

Organizational Development *Building Enterprise Excellence*

HOPS International LLC and The Center for Organizational & Leadership Excellence provide a progressive approach to building organizational excellence through its innovative focus on Organizational Development.

In guiding and supporting our clients, members, and associates in addressing continuous evolving changes and challenges of the 21st century, we utilize innovative state-of-the-art assessment and diagnostic approaches that effectively analyze individual, group, and organizational components that may impact organizational performance and ultimately the reality of excellence. Through creative and customized applications of organizational and human performance development methodologies tested in multiple worldwide applications, HOPS does more than just provide a mechanical approach in identifying and resolving any organization's level of excellence and bottom line performance - we help our clients and members create realistic strategic, operational, and cultural alignment by targeting specific linkages beginning with the critical components of an organization's core ideology through executable frontline goals, objectives, actions, and results! As such, our approach to Organizational Development is holistic and complete, avoiding "band-aid" solutions that simply do not increase organizational performance nor build a culture of excellence.

As a globally acclaimed organizational and leadership development team with major achievements in both the public and private sectors, HOPS through its alignment with EAF and The Center for Organizational & Leadership Excellence provides all of our clients and members with a personalized consultative approach to increase effectiveness and efficiency of performance by analyzing not only how employees perform their jobs, but why, what they think, and how they feel, thus humanizing relationships between management and employees throughout all levels of the organization. Our approach is based on the following core practices model incorporating the appropriate selection of those key components and consulting solutions that best fit the needs and challenges of our client and member organizations:

