

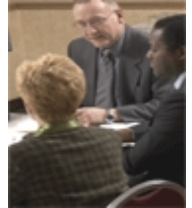


- [Home](#)
- [About OEi](#)
- [Services](#)
- [Clients](#)
- [Success Stories](#)
- [Presentations](#)
- [Publications](#)
- [Contact Us](#)
- [Español](#)

How Can OEi Help Your Company?

Leadership Assessment, Development and Training

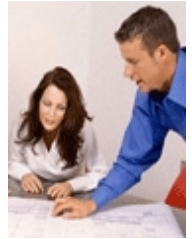
Quality leadership is a primary driver of organizational success; it strongly influences employees' opportunity and motivation to perform well. To be effective, leaders must master a range of skills related to establishing and conveying performance expectations, identifying and developing employee potential, accurately evaluating performance, providing helpful feedback and direction, and tapping into employees' motivators. OEi consultants can help your organization succeed with all of these challenges, plus more.



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Performance Management Strategy and Process Design

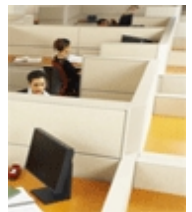
A solid Performance Management strategy is key to your organization's ability to successfully direct and develop its human capital. The supporting performance management processes are the essential tools used by your managers to guide and influence employee performance. To be effective, these strategies and processes must be aligned with your company's business objectives, strategic talent needs, management philosophies, and values. Critical aspects of performance management that we support include: competency development and integration, performance appraisal, recognition and reward, succession planning, and new employee orientation.



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Work Climate Assessment and Consulting

It is essential to the growth and continued success of your organization that its Work Climate be an asset in attracting, motivating, and retaining high-caliber talent. The climate must simultaneously bolster good business results and provide a positive work environment for employees. OEi's consultants take a pragmatic approach to work climate development. Using proven diagnostic assessment tools, we will establish a benchmark for your organization's work climate and identify any roadblocks to high performance.



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