



CULTURAL TRANSFORMATION TOOLS

Training for Consultants, Change Agents and Human Resource Professionals

Part 1: CTT Models and Tools

A Comprehensive Accreditation Program including a Workshop,
Mentoring Sessions, and Post Training Support

Supporting Leaders in Building Values-Driven Organisations

Purpose:

To provide consultants, change agents and human resource professionals with models and tools for assessing individuals, teams and organisational cultures. The Part I CTT Models and Tools program is a comprehensive accreditation process, including a two day workshop, two individual mentoring sessions and post training periodical case material support. Participants will be involved in lecture, discussion and group activities. At the end of the program, you will have a detailed understanding of the Cultural Transformation Tools® and how to carry out values assessments. You will be provided with the materials necessary to promote this concept with your clients. You will be supported by the Institute of Human Excellence (IHE) in implementing your first CTT assessment with confidence and success. The Cultural Transformation Tools® are currently being used by companies such as ANZ, Microsoft, Mars, Siemens, Ford Motor Co., Volvo, Mitsubishi, McKinsey & Co., PricewaterhouseCoopers, L'Oreal, ING Bank, Ikea, Ericsson, Kraft and World Bank.

Program Objectives:

- To familiarise participants with the background and theoretical frameworks of the Cultural Transformation Models and Tools
- To provide participants with an understanding of how to work with the Cultural Transformation Tools® and present the results of Individual, Team, Corporate, Leadership, and Cultural Compatibility Values Assessments to their clients

Seven Corporate Transformation Tools®:

- Individual Assessments
- Team Culture Assessments
- Corporate Culture Assessments
- Leadership Values Assessments
- Mergers and Acquisitions Compatibility
- Cultural Compatibility Assessments – Selection of New Employees
- Customer Assessment of Corporate Values

You Will Learn:

- Why cultural capital is the new frontier of competitive advantage
- The consequences for business of the shift from the Information Age to the Consciousness Age
- What successful companies are doing to create cultural capital
- The Seven Levels of Corporate Excellence
- The Seven Levels of Leadership Excellence
- The Six-Part Balanced Needs Scorecard Diagnostic
- How to market CTT with your clients

How You Will Benefit:

- Detailed understanding of how to use the Corporate Transformation Tools®
- State-of-the-art techniques to apply in your own practice
- Affiliation with Richard Barrett and Associates
- The right to use the Cultural Transformation Tools®
- The opportunity to join the Cultural Transformation Tools® Network
- The opportunity to meet like-minded agents

Niran Jiang

Niran Jiang is co-founder of IHE and has 15 years of business and personal development experience in Australia, USA and Asia Pacific. She coaches, trains and consults executives in the area of innovation, culture transformation and leadership development. She supports leaders to build cultural capital, drive system change and sustain high performance.

Niran built the first trends intelligence function for Coca-Cola, USA to drive organisational growth. She led strategic planning and innovation development for high profile brands, including Raid, Shout, Windex, Ziploc, Coca-Cola Classic, diet Coke, Sprite, PowerAde, Mars and Uncle Ben's. She coached top retail, food and entertainment businesses, such as A&P, Kroger, Domino's Pizza, Sonic, Applebee's, Burger King and Warner Brothers. She worked closely with the top management teams at Masterfoods on a retainer basis to generate global growth in snackfood and petcare. Niran's strategic work at S.C. Johnson resulted in the largest acquisition in the company's history.

Niran started her career as an assistant professor of the International Finance and Trade Department at ShenZhen University. She was a director at the International Business Center in China's first special economic zone. Niran was an exchange scholar and research fellow on cultural anthropology at University of Utah in USA. Niran holds a Master of Business Administration degree in Marketing Strategy from University of California at Los Angeles, a Master of Science degree in Organisation Management from Nankai University and a Bachelor of Science degree in Genetic Engineering from Nankai University.



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**Institute of
Human Excellence**

Cultivating Human Excellence in People and Organisations