

ORG -ology

PERFORMANCE COACHING

Individual and Group Coaching





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TARGETED AND EFFECTIVE COACHING: THE CHALLENGE

Up to 70% of an organization's costs are people costs. How does an organizational leader decide which choice to make when no option is good, all choices could result in job loss and time is short?

Achieving and leading in an organization whose primary capital is people requires complex evaluative skills, reflection, and sensitivity in interpersonal dynamics.

- The complex skills required to succeed in these situations are very different from technical skills
- Classroom training does not provide the space for individualized growth needed to acquire this perspective
- Coaching, group or individual, provides a space for specific growth and targeted reflection needed to learn and develop this insight.

Org-ology applies proven approaches in coaching, ensures staff have a confidential space to dynamically test ideas, and develops leaders able to achieve your organizational strategy.

ORG-OLGY COACHING APPROACH

Org-ology's approach to coaching balances and combines three key aspects:

- Providing data around innate preferences and bias through psychometric self-assessments
- Designating measurable development targets
- Providing as-needed outside expertise via key tools or research topics

With these focus areas, Org-ology can create a combination of a personalized baseline, accountability and as-needed outside information that adapts and grows in response to the workplace challenges each coachee needs.

Our coaching development model is based on phased development and skill acquisition:

- Understanding strengths and gaps
- Visualizing a better future organization
- Acquiring the tools and insight to build that future
- Building the future

Org-ology builds a fundamental basis of personal and technical knowledge. On this basis the coaching process can link to your unique organization's strategic priorities allowing you to work on real day- to-day challenges.

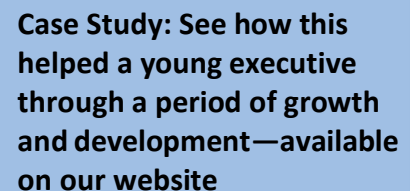
HOW WE DO IT

COACHING FORMATS

Org-ology applies this methodology in two formats: individual coaching and group coaching. Depending on goals and need, a format can be defined that is specific to your organizational culture.

INDIVIDUAL COACHING

Individual coaching with Org-ology is best suited to staff with highly specific or confidential needs, challenges that fall outside of technical training, cross-functional environments, or strategically accelerated targets. Org-ology coaching offers a confidential space to test ideas and resolve conflicts outside of the organizational hierarchy.



Case Study: See how this helped a young executive through a period of growth and development—available on our website

Individual coaching has a 3-step initiation process:

1. Personalized baseline: application of psychometric evaluation instruments
2. Organizational baseline: assessment of workplace challenges
3. Goals and progress agreement

PERSONALIZED BASELINE AND PSYCHOMETRIC EVALUATION—Org-ology develops an in-depth personalized profile of each coachee. This personalized profile establishes a level of honesty and openness that is foundational to the coaching process. Org-ology uses a combination of the following tools:

1. The Thomas-Kilmann Instrument (TKI) tool assesses typical behavior in conflict situations and describes it along various dimensions.
2. 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 behavior is actually quite orderly and consistent, being due to basic differences in the ways an individual prefers to use perceptions and judgments.

3. The Fundamental Interpersonal Relations Orientation (FIRO-B) tool helps an individual understand interpersonal needs and how those needs influence communication style and behavior in professional performance.
4. The Managerial Style Questionnaire (MSQ) tool helps identify an individual's use of different leadership styles and which style is most often used.

Coachees could have been exposed to some of these tools in previous interactions. By combining them in this baseline profile, Org-ology challenges coachees to a comprehensive recognition of their own biases and preferences. This is essential to building a complex understanding of interpersonal dynamics.

Case Study: See how this defined a shared leadership team through transition, growth and development — available on our website

ORGANIZATIONAL BASELINE—Org-ology works with the coachee to develop an understanding of organizational challenges, strategy, issues and needs. As needed and appropriate this process could include gathering feedback (360) from others and gaining more clarity on the individual's and the organization's goals for the coaching discussions.

GOALS AND PROCESS AGREEMENT—Coaching is based on mutual trust and a willingness to be coached. If a commitment to work together exists, the coach and the coachee agree upon:

- Process
- Goals
- Schedule
- Commitment

There also might be some professional reading involved as needed.

GROUP COACHING

Org-ology's group coaching model applies the individual coaching process to an intact team of staff, leaders, or executives, enabling them as a group to better execute your organization's strategy.

Group coaching targets both individual development as well as improved group dynamics. Every organization has core leadership teams. And often those teams are distracted by politics, relationships, misunderstandings, style preferences, or bias. Productivity is lost at the most impactful organizational level.

Org-ology's group coaching is done with teams of up to seven individuals, who work together on a regular basis. If each team member agrees to the group process, the individual team members begin the process as with individual coaching:

1. Personalized baseline: application of psychometric evaluation instruments
2. Organizational baseline: assessment of group challenges
3. Goals and progress agreement

However, the goal setting and engagement style are unique in the group coaching process.

GOAL SETTING—Within the group coaching model, each team member may select individual goals in addition to the group goals.

Group goals will be established as a consensus of the team and strategic organizational input.

ENGAGEMENT STYLE—Org-ology engages each member of group coaching in individual sessions as well as engaging in group sessions to observe or moderate as needed. Specific to each team's needs, Org-ology engages regularly in all-team work sessions, such as:

- Observing a weekly meeting
- Moderating a status-update session
- Facilitating difficult planning discussions

Org-ology's group-level engagement enables the following:

- Give coachees feedback during individual confidential sessions on observed behaviors
- Facilitate difficult interactions and model appropriate behaviors
- Give outside perspective on external resources or learning
- Give targeted assessments on improving group interactions

As needed Org-ology can also diagnose and offer skills-based workshops to improve the group functioning.

WHY US

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

- Org-ology's structured approach balances personal insight with applied goals to ensure the coaching output has an organizational impact.
- 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.
- We bring human psychology and change management expertise. Human behavior is complex. Our nuanced understanding of personal and organizational change enables us to bring greater value to each coaching relationship.

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 or Heidi Feickert at 240-620-3655 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

