



The Organisational Culture Inventory® (OCI®) and Organisational Effectiveness Inventory® (OEI) Accreditation Program provides participants with a foundation of knowledge and skills that enables them to confidently and effectively administer, interpret, and debrief OCI and OEI results. As such, the programme 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 up to six months to complete the programme and become accredited in either one or both tools. The accreditation process consists of three major components:

1. Culture Workshop

In this **3 session virtual workshop**, participants will learn from both Human Synergetics facilitators and experienced practitioners how to administer, interpret, and debrief OCI and OEI. Learning methods include a combination of webinars, one on one coaching sessions, quizzes, case study, individual and group work, handouts, and homework. Participants will also receive a number of worksheets and slide presentations that they can use in administering and debriefing their OCI and OEI projects

2. Leading the change - Personal Coaching session

Included in your course fee is your own **Life Styles Inventory™** report and a personal/ private coaching session.

3. Post- Course Assessment

This post-workshop exam is completed within 30 days of 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.

4. Accreditation Project

Included in the programme registration fee is either 10 OCI Current, or 10 OCI Ideal inventories, that participants can use for their accreditation project. The accreditation project gives participants the opportunity to gain hands-on experience administering, interpreting, and debriefing their own OCI and OEI projects. This component must be completed within six months of attending the Culture Workshop.

Please note that Human Synergetics accredits individual consultants and trainers, rather than client organisations and consulting firms, in the use of OCI and OEI. Thus, the individual (rather than his/her organisation) 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 organisation who will be debriefing OCI or OEI must be accredited directly by Human Synergetics. 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 Synergetics' Accreditation Programme. Human Synergetics reserves the right to require additional training in the event of substantive changes to the product or underlying knowledge base.

In addition to in- class time, you will also be asked to complete activities after each workshop session. We highly recommend that when scheduling time for each workshop session, you also schedule time to prepare for each session. The below table outlines the approximate time commitments for the entire accreditation. The below timetable outlines the time commitments during steps 1- 3 of the programme outline.

Workshop Sessions	24 hrs 3 sessions x 8 hrs
Self Study (Pre- course prep, Homework, Post- course assessment)	10 – 12 hours (4 activities x 1- 8 hrs)
Personal Debrief Life Styles Inventory™	1 hour
Optional online Tutorials (Informal check in/coffee break with the team & fellow delegates to share any questions from your the course and self study)	Up to 1 hr (2 x 30 mins)

N.B. Homework times are general guidelines and will vary based upon your individual preparation