

Organizational Culture Inventory® and Organizational Effectiveness Inventory® Accreditation Program



The *Organizational Culture Inventory*® (OCI®) and *Organizational 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 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 up to six months to complete the program and become accredited in either one or both tools. The accreditation process consists of four major components:

1. Culture Workshop

In this 2.5-day workshop, participants will learn from both Human Synergistics facilitators and experienced practitioners 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 a number of worksheets and slide presentations that they can use in administering and debriefing their OCI and OEI projects.

2. Accreditation Exam

This in-class exam is completed during the last day 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.

3. Accreditation Project

Included in the program registration fee are up to 15 OCI and OEI kits, including the Detailed Report and project costs, 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. For accreditation, participants must carry out both the OCI and OEI in their project.

4. Debrief Webinar

In this one-hour webinar, participants will be given the opportunity to share the results and outcomes of their project and receive feedback from other participants and HS facilitators. This component must be completed within six months of attending the Culture Workshop.

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.