

# NOVOKOWSKY CONSULTING: FROM FUNDAMENTALS TO MASTERY

## HIGH PERFORMANCE CONSULTING

This area of service is unique to each client. It focuses on making better what exists currently. This focus includes taking greater advantage of what currently exists and is working well (“capitalizing on strengths”) while resolving issues and fixing problems that are impeding performance.

### Individual Consulting

Everyone living mindfully needs help now and then. Novokowsky Consulting Group provides such needed help in areas of personal/business effectiveness and performance upgrading. We also help an individual’s sense of “well-being” to be better. We do so by 1-to-1 consultations or as part of an individual capability development program ([see more](#)).

### Organization Consulting

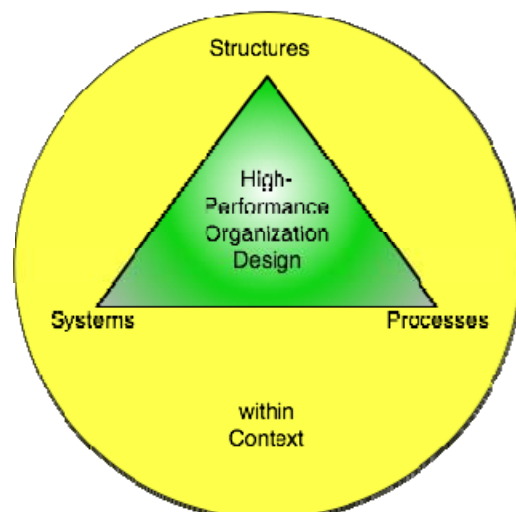
In any grouping of two or more individuals there are always inherent challenges. For example, there are natural tensions between the individual and the group. As well, there is always the challenge of how to optimize the focus and coordinated efforts of all the parts -- whether group, team, project, business unit, or organization. As part of our organizational consulting we help achieve higher levels of performance through a variety of interventions. Some examples are:

- Better focusing, aligning, strategizing and planning.
- Better anticipating, forecasting, and coordinating.
- Better orchestrating, leading ([see more](#)), and managing.
- Greater group/organizational viability and vitality.
- Better business acumen and financial literacy.
- Better change management actions ([see more](#)).

### High-Performance Organization Designing

Our experience has shown that far too often it is the individual who is penalized for the poor design of the organization in which they work. Poor *organization design* manifests itself in a multitude of ills, including sub-optimal organizational performance, low productivity/morale, high conflict, high turnover -- the list goes on and on.

For high-performance organization design, attention must be given to three major elements -- the organizational “systems”; the “structures” that provide the proper division of work; and the “processes” that deliver what needs to be done. Each



element needs to be the best selection that also mutually supports the other two, while always being the best fit within the organization's context (this is a more sophisticated way of saying you need to create your own best organization -- not copycat, nor try to emulate others, nor follow fads such as flat organizations).

High Performance Organization Designing -- from the *analytic stocktaking* through to the *upgrade implementation* -- is one of our areas of specialty.

### **Our Offer**

Novokowsky Consulting Group can help clients from *one* to any grouping of *many* perform better.