Where and how do learning and competency development really occur –
in your organization?

- Models are great and can be helpful in guiding exploration and core curricula development, but every organization is indeed unique.

- **IC^2** specializes in customizing OID (Organization and Individual Development) and learning solutions supporting *your* vision - meeting *your* needs in *your* environment.

- An analysis of an organization's OID-enabling characteristics as well as its dilemmas/challenges is effective in identifying focused and viable solutions that will make a real impact and yield a compelling ROI.

Your Organization – pre-solution	
OID - Enabling Characteristics	**OID – Dilemmas and Challenges**
The attributes of your organization (e.g. your structure, culture, and environment) that naturally support OID.	The attributes (real or perceived) of your organization that can get in the way of OID.

*Note: This analysis was the approach used in identifying the learning solution transformation opportunities in both of the real-world examples shared. The **right** solution can transform a dilemma/challenge into an enabling characteristic(s).*

IMPACT : Competencies^2 SM