

COURAGE TO RUN®

First thing is first: thank you for who you are and all you do. Seriously. Leading change is hard work – really hard work – and only escalates in intensity. You manage a diverse team. You are constantly connected. You feel the push pull between your personal and professional lives. Demands are infinite while time is finite. This is a recipe for running on empty. You suffer – and your performance does too.

Second, we've been there. **We've got your back and are fiercely committed to having you leading at your best and feeling great.**

HERE'S HOW.

Courage to Run® is an evidence-based program that makes you happy, builds health and optimizes performance.

It was created specifically for busy people doing big things with limited time. Our approach blends organizational and sports psychology with best practices from political intelligence, leadership effectiveness, innovation and neuroscience.



1. How Can We Help You?

We're excited to work together. Our first action is to get crystal clear on your goals, needs and how we can best help you. We'll kick off with a Discovery Session. You can expect our team of credentialed experts to ask you questions like, "What do you hope to achieve?" and "Where are you now?", "What is working?" and "Imagine if..." We'll also co-create a timeline and expectations to position us for success.



2. Curated Just For You

Next, we curate a design – just for you. From beginning to end, our focus is on making you and your people happy and healthy, and utilizing your existing systems. To design your program, we engage your peeps early. We may hold a team kick-off or huddle, conduct individual interviews and/or send a preliminary survey to ensure needs and options are captured. System-wise, we'll pinpoint structures we can easily tweak to increase productivity. This helps us develop pre-work, workshop/retreat agenda and activities in your vision, operations and culture.



3. The Main Event

Let's Courage to Run! Your program (workshop, retreat or large-scale initiative) is guided by our framework and will activate you from head to toe. This includes customized: physical fitness options, leadership and/or organizational development exercises, balance boosters, strategic planning, accountability (with love) and unparalleled team building.



4. Results + Running On

High five! You did great. To keep you running full tilt after our time together, we equip you with resources and visual tools that support ongoing happiness, health and high performance. Importantly, these tools fit easily within your day to day. No add-ons! Depending on your goals, we may create measurable action plans, accessible evidence-based happiness practices, fitness tips and/or follow-up touch points.

Performance +

We believe that clarity leads to victory – and so does the data. Teams that clearly define and understand their mission, roles and desired outcomes are **more effective by up to 20%**.

Performance +

Brief moments of pause can have transformative effects on real time stress, innovation and communication. The endorphin releasing fitness builds **resilience**. Balance boosters equalize the nervous system, helping **focus** and make sound **decisions**. Leadership exercises boost oxytocin (the feel good or trust hormone), resulting in greater **team connection and courageous action**. Strategy activates the reward system in our brains, inciting **creativity** and making you unstoppable.

Performance +

It's all about taking incremental actions. We generate 1% new neuros each day. Practice for three months? Congrats! You've created a **new neuro-pathway**.



ABOUT NOVOS CONSULTING

Novos Consulting is a civic-minded organizational strategy and coaching consultancy operating at the intersection of politics, organizational effectiveness, innovation and health. We help leaders, teams, organizations and collaborations through strategic changes (literally 'novos') that benefit the greater good. Our clients represent complex sectors and are fiercely dedicated to solving today's most important challenges.

IMPACT

At Novos, we leverage your vision, mission and values with existing strengths and strategic objectives to customize a design that optimizes leader, team and organizational performance specifically within today's complex realities. Our past engagements range from 20 minute TED-style talks and 60 minute workshops to multi-day strategy sessions, retreats, large-scale initiatives and talent development learning labs.

Here is a little taste of who we've worked with and where we've been:

United States Office of the Secretary of Defense Policy
United States Air Force
United States Embassy of Turkey
Organizing for Action
Alameda County Administrator's Office Diversity Program
Peralta Community College District
Sutter Health
Playworks
Enroll America
Save the Bay
Investec
Democracy.com

novosconsulting.com