

EFFECTIVE NATION CHARACTERS LEADERS IN CONNECTION WITH INCLUSIVE DESIGN FOR PREPARING THE VISIONARY AND EFFECTIVE OF YOUTH LEADERS FOR URBAN SOCIETY

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ABSTRACT

While we are looking for a leadership in Jakarta Municipal City from time to time, it is already worsening and not look good for many people, the author is very keen to conduct a research, starting from 2012 up to 2013. There are many degradation already appear in Jakarta in these years, especially for the disappearance of humility, urban genuine life vanish and social alienation, more specific for Jakarta Youth People who will be receiving the next turn of leadership position for Indonesia development and city of Jakarta and its surrounding areas. Before this is too late, the author make a small steps for the development and to transform this situation with the approach of Emphatic Leadership and Management related to CRPD (Convention on The Rights for People with Disability) to enrich and develop the existence of the Youth and the future generation of Indonesia. The approach of this research based on various literatures and journals which are relevant to Community Development, Leadership, Social Entrepreneurship and Management with the depth approach with.

Keywords: *effective nation character building and leadership, universal/ inclusive design, management, leadership*

ABSTRAK

Sementara kita semua sedang mencari seorang pemimpin bagi DKI JAKARTA, keadaannya dari waktu ke waktu sudah memburuk dan tidak terlihat baik bagi banyak orang, peneliti sangat tertarik untuk melakukan penelitian tentang yang disebut diatas, sejak tahun 2012 sampai dengan tahun 2013 terdapat banyak degradasi muncul di Jakarta, terutama semakin hilangnya kerendahan hati, kehidupan yang layak lenyap di Jakarta serta terjadinya alienasi sosial, lebih spesifik untuk Jakarta seharusnya generasi muda dapat menerima giliran berikutnya untuk posisi-posisi kepemimpinan Indonesia dan kota Jakarta dan sekitarnya secara khusus. Sebelum ini terlalu terlambat, Penulis membuat langkah-langkah kecil untuk pengembangan dan untuk mengubah situasi ini dengan pendekatan Kepemimpinan dan Manajemen Empati terkait dengan CRPD (Konvensi Hak Penyandang Disabilitas) untuk memperkaya dan mengembangkan keberadaan Pemuda dan generasi masa depan Indonesia. Pendekatan penelitian ini didasarkan pada berbagai literatur dan jurnal yang relevan dengan Pengembangan Masyarakat, Kepemimpinan, Kewirausahaan Sosial dan Manajemen.

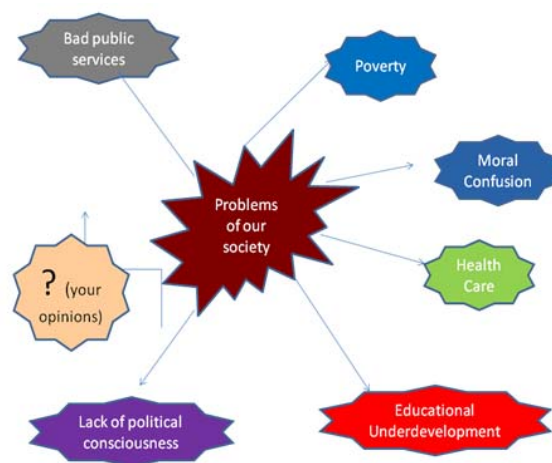
Kata kunci: *pengembangan karakter bangsa yang efektif dan kepemimpinan, universal/inklusif desain, manajemen, kepemimpinan*

INTRODUCTION

The Author actually wants to enlighten every reader and everyone who reviews this research later to see that the problems of our city and country cannot be solved only by doing the intervention with one branch of knowledge, but has to be built and solved with various backgrounds of knowledge. The data that is collected below are from the BPS and other sources, with the subject of youth and the rising generation. The amount of population in Jakarta that keeps swelling each year have created many kinds of social problem insistently, along with the high amount of newcomers every year. As a great city, Jakarta carries big role: besides being one of the provinces, also as a big city with all of its problems, as well as the capital of Indonesia. The development of city facilities needs cost that is very high. The people of great cities usually are more critical and hard to deal with comparing to the ones who live in small cities or villages. At the same time, Jakarta also has to function as a National and International city. Jakarta carries a weight on its shoulder, being seen from every angle. Different with other areas, Jakarta has a physical limitation: area size that is not easy to be bloomed despite its population that keeps increasing.

The existence of the world nowadays, is very paramount and worrying and even get to the point where it is called the human crisis itself, because it has already covered all of our human existence in the world, Jakarta that is a multiethnic city shows even more its cruelty towards its own people. We are lucky to have Mr. Jokowi and Ahok as the Governor and Vice Governor at the moment, because they are trying to make Jakarta a better place. However, there are still more challenges to face ahead. In the 1998, the amount of population in Jakarta has already reached nearly 8,8 million people, which was three times the population in Singapore or more than half of the population in Netherlands. Yet, Jakarta does not have the facility the way other big cities all over the world do. Jakarta has a limited source of fund. In Jakarta, there are some cultural flows competing – and they do not always get along – that is traditionalism and modernism with international standard. Not to mention, the upcoming ASEAN Free Trade that will be held in 2015 will burden Jakarta even more if it is not being anticipated from now.

Big city problems revolve around particularly on how to complete the city facilities to serve and satisfy its people, starting from: adequate housing, sufficient employment, communication, recreation and other supportive facilities that meet the needs of modern city in national and international traffic. For all of those to happen, massive and strong fund and resources are needed.



Gambar 1 Problem of Our Society

The problems of Jakarta are very acute due to the absence of continuity of policy and sustainable policy, if the leader is changed then the way and method is changed as well, no visionary and integrated thought towards one another. However, there is one interesting phenomena when a new Governor in Jakarta named Ali Sadikin was inducted on April 28, 1966. He had brought fresh air in the development and the future of Jakarta. Jakarta as the capital city entered new era in history of national and international city. The Governor Ali Sadikin and his staff were analyzing the weaknesses and strengths of Jakarta and based from the analysis, he created a projection on what can be done in the future. From that analysis, born the *Rencana Induk Pembangunan DKI* for long term that is usually called Master Plan 1965-1985. For the first time, Jakarta had a concrete long-term plan on what to be attained and how to attain them.

All of these plans are created for the sake of the people's welfare. Lots of significant changes made by Governor Ali Sadikin, the problems that had been around for a long time eventually were solved phase by phase. One important thing is, he developed and promoted his staffs in management and leadership as well as being dedicated to the welfare of Jakarta's people. There were so many challenges he had been through, both facilities and infrastructure, as well as going through political challenges, psychological and mental from the situation and the citizens that were used to the chaotic condition before (*Christianto Wibisono: Years later, Sadikin justified his policies: "I acted realistically and not hypocritically. When I became the governor of DKI Jakarta (1966-1977), I legalized gambling because the city government did not have enough funds"*). Not to mention the political atmosphere in Indonesia whom at that moment was on the transition time, it is very similar to the situation in Jakarta for at least the last ten years. Exceptional plans made and done by a leader named Ali Sadikin, not only physically but also non-physical, even Jakarta then evoked admiration from people both within and outside the country. It happened from 1966 until 1977, there were physical and non-physical changes that are pretty drastic. Until 1990, and even 2012, the problems that are very urgent for Jakarta are: housing, public transportation, drinking water, employment, improvement of villages, roads, electricity, education, garbage, and flood prevention.

All of those are permanent problems. The difference may be in volume and level/content. In order to overcome these primary issues, there are some things needed; more mature planning, more fund, and stronger management as well as higher level of skill. Several keys of these problems are located outside the competence of Jakarta, such as: area blooming, central-region financial balance, and other few rules. The phrase no plan, no future, becomes the push and development of Jakarta since Ali Sadikin, this detailed plan is like a compass in developing Jakarta. The projection that the UNN made in early 1990 about Jakarta has become reality when Jakarta becomes the number 10 of the city with the biggest population in the world. Sixteen million people are working every day until the weekend, or noon at least. Whereas, in 1950, Jakarta has not yet listed in the category of biggest city among 30 World's Big Cities, with the amount of poor population still considered high and still creating many problems in the capital city.

The flood issue for instance, is actually a problem that has been around for long in Jakarta, yet from year to year this issue is not solved with focus, it has always been things that relate with image that are being prioritized – rather than finding the root from the problem of why the flood happen, thus making the problem pile up even more each year because it is not solved phase-by-phase according to its problem's root. It is needed a leadership action that is good and consistent, and full of integrity in doing this, but turns out it is not yet a reality, still lies in the name of people's hope for dozen years. One aspect is complex enough already to be solved, not to mention other issues like public transportation, pollution, garbage, marginal people like beggars, street children, disability people and leprosy, and many more – these problems pile up even more until today.

Purpose of Research

Ever since the reformation rolled and happened in Indonesia, the riot in Jakarta and Indonesia generally indicates a massive change starting from 1998 until 2008 and to the new leadership from Jokowi Ahok since 2012/2013. The choosing of Jakarta is more to the designation and also the situation where Jakarta is called the miniature of Indonesia, thus representing the character of Indonesia as whole. The figures that are shown also do not show every single figure, the figure of early Governor of Jakarta, named Ali Sadikin – his phenomenal leadership that has brought prosperity for the capital city then is still remembered by the old generation – compared to the period of 1998 until 2008. The limitation that is developed here is also to the social politic leadership or social, and it does not touch other areas in leadership. Hypothesis will be delivered in the next part after problem limitation. Patron that can be taken in this part is Leadership in Indonesia lately. This research would be presented with two big frameworks, (1) How to develop character of nation leaders effectively with inclusive design. (2) How to develop in order to prepare present young leader who is visionary and effective for urban society (in context of Jakarta and its surroundings). With this research there will be a massive and sustainable transformation in the future in developing present and rising generation even more seriously.

Term Explanation

The Effective Character and Leadership of Nation that Correlates with Inclusive Design; when talking about character, it does not go far from a human being. A human being that consists of body, soul, feeling, and mind that we call a character. A character is built from daily actions, which then become a habit and eventually become behavior, and finally making that person having some particular character. Therefore, character is shaped, not just a personality that has been there since you were born. On the other hand, leadership is an attitude that does not only depend on a management approach, yet has reached far beyond that. Referring to Northouse (1997), leadership is a process in influencing some group of people to reach a goal together. Thus, when talking about the effective character and leadership of nation, it means something that has become the ambition of the leaders of Indonesia; one of them is Ir. Soekarno as the first president of Indonesia; that ideals nation character building for the young generation in order to become a dignified and honorable nation, the vision that Soekarno created was not just a game of words but also be realized in physical planning of nation, country, and even cities in Indonesia. Also, the role of leader of the Jakarta Governor named Ali Sadikin can be a clear input about the role of a leader, in spite of situation – both good and bad, that protects the entire people including the disability, women, children, and the elderly with inclusive approach.

Develop in Order to Prepare A Visionary and Effective Young Leader For Urban Society. (In the Context of Jakarta and Its Surroundings); this context talks about the next generation of this nation who stays and lives in Jakarta and its surroundings. In this context I am taking a sample of young generation who are still studying in the universities that are located in Jakarta and its fringe areas, which of course are vary in background; some located in West Indonesia, Central and East Indonesia, whom in the future will probably stay in Jakarta or in other cities in Indonesia or even overseas to settle. Whom has a visionary view and not only for the power itself.

Function of Research

This research is hoped to be useful to understand the importance of Effective Nation Characters Leaders in Connection with Inclusive Design for Preparing The Visionary and Effective of Youth Leaders for Urban Society (*With Main Sample – Jakarta Municipal City and Its Fringe Areas*).

Scope of Research

This research is focused on college students and young people, the ones who still have their student card, young men who are recently graduated and are working or not yet, so it is not focused on those who are not yet married. Besides, the research subjects are easiest to track. The location of the alumni covers the entire area of Jakarta and its surroundings, but the highest amount goes around Central, East, West, North, and South Jakarta. The period of this research is at least one year, starting from February until around October 2012. Scope of Effective Character and Leadership Development, Particularly for Young Generation in Jakarta and its Surroundings with Architecture and Sustainable Urban Design.

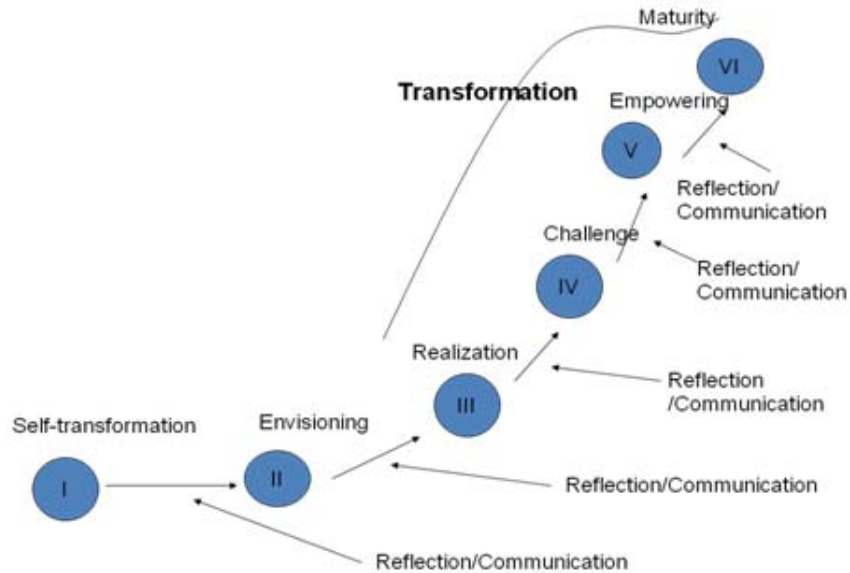


Gambar 2 Leadership

METHOD

The method applied is the book and qualitative method, where the qualitative method is a special research for objects that cannot be observed statistically or with quantification way, the qualitative research usually is used for observing social events, spiritual symptom, and sign process according to the non-positivism approach. For example, the people's lives, history, behavior, organization's functionalization, social movement, religion, or the relationship of human being. This research will produce descriptive data in the form of saying, writing, and behavior of observed people. Through the qualitative research, researcher can identify the subject and feel their daily experiences. In purpose of describing and analyzing phenomena, event, social activity, attitude, belief, perception, and human's thought – both as an individual and as part of a group. The qualitative research tends to be inductive. It means the researcher lets the problems appear from data or let open for interpretation, even though it takes time, eventually it will give more comprehensive opinion for the future.

RESULT AND DISCUSSION



Gambar 3 Transformation

Leader's Journey: (I) Self-transformation: They free themselves from their comfort zones (calling). (II) Envisioning: They see and believe that the reality can be different. (III) Realization: They find ways to realize their vision through organization. (IV) Challenge: They face difficulties and crisis. (V) Empowering: They empower other people. (VI) Maturity: They become mature through trial and error

There are various concepts of personality types, one of them is a concept of personality types that divide human personality into four types: choleric, sanguine, melancholic, and phlegmatic (Northouse, 1997). Some of the main factors that cause the change in personality types in an individual are (1) Socio Demographic: social condition in an environment affects this change. (2) Position: this thing has a big impact on personality type change. (3) Person to Deal With: someone can be forced to change according to the people they are currently dealing with.

Those factors above are mainly the factors that came from outside (externally). However, the changes that happen do not only depend on how big the force to change, the will of one self to adapt or change the situation could also play an important role. It is possible that someone with a particular personality type sticks with their personality type, even though the force of those factors mentioned above are very high, if that person does not want to change. These are the explanation of Type of Personality: Melancholic, Choleric, Phlegmatic, and Sanguine. Trait Theory firstly came from Gordon W. Allport. Other than Allport, there were also two other experts who developed this theory. They were Raymond B Cattell and Hans J Eysenck (Northouse, 1997). In personality theories, personality consists of trait and type. Trait itself is explained as theoretic construct that pictures unit or core dimension from personality. Trait approach towards personality attempts to distinguish individual basic nature that directs behavior. This approach focuses on general personality and more related with given personality that predicts behavior rather than with developed personality.

Trait is disposition to behave in a certain way, just like reflected in one's behavior in various situations. Level of basic personality trait changes from adolescence to adulthood. McCrae and Costa believes that during a period of age 18 until 30, people are under a process to adopt a stable configuration trait, a constant stable configuration after the age of 30 (Feist, 2006). Allport believes that Trait unites and integrates one's behavior with causing one individual to do a likely approach (both purpose and plan) towards different situations. Even so, two individuals that have same trait do not always show same action. They can express their trait in different ways. This difference is what makes each individual become a unique person. Therefore, Allport believes that individual can only be understood personally if using tests that use group norms.

Leadership is a Process That Takes Time

Leadership is a process that takes a long time. There are four meaning components of leadership, which are: process, influence, a group of human and common goal just like what is delivered by Northouse (2000). Thus, when talking about the process it mean one period, not the immediate and sudden one, it has to go through a long process – sometimes even a very long one, built from good and positive habit consistently and continuously, and even going through some big cliffs and challenges in a leader's life. What is being delivered with theory approach by Northouse and Yeakley in four main and basic characters that are love, integrity, servant heart, cannot be build in a short period of time. Northouse pictures it in a way that is very large and macro, meanwhile Yeakley pictures it in a micro form, depiction of character development, deepening furthermore from four main characters locates in the phenomenal servant leadership.

Good Environment to Shape the Character of an Effective Leader of Nation

Some of education experts say that in building character has to go through multi sensory approach or with the approach of complete five senses and comprehensive, not just learning approach that goes with one way communication, but also the one that is participative and in a form of dialogue and discussion that uses complete five senses (Meyer, 2002). Also many education experts like Toynebee, starting from something that is called conscious approach, that if built with consistency will become good habit, and eventually the character of an effective nation leader is shaped. This environment can be built from the present leaders and facilitators that are open to things, not closed-minded, so that the atmosphere or culture that is creative and innovate will be built – which will create a leadership training that is effective and beneficial for new leaders.

Character Shaping Nation Leaders and Its Dynamics

Character shaping of the nation leaders and its dynamics is very crucial in facing challenges and threats that will grow bigger in the future – both in Indonesia and all over the world, but the dynamics of condition and situation – just like what has been delivered in the introduction chapters – are a lot.

Cultural Context in Character Shaping of Nation Leaders

Cultural context also holds many important roles in building the character of this nation's leader, the democracy culture makes the openness get even more exposed and stomped the joints of our lives as a nation, in the era before the reformation character building is believed to be developed only from one doctrinaire concept, but also in a demographic context nowadays make a big consciousness of an open and honest communication, also sustainable, truth cannot be held only by the elderly, but can also be held by the young generation that goes even more conscious in freedom of thinking, talking, and negotiating. The presence of leader adds the changes the cultural context in Indonesia – just like the leadership of Jokowi in building Jakarta. New culture that is open, egalitarian,

and willing to communicate with anyone without knowing the boundaries so that the openness grows bigger and becomes a good model in building a big nation like Indonesia.

The Typology about Character of Nation’s Leader both Generally and Spiritually

Typology and general approach about the character of Nation’s Leader both generally and spiritually, according to the Old Testament will be explained deeply. It is taken from the strategic SWOT analysis approach, which usually be done in researching things that relate with what is going to be develop in the future and even near future, the situation has gotten very critical, because relatively there is no more positive example that we can get from secular world and even the world that is more spiritual, both from the public side that is being shown daily from the elite officials and educators in this country – in newspapers, television, internet – and even in front of our children and young generations.

The writing below will give some important input, the following question given is the research question delivered in this article: “write any identification that grow about yourself, and what is the meaning of that growing identification for you?” I try to know myself using the SWOT Analysis (Strength, Weakness, Opportunity, and Threat)

Tabel 1 Strength, Weaknesses Opportunity and Threats

S	W
High Confidence	Lazy
Easy Going	Procrastinator
Trustworthy	Easy to Like Someone
Responsible	Moody
High Level of Empathy	Reckless
Faithful	Hotheaded
O	T
Career Opportunity	Task Piling Up
Have Many Friends	Inefficient
Trustable	Can Easily be Tricked

Tabel 2 Strength, Weaknesses Opportunity and Threats analysis

	strengths	Weaknesses
Opportunities	SO> Taking advantage of the confidence, honesty, and high responsibility in taking tasks given so it opens up more and better career opportunities.	WO> Starting to make to-do-list in order to keep the tasks done immediately, thus creating more space for “me-time” for stress relieving. Happy at work, happy at home, happy anywhere with starting new discipline lifestyle.
Treatss	ST> Starting to map the task and delegate to the subordinate, doing sharing and discussion with friends and family to deepen knowledge about how to mingle and fit in.	TW> Making a timeline of discipline lifestyle, to be measured and evaluated to minimize the comeback of weaknesses that leads to easy access of threats.

The meaning of this self-identification is, weaknesses, threats, challenges, and hard times that people have been through in life is a way or system that has been set by God to make people stronger, more ready and mature. Life goes on, era changes, lifestyle changes, everything changes, so people's qualities have to change constantly to the higher level. The message is that a person that is better than yesterday is a lucky person and vice versa, a person that is not better from yesterday is a doomed person. Faith is the strongest fort in me, even though sometimes I got myself in the lowest level, but my power of faith that God gave always helps me from my downturn.(D'Souza, 1997)

In order to know one self deeper, a person is also demanded to do self-analyzing, where an individual reflects to the past and –being completely honest to themselves- evaluate the positive and negative behaviors, attitudes, and relations. Other than that, people can know themselves deeper by the observation of others, for example: friends, family, and people around them. This is very helpful especially in digging the potentials that people do not realize, but others can see them clearly and being with other people can also be a way to know one self. Being with others makes one able to do comparison. Therefore, in togetherness with other people, one can really find one self-potential that sometimes is hidden. People can also know themselves through the variation of life experience. The most important thing is to be brave enough to go out of the life's routine limitation.

CONCLUSION

The presence of management and leadership for urban and its dynamics Jakarta and Indonesia is not too far different with data input in several universities in Jakarta and its fringe area (especially for Bina Nusantara University). Young people of Jakarta and its surrounding are still aware on caring some people especially poor people and marginalized people around the urban area, however, the government should accomodated that with various related and interesting events and programs, through this awareness the youth could understand more about people. Social Entrepreneurship is one of the solution that is possible and realistic to develop people and human capital around places in Jakarta. From the diagram before, it explains about civil society role in community and society, including government, private sectors and various local organizations and people, but before that, the real problems have to be examined. Assesment for people including people with disabilities, old people, woman, children should be included in every single areas of life even in the city itself. By developing and building infrastructures based on that awareness, however, it is not applied automatically, people should taught and facilitated especially youth or young leader to understand that, since they are still in the universities. It is not about what more detailed programme must be built, it is about developing the mind changing programme and approach in near future and soon. By using this approach more effective and excellence social entrepreneurs or busines and nonprofit organization could be developed in near future. Leadership and management style, strategy and tactic could be used and chosen contextually and easily since it is written in a manual already. Inclusive Design is not only talking about architecture, but this is something like a wake call for all of us to do the action as soon as possible before worsen situtation coming in these generation, and make Indonesia getting ugly and bad in future.

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