



Talent Capacity Survey™



Nova Consulting
Cultivating Human Capacity



TALENT CAPACITY SURVEY™

DEVELOPING THE GREATEST CONTRIBUTORS

You must know who in your organization
combines these competencies:

- high standards person
- problem solver
- team player
- resilient person
- discerning person
- communicator
- initiator and risk-taker



Focus development efforts where they will do the most good—for the individuals selected and for the organization’s performance as a whole. Nova’s Talent Capacity Survey lets you quickly identify which employees can contribute the most.

Develop the Talent that Provides a Scientifically Measurable Advantage

Development programs often focus on teaching basic job skills to special populations or fast-tracking individuals who seem bright or have special credentials. Nova’s approach is different. It comes from unprecedented research with literally thousands of employees of varying capacity in over 150 different organizations.

Nova has scientifically determined exactly which characteristics distinguish individuals who have the greatest capacity to become superb performers. These characteristics are critical to the discovery and cultivation of talent in your organization.

Our seven unique competencies, as defined by particular behavioral indicators, are so strong that they can actually predict statistically who can make the most difference in your organization’s performance—provided they get the development. Still, it is how a busy organization defines these competencies that determines the learning and developmental map.

Our cases show the bottom-line results obtained by Nova’s Talent Capacity Survey in identifying talented individuals and helping them work collaboratively. Nova can help you expand your organization’s capacity in just the same way.

Identify and Develop the Talent that Makes a Difference

Nova’s Talent Capacity Survey assesses these predictors. It is quick, easy, and so affordable it can be administered even to large numbers of employees so you can rapidly identify where your organization’s greatest potential lies.

The survey comes with a Development Guide featuring specific suggestions for new practices to cultivate star performer capacity. Our recommendations are matched to each of the critical behaviors that comprise the seven competencies demonstrated by people with the talent capacity to become top contributors.

Here is an example of how behaviors are aligned with competencies:

Resilient Person Competency:

The ability to adapt and make adjustments to overcome obstacles to arrive at the goal.

Behavioral indicator for Resilient Person Competency from the survey:

Adapt plans and tactics to achieve larger goals when unanticipated problems occur.

Developmental Suggestion:

Look Around for Alternatives

Ask yourself questions that will force you to re-think your strategy: Have I overlooked important data? What more do I need to know? Are there alternative strategies that might lessen the resistance, or circumvent the obstacle altogether? What would someone with a different style do faced with this problem? Study industries, organizations, and individuals that beat the competition by overcoming obstacles—and those who did not—to learn from them. Even if you cannot eliminate an obstacle, you may be able to get around it less painfully.

Nova's Talent Capacity Survey can help you identify and activate the greatest assets in your organization. Direct your efforts where they will do the most good for the organization's overall performance and for the higher performance people who have the most to give.

Cultivate Human Capacity: Nova's Guiding Principle

We focus very closely on the services and products that will identify and develop talent capacity in your organization. This diligence and attention to what matters most are basic to Nova's practice. Our consulting services are unique for their comprehensiveness, fact-based foundation, and innovative solutions to business issues. Our assessment products are unlike any in the industry for their scientific predictive validity that correlates with organization results.

If you would like information regarding how we can help your organization, call us at 1 866 YES NOVA. We will be happy to discuss how we can collaborate with you to cultivate human capacity and performance excellence in your organization.

Pricing and Media

The Talent Capacity Survey Packet with Development Guide can be used on its own or as part of a program by individuals seeking self improvement, human resources professionals, trainers, and coaches. For survey prices, see our price sheet, or contact Nova. For convenience and quick response, Nova's Talent Capacity Survey is designed to be

From our

TALENT CAPACITY CASE FILES

Electronic Manufacturing Client

A major computer manufacturer needed to bring together a group of diverse talent from various specialities in the US and Europe to develop a break-through product and rush it to market before competitors. Nova's Talent Capacity Surveys were used to identify which of a large number of bright, skilled employees had the talent capacity to work both independently in a dispersed team with minimal supervision yet collaborate to get a critical job done. Individuals with high scores as communicators, team players, and high-standards people were chosen to develop the product, coming together seldom and working outside their normal responsibilities. They not only developed the product in time to make the window of opportunity, but it also became an industry classic and one that opened new markets for the organization.

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.

taken over the internet. Our surveys are available through a variety of media. Print or CD versions are available for an additional fee, sent US domestic mail. Please contact Nova regarding these options, and about overnight and international shipping rates. You may sample our surveys online at www.novaconsultinginc.com. You can also purchase our surveys online at the same web address.

For all formats, each Talent Capacity Survey Packet contains:

10 Surveys

1 Self, 9 Other.
(A minimum of 3 Other responses is necessary for statistically meaningful data.)
21 items, 7 Talent Capacity Competencies.
Takes about 10 minutes to complete.

Scored Talent Capacity Profile

Self and Other data are illustrated in bar graphs for each of the 7 competencies and their behavioral indicators.
Scores are compared to percentiles from Nova's normed database of star performers.

Comprehensive Talent Capacity Development Guide

Defines each competency and its behavioral indicators.
Provides information on strengths demonstrated and specific recommendations for practices to cultivate in weaker areas.
Provides a worksheet with suggestions for creating a development plan.



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