



*“Organizational Agility helped to clear the air so we could proceed with necessary changes in strategies and practices that reflect the basic values of our company.”*

**John Young** • Former CEO, Hewlett Packard

### OA Enables Client Companies to:

- Get a quick and clear “snap-shot” of their organizational agility by examining their corporate culture.
- Make them aware of their challenges in their behavioral practices and take remedial actions.
- Focus on 48 practices that are crucial to their corporate culture.
- Measure the extent to which their corporate cultures adapt to changing conditions.
- Prepare them for change in proactive way.
- Be flexible enough to take advantage of new opportunities as they arise.

### Unique Value Proposition for Consultants

- **OA CERTIFICATION.** Experienced consultants can complete OA certification in one day. OA certificates will be awarded to consultants upon successful completion of training.
- **COMPLETE CERTIFICATION DELIVERABLES.** Consultants applying for OA certification will receive an information package containing all the support materials.
- **GLOBAL REACH.** OA has been adapted to different cultures and is available in several languages.
- **ON-LINE CAPABILITY.** Survey allows for data collection via the Internet effectively.
- **UNIVERSALITY.** Can be used by companies across various industries.

### Selected OA Users

Abbott B.V.	Health Care Services	Sweden
Cathay Pacific Airways Ltd.	Transportation	Hong Kong
Lazard Asset Management	Bank, Finance & Insurance	Scotland
MDBA PMEE	Military	France
Optisen Alan Muutosvalmius	Furniture	Finland

SITA	Telecommunications	U.S.
The Siam Fibre-Cement	Construction	Thailand
Vermeire	Office Products/Services	Belgium
Wcclesiasical Insurance	Bank, Finance & Insurance	U.K.

### Credentials

Dr. Donald T. Tosti and Stephanie F. Jackson, both well-known experts with organizational recognition in the field of management behavior, organizational systems and human resources development, developed Organizational Agility Survey™. OA seeks to assess a company’s organizational agility by examining its overall corporate culture in 48 behavioral practices. In addition to their own applied research they consulted the writings of Built to Last by Collins and Porras, Corporate Culture and Performance by Kotter and Heskett, and The Fifth Discipline by Senge.

#### ABOUT THE AUTHORS

**Dr Donald T. Tosti & Stephanie F. Jackson**  
 Founding Partners, Vanguard Consulting, Inc.

**Dr. Donald T. Tosti, Ph.D.**, is an educator and internationally recognized pioneer in performance-based approaches to organizational effectiveness. T&D Magazine and the American Society have recognized him as a key contributor to Human Performance Improvement (HPI) technology in the United States.

Dr. Tosti has consulted on a wide range of organizational change programs for companies in Asia, Europe and the United States. His clients include British Airways, Honeywell Bull, IBM, General Motors, Hewlett Packard, American Express, Bank of America, etc.

Organizational Agility Survey™ co-author, **Stephanie F. Jackson**, specializes in the evaluation of performance and organizational systems, and in the design of behavioral and skills based change programs.



For more information about **Persona GLOBAL®**, Inc.’s metrics and methodologies, please contact [info@personaglobal.com](mailto:info@personaglobal.com) or visit [www.personaglobal.com](http://www.personaglobal.com)



#### ABOUT **Persona GLOBAL®**

**Persona GLOBAL®** is a worldwide provider of assessment tools and methodologies for corporations facing challenges in change leadership, communication, organizational alignment, sales, customer service and management. **Persona GLOBAL®**, Inc.’s metrics and methodologies are currently available in 72+ countries; its programs have been translated in up to 38 languages. More than 1,700 certified **Persona GLOBAL®** practitioners around the world serve their clients as strategic business partners.

#### Corporations that have benefited from **Persona GLOBAL®** Programs include:

- BMW
- Applied Materials
- British Airways
- Mitsubishi
- Dell Computer
- Japan Airlines
- Disney
- IBM
- Credit Suisse
- Coca-Cola
- Alcatel
- American Express
- Hitachi
- Motorola
- SONY Music Entertainment