# OCAI online

OCAI Enterprise Product Sheet

For teams and organizations, the results of all respondents are combined in a report with collective profiles of the current and preferred culture, broken down by the six key aspects of culture. In addition OCAI Enterprise offers tailor-made options when you need to know more than just the collective profiles; for example, the differences between managers and staff or between different sections or sites can be determined.

Invite your participants to your private URL to do the assessment. Participants choose one of the available languages. You receive an extensive report with collective results in English.

You will receive an extensive report of your team or organization including the OCAI Preparation Kit, and a do-it-yourself OCAI Work Kit, including a PowerPoint presentation and manual.
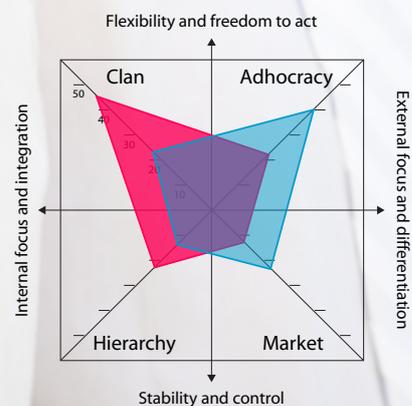
The OCAI report contains the following:

♦ The collective profile with current and preferred culture and an explanation.
♦ Additional profiles of your choice, for example separate profiles of senior management and staff, different sections, professions, or sites. These additional profiles will each be broken down into six key dimensions of culture (so you will get six sub profiles). Only the main additional profile will be compared with the average collective profile.
♦ Additional research questions of your choice.
♦ An analysis of the discrepancy between current and preferred culture.
♦ The profile is broken down into 6 culture dimensions:
    1. Dominant characteristics
    2. Organizational leadership
    3. Management of employees
    4. Organization glue
    5. Strategic emphases
    6. Criteria of success
♦ An assessment of cultural congruence: If the six aspects have the same dominant culture, the profile is congruent. Cultural incongruence on the other hand can lead to conflicts and inconsistencies, and these can be costly in terms of time, money, and energy.

With the OCAI Enterprise report, you will also receive four bonuses!

1. The OCAI Preparation Kit, including the following:
♦ A practical guide to start and monitor the culture assessment within teams and organizations
♦ An introductory text for personnel or colleagues

2. The OCAI Work Kit, including the following:
♦ 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!
♦ An easy-to-use PowerPoint presentation and tables that help you to work out culture, define behavioral change, and take action.

3. A podcast interview with professor Kim Cameron. He answers questions like:

♦ What is organizational culture?
♦ What does a small difference between current and preferred culture mean?
♦ What is the "dark side" of the four culture types?
♦ When shouldn't you use the OCAI?
♦ What's the biggest advantage of the OCAI?

4. The essay "Positive Energizers" to find and use the "change masters" in your organization
OCAI Enterprise: it's quick, easy and reliable

For OCAI Enterprise the investment depends on the number of profiles. So the number of participants doesn't matter! The investment starts at $597 for the collective profile, just like OCAI Pro. But now you can add more profiles and analyze your target groups further.
We will generate a report and fetch data from the database depending on the requested profiles.

Below you find the investment based on the amount of profiles:
Basis collective profile (average): $ 597
Plus: prices below are per profile:
2 to 5 profiles: $ 547 each
6 to 10 profiles: $ 497 each
11 profiles or more: contact us

For example: for a company with 3 different departments, you would pay one collective profile $597 + 3 times $547 = $2238. Prices are in US dollars.

Select OCAI Enterprise!

You can get started right away: register as an Enterprise administrator, set up your Enterprise assessment and pay after we check the number of sub profiles and set the price accordingly.

You can add registration fields so people can identify the sub-profiles you'd like to order. It is not possible to remove the fields already available. You can upload your logo and select available languages. There is a clear manual available for setting up your customized assessment. It's easy! After OCAI online has checked your set-up, we'll send you a request to pay and you invite participants to get started.

You may add extra questions if you like. Please note that the answers to extra questions are not statistically processed nor assigned to sub-profiles. Answers are reported back as a long, anonymous list for the population as a whole - just as an extra service.

Your payment can be done by Visa, Mastercard or PayPal and you'll receive a link to your personal OCAI administration page. Invite your respondents by email and start your OCAI assessment!

On your personal OCAI administration page, you are able to do the following:

- Check the number of respondents who have done the survey so far. Note: you can check how many people participated, but you will not be able to see who did the assessment.
- Participants need a valid email address and have to register for an account. Everyone will receive their personal profile by email as a courtesy and a confirmation that their results were stored. Seeing their scores will make people more aware of culture - as a starting point to reflect on necessary change. We grant people's privacy. The contact details are NOT shared with anyone.
- Download the OCAI Preparation and Work Kits and the bonuses.
- Close the assessment after the time deadline and with enough respondents.

We will then generate your OCAI report with the collective profile and sub-profiles - usually within 5 business days.

The OCAI Enterprise report is extensive. You can easily use the constructed graphs and profiles in the accompanying PowerPoint presentations from the OCAI Work Kit. This kit will also provide you with workshop schedules and lots of tips from our expertise using the OCAI in consulting.

This is the perfect product for outside consultants to use with clients!
Utilize our expertise and our ready-to-use OCAI bonus Kits!
Why do all the work when you can hire us...?
You can work with your clients while OCAI online facilitates the assessment and calculates the scores and profiles. It saves you hours of work! You will present an extensive report and discuss results in a professional presentation!

When you register as an administrator to set up your OCAI Enterprise account, you agree to our general terms and conditions and you acknowledge to have read the product leaflets so you know what our online system can and cannot do.

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 PowerPoint 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

OCAI PowerPoint for workshops: Preview

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 DON'T we want anymore, what do we truly want to abandon?

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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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