



International leadership and organizational advisory firm

Introducing VALPEO



Our Purpose

We are driven to support the creation of **sustainable value**,
by fostering a **transformative understanding**
of **people and organizations**.



- Originated in Belgium in 2005 from renowned and award-winning leadership consultancy **Accord Group Belgium cvba**
- Since 2023, **rapidly expanding internationally**
- **Current footprint** in Belgium, Netherlands, Switzerland, United Kingdom, France & Africa
- International network of **accredited VALPEO partners**, operating in 10 countries



Our approach

We align everything around purpose

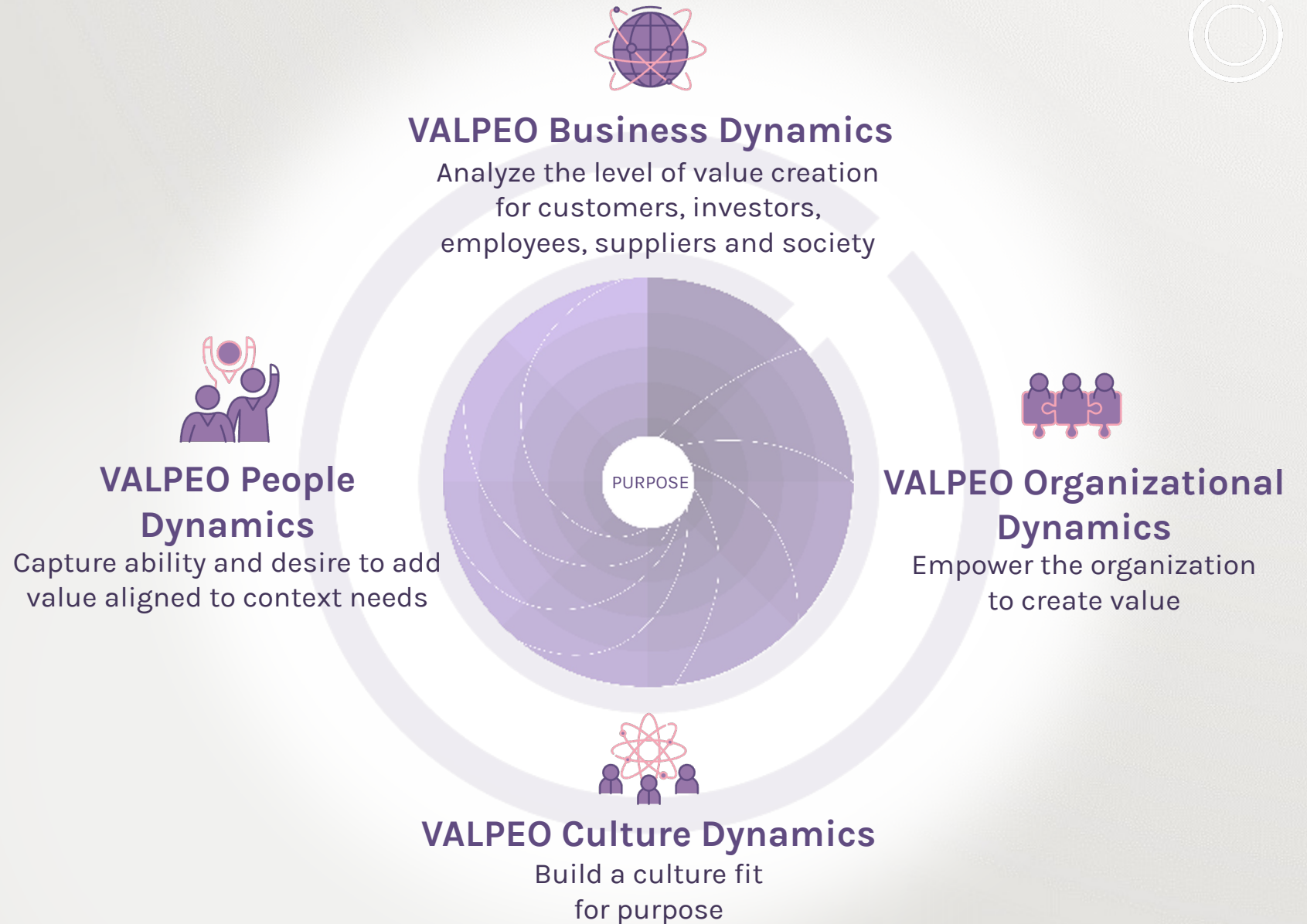
Align everything around purpose

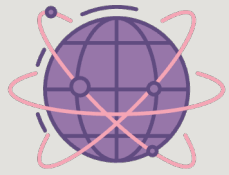
Our proprietary tools allow you to

unearth the true potential of individuals,

align them seamlessly with the organization's value creation,

and therefore, drive sustainable success.



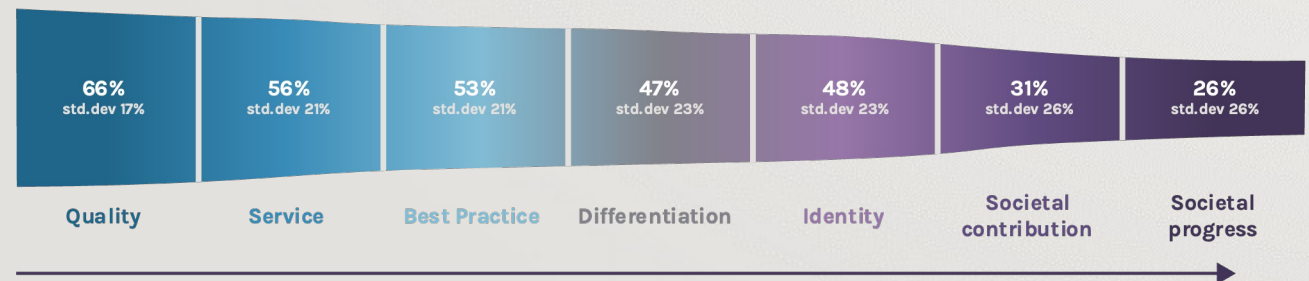
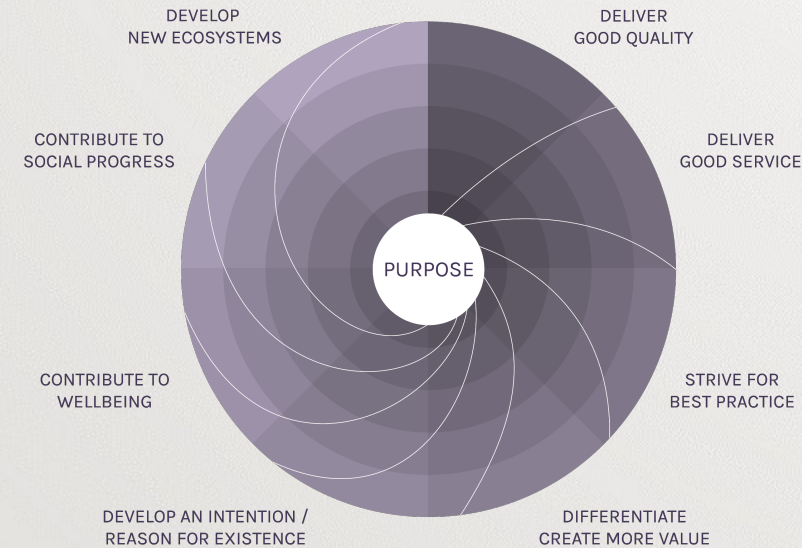


VALPEO Business Dynamics

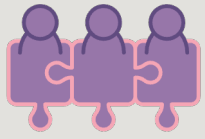


Analyses the **extent of value creation** for customers, investors, employees, suppliers and society.

Our analysis makes it possible to reveal **at what stage of development organizations create value**, and where risks and opportunities are present.



Complexity of the world we like to contribute to and level of value we bring

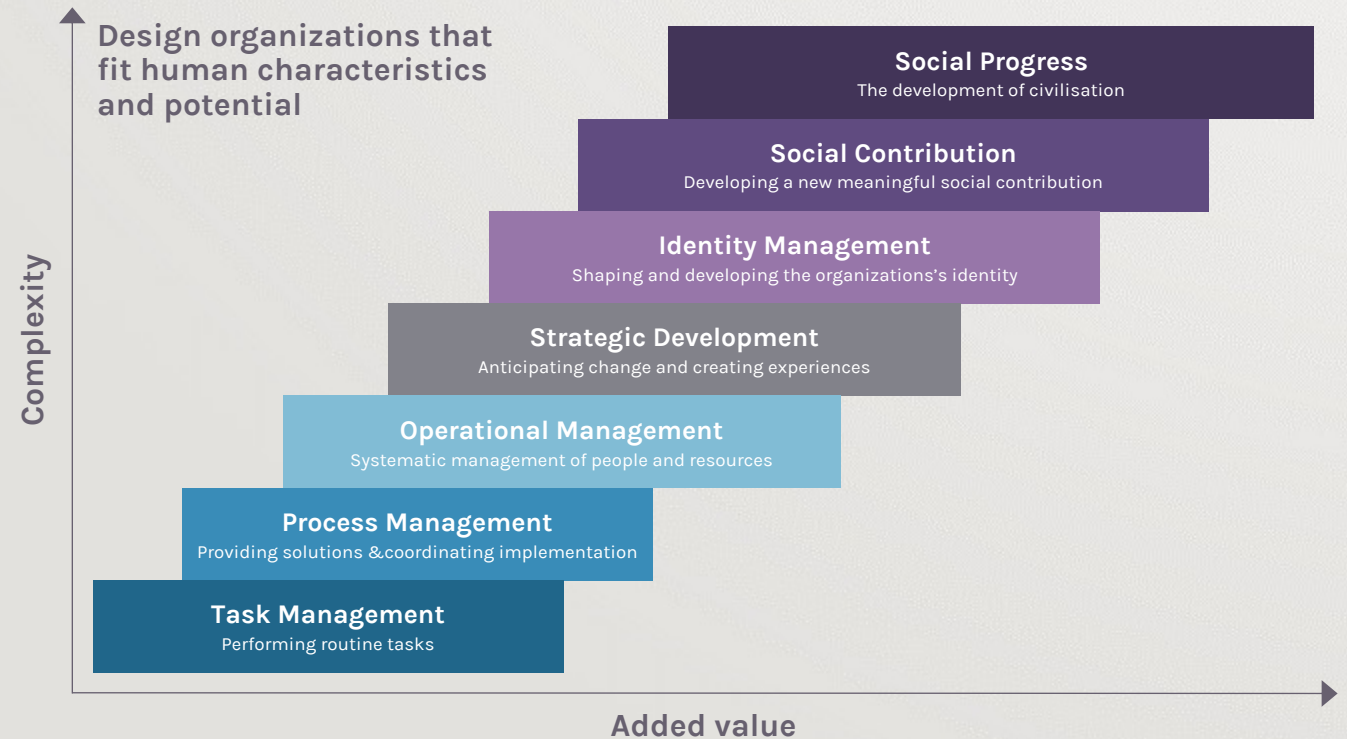


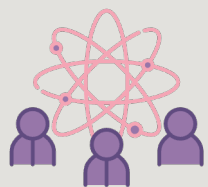
VALPEO Organizational Dynamics



Provides a clear understanding of how **value creation is shaped at the different stages** of complexity in an organization, and also considers the **capabilities** of people involved.

This allows the creation of a **context of empowerment** where people can add value at their highest stage of development.

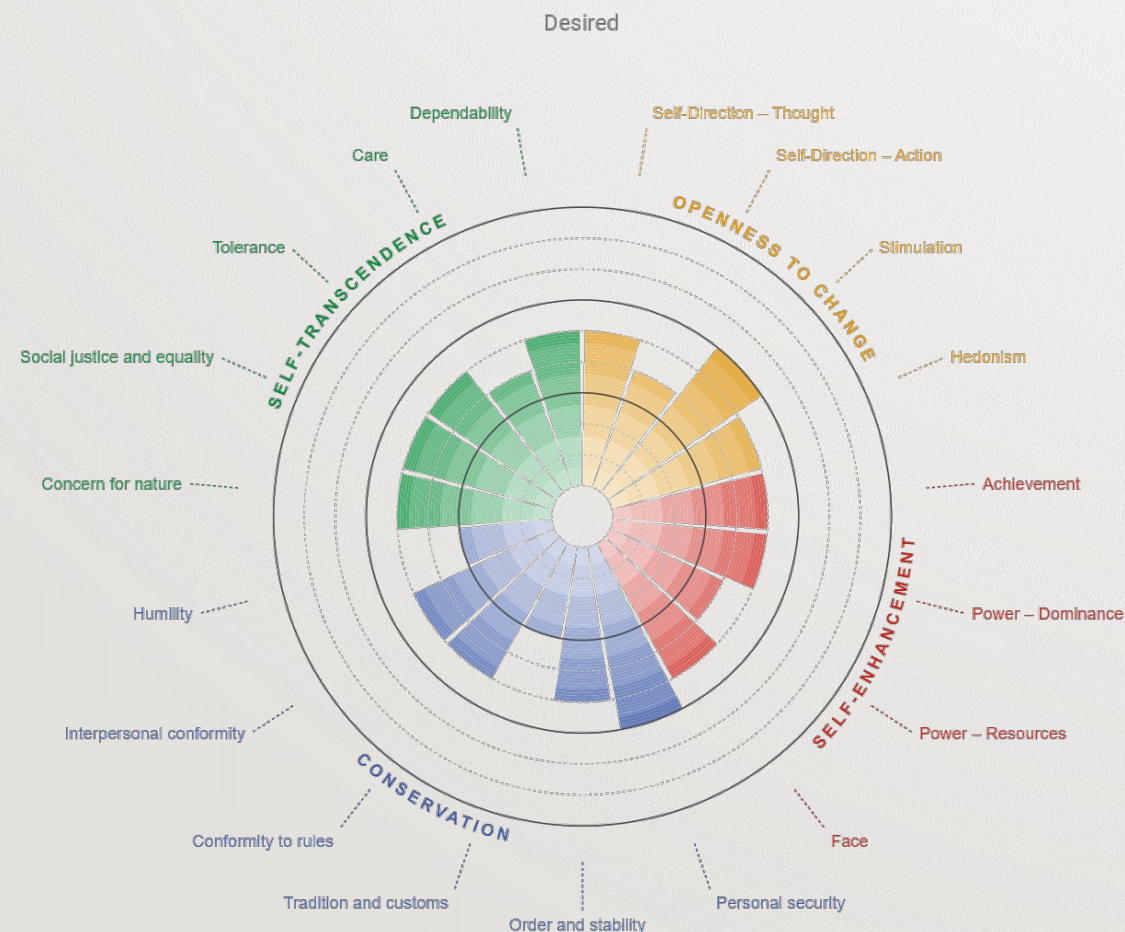


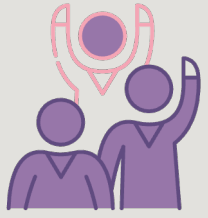


VALPEO Culture Dynamics

Understanding current and desired culture – **the world as they perceive it and the world they like to live in,**

allows for a better alignment with the **purpose** of the organization.



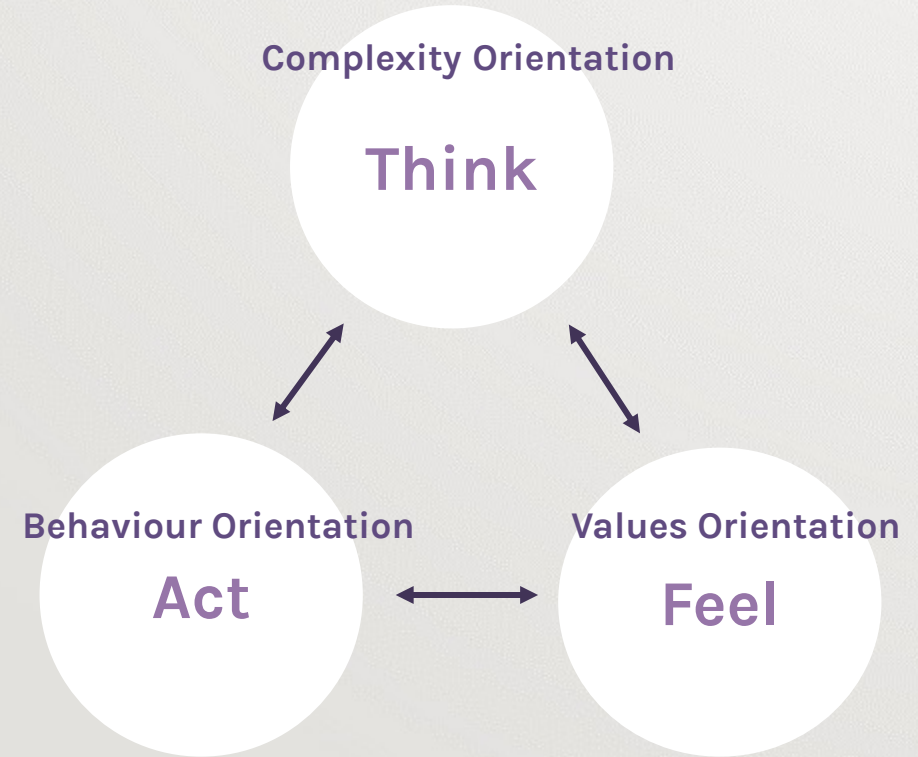


VALPEO People Dynamics



Creates a clear picture of the ability and desire to add value by looking at:

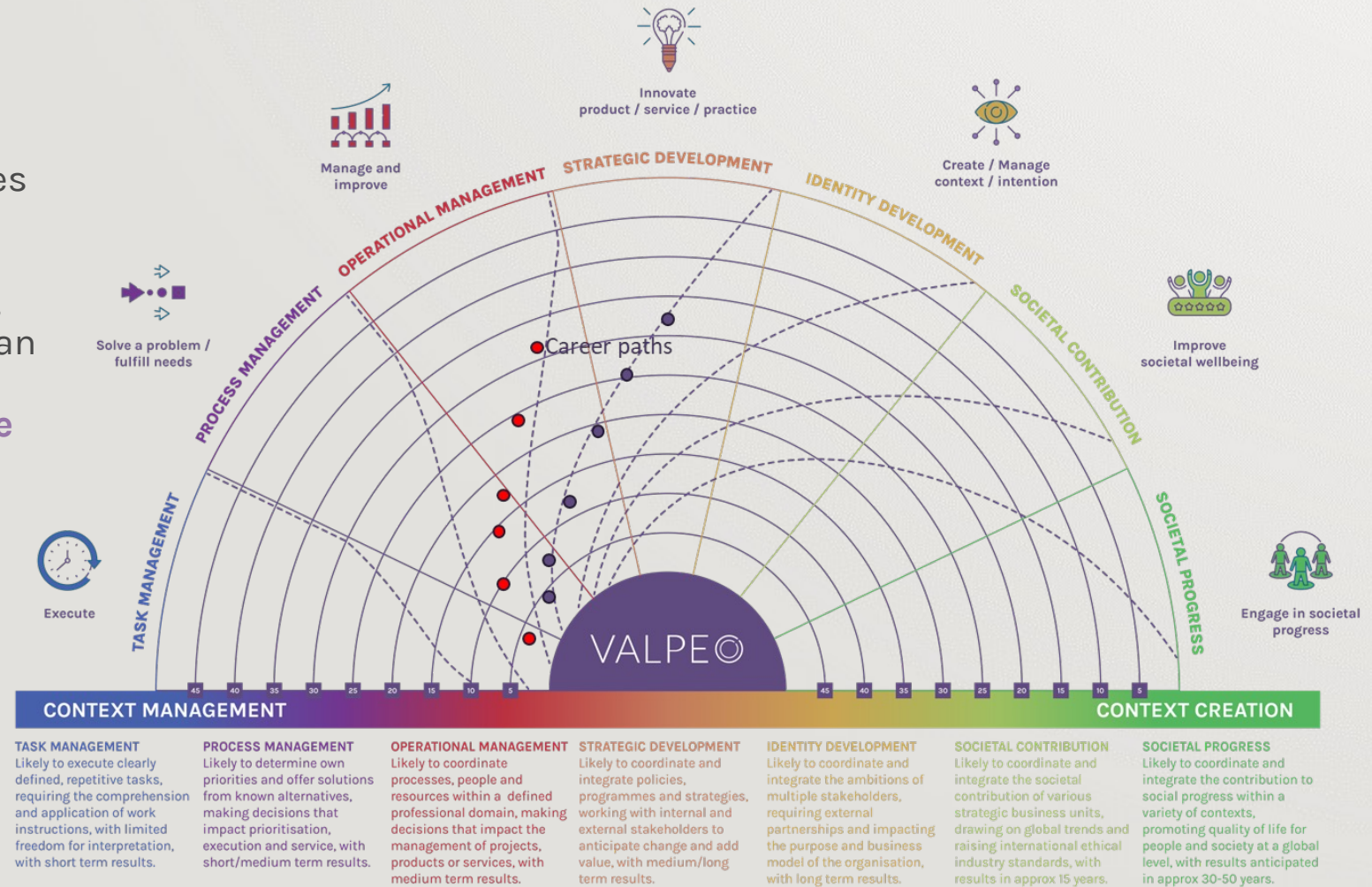
the **Complexity Orientation**, the **Values Orientation** and the **Behaviour Orientation** of an individual or team.





Think • Complexity Orientation

The Complexity Orientation provides insight into a person's level of conscious awareness and the corresponding scale of work roles, where they might be able to make an optimal contribution to the organization both today and in the future.





Why complexity matters:

In essence, we place a special emphasis on understanding an individual's capacity to manage complexity as it is essential for optimizing their potential, promoting their well-being and ensuring that both they and the organization can thrive in an ever-evolving and complex world.

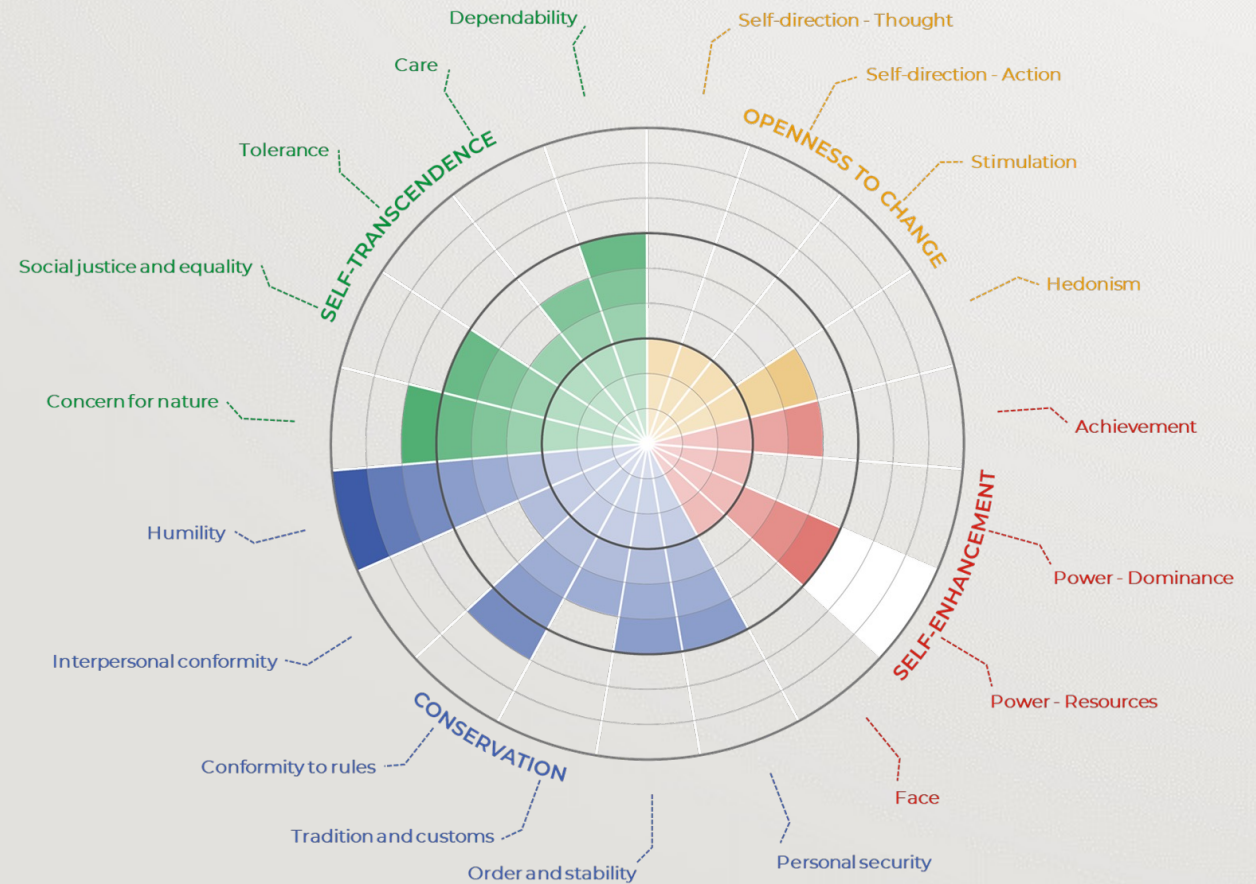
**However, Complexity Orientation is
the typical blindspot of most assessment tools.**

Feel • Values Orientation



The Values Orientation Survey provides a comprehensive measurement of **an individual's values** and **how these impact behaviour at work**.

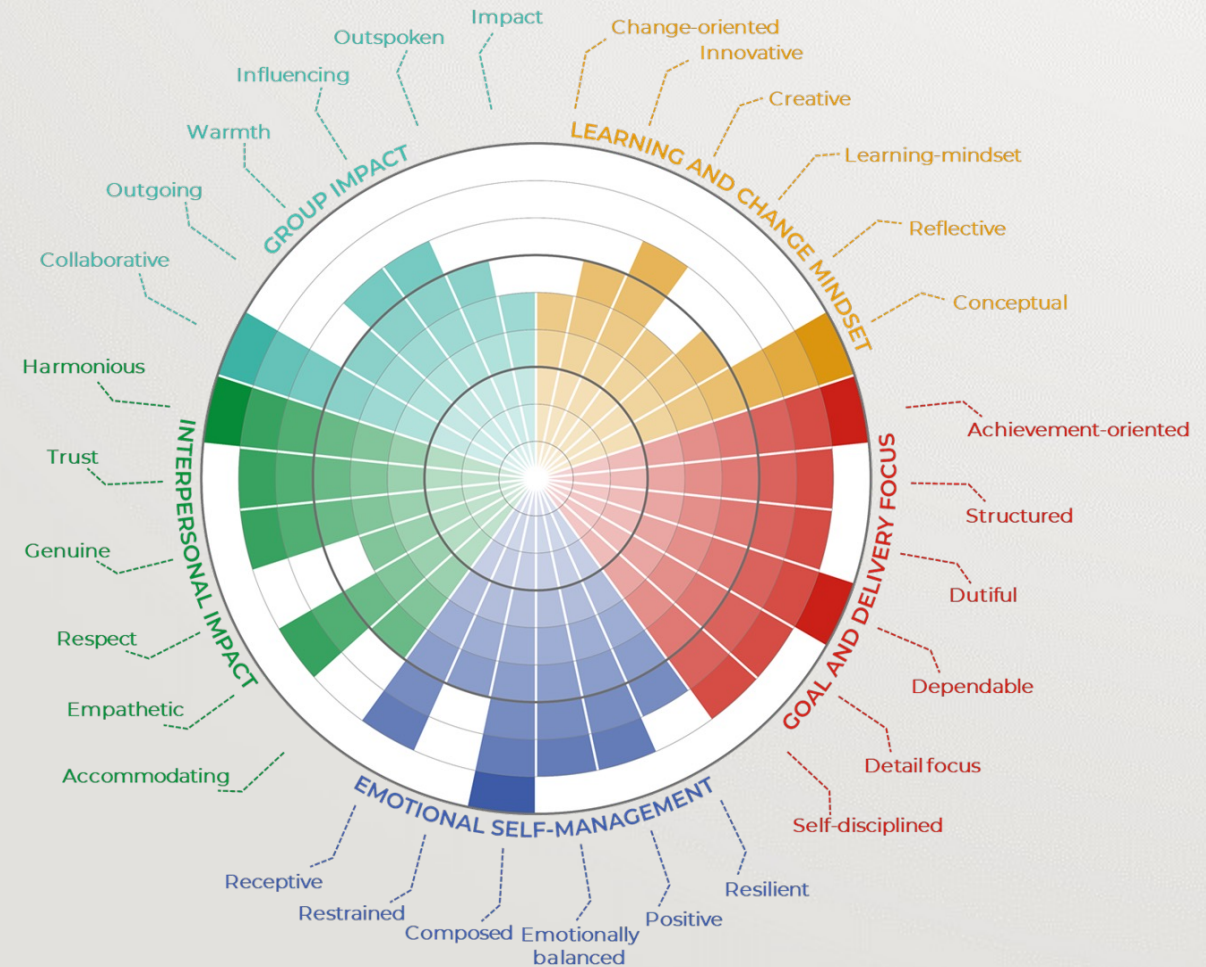
It is designed around Prof. Shalom Schwartz' well-established model of values as primary concerns and main drivers.

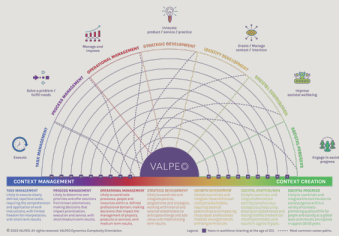


Act • Behavioral Orientation



The Behavioural Orientation Survey provides a comprehensive measurement of **an individual's unique behavioural characteristics and preferences** and **how these might be applied at work**.





Think

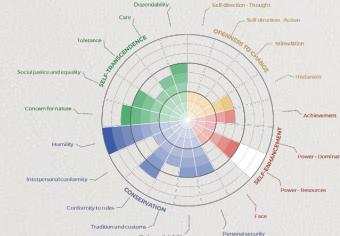
Complexity Orientation

Will they be able to add value in the role and at the expected complexity orientation?

Academic foundation
 Prof. Elliott Jaques
 Prof. Robert Kegan

Focus area
 stages of work, stages of complexity &
 stages of consciousness

Insight
 into the stage of complexity
 orientation at which people can add
 the most value



Feel

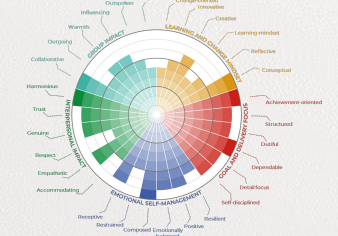
Values Orientation

Will personal values match the organizational values?

Academic foundation
 Prof. Shalom H. Schwartz

Focus area
 19 universal values

Insight
 into the context in which people
 will thrive and find meaning



Act

Behavioral Orientation

Will they behave in the way you expect?

Academic foundation
 Big 5 Personality theory

Focus area
 30 behavioral factors

Insight
 into someone's likely behavior
 in the work environment





Credentials

VALPEO-based programs we have led



FOR MORE INFORMATION



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