

DAVID MALCOLM KNOWLES – PARTNER OPUS MANAGEMENT INDONESIA



David's consulting for OPUS ([www.opusmanagement.com](http://www.opusmanagement.com)) is focused on practical strategies to make learning and development easy to do, and measurable.

OPUS partners with UK firm Reallyenglish ([www.reallyenglish.com](http://www.reallyenglish.com)) to offer top class e-learning English for professionals and business.

Currently he is working in partnership with Knowly (PT Edukasi Teknologi Kreasi – [www.knowly.com](http://www.knowly.com)) on game-based e-learning programs in soft skills and company procedures.

David spent over 12 years in down-stream and manufacturing oil and gas organizations, looking after the Talent Management portfolio. While with energy companies he worked at global HQ level in New York, affiliate management level in London, and at plant and field operations in Indonesia.

David has undertaken engagements in Europe, Middle East and extensively in South East Asia. He continues his focus on strategic development issues, with recent clients including ASEAN Secretariat, UNDP, Royal Haskoning DHV, Sinarmas Agribusiness and Freeport McMoran (Indonesia).

Recent organization interventions include a 7-year strategic HR Talent Management Plan, a 5-year Strategic Learning Needs Analysis (including design of an integrated development curriculum), Talent Mapping and Analysis and Development & Engagement Design. David also designs and runs Sales, Leadership and other soft skill training programs based on job success traits from Harrison Assessments. (<http://opusmanagement.harrisonassessments.com>)

David has an upper second honors degree from Stirling University in Scotland with additional undergraduate work in University of California; he has undertaken graduate studies in Training and Development (Leicester University) and Organization Behavior (London University).

David's first language is English, and he is fluent in Bahasa Indonesia.