



How to  
achieve  
*transformational  
engagement*  
that drives  
*results*

CiEP successfully transforms how people do their work but does not change who they are. We focus on work habits and individual's perspectives on how they work. When you are focused on common values and interests, results are achieved that make everyone happy. At work and at home, CiEP connects with an individual's **natural behaviours achieving greater results with less effort.**

## CiEP Basic



Working with CiEP's principles you can expect clarity, less stress, better working relationships and a much better grip on one's own results. With this program a professional - often together with colleagues - dives into a number of important matters: identifying work habits that work and those that do not (anymore), planning and organizing issues and communication. As a group, participants experience new ways of thinking by getting acquainted with the basic principles of working effectively and consciously. This experience enables participants to create a better understanding of how they work, their structure and work processes. Specialized coaches offer participants practical support with a focus on adopting the CiEP principles in their own attitude, their behaviours, communication and work flow.

**Getting around to your work again.  
And to yourself. CiEP works!  
Visibly. Measurably. Perceptibly.**

What kind of people work in organizations that achieve above-average results? In most cases they are just ordinary people. But they do something that many people find difficult: again and again they opt for what works. With CiEP people experience that this behaviour can be copied and it quickly brings results for all concerned.



### **Again and again choose what works**

With CiEP Basic, people learn to choose and implement constructive working habits and enjoy what it brings to them in terms of energy and satisfaction. Disruptive working habits are abandoned. The goal is to transform these working habits permanently. Integrated in or added onto the CiEP Basic program you can also make use of:

- Personal CiEP Value Profiles
- CiEP results certificates
- Personal coaching
- CiEP Going program
- Customized training, coaching or consultancy

*If values are linked with  
day-to-day practice dreams  
come true*

# CiEP for Teams



Do you want to reinforce the strength of the team? With CiEP for Teams you create the conditions for teamwork that are much more than merely effective: Results that are achieved together generate so much energy! This program provides participants insights about their individual values and enables them to re-align with common goals and intentions. In addition, genuine willingness allows team members to speak up about bottlenecks, holding each other accountable or accept being held accountable by someone else. This team development ensures that people are working together, side by side with shared successes. An in-depth team analysis, establishing value profiles and a number of practical (homework) tasks are all part of this intensive program.

**Increase mutual partnership. More capacity for inspiring collaboration.**

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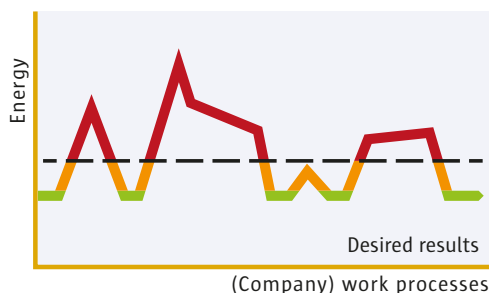


## Sharing values, multiplying strengths

CiEP for Teams is a program, which makes desired behaviour contagious. Starting at the base, so that people start moving. That base does not consist of a logical set of rules, but of clarity about commonly shared values. These CiEP tools are used for diagnosis and to keep inspiring collaboration alive and kicking:

- Team Effectiveness Analysis
- Team and Organizational Value Analysis
- CiEP Basic for teams
- CiEP Teamcoaching
- Facilitator training

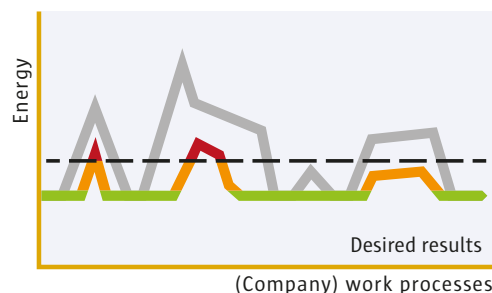
*If values are linked with day-to-day practice dreams come true*



■ Overload

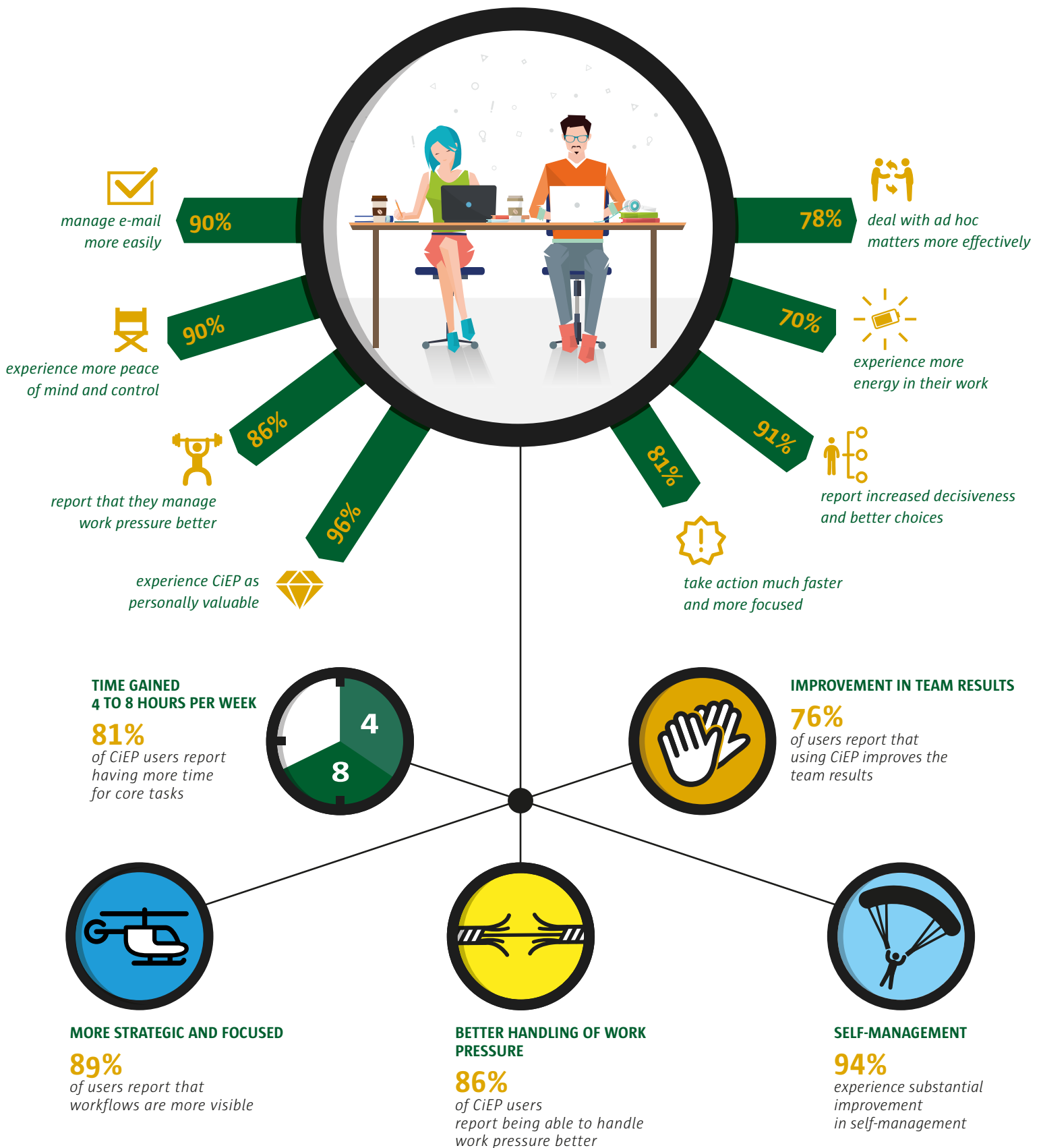
— Employee's energy

■ Restore and recharge period



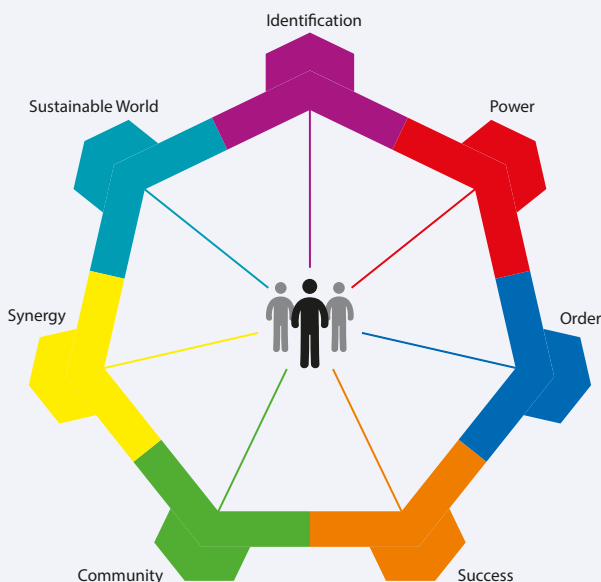
(Company) work processes

# What effect experienced users of CiEP?



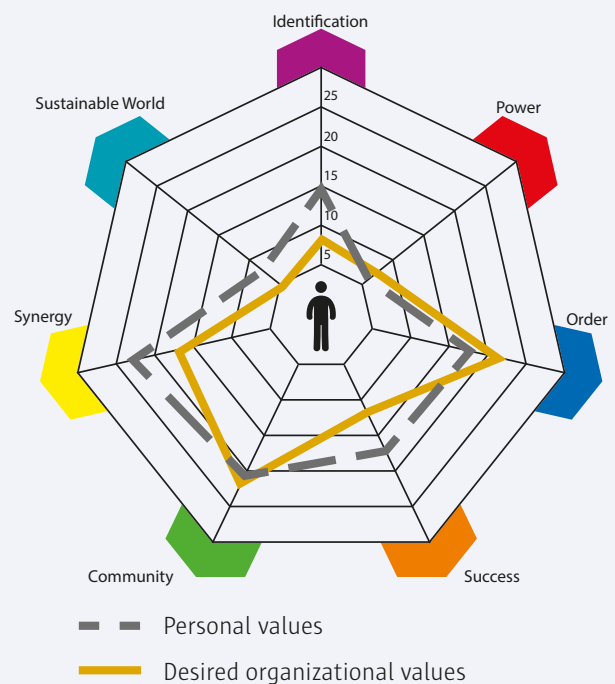
## Value profiles: self-knowledge generates strength

The choices that people make in life and work have a common ground: personal values. CiEP offers a practical set of tools that enables the individual to obtain insights into his/her personal values. This is enlightening, not always pleasant, but it is key if a person knows what is driving his/her actions, or inhibiting them. A value profile shows personal pitfalls, helps to remove barriers and allows the constructive power of self-knowledge to do its work. It is indispensable in the context of organizational development, when dealing effectively with changes or working on personal development.



## Team and Organizational Value Analysis

This tool provides insights into commonly shared and opposed values that characterizes an organizational culture. The Value Analysis reflects the interaction between the team- or organizational values and the personal values of all the people concerned. It carries major advantages to have a clear picture of commonly shared and opposed values. For example, if organizational changes are desired, the Value Analysis can reveal which influencing strategy will have the best chance of being successful.



## Personal Value Profile

This tool reveals which 'value drives' are leading a person's behaviour. Participants make use of a digital questionnaire to map out their preferences and dislikes. Their underlining motives are made visible, open for discussion and reconsideration. What also becomes apparent is what takes or gives energy to a person. This makes new choices possible. Insight in personal (de) motivators is also useful for colleagues and managers.

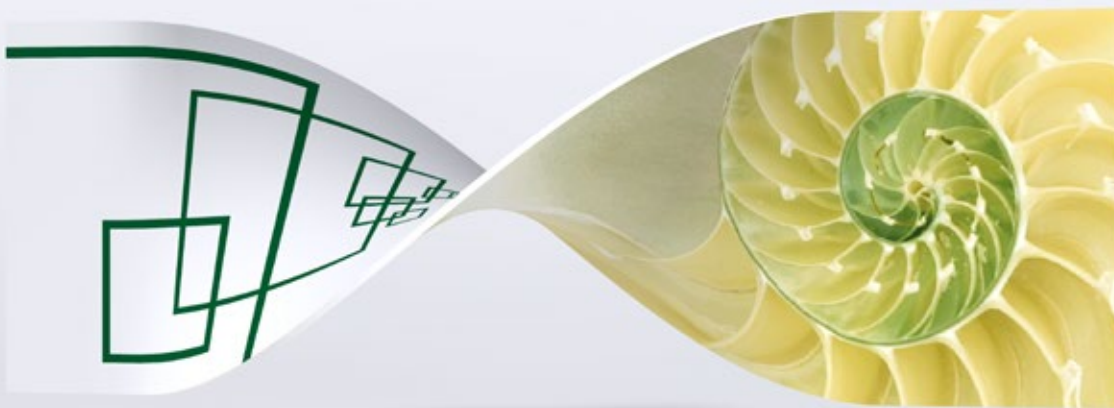
*Organizational values linked with personal values guarantee dynamic success*

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## **‘Willingness’ transforms into value driven action**

Since 1992, CiEP Training & Coaching has been working with professionals who work in office and knowledge environments. Organizations do not need to reorganize or change because of CiEP – on the contrary. Nor does CiEP change people. However, people get all the necessary support to transform their own behaviour in line with what they really want and what they are responsible for within their work. People learn to transform unfavourable working and living habits enabling them to align their attitude, behaviour and structure with what truly matters.

**Making inspiring results become a habit.  
In individuals, teams and organizations!**



**Change into Excellent Performance.**