

Empowering Leadership in Indonesian Higher Education: The Role of PEMIMPIN Initiatives

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Abstract

In Indonesia, leadership in higher education is essential to forming learning environments and promoting institutional progress. As the educational landscape changes dynamically, good leadership becomes essential to handling complex issues and accomplishing strategic goals. Although attempts to create leaders have historically concentrated on positions in upper management, newer programs stress how important it is to provide these kinds of chances to workers at all levels of higher education. This paradigm change recognizes the value of distributed leadership and the individual contributions of people at many organizational levels.

Indonesian universities are actively implementing customized training programs to equip employees at all levels with the abilities, information, and mindset needed to contribute significantly to the institution's development and innovation. This inclusive strategy aims to maximize the potential of each member of the academic community by fostering a culture of shared accountability and collaboration across hierarchical barriers.

One such initiative, Perkumpulan Pendidikan Kepemimpinan Perguruan Tinggi (PEMIMPIN), was created under the Erasmus+ Capacity Building program known as "Indonesian Higher Education Leadership (iHiLEAD)" in partnership with universities from the UK, Slovenia, Spain, and several Indonesian institutions, including the Directorate General of Higher Education. PEMIMPIN aims to stimulate constructive transformations in Indonesian higher education establishments by implementing programs that include curriculum improvement, technology integration, and knowledge growth. It provides self-development training and a platform for disseminating best practices and research findings in higher education leadership through various media. The PEMIMPIN programs in Indonesian higher education contribute to improving human resources in leadership. This is particularly beneficial for collaborative learning and experience sharing, which are critical for institutional growth and innovation.

Keywords: higher education, leadership, Indonesia, Erasmus+, iHiLead Project