



CERTIFICATE

of Achievements

Issued

18/11/2023

Maulana Hakim Lubis

Has been awarded a certificate of achievements for the

MANAGER ACADEMY - Batch 1

A 7-week certified online course offered by Revou

Matteo Sutto
CEO and Co-Founder
PT Revolusi Cita Edukasi



Verify at <https://certificates.revou.co/maulana-hakim-lubis-certificate-achievements-maac23.pdf>
Revou has confirmed the identity of this individual and their participation in the course



MANAGER ACADEMY

Scorecard

Issued

18/11/2023

Name: MAULANA HAKIM LUBIS

Batch: 1

Module	Score	Notes
The Art of Management	Proficient	Maulana was able to explain comprehensively in his individual assignment, that makes him become one of the representative presenter from Team 1 this week, good job Molen!
Prioritization and Delegation	Proficient	Maulana mapped the task prioritization and delegate some tasks with justification based on the TRM. He also add retrospective meetings which enable his team to learn from the past project
Hiring the Best Team	Proficient	Maulana shows good analytical thinking in identifying improvement in current hiring process. He sees that to attract more professional candidate, the company needs to improve the branding as well.
Lifecycle of Team Part 1	Proficient	He assessed the team members' skill set and compare with the required competencies to run a project. Moreover, Maulana has done a good observation in digging his team member's motivation.
Lifecycle of Team Part 2	Proficient	Maulana discovered his team is combination of Storming and Norming, then prepared the plan to level up into Performing. His strategy in handling resignation/termination is clear and full of empathy
Managing High-Performing Team	Proficient	He prepared an effective talking points for 1on1 with his manager and peers. He also identified his team dynamics and evaluate the positive & challenge, also providing a solution.
Goal Setting & Performance Management	Proficient	Maulana showcased a well understanding in the topics and successfully demonstrated a SMART framework in improving his current company's OKR and SBIF framework in delivering performance feedbacks.