



## Deep Capability Building for Leadership Development

# A high-intensity learning environment for the ultimate human skills

Leadership as a concept is critical, but in reality it is often misunderstood and difficult to distill. Is it knowledge, skills, charisma, integrity, or work experience? In a complex and volatile world, where leadership is more than the sum of these traits and is highly context dependent, leadership may best be described as the ability to apply expertise, social influence, and practical wisdom to evolving circumstances. And, in the face of ambiguity and uncertainty, inspire trust and meaningful action across a team. Above all, this requires seeing and hearing others and integrating their perspectives.

Truly great leaders have access to rich spaces — with knowledge, practice, feedback, mentoring, and coaching — that develop this critical and complex human capability continually and with compounding impact. An online learning environment that combines these elements unleashes capability development in a deeply personal and effective way.



# NovoEd enables:

## **PRACTICE & APPLICATION**

to support learning in the context of work and organizational goals

## **DISCUSSION & FEEDBACK**

to enhance learning by sharing perspective with peers and experts

## **TEAM-BASED LEARNING**

that mirrors how work happens and develops interpersonal skills

## **MENTORS & MANAGERS**

to support learning with experience and wisdom

**CURATED & GOAL-ALIGNED CONTENT** that connects business and learning goals

## **EFFECTIVE FACILITATORS**

who guide learners through high-quality experiences that result in impact

With NovoEd, you can expand and accelerate leadership development and increase the learning intensity of every moment. Watch skills become knowledge, knowledge become application, application evolve into experience, and experience transform into impact. Faster than ever before.

With endless opportunities for safe practice and application, NovoEd grants people managers of all levels the ability to try and test different approaches to leadership. Learners can receive informal feedback before applying new techniques to real-life situations. And development can be a continuous process among a broader set of employees for improved long-term organizational performance.

