LDI TRAINING
"Leading Edge Courses for Professionals" ™

An LDI Training 2-Day Workshop

Living Our Core Values (LCV) AKHLAK & Respectful Workplace

Embedding Ethical Leadership, Behavioral Excellence, Psychological Safety, and Inclusion Across the Organization

Lead Instructor: Dr. Ir. Amelia Naim Indrajaya, MBA

Director of SDG Center IPMI Institute, Sustainability & Ethical Leadership Advisor

DESCRIPTION / INTRODUCTION

As modern organizations face evolving workplace expectations and increased operational scrutiny, building a strong, value-driven culture is a fundamental strategic imperative. Aligning daily behaviors with core ethical frameworks—specifically the AKHLAK values (Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif)—ensures organizational integrity, trust, and sustained performance.

This 2-Day Intensive Masterclass on **Living Our Core Values (LCV) AKHLAK & Respectful Workplace (RWP)** equips corporate leaders, HR professionals, managers, and culture champions with practical tools to operationalize core values into everyday conduct. Designed for organizational transformation, participants will explore mechanisms to foster psychological safety, eliminate non-inclusive behavior, enforce zero tolerance for harassment and discrimination, and lead with ethical accountability.

WHAT YOU WILL LEARN

By completing this 2-day executive workshop, participants will be able to:

- **AKHLAK Operationalization:** Translate the six core pillars of AKHLAK into clear, measurable, and repeatable daily workplace behaviors.
- **Respectful Workplace Policy (RWP):** Enforce corporate standards on non-discrimination, harassment prevention, and psychological safety.
- **Unconscious Bias & Inclusion:** Identify subtle workplace microaggressions, power dynamics, and toxic patterns to promote an inclusive environment.

- **Active Bystander Intervention:** Apply actionable frameworks (Direct, Distract, Delegate, Delay) to address non-inclusive or unethical behaviors safely.
- **Ethical Leadership & Integrity:** Navigate complex workplace dilemmas and institutionalize transparent communication and accountability.
- **Culture Action Charter:** Formulate team-level "Living AKHLAK & RWP Charters" to embed sustainable behavioral standards across departments.

COURSE OUTLINE

SCHEDULE	MODULES & KEY LEARNING FOCUS
Day 1: Morning *(09:00 - 12:00)* **Foundations & Core Values Alignment**	**Module 1: AKHLAK Fundamentals & Behavioral Alignment** • AKHLAK as an organizational culture compass and business performance driver. • **Amanah & Kompeten:** Accountability, integrity, professional excellence, and mentoring. • **Loyal:** Aligning personal commitment with organizational vision and ethical allegiance.
Day 1: Afternoon *(13:00 - 17:00)* **Synergy & Value Dilemmas**	**Module 2: Team Synergy & Navigating Ethical Dilemmas** • **Harmonis, Adaptif, & Kolaboratif:** Cultivating empathy, agility, and breaking organizational silos. • Analyzing real-world ethical trade-offs, accountability gaps, and value misalignments. • Self-assessment and group case study simulations on value-driven decision making.
Day 2: Morning *(09:00 - 12:00)* **Workplace Respect & Safety**	**Module 3: Respectful Workplace Policy (RWP) & Psychological Safety** • RWP Guidelines: Boundaries on discrimination, bullying, and sexual harassment. • Understanding power dynamics, microaggressions, and unconscious bias in daily interactions. • Fostering psychological safety and establishing confidential reporting/ whistleblower mechanisms.

Day 2: Afternoon *(13:00 - 17:00)* **Active Intervention & Capstone**	**Module 4: Active Bystander Lab & Culture Charter Capstone** • Active Bystander Framework: Direct, Distract, Delegate, and Delay techniques. • Role-Play Simulations: Navigating difficult conversations and resolving team friction. • **Capstone Workshop:** Drafting and presenting a team-level "Living AKHLAK & RWP Charter."

METHODOLOGY

Applied, Scenario-Based & Practical Learning: This course balances conceptual clarity with corporate culture practice:

- **Interactive Case Studies:** Analysis of real-world corporate culture transformations, ethics management, and compliance scenarios.
- **Behavioral Role-Play Lab:** Hands-on simulations practicing active bystander interventions and difficult workplace conversations.
- **Culture Action Workshop:** Group exercises drafting department-level AKHLAK & RWP behavioral scorecards and charters.
- **Group Peer Review:** Collaborative evaluation of team culture charters and commitment pledges.

WHO SHOULD ATTEND

This course is designed for professionals across all departments and organizational levels seeking to build a respectful and value-driven culture, including:

- **Department Heads, Managers & Team Leads** driving team culture and operationalizing core values.
- **Human Resources & Learning Officers** managing culture transformation, employee relations, and RWP policies.
- **Compliance, Governance & Risk Professionals** overseeing workplace ethics and internal reporting systems.
- **Culture Champions & Internal Change Agents** advocating for inclusion, psychological safety, and behavioral standards.
- **General Employees & Operations Personnel** aiming to contribute to a positive, respectful, and safe workplace environment.

ABOUT INSTRUCTOR

Dr. Ir. Amelia Naim Indrajaya, MBA

Dr. Amelia Naim Indrajaya the director of SDG Center IPMI Institute. She is an instructor for ethical leadership, and strategic management, bringing over a decade of international leadership as the Director of the SDG Center at IPMI International Business School (operating under the supervision of Bappenas, the Ministry of National Development Planning of the Republic of Indonesia). She is the founder of the Sustainability Mindset Working Group Indonesia and serves as an active core member of the United Nations–supported Working Group on Sustainability Mindset within PRME (Principles for Responsible Management Education). Dr. Amelia holds a Bachelor's degree in Industrial Engineering from Institut Teknologi Bandung (ITB), an MBA in Finance from the Leeds School of Business at the University of Colorado at Boulder, and a Doctorate in Strategic Management from Universitas Indonesia. A seasoned international keynote speaker and researcher, she regularly advises corporate leaders, academic institutions, and international organizations on integrating the UN Sustainable Development Goals (SDGs), ESG frameworks, and ethical governance to build sustainable competitive advantages.

This workshop is presented by LDITraining.

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