

## *What do I get?*

You will get an almost instant improvement in any group to which "I Opt" technology is applied. Positive results are usually visible before the group leaves the first debriefing meeting. Because the analysis focuses on group level vulnerabilities, no one feels personally threatened. Adjustments are easily accepted and improvement is quick.

"I Opt" is a proven technology. It has been successfully used at CEO levels in Fortune 50 firms. It works equally well at lower levels in areas such as banking, manufacturing, service, chemicals, universities and a host of other settings. It will also work in your firm.

## *What does it cost?*

Various options are available. On an unlimited use basis the cost is a fixed regardless of the extent of your use. Even at full retail, a typical investment is less than \$400 per team. The technology is affordable even in today's stringent, cost-sensitive environment.

## *How fast do I get it?*

"I Opt" analyzes groups using artificial intelligence. It is Internet based and can be accessed from anywhere in the world. You can get a complete analysis within minutes of putting in a request. Invisible group strengths and vulnerabilities are clearly identified.

The analysis and recommendations are specific to the group. Change any of the members and the computer will recognize a shift in structure and the analysis will change accordingly.

"I Opt" works on any kind of group, from 2 people to 20. You can also get a LeaderAnalysis™ that helps a leader guide a group toward his/her objectives.

Because the technology does not use psychology the report is benign. Privacy is protected. No one will take offense. It is safe to use at any level.

Speed, accessibility and high accuracy means that you can access all of your teams— even problem-oriented teams that last only a short time. You can be fully covered.

## *Large scale?*

All "I Opt" reports are written in a clear, business-like language. It is possible to use and benefit from the technology without any special training at all.

However, it is usually wise to initially debrief a group with an individual schooled in the technology. PCI, the owner of "I Opt" technology, has an extensive network of independent certified consultants who are ready to satisfy your needs.

If you have an internal Human Resources Development or Organizational Development staff you can elect to launch "I Opt" using them as the delivery vehicle. The "I Opt" reports are transparent and they can gain experience at lower levels. Learning is typically rapid and they can address your higher level groups once they are fully comfortable with the technology.

You can, of course, combine the approaches using both external and internal consultants. Low cost, wide-scale applicability is within the reach of firms of all sizes.

## *What is "I Opt"?*

"I Opt" technology is a way of engineering groups, not people. No one has to change their approach to gain improved team performance.

"I Opt" technology does this by using information processing to discover the processing patterns of individual team members. It sees the group as a neural network of these unique flows. This allows "I Opt" to identify structural strengths and vulnerabilities inherent in the specific composition of the team members.

"I Opt" addresses team conditions using sociology (the science of groups) rather than psychology (the science of individuals) as its basis. This group orientation distinguishes "I Opt" and makes "engineering" possible.

"I Opt" technology's sociological approach typically involves adjusting relationships. Individuals are shown how to use their preferred strategy more effectively, not how to change it. This makes "I Opt" prescriptions easy to accept and quick to implement.

"I Opt" technology is a serious "engineering" tool. It does not try to make people "feel good." It is task oriented. It is designed to increase the odds that a group will achieve or exceed their specific objectives.

## *Can I find out more?*

You can have your staff review the exhaustive explanation of the various analytical products on the World Wide Web at:

**[www.iopt.com](http://www.iopt.com)**

They can review the state of the art of the technology in actual application by going to the Organizational Engineering Institute's website at:

**[www.oeinstitute.org](http://www.oeinstitute.org)**

## *Can I try it?*

This is the best way for you to assess the technology. You can get a complimentary analysis on any group of your choice by calling (734) 662-0250 or toll free at (800) 860-0250.

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*Established 1991*

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