

ABSTRACT

The career journey of a leader in an organization has complex dynamics and is influenced by various internal and external factors. This study aims to explore and describe the journey of leadership development experiences of Regional Chief Executive Officers (RCEOs) at Bank BRI, as well as to identify critical experiences that contribute significantly to the formation of their leadership capabilities.

This study uses a qualitative approach with a phenomenological method, which allows for in-depth exploration of the experiences and meanings constructed by individuals in their career journeys. Primary data were obtained through in-depth interviews with RCEOs of Bank BRI who were selected using purposive sampling techniques, based on certain work experience and tenure criteria. Meanwhile, secondary data were collected from internal documents of Bank BRI, annual reports, and related publications. The results of the study are expected to provide insight into the factors that shape the leadership of an RCEO, the challenges faced in their career journey, and the strategies they implement to develop leadership skills. These findings can be a reference for leadership development in the banking industry and help organizations in designing career development strategies for future leaders.

Keywords: *Career Journey, Regional Chief Executive Officer (RCEO), Leadership, Bank BRI*

