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The 8th Southeast Asia International Philanthropy Conference 2023 (SEAIPC2023)

**Future of Philanthropy and Sustainable Development:
Holistic Approach towards Innovative Fundraising
and Strategic Entrepreneurial Partnership
for Societal Well-Being**

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ACCELERATING TALENT DEVELOPMENT FOR THE NEXT LEADER: LESSON LEARNED FROM DOMPET DHUAFA

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Abstract

The 2021 and 2022 employee engagement surveys at Dompét Dhuafa revealed the need to improve training programs. The challenge is how to design the training as a continuous professional development program for Dompét Dhuafa employees in holdings, branches, and organs. Leadership Enrichment and Acceleration Program (LEAP) is a training program that aims to improve and develop employee competencies as program executors while preparing themselves to occupy higher managerial positions. LEAP tries to integrate the process of improving employee competence and the regeneration of leadership as a whole. There are several lessons to be learned from the implementation of LEAP, such as: 1). Employees from the holdings are not a guarantee to be the best participants of LEAP. The top 2 rankings of LEAP were precisely from branch and organ employees. Employee motivation and ability to manage learning strategies influence the achievement of following LEAP; 2). A rigorous selection process is very beneficial to ensure employees can complete the LEAP; 3). Problem-based learning and project-based learning facilitate employees not only to have knowledge but also to be able to apply knowledge to solve problems; 4). Leadership mentoring occurs during the mentoring process of LEAP participants with mentors. The mentors share knowledge, value, and experience with LEAP participants. The mentors' way of thinking and behaving became real leadership examples for LEAP participants. Instead, mentors can reflect on themselves as leaders and help LEAP participants grow into future leaders of Dompét Dhuafa.

Keywords: Continuous Professional Development, LEAP, Mentoring Leadership