



# Organizational Effectiveness Inventory® (OEI)

-  paper scan-form
-  internet data collection (IDC)
- accreditation required

## ORGANIZATIONAL DEVELOPMENT

Align internal systems, structures, technology, skills and qualities to achieve desired results

*Companion to the OCI®, the world's most widely-used culture survey, the OEI measures both levers for change and outcomes of culture.*

### WHAT IS THE OEI?

Developed by Dr. Robert A. Cooke, the *Organizational Effectiveness Inventory* (OEI) provides organizations with measures of their performance along individual, group, and organizational outcomes. It also assesses the internal factors and conditions that have an impact on performance and can serve as levers for cultural change. Administered alone, the OEI can be used in place of traditional attitude surveys or to bring meaning to engagement survey results. Unlike most attitude surveys (which focus only on outcomes such as job satisfaction), the OEI also provides information regarding the structures, systems, technologies, and skills/qualities that can be modified to enhance performance and long-term effectiveness.

### HOW DOES THE OEI WORK?

The OEI consists of 128 questions designed to provide the organization with information about itself, its effectiveness, and its impact on members. Questions focus on the respondent's job, department or workgroup, and immediate supervisor or manager, as well as broader, organization-wide issues.

The results are presented in a comprehensive report. The report contains barcharts and tables that compare the organization's results to our historical averages (based on over 700 organizations) and Constructive benchmarks (based on approximately 120 organizations with healthy cultures). Results can also be presented for subgroups (divisions, departments, branch offices, etc.).

The standardized OEI takes approximately 20 minutes to complete. Organizations can also add up to 40 organization-specific supplemental items or questions.

### APPLICATIONS

The OEI can be used to:

- Quantitatively measure and monitor key outcomes and causal factors and conditions
- Determine the impact of organizational, team, and job level factors on effectiveness
- Assess employee attitudes, motivation, and stress levels
- Identify targets for changing and improving engagement and organizational performance

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# Organizational Effectiveness Inventory® (OEI)

- Identify levers for moving the organization's current culture toward its ideal
- Monitor the impact of organizational change initiatives and interventions

When the OEI is administered in conjunction with our *Organizational Culture Inventory*® (OCI®), a combined OCI/OEI Feedback Report is produced that presents the results of both surveys, as well as correlations between the OCI norms and the OEI measures. The combined OCI/OEI Feedback Report provides organizations with a description of the current operating culture, the impact of that culture on outcomes, and the internal factors that are likely reinforcing the current culture (and, in turn, can be used as levers for change).

## WHO SHOULD USE THE OEI?

The OEI is appropriate for all types of organizations

## ACCREDITATION

The OEI requires accreditation from Human Synergistics before materials can be purchased. The Culture Accreditation Program is pre-approved for International Coach Federation (ICF) Continuing Coach Education (CCE) units and HR Certification Institute® recertification credit hours.



*This program has been approved for 21 (HR (General)) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.*