

International Performance Professional (IPP™) Certification

Welcome to the IPP™ (International Performance Professional™) certification, which has been successfully implemented in various industries in China and is recognized by the International Society for Performance Improvement (ISPI) as its first official certification program based on a methodology from outside of North America.



1. Introduction

International Performance Professional™ (IPP™) is a certification program based on “GPS-IE® Management Improvement System”. “GPS-IE®” is an innovative and practical management theorem. It describes management as “everything is algorithm, everything is business, and everything is logic”. It simplifies complicated organizational management into a mathematical algorithm and measurable behaviors. It is an innovative management methodology that has truly risen in the field of management.

“GPS-IE® Management Improvement System” not only helps managers at all levels achieve performance results more effectively, but also assists enterprises to solve pragmatic problems in a truly mathematical, systematic, logic, result-oriented, and sustainable fashion.

IPP is a new management capability certification launched in 2018 by Improvement Consulting from China. The certification is at its birth an official ISPI certification program.

IPP certification has three levels: Primary, Intermediate, and Senior. Since its launch in 2018, 39 full workshops (2 full days in person or 4 online sessions each) have been successfully conducted till March 2023. Hundreds of participants completing the program and nearly 600 individuals have gained official IPP certification from ISPI. All of their names are listed on the ISPI official website.

https://ispi.org/page/ISPI_IPP

With a strong instructional and coaching team, IPP equips participants with frameworks and tools to establish a simple and standard management mechanism. When applied to more departments or an entire organization, a powerful organizational resonance could be achieved.

2. IPP in a Nutshell

- 1) A new way of thinking, that simplifies very sophisticated management to a simple, logical, and data-oriented format.
- 2) Different than other management theories since Taylorism.
- 3) An official ISPI certification program.
- 4) Based on GPS-IE® Management Improvement System, which was co-developed in 2011 by George Limin Gu and Hui Ding from Improvement Consulting based in China.
- 5) Logical and arithmetical certification criteria.
- 6) Truly systematic, mathematical, and full of logical tools.
- 7) Strong instructional & coaching team.
- 8) Help managers/professional achieve performance results more effectively.

- 9) Could be repeatedly applied at various organizations/departments/functions.
- 10) An IPP Certification process itself values as a Management Consulting Project.
- 11) Well-rounded design, including workshops, workbooks, one-on-one coaching, full-set workshop materials, etc.)

3. Target Audience

Basically, any working professionals, who are committed to improving results of their organization or personal capabilities; including, but not limited to:

- 1) Managers at any level
- 2) Business consultants
- 3) HR/L&D professionals
- 4) Other professionals who are responsible for improving organizational performance

4. Value

- **For business units:** IPP helps improve the ability to look beyond the surface, identify problems, root causes, and implement precise policies. Business leaders can enhance their self-management and team management methods and tools, develop the ability to identify the root cause of problems, make informed decisions using business logic and arithmetic formulas, and identify the most efficient and cost-effective approaches to achieving targets. As a result, they can become performance improvement / management consultants who can guide their teams towards continuous goal achievement.
- **For back-stage supporting functions:** By understanding the requirements of the business department and improving their problem-solving ability, they can become valuable partners to the business departments. Through IPP certification programs, the supporting functions can master the methods and tools to help the business departments improve their performance. They can also engage in in-depth dialogues with the business department to better understand their needs and concerns. By doing so, they can enhance their self-value within the organization, and become a true “Boss Partner” (BP).

In summary, IPP could not only help business departments achieve results directly, but also help backstage functions realize their value. In addition, IPP will also help enterprise development and personal development, cause GPS-IE guides participants return to the logic of mathematics and help them apply to their jobs. This trend represents the future of managerial growth and success.

5. Learner Benefits

- 1) Establish a true business analytics system for own work.
- 2) Design work in mathematical way to secure results.
- 3) Apply systematical tools to reduce cost & improve efficiency.
- 4) To improve management by logic to grow faster!
- 5) Gaining IPP certification.
- 6) Completing a mini real-job Management Consulting Project while learning.

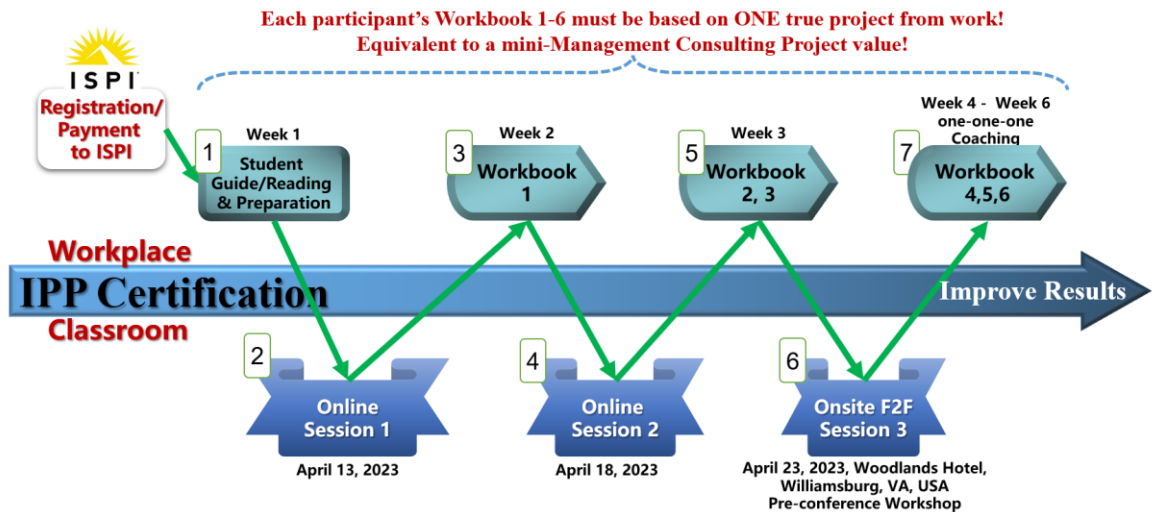
These benefits can provide significant value to professionals seeking to enhance their skills and

capabilities in performance improvement management, as well as increase their visibility and opportunities within the larger community.

6. Certification Process



IPP Certification Process (2023)



7. Content

Session	Contents	Workbook
1st Session Online 3 hours	Introduction	
	Module 1: Introduction to Performance Improvement 1.1 Basic concepts of performance improvement 1.2 International Society for Performance Improvement (ISPI) 1.3 Another way of thinking - GPS-IE® Management Improvement System	
	Module 2: Identify Problems 2.1 Redefining Problem 2.1.1 Redefine problem. 2.1.2 How to describe a problem. 2.1.3 The Three Basic Principles at Work 2.1.4 What is Level-1 Problem?	Activity: Problems at work
	2.2 Five Steps to Establish Level-1 Problems 2.2.1 Outsource Thinking 2.2.2 The five questions to define value 2.2.3 Redefine “Product” 2.2.4 Define the standards of deliverables 2.2.5 Describe the Level-1 Problems	Workbook 1: Identifying Level 1 Problems

<p>2nd Session Online 3 hours</p>	<p>Module 3. Establish Level-2 Problems</p> <p>3.1 Establish Driver Equation 3.1.1 Design Drivers 3.1.2 Establish Driver Equation</p> <p>3.2 Define Drivers: 4W1H Tool</p> <p>3.3 Identify Key Problem 3.3.1 Create a Performance Dashboard 3.3.2 Identify key problems 3.3.3 Focus on key Level-2 Problem</p>	<p>Workbook 2-1: Establish Departmental Driver Equation</p> <p>Workbook 2-2: The Definitions of Drivers</p> <p>Workbook 3-1: Three- Wheel Matrix</p> <p>Workbook 3-2: Create a Performance Dashboard and identify key problems</p>
<p>3rd Session F2F 6 hours</p>	<p>Module 4: Identify Root Causes 4.1 Four Factors Affecting Performance 4.2 4W Cause Analysis Method 4.3 Determination of Root Cause(s)</p>	<p>Workbook 4: 4W Root Cause Analysis Method</p>
	<p>Module 5: Identify the Best Approach 5.1 Brainstorming Method 5.2 Input-output Matrix Method</p>	<p>Workbook 5: Input- output Matrix Method</p>
	<p>Module 6: Formulate Monthly Work Plan 6.1 Design an arithmetically logical action plan 6.2 Weekly reviews</p>	<p>Workbook 6: Design solutions to key problems</p>
	<p>Module 7: IPP Certification Process/Criteria 7.1 Three stages of tutoring and three supports 7.2 Certification requirements</p>	
	<p>Module 8: The Future of Management 8.1 Workshop Summary 8.2 The future of management</p>	

8. Pricing

Fees are payable to ISPI:

- 1) Non ISPI Member: USD1,000/person (USD900/person of 3-person group)
- 2) ISPI Advocate / Organization Members: USD500/person
- 3) ISPI Gold Member: USD700/person
- 4) ISPI Silver Member: USD800/person
- 5) ISPI Bronze Member: USD900/person

Fees includes, but not limited to:

- 3 times of online/F2F instruction
- One-on-one coaching of workbook for 3-4 weeks
- Certification Assessment
- IPP Certification by ISPI

9. Special Features: Coaching & Certification Material to Participants

IPP Certification Team wholeheartedly wish every participant could gain full and extra value from this process, therefore, unselfishly provides full-set of workshop materials and instructional resources, to ensure the learning effect of this process and secure future success of application at various organizations:

- 1) 3-4 weeks of one-on-one coaching to complete the 6 workbooks.
- 2) 6 Workbooks in total.
- 3) Full detailed student guide.
- 4) Job aids.
- 5) IPP official certification from ISPI
- 6) Congratulations Letters from ISPI.
- 7) Names of certified participants will be listed on ISPI web site: https://ispi.org/page/ISPI_IPP (539 IPPs till February 2023).
- 8) Each participant is entitled to a discounted copy of *Logic of Management* (English book), in the future.
- 9) Each participant automatically joints IPP community, will have the advantage to collaborate on future international management consulting projects (English & Chinese).

10. About Improvement Consulting

Improvement Consulting (IC) is a leader in management innovation and a pioneer in improving business performance results. It applies systematic thinking and mathematical tools to help organizations reduce cost, improve efficiency, boost growth, and unlock manager's potential. Co-founders George Limin Gu and Hui Ding developed the "GPS-IE[®] Management Improvement System" based on decade-long hard experiments/practice and dedicated research. During the past 12 years, Improvement Consulting has delivered GPS-IE[®] workshop more than 500 times and conducted 300 business consulting projects using GPS-IE[®].

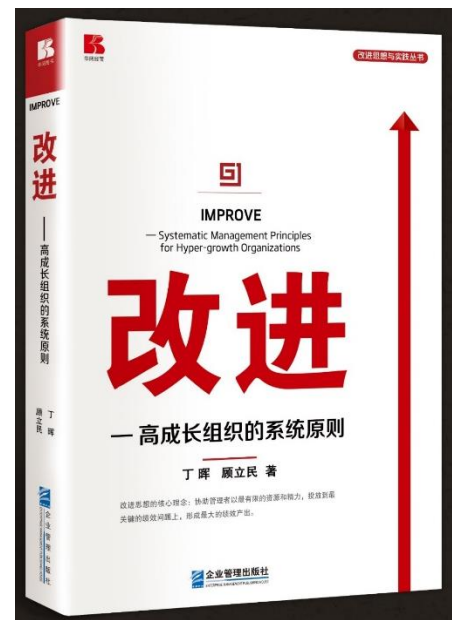
11. Fast/Fun Facts of Improvement Consulting

- 1) Was established in 2014.
- 2) Co-founder George Limin Gu has been with ISPI from the 1990s while studying in Minnesota.
- 3) Developed the GPS-IE® Management Improvement System.
- 4) Has been presenting since 2013 at ISPI and ATD conferences in USA, Canada, Korea, Taiwan, Europe, etc.
- 5) The debut of GPS-IE® at ISPI was at annual conference in Indianapolis in 2014. It was also Hui Ding's first overseas trip, ever; and first time to obtain a passport.
- 6) Has been delivering the GPS-IE® workshop for over 500 times since 2011.
- 7) George & Hui conducted GPS-IE half-day workshop at ISPI/EMEA several times.
- 8) Published *The Logic of Management* in October, 2017. About 50,000 copies sold so far.
- 9) Published *Improve – Systematic Management Principles for Hyper-growth Organizations* in July 2021. Its original name was “Principles of Management”, a would-be series of the Logic of Management.
- 10) GPS-IE® has been tested in over 50+ industries and 300 consulting projects over the past 12 years.
- 11) GPS-IE® has been recognized by many experts in HPT and HPI across continents.
- 12) A past ISPI president said: “Your GPS-IE is the real performance improvement.”
- 13) George became President-Elect of ISPI in 2021.
- 14) George was the President of ISPI Minnesota Chapter in 2001 and 2002. ■



The Logic of Management (2nd Edition)

By George Limin Gu & Hui Ding, 2017

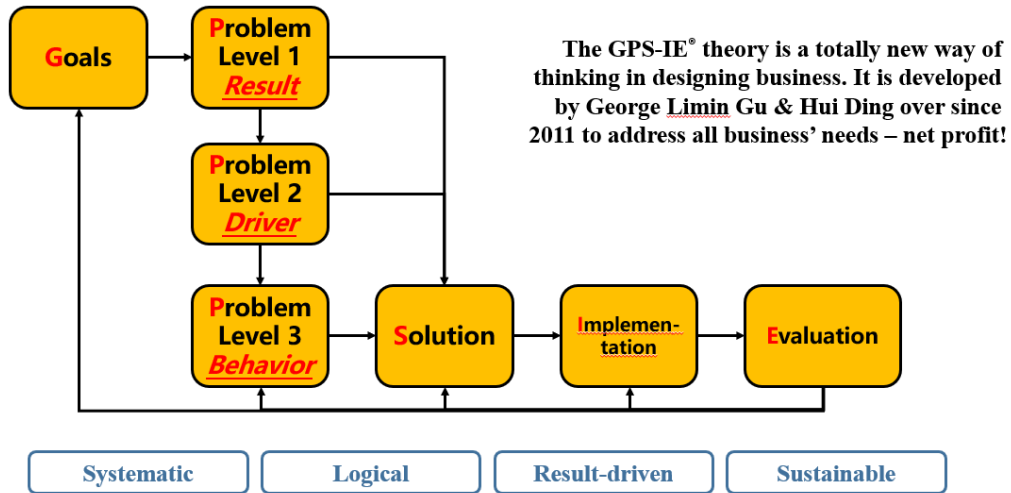


Improve

— *Systematic Management Principles for Hyper-growth Organizations*

By George Limin Gu & Hui Ding, 2021

IPP Is Based on GPS-IE® Management Improvement System



GPS-IE® Management Improvement System