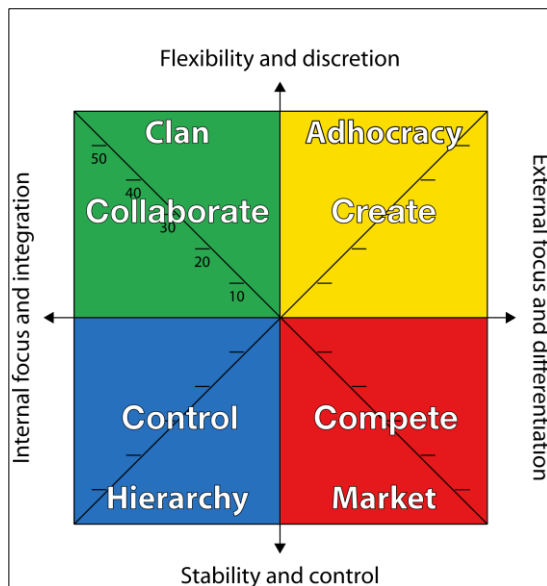


Organisational Culture Assessment Instrument (OCAI)

Is your organisation's culture now at a cross roads?
Do you know the culture your company aspires for?
Do you need help to pinpoint changes required?

The **Organizational Culture Assessment Instrument (OCAI)** is an online tool that is validated for assessing organisational culture. Developed by Professors Quinn and Cameron, OCAI helps organisations diagnose their current culture, understand the aspirational culture and the gaps where changes are required.



The OCAI Online Survey is based on the Competing Values Framework as above. It addresses 6 dimensions in terms of current and preferred organisational culture aspects:

1. Dominant characteristics
2. Organizational leadership
3. Management of employees
4. Organisation glue
5. Strategic emphasis
6. Criteria of success

What you will get from the OCAI Online Survey

- The dominant current culture
- The discrepancy between the present and the preferred culture
- The strength of the current culture
- The strength of the preferred culture
- The proposed changes and direction
- Current organisation pain points and the gain areas of change in the desired direction.

How NBO Leadership can help you drive the organisational culture change in your company

- Administer the OCAI Online Survey.
- Interpret and diagnose your company's current and aspirational organisational culture.
- Highlight gaps and recommend actions required to close them.
- Facilitate Deep Dive Workshops and/or Focus Group Discussions to discover specific areas post survey.
- Document the objectives and strategies related to your company's Organisational Culture Journey as part of your strategic plan.

Call us for an in-depth discussion. Our OCAI certified consultant will be able to provide you with insights on OCAI and how it can help you make the organisational culture change.

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