DAYA DIMENSI
INDONESIA

A member of DAYALIMA a people strategist group

PUBLIC PROGRAM

2026



Program Issued: 2026 Version 1

DAYALIMA

A People Strategist Group

Strategic partner that supports personal and organizational transformations through human-based approach supported by technology.

Dayalima aims to generate leaders whose mission is to advance humanity through fresh ideas, forefront skills, and compassion for future generations.

We call them the **Leaders of a New Planet.**

Our core values:

- Courage to Innovate
- Compassionate
- Good Citizenship



DAYA DIMENSI INDONESIA

DAYALIMA RECRUITMENT

Klob

DAYAINARA

DAYA TALENTA GLOBAL

DAYA MAHIR INSANI

DAYATECH

DAYALIMA FOUNDATION
Untuk Indonesia Lebih Baik

Jakarta

Kantor Taman E3.3
Unit B3-3A,
Kawasan Mega Kuningan
Jakarta 12950

Bandung

HQuarters Business
Residence Lt. 15
Jl. Asia Afrika No.158 Bandung,
Jawa Barat 4026

Jakarta

Alamanda Tower
23rd floor,
Jl. TB Simatupang
Kav. 23-24 Jakarta 12430

Surabaya

Pakuwon Center Office Tower
17th floor Unit 05 A-B
Jl. Embong Malang 1, 3, 5
Surabaya 60261

DAYA DIMENSI INDONESIA

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PUBLIC PROGRAM - OFFLINE CLASS

FOCUSED BEHAVIOR INTERVIEW (FOBI)



Learning Objectives:

- Comprehend Focused Behavior Interview concepts and methodology.
- Understand competency-based interviewing principles.
- Develop structured interviewing skills using behavioral approach.
- Develop ability to classify behavior into competencies.
- Develop data evaluation and decision-making capability based on interview evidence.

15–16 Apr 2026

16–17 Sept 2026

08.30 - 17.00



Rp 9,500,000/pax
(purchase of 1 pax)

Rp 9,025,000/pax
(purchase of 2 pax)

***A minimum number of participants per class is required**

Inclusive of pre- and post-learning activities: reading materials, interview guidance, worksheet, and certificate

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COURSE SCHEDULE DAY 1:

	Topic	
MORNING (AM)	Understanding Focused Behavior Interview Concept and Success Profile Approach	This session introduces participants to the FoBI methodology as a structured and competency-based interviewing approach to ensure fairness and consistency in candidate evaluation.
MORNING (AM)	Understanding Competency and Behavioral Indicators	This session focuses on understanding competency framework and behavioral indicators as the foundation of competency-based interviewing.
AFTERNOON (PM)	Interview Preparation and Interview Guide Utilization	This session develops participant capability to prepare structured interviews using standardized interview guides.
AFTERNOON (PM)	Conducting Behavioral Interview and Data Gathering	This session focuses on developing effective interviewing techniques to gather valid behavioral evidence.

WHY THIS MATTERS

- **Interview Credibility**: Move interviews from casual conversations to structured, evidence-based evaluation.
- **Decision Confidence:** Turn behavioral responses into reliable competency decisions.
- **Future Talent Impact:** Transform interview results into insights that guide growth and placement.

THIS COURSE IS BEST FOR

- HR and Talent Professionals.
- Leaders involved in talent evaluation and selection.
- New and Experienced Assessors.

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COURSE SCHEDULE DAY 2:

	Topic	
MORNING (AM)	Classifying Behavioral Evidence into Competencies	This session develops participant capability to translate interview responses into competency evidence.
MORNING (AM)	Data Evaluation and Competency Decision Making	This session focuses on integrating interview data to determine competency evaluation results.
AFTERNOON (PM)	Interview Skill Practice and Simulation	This session provides practical simulation for participants to conduct interviews and apply FoBI techniques.
AFTERNOON (PM)	Data Evaluation Practice and Debrief	This closing session focuses on practicing competency evaluation and learning consolidation.

WHY THIS MATTERS

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- **Decision Confidence:** Turn behavioral responses into reliable competency decisions.
- **Future Talent Impact:** Transform interview results into insights that guide growth and placement.

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IMPORTANT INFORMATION

Registration & Payment

- Online Registration: Please register through our official public training portal at www.dayalima.space/public-program-ddi-2026
- Confirmation: Our team will contact you to confirm your plan and payment. Your seat is officially reserved only after the payment has been paid in full.

Session Reconfirmation (Minimum Enrollment)

- To ensure a high-quality, interactive, and collaborative learning experience, our public programs are subject to a minimum number of participants.
- Status Update: We will send the the session status update via email no later than 3 business days prior to the start date.
- If Minimums Aren't Met: In the rare event that we do not reach the required cohort size, you will be offered a full refund, a transfer to the next available date, or credit toward another course.



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