Engineering Results

Trying to "change" people is costly and can be offending. No one likes to hear that there is something "wrong" with them. Any change is usually short-lived and superficial.

Groups can be engineered with ease. All that is needed is to be able predict behavior, not "feelings." You have to know what will happen if particular people are brought together as a group. "I Opt" provides both reliable predictions and actionable options.

The simplest option is to substitute people. You can run and rerun "I Opt" analyses and watch predicted behavior change as people move in and out of the group. You can "fine tune" a group. The group can be designed to "naturally" do what you want done.

If the group composition is "set" you have other options. "I Opt" provides many to choose among. All of the options will be viable. You can select the ones that best fit local conditions.

None of the options will require anyone in the group to change. The only thing that changes is the structure of relationships. Engineering a group (or firm) involves plugging the right people in at the right spot. Every approach and competency has value if it is connected into the matrix of abilities in the proper manner. "I Opt" provides the blueprint for what will work and what will not.

Focusing on relationships rather than people creates a positive environment. No one is held out for praise or blame. Attention naturally turns from "me" to "we." Discussions converge on group rather than individual performance. The relationship changes agreed upon are easily accepted and visible results quickly follow.

Can I find out more?

You can get an exhaustive explanation of the various analytical products on the World Wide Web at:

www.iopt.com

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

www.oeinstitute.org

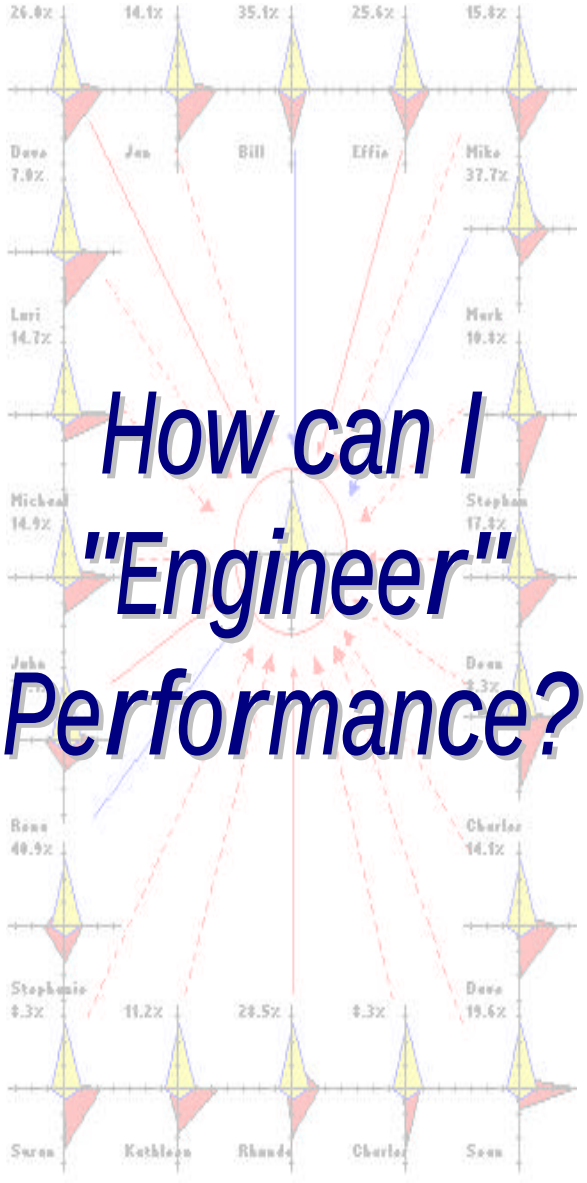
Can I try it?

You can get a complimentary analysis by calling 734-662-0250 (toll free 800-860-0250). Simply mention this brochure. Complimentary analyses are done manually and usually require 24 hours. Established clients that have web access can usually get their results in less than 10 minutes.

Professional Communications Inc.
Established 1991

101 Nickels Arcade
Ann Arbor, Michigan 48104

(734) 662-0250 (Voice)
(800) 860-0250 (Toll Free)
(734) 662-0838 (Fax)
OrgEngr@aol.com (Email)



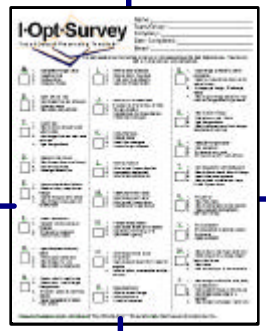
How can I "Engineer" Performance?

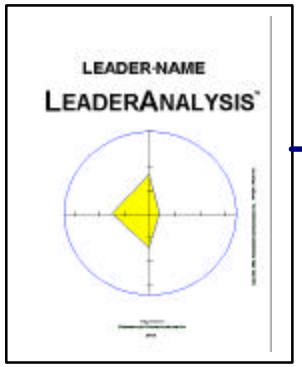
Individual Reports

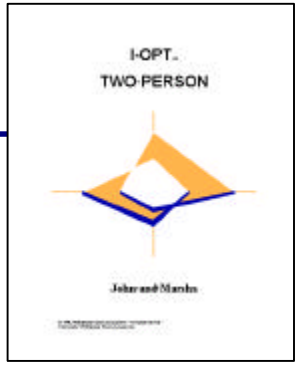
Engineering begins with individual reports. Each report is focused on a specific area. You choose the one keyed to your area of interest. The reports tell you what you can expect from the individual participants. All reports have recommendations that can be used as a basis for instruction or discussion. You can "engineer" your intervention knowing in advance what to expect.

TwoPerson™

This report is used for engineering pairs of people. It is often used on two person workgroups, in mentor/coaching pairs and with new hires who need to be integrated quickly into existing organizations. Engineering here involves aligning behaviors. The report works by showing how behaviors can be aligned to mutual advantage. It defines exactly what issues are likely to arise and what can be done about them.

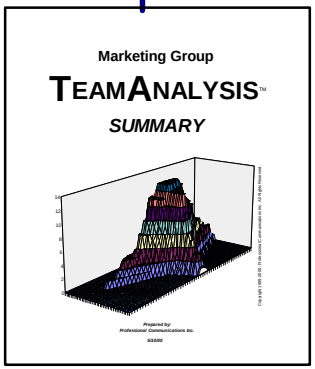






LeaderAnalysis™

This report is used to help a leader engineer a group to better meet their objectives. It does this by analyzing the group preferences relative to those of the leader. This is done for the group as a whole, for various sub-groups within a group and for the individual group members. The artificial intelligence embedded in the system then uses the analysis to make recommendations that the leader can use to better align the group to his/her objectives. Your engineering contribution is to help the leader assess the options and choose among them. You introduce the local conditions and personal preferences that are unknown to the computers producing the report.



TeamAnalysis™

This report is used to engineer groups of between 3 and 20 people. The report analyzes the group by assessing how all of the people will interact simultaneously. It then identifies group strengths and vulnerabilities. New groups can be engineered by substituting people until group strengths match the objectives being sought. In cases where an existing group must be engineered, the report offers suggestions a group can use to offset any vulnerability or magnify its strengths. Engineering an existing group is a matter of helping it choose among options.