

Organisational Growth Program

OGI Information Package

DATE: <DATE>
VERSION: <VERSION NO.>
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WE MEASURE YOUR ORGANIZATION'S ABILITY TO GROW AND INNOVATE

Building resilience and strengthening change readiness are critical to thrive through change and disruption. The OGI® can help you quantitatively assess your organization's readiness to grow amidst disruption and uncertainty.



The Organizational Growth Indicator (OGI®) is a proven organizational diagnostic tool that measures your organization's ability to grow through new value creation (innovation) and adaptive change.

HARD DATA - VALIDATE YOUR GUT FEEL

ABILITY TO INNOVATE

Internally and/or externally focussed efforts to either enhance or create new value for your organization and the stakeholders you serve.



ABILITY TO CHANGE

Efforts to modify structures, goals processes and/or culture as required to achieve your organization's purpose and strategic business objectives.

The OGI® provides leaders with **Tangible Metrics** to validate their gut feel and accurately pinpoint previously unseen factors that are constraining their organization's ability to grow and change adaptively.

The OGI® is a Next Generation Organizational diagnostic tool - Grounded in over 20 years of research within a wide array of organizations and industries – thousands of leaders have participated in the OGI®, globally.

The OGI® Report provides your organization's OGI® results at three levels of analysis for each of your demographic profile groups, including leadership to identify their impact:

Total Score – a barometer of overall capability for growth and transformation

Eight Orientations – factors that influence the organization's approach to growth

Four Principal Mindsets – “frames” that shape organizational thought and action

On-line Assessment:

- 20 minutes to complete
- 5 Point Rating Scale
- Includes Validity Indices:
 - Consistency Score

Output: Organization Report highlighting accelerators and constraints to growth and next step actions.

THE OGI® SCORING INDEX

THE OGI® SCORE LINKS DIRECTLY TO YOUR ORGANIZATION'S PERFORMANCE

OGI INNOVATION & TRANSFORMATION TIER RATING	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
OGI OVERALL SCORING RANGE - %	≤38%	39 – 47%	48 – 56%	57 – 65%	≥66%
OVERALL STANCE To The OPERATING ENVIRONMENT	<i>Non-Responsive</i>	<i>Reactive</i>	<i>Mixed</i>	<i>Proactive</i>	<i>Pre-Emptive</i>
ABILITY TO GROW Through NEW VALUE CREATION	<i>Poor</i>	<i>Marginal</i>	<i>Moderate</i>	<i>Proficient</i>	<i>Advanced</i>
ABILITY TO CHANGE EFFECTIVELY	<i>Lagging</i>	<i>Developing</i>	<i>Adapting</i>	<i>Thriving</i>	<i>Excelling</i>
PREDICTED ANNUAL REVENUE GROWTH (and other KPI's)	≤ (-9)%	(-8) – 0%	1 – 9%	10 – 24%	≥ 25%



THE OGI® VALUE PROPOSITION

1. Quantifies “**Readiness**” for change – your organization’s *ability* to shift and transform adaptively.
2. Codifies the organization’s **Cultural Mindset** and links it to **Performance Metrics** such as revenue growth, profitability and other KPI’s (Key Performance Indicators).
3. Assesses **Four (4) Principal Mindsets AND Eight (8) Orientations** that drive an organization’s ability to grow through innovation and change.
4. **Measures the Impact (ROI)** of past, current and future **Training & Organizational Development Initiatives** implemented to improve the organization’s innovative and transformative capabilities.
5. **Strengthens Alignment** between leaders, strategy, processes, systems, and culture *across* functions and leadership levels.
6. Identifies **Clear Pathways** to drive improvement.

Contact us today to learn more about how THE OGI® can support your plans for organizational growth.