

CAPABILITY STATEMENT

DUNS NUMBER: 051215989
CAGE CODE: 7NNV5

NAICS CODES:

541611 - Administrative Management and General Management Consulting Services
541612 - Human Resources Consulting Services
541618 - Other Management Consulting Services
611430 - Professional and Management Development Training
561312 Executive Search Services
561311-Employment Placement Agencies
611710- Educational Support Services

CERTIFICATIONS

- Minority Business Enterprise (MBE)
- Women-Owned Small Business (WOSB)
- Women’s Business Enterprise Alliance (WBEA)
- Historically Underutilized Business (HUB)
- Houston Minority Supplier Development Council (HMSDC)

CONTACT INFORMATION:

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CORE COMPETENCIES

OEC² Solutions is a minority and women-owned human capital consulting, corporate training, executive coaching, and executive recruiting firm headquartered in Houston, Texas.

We provide leading-edge solutions throughout the entire human capital lifecycle including talent acquisition, assessment, performance, succession, development and transition.

ORGANIZATIONAL EFFECTIVENESS & DEVELOPMENT COMPETENCIES

- Organizational Development
- Executive Coaching
- Talent Management
- Management Development
- Leadership Development
- Executive Development
- Succession Management
- Employee Development
- Education, Training, and Development
- Executive Recruitment
- Performance Management
- Team Development
- Cross-Cultural Consulting/Coaching
- Cultural Diversity
- Expatriate Coaching
- Career Development
- Career Transition
- Competency Development/Modeling
- 360 Degree Multi-Raters

EXECUTIVE RECRUITMENT COMPETENCIES

- Executive Recruitment
- Diversity Recruitment
- Workforce & Succession Planning
- Candidate Assessment
- Candidate Sourcing & Screening
- Applicant Interview

MEDIATION AND ALTERNATIVE DISPUTE RESOLUTION COMPETENCIES

- Workplace Mediation
- Family Mediation
- Divorce Mediation
- Relationship Mediation
- Conflict Resolution Coaching

DIFFERENTIATORS

Dr. Odette Christie, Chief Executive Officer is an organizational development practitioner with over 25 years experience providing services to managers, business leaders, and executives striving for excellence and leadership in their fields. Her expertise includes organizational development, talent management, change management, management training, leadership development, executive development, executive coaching, executive recruitment and diversity & inclusion.

PSYCHOMETRICS & 360-DEGREE ASSESSMENT SURVEY

Odette has led and implemented a wide range of large-scale transformational programs/projects focused on performance improvement at the individual, team, and organizational levels in North America, Europe, Asia, Australia, Middle East and Africa.

- The Birkman Method
- Hogan Assessment
- NEO Personality Inventory (NEO-PI-R)
- Myers-Briggs Type Indicator® (MBTI®)
- DISC Personality Assessment
- Extended DISC Assessment
- FIRO-B Assessment
- California Psychology Inventory (CPI)
- Cross-Cultural Adaptability Inventory
- Emotional Intelligence (EI) Assessment
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Strong Interest Inventory
- 360 Degree Multi-Rater Assessment Survey
- Organizational Assessment Survey
- Team Assessment Survey
- Competency Gap Assessment Survey
- High Potential Identification and Talent Development
- Assessment Strategy Design

PAST PERFORMANCE

CB&I: Executive Coaching, Psychometric Assessments, 360 Multi-Rater Assessments, Succession Management, Performance Management, Organizational Development, Career Development, Team Development, Competency Modeling, Career Transition and Training & Development

Accenture LLP: Organizational Effectiveness, Organizational Development, Executive Coaching, Succession Management, Leadership Development and Competency Modeling

Baker Hughes: Organizational Effectiveness, Organizational Development, Executive Coaching, Succession Management, Management & Leadership Development, Competency Modeling and Career Transition