

MARHADI

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PROFESSIONAL SUMMARY

Learning & Development and Education Specialist with 11+ years of experience driving teacher capability, instructional excellence, and organizational learning. Proven success in leading teacher development initiatives across multiple school branches, delivering 100+ training sessions for 500+ educators, and designing competency-based learning programs that improve teaching quality and engagement. Passionate about building high-performing educators through strategic training, coaching, and continuous improvement.

PROFESSIONAL EXPERIENCE

SPARKS EDUCATION (Sparks Preschool – SEVEN Retail Group) – Jakarta

People Quality Senior Associate (Academic Operation)

Mar 2026 – Present

- Responsible for ensuring the quality development, coaching process, and performance monitoring of teachers and headmasters across all branches.
- Served as an usher for headmaster, teacher, and staff candidate interviews.
- Assisted in the coordination and administration of recruitment interview processes.
- Led teacher and headmaster coaching, mentoring, and performance development across all branches.
- Managed teacher coaching programs, 1-on-1 development sessions, and performance calibration processes.
- Conduct Training Needs Analysis (TNA) to identify teachers' competency development needs in alignment with company standards and school requirements.
- Designed and implemented end-to-end teacher training programs aligned with competency and student development needs.
- Monitored teacher performance improvement plans and ensured consistency of development initiatives.

PUTERA SAMPOERNA FOUNDATION– PSF SDO (School Development Outreach) – Jakarta

Education Facilitator & Learning Development Specialist

Nov 2023 – Mar 2026

- Served as a Consultant for Legal Compliance and National Accreditation Processes for schools under the Sampoerna Foundation network.
- Served as a Consultant for the Implementation of the National Curriculum in schools under the Sampoerna Foundation network.
- Conduct Training Needs Analysis (TNA) for 500+ teachers and school leaders nationwide.
- Design and develop training modules, syllabi, and learning materials aligned with program objectives and participants' needs.
- Facilitate 100+ training sessions on learning strategies, educational leadership, and curriculum development.
- Prepare comprehensive training reports including impact analysis, participant feedback, and strategic recommendations.

SD IT Mentari Ilmu – Karawang, West Java

Teacher & Project Coordinator

Jul 2020 – Nov 2023

- Develop and implement adaptive, competency-based curriculum with measurable learning outcomes.
- Apply student-centered learning strategies to improve engagement and academic achievement.
- Plan, coordinate, and supervise school projects and programs.
- Manage project timelines, resources, and budgets.
- Monitor, evaluate, and report project outcomes.

SMP Madani Leadership Center (MLC) – Karawang, West Java

Vice Principal for Curriculum & Subject Teacher

Sep 2018 – Jul 2020

- Coordinate planning, implementation, and evaluation of the school curriculum.
- Develop and manage the academic calendar and instructional planning.
- Conduct academic supervision and teacher mentoring.
- Monitor instructional quality and student competency achievement.
- Collaborate with the Principal on academic and curriculum development initiatives.

- Develop lesson plans and academic programs to improve student learning outcomes.
- Ensure full compliance in school administration and financial reporting.
- Manage school data and reporting to the Education Office through Dapodik with 100% accuracy.
- Prepare and implement the School Activity and Budget Plan (RKAS).

EDUCATION

Universitas Panca Sakti Bekasi – Bekasi, West Java

Bachelor's Degree in English Education | GPA: 3.19 / 4.00 | 2017 – 2021

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

Teacher Leadership Program (Guru Penggerak) – Ministry of Education, Culture, Research, and Technology | Aug 2022 – May 2023

- Intensive training in educational leadership, coaching, character development, and Merdeka Belajar approach.

SKILLS

Training & Development : Training Needs Analysis (TNA), ADDIE Model, Learning Program Design, Curriculum & Module Development, Training Facilitation (Online & Offline), Instructional Design, Learning Evaluation (Kirkpatrick Model), Workshop & Seminar Facilitation

People Development : Coaching & Mentoring, Performance Improvement, Competency Assessment, Leadership Development, Classroom Observation & Feedback, Stakeholder Management, Employee Engagement

Tools & Systems : Microsoft Office (Excel, PowerPoint, Word), Google Workspace, Canva, Zoom & Google Meet, Learning Management Systems (LMS), Padlet, Google Forms

ORGANIZATIONAL EXPERIENCE

Yayasan Sanggar Anak Kita (SAKA)

Education Coordinator

- Coordinated the planning, implementation, and evaluation of educational programs and teacher training initiatives.
- Developed curricula, training modules, and instructional materials aligned with institutional goals.
- Managed academic schedules and ensured smooth operational execution of programs.
- Supervised and mentored teachers/facilitators to enhance instructional quality and classroom effectiveness.
- Monitored program performance through structured evaluation tools and prepared analytical reports.

Jakarta Mendunia (Jakmen)

Strategic Programs – Youth Empowerment Department (YED)

- Designed and implemented programs aimed at developing youth leadership, character building, and community engagement.
- Organized workshops, seminars, and training sessions to enhance soft skills, entrepreneurship, and social awareness.
- Facilitated mentoring and coaching initiatives to support personal and professional growth of young members.
- Encouraged youth participation in social initiatives, volunteerism, and community development activities.
- Monitored and evaluated program outcomes to measure effectiveness and continuous improvement.

SPEAKER & TRAINING EXPERIENCE

- Lighthouse School Program (LSP) – SD Perdana Sukamara, Central Kalimantan
- Lighthouse School Program (LSP) – SD Perdana Ketapang 1 & 2, West Kalimantan
- Teacher Professional Development Program – West Kotawaringin Regency, Central Kalimantan
- Professional Educator Ecosystem (EPP) – Samarinda City, East Kalimantan
- Innovative Teacher Program – Tana Toraja Regency, South Sulawesi
- Innovative Teacher Program – Surabaya, East Java
- Transformational Teacher Program – West Kutai & North Barito, Kalimantan
- Transformational Teacher Program – Kendari, Southeast Sulawesi
- Lighthouse School Program (LSP) – SMAN 12 Kendari & SMAN 2 Kolaka, Southeast Sulawesi

AWARDS

- 1st Place – National Educational Video Competition (Indonesia Approach Education), 2021
- Best Inspirational Teacher – Salman Education Awards, 2017
- Best Creative Teacher – Salman Education Awards, 2016