

# ORG -ology

## PEOPLE STRATEGY

Develop, Engage, and Protect Your Most Valuable Asset





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## **PEOPLE STRATEGY: THE CHALLENGE**

C-suite executives agree many of the challenges they face now and will face in the years to come. Retaining talent, engaging employees, and providing strong benefits and compensation are among the most important people strategy challenges both human resources (HR) professionals and non-HR C-suite executives listed. Our findings suggest that leaders at all levels will need to continue to give strategic guidance to help everyone understand the people strategy challenges their organizations face and to prioritize these issues when developing business strategies.

## **WHAT ARE THE ORGANIZATION'S GREATEST PEOPLE STRATEGY CHALLENGES?**

Our clients reported that maintaining high levels of employee engagement was their most pressing people strategy challenge in today's environment, with 38% citing it as one of their greatest challenges. This was followed by developing the next generation of organizational leaders (31%). Perhaps due to a generally improving economic environment, maintaining competitive compensation (29%) was also among the top challenges currently experienced by organizations. This was followed by retaining the highest-performing employees (26%) and retaining employees overall (25%). Finding employees with increasingly specialized skills (24%) was also seen as an important people strategy challenge, as was maintaining competitive benefits offerings such as health insurance, retirement, and other benefits (24%).

## CLIENTS' MOST PRESSING PEOPLE STRATEGY CHALLENGE

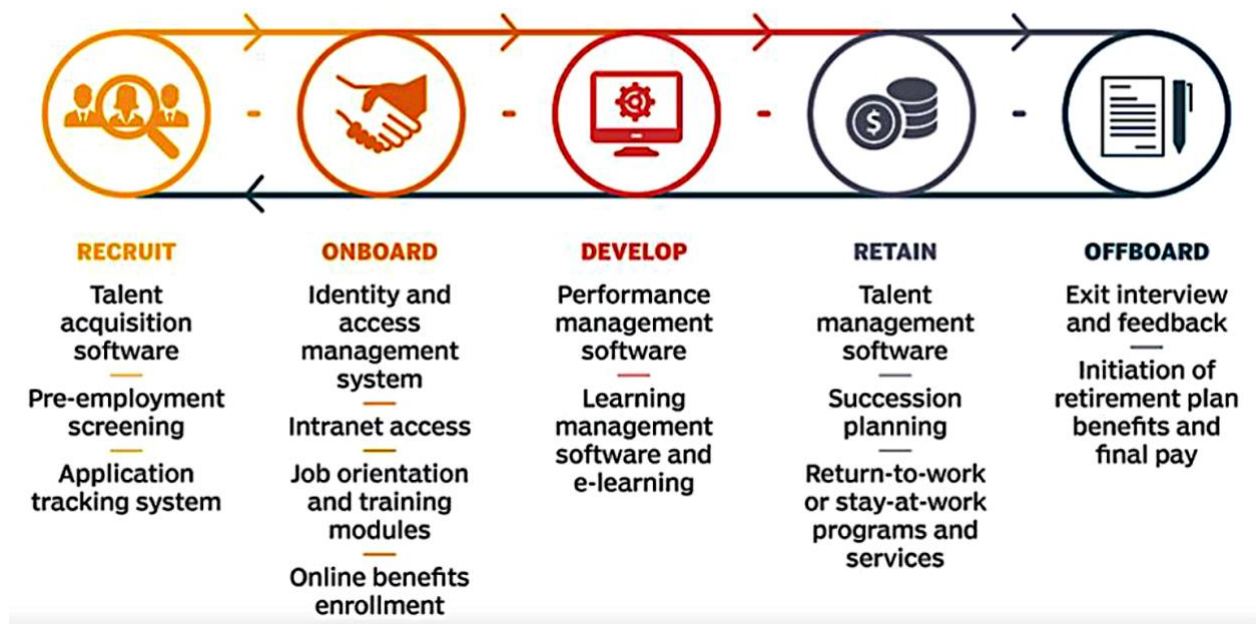


## HOW WE DO IT

### ORG-LOGY'S PEOPLE STRATEGY APPROACH

Org-ology's people strategy practice specializes in providing strategic and pragmatic consulting solutions that enable organizations to incorporate their people strategy with their business strategy.

# Stages of employee life cycle



### ORG-LOGY'S EMPLOYEE LIFE CYCLE VIEW

People strategy services help organizations enhance their performance, productivity, and profitability through their workforce. Our practitioners bring both experience across diverse industries as well as specialized background in human behavior and business to their assignments. Our People Strategy practitioners have core capabilities in the following three areas:

**PERFORMANCE MANAGEMENT**—Redesign and Implementation—Traditional performance management formats are being quickly made obsolete with the speed of change in every organization. Org-ology has piloted, tested, and delivered measurable results with cutting-edge redesigns of performance improvement processes. We have deep expertise in building custom formats and solutions that pragmatically apply best practices to the needs of each unique workplace culture.

**ORGANIZATIONAL DESIGN**—Org-ology provides insight into how organizational goals can be effectively supported through organizational structure activities. With a deep understanding of design and structure options, Org-ology analyzes the needs, presents cost-effective choices, develops, delivers, and measures organizational design outcomes.

Org-ology not only helps you imagine and design the future, we also have a demonstrated track record of leading clients through implementation and restructuring and/or reorganizing.

**TRANSFORMATIONAL LEADERSHIP AND COACHING**—Org-ology helps organizations and their leaders develop and build the skills and staff needed to shape the future. We plan, design, and implement programs fundamental to leading in a disruptive market: goal setting, problem solving, decision making, change management and/or conflict resolution.

Org-ology specializes in teambuilding, coaching, and intergroup problem solving and conflict resolution solutions. What makes us unique is that we customize these tools and interventions to your specific challenges. The challenge may be small, coaching a key individual to be a better leader, or huge, such as succession planning for the retirement of 30% of your staff and building future leadership.

**ORG-LOGY PEOPLE STRATEGY PRACTICE TOOLS**—The core capabilities above form the blueprint of a solution. We build to that blueprint using the tools of people strategy.

Org-ology uses what's proven, but we've also built our own instruments to provide the answers to help you work smarter. We know that the impact you get from any of these tools is only as good as the strategy behind selecting that tool. The end result—positive forward action—occurs because of combining the right tool with the right strategy.

Some off-the-shelf tools we use include:

- The Thomas-Kilmann Instrument (TKI) tool assesses typical behavior in conflict situations and describes it along various dimensions.
- The Myers-Briggs Type Indicator (MBTI) tool is based on the theory of psychological types described by C. G. Jung. The essence is that much seemingly random behaviors are actually quite orderly and consistent and are due to basic differences in the ways an individual prefers to use perceptions and judgments.
- The Fundamental Interpersonal Relations Orientation (FIRO-B) tool helps individuals understand interpersonal needs and how those needs influence communication style and behavior in professional performance.
- 360-degree feedback, also known as multi-rater feedback, is a process or a tool that solicits information from a variety of workplace sources on employees' work-related behavior and/or performance.
- Org-ology Team Survey® that explores organizational behavior within specific teams.
- Org-ology Leadership/Management Survey® that helps identify leaders' use of different leadership styles and which style they most often use.

We are all certified either by a recognized organization or by having a degree in Psychology from an APA accredited university.

Certifications:

1. Situational Leadership® certified
2. Change Leadership® certified
3. Team Building® certified

4. Targeted Selection with DDI® certified
5. Thomas-Kilmann Inventory® certified
6. MBTI® certified
7. FIRO-B® certified
8. TTI DiSC® certified
9. Diversity, equity, inclusion, and accessibility (DEIA)-certified trainer

Org-ology has a set of proprietary tools that have statistically proven validity and reliability. These tools give key insights that no other tools on the market can give and include:

**ORGANIZATIONAL TRUST INVENTORY® (OTI)**—An organization's trust is an intuitive concept. Everyone knows that different organizations seem to have different levels of trust from each other.

This 'feeling' seems to be a Gestalt or a product of several factors or influencing forces. Among these factors are, the tasks that the organization undertakes, its standing in the professional community and the personalities of the staff and management. Simply put, an organization's trust level is highly complex, consisting of many confounding variables. But, it's of great importance when pursuing change and improvement. No matter how well developed a managerial change strategy is it can be completely destroyed if the organization based on trust issues rejects it.

Most frequently used to:

- Enhance, develop, and sustain communication, coordination, and collaboration  
Secure authentic 'buy in' and commitment to strategic initiatives, organizational goals, and objectives.
- Develop shared skill and increase their ability to understand and address complex organizational issues.
- Enhance skill in communication and capacity for understanding and learning about complex organizational issues.
- Engage and sustain reflective discussion with one another through experience and increased ability.

The OTI Increases willingness to discuss and reflect on challenging organizational issues at the individual, group, and whole systems levels. Feel free to ask for the theoretical research basis or contact us for more information!

**ORGANIZATION CULTURAL INVENTORY® (OCII)**—The OCII is a key resource for measuring, analyzing and defining their existing organizational culture. This tool sets a baseline when working to achieve a culture shift within an organization.

The OCII is most frequently used for:

- Validating and identifying the need for change in a part or the entire organization;
- Planning and monitoring organizational change programs;
- Supporting change programs designed to enhance employee engagement, organizational learning and development, quality and reliability changes, and/or customer service changes; and



- Facilitating mergers, acquisitions, and strategic alliances as well as long term change processes and realignments of leadership or processes.

The OCII Increases the transparency of the organizations issues and the root causes related to challenging organizational issues at the individual, group and whole systems levels. Feel free to ask for the theoretical research basis or contact us for more information!

**TEAMWORK CULTURE SURVEY® (TCS)**—The TCS is an excellent tool to help organizations understand how to develop team skills that your employees will not forget or disregard by the end of the week. Confucius once said, “What I hear I forget. What I see I remember. What I do, I understand.” The TCS team building experience is informative, engaging, and relevant to your unique work environment.

With today's high-pressure demand for results and getting things done quickly, it is rare that any one person can do it all. Even if they can, they typically won't be able to respond to every need in a timely manner without sufficient help. It's also very challenging to get an organization to move efficiently in any direction if the individual members are each moving in their own direction. We can help you create efficiency in your organization around the goals you consider most important.

Most frequently used to:

- Understand and develop different types of teams and team cultures.
- Determine the desired type of team and identify the task skills and process skills needed to achieve desired team type.
- Develop a high performing team-not just team members.
- Begin developing the highest-priority process skills by exploring new ways of working together.
- Develop team problem-solving abilities plus strategies for continuous improvement.

The TCS can offer critical support the organization, the team identity can be established and described, and effective change management considered. Feel free to ask for the theoretical research basis or contact us for more information!

## WHY US

Org-ology's organization development programs offer what others don't:

- We've worked across consumer products, finance, government, nonprofit and more—we know you're unique and don't offer cookie-cutter solutions.
- We have global, multi-national and multi-lingual experience. We understand global work and cultural uniqueness.
- We know that any solution needs to be pragmatic.

Org-ology, through our long-standing relationship with organizations like yours and our substantial public and private sector practice, is uniquely qualified to assist your organization in achieving its goals. Our team of professionals brings well-established, positive relationships, deep technical expertise, and unparalleled public and private sector experience. We are the right choice and distinguish ourselves from the competition in the following ways:

**INNOVATIVE SOLUTIONS**—With more than 20 years’ experience with similar organizations, the most important client is you. We use our experience to find the best solutions for your organization, with its unique challenges. Using creativity, pragmatism, and data we put our deep experience to work for your organization.

**BUILT TO SUCCEED AND SUSTAIN**—We believe in delivering lasting success. Value, cost-savings, and return on investment (ROI) all come from successfully implementing the right project in the right way.

True value and cost savings comes from a project that can sustain and continue to succeed after it’s been launched. Our solutions demonstrate that value.

**DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA)-CERTIFIED**—DEIA is not a trend. For longer than a decade Org-ology consulting services have integrated the DEIA lens into our work.

Diversity, Equity, Inclusion and Accessibility are central high-functioning, best-in-class organizations. We approach this through:

- Improving policies and practices to create and support full diversity
- Building a culture of trust, respect, and engagement for all employees
- Focusing on an organization that allows not only for all groups to thrive but also increased organization effectiveness
- Assessing and adjusting to evolve as decision makers to:
  - Admit when course corrections or other alterations need to be made.
  - Continue to “listen to learn” from diverse viewpoints along the way.

**DEMONSTRATED TRACK RECORD**—Org-ology has deep and broad experience in the public and private sector. Key to our retention has been a record of strong client service and consultative services. We have provided innovative and strategic solutions that have resulted in significant savings for our clients and their employees and participants. To illustrate this point, our leadership has served the State and Federal agencies for more than 20 years. Our public and private sector client list illustrates our knowledge and understanding of industry-specific processes, challenges, and solutions.

**QUALITY PRODUCT DEVELOPMENT AND DELIVERY**—You will receive very high-quality work from committed professionals while consistently meeting your deadlines.

You will always receive a consistently high level of service throughout the contract period from an organization that is committed to your success. This commitment to service excellence has been a key driver of our strong client growth and our continuous relationships with our clients. This growth has allowed us to invest in research, development, education, and training, and to recruit some of the best and brightest professionals in the industry to meet your needs.

**VAST RESOURCES**—Org-ology and our partner firms are comprised of several complementary practices that include Organization Design/Re-organization, Employee and Organization Performance Management, Change Management Consulting, People Strategy Development, Employee Training, Leadership Coaching and Engagement, and Management



Consulting. Throughout the course of our relationship, issues could arise which fall outside the confines of the coaching support services. We are able to assist you in addressing these topics through a broad network of local and national client service professionals.

**HIGH VALUE**—Org-ology is committed to offering you value in consulting services. We look forward to bringing innovative solutions as you seek to provide cost-effective and quality services to your constituents. By selecting Org-ology, you will get high value consulting services for the fees paid for each of the services mentioned above, especially our public sector experience. Our pricing reflects professional fees that recognize the economic realities of public sector consulting.

If you have any questions regarding this proposal, please contact Dr. Brent Oberholtzer at 301-789-9795 [brentoberholtzer@org-ology.com](mailto:brentoberholtzer@org-ology.com) or Heidi Feickert at 240-620-3655 [heidifeickert@org-ology.com](mailto:heidifeickert@org-ology.com).

Sincerely,  
Org-ology

## ORG-LOGY PAST PERFORMANCE

The key to exemplary professional services is diverse, talented, experienced, and dedicated professionals. Led by our principals, the multidisciplinary team of professionals selected to serve you brings a combination of high-level client service, public and private sector industry knowledge, consulting experience, and business acumen that you will not find from another service provider. Collectively, they possess the breadth of skills needed for your organizations current and future needs.

Various past performance evaluations are available upon request

## SOME OF OUR PREVIOUS CLIENTS

