



Dear Novo Clients, Contacts and Partners,

The team at Novo continues to make public safety top priority as we issue guidance on Novo's talent programs. Novo is operating 100% virtual, including the programs and services we offer to clients. Fortunately, it's something we've done for a long time in our business. Our virtual technology is helping us all stay connected, like many of you.

During times of uncertainty such as this, employers are reaching out to us for options to help keep employees engaged, learning and communicating during this incredibly challenging time. Novo is well-prepared to provide support and guidance to organizations and ensure they come through this strong. We know that organizations that prepare now for a new future reality will weather this storm far better by setting the stage for a resilient recovery.

### Novo's 100% Virtual Support and Programs

- **Talent Transition Services.** During difficult times of instability and change, organizations want to show compassion and support for those that may be leaving their organization. Novo offers four levels of transition outplacement programs to help employees focus on moving forward in their career faster and with a more positive and productive outlook. These programs can be run 100% virtual during the time of social distancing, and in person as that format resumes soon. [Click here for Talent Transition Services information.](#)
- **Virtual Coaching.** Leaders need to be able to lean on a trusted advisor when facing headwinds. Novo's coaching programs incorporate data from assessments that provide keen insights into natural motivators and behaviors, coupled with an experienced business leader as their coach. Experience matters.
  - Additionally, we are offering **a free virtual coaching session to any CEO or CHRO** to the first 50 who desires one. These are not sales calls and no other commitments. This is simply Novo's way of giving back at a time when we all need additional support. [Click here for more Virtual Coaching information.](#)
- **Virtual Talent Development Workshops.** Development of key skills during times of disruption is even more important now. Novo provides the following three virtual programs to help them lean into the challenges more effectively and step up to be strong leaders their people need. Novo's philosophy for our virtual Ignite! training programs begins with understanding that all learning requires internalization of the information before application will take place.

Our virtual Ignite! talent development programs are intentionally designed to encourage continuous learning in leadership. Participant teams get results by strategically using applied learning techniques to their daily career objectives. All programs include practice opportunities that anchor new learning for our new work environments. Reach out to [info@thenovogroup.com](mailto:info@thenovogroup.com) if you are interested in one of these topics for workshop for your organization.



- **Virtual Intelligent Communications Ignite!** Includes DiSC assessment, workshop and an individual feedback session for each participant – 2 hours. \$375 per person, minimum group of 10
  - The Intelligent Communications Virtual Ignite! targets employees' awareness into their written and oral communication patterns. Through the use of an assessment tool they are given a quadrant analysis of typical patterns of interacting with others and themselves. Participants identify the strengths and weaknesses of their unique behavioral profile and how others might perceive them in the workplace. Participants will also learn the fine art of "People Reading Techniques" to be able to quickly identify other's communication patterns and preferences.
- **Virtual Five Behaviors Personal Development Ignite!** Includes assessment, workshop and an individual feedback session for each participant – 2 hours. \$425 per person, minimum group of 10
  - Teamwork starts at the individual level. But in a modern workplace that is high-speed and high stakes, how can you equip people to quickly build cohesiveness and deliver results? Novo has the solution. The Five Behaviors™ Personal Development was designed specifically to work for individuals; participants do not all need to be part of the same team. Rather, participants can use the learning from this program for both virtual and in person teams. Learners at all levels of an organization can benefit from this program and adopt its powerful principles, shape behaviors, and create a common language that empowers people to rewrite what it means to work together.
- **Virtual Thriving in Ambiguity Ignite!** – 2 hours \$250 per person, minimum group of 10
  - Leaders today are faced with an environment that changes daily and has never been experienced before. Rapid change with no end in sight creates too many options with no clarity of the "best choice". What leaders are faced with is not knowing if what worked last month will work in the future. These dilemmas create ambiguity. This virtual Ignite! session is focused on what ambiguity is and why some individuals seem to glide through these situations while others struggle with them. You will also learn how to become more agile in your emotional response to these situations. Everyone can thrive in ambiguity and need this competency for effective leadership going forward into our "new normal".
- **Organizational DNA Program.** Organizations are very quickly evaluating their structures and operating cadences, including how to best position and mobilize their workforce. Utilizing your employee data through a mix of assessment tools and other information you already have through performance insights, Novo can help ensure you build the right leaders and teams around them so you are prepared and proactive to respond as the market changes for the worse, and most importantly as they rebound and improve. [Click here for more information regarding this data driven insight approach.](#)

Keep faith and confidence that things will improve. They will and they always have and always do, and it's how we respond during these times of ambiguity that sets leaders apart.

Warmest Regards,



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