

## **EPD as Technical Competencies Acceleration Program in Developing New Talent at HR Directorate, Pertamina Ltd.**

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**Abstract :** In every organization, there would be a demographic of young employees. They see themselves are the future leaders of the company. A special program needs to be prepared for them as a form of retention programs. Early Professional Program (EPD) must address challenges in the future. Aspects of the development of competence of young employees also become one of the answers in accelerating existing business processes. The role of the supervisor is the key success of EPD. Pertamina, thus, is better prepared to realize the vision and mission.

**Keywords :** young employee, competencies, development, leader, coaching

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