



Natural System Learning from the Institute of Human Excellence (IHE)

CTT Part I Foundation Training from IHE

PROGRAM OVERVIEW

This is an accreditation course from IHE for you to become an authorised user of the Cultural Transformation Tools. It is specifically designed for individuals who want to leverage powerful metrics to develop their organisational culture and manage their transformation processes with greater effectiveness. Supported by IHE's most advanced training system and certification pathway, you are empowered to expand your resource and impact as a change leader.

Your trainer [Niran Jiang](#) is a highly effective organisational development practitioner with over 25 years of diverse experience from around the world. She has led some of the most high-profile transformation initiatives using CTT tools, and is also a seasoned trainer who has developed thousands of coaches and CTT practitioners worldwide.

Niran will guide your learning with a wealth of practitioner knowledge, client case stories and best practice studies. Participants will engage in a highly experiential journey to develop CTT expertise, practical skills as well as self-belief to make a difference in this field with your personal edge.

PROGRAM OBJECTIVES

The objective of this training is for you to understand the seven levels of consciousness map and to gain practical skills in various aspects of the CTT diagnostic tools and their applications. By the end of this training, you will have a clear understanding of the Barrett Seven Levels of Consciousness Model, its heritage and philosophy. You will understand the process for setting up values assessments for your clients or organisation and you will be proficient in reading and interpreting the values assessment data. We aim to enable you to feel confident to apply CTT models and tools with knowledge and integrity.

Course material includes:

- Introduction to Barrett Values Centre
- The Seven Levels of Organisational Consciousness
- The Seven Levels of Leadership Consciousness
- The Six-Part Business Needs Scorecard Diagnostic
- How to use the Cultural Transformation Tools® – Individual Values Assessments (IVA)



- Team Values Assessments (TVA)
- Cultural Values Assessments (CVA)
- Merger/Compatibility Assessments
- Leadership Values Assessment (LVA)
- How to interpret and present the results of the Values Assessments
- Assessment logistics, pricing and marketing support
- Results of your own Individual Values Assessment

How you will benefit:

- The right to use the Cultural Transformation Tools® (CTT Accreditation)
- Detailed understanding of how to use the Cultural Transformation Tools®
- Affiliation with Barrett Values Centre LLC
- Opportunity to join the global CTT Members Network

Upon successful completion of the programme, you will be accredited to use a powerful suite of values-based diagnostic tools. You will be certified with CTT Part I and CTT Part II accreditation with access to all CTT products and online consultancy materials.

PROGRAMME DETAILS

Location: Belgrade, Serbia
Date: July 17 – 18, 2018
Fee: 1,500 euro

The program fee includes prework administration such as various values assessments for yourself, CTT Foundation workshop, full accreditation to use all CTT tools, and access to online presentation, training, marketing, research and consultancy materials.

After the training, you will also receive a free Individual Values Assessment. This is designed for you to further integrate your learning from the training and to kick start your CTT client work.

Niran and IHE may be engaged to guide your next steps, mentor your practice, support you in delivering complex CTT initiatives, and/or designing large-scale transformation journey for your clients.

COMMENTS FROM PAST PARTICIPANTS

"I highly appreciated Niran's experience. The clarity of the words she uses to explain the tool and its benefits is something fantastic. Very energetic and healthy training, I truly believe the course is great. Niran was an exceptional facilitator. I wouldn't



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hesitate to recommend her for new training programmes whether for myself or to other. Very dynamic, optimistic, with a great sense of humour." - Ignacio Diorio, VMBC, Argentina

"The training may have changed my professional life. I love the tools and what you can do with it. Perfect adaptation to my needs and learning style, realizing how powerful is the tool, surprisingly in coaching. I love Niran. Highly efficient and professional, yet human and authentic." - Solime Gaboriault, Foug, Canada

"It is a very powerful tool that provides us with access to information that is usually difficult to get to. Niran has such a great knowledge and experience with CTT tools and was very encouraging to all of us during the whole training. She has a very positive and simple way to communicate with trainees. I found the training went by too quickly. She conveyed her passion and patience and gave me confidence to begin my own journey with CTT tools." - Dany Trudel, CAE Inc, Canada

"Great insights and sharing of experiences from Niran. This brought the material to life and really helped understand the use and context of the values assessment and how they are used. Niran is very inclusive and welcoming, with a wonderful warm approach. She provided a training environment which encouraged interaction." - Adrian Selley, nab, Australia

"Niran was an excellent facilitator - very knowledgeable and able to explain theory using real life examples. Breadth of the experience Niran could bring into learning environment was amazing." - Angela Gardiner, Medicare, Australia

"Most valuable to reflect on Barrett's model, my own framework/theory of adult development and listen to a thoughtful, experienced researcher and OD practitioner in Niran. She is sophisticated and subtle, conceptual and practical at the same time. She has a good theory of development and philosophy of life that together with her experience in the fields of organization and individual development provides wonderful insights." - Cam Danielson, Odyssey, USA

"The personal examples that the facilitator shared from her own experience with customers were of immense value for me. The training was just right for people like us – who are already at a certain stage in our own personal and professional development – to get us in the right mindset so that we could effectively explore on our own wealth of knowledge and expertise. I really appreciated every step of the experience with the facilitator. She was authentic, open, easy to approach, genuine, empathetic and fully present for us on one side, and experienced and competent as an expert on the other." - Natalia Blagoeva, Eudaimonia Solutions, Bulgaria

"Prewrite was very helpful in gaining an understanding of the foundations, which expedited the learning experience. Niran was excellent at listening to each of the



participant's unique needs, experiences and questions and responded effectively to these inquiries. She did a wonderful job at facilitating learning for each of us. She kept things balanced between emotional and intellectual learning and having fun. She created an extremely comfortable environment for learning." - Ron Thomas, Butler University, USA

"I liked the way Niran engaged the group. Understanding the depth of the tool and the various ways in which it could be utilised is a highlight for me. Niran is an amazing trainer, available before the course and very pleasant during the training to ensure we connected amongst participants." - Sandra Saint-fleur, Air Canada, Canada

"Niran has a wealth of experience and knowledge, and is skilled at making the content accessible and engaging. Niran adapted her approach effectively to meet the needs of the group, and ensured that all participants were engaged and had the opportunity to practice use of the tools. I felt energised after the training, and can't wait to get started using the tools." - Jim Irving, University of York, UK

PROGRAM FACILITATOR: NIRAN JIANG



Niran co-founded the Institute of Human Excellence with Sir John Whitmore. She is a strategic advisor, change facilitator and executive coach, with over 20 years of personal and organizational development experiences around the world.

Her areas of expertise include leadership development, cultural transformation, business innovation, diversity and inclusion. She has led high-profile organizational transformation initiatives across a wide spectrum of sectors. She coached hundreds of executives and managers with diverse cultural, social, professional and personal backgrounds. She is a seasoned trainer who has developed thousands of coaches and change consultants worldwide.

Niran is actively involved in social change globally. She is the initiator and a co-founder of Be the Change Australia, a grass root organisation that educates, inspires, and enables people to take personal responsibility for a shared global future. She is a keynote speaker on emerging business and social topics. She serves as an executive director for the Club of Budapest in Australia.



Niran started her career as an assistant professor at Shenzhen University and was one of the first generation academics in China to pioneer free market economy. She was a research fellow on cultural anthropology at the University of Utah. An ex-executive at Coca-Cola and SC Johnson, Niran managed large brands and businesses internationally. She built the first trends intelligence function for Coca-Cola USA to lead strategic planning and innovation for company's high profile brands. Her innovation work at S.C. Johnson led to the largest acquisition in the company's history. Niran was on faculty for The Business & Sustainability Program, established by The Prince of Wales and the University of Cambridge.

Niran has designed and delivered large-scale transformation programs for a diverse group of organizations involving from 50 to 330,000 people, with clients such as NIB, Telecom, Datacom, Sunbeam, Saville, Sun Microsystems, Westpac, Social Venture Australia, Lee Cooper, RogenSi, CommInsure, ING, BT, China Mobile, Bank of China, National Trust of Australia, City of Ryde, Novozymes, Sephora, TAL, Jesuit Social Services, NZ Police, Department of Human Services, Centre for Excellence in Child and Family Welfare, Calvary, Mars, L'Occitane, Richemont, Australian Drug Foundation and the Australian Graduate School of Management.

Working with boards, executive teams and whole organizations, she has accumulated rich experiences in moving through and harvesting political complexities and nuances among senior management teams, to shift mindsets, to evolve group dynamics and to change individual behaviours. Niran has a keen ability to address behaviour issues yet identify root causes to create sustainable results, and her natural system based methodologies empower clients to accelerate people development and organisation transformation.

Niran holds a Master of Business Administration degree in Strategy from University of California at Los Angeles, a Master of Science degree in Organisational Management from Nankai University, and a Bachelor of Science degree in Genetic Engineering from Nankai University. Niran is a worldwide trainer and consultant for CTT (Corporate Transformation Tools) certified by Richard Barrett & Associates. She is a certified MBTI practitioner. She is a regular faculty for the High Impact Performance programme at ING Business School.

Born in Inner Mongolia, Niran lives now as a world citizen. She is a Kungfu artist and spends abundant time in nature - walking, diving or surfing.

ABOUT IHE

The Institute of Human Excellence (IHE) was founded by Sir John Whitmore and Niran Jiang to serve organisations who wish to develop their people to the highest levels of performance at work, to have greater fulfilment in their personal



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lives and to make a contribution to the wider community. IHE provides advisory, consulting and coaching services in the area of leadership, transformation and diversity.

IHE taps into collective wisdom and natural systems to accelerate people development and organisational transformation. We bring a whole system perspective to the complex issues humanity and corporations are facing today, such as the economy, the environment, cultural diversity and innovation.

We are seldom prescriptive for we prefer to facilitate our clients to discover their own sustainable solutions. In doing so, we place ourselves in the best position to serve others to uncover their innate potential for greater good, to nurture their latent creativities for transformation, and to foster their hidden courage for collaborative leadership.

As a leading institute for organisational development, IHE provides in-house programs, public programs and one-to-one programs around the world throughout the year. Organizations across sectors have been choosing IHE as their preferred partner for cultural transformation, leadership development and executive coaching.

For inquiries, please email info@ihexcellence.org, or call us at +61 (0) 2 9400 7018, www.ihexcellence.org