

# ORG -ology

## ORGANIZATIONAL CULTURAL IDENTITY INVENTORY (OCII)©

The Science and Measures Behind Culture





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New York City

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Barcelona, Spain

## INTRODUCTION

Often organizations claim they know what their staff value—but the claim is based on a guess. They've never examined the question in a structured way. Org-ology offers the Organizational Cultural Identity Inventory (OCII) to capture what the organization perceives as the role of organizational leadership, proper authority, and individual accountability. Organizations with multiple cultural groups can find particular value in these data to develop strategies around:

- Motivation
- Change management
- Performance management
- Leadership
- Communications

This inventory provides insight into the organizational culture through the application of a unique instrument that allows organizations to make more informed decisions to improve performance and ultimately shareholder value.

The instrument offers an effective means to assess and consider change for the cultural aspects of an organization. Through the instrument we can establish the primary cultural states and the determinant drivers responsible. By working in partnership with the organization the cultural identity can be established and described, and effective change management considered.

## WHY USE THE OCII?

With today's ever changing and high demand for results and getting things done quickly, it is rare that any organization's culture will not change. Even if it can, it 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 without structure. We can help you create efficiency in your organization around the goals you consider most important.

- Validate and identify the need for change in a part of or the entire organization.
- Plan and monitor organizational change programs.
- Support change programs designed to enhance employee engagement, organizational learning and development, quality and reliability changes, and/or customer service changes.

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

## WHY US

Org-ology is a global organization development and organization design consulting firm staffed with various skill sets including medical doctors, consulting psychologists, and other highly skilled practitioners. These specialists represent the most qualified and capable in their competency areas to coach your staff and teams from an organizational development perspective.

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**—Our qualifications demonstrate that we’ve worked with many organizations similar to yours. This depth of experience is important because it enables us to offer you innovative thinking and solutions that are pragmatic, unique, and right for you.

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 over the last decade Org-ology consulting services have integrated the DEIA lens into our work.

Diversey, 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, Human Capital 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

