

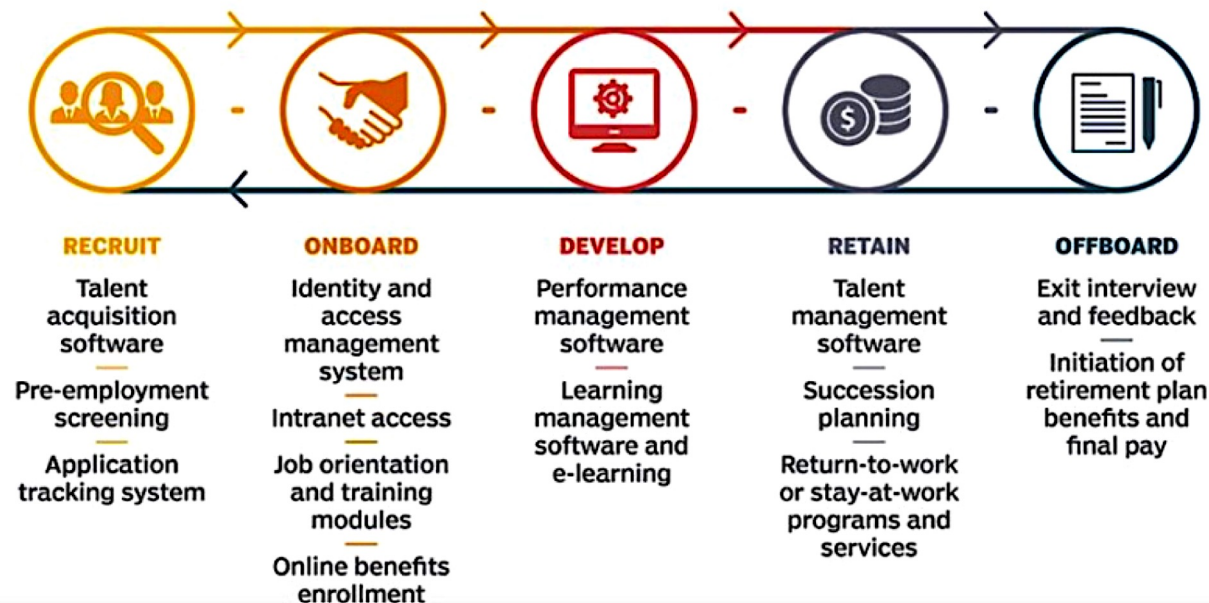


Organizations' Greatest People Strategy Challenges:

- Maintaining high levels of employee engagement (38%)
- Developing the next generation of organizational leaders (31%)
- Maintaining competitive compensation (29%)
- Retaining the highest-performing employees (26%)
- Finding employees with increasingly specialized skills (24%)

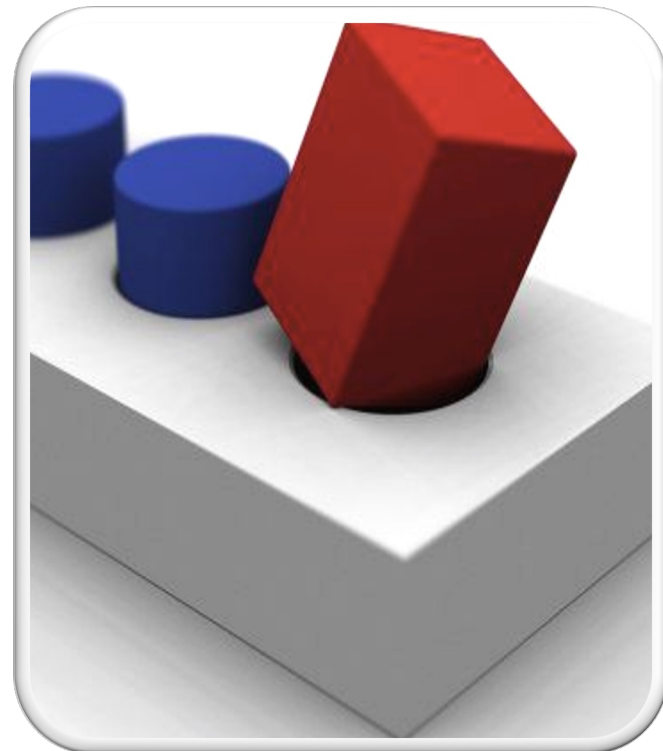
Org-ology's people strategy practice specializes in providing strategic and pragmatic consulting solutions that enable organizations to incorporate their people strategy with their business strategy.

Stages of employee life cycle



Analyses could include but aren't limited to:

- Diversity, Equity, Inclusion and Accessibility (DEIA)
- Succession planning
- Training needs analysis
- Employee engagement
- Performance management
- Team-based growth and development
- Organizational culture
- Organizational trust

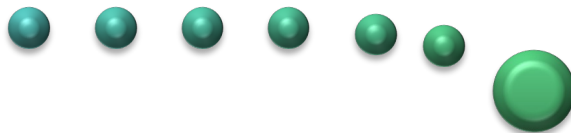


Defining Success to Driving Change

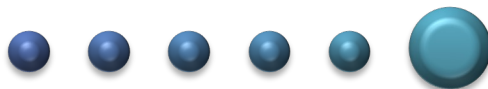


Our methodology and processes are proven based on scholarly and industry current practices. We work with you to apply effective change techniques and align your organization to achieve its goals.

Organization Strategy



Org-ology Leadership Program



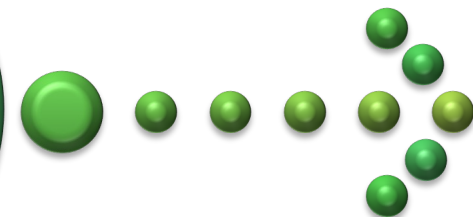
Change Strategy



Collaborative
Consultation
with



Effective Leaders



Organizational Change

Our People Strategy Practice: The only constant is change



Org-ology...

- Evaluates, designs, and implements innovative programs to help you navigate change.
- Works with you to turn your business strategy into pragmatic people, process and technology solutions to achieve lasting success.

- Has served global organizations, small businesses, non-profits, start-ups, and Federal, State, and Local governments.
- Is globally recognized and accredited by Global Organizational Development Network, European Organisation Development Network, European Coaching Federation, and other global accrediting bodies.



Why Us?



Led by our principles

Diverse, talented, and dedicated professionals

A multidisciplinary team

A combination of high-level client service, industry knowledge, organization design consulting experience and business acumen that you will not find from another service provider

We never accept the status quo

We work with you to build capabilities for sustaining a competitive advantage
Some people we have helped:



Our Values and Promise

Our Mission is You



CLIENTS COME FIRST

Org-ology measures success by our clients' success. We make all of our resources available to our clients and commit ourselves to their success.

THE STRATEGIC PERSPECTIVE

Org-ology seeks competitive advantage for our clients. Our approach is to consider the whole system and its dynamics.

PARTNERSHIP

We believe that partnership is the foundation of our client approach. We respect our clients and fully appreciate the challenges they face.

INTEGRITY

Org-ology distinguishes right from wrong by doing the right thing first. We represent our capabilities honestly.

VALUE DELIVERED

We are committed to creating value for our clients' that gives them a return for their investment. We deliver actionable and positive change, not simply presentations or ideas.

EXPANDING THE POSSIBILITIES

Org-ology starts with the perspective that the goal is not simply to apply best practice but to invent it. Each client is unique and there is seldom only one solution.

RESPECT FOR THE INDIVIDUAL

Org-ology respects the capacity and desire for personal growth as well as the development of talent.

DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA)

Org-ology strives for a diverse workforce. It is fundamental to our success that we accept, value and incorporate the contribution of people from all backgrounds.