

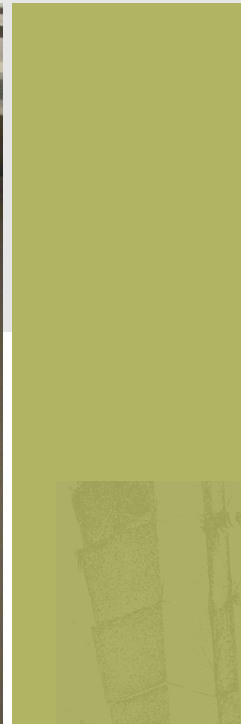


EXPERT EASE INTERNATIONAL Organisation Cultural Maturity Index

OCMI™ – Much More Than an Organisation Diagnostic Tool

Measuring the cultural maturity of a competent organisation is a crucial decision usually made by responsible and ambitious managers who strive for excellence.

The index, displaying the year on year scores across all criteria for all the core capabilities of the company, provides the information necessary for the establishment of both strategic objectives and managerial targets, from which action plans may be developed.

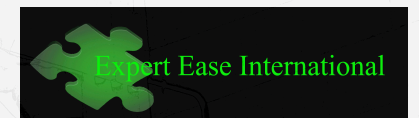


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an International diagnostic tool that
calculates your organisation's
cultural maturity





Expert Ease International introduced OCMI™ to the international market to assist companies achieve a positive impact on their ability to realise their full potential in a safe and sustainable manner.

Accurate Knowledge - Business Confidence

The cultural maturity of an organisation is the most authentic reflection of its competence and one of the most powerful elements affecting long term success.

Cultural maturity is shaped by 4 main criteria:

- **Corporate Social Responsibility:** awareness of and action to meet responsibilities towards key stakeholders; society, clients, workers and owners.
- **Innovation:** innovatory with the ability to diversify and transfer skills to the development of new products, services and outputs.
- **Resourcefulness:** using existing human, material and financial resources in a creative and adaptive manner to meet the challenges of changing social and economic conditions.
- **Authority:** encouraging self-managing units where-in individuals and teams are authorised to make decisions within the sphere of their control and influence.

A Powerful Impact - New Opportunities

Determining the precise status of an organisation's cultural maturity is crucial to its future growth and development. It's not just a guiding feature that affects immediate management decisions, but a strategic step designed to boost your performance and achievements.

OCMI™ is the diagnostic tool that can accurately measure the cultural maturity of an organisation in a revolutionary new way to estimate leadership competencies, measure policies and practices within an organisation. Focusing on the core capabilities of the company, the index provides the information for the establishment of both strategic objectives and managerial targets from which action plans may be developed.

As an organisational management tool, OCMI™ serves organisations that aim to reach world class performance.

The Competent Organisation

The competent company is one where-in the strategy, the managerial structures and policies, and the way in which it acts to meet its responsibilities to its workforce and those affected by what the company does.

Culture is the way in which the company behaves with respect to critical factors such as safety, and the structure is the way in which it organises itself to achieve its objectives. Quality companies demand exemplary work practices and excellent conditions throughout and in order to obtain this assess how competence is viewed and practiced.

Intelligence in Every Sense

As a diagnostic tool designed to analyse and rate your organisation's cultural maturity, OCMI™ will identify key areas that affect your competencies. It is a tool kit that will measure the policies and practices and calculate a score that will place the company on a maturity rating from 1 – 100%.

Working closely with your organisation, the core capabilities are then measured against the each of the maturity criteria utilising a set of questions designed to elicit information from a representative selection of senior staff and employees, and to gather material evidence that will substantiate the assessment conclusions.

In today's challenging and competitive market, ambitious organisations strive for the highest level of cultural maturity.