Every great organization is made up of amazing high performing teams.

Xcellero, Novo's Talent Effectiveness Solution, provides a proven process that unite teams, gets them moving, and finds more sustainable ways to lead together.

**Succession planning is not working for a majority of businesses today, and that's not because it doesn't work.**

It's because most companies are **doing it wrong** — using outdated hierarchical models for a workforce that is rapidly changing in terms of demographics and psycho-graphics.

It's easier than you think! The fact is, today's HR departments are sitting on a **goldmine** of succession planning data.

Let Novo's experts help you design a **SUCCESSION PLAN** that will ensure your organization's longevity.

**Better Data. Better Leaders.**

Our approach is built on the premise that **selecting and retaining top talent** beings with clarity and an accurate understanding of the behavioral and cognitive requirements of a role.

When the **position clarity** is matched with a set of behaviors, competencies and emotional intelligence of the members, that is how great teams are formed!

Ask Novo's consultants to help determine the right **ASSESSMENT** tool(s) for your organization's needs.

**Developing your leaders has a direct, positive impact on your bottom line.**

Each team is a unique group of people and their Individual needs create a complex set of challenges to becoming a team.

Our individualized approach provides the conversation that allows leaders to **lead more intentionally**. Our various programs for individuals and teams, enable learning and development, thus accelerating improvement and increased self-awareness.

**LEADERSHIP DEVELOPMENT** is a crucial and effective means for **achieving sustainable growth** for your organization. Let Novo's certified trainers develop your leadership team.
Novo’s Noble Why:
Novo helps organizations solve complex people challenges by finding the talent you can’t, and transforming the people you have.

Novo’s How & What:
We invest in learning your unique culture and challenges. Then through our proven, flexible and customized methodologies, we get to work moving you forward.

The Novo Guarantee:
Novo works tirelessly to find and develop the right talent. If we can’t, we provide the market data as to why not and what can be done about it. We don’t leave our clients hanging without options.

Succession Planning
Succession Planning is a cornerstone component of any human capital strategy. It is a necessary process to ensure the viability of the business as it pertains to talent resources required for client delivery excellence and to fuel growth. Succession planning is more than just making sure you have potential leaders identified to step into C-suite roles.

It is also critical to plan for coverage of key roles in the event of an unexpected vacancy, ensuring business continuity plans are in place to minimize disruptions and risk. You also need to address the retention of top talent with clear paths for growth and learning. Novo can guide an organization through the planning process to create action plans that engages leaders across the organization and ensures the viability of the business.

Assessments
Novo recognizes building and maintaining a successful team is both a science and an art! Each organization is different. Let Novo’s team of experts determine which tool is right for your team assessment.

Leadership Development

Individuals:
- **Leadership Coaching SpecialistsTM**: Xcellero is proud to offer The Leadership Coaching Specialist™ (LCS) designation that provides professionals with quality formal training in executive business coaching. Participants who complete this program satisfactorily, including the written exam will be granted the LCS™ designation.
- **Disruptive Leader**: engages leaders whose problematic behavior interferes with their professional and personal relations, and negatively impacts team members, productivity and business objectives.
- **Jolt and Jolt+**: participants expand and deepen their learning, dramatically improving performance and enhancing self-leadership skills. This increased self-awareness leads to higher leader impact and profitable productivity.
- **Summit**: a unique two-day, one-on-one leadership retreat, designed to identify core leadership competencies and develop a strategic plan for continued personal development.
- **Transitions**: examines where passions, interests and competencies align to calibrate, reflect and refocus on one’s career before launching into something new.

Teams:
- **Ignite**: targets employees’ awareness into their communication patterns, emotional intelligence (EQ), and signature strength.
- **GoPositive**: this workshop provides leaders with a new perspective on how their own attitudes, beliefs and behaviors can create a work environment that fosters engaged employees.
- **TalentSmart**: EQ is a flexible set of skills that can be acquired and improved with practice, you can develop high emotional intelligence.
- **Resiliency**: helps both individuals and small groups learn to “bounce back” in the midst of difficult times.
- **Cohesive Team**: Help your team learn how to function more effectively, explore their potential, and realize unparalleled success using this transformational program. The Five Behaviors of a Cohesive Team™ program, based on the best-selling book The Five Dysfunctions of a Team by Patrick Lencioni.

Leadership Integration Success: the faster a leader integrates into their role and the organizational culture, the more quickly the company experiences results and productivity the individual was hired to achieve.