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## OEi - Guiding Your Company to Peak Performance

OEi steers companies to maximum workforce performance by addressing three of the most influential drivers of performance - leadership skills, performance management processes and work climate. We offer a unique, layered approach to creating performance solutions. This layered approach reflects a "systems thinking" view, in which each of these performance factors is optimized, and opportunities for synergy between them are identified and exploited. Our clients benefit greatly from this approach, experiencing the substantive and long-lasting improvements made possible only when these performance factors are both individually and collectively strong. While OEi can provide support for just one or two of the performance factors, many of our clients are eager to pursue a comprehensive approach. They understand that working individually, each factor can have a positive impact on performance. Working together, their impact increases exponentially.

### What Makes OEi Different?

- OEi is committed to providing solutions that are practical, pragmatic and productive.
- OEi takes a unique, layered approach to creating performance solutions, ensuring real and long-lasting results for our clients.
- OEi consulting services are never "cookie-cutter." We recognize that every client is unique, requiring customized solutions.
- OEi builds capacity in our clients' organizations so as to sustain enhancements and foster a continuous improvement process.
- OEi will not enter into an engagement with an organization until we have determined that the company is receptive and committed to the work and we are confident that we can have a real, sustainable influence on performance.

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