



Employee Benefits

- ✓ PPO Medical Plan & Health Reimbursement Account (HRA)
- ✓ Two Dental Plan Options and Vision Coverage
- ✓ Employer-Paid Life & Disability Insurance
- ✓ Company-Paid Holidays / Floating Holidays
- ✓ Paid Time Off (20 days annually; 25 days after 5th service anniversary)
- ✓ Parental Leave
- ✓ 401(k) Retirement Plan with Employer-Matching Contributions
- ✓ Flexible Spending Accounts
- ✓ Financial Planning Assistance
- ✓ Employee Assistance Program
- ✓ Employee Wellness Program
- ✓ Professional Development Program & Educational Assistance
- ✓ Monthly Commuting & Parking Benefits



Since 2013, The Center for Organizational Excellence, Inc. (COE) has consecutively received the When Work Works—formerly known as the Alfred P. Sloan Award—for Excellence in Workplace Effectiveness and Flexibility. For six years in a row, COE has been commended for its workplace flexibility efforts including flextime, telework, compressed work weeks, and learning and professional development opportunities.

For more information, please check us out at:

 www.center4oe.com

 (301) 948-1922

 info@center4oe.com

 The Center for Organizational Excellence, Inc.

 @4orgexcellence

Why COE?



This Way Forward.





COE's Mission



What COE Values

Values demonstrate what is important to us. They guide the achievement of our mission.

For over 35 years, The Center for Organizational Excellence, Inc. (COE) has provided quality management and technology consulting solutions resulting in improved, measurable and meaningful results for our clients.

COE differs from other consulting agencies in that we...

- Focus on doing the right thing. Always.
- Create sustainable and systemic solutions that endure long after COE has gone.
- Use a holistic approach so that one solution doesn't create challenges in other areas.
- Utilize time-tested solutions that meet the unique requirements of federal agencies.
- Deploy the right people at the right time in an effort to amplify and optimize project resources and save the client money.



Accountability. We are courageous, empowered, and motivated to identify and resolve problems. We are honest with our clients, partners, and each other, and forthright even in difficult conversations. We act with good intentions and think through the intended and unintended consequences of our actions. We do not tolerate passivity or lack of constructive contributions.



Community. We are passionate and enthusiastic about our personal and professional lives. We seek fulfillment and achievement that positively impact ourselves, our communities, and our business. We build strong and trusted relationships with our clients and colleagues. We know that we work best as a team and we strive to fully engage with everyone around us.



Incisiveness. We learn about all aspects of our clients' business so that we can answer real, meaningful questions, and anticipate their needs. We leverage industry best practices to achieve thorough results. What we do is valid, repeatable, and reliable.



Intellectual Curiosity. We are driven to learn, grow, and discover. We are able to adjust to new ideas, new concepts, and changes in strategy or direction by demonstrating creative problem-solving.



Stewardship. We recognize that our clients, our colleagues, and our communities place their trust in us, and we strive to do the right thing always. This includes using resources responsibly and wisely and searching for solutions that continue to serve them after our involvement has ended.

COE's Corporate Culture

COE prides itself on a culture of citizenship, a culture focused on the connections, dependences and responsibilities that make a community. We each play a role in speaking up, telling constructive truths, giving our best, and working towards the systematic health of our selves, colleagues, clients, partners and the company. Each one of these entities is intrinsically linked and the good of any one part cannot be attained at the expense of another. Who you are, as a citizen, a member of the community, and as an individual, matters at COE.



COE Organizational Effectiveness Framework™

