


The Center for
Organizational Excellence
This way forward.

15200 Shady Grove Road
Suite 400
Rockville, Maryland 20850
P: 301.948.1922 • 1.877.ORG.EXCEL
F: 301.948.2158
E: results@center4oe.com

www.center4oe.com

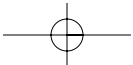
performance
+ effectiveness
consulting

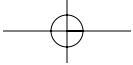
This way forward.



The Center for
Organizational Excellence

performance
+ effectiveness
consulting

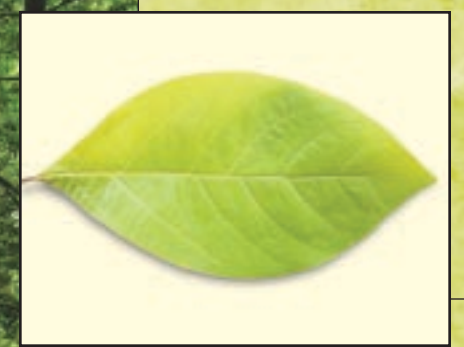




The Center for Organizational Excellence is a company of seasoned OE consultants. Since 1984, we've been helping government and corporate clients cultivate organizational strength, so that they may achieve their objectives. Our senior-level pros go deeper — to help you find your organization's potential. 🌿 Early on we'll help map out your needs, strengths and goals. Along the way, we'll identify deep-rooted problems that may hinder performance — and help you overcome them. With our guidance, your organization will come to embrace change. Your entire operation will evolve to be more effective. Then true excellence will be revealed. Naturally, those intertwined with the organization will achieve meaningful results. 🌿 So, let us help you become more effective and lead you to success.

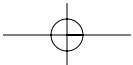


guiding you to excellence.



"Just as leaves, branches and roots unite to nourish the tree, many systems must be aligned to sustain your organization."

—Steve Goodrich
President of COE



A Variety of Extensive Services

Leadership Support

Success hangs on the strength of your leadership. So, fortifying senior executives is a specialty of The Center for Organizational Excellence (COE). In fact, we excel at improving the highest levels of leadership. Through confidential assessments, ongoing coaching, situational guidance, vision articulation and group support, we'll enhance the skills of your top leaders. Our proven methods will help you realize your vision. Develop a more effective organization. And methodically maintain that high level of performance for the future.



Change Guidance

We know that preparing for and implementing large-scale change can be disruptive and time consuming. For over 20 years, we've helped a variety of organizations manage and embrace change — and achieve their planned objectives. Whether you need to re-engineer a process, enhance customer service, or deploy an enterprise IT system, COE will help you weather change with ease.

OE Assessments

Truly effective organizations maintain a powerful synergy between 10 critical elements. We'll assess how effective you are at achieving your mission by using our unique "OE Framework" as a guide (see chart, next page). This exclusive model helps us assess your organization, internally and externally, against these 10 critical elements. All of these elements are interconnected in dynamic ways — and those relationships must be considered before taking any action. After a holistic assessment, we'll propose specific actions that will lead your organization to greater efficiency. And true effectiveness.

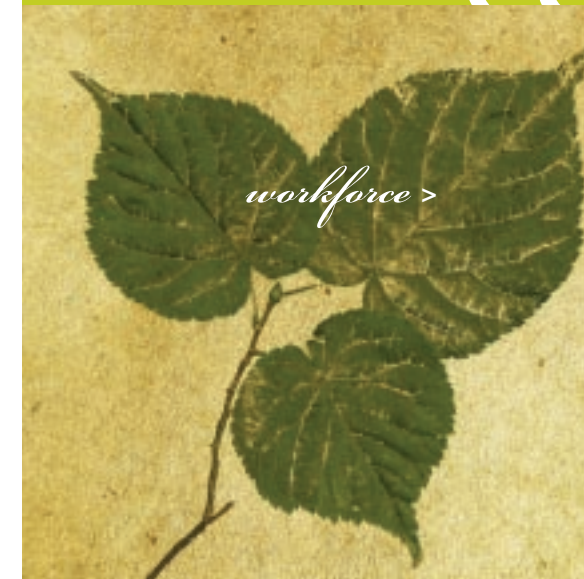


Seek an OE Assessment if:

- ~ You're about to encounter change or growth
- ~ Outside forces are about to impact you
- ~ You need an in-depth due diligence review
- ~ Few systems exist to track & measure efficiency

central mission >

TO MEASURABLY IMPROVE YOUR ORGANIZATION'S PERFORMANCE SO YOU MAY EFFECTIVELY ACHIEVE YOUR GOALS.

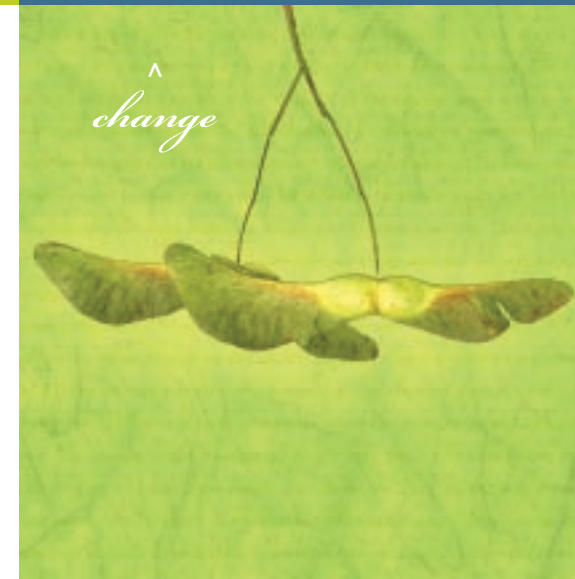


Human Capital Planning

To maximize performance, we conduct human capital planning. By comparing your current workforce profile and trends to your future requirements, we can help you create the right balance of staff — across all disciplines. Our proven comprehensive methods ensure you have the right people, in the right place, at the right time. All along, we'll recognize and build on strengths, identify weaknesses and propose solutions — so you can effectively reach your destination. We'll work with you to plan for and implement succession planning, realignment, competency studies, results measurement and more.

Strategic Planning

Defining a strategy and navigating a clear path to success is our forte. Our expertise and insight helps us produce custom planning efforts that are clearly defined, realistic, and ready for implementation. Plus, we will clearly support communicating your plan to all key stakeholders. This integrated approach helps focus your organization's resources on critical imperatives — so that you may achieve significant results.



Performance Management

We've developed a unique way to accurately track performance and report accountability. **GoalOwner™** is the total solution, combining our cutting-edge service with our automated system. It firmly connects staff members to your organizational imperatives. By linking individual performance to organizational outcomes, you can effectively hold employees accountable. GoalOwner reports the results directly to you — and helps you make accurate decisions on performance, pay, rewards and more. Managing this process is critical for true effectiveness. GoalOwner is your line-of-sight to help employees stay on course, so you can ultimately reach your organizational objectives. So, let COE provide you with the leading solution to demonstrate success.

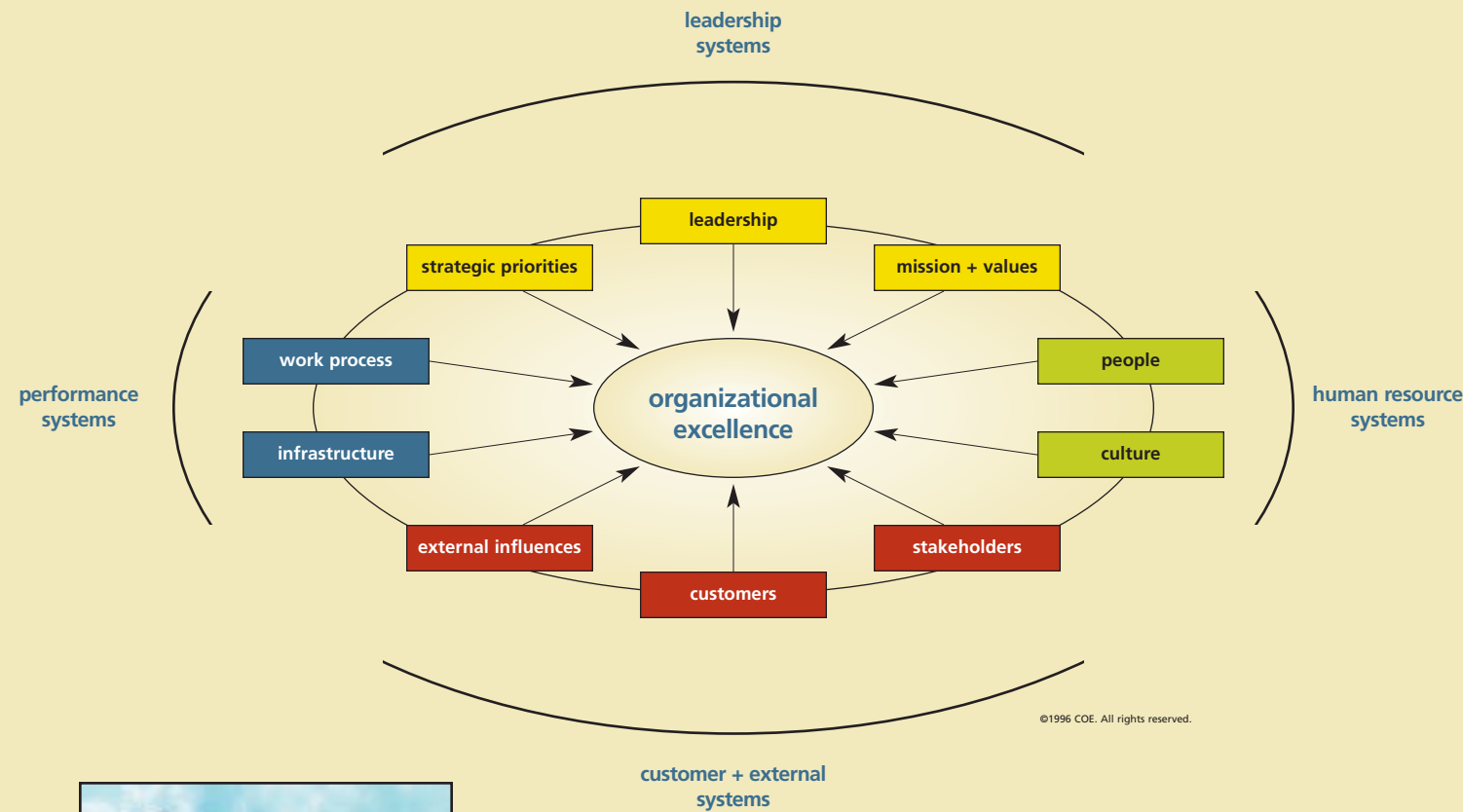
"Only in growth, reform, and change, paradoxically enough, is true security to be found."

—Anne Morrow Lindbergh
American Writer & Aviator

The OE Framework

A Unique Tool To Help Adapt Services To You

Over time, our client journeys have led us to develop an exclusive model to assess organizational effectiveness. This unique framework has proven to be a vital tool in helping diverse organizations find their footing. The 10 elements in this model are unique to each and every organization — including yours. So, after a thorough assessment, we will tailor our services around your needs, strengths and objectives. This way, you can adapt to change in the most efficient way possible, and experience significant growth. Ultimately we will ensure that all 10 elements are working in harmony, too — so your organization can be most effective.



Our Guiding Principles

- ~ Set clear expectations up front
- ~ Focus on positive outcomes
- ~ Serve as your business partner
- ~ Involve all stakeholders
- ~ Raise sensitive and critical issues
- ~ Identify areas with the most impact
- ~ Leverage key findings for meaningful change
- ~ Use proven models of effectiveness

Our Core Skills

- ~ Leading you to effectiveness
- ~ Adapting services to specific needs
- ~ Building widespread strength
- ~ Developing trusting relationships
- ~ Assessing with objectivity
- ~ Ensuring all advice is valid
- ~ Producing significant results
- ~ Creating sustained value

this way forward.



"All is well since all grows better."

—Andrew Carnegie
American Industrialist

It's peak time to reveal your excellence

Let's explore your current and future challenges. We'll help your entire organization be more effective — and guide you forward to excellence. Call COE now at **1.877.ORG.EXCEL.**