

OCAI: Transforming Organizational Culture

Unlock the Power of Organizational Culture

WHAT IS THE OCAI?

The Organizational Culture Assessment Instrument (OCAI) helps organizations identify their current culture, define their ideal culture, and create actionable pathways to transformation.

The OCAI is a validated tool based on the Competing Values Framework, designed to measure culture across four dimensions:

- Clan - Collaborative, people-focused, team-oriented
- Adhocracy - Creative, innovative, entrepreneurial
- Market - Competitive, results-driven, performance-oriented
- Hierarchy - Structured, controlled, efficiency-focused

It provides a clear snapshot of where your organization stands and where it needs to go.

WHY CULTURE MATTERS?

A strong organizational culture:

- Boosts employee engagement and satisfaction
- Improves communication and alignment
- Enhances leadership effectiveness
- Increases productivity and collaboration
- Drives long-term sustainability and growth

Culture is not a buzzword – it's a measurable and manageable asset.



Dr. Danny Moosbrugger
Consultant & Executive Coach

FROM CHAOS TO CLARITY

HIGHER POINT SOLUTIONS

Partner With Higher Point Solutions

At Higher Point Solutions, we specialize in helping organizations interpret their OCAI results and turn insights into meaningful action.

Our services include:

- Facilitated OCAI assessments
- Team culture debriefs
- Leadership coaching
- Strategic culture alignment plans
- Conflict resolution & team development workshops



BENEFITS OF USING OCAI

- Clarity: Understand your current cultural strengths and gaps.
- Alignment: Compare leadership and team perspectives for better decision-making.
- Actionable Insights: Identify necessary shifts to reach your ideal culture.
- Strategic Direction: Build a roadmap to support transformation, performance, and morale.
- Measurable Change: Track progress over time to ensure lasting improvement.

OCAI SUPPORTS TRANSFORMATION

With OCAI, organizations can:

- Facilitate leadership alignment sessions
- Guide team development initiatives
- Improve communication and collaboration
- Reinforce mission, vision, and values
- Build more intentional organizational practices
- Data-driven pathways to strengthen performance, engagement & collaboration
- A practical roadmap for meaningful, sustainable change
- Whether you're navigating growth, restructuring, or simply want a more intentional culture, OCAI gives your organization the clarity it needs to move forward with confidence.

OCAI reveals the cultural dynamics that shape everyday performance.

*a stronger
organization starts
now!*



WHY HIGHER POINT SOLUTIONS?

- Over 30 years of leadership experience
- Harvard-trained expertise
- Proven, dependable track record
- Certified in Working Genius and DISC assessments

WHAT WE DO...

- Develop stronger leaders and cohesive teams
- Unlock organizational potential and drive productivity
- Provide tools and insights for lasting growth

UNLOCK THE POWER OF ORGANIZATIONAL CULTURE.

Helping organizations identify their current culture, define their ideal culture, and create actionable pathways that lead to transformation.

START BUILDING STRONGER LEADERS TODAY.

Let's talk about how Higher Point Solutions Coaching & Consulting can help elevate your organization to the next level of success.



VIEW MORE AT [HIGHERPOINTSOLUTIONS.COM](https://higherpointsolutions.com)

ABOUT DR. DANNY MOOSBRUGGER

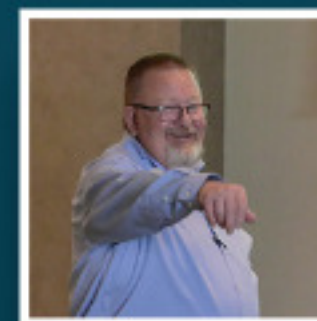
Dr. Moosbrugger has been a long-time resident of Central Florida and has served as police officer, pastor, and administrator at numerous universities and seminaries.

Executive Leadership Coaching: Mastery Session Executive Leadership Coaching: Professional & Executive Development
- Harvard Division of Continuing Education - Issued Oct 2024

Danny has a Ph.D. in Organizational Leadership from Regent University, a Master of Divinity degree with a minor in counseling from Southeastern Seminary. Danny is currently a professor of leadership at Grand Canyon University and Liberty University. He also holds many certifications in Life and Wellness Coaching, Behavior and Personality Assessments, Emotional Quotient, DISC Assessment, and Working Genius Assessment, which helps increase productivity while reducing conflict in organizations.

Danny has a passion for helping others experience success through the accomplishment of their goals, and dreams, and when their "Ah-Ha" moments are realized and achieved. Dr. Moosbrugger is excited about helping leaders and their organizations reach their potential and enhance their talents and gifts.

Married to Bobbi, they have two adult children, Lori and Bryan, who live in Central Florida



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*when leaders rise
organizations thrive*
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