



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

Integral CTT Practitioner Training from IHE

PROGRAM OVERVIEW

If you wish to become an integral change agent to aid human consciousness evolution, this is an essential training for you. It is designed for consultants, change agents and human resource professionals who want to become highly skilled and confident in leveraging the Cultural Transformation Tools (CTT) for leadership development and organisational transformation.

This is the best CTT certification training if you intend to start using CTT in a practical way to shape, design and lead cultural transformation journey, either as an internal change agent or as an external consultant. It is designed to give you a deep understanding of the CTT Models and Tools, as well as practical experience on how to apply CTT in your cultural transformation process. The course also provides an opportunity for your own personal transformation experience.

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. She 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.

This training covers all the essential elements of our CTT Part 1 Models & Tools and CTT Part 2 Building a Vision-guided, Values-driven Organisation programmes. Yet it goes beyond by leveraging IHE's integral training methodologies to offer you a development journey to integrate your learning and application to become a successful CTT practitioner.

PROGRAM OBJECTIVES

The objective of this training is for you to deeply explore the seven levels of consciousness map and to gain mastery in various aspects of the CTT diagnostic tools and change process. We aim to enable you to feel confident to apply CTT



models and tools with knowledge and integrity as well as to build your capacity to be the change you wish to see and to carry the work you deliver to your clients.

The baseline programme represents the latest harvest out of a collaborative training re-design journey among the CTT trainer network worldwide. It is underpinned by the collective wisdom of the CTT practitioners as well as clients since the inception of the CTT tools. Upon this foundation, Niran Jiang will lead you through an integral whole person, whole system journey, co-created with you to:

- Gain technical skills in CTT assessments and develop your strategic mastery and artistry to facilitate change process.
- Immerse in a natural system of learning and transformation with images, symbols and metaphors to uncover your inner knowing and intuitive insights.
- Expand your horizon on human development and change dynamics grounded in the converging wisdom from Western psychology and Eastern traditions.

You will have fun exploring in an experiential, interactive and action-learning environment for self-discovery and personal development. Your learning will be enriched by the personal stories, real life examples and case studies from Niran, You will practice through case study and be empowered to act as a transformation facilitator for bringing cultural transformation to life with your clients.

Upon successful completion of the programme, you will be accredited to use a powerful suite of values-based diagnostic tools as well as to gain practical process tools and methodologies for designing and facilitating leadership and organizational transformation journey. You will be certified with both CTT Part I and CTT Part II accreditation with full access to all CTT products and online consultancy materials. You will be listed as a CTT Practitioner on the global directory of Barrett Values Centre.

PROGRAMME DETAILS

Location: Belgrade, Serbia

Date: July 17 – 20, 2018

Fee: 3,000 euro

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



You will also receive either a free Small Group Assessment (for up to 20 people) or a free Leadership Development Report, as well as 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

"It was the best training I have been on. It exceeded all my expectations. The learning style that Niran imparted was so unique and is definitely the best way of learning. She really enabled the group dynamics to flow and spent a great deal of time focusing on the mindset, which was really important. Wow – what a fabulous facilitator. Niran took us on a learning journey that I never expected. Her strength, compassion, warmth, wisdom, and humour was inspiring and made me crave to learn. I did not want the training to end! Niran is a unique facilitator and I hope she continues to share her gift with the world." - Melissa Chamberlain, Department of Human Services, Australia

"Niran's "highest" level of consciousness inspired me as a coach and facilitator of CTT and so much more. Her grounded-ness in business and connecting head with heart – culture with strategy, survey with bigger business needs - was invaluable. Her holding space, her clarity and conciseness, sharing of her personal business experiences, laughing at her humanity and her openness is amazing. Her vulnerability is beautiful. Her mastery of the tool, of coaching and of business transformation is inspirational and she's shown me many ways I can better serve my clients deeply and meaningfully." - Malti Bhojwani, Coach & Facilitator, Singapore

"The training is about putting you in the great space of opportunities that you are given a wand and you just need to know what to touch, why and HOW. Niran with her energy and high vibration made the space so real for us although it was a virtual training. Her pure authentic style clearly set a great role model for all as future CTT practitioner. She could so much live within our energy and space as if she knows us for long time. I do so much appreciate her wisdom she puts in the last 5 days. How I feel about her is; She is like a deep ocean and you can find anything you are looking for with her. She has all the stars from me." -Canan ILTER, Enso Executive & Corporate Coaching, Turkey

"The open space and speed of bonding that Niran has created for discussions brought in the human aspect as not to turn it into a solely practical zombie training. The deep questions that were asked provoked transformational



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thinking. Niran is truly an amazing being. Her presence, wisdom, experience, knowledge, vulnerability and sense of humour were the core pillars for the success of this training. I enjoyed every minute of it. Thank you for being a great facilitator."
-Ahmed Gadelhak, SBG-PBAD, Saudi Arabia

"Being able to learn in a non-judgmental and kind space was renewing and re-energizing, taking the content to a new level of understanding and experience. Most valuable to learn from Niran and her balance of competency training, the technical knowledge and deep experience. Niran is truly extraordinary, dancing with dexterity between the levels of consciousness in her teaching and her presence, with love, strength, wisdom, knowledge, humour and generosity. This training was a gift and a privilege. It has opened up new paces of awareness for me, and new possibilities for community connection and meaning." - Hayley Kodesh, P 7 Consulting, Australia

"The training made me gain awareness of my limiting behaviours and the methodology is very powerful and mind-opening. The highlight during the program was the very high level of open-mindedness and truthful sharing with the group in a very intimate way. It has just been a pure pleasure and lesson of deep and infinite compassion. Niran is a master in using the power of words and triggering deep consciousness. I am so grateful for discovering a part of me, hidden deep inside that is finally revealing. Having the opportunity to build my knowledge and practice based on this powerful methodology is a source of new energy I so desperately was looking for." - Julien Schmidt, L'Occitane Group, France

"The wisdom and experience sharing from Niran really enlightened me both personally and professional. The interactions with other participants made the sessions highly lively and rich. Niran created an open and learner-driven atmosphere, showing us the way without being directive. Her positive energy really radiated through the virtual conference technology, connecting all of us like in the same room, letting us feel and explore possibilities. My own idea space kept expanding. Niran lives the values and transformed us." - Catus Lee, Zensiblo, Hong Kong

"I am delighted in the learning. I love how Niran presented and how she got us in interactive discussions that allowed us for insight and discovery. This will take my work to a whole new level. The whole course was a mind and life changing experience. Niran is a master, with incredible skills to bring us out, open us up, to learn new things, all in a space of fun and value. Excellent trainer, great insights, fabulous nuance and exquisite sight and intuition. Couldn't t have asked for more." - Marcia Martin, Marcia Martin Inc, USA

"Niran is a brilliant facilitator. She kept a good pace constantly checking for my understanding and inviting my contribution. Niran is very passionate about the



subject matter and delivered it with humility and insight. Niran brought the tools vividly to life for me and helped me understand my role as facilitator better. I am clear now that I don't have to carry the burden for the process or the results. The client invites me to dance, I start dancing..." - Anne Mwaniki, Kiota Consultants, Kenya

"The practice sessions with other participants and the chance to use the tools live was extremely valuable. I really enjoyed the dialogues and the sense that the work is what emerges, rather than the traditional hierarchical "teach > learn" dynamic. The shared energy in the space created by Niran was very special- nurturing and supportive, allowing each of us to drop the armour and show up fully. I am full of wonder and appreciation at the inner wisdom and skill evident in how this space was created. Niran is warm, generous, caring and wise. Someone who has such experience and knowledge in both camps: the outer/ yang world of corporate and the inner/ yin world of self-inquiry. The elder/ mentor figure I have often dreamed of connecting with." - Jiro Taylor, Coach, Australia

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.



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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