



Who We Are – A Capability Briefing

OSIYO – Presentation Overview

- Osiyo – Who We Are
- Four Practice Areas
- Services by Practice Area
- Our Difference
- Our Clients



OSIYO – Our Purpose and Direction

Osiyo's vision is to enhance business knowledge and networks in Native organizations, firms, and corporations.

Osiyo's mission is to improve strategic performance in Native businesses, creating self-reliant direction, sustainable operations, and increased value.



OSIYO – Our Guiding Principles

- Seeking first to understand the organization and identify successes, our work is driven by ‘Appreciative Inquiry.’
- We are client service focused, believing that everyone deserves respect, trust, and generosity.
- We create achievable and cost effective solutions.
- We work hard to surpass expectations with timely delivery.



OSIYO – Our Growing Company



Cherokee Female Seminary in
Tahlequah, Oklahoma, (1851 - 1909).
Our great-grandmothers were educated
at this boarding school.

- Osiyo was founded by Leigh A. McGee and Roni K. Briggs, Cherokee Tribal citizens raised within the Cherokee Nation.
- In 2005, Diversity Business named Osiyo in the top 500 minority-owned and top 100 native-owned businesses.
- Osiyo has grown profits and capabilities since inception.

OSIYO –

Our Team of Experienced Consultants

- **Roni K. Briggs**, Osiyo Partner, specializing in organizational design and integration, corporate direction setting, facilitation, and leadership coaching. A graduate of OSU and corporate executive for 20 years, she has the experience to assess business capabilities.
- **Leigh A. McGee**, M.B.A., Osiyo Partner, specializing in strategic management, business assessment, and project management. For the last decade, she has assisted tribal businesses in matching capacity with contracting opportunities.
- **Clayton W. Faubion**, Ph.D., Associate Professor at University of Maryland Eastern Shore, specializes in performance management strategy and training.
- **Walter Featherly**, Esq., Patton Boggs, LLP, a graduate of Harvard Law School, specializing in business legal risk assessments, 8(a) contracting, and corporate structure.



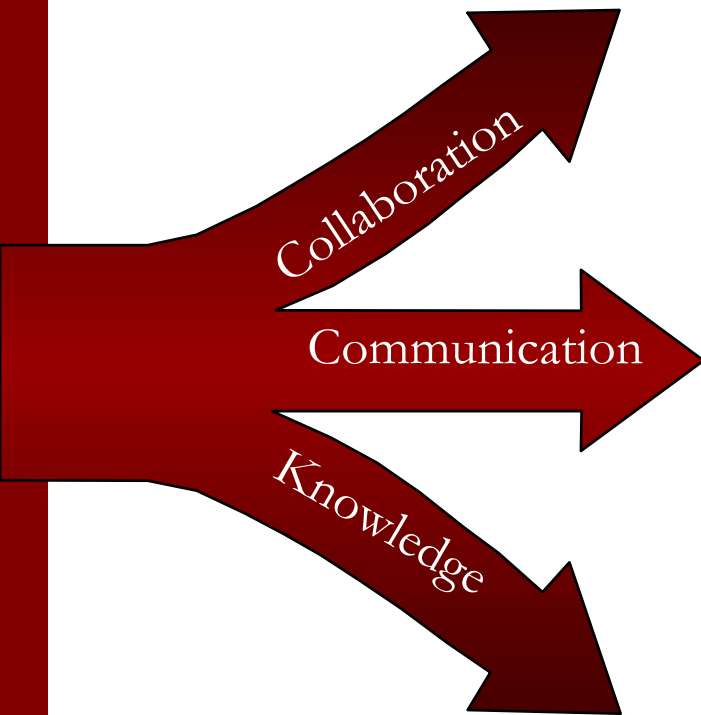
OSIYO –

Our Team of Experienced Consultants

- **Lisa Feder**, M.B.A., 20 years of marketing expertise, strategic planning, target marketing; new market entry plans, and product line positioning.
- **Jamie L. Geneva**, M Ed., a curriculum designer and highly sought after business communications trainer and consultant, technical writing, and project administration.
- **Pat Hoxie**, C.P.E., 25 years in progressively senior positions specializing in all aspects of auditing, procurement, contracts, and accounting in the technology services and government contracting industries.
- **Teresa A. Malaby**, 25 years of leadership expertise specializing in communication strategy, corporate relations, conference planning, and supply chain management.
- **Gary Patterson**, M.B.A, C.P.A., a graduate of Stanford with 30 years specializing in financial management, acquisitions, business development planning, and venture capital.



OSIYO – Management Consulting Practice Areas



- Strategic Management

- Business Assessment

- Training and Development

- Facilitation and Consultation

OSIYO – Consulting Services by Practice Area

Strategic Management

- Vision & Mission
- Strategic Planning
- Organizational Design
- Communication Planning

Business Assessment

- Internal Business
- Acquisition
- Integration

Training and Development

- Curriculum Design
- Executive Education
- Workshops

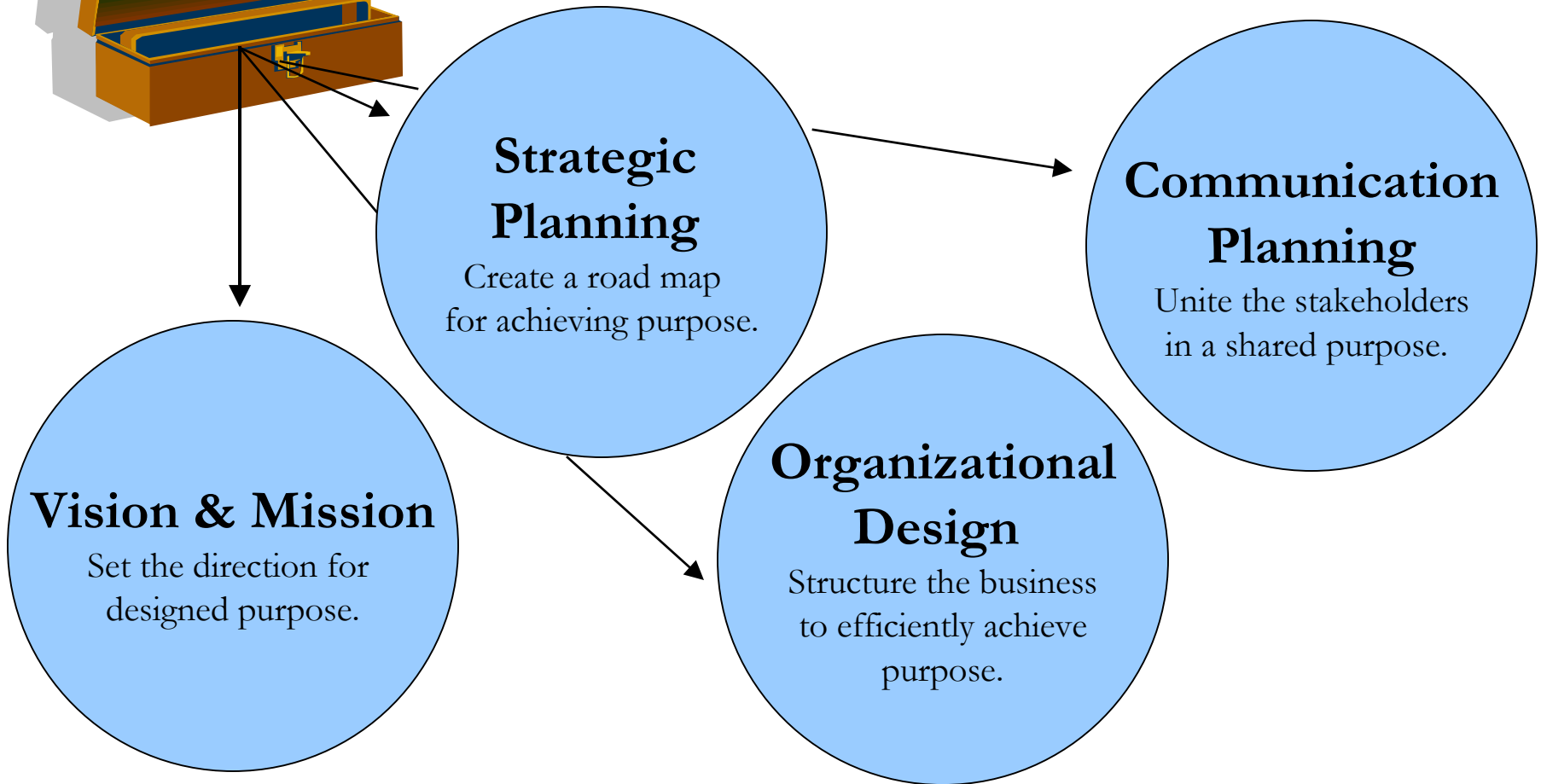
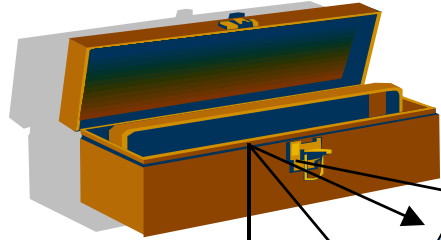
Facilitation and Consultation

- Change Management
- Meeting Moderation
- Executive Coaching



OSIYO's Practice Area 1 – Strategic Management

Our Tool Box



Strategic Management Practice Offering - Vision and Mission Services

Osiyo helps our clients set a unified corporate direction. Through a series of workshops, the following results are achieved:

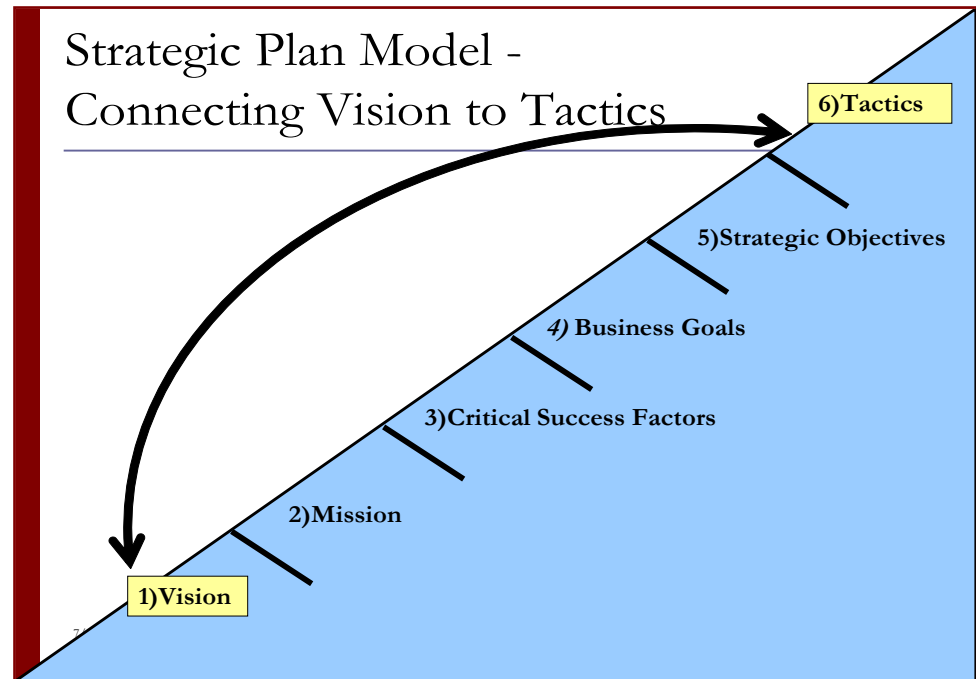
- **Vision & Mission** lay the foundation for the long term direction of the company.
- **Guiding Principles** state what the organization values and believes. Internalized values lead to thoughtful decisions.
- **Desired Outcomes** set the expectations of organizational achievement.



Strategic Management Practice Offering - Strategic Planning Services

Osiyo uses an analytical process to help clients focus their direction and strategies for effective results. Our basic approach is to:

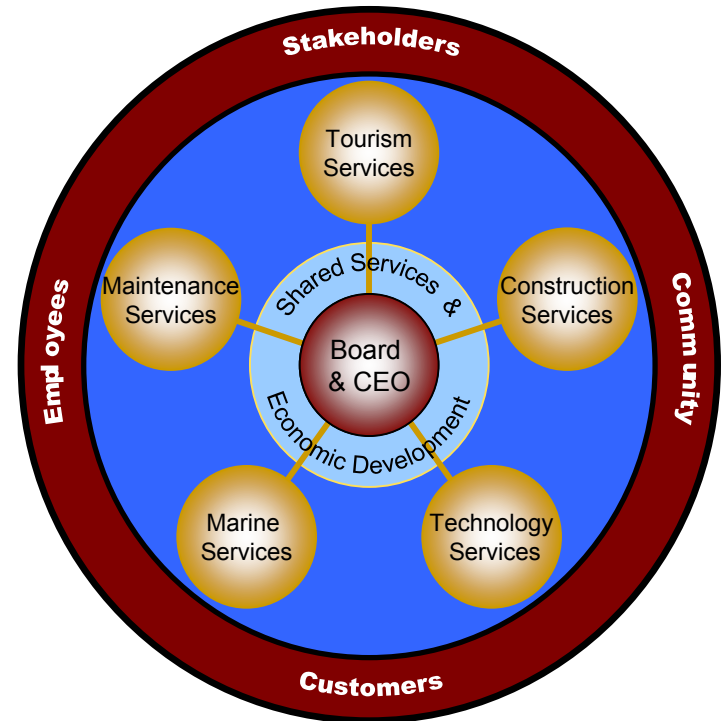
- Focus company direction.
- Maximize business opportunities.
- Align talent, systems, and processes.
- Develop leaders and knowledge throughout the organization.



Strategic Management Practice Offering - Organizational Design Services

Osiyo reviews the organizational and legal structure and recommends changes to best utilize resources and meet the organization's needs effectively.

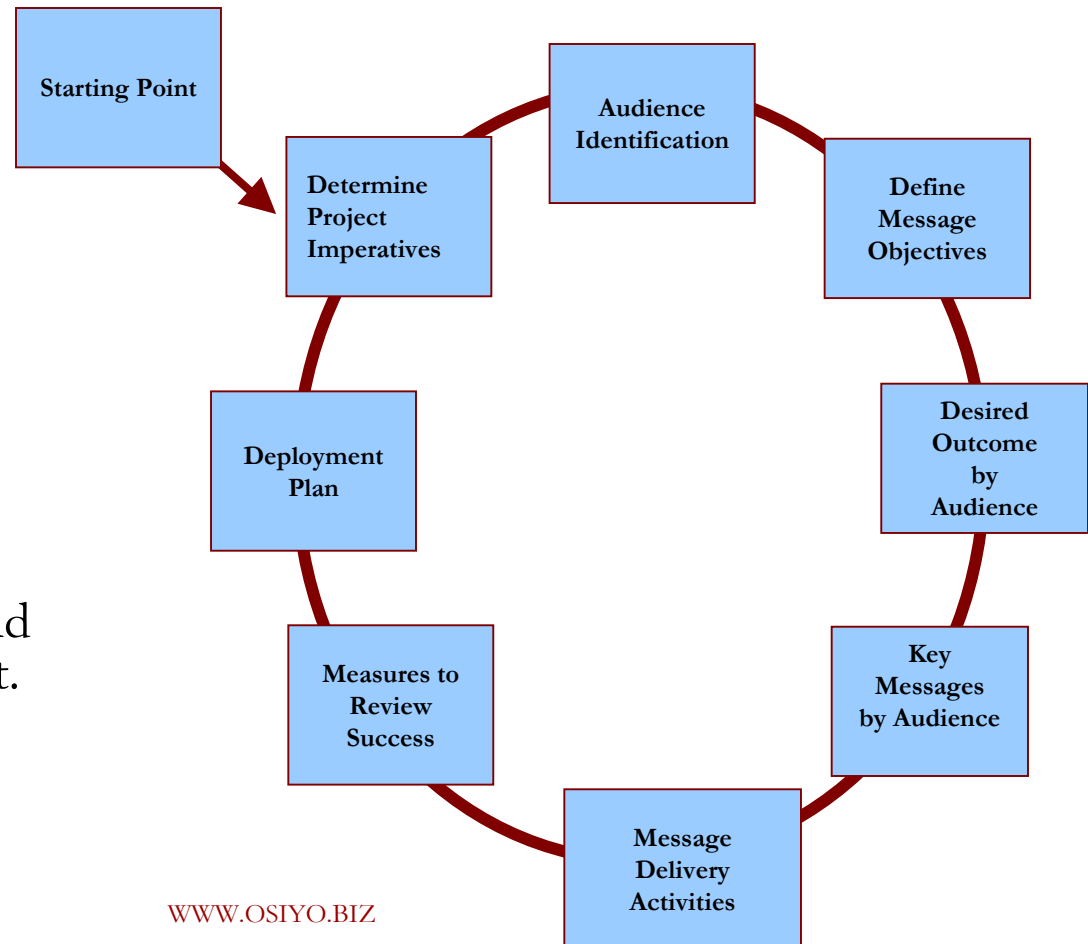
- Companies frequently outgrow their organizational structure.
- We provide expertise and objectivity to solve structure imbalances and inefficiency.
- We help clients design more productive business structures.
- We recommend common sense structures that will grow with the company's long term vision.



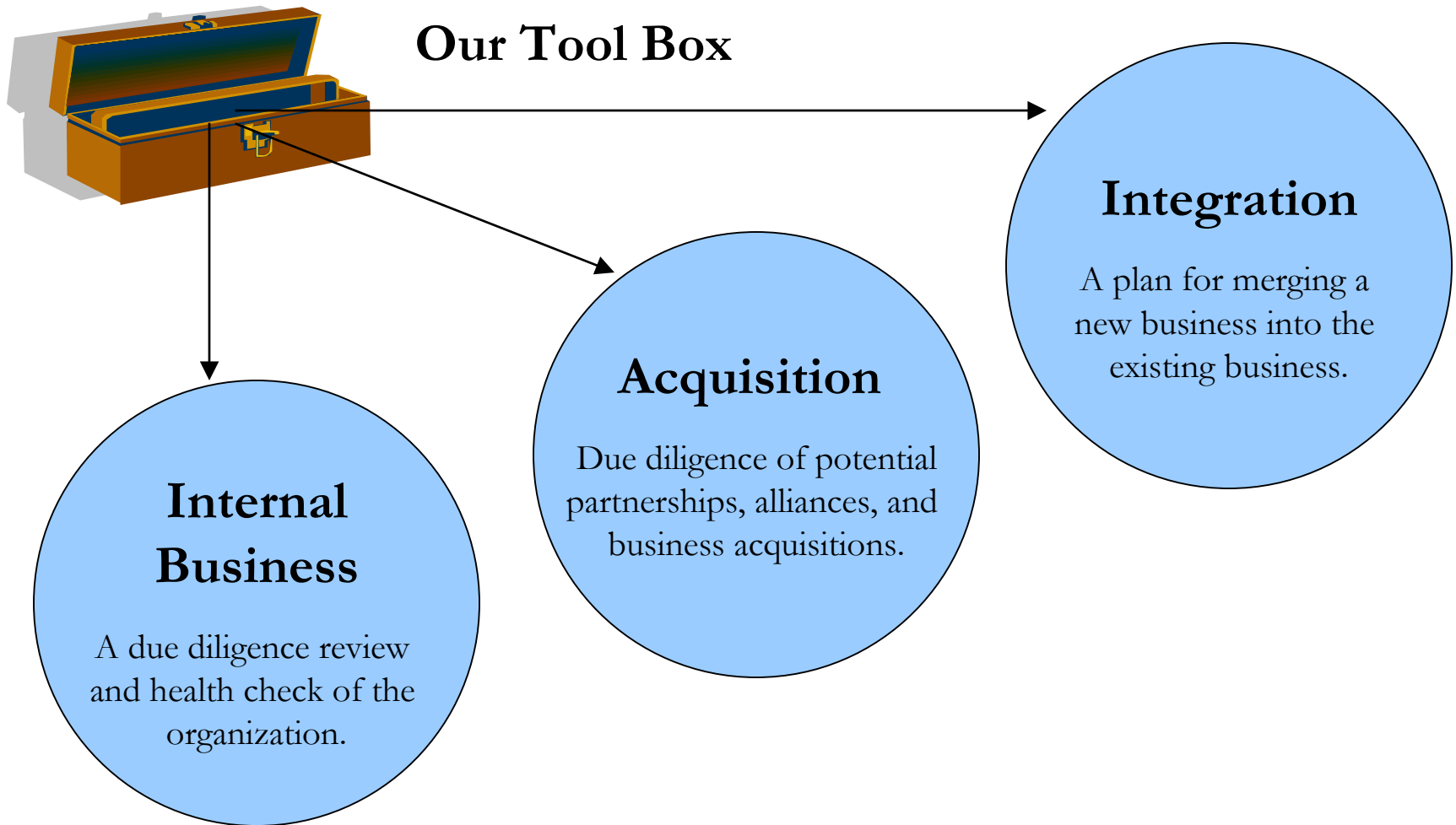
Strategic Management Practice Offering - Communication Planning Services

Successful execution of the corporate direction and strategy begins with communication.

- Osियो facilitates development of a communication plan.
- The audiences are identified.
- Clear messages are designed, outcomes defined, timelines set, measurements listed, and a deployment matrix set.



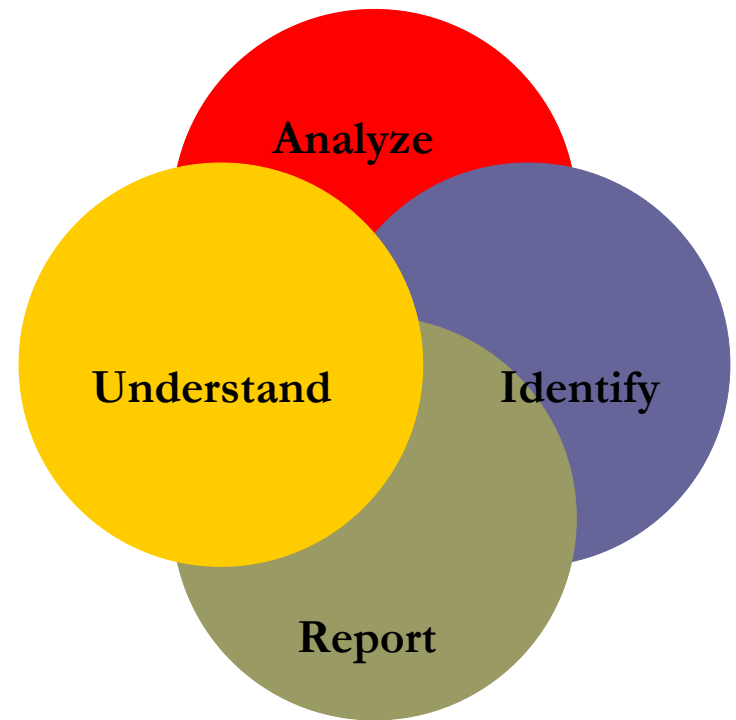
OSIYO's Practice Area 2 – Business Assessment



Business Assessment Practice Offering - Internal Review and Acquisition Services

We perform a health check of businesses – those currently owned and those under consideration for acquisition or partnering. Osiyo will do the following:

- **Perform Due Diligence Analysis** of all parts of the business, vital documents, and records.
- **Understand** the current state of the business and its operating systems.
- **Identify** strengths and weaknesses.
- **Report** findings
 - for internal review, we recommend enhancements to optimize performance and value.
 - for acquisitions, we evaluate the risks and potential for integration.



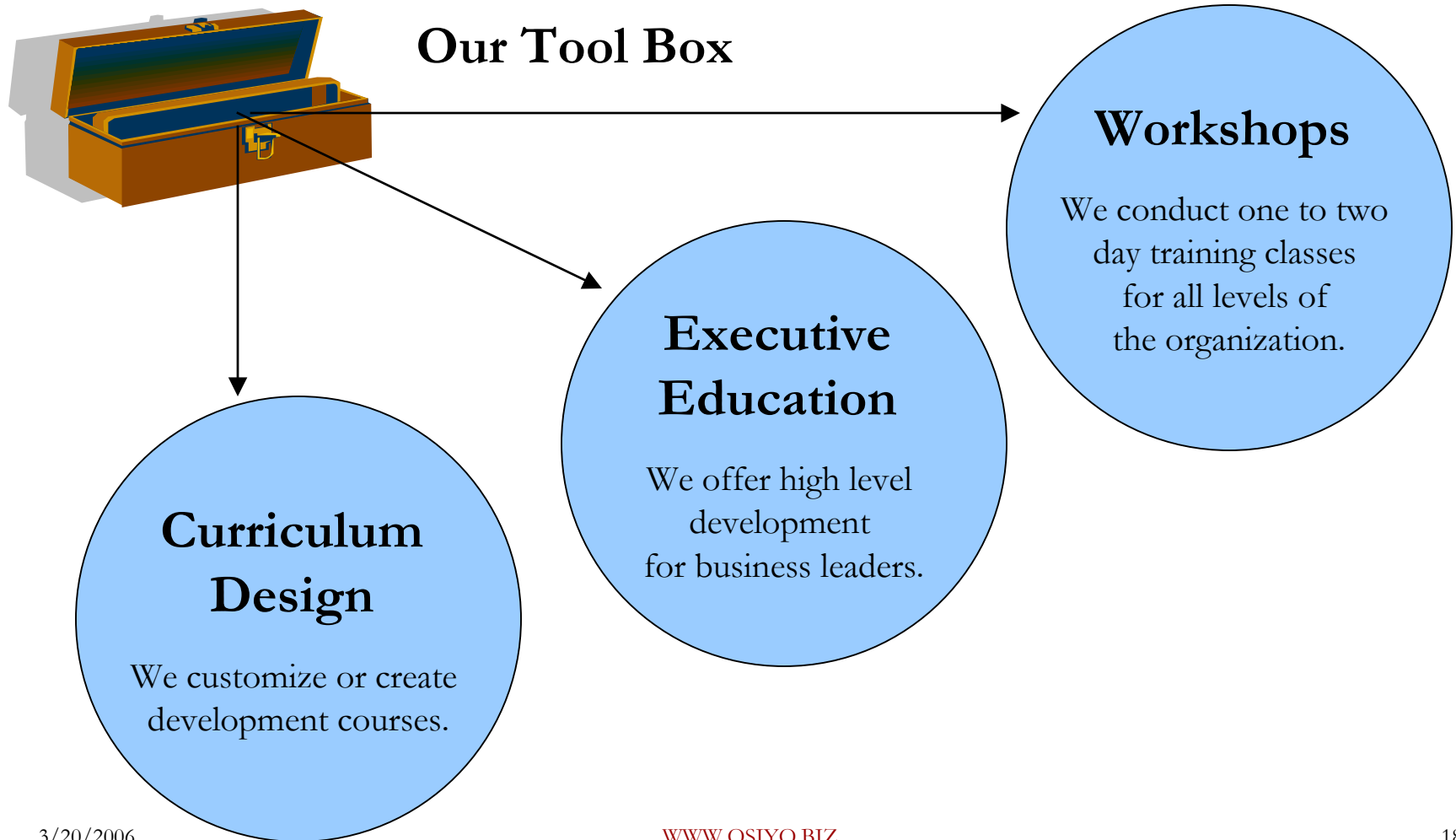
Business Assessment Practice Offering - Integration Planning Services

We review business expansion goals and plan the best possible integration with the current organization. Osiyo will do the following:

- **Review** the strategic fit of the new company based upon the vision, strategic direction, and desired outcomes of the current organization.
- **Design the Assimilation Plan** for merging the new company into the organization; such as, setting timelines, identifying staffing needs, and development of the final plan matrix.



OSIYO's Practice Area 3 – Training and Development



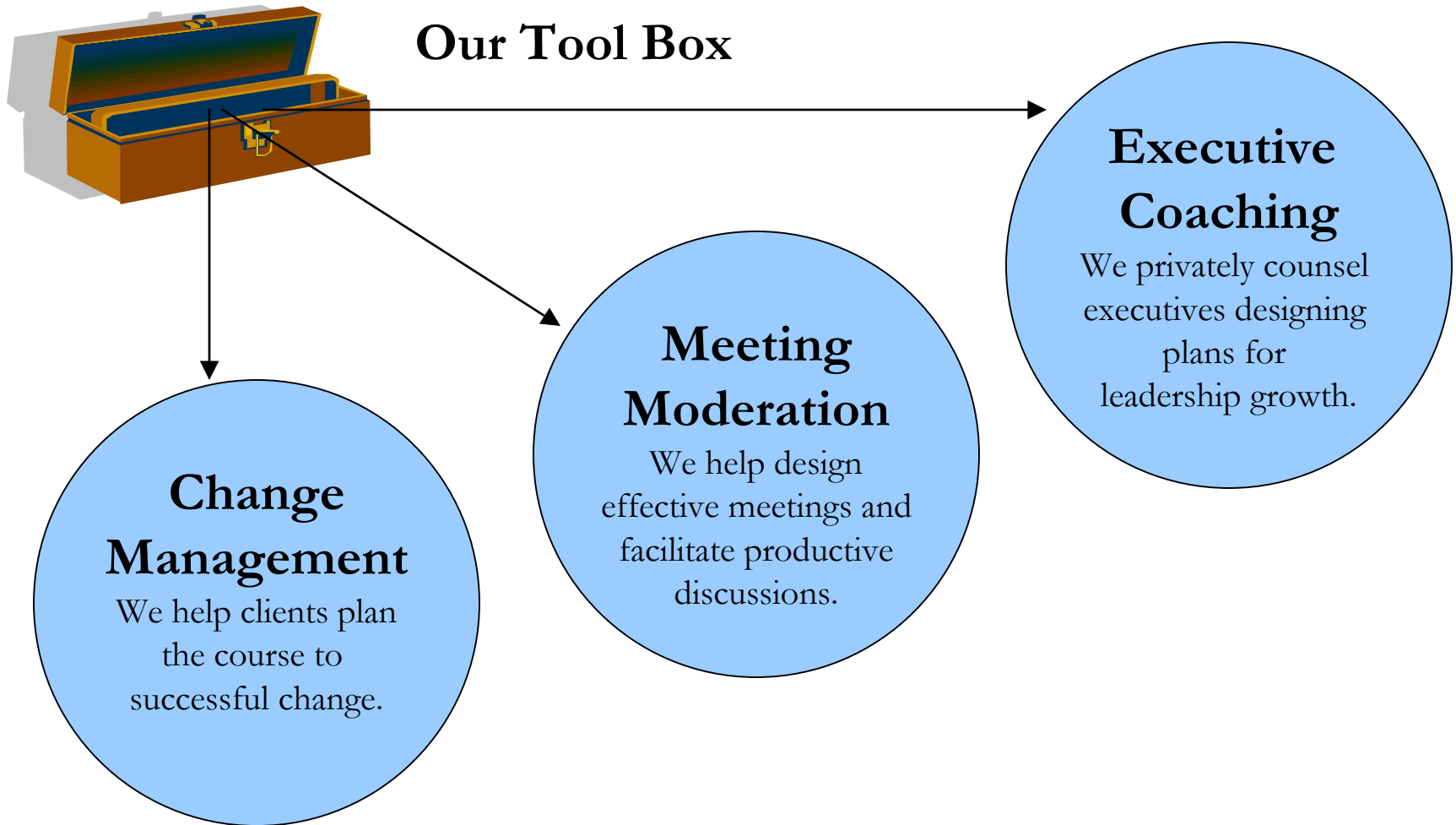
Training & Development Practice Offering – Curriculum Design Service

Provide us with the specifics of a desired educational activity, and we will create a tailored training program. We take the stress out of building the curriculum, but the success is yours! Our standard process is as follows:



- Identify learning outcomes
- Understand the audience
- Develop the customized class
- Train the trainer, or
- Facilitate the training

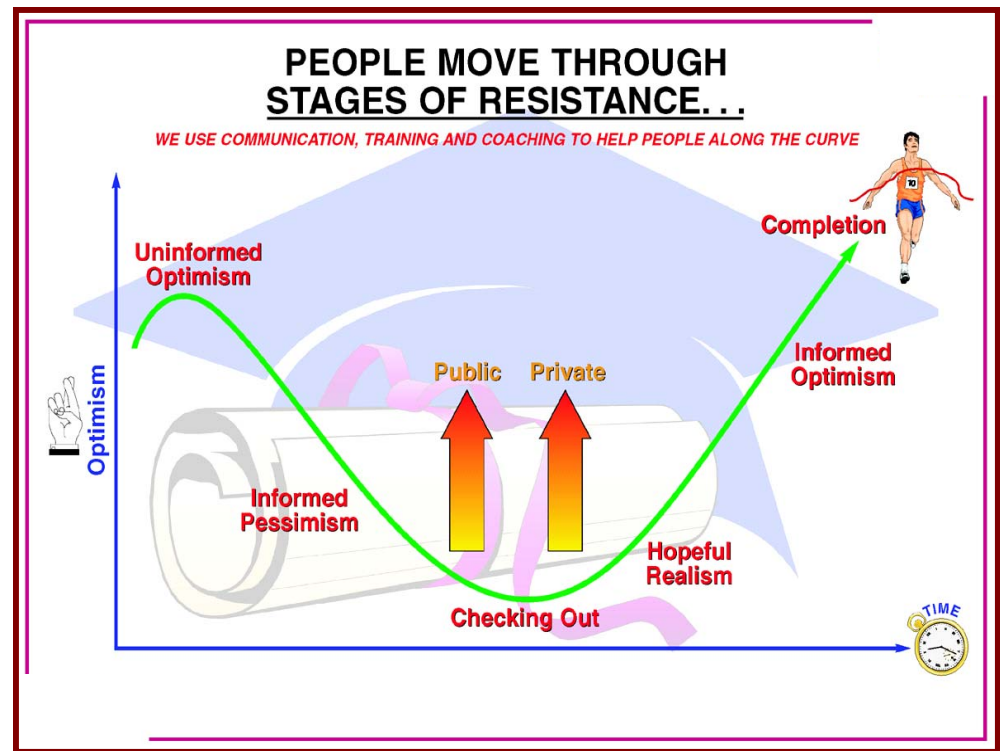
OSIYO's Practice Area 4 – Facilitation and Consultation



Facilitation and Consultation Practice Offering - Change Management Services

At best, change is difficult on an organization. We help clients understand and plan the change successfully. Our services include the following:

- Design and facilitate a training workshop to introduce change management methods, personal styles of handling change, and realistic expectations for success.
- Moderation of the discussion about change and the actual plan.



Facilitation and Consultation Practice Offering - Meeting and Group Moderation Services

Business and conference situations often require professional moderation skills. We offer the following services for small or large meetings.



- Agenda Planning
- Attendance Design
- Group Facilitation
- Team Meditation
- Negotiation
- Brainstorming Sessions

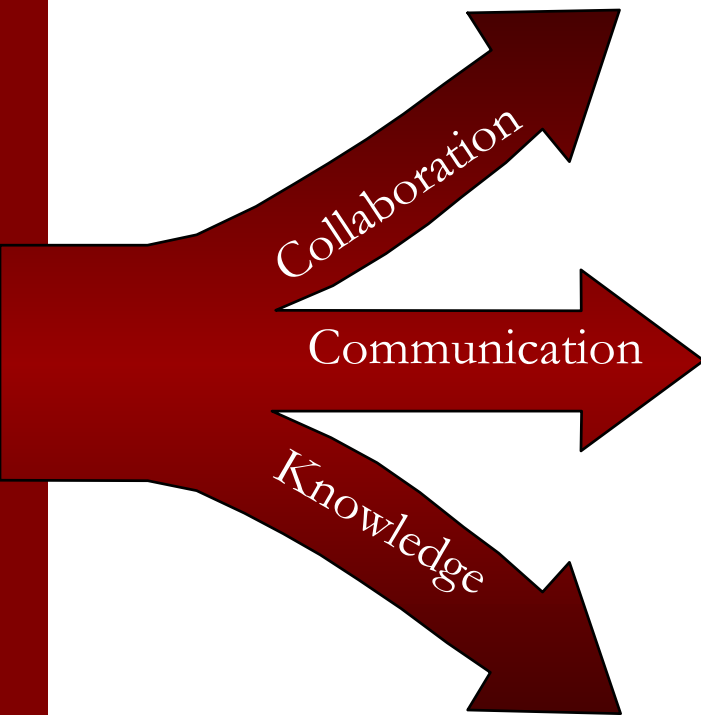
Facilitation and Consultation Practice Offering - Executive Coaching Services

Leaders must optimize their contribution to the organization. We confidentially work with individuals to maximize their management and leadership potential and resolve personal issues that may undermine peak performance. Osiyo will:

- Clarify expectations for future performance.
- Identify and understand self-imposed limitations.
- Set and prioritize performance goals.
- Design and execute a customized resolution plan.



OSIYO – Management Consulting Practice Areas



- Strategic Management

- Business Assessment

- Training and Development

- Facilitation and Consultation

OSIYO's Difference - Summary of Certifications and Experience

Certifications:

- MBE Certification National Minority Supplier Development Council
- TERO Certification Cherokee Nation
- State of Texas HUB-Zone Certification

Industry Experience:

- Conglomerates
- Construction
- Consumer Products
- Gaming
- Information Technology
- Professional Services
- Transportation



OSIYO's Reputation - Our Clients and Building



- Alaska 8(a) Association
- Bowhead Support Services
- Cherokee Nation
- Cherokee Nation Enterprises
- Falmouth Institute
- Four Directions Economic Development
- HIT Entertainment
- Human Dynamic's LLC
- Native American Contractors (NACA)
- National Center (NCAIED)
- Pegasus Solutions
- Sequoyah High School
- Tikigaq Corporation
- Tribal Technical Assistance (TTAP)
- Ukpeagvik Inupiat Corporation
- United Indian Development (UIDA)

Wado (Thank You) for Your Time

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