



**VICTOR TOBING, MBA**  
*Managing Director / Senior Consultant*

**PENDIDIKAN FORMAL**

- Fakultas Kedokteran (1968 - 1974)
- MBA Eksekutif LPPM (1991 - 1992)

**PENDIDIKAN INFORMAL DAN ORIENTASI KERJA**

Di beberapa negara seperti : Swiss, Austria, USA, Pakistan dan Malaysia dalam bidang : **Sales & Marketing Management, Product Management, Business Development and Training / HR Management Development.**

**MENDAPAT PELATIHAN KHUSUS**

- Performance Measurement for HRD *IQPC, Kuala Lumpur, Malaysia, 2002*
- ARTDO *Penang Malaysia, 2000*
- Financial Management for Non Finance Manager *Singapore Institute of Management, Singapore, 1991*
- Key Management Forum Strategic Management *IBIS New York, Singapore, 1990*
- Key Managers & Leadership Seminar *IBIS New York, Geneva, 1989*
- Presentation Skills *Peter Rogen Inc, NY, Singapore, 1989*

- Marketing Management *Sandoz Ltd., Basle, Swiss, 1986*
- Professional Selling Skills *Sandoz Ltd., Singapore, 1984*
- Train The Trainer *CIBA-GEIGY Ltd., Beatenberg, Swiss, 1983*
- Product Management *CIBA-GEIGY Ltd., Lenzburg, Swiss, 1980*

**PENGALAMAN KERJA, TRAINING DAN KONSULTASI**

**Sebagai Managing Director / Senior Consultant Viatama,** telah memperoleh dan memupuk pengalaman manajerial maupun organisasional lebih dari 25 tahun di dalam bidang : **Product Management, Marketing & Sales Management, Presentation Skills, Leadership, Training Management, Strategic Management, HR Management, and Training & Business Consultant.**

Sejak 1992 telah memberikan pelatihan dan konsultasi di lebih dari 200 perusahaan Multinasional dan Nasional, antara lain :

\* Anugerah Pharmindo Lestari, PT. \* Antarmitra Sembada, PT \* Astra Zeneca, PT. \* Bayer CropScience, PT. \* Bayer Indonesia, PT. \* BKOM - Depkes RI \* Boehringer Ingelheim, PT. \* CME-PDU FKUI / KPPIK \* Combiphar, PT. \* Datascrip, PT. \* Delta Jakarta Tbk, PT. \* Detpak Indonesia, PT. \* Dexa Medica, PT. \* Dua Kelinci, PT. \* Fortune Pramana Rancang, PT. \* Garuda Indonesia (GATE) \* GlaxoSmithKline \* Indofarma Group, PT. \* Kalbe Farma, PT. \* Kimia Farma Tbk, PT. \* Mandom Indonesia Tbk, PT. \* Medifarma Laboratories Inc \* Merck Indonesia Tbk, PT. \* Miracle Aesthetic Clinic/ Melliderma Skin Healthcare \* Novartis Indonesia, PT. \* Novell Pharmaceutical, PT \* Nutricia Indonesia, PT. \* Orang Tua Group, PT. \* Penerbit Erlangga, PT. \* Perusahaan Perdagangan Indonesia, PT. \* Pfizer Indonesia, PT. \* Philips Ralin Electronic, PT. \* PLN (Persero) \* Program Magister Psikologi UI \* Rajawali Nusantara Indonesia, PT. \* Roche Indonesia, PT. \* Sandoz Indonesia, PT. \* Sun Hope Nutrisi, PT. \* Surgika Alkesindo, PT. \* Takeda Indonesia, PT. \* Tjiwi Kimia, PT. \* Total E & P Indonesia \* United Motors Centre, PT. \* Wings Surya, PT \* Winterthur Life Indonesia, PT. \*