

NOVOKOWSKY CONSULTING: FROM FUNDAMENTALS TO MASTERY

ABOUT DR BERNIE NOVOKOWSKY

Bernie is the founder and “President et cetera” of Novokowsky Consulting Group. In reading this page, you may wonder why past clients have hired Bernie. In short, it has been because of *who he is* (character) and *what he can do* (performance). For example, some further information about him:

Education. Bernie was a high school dropout. Subsequently, he took part-time educational courses for 25 years while he worked full-time. In 1992, Bernie gained a Master of Arts in Organization Development and in 1998 he obtained his Ph.D. in Human and Organizational Systems -- both from The Fielding Graduate University (USA). His doctoral applied research focused on what it takes to improve personal mastery.

Consulting Experience. Bernie’s clients range from large multi-national companies to small business operations and individuals in many different industries. Such diversity of experience has allowed Bernie to offer practical insights and novel solutions to the issues he is presented.

Authorship. Bernie is a co-author of the successful book "*Creating Paths of Change*" (1993, 1997). This book is designed to help readers gain new perspectives for planning and leading the change to achieve the results they desire. It has been a required text for Transition/Change Management seminars at the University of Calgary and at the Banff School of Management.

Bernie is also the author of a chapter in the recently published book "*Transformative Phenomenology: Changing Ourselves, Lifeworlds, and Professional Practice*" (2008). The chapter is a condensed version of his doctorate dissertation process and findings (Footnote: Bernie hopes the word phenomenology does not disturb you. His take is that it is a scholarly label for the process of just understanding what is going on in life’s experiences).

Leadership. Bernie’s first career was in the Canadian army, starting as a soldier (rank: Private), with specializations that included sniper and paratrooper. Bernie was recognized for his leadership talent, underwent officer training, and finished as a Combat Team Commander (rank: Major). In his 14 years of service, he studied, lived, and taught leadership. His roles included leadership both with and without authority. After leaving the military, Bernie practiced leadership in the corporate sector, e.g., he was the Team Leader of Organizational Effectiveness in a mid-sized oil company. In the last 15 years, in now his third career, he remains a leader in consulting practices, as well as in his volunteerism. Many folks who have worked with Bernie without knowing his Bio in advance are surprised to learn of his first career in the military.

Educator/Trainer Experience. Over the last 15 years, Bernie has presented at numerous conferences, focusing on helping organizations survive and thrive in today's business environment. These conferences have spanned a broad range of industries: natural resources, transportation, financial, communications, healthcare, education, and government. As well, early in his consulting career he was a certified Instructor/Trainer and delivered multiple corporate programs.

Volunteerism. Bernie makes substantial time to give back. He has volunteered his time extensively to various educational institutions in various capacities -- from instructor to Board member. He is currently the President of his Community Association and Chairs or participates in a number of community-related planning committees. Such volunteerism helps him hone both his influence and his leadership-without-authority skills.

Honours/Awards. Throughout his three careers, Bernie has accumulated a number of honours and awards -- details can be provided for those interested. Notwithstanding that Bernie is proud of these accomplishments, he is more concerned about what he can do in the present and future to help others.

Passion/Commitment To Improve. Bernie focuses on applying "Higher Order Thinking" (HOT) frameworks for designing and implementing better organizational (and personal life) work practices, systems, and outcomes (rather than focusing on the ever-increasing amount of grey hair he is getting). He embodies, and seeks to role model, the personal growth and change he asks of others.