

# OCAI online

## OCAI One Product Sheet

Individual completion of the assessment, including your personal profile scores, is free of charge. You will get your profile right away in a hyperlink, presented as a graph with a short explanation. OCAI One is a convenient option to try out this assessment before using it in your team or organization with an OCAI Pro or OCAI Enterprise account.

Take fifteen minutes and try the assessment today!

### Extra's

If you would like to know more about your personal scores than the free profile, you can also order your personal OCAI One report, containing an extensive explanation and additional

profiles. This report not only shows your current and preferred culture profiles, but also separate profiles of the six key aspects of organizational culture. See how you rate dominant characteristics, organizational leadership, management of employees, organization glue, strategic emphases, and criteria of success.

With your personal report, you also have the opportunity to download our ready-to-use OCAI Preparation Kit and OCAI Work Kit, including all the material you need to start and utilize the OCAI within your team or organization. Check out our bonuses and see what's in it for you!

Do the OCAI One assessment at [www.ocai-online.com/ocai/one/introduction](http://www.ocai-online.com/ocai/one/introduction)

## OCAI Preparation Kit: contents

The **OCAI Preparation Kit** includes a practical guide to start and monitor the culture assessment within teams and organizations and an introductory text for personnel or colleagues.

Contents of the OCAI Preparation Kit:

1. General introduction
  - ◆ Commitment and change
  - ◆ Assessment as a first intervention
  - ◆ Timing: prevent overload
2. Organization and practical choices
  - ◆ Cultural Project Group
  - ◆ Objective of the assessment
  - ◆ Choice of target group
  - ◆ Define the concepts
  - ◆ Choice of profiles
  - ◆ Entire target group or random sample
  - ◆ Planning the duration of the assessment
  - ◆ Inviting the participants
  - ◆ Voluntary or mandatory?
  - ◆ Progress of the assessment
  - ◆ Is the assessment too difficult?
  - ◆ End of the assessment
3. Information and internal communication
  - ◆ Continual communication
  - ◆ Priming culture, assessment, and change
  - ◆ Internal communication plan
  - ◆ Means of communication before and during the assessment

## OCAI Work Kit: contents

The **OCAI Work Kit** includes a practical guide and road map for a one- or two-day OCAI workshop in your organization. This workshop helps your organization or team to really change! You'll also find an easy-to-use Power-Point presentation and tables that help you to work out culture, define behavioral change, and take action.

Contents of the OCAI Work Kit:

1. Introduction
  - ◆ OCAI workshop: method and focal points
  - ◆ Who will participate?
  - ◆ Voluntary participation
  - ◆ Group size
  - ◆ The coaches of the workshop
  - ◆ OCAI cultural workshop: one or two days?
2. Program OCAI workshop
  - ◆ Introduction, rules and focal points
  - ◆ Short repetition of the OCAI model
  - ◆ Getting to work with your OCAI results
  - ◆ Current collective profile: foundations
  - ◆ Exploring the future
  - ◆ Preferred profile: evaluation
3. Continuation: short workshop (1 day)
  - ◆ Required profile: found this in concrete behavior
  - ◆ Initiate action
4. Continuation: long workshop (2 days)
  - ◆ Preferred profile: found this in order to formulate a plan of change
  - ◆ Work out the required preferred culture
  - ◆ Plan of change: How will we evolve to the new culture?
  - ◆ Actions, blockages and solutions
  - ◆ Plan of implementation: choices
  - ◆ Finally: illustrative stories, in other words: sell the change

## Culture workshop

- Short revision of the OCAI model
- Our current profile + substantiation
- Future trends and changes
- Assess preferred profile
- Define preferred profile
- (Change strategy)

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## 4 culture quadrant



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## In other words:

- What will we do MORE of?
- What will we CONTINUE to do?
- What will we do LESS of?
- What DONT we want anymore, what do we truly want to abandon?

Does this fit what  
to begin with the last  
part of the  
conversation. It will  
NOT be part of our work

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## Help questions for resolutions

- What should we acknowledge & honor to acquire support for change?
- Which little things can we abolish or begin with?
- Biggest leverage for change?
- Symbols or metaphors?
- How do we make change perceptible for everyone?

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