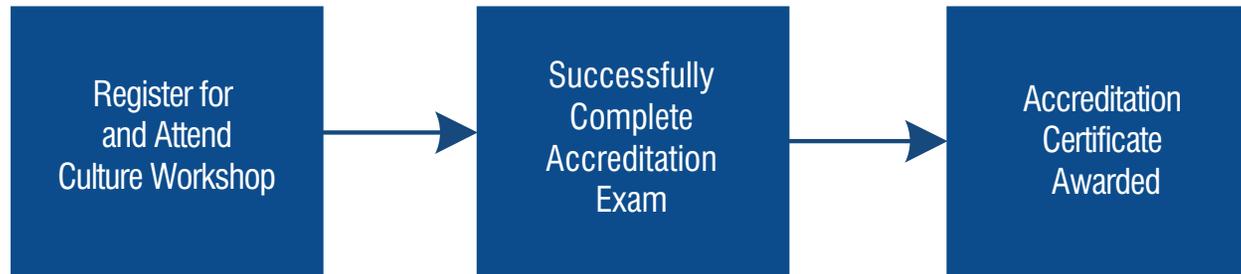


Culture Accreditation Process



The Culture Accreditation Program provides participants with a foundation of knowledge and skills that enables them to confidently and effectively administer, interpret, and debrief *Organizational Culture Inventory*® (OCI®) and *Organizational Effectiveness Inventory*® (OEI) results. As such, the program benefits both the accredited consultant and his/her clients.

Accreditation in OCI and OEI is required for all users before these products can be purchased or used. Participants have 30 days to complete the program and become accredited in both tools. The accreditation process consists of two major components:

1. Culture Workshop

In this 3-day workshop, participants will learn from experienced Human Synergistics facilitators about how to administer, interpret, and debrief OCI and OEI. Learning methods include a combination of lecture, case study, individual and group work, handouts, and homework. Participants will also receive worksheets and slide presentations that they can use in administering and debriefing their Culture projects.

2. Accreditation Exam

This written exam must be completed within 15 business days of attending the Culture Workshop. It is designed to develop participants' knowledge and skills by providing them with developmental feedback on their analysis and interpretation of OCI and OEI results.

Introductory Project

Included in the program registration fee is one OCI/OEI Detailed Report, valued at \$2,000, that participants can use for their introductory projects. These projects give participants the opportunity to gain hands-on experience administering, interpreting, and debriefing their own OCI and OEI projects. This component must be completed and the report used within six months of attending the Culture Workshop. You may begin this project prior to the workshop or immediately after if you would like to utilize the results for your accreditation exam.

Please note that Human Synergistics accredits individual consultants and trainers, rather than client organizations and consulting firms, in the use of OCI and OEI. Thus, the individual (rather than his/her organization) retains the accreditation and right to purchase and debrief OCI and OEI in the event that he or she moves on to another employer or private practice. Additionally, all consultants and trainers within an organization who will be debriefing OCI or OEI must be accredited directly by Human Synergistics. Accredited consultants are not certified to train others in the use of the assessments or to purchase OCI or OEI on behalf of others who have not successfully completed Human Synergistics' Accreditation Program. Human Synergistics reserves the right to require additional training in the event of substantive changes to the product or underlying knowledge base.