



## ORGANIZATION CULTURE INVENTORY® (OCI)

### ORGANIZATIONAL CULTURE ASSESSMENTS

At Dragonfly Consultants, we use a blend of both qualitative and quantitative assessments to provide the most comprehensive, accurate understanding of the culture and the causal factors (people, process, systems) that are creating the conditions for the culture to exist and limiting the organization from achieving it's ideal culture.

### ORGANIZATION CULTURE INVENTORY & EFFECTIVENESS (OCI/OEI)

We use the OCI® as the quantitative assessment to help your organization analyze your current culture to determine the root cause of issues and obstacles against your ideal culture so you can achieve success and sustainable results.

Through using the OCI® and OEI® we can understand how challenges exist in an organization's culture in the areas of teamwork and collaboration, innovation and change, customer experience, authentic engagement, attracting talent, and diversity and inclusion.

The OCI® covers three components:

#### CASUAL FACTORS

- Culture:** philosophies, mission, goals, and strategies
- Climate:** structures, systems, technology, skills, and qualities

### OPERATING CULTURE

- Norms and expectations

### OUTCOMES

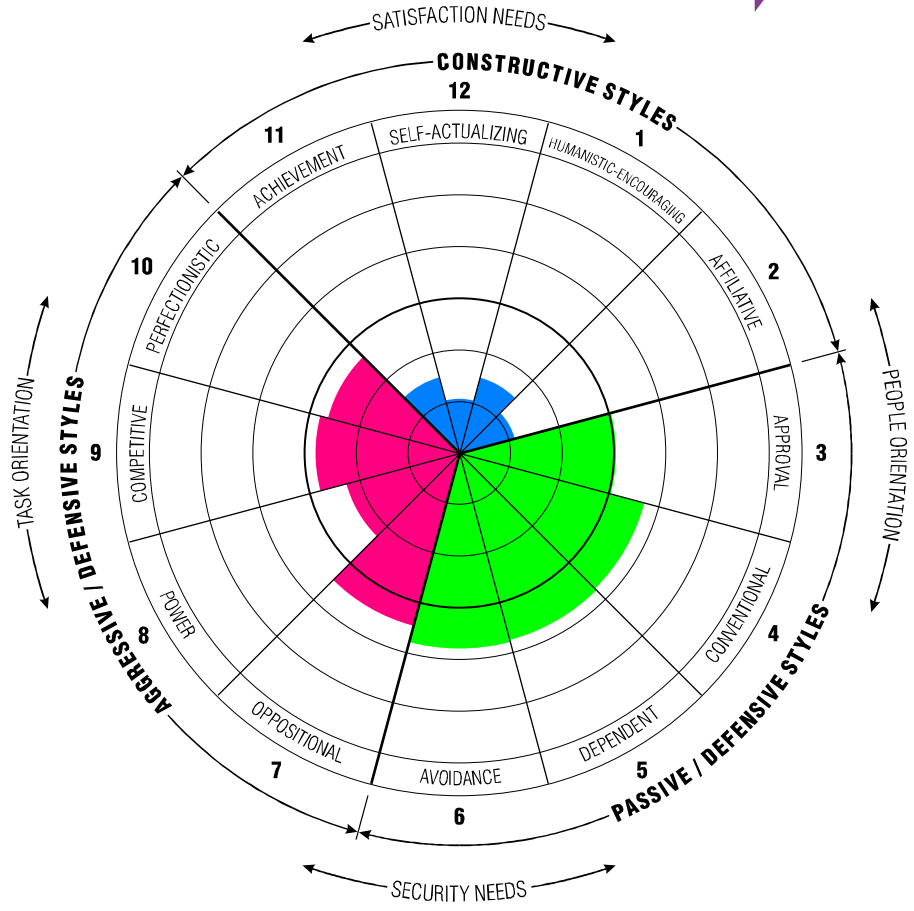
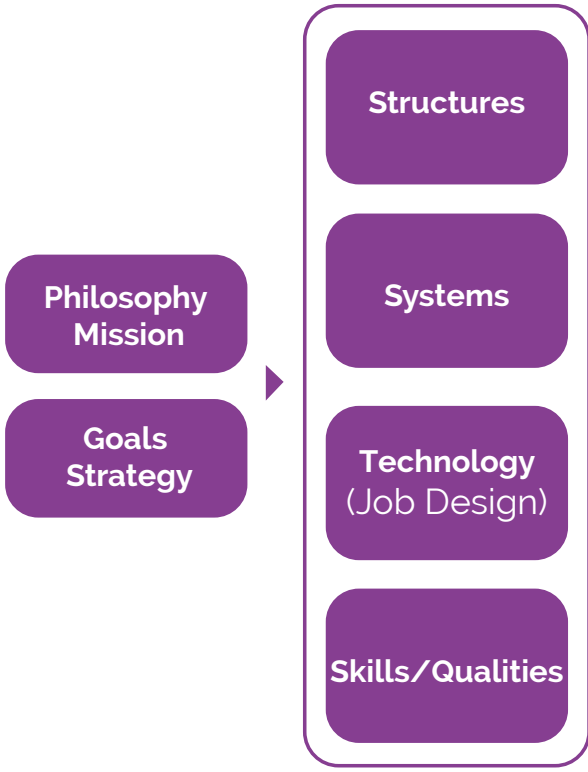
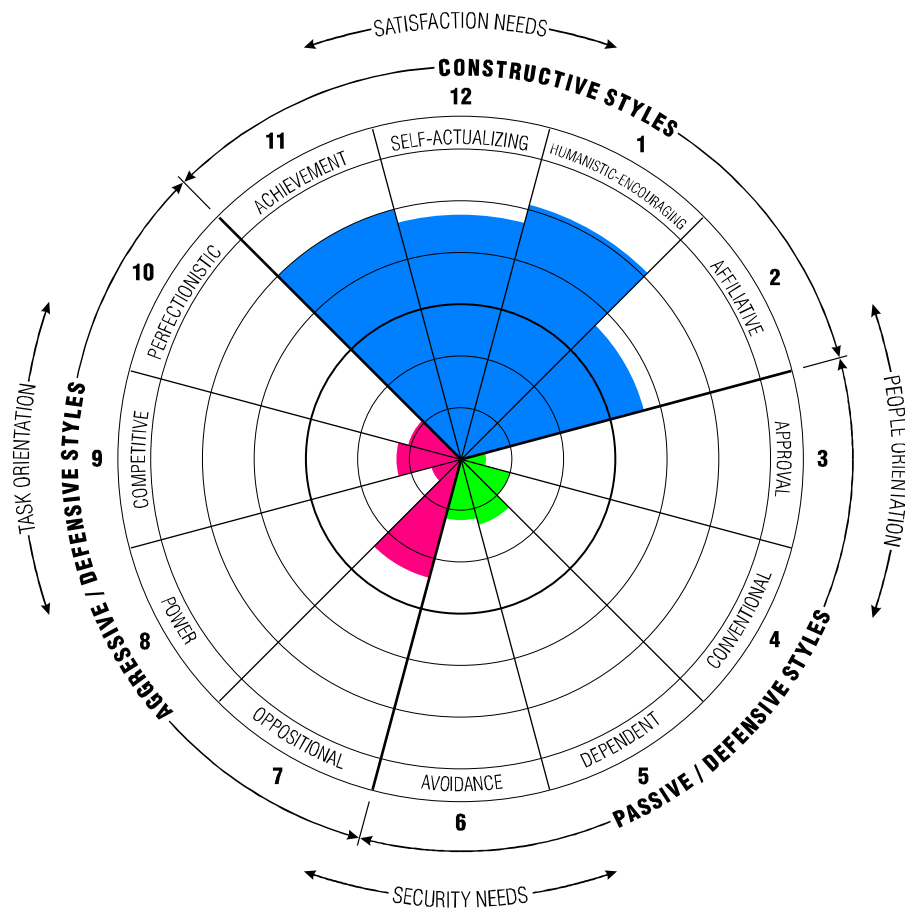
- Climate:** Individual, Group, and Organizational

We use OCI® and OEI to help teams understand behavioral norms and to measure outcomes in each organization's culture so they can work towards cultural change in order to reach their full effectiveness and potential.

Throughout the process, your team can learn to understand its culture and climate and use this knowledge towards change, development, and success.

IF YOUR ORGANIZATION IS READY FOR A TRANSFORMATION TOWARDS SUSTAINABLE IMPROVEMENT, GET IN TOUCH WITH US TODAY TO SEE HOW THE OCI® CAN HELP YOU.

# HOW CULTURE WORKS MODEL



	Ideal Culture	Causal Factors	Current Culture	Outcomes
Focus				
Survey	Organizational Culture Inventory® - Ideal	Organizational Effectiveness Inventory™	Organizational Culture Inventory®	Organizational Effectiveness Inventory™
Measuring	Values and Beliefs	Levers for Change	Norms and Expectations	Effectiveness