

GALIH LUTHFI NUGRAHA, S.E.

Head of Learning & Development | Human Capital Development | Learning Strategy | Talent Development

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PROFILE

Human Capital and Learning & Development professional with over **12 years of experience** in the General Insurance industry, having built cross-functional experience across Internal Audit, Financial Management, Talent Management, and Learning & Development.

Experienced in designing and implementing enterprise-wide learning strategies, competency development frameworks, professional certification programs, leadership development, knowledge management, and corporate culture initiatives aligned with business objectives. Proven ability to partner with executive leadership in driving organizational capability, workforce readiness, and business transformation through strategic human capital initiatives.

Bringing a unique combination of financial, governance, risk management, and human capital expertise, enabling the development of practical and business-oriented people strategies that support sustainable organizational performance.

AREAS OF EXPERTISE

Strategic Learning & Development • Human Capital Development • Leadership Development • Talent Management • Knowledge Management • Learning Management System (LMS) • Organizational Development • Corporate Culture • Succession Planning • Employee Development • Performance Improvement • Change Management • Internal Audit • Risk Assessment • General Insurance

PROFESSIONAL EXPERIENCE

Head of Learning & Development

PT Asuransi Jasa Indonesia (Persero) February 2024 – Present

Responsible for developing and executing the corporate Learning & Development strategy to strengthen organizational capability and implementation of corporate culture initiatives to strengthen employee engagement and organizational performance.

Key achievements include:

- Developed the company's annual Learning & Development strategy aligned with corporate business objectives.
- Managed professional certification programs in compliance with OJK regulations and industry requirements, achieving 100% certification compliance for BOD-1 and BOD-2.
- Developed and optimized the corporate Learning Management System (LMS) to increase learning accessibility and employee participation.
- Established knowledge management initiatives to improve organizational knowledge sharing and business continuity.

- Managed the Learning & Development budget while ensuring program effectiveness and cost optimization.
- Supported implementation of corporate culture initiatives to strengthen employee engagement and organizational performance.
- Collaborated with IFG Holding and strategic partners in delivering enterprise learning initiatives.

Head of Talent Management

PT Asuransi Jasa Indonesia (Persero) December 2022 – January 2024

Led end-to-end talent management initiatives to strengthen organizational capability and workforce readiness.

Key achievements include:

- Managed recruitment, career management, internal mobility, promotion, retirement, and succession planning processes.
- Successfully delivered a business transformation program by implementing business centralization and workforce optimization initiatives, strengthening operational efficiency and organizational agility.
- Developed competency-based talent management programs aligned with corporate strategy.
- Implemented talent review and succession planning frameworks for key positions.
- Designed employee development and career acceleration initiatives.
- Managed corporate culture implementation and employee engagement programs.
- Supported workforce planning and organizational effectiveness initiatives.
- Responsible for developing and executing the corporate Learning & Development strategy to strengthen organizational capability.

Human Capital Business Partner (HCBP)

PT Asuransi Jasa Indonesia (Persero) May 2022 – November 2022

- Partnered with business leaders to align Human Capital initiatives with operational priorities.
- Provided strategic HR support across employee development, workforce planning, and organizational effectiveness.
- Facilitated implementation of people initiatives to improve business performance.

Finance Manager

PT Asuransi Jasa Indonesia (Persero) June 2019 – April 2021

Managed finance operations and supported executive decision-making through financial analysis and reporting.

Key achievements include:

- Managed budgeting and financial reporting processes.

- Maintained premium collection rates above 90%, ensuring healthy receivables and strong cash flow performance.
- Prepared financial reconciliation and ensured reporting accuracy.
- Managed taxation and regulatory financial reporting.
- Supported financial planning and operational decision-making.

Internal Auditor

PT Asuransi Jasa Indonesia (Persero) December 2012 – May 2019

Conducted operational, financial, and compliance audits to strengthen governance and internal controls.

Key achievements include:

- Performed enterprise risk assessments and audit planning.
- Conducted operational and financial audits across business functions.
- Evaluated compliance with internal policies and external regulations.
- Prepared audit reports and monitored implementation of corrective actions.
- Coordinated with external auditors during annual audit engagements.
- Contributed to continuous improvement of governance and internal control processes.

EDUCATION

Bachelor of Economics (Accounting)

Universitas Jenderal Soedirman Purwokerto, Indonesia

GPA : 3.26 / 4.00

PROFESSIONAL CERTIFICATIONS

- Risk Management Certified (RMC) – AAUI (2026)
- Ajun Ahli Asuransi Kerugian Indonesia (AAAIK) – AAMAI (2025)
- Qualified Internal Auditor (QIA) – YPIA (2023)
- Certified Human Resource Professional (CHRP) – Atma Jaya (2022)
- Microsoft Excel Advanced (2022)

TECHNICAL & FUNCTIONAL SKILLS

Learning Strategy • Leadership Development • Learning Management System (LMS) • Competency Development • Knowledge Management • Talent Management • Succession Planning • Corporate Culture • Employee Engagement • Organizational Development • Performance Management • Project Management • Internal Audit • Financial Analysis • Budget Management • Risk Management • Microsoft Office • Oracle ERP