

# *Assessments for Teams & Entire Organizations*

## **“ONI”: The Organizational Needs Inventory**

The Organizational Needs Inventory? is designed to help position your organization for thriving in a present and future world in which change, rather than stability, is commonplace. It will help you organize your thinking about the kind of company you are and the kind you want to become. The information provided by the Organizational Needs Inventory provides a benchmark for *continuous improvement* that will enable you to:

1. Measure changes that occur over time.
2. Adapt appropriately to any change or lack of change that you detect.
3. Plan for your future with a clearer sense of direction and purpose.

## **“OCCI”: Organizational Culture & Climate Inventory**

The OCCI summary contains the findings of the Organizational Climate/Culture Questionnaire as expressed by the members of your organization. This information will give you a composite picture of the perceived beliefs held by your group about the ideal and actual culture and climate existing in your organization. Its value for you will depend upon how you interpret and apply the results. The meaning, importance, and implications of the results can best be understood by top management, key players and others who have had extensive responsibility and experience with your organization.

The gap scores (distances between actual and ideal) provide a basis for planning and goal setting that will accelerate progress towards your envisioned future. This does not mean that you should accept the perceived Ideal or perceived Actual scores as absolutely true. Nonetheless, perceptions have much to do with organizational effectiveness and they should not be ignored or rationalized away as irrelevant.

## “STEP 2000”: A Comprehensive Interview Process for a Company

*STEP stands for “Strategic Thought Evolution Process”.* It’s a system constructed for business in the 21st century. We understand that every business begins in the mind of its founder. Then evolution takes over. In the stages of organization survival and development every business must discover that point where its guiding premise has to become assertive, intentional growth. We start with a simple premise: “If you keep doing what you’re doing now, where will your business actually end up in five years, and ideally, where should it end up in that same time?” The complete STEP procedure looks at **Systems**, such as Structure and Culture, **Functions**, such as Productivity, Lean Results Management, and **Processes**, such as recruitment, feedback and communication.