



ORGANIZATIONAL  
CONCEPTS  
INTERNATIONAL

*Driving business results through human capital.*



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“OCI maximizes the potential of people, business processes and HR programs producing superior business results.”

## Conducting business today requires an ongoing adaptability to change.

Whether driven by product launch, sales emphasis, merger/acquisition, competitive environment or key management moves, a company's ability to respond quickly and efficiently is crucial to success.

Organizational Concepts International, LLC, (OCI) provides expertise to drive business results through human capital. Our firm specializes in the selection, development, motivation, and measurement of a client's workforce; working at the intersection of business goals and people.

Similar to financial capital, a business's human capital must be strategically selected and allocated addressing needs. Employees operate most efficiently with organizational clarity and personal reward and development opportunities that support commitment and job engagement.

We deliver the facts you can count on.

What's not measured is not managed. From designing human capital metrics, an individual or work group compensation program, or precisely appraising fair value of a potential merger or acquisition, OCI has demonstrated success.

We help companies realize the full potential of their people at every level.

OCI provides superior analytic and creative expertise through the most efficient labor and compensation solutions, and flawless organization-wide development and execution.



“OCI turns deliverables at a pace demanded by today's governing board or senior management team. That's why we have earned the trust and referrals of board chairs, chief executives, leaders of human resources, and labor and corporate law.”



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“OCI delivers results for emerging growth as well as Fortune 500 companies through specialized practice areas addressing: Selection, Development, Compensation, and Workforce Analytics.”

## Our Practice Areas

### Selection

The Selection practice provides expertise and services to identify, assess, acquire, and retain top talent. We specialize in search and selection consulting, and executive coaching.

- Talent Acquisition Consulting
- Customized Recruitment Solutions
- Executive Search
- Tailored Assessment Solutions
- Onboarding and Assimilation
- Succession Planning

### Development

The Development practice provides expertise on translating client behaviors into business results. We specialize in personalized individual and organizational development targeted at leadership, sales and service.

- Organizational Design and Alignment
- Leadership Development and Coaching
- Sales Effectiveness
- Learning Design and Implementation
- Performance Management
- Directing Transition

### Compensation


The Compensation practice provides rewards strategies that drive business results. We specialize in executive & board compensation, sales & non-sales incentives, internal pay equity and external market analysis.

- Executive Compensation
- Incentive Plan Design
- Sales Compensation
- Base Pay Design
- Custom Market Surveys
- Equity Plan Design and Allocation


### Workforce Analytics

The Workforce practice provides expertise on the numbers side of a client's workforce. We specialize in financial modeling and cost analysis, metrics and reporting, industry benchmarking, and collective bargaining support.

- Operational Staffing Analysis & Planning
- Workforce Analytics & Negotiation Support
- Custom Industry Benchmarking
- Workforce Metrics & Reporting



“Our practice areas leverage the intersection of business disciplines, HR services and management consulting.”



“Today’s workforce is the leading resource in defining a company’s competitive advantage.”

## Experienced professionals delivering extraordinary results.

Today’s workforce is the leading resource in defining a company’s competitive advantage. No longer is ownership of the workforce solely a human resources function. Successful businesses view their human capital from a strategic perspective as opposed to administratively.

OCI consultants blend tactical real world learnings with an aggressive pursuit of breaking trends and ongoing knowledge attainment. Our history includes case studies that demonstrate responsiveness and results to everyone from board chairs and CEOs to human resources, sales, and finance leaders. We are in fact experienced professionals delivering extraordinary results.

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