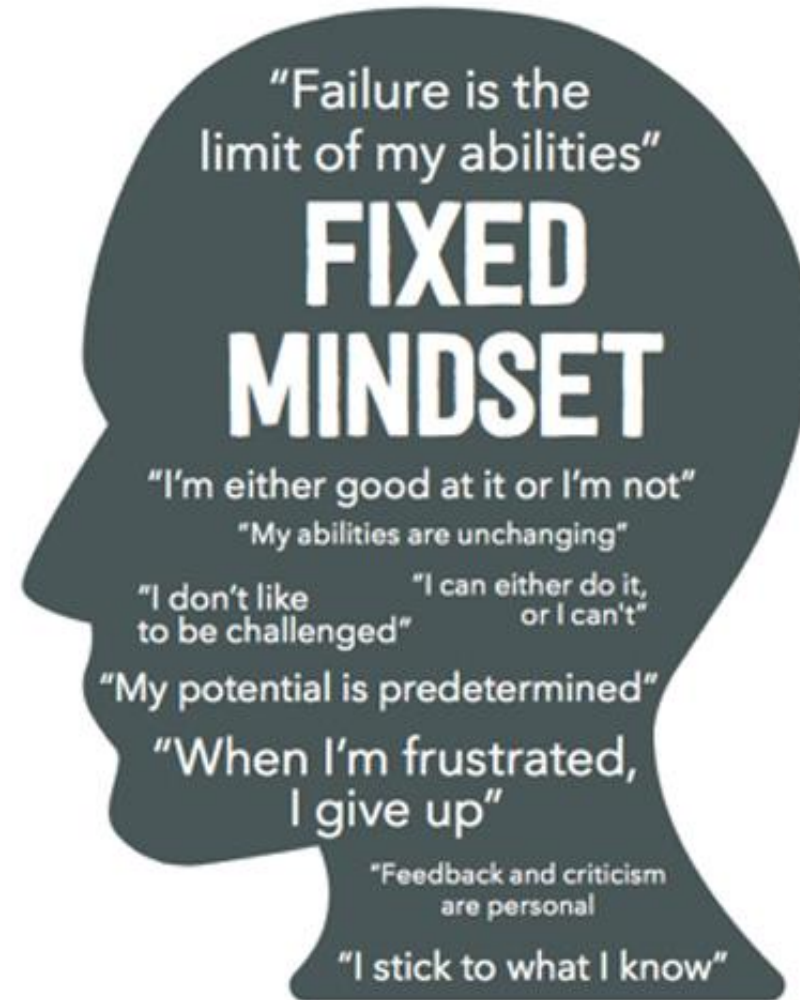


***Digital Skills***

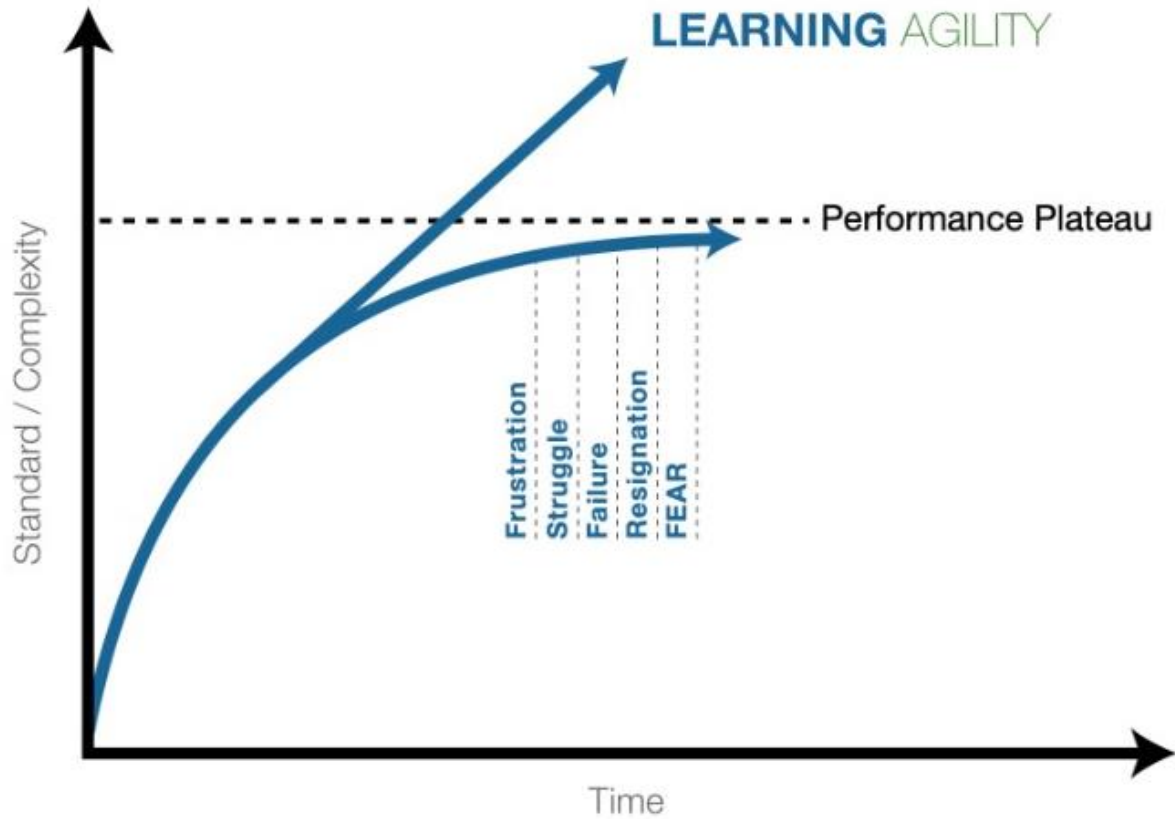
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# Growth Mindset vs Fixed Mindset

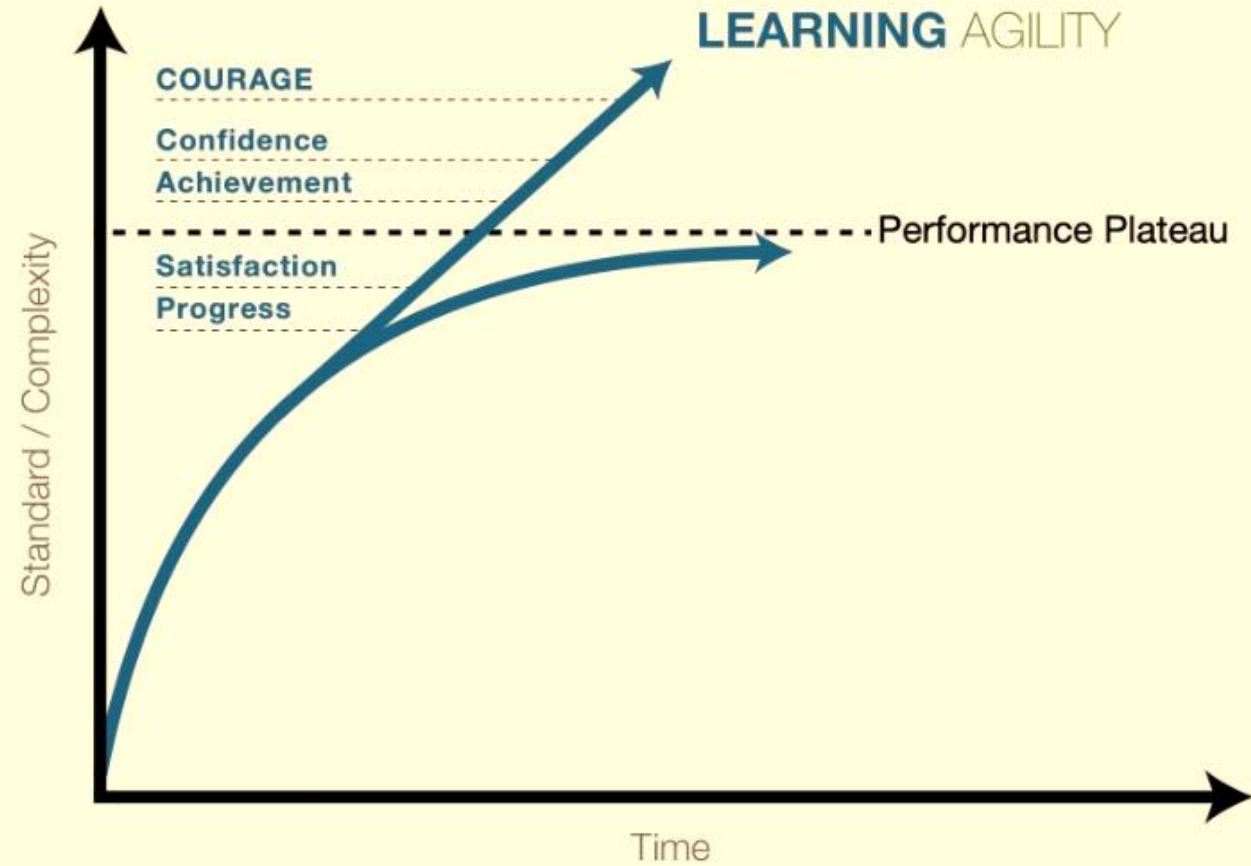


# PERFORMANCE PLATEAU



*Cascade of emotions for the performance plateau.*

# VS Learning AGILITY



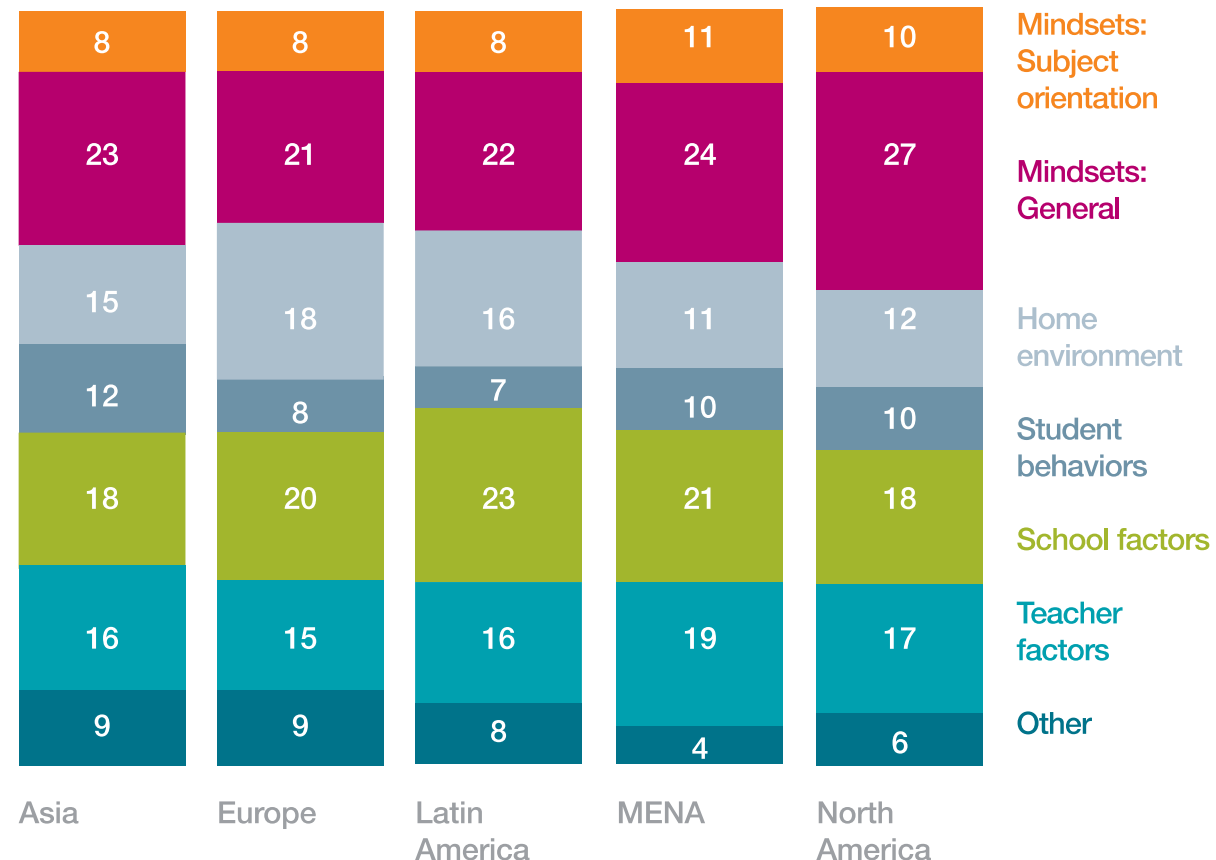
*Learning Agility.*

# Mindset berpengaruh terhadap prestasi akademik

Study terhadap anak usia 15 tahun di 72 negara di dunia menunjukkan bahwa:

*Mindset, seperti motivasi dan kepercayaan diri, memiliki dampak yang lebih besar terhadap prestasi akademik siswa daripada faktor lainnya — dan dua kali lebih berpengaruh daripada latar belakang sosial ekonomi.*

Percent of predictive power by category of variable



Numbers may not sum to 100% due to rounding  
Source: OECD PISA 2018, McKinsey analysis



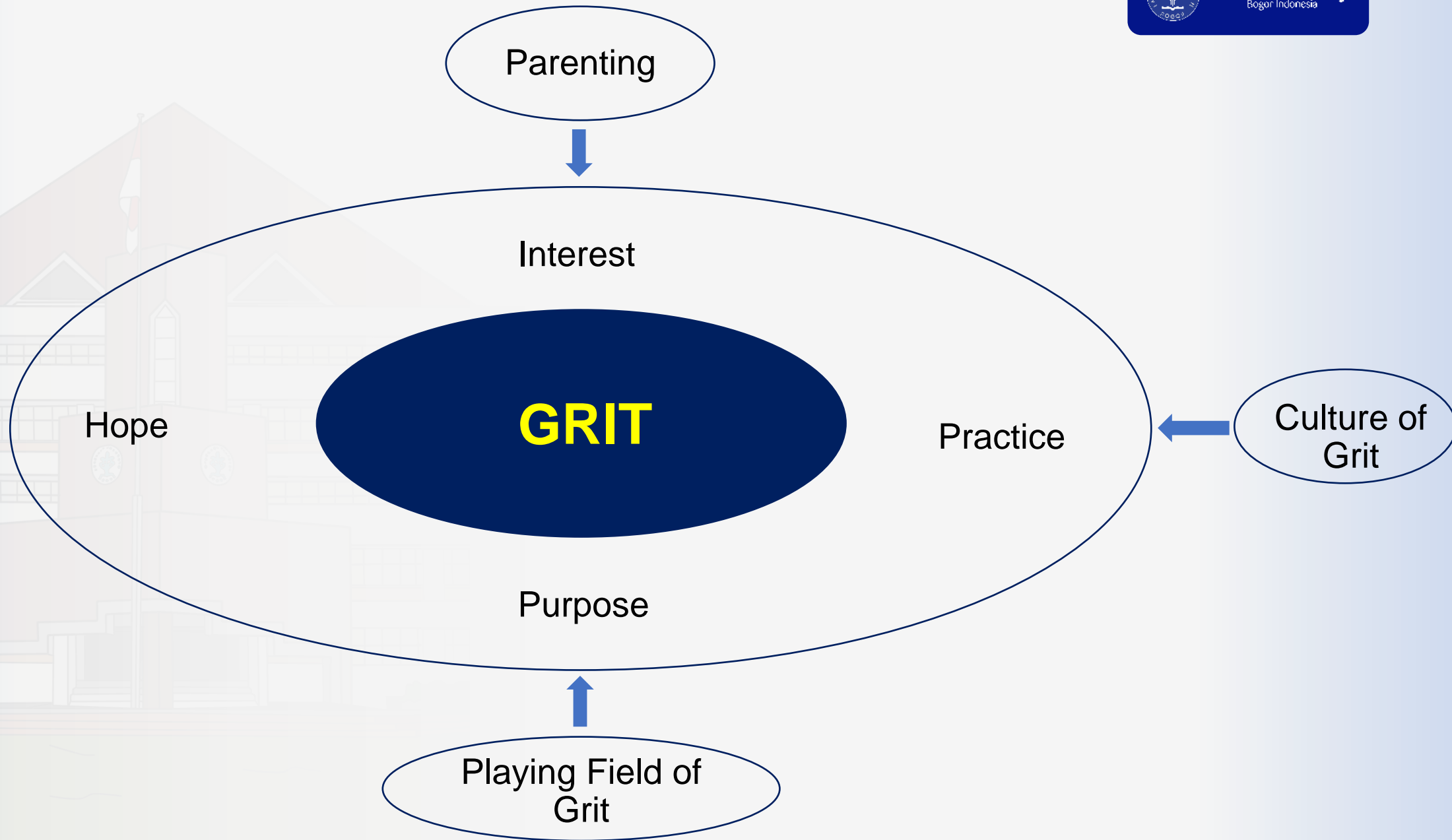


© Edward Galagan

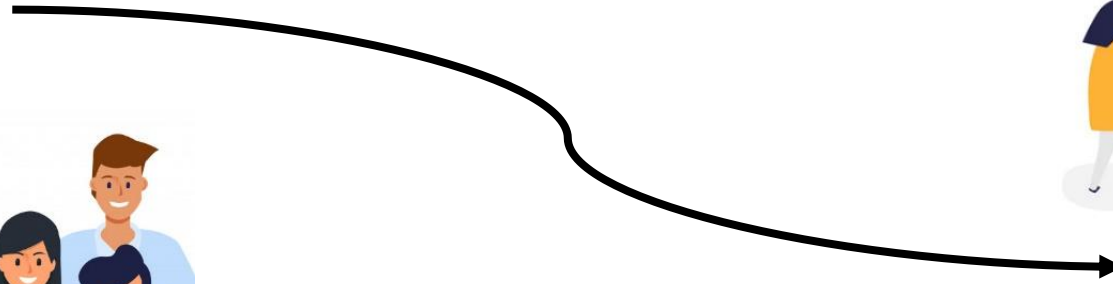
# Mental Pembelajaran







Talent x effort = skill



**Skill x effort = achievement**



Menuju puncak:  
**Ability**



*Stay on top: **Character***

# Creating New Top

Stay on top: **Character**

Menuju puncak:  
**Ability**



”

Apakah semua memiliki kemampuan yang sama?

3



# Inovasi dan *Future Practice*



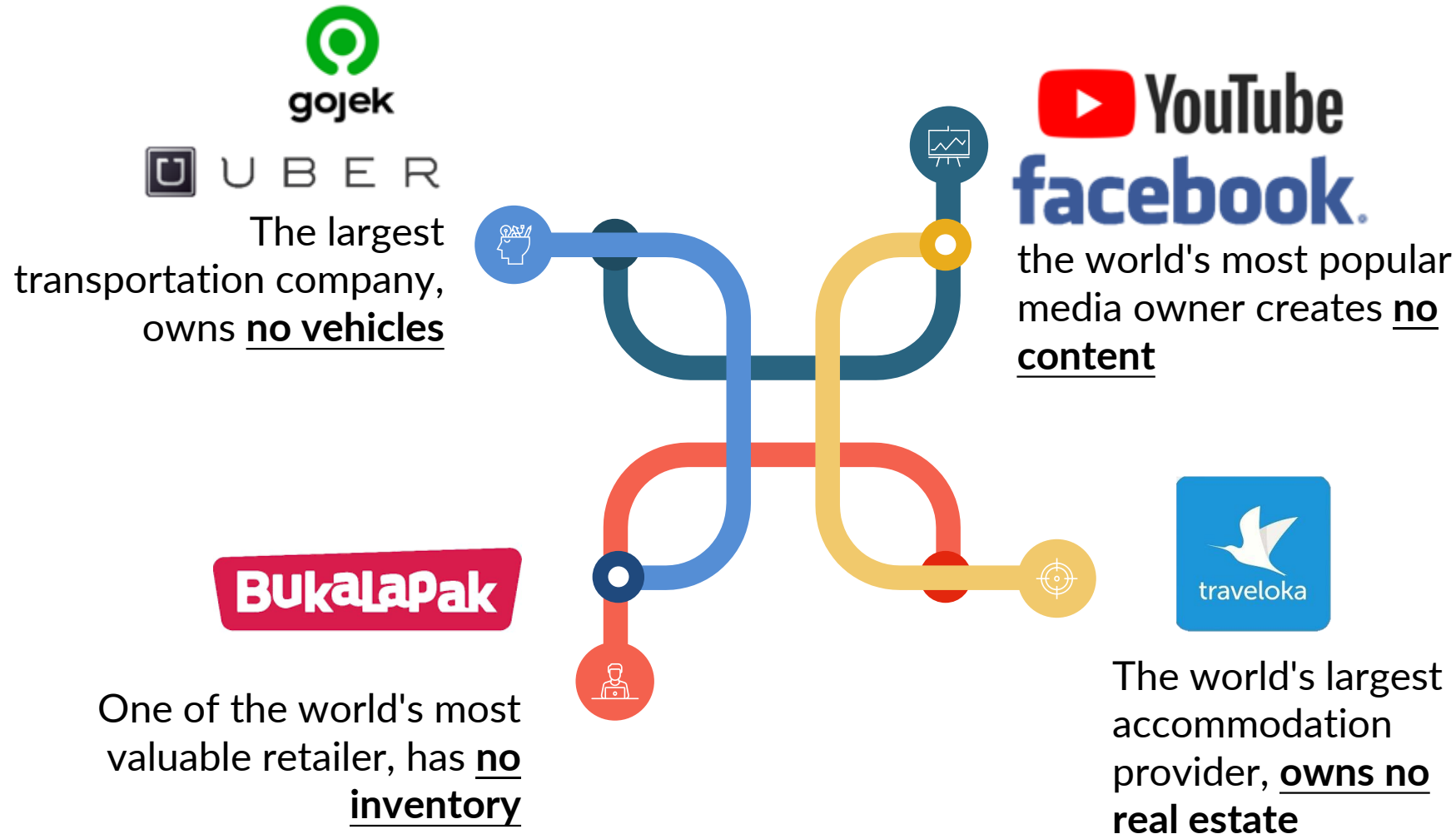
“

In the **future is not** about the ***competition of knowledge,***

it's a ***competition of creativity,***  
***competition of imagination,***  
***competition of learning,***  
***competition of independent***  
***thinking***

- Jack Ma -

# Best Practice vs Future Practice



Sumber: Denni (2019), Satria (2021)



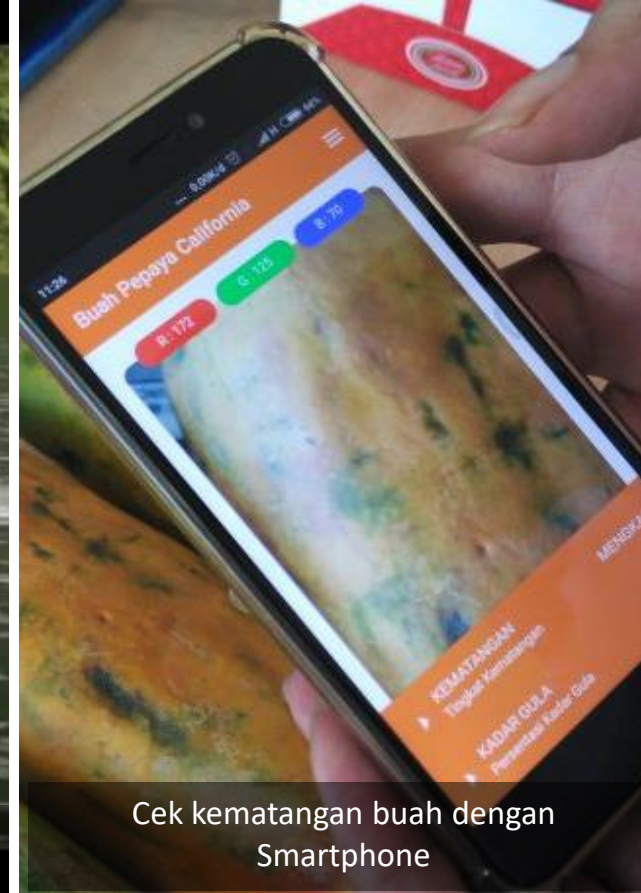




Flying Car



Sepeda Atas Air



Cek kematangan buah dengan Smartphone



Drone Pupuk dan Pestisida

# Future Practice

*Creator of Opportunity*

# 4 *Inspiring*



Diadaptasi dari: Arinya Talerngsri (Chief Capability Officer dan Managing Director di SEAC - Lifelong Learning Center Asia Tenggara)



# The future leadership



- to empower, to inspire,

*“mediocre teacher tells,  
good teacher explains,  
great teacher inspires”*

# 5 Agility



Perencanaan penting, agility (kemampuan beradaptasi dan mengeksekusi dengan cepat) lebih penting.

Sumber gambar: Amazon.com



THE MAGNUM

6

Strategy as  
a journey



# 7 *TRUST*





# 100

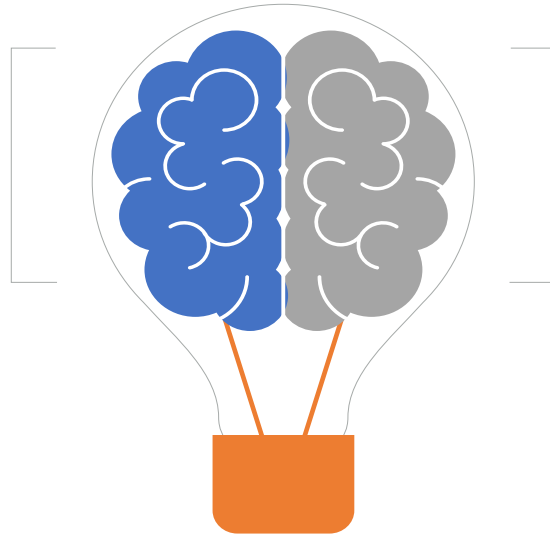
## Faktor Sukses



- **IQ** di urutan ke-21.
- Bersekolah di sekolah favorit: urutan ke-23.
- Lulus dengan nilai terbaik : urutan ke-30.

Hasil penelitian Thomas J. Stanley, Ph.D





**MINDSET**  
+  
**SKILLSET**  
+  
**KARAKTER**

## 10 Biggest Factors to determine the Success

(Thomas Stanley)

1. Being honest with all People
2. Being well-disciplined
3. Getting along with People
4. Having a supportive spouse
5. Working harder than most people
6. Loving my career/business
7. Having strong Leadership qualities
8. Having a very competitive spirit/Personality
9. Being very well-Organized
10. Having an ability to sell my Ideas/Products

“

**THE BEST WAY  
TO PREDICT THE  
FUTURE IS TO  
CREATE IT**

”

- Abraham Lincoln -



# Terima kasih



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