talentSpace.id®

COMPANY PROFILE

The space where **talent** and organizations grow.

Workforce capability through training, AI-assisted HR consulting, EOR and outsourcing, and talent platforms — and talent from manager to director level.

Development

Public and corporate training

AI-assisted HR

Consulting, Skill Gap Analysis, platforms

Global Recruit

EOR, outsourcing, headhunter for global corporations, blind-CV talent search

WHY WE EXIST

Generic training is no longer enough

To lead in 2026, organizations need a dynamic talent ecosystem fueled by analytics and coaching.

01

One-size-fits-all programs rarely change behaviour

What works is designed from real needs, then measured for impact.

02

A dynamic talent ecosystem is needed

Analytics and coaching run in one loop: map, develop, measure, repeat.

03

Market realities demand a new approach

Talent scarcity, digital transformation and leadership misalignment cannot be solved the old way.

THE THREE TALENTSPACE PILLARS

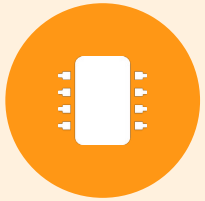
One partner to develop, AI-assisted HR and recruit talent



Development

Public and corporate training — leadership, HR, industrial relations, quality and technical skills.

Explore the Academy →



AI-assisted HR

HR consulting, Skill Gap Analysis and AI platforms that map skill gaps and measure training impact.

Consulting & platforms →



Global Recruit

EOR, outsourcing, headhunting for global corporations, and mid-to-senior talent search with blind CVs.

Open TalentSpot →

SERVICES

Six ways we help your people grow

Start with one service or combine them all. Every engagement begins with diagnosis, not a catalogue.

Corporate Training

Programs designed from business needs — in-house, public, online or blended.

HR Consulting

AI-assisted HR: competency mapping and HR decisions based on data, not assumptions.

HR Shared Service

A ready-to-use HR department for SMEs and new companies: we run your HR function.

Outsourcing

Workforce and support-team provision that is administratively tidy and regulation-compliant.

Employer of Record (EOR)

Hire a team in Indonesia without setting up a legal entity: we are the legal employer, you direct the work.

Platforms & Products

Technology that makes people development measurable — from skill maps to a talent board.

CORPORATE TRAINING

Training rooted in business need

We design the curriculum from the problem you want to solve, then choose the format — in-house, public, online or blended — most likely to change behaviour at work.

- A short needs analysis before the curriculum is written
- Practitioner facilitators using cases from your industry
- Success measures before and after the program
- Delivery in Bahasa Indonesia and English

Topics we deliver

- Leadership, supervisory & people management
- HR skills: job evaluation & grading, workload analysis, competencies, talent management, HRBP
- Industrial relations & labour regulation
- TQM, ISO 9001/14001/45001 & internal audit
- Lean Six Sigma & business process improvement
- Balanced Scorecard, KPI & strategic planning
- Customer experience & contact center
- Finance for non-finance managers, FMCG & manufacturing

Best for HR and L&D teams that need a focused program for leaders, customer-service teams or technical teams — including banking and financial services.

AI-ASSISTED HR · HR CONSULTING

HR decisions built on a map, not a hunch

Our Skill Gap Analysis maps tasks, competencies and comparative advantage so training spend and role placement land in the right place.

Best for
Leadership teams that want to know where the biggest capability gaps are before committing budget.

What we do

- Skill Gap Analysis and prioritized actions
- Organization design, HRBP role and career paths
- HR policy and compliance (company regulations, handbooks)
- Engagement surveys and follow-up plans
- Industrial relations: company regulation (PP), collective labour agreement (PKB), bipartite forums and dispute handling
- Six Sigma and process-improvement projects, from diagnosis to measured results

HR SHARED SERVICE · SMES & NEW COMPANIES

Professional HR, without hiring an HR manager

Many SMEs and new companies cannot yet afford a qualified HR manager. Leave your HR management to us: you focus on the business, we keep your people and the rules in order.

Day-to-day HR

Employee administration, attendance, leave and payroll support

HR foundations

Organization structure, job descriptions and company regulations

Employment & compliance

Employment agreements and labour compliance

People lifecycle

Recruitment, onboarding and basic performance appraisal

Ongoing advisory

Regular HR advisory and handling of employee cases

Best for SMEs and new companies without a full-time HR manager that still need a professional, orderly HR function — with no full-time HR manager cost.

OUTSOURCING

Teams ready to work, administration kept tidy

We help you add capacity without adding administrative load — with rigorous selection and management in line with prevailing employment regulations.

- Operational and support team provision matched to the needs and competencies you set
- Competency-based recruitment and selection, including reference checks
- Employment agreements, HR administration, payroll, tax and BPJS for the staff we provide
- Performance monitoring, attendance management and periodic reports to you

What is outsourcing?

You hand part of your support work to a provider that is the employer of the people doing it. We recruit, employ, pay and administer the team, while you set the standards and expected results. Workers are our employees; tasks and targets are agreed together, and worker rights stay protected. Outsourcing is only used for work types that regulation allows — we check this first, and tell you when EOR or direct employment fits better.

Best for Companies running time-bound projects, needing support staff, or wanting to focus on their core business. Scope is aligned with the outsourcing limits set by regulation.

EMPLOYER OF RECORD (EOR)

Hire talent in Indonesia without setting up a legal entity

For overseas companies and for those testing the market: we act as the Employer of Record for your team in Indonesia, so you can start working within weeks.

- Employment agreements (PKWT/PKWTT) under Indonesian labour law
- Monthly payroll, PPh 21 income tax, BPJS Health & Employment, THR holiday allowance
- Onboarding, leave administration and compliant offboarding
- Candidate recruitment where needed, through TalentSpot

What is an Employer of Record (EOR)?

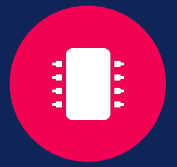
We become the employer on record for your team in Indonesia — handling employment contracts, payroll, tax, BPJS social security and compliance — while you direct their daily work. Useful when you are entering Indonesia, running a pilot team or hiring before you set up a legal entity. When your entity is ready, the team can be transferred to it smoothly.

Best for Global companies entering Indonesia, pilot teams, or hiring before a legal entity is in place.

PLATFORMS & PRODUCTS

Technology that makes people development measurable

TalentYield maps skill gaps and runs training with analytics; TalentSpot connects companies with senior professionals through anonymous profiles.



TalentYield

- AI-assisted skill-gap mapping
- Learning paths and training-impact evaluation
- Skill-gap & learning analytics



TalentSpot

- Blind-CV board for manager-to-director levels
- Anonymous profiles; professionals stay private until ready
- Demo and limited pilots on request

Best for Organizations that want to move from spreadsheets and manual assessment to data-driven people decisions.

HOW WE WORK

Four steps from problem to result

01

Diagnose

We start with conversation and data: what you want to change, who is involved and what success looks like.

02

Design

The solution is built from the diagnosis — curriculum, team or tooling — with clear success measures.

03

Deliver

Delivered by practitioners, with a pilot first when the scale is large.

04

Measure

Results are reviewed against the original goal, then we decide what to scale or fix.

Measurable learning, from practitioners

Academy

A program catalogue, open schedule and in-house training — designed so behaviour change shows up at work, not just in the classroom.

Public training calendar and registration:

talentspace.id/academy

HR Management

Job Evaluation & Grading System
HR Diagnostics
HRBP
Career Path & Succession Planning
Talent Management
Workload Analysis
Certified Human Capital Professional

Leadership

The Foundation of Supervisory
Leadership in the AI Era

Operational Excellence

Lean Six Sigma Awareness
Business Process Improvement

Performance & Strategy

Balanced Scorecard, Strategy Map & KPIs

Industrial Relations

Labour Law 2026 (Employment Protection Law)

TALENTSPOT

A senior talent board with blind CVs

Companies find manager-to-director professionals through anonymous profiles; professionals stay private until they are ready to talk.



Step 1

Anonymous profile

Professionals register; we prepare a CV without name, employer or contact details.



Step 2

Matching

Companies filter by function, level, industry and location.



Step 3

Controlled introduction

Companies request an introduction; the professional decides whether to reveal their identity.



Step 4

Interview

After consent, both sides communicate directly.

For mid–senior and executive professionals, and the companies hiring them. talentspace.id/talentspot

WHY TALENTSPACE

Led by practitioners, not just a vendor

talentSpace.id is built by HR, L&D, Total Quality & Legal practitioners who have led people functions in banking, insurance, manufacturing, FMCG and global companies. We believe good people development comes from empathy, clarity and a service mindset.

90+ combined years of HR, L&D, management, leadership & legal experience

20+ countries where that experience was built

6 connected service lines

Experience across industries

- Banking & finance
- Insurance
- Manufacturing
- FMCG
- Aviation
- Telecommunications
- Logistics
- Mining, oil & gas
- Chemicals
- Technology
- Tourism
- Hospitals
- Pharmacy
- Services

Trusted by

Citibank · Michelin · CIMB · Bank Indonesia · Citilink · Texmaco · Salim Group · NHI Dubai · Kalbe · Target

OUR EXPERTS

The experts behind talentSpace.id

HR, legal and business practitioners who have led in banking, insurance, manufacturing and global companies — now working together for your organization.



Komang Priambada, S.E., S.H., CBA

Co-Founder & Legal Advisor

30+ years in HR and L&D across 20+ countries, from Hyatt and Shangri-La to Citibank and Now Health International. Certified lawyer and business coach.



Saptoto Aribowo, M.M.

CEO

25+ years in HR strategy: workforce planning, talent management and industrial relations. Six Sigma Black Belt and certified ISO auditor.



Bartho N. Banjarnahor, S.H., M.H.

Partner & Senior Consultant

20+ years in legal and HR. Cum Laude, Universitas Indonesia. Specialist in industrial relations and employment law.



Indi Priambada

Co-Founder & COO

Leads operations. BINUS Business Management graduate; began at Starbucks, then business consulting for Tokio Marine, Salim Group subsidiaries and UKRIDA Hospital.

talentSpace.id

LET'S TALK

Start with a conversation, not a catalogue.

For partnerships, Academy programs or talent search, reach us directly.

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