



## Corporate Overview

**Nova Consulting**

Cultivating Human Capacity



## CULTIVATING HUMAN CAPACITY:

A Mission of Inspiring Excellence and Exceptional Results

### A SELECTION OF NOVA'S RESULTS

Helping a fossil fuel energy company reduce by 50% the time it took to advance the competency of its engineers succeeding to high-level positions.

Working with a financial services leader whose unit was not meeting its goals to become one of the highest performing units in the company in growth and sales.

Re-crafting hiring criteria to select for the most talented sales people, resulting in 20% higher billings by new employees at a global communications company.

Identifying problems at a consumer goods manufacturing company that reduced union grievance filings by a factor of three and increased production by 20%.

### Transforming Well-Run Organizations into Extraordinary Ones

At the heart of our work is the principle of uniting inspiring leadership with employee talent. We cultivate human capacity in order to actualize business potential. Nova knows that with the meshing of great leadership and talent a very powerful synergy emerges—the creation of a passionate environment of productivity. This environment, the active, informed, and growing workplace, is a catalyst for innovation, for leaps of understanding, for better communication, and interaction. Nova's ability to assess accurately the dynamics of organizations—their structures, infrastructures, cultures, missions, and values—reveals undiscovered assets that can transform businesses. Whether it is bringing innovative solutions to the entire organization, or working with teams, leaders, or employees, our efforts are always directed at improving results. We can help transform your well-run firm into a truly exceptional company.

### Enhancing Organization Performance

Our services and products are aimed at enhancing business performance through the cultivation of human capacity and the environment that supports it at every level of your organization. From individual performance to team productivity, from new global structural integrations to a corporate strategy for unifying newly merged cultures, Nova believes in one very simple thing: to help leaders value and cultivate human talent to produce exceptional results for the individual and the organization. With this simple philosophy in mind, each of our products and services is crafted from experience and research and is tailored to your needs.

By focusing on human capacity as a catalyst for tangible business results, we help companies all over the world take the strategic direction and tactical steps that enable them to achieve their greatest potential. Again and again, cultivating human capacity in organizations proves valuable in, among other things, attracting and retaining good people, improving workflow, and creating innovative structures and streamlined processes. Nova assesses organization dynamics, tangible and intangible, to reveal the undiscovered power in companies and what is constraining it. We offer step-by-step solutions to solve business problems and take innovative leaps ahead. The following is a brief, select list of ways Nova has created outstanding performance.



### **Fact-Finding for Performance Gains**

Our process is unique in the industry as well. Nova's integral, research-based process leverages the most critical assets in your organization for maximum performance gains. Our years of consulting experience and our extensive database of leadership, team, and talent capacity indicators form an unparalleled understanding of industry-specific business practices. This potent combination of insightful and experienced knowledge can help you:

- Pinpoint the changes and action steps needed to achieve excellence in organization productivity and profitability.
- Address pressing business issues in ways that improve the bottom line.
- Manage the cultural assets of your organization for maximum results, particularly during a restructuring, merger, or acquisition.
- Enhance team performance in ways that improve organization performance.
- Identify and develop employee talent at all levels throughout your organization.
- Cultivate leadership excellence.
- Elevate good leaders to levels of even greater performance.

### **Valuing Human Capacity as a Business**

Nova not only knows that building human capacity is a fundamental principle of excellent organizations. We also know it is a practical and valuable asset that can be put in place and measured within your organization. From our perspective, the tangible results we get start with the undiscovered capacity of your people. Whether the organization or the individual is our client, this focus produces positive results at all levels.

### **Serving You with Senior Level Consultants**

Organizations expect service from outstanding and highly experienced consultants. Most of our consultants have over 20 years' experience in the field, including line management, and draw on extensive professional, scientific, academic, psychological, and industry expertise. Without exception, the team addressing your issues will be composed of senior consultants, able to meet your organization's needs with the depth of knowledge you would expect.

Nova's consultants have Masters' and Doctoral degrees in Psychology, Human and Organization Development, Applied Behavioral Science, and Education from such institutions as the University of Pennsylvania, the University of Massachusetts,

### **TAILORING EXPERTISE FROM A RANGE OF INDUSTRIES TO MEET YOUR NEEDS**

Our services are tailored to your specific needs, and with our in-depth understanding of a range of industries we respond quickly to tactical and strategic concerns. With agility, insight and accuracy we have successfully helped global companies in nearly all segments of the public and private sectors.

**Advertising**

**Aerospace**

**Chemicals and Process Manufacturing**

**Communications, Electronics, and**

**Information Technology**

**Education**

**Financial Services**

**Government and Defense**

**Non-Profit Organizations**

**Pharmaceuticals, Medical Products, and Healthcare**

**Transportation, Utilities, and Construction**

## NOVA'S MISSION

To help leaders value and inspire human talent to produce exceptional results for the individual and the organization.

## NOVA'S VALUES

- Wisdom** We apply the right use of knowledge.
- Honor** We have respect for self and others.
- Integrity** We do what we say we believe with passion.
- Trust** We are able to be counted on.
- Excellence** We deliver the highest quality work possible.

The Fielding Institute, and Boston College. Many also serve as faculty for graduate business, organization development, and psychology programs.

Mary B. Esteves, a recognized expert in helping business leaders forge new pathways to greater productivity and profitability, founded Nova Consulting. With national and international experience in a wide variety of industries, her firm helps the heads of major corporations focus on excellence in their marketplace through the optimization of employee talent, inspired leadership, and innovative organizational structures.

### Our Mission and Values

We focus very closely on individual and organization assessments to produce excellent performance that translates into bottom-line results. This diligence and attention to detail are basic to Nova's practice. Our consulting services are unique in the industry for their comprehensiveness, fact-based foundation, and innovative solutions to business issues. Our assessment products are unparalleled for their scientific background of predictive validity and correlation with organization results. Our stated mission and values are simple and clear. We deliver on the promise of our mission every day, and all our work emanates from our values.

### For Information and Purchasing

If you would like information regarding how we can help your organization, call us at 1 866 YES NOVA. You may sample and purchase our surveys online at [www.novaconsultinginc.com](http://www.novaconsultinginc.com). We will be happy to discuss how we can collaborate with you to cultivate human capacity and performance excellence in your organization.



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