AwareComm®

AwareComm's Organization Culture Value-ation Indicator™

Private Preview

Contact Us sos@awarecomm.com

Above the waves, your culture shines,
a beacon of success that appears to align
.

But beneath the surface, there lies more,
hidden depths you can't ignore.
Unseen currents of discontent,
swirl below, their force unspent.
Where shadows dwell, the truth does too,
in silent depths, it waits for you.
Beneath the waves, the unseen thrives,
acknowledge, address, watch possibility arrive.

Table of Contents

eMod-ular Adaptive Intelligence Sees Both Above the Horizon and Below the Waterline
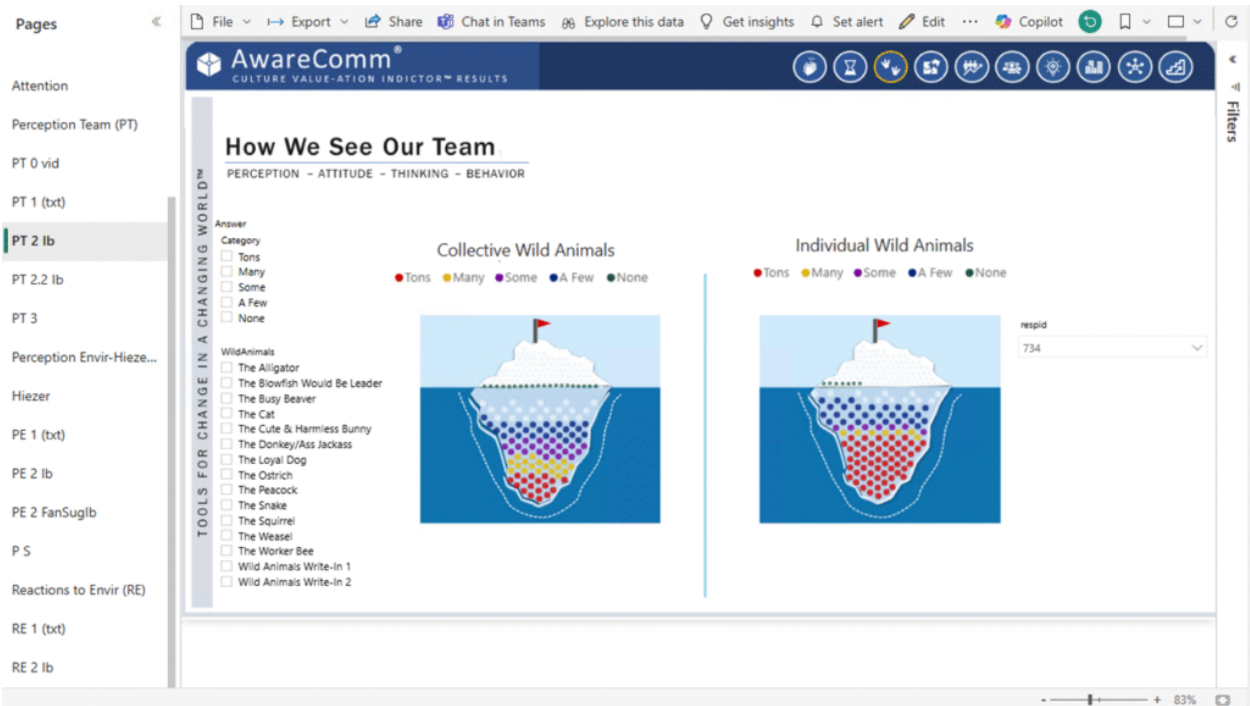
Not Just *What,* but *How*™

The OCVI™ Private Preview Overview

If to Change, How to Change, and How to Make it Last
Experience the Value-ation Prior to its SaaS App Development and
Qualify for the eAdI™ Team Culture Program and Implementation

Opening Invitation

We are initiating a Private Preview of our latest innovation, the **Organization Culture Value-ation Indicator™ (OCVI™),** a comprehensive front-end benchmark assessment.

Built on decades of field research and real-world application, this Private Preview reflects the same principle-based process that gave rise to our ecosystem—one that has not only been tested but trusted and proven to create lasting change.

Our Field Research Partners offered us an incredible opportunity to
test our intentions, technologies, methodology, and implementation in the real world
across industries, economic scales, and environments.
Explore their insights and results.

Why OCVI™ Matters

With more than 3,000 assessments available, **truly lasting solutions are rare—and when provided, their effectiveness is often short-lived.**

What OCVI™ Does

The OCVI™ identifies, evaluates, and confirms levels
- **eMod-ular Adaptive Intelligence™ (eAdI™)** and
- **Adaptive Resistance™ (AdR™)**

revealing both constructive and destructive cultural patterns, *including core* **Adaptive Resistance™ (AdR™)** *pockets of:*

- the Shadow Culture™,
- disengagement,
- and addiction patterns

And organizations have AI, in its various forms, which mirrors and amplifies its culture.

that are often unidentifiable, unnoticed, or worse—ignored, leading to significant losses in time, money, innovation, harmony, and overall productivity.

Our Power BI Custom Iceberg Visual depicts the presence of eAdI™ above the surface and AdR™ concealed below—offering a clear, visual representation of your organization's cultural dynamics.

Our Icebergs, as well as other BI Visuals, map and display:
- Perception and Attitude: How We See Our Team/Organization
- Perception and Thinking: Trustworthiness of Our Environment
- Feelings and Behavior: Reaction to Our Environment

Despite Billions Invested U.S. Disengagement Unchanged for 24-Years

Disengagement is often used as an umbrella term. Unfortunately, it masks other issues such as the Shadow Culture™ and addiction patterns in the workplace (Adaptive Resistance™). However, just for the moment let's accept disengagement as the catch-all.

Gallup's data over the past 24 years is undeniable: despite the billions of dollars (NCADD annually) that organizations invest in leadership training, organizational culture development, and engagement initiatives, *efforts to address disengagement have proven futile.*

The Gallup 2024 data is clear: U.S. employee disengagement for the **last 24 years has remained stagnant at a staggering 70%,** with 18% actively disengaged meaning employee engagement is only 30%.

What does this mean in DOLLARS?

Gallup estimates that **each disengaged employee costs their employer 18% of their annual salary** in lost productivity **EVERY YEAR.** A $60,000/year employee equates to **$10,800 lost productivity ANNUALLY.**

[Forbes](#) reports that Gallup shows the differential in **business units** with engaged vs disengaged employees: **23% higher profitability**; **28% difference in theft**; **58% difference in patient safety** (mortality and falls) in healthcare*;* a **32% difference in quality** (defects); a **63% difference in safety incidents** (accidents)*;* a massive **78% difference in absenteeism**.

We can't continue to pass the cost of disengagement onto the consumer. Our commerce and our economy cannot continue to sustain these levels.

What Makes OCVI™ Different

What sets us apart is not just what we measure, but how we see. We integrate Möbius loop philosophy, cause-and-effect duality, and epigenetic influence to:

- **Overcome** recognized flaws in today's assessments, summarized as:
  - Lack of Depth and Nuance
  - Denial, Illusion, and Self-Preservation
  - *Inability to Create Lasting Change*
- **Overcome** the overlooked silence of non-respondents
- **Overcome** the rising complexity of AI agents and Agentic AIs

This synthesis is grounded in the proven over-decades eAdI™ Team Culture Program and catalyzed by the [AI + BI] plus [HI + SI] = eAdI™ Algorithm to meet today's evolving complexity.

$$[AI + BI] \text{ PLUS } [HI + SI] = eAdI^{™}$$

Artificial Intelligence • Business Intelligence • Human Intelligence • Spiritual Intelligence • eMod-ular Adaptive Intelligence

The Interdependent System: How We Overcome the Shortcomings

Together, the OCVI™ and the *Creating a Team Culture Responsive to Change* **eMod™**—a facilitation and implementation program affectionately known as the **eAdI Team Culture Program**— form an interdependent system. Proven across decades of field research and validated by our Field Research Partners, **this program delivers what most assessments only promise: lasting change.**

One reveals the patterns. The other transforms them.

The OCVI™ (The What) creates new groundwork and framing for *the time-tested* **eAdI™ Team Culture Program (The How)** principle-based eMod™ courseware, SOS facilitation, and staff implementation which has proven to build teams responsive to change. This is done by neutralizing *Adaptive Resistance* **(AdR™)** and building *eMod-ular Adaptive Intelligence™ (*eAdI™). This is now available for existing AI Agents as well without modifying the AI's existing models (in other words, without touching the AI's existing code).

The Private Preview Process

This Private Preview follows the same principle-based process that shaped the success of our ecosystem—first proven through years of collaboration with our founding Field Research Partners, whose insights helped refine both the methodology and its real-world application.

Selected organizations will help shape how the OCVI™ reporting is adapted to meet the needs of their industry and begin exploring the broader benefits of a system built for transformation.

Key Benefits in Summary

✓ Re-define, retain, and reposition key talent	✓ Reveal emerging leaders
✓ Identify, quantify, and address Adaptive Resistance™ (AdR™)	✓ Align insight with systems flow
✓ Prepare for AI-driven implementation and disruption	✓ Map team cohesion and fracture
✓ Preserve cultural integrity during workforce transitions	✓ Assess organizational readiness for change, not just resilience

What's Included

This guided experience includes:

- Strategy and coordination meetings
- Deployment and assessment completion
- Influence the reports for their industry needs
- Result reviews with AwareComm® executives
- Consideration for SOS-AI facilitation through eAdI™ Team Culture Program

Trusted Process, Proven Results

This is not theory. It is a system that works—refined through decades with our Field Research Partners, tested across industries, and trusted by organizations seeking not just insight, but transformation that holds.

San Diego Rescue Mission ⊘ *BOEING* Solar Turbines *A Caterpillar Company*

In the End Result, Implementation Without Cost Becomes Reality

The Cost of the Solution Is **Financed By**
Eliminating the Cost of the Problem

(Inspired by Ross Perot's Business Model, Founder of EDS)

Who's In?

This Private Preview is designed for those who recognize that culture is not a side conversation—it is the system. We are inviting individuals and organizations who are ready to go beyond surface-level engagement and contribute to the evolution of a principle-based solution.

Ideal participants include:

- **HR Professionals** seeking tools that go beyond compliance to build trust and alignment.
- **Organizational Leaders** who understand that culture is the foundation of strategy.
- **Managers** ready to lead teams through change with clarity and confidence.
- **Trainers and Facilitators** committed to embedding principle-based learning into real-world practice.
- **Visionaries and Change Agents** who see culture not as a problem to fix, but as a system to evolve.

This is not about titles... it's about readiness. If you or your organization are prepared to engage deeply, reflect honestly, and help shape the future of cultural intelligence, we invite you to apply.

Private Preview

Now Accepting Applications

To recap the opportunity and invitation, we are initiating a Private Preview of our latest innovation, the **Organization Culture Value-ation Indicator™ (OCVI™)**, an insight-driven assessment that captures the cultural dynamics at the front end of transformation.

OCVI™ reveals what others overlook—constructive (eAdI™) and destructive (AdR™) patterns of culture, including **Shadow Culture™, disengagement, and addiction. It pairs insight with the proven-over-decades,** with our Field Research Partners, **eAdI™ Team Culture Program** to transform resistance into responsiveness.

Grounded in Möbius loop philosophy, duality, and epigenetic influence and catalyzed by the [AI + BI] plus [HI + SI] = eAdI™ Algorithm, OCVI™ overcomes the flaws of traditional assessments, the silence of non-respondents, and the complexity of AI Agents.

This Private Preview follows the same principle-based process that shaped the success of our ecosystem. **Selected organizations will help shape how the OCVI™ reporting is adapted to meet the needs of their industry and receive the broader benefits of a system** built for transformation—*not just what to change, but how to make it last.*

Della Jorgensen, CTO
della@awarecomm.com
Direct Line: 619-425-2685

Support Contact
sos@awarecomm.com

Getting Started

Mutual Discovery

Welcome to exploring the Private Preview of the AwareComm® Culture Value-ation Indicator.

Assessments come in all shapes and sizes, and it is important that the mutual selection process is one that aligns with both organizations. Understanding and addressing eMod-ular Adaptive Resistance® isn't for everyone.   Many organizations simply want to manage problems, not resolve problems.

In the Private Preview we will be sharing the outcomes of years of research and development that are not yet released as "General Availability" as well as works that have been utilized in home, work, worship and play environments for the past 35 years.

Respectfully your team and organization will be asked to sign a confidential non-disclosure agreement as a natural part of a Private Preview. We are sure you can appreciate and understand this step.

Contact Us – to express your interest in the Private Preview and to learn more about the eMod-ular AdI™ Due Diligence selection process.

Investment In Your Organization's Future

Please note that participation in the Private Preview involves a paid investment by the participating company. This fee covers the comprehensive suite of products and services provided, including access to our proprietary tools, expert consultations, and training programs. This investment ensures that your organization receives tailored, high-quality insights and solutions that can lead to lasting, positive change.

We believe that by investing in the development of eMod-ular Adaptive Intelligence™ and addressing eMod-ular Adaptive Resistance™, your organization can achieve a more resilient, innovative, and productive culture.

Contact Us – to express your interest in the Private Preview and to learn more about the eMod-ular AdI™ Due Diligence selection process.
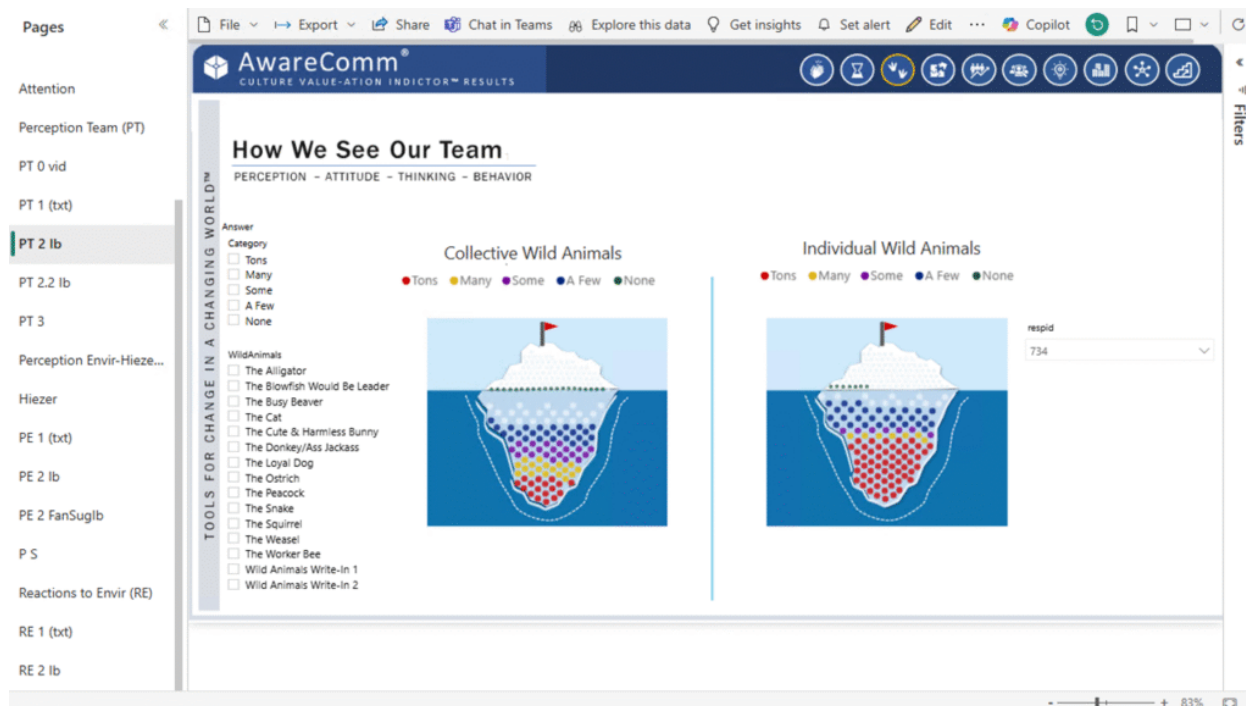
Private Preview Contact

Della Jorgensen, CTO
della@awarecomm.com
Direct Line: 619-425-2685

Support Contact
sos@awarecomm.com

Figure 1

eMod-ular Adaptive Intelligence Sees Both Above the Horizon and Below the Waterline

AwareComm Ecosystem At a Glance

1. Bolsters organizational resilience by implementing insights and solutions via eMod-ular AdI™ Apps and eMod-ular AdI™-infused ePublishing to reduce eAdR™ and enhance eAdI™ both within and beyond the organization.
   Provides a collaborative platform for employees and customers to share valuable experiences and insights through the creation of eMod App-Ons™, demonstrating the seamless integration of the eMod™ App's
2. Develops strategic alliances with wisdom-based entrepreneurs to establish AdI™-infused ePublishing Institutes (that use eMod™ No-Code tools for publishing), cultivating and serving AdI™-based communities and organizations.   (represent CLI)
3. Create a robust, AdI™-anchored commerce ecosystem that fosters a prosperous community economy, facilitated by the private AdI™ Community eModular Adaptive Resource™ (E.A.R.™) App.

Each level of this three-tiered hierarchical business model is guided by the tenets of AdI™ principles.

Background

A Trailblazer in Early AI and Technological Innovation

AwareComm's founder, Richard Jorgensen, PhD, is a distinguished pioneer in technology and human understanding, with over 60 years of experience, particularly in artificial intelligence. His early career highlights include leading roles in software, analytics, business intelligence, and business development. Notably, at Boeing, he was part of the 13-person team to bring up the first ever IBM System 360 running under ASP.

During his tenure at Boeing, he replaced the existing job shop accounting system by developing and deploying a new FIFO Manufacturing Accounting Software, achieving full implementation in a remarkable timeframe of 60 days. Jorgensen followed that up with the creation and implementation of the first code that rewrote itself based on real-time data, cutting run-time from 8 hours to 3 hours during a period when it cost $300 per minute ($18,000 per hour a annual saving of $ 32.8 million in the 1970s - approximately $240 million annual today).

As the founder of JSI, he developed communication protocols software for real-time banking applications, notably for the Burroughs TC 500/B3500, an early intelligent terminal computer for banking.

In the realm of minicomputers, Jorgensen was instrumental in the development and market capture of multiple industries as the first DEC OEM (PDP8). During that time, he also developed J-Ware in 1980, the first ever AI No-Code software generator, a groundbreaking feat reported on the front page of Computer News.

Jorgensen used J-Ware to create the original Autotrader Magazine distribution and analytics software, as well as inventory management software for the beverage distribution industry and serialized tracking and recall software for remanufactured tires, capturing the marketplace in both cases.

Additionally, he used J-Ware to develop software that collected meaningful data at the early stage of cancer and created analytics for early detection of oral cancer research, indicating J-Ware's adaptability across different sectors.

Jorgensen's work with VIA Computer, which he later acquired, involved *MicroProfit*, the first real-time financial modeling software used by 90% of the Fortune 500 companies at the time. This was distributed by the CDC worldwide timeshare network.

Life-Altering Events and as the Root of AwareComm® Technologies

His near-death experience in 1986, left him with deep knowing that he had a distinctive role to play in the advancement of humankind. He sold his mountaintop ranch and bought a 68-foot ocean sailing vessel called the *Midnight Sun* as his new home and began a new journey.

As a result of his subsequent stroke in 1987, traditional insights became overwhelming, and he had to find a method to deconstruct insight into interconnected, meaningful, and manageable segments. This process led to the creation of a system that could organize and relate complex ideas effectively.

Hence the unfolding of the AwareComm® Ecosystem with Jorgensen as the chief software architect and primary programmer. Some of Jorgensen's innovations include: eMod-ular No-Code ePublishing Software, eMod-ular Software-Courseware™, Personal Learning Technology™ (PLT), Dynamic Relational Models™ (DRMs), and a series of DRMs that express the duality of life and corresponding content published as eMod™ Apps... just to name a few.

Jorgensen's inventive contributions are distinguished by their uniqueness and the clear imprint of his creative vision. His work earned him an honorary Doctorate of Humane Letters, acknowledging his significant impact on society. The university which issued his PhD (hc) planned to incorporate his courseware and insights on Duality DRMs™ into the required curriculum, further honoring his legacy.

"It's all about equality software delivery and *thought-thinking content*.
To put this into perspective
blending the melody of the instrument with the voice of a human creates
the richest fulfilling expression of life itself as a symphony."

Richard D Jorgensen, PhD (hc)
Founder and CEO of AwareComm®

Understanding that the nature of software that is rooted in principles (Boolean logic), Jorgensen took the philosophy of writing software and applied it to natural flow writing content (defining and illustrating principles).The concept of thought and combining it with the application of principles (which is the thinking process itself inclusive of emotions and value) allows for the *logic connection* of the two dimensions of the nature of the thought-thinking process (mathematical perfection, AI + BI, plus human considerations, HI + SI).

"Until AI and BI had risen in both technical ability and market acceptance,
their full capabilities and potential unethical uses
in the integration of the man-machine relationship
had not yet been revealed.
Thus, eMod-ular Adaptive Intelligence™ is now a non-negotiable for mankind.

It's not about restricting AI and BI with rules.
It's about empowering AI and BI with the application of principles."

Richard D Jorgensen, PhD (hc)
Founder and CEO of AwareComm®

Private Preview Contact

Della Jorgensen, CTO
della@awarecomm.com
Direct Line: 619-425-2685

Support Contact
sos@awarecomm.com