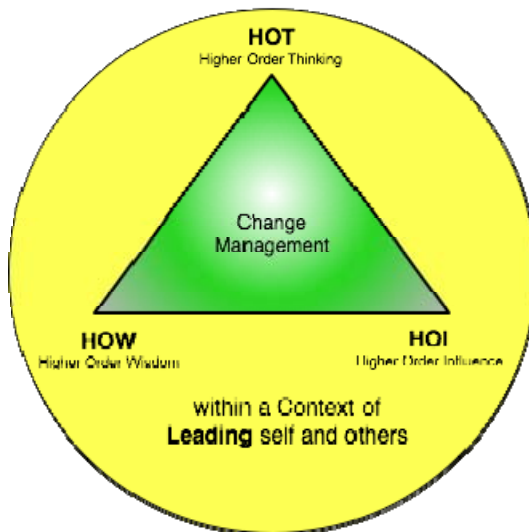


NOVOKOWSKY CONSULTING: FROM FUNDAMENTALS TO MASTERY

CAPABILITY DEVELOPING

Capability Developing is the flip side of the coin of High Performance. Rather than focusing on the importance of capitalizing on what exists, *Capability Developing* focuses on “realizing, or bringing into existence, the potential residing in the person, group, or organization”. Novokowsky Consulting Group specializes in several areas of individual, group, and organization development.



Higher Order Influence (HOI)

Influence is going on in every human interaction, whether we recognize it or not. There are two aspects to influence: influencing others and being influenced. One of the paradoxes of the latter is that the more one thinks they cannot be influenced, the more likely they are to be. Because influence is foundational to success and “well-being”, Novokowsky Consulting Group offers several levels of capability development in using positive influence and defending against other’s negative influence ([see more](#)).

Higher Order Thinking (HOT)

Madness has been defined as continuing to think the way you have yet expecting different results. To realize (bring into existence) one’s personal or organizational potential, one has to develop one’s thinking needs to go to the next higher level. Without the *generative mechanisms* to make it happen, the previous sentence is hollow or trite, similar to the pseudo-helpfulness of “buy low, sell high”. Novokowsky Consulting Group offers one such generative mechanism -- the Higher Order Thinking (HOT) Works Program ([see more](#)).

Higher Order Wisdom (HOW)

Wisdom “transcends and includes” all of our other life’s aspects, e.g., our noticing, knowing, thinking, feeling, assessing, and experiencing. Novokowsky Consulting Group offers modules of development leading to increases in levels of wisdom ([see more](#)).

Change Management

Has some form of change got your attention? Have you ever wondered about how you and others go about changing? If, for a change, you want to consider changing the way you look at change, then Novokowsky Consulting Group can help you ([see more](#)).

Leadership

Leadership, and its development, falls within a universal paradox. It appears that the more that is written about a subject, the less seems to be achieved. For example, with significantly more diet books being published there is a growing obesity problem in North America’s population. Leadership seems to suffer from the same paradox or dilemma. So, what can be done? ([see more](#)).