Inbrief
Ministry of Finance
Corporate University
Education Details

2007  Management Science, at Pasca Sarjana
      Universitas Sumatera Utara, Medan
2000  Public Management, at Sekolah Tinggi Ilmu
      Administrasi LAN, Jakarta
1994  Customs & Excise Diploma, at STAN-PRODIP
      Tangerang

Surono
Date of Birth : July 8th, 1972

JOB EXPERIENCE

2009  Trainer at Customs & Excise TC,
2008-2009 Head of Section at Regional Office
      DGCE of Tanjung Balai Karimun
2007-2008 Customs Inspector at Operational
      Office DGCE of Batam
2006-2007 Head of Sub Section at Operational
      Office DGCE of Medan, 2006 - 2007

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Skill/Competency:

1. Customs Technique
2. Excise Study
3. International Trade
Objectives of This Session

- Introduction of MoF’s Corporate University
- Training Center VS CorpU
- Knowledge Management of MoF’s Corpu
- Learning Concept of MoF’s Corpu
A corporate university is an educational entity that is a strategic tool designed to assist its parent organization in achieving its mission by conducting activities that cultivate individual and organizational learning, knowledge, and wisdom.” (Mark D. Allen, 2002).
# WHAT IS CORPORATE UNIVERSITY?

<table>
<thead>
<tr>
<th>UNIVERSITY</th>
<th>TRAINING CENTER</th>
<th>CORPORATE UNIVERSITY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FOCUS</strong></td>
<td>Education</td>
<td>Operational needs</td>
</tr>
<tr>
<td><strong>SERVICE</strong></td>
<td>Reactive / proactive</td>
<td>Reactive</td>
</tr>
<tr>
<td><strong>PROCESS</strong></td>
<td>Focusing on the lecturer, teacher, trainer</td>
<td>Fragmented per training program</td>
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<tr>
<td><strong>METHOD</strong></td>
<td>Learning program is structured to be completed within a certain period</td>
<td>Limited to the ongoing training</td>
</tr>
<tr>
<td><strong>MATTER</strong></td>
<td>General ability</td>
<td>Individual technical skills</td>
</tr>
<tr>
<td><strong>ROLE</strong></td>
<td>Educational institutions</td>
<td>Education, training, development</td>
</tr>
</tbody>
</table>
Introduction

MoF’s Corporate University
MoF’s Corporate University

± 1,300 employee

12 Regional Training Centre

- Medan
- Pekanbaru
- Palembang
- Cimahi
- Yogyakarta
- Malang
- Denpasar
- Pontianak
- Balikpapan
- Makassar
- Manado
- Magelang

Financial Education and Training Agency

Secretariat of The Agency

Human Resource Education and Training Centre
Budget and Treasury Education and Training Centre
Tax Education and Training Centre
Custom and Excise Education and Training Centre
State Asset and Fiscal Balance Education and Training Centre
General Financial Education and Training Centre
State Finance Polytechnic STAN
The MOF’s Corporate University

Definition:

- The **strategy** used to achieve vision and mission of The MOF, by realizing a link and match between **learning, knowledge management** and **Implement of values** with MOF’s performance target and carried out by all elements of the organization.
MoF Leader’s involvement sets learning policy
Director’s level sets learning objectives and goals
MoF CorporateUniversity
Business Process Map

Managerial Process
• Performance Management
• Quality Assurance
• Internal Compliance
• Risk Management
• Strategic Planning
• Public Relation and Publicat

Core Process
• Education
• Training
• Certification
• Knowledge Management System
• Learning Management System

Supporting Process
• Research
• Law
• Organizations and Business Process
• Human Resource
• Finance
• Asset
• Information and Technology

Stakeholders
• Minister of Finance
• Directorate Generals
• Line Ministries
• Public

Output
• Employee Competency Mapping
• Competency Development

Outcome
• Employee performance Improvement
• Organization Performance
Framework
MoF Corporate University
Learning Strategy Governance: MoF’s CorpU is a determined strategy of FETA

Learning Focus: the framework of capabilities (skills and will) that are prioritized for each position are integrated with the goals of the organization

Knowledge Management: a series of activities in order to identify, create, explain and distribute knowledge so that it can be reused, known and learned within the organization

Smart Learning Infrastructure: infrastructure needed in order to support the learning process
School: unit that aims to create efficiency. Competency School: Pusdiklat KU (Public Finance TC). Supplier Development School: Poltek STAN.

College: unit that aims to create alignment between business process and organizational values. Alliance and Partnership with external institution: PKN-STAN. Organizing Culture Center: PPSDM (HRD TC).

Academy: units that aim to create competitive advantage. Business Academy: unit that focuses on the main business processes of the MoF (Customs&excise TC, Tax TC, Budget&Treasury TC, etc).

Learning Solution Architecture: learning solutions offered to achieve efficiency and effectiveness of organizational goals.
The Different of

Training Center vs CorpU
Training Center VS MOF’s Corpu

Focus

Focus on Individual Gap  Focus on Strategic Organization Issue and Business performance

MoF’s Corpu
Training Center VS MOF’s Corpu

Product

Class Learning
E-Learning
Blended Learning
Coaching/Mentoring
Culture Change
Knowledge Management
Systems
On The Job Training
Knowledge Sharing
Knowledge Management
Working Group
Community of Practice
Expert Directory

Training Center

MoF’s CorpU

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Learning Design
MoF’s Corporate University
Learning Based on LNA
(Learning Need Analysis)

Input (Needs)
- Strategic
- Position
- Individual

Process
- DG's together with the MoF Corpu carry out the LNA

Output
- LNA report to DG's

Learning Need Analysis
- Learning from Others
- Structured Learning
- Community Learning
- Integrated Learning at Work

Michael Lombardo & Eichinger (2010)
Learning Focus
MoF’s CorpU

Vision, mission and performance goals of MoF

Self learning, Structured learning
Coaching, Mentoring, Feedback, Communities of practice
Project, Assignment, Action learning, Problem solving, OJT, Internship, Task force, Case study, Secondment, Rotasi

Strengthen individual performance

Learning need analysis

Maintain learning culture and utilize knowledge management system

Strengthen organization performance
Stakeholder’s needs
Training in writing Economics / Business / Finance articles

Learning methods
Characteristic: Applicative, Relevant, Impactful, Accessible
Blended learning, online learning (self study), face to face, action learning, article loading

Online Learning
Upload and download material, submit and download assignments, discussion forums, graphs / statistics to find out the level of activity of participants during independent studies

Student will PASS this course if and only if their writing published either through print or online media
Knowledge Management of MOF’s CorpU
Knowledge Management is a series of activities in order to identify, create, explain and distribute knowledge so that it can be reused, known and learned within the organization.
Knowledge Documents (Video & Article)
Community of Practice (CoP) + WhatsApp groups
75 Open night classes
The Next Projects

- Alignment of Corporate University with MoF’s Human Capital Management
- Managing the Retire Prominent Faculty Program and Leaders as Teachers
- Completing the Learning Journey Design for All Positions in FETA and MoF
- Finishing the concept of Learning Quality Assurance Guidelines
Thanks!
Ministry of Finance Corporate University
- 2018 -