



**Organizational
Development
House**

بيت التطوير التنظيمي



**Organizational
Development
House**

بيت التطوير التنظيمي

The idea



We believe that every entity begins with an idea, and every idea is based on value or a value system that is the essential motive for the managing this entity and the guarantee for its survival and development.

These values appear in the vision, mission, strategy, the biggest and most precise decisions, some have expressed them as an imprint.

The imprint of each organization appears in its values, whether positive or negative, balanced or biased, weak or strong, written or concrete, and we work to measure and define those values to see where we are now, and what values we need to reach to create a balance in the system of values on which organizations are built.

About Organizational Development House



The rapid pace of economic and technological changes in the world and the intensified competition in the work environment have led to the growing need for specialized organizations in the areas of organizational development that works as a strategic partner to identify the milestones, overcome obstacles, and solve problems from the root, so from here OD has started.

A house for experts specialized in the fields of Organizational development, and the place to provide management and organizational consulting with the highest professional efficiency and in accordance with international standards but in harmony with values of the local and Arab working environment.



Our Values

- Working according to balanced and positive values.
- Apply a scientific approach to work.
- Focus on results.
- Creativity and development.
- Respect our customers.
- Financial efficiency.



Our Mission

To be the first strategic partner to manage the change and organizational development in Arab business organizations in 2030 through balanced values.



Our Vision

To be the makers of change and development in Arab business organizations based on positive balanced values.

What do we Offer



- Organizational Values Assessment.
- Leaders' Values Assessment.
- Group Values Assessment.
- Individual value assessment.
- The Shared Organizational Values Assessment.



Organizational Values Assessment

Shared organizational values are the primary reference for building an organization, forming its philosophy, and creating an appropriate working environment. They affect the types of goals needed to be reached and the behavior that the organization must adopt to achieve those goals.

Studies have often shown that many of the problems faced by organizations are due to the lack of clarity of shared organizational values starting from the level of the founders, through the executives and till the level of the employees, which leads to confusion in the objectives and the dispersion of the work environment.

Therefore the Organizational Development House is keen to study and analyze common organizational values, to clarify the philosophy of the organization's work and define its strategic plans in a manner that supports long-term performance and facilitates short-term decision making.



What Organizational Development House offers through Organizational Values Assessment





- A map of balanced organizational values.
- Determining the organizational values that affect the vision of the founders.
- Define the gap between current organizational values and future organizational values.
- Determining incentive organizational values for individuals working in the organization.
- Determination of positive and negative organizational values and their impact on the work environment and performance rates.



Leaders' Values Assessment

Leadership is one of the most important factors influencing the level of performance in the organization, so we assess leaders by studying the perceptions and reactions of the organization's employees, and determining their current values and the values to be achieved in a balanced way.

And then develop a plan to achieve this balance through individual and group workshops that aim to achieve the highest level of performance and profitability.

The Organizational Development House provides an assessment of leaders, especially organizations whose leaders make a significant contribution to shaping their organizational culture.



What Organizational Development House offers through Leaders Values Assessment





- A comprehensive map of the individual values of leaders with an analysis of the strengths and points of improvement they need
- A comprehensive map of the gap between perceived values and self-values of leaders.
- Determining the value of performance incentives for the leaders that direct all (decisions - trends – behaviors)



Group

Values

Assessment

The values of the teamwork are the values of daily coexistence between individuals and different teams. If these values are not clear, it will negatively impact the work environment, creating confusion in the organization. Many obstacles will grow in order to achieve the goals of the organization.

Therefore, it's important to identify and create a balance in the values of the teams to be consistent with the core values of the organization, and that system of values becomes the main linkage for bringing together teams and individuals towards the achievement of the Organization's main objectives.

Therefore, by evaluating the values of groups, OD house achieves the great results that emerge from teams that are capable of interaction, cooperation and gaining points of excellence by wrapping around basic values that are consistent and clear.



What Organizational Development House offers through Group Values Assessment





- A comprehensive map of the values of departments and current working groups with analysis of points of strength and points of Improvement required.
- A comprehensive map of the gap between the perceived values and the subjective values of all working teams.
- Define a map of the expected balanced values of the teams to raise the level of performance and raise the level Organization profitability.
- Define programs to apply values to reduce team-level problems and reduce cost.



Individual value assessment

The individual working in the organization is the most important and strongest ring in the success chain, and individual values are the drive force behind this success.

Identifying and balancing individual values means that they can adapt to the work environment, reduce individual problems, and raise individual performance within the organization and within teams.



What Organizational Development House offers through Individual value assessment





- A comprehensive map of the employee's individual values with an analysis of strength points and improvement points required.
- A comprehensive map of the gap between the current values and the balanced values that must be.
- Determining the main values that control the skills and orientations of the employees of the organization.
- Raise the level of success in attracting individuals and the extent to which their values are consistent with the prevailing values of the Organization.
- Determine the balanced values of the employee at the level of the organization as a whole.



The association between the values of the organization, leaders and working groups, as well as individual values, helps the organization achieve outstanding outcome for each of the partners in this partnership.

The values of the organization act as the determinant of the direction of the organization and the values of the leaders are the engine and the catalyst for them. The values of the working groups aim to raise the main capacities of the working groups in the direction of the values of the organization. And directing the values of the individuals themselves is necessary to be in the positive direction and synchronized with the values of the organization.

In many organizations, shared values have increased profits from 3% to 10% and some have reduced cost by more than 14%.

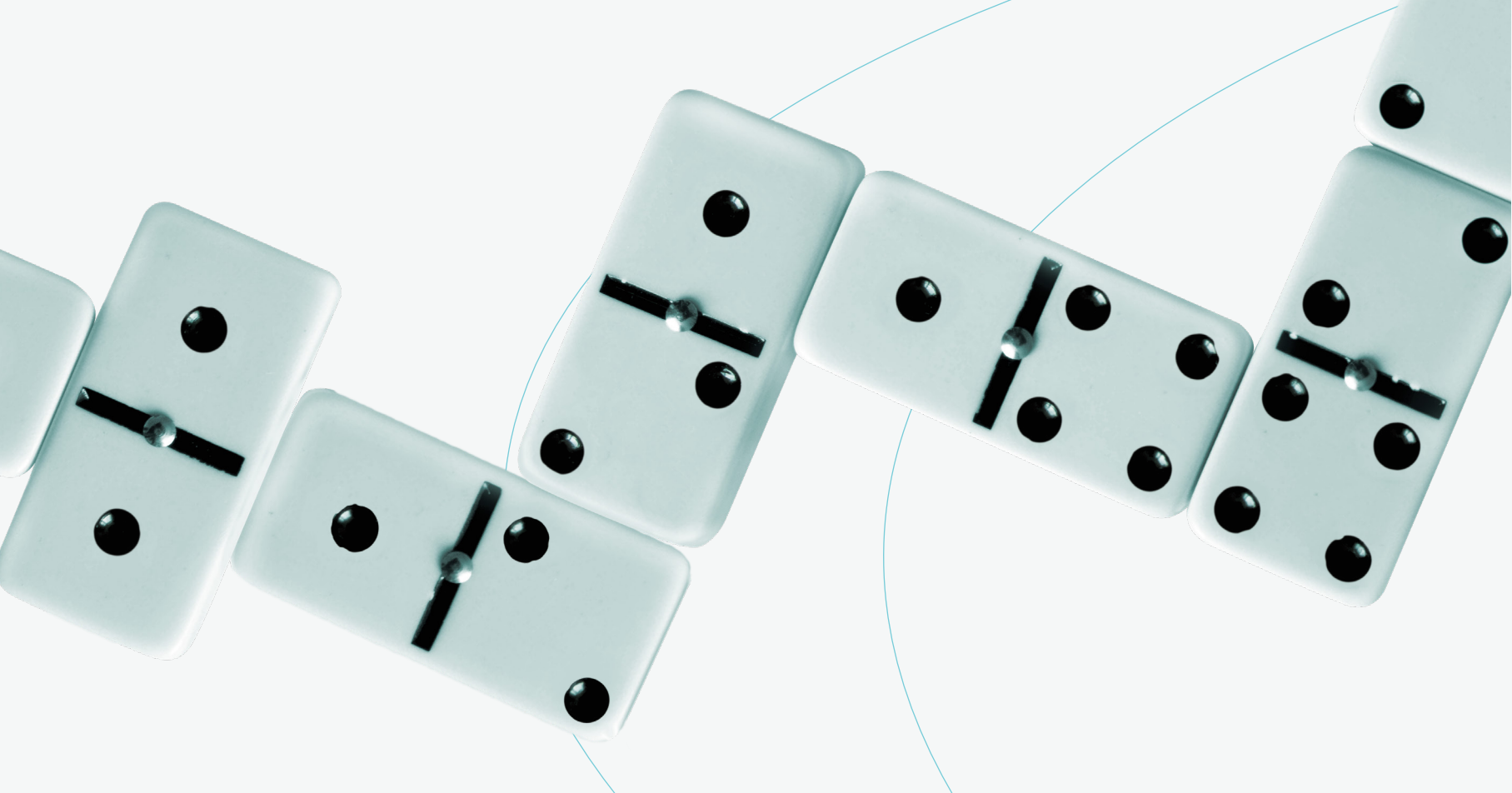


What Organizational Development House offers through Assessment and formulation of shared organizational values





- Map of current organizational values / leaders / work groups / individuals.
- Identify organizational values desired for the organization / leaders / work groups / individuals.
- To clarify the gap between the current organizational values and the desired organizational values of the organization / Leaders / Working Groups / Individuals.
- Identify the impact of organizational values / leaders / work groups / individuals on each other.
- A map of balanced values required both at the individual level, working groups or leaders of the Organization as a whole.
- Determine the extent of change in values and the evolution of organizational awareness of staff in the organization for the following years.



The Mutual influence of values

The process of identifying and evaluating values in the organization is the starting line at which development begins and organizational capacity is raised.

This happens by creating a positive balance in the system of values that control them, and then developing a plan based on the new balanced value system.



That plan's effect is reflected on various organizational aspects, Like ..





- Developing vision and mission
- Systems and procedures modification
- Identification of authorities and terms of reference
- Organization restructuring
- Team building
- Labor division redesigning

- Developing Strategic plans
- Work Environment restructuring
- Regulatory / Organizational operations restructuring
- Developing team roles and skills
- Employees' activities and career profiles planning
- Employees' skills and capacity identification/building



The competitive advantage of OD House



The Organizational Development House is characterized by a business methodology that is the latest of its kind and is the most capable of balancing the values in a way that works on the mutual positive impact between values.



Quantitative methodology also adds the highest advantage in the ability to study the impact of values on the organization, which improves performance at a lower cost and more efficiency.

OD House is the first experienced place that offers this application aligned with the largest library of modern world values. We can apply this to individuals working in medium, large, and even multi-national organizations.



Other Organizational Development house Services



Design strategies



Formulation and organizational restructuring of organizations



Formulating and restructuring policies, procedures and models



Formulating corporate governance



Function Analysis



Performance Evaluation Systems



Structuring/Re-Structuring Financial Benefits



Define training needs



Career Path Development



Support digital transformation to human capital management system

Our Clients

We provide consulting services for the following sectors:



Medical Services Sector

- Saudi German Hospitals
- alexandria university



Real-estate Sector

- Numu company



Commercial sector

- Suzuki Saudi



The banking sector

- Ilinma Bank



Higher Education Sector

- Al - Rajhi City for Education and Development
- Al Qussaim university



Aviation Services Sector

- Saudi Arabian Airlines



Non-profit organizations and charitable organizations sector

- Awqaf suaiman a.alrahji company



Oil and petroleum sector

مصرف الإنماء
alinma bank



شركة أوقاف سليمان بن عبد العزيز الراجحي
AWQAF SULAIMAN A. AL RAJHI COMPANY



الخطوط الجوية العربية السعودية
SAUDI ARABIAN AIRLINES



مجموعة مستشفيات السعودي الألماني
Saudi German Hospitals Group



جامعة الإسكندرية
ALEXANDRIA
UNIVERSITY



كليات سليمان الراجحي
SULAIMAN ALRAJHI COLLEGES

سوزوكي السعودية
عضو مجموعة بامعروف



SCCE
الهيئة السعودية للمهندسين
SAUDI COUNCIL OF ENGINEERS

Qassim University
جامعة القصيم

The consulting services for our clients are provided directly through the CEO of OD House.



Africa – Egypt

55 – District 1 – 5th
Settlement – New Cairo

Saudi Arabia and the Gulf States

In cooperation with the Al Rajhi Center for
Studies and Consultations
Bakiriya: Mailbox 777 – Postal code 51941

United States of America

Capital Ave ,Suite #310 1603
Cheyenne, Wyoming 82001

Mobile number

+96616 3355555 Ext. 1200
+966545801222

Mobile number

Egypt: +201222276999

Website

<http://odhouse.org>

Mail

ceo@odhouse.org



