

NOVA signature

PROGRAM

Relational intelligence at the heart of a holistic approach that transforms your culture.



Who is Nova Global?

Nova Global is an innovative company offering a psychometric tool specializing in relational intelligence. Through its certifications, training programs, workshops, and mentorships, it unlocks the unique potential of each participant. Its individual and team-centered approach creates an environment conducive to personal and professional development. Well-known for its Nova Global Profile, the tool integrates seamlessly into your existing practice, enriching your processes and providing a unique perspective.



Jasmine Bélanger and Guy Bélanger
Founders

History and mission

Founded in 2006, Nova Global has quickly established itself as a key player in the field of personal and professional development. Formerly known as Swissnova, the company was founded in Canada, is based in Quebec, and now operates internationally thanks to passionate and committed partners.

Since its inception, its mission has been to unlock the full potential of individuals and teams through its innovative psychometric tool and specialized training programs.

At Nova Global, human potential is paramount. Every day, the company celebrates the diversity of talents, personalities, and aspirations that shape individuals, teams, and organizations. Having the right person, in the right role, on the right team can transform career paths and lives. This conviction guides everything they do.



Key figures

Nova Global is a rapidly growing international community, supported by a strong network of certified professionals. With a global presence and recognized expertise, we support each organization with accessible, tailored tools that drive sustainable transformation.



Present in

14

countries



Available in

7

languages



More than

1500

certified

Our tools and support

1 NOVA GLOBAL PROFILE

The Nova Global Profile is a psychometric tool specializing in relational intelligence. It is a unique test for understanding behaviors, strengths, and motivations, based on the work of Marston, Jung, and Spranger.

2 NOVA GLOBAL CERTIFICATION

The Nova Global certification program provides all the tools to integrate psychometrics into your professional practice. It's an intensive 24-hour program designed for human resources consultants, coaches, and leaders.

3 NOVA GLOBAL TRAINING

Open to our community of certified professionals, our training programs enable you to transform the Nova Global Profile into a powerful performance lever. By optimizing its use, these sessions will help you unlock and maximize the potential of individuals and teams, thereby fostering their professional and personal success.



What is the *Nova Signature* program?

A structured and flexible path to sustainably implement relational intelligence in your organization.

The *Nova Signature* program is a turnkey implementation path that enables your organization to become a Nova Global certified company. It adapts to the number of employees, managers, and desired level of involvement. Each implementation is customized to your needs and objectives and lasts between 3 and 18 months.

Combining training, certification, mentoring, and personalized support, it equips your internal resources to use the Nova Global Profile to develop, manage, and mobilize your talent based on their strengths and natural motivations, thereby fostering cohesion, engagement, and sustainable performance while strengthening your employer brand.

Time saving and simplicity

Rapid and measurable impact

Comprehensive and long-term support

Discover how this implementation program supports your organization from start to finish.

Nova Global Certification

Your organization's resources will follow the Nova Global certification path, enabling them to master the tool and integrate it effectively into their practice.

Mentoring and coaching

One of our experts will support your leaders and teams throughout the program, ensuring a sustainable integration of Nova that is aligned with your objectives.

Practical resources and tools

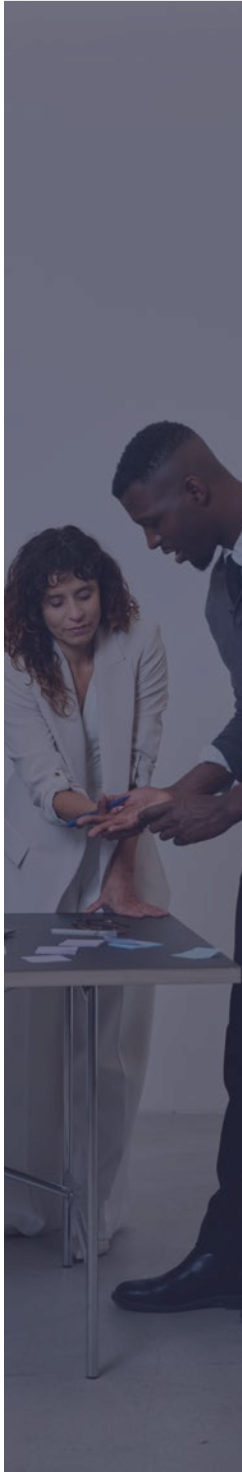
Ready-to-use documents, guides, resources and materials to facilitate implementation, internal communication and sustainability of the program.

Workshops and training courses

Workshops and training courses are available to develop relational intelligence, the effectiveness of your teams or any other key area of organizational performance.



Why integrate Nova into your organization?



A turnkey tool for your business

Nova Global integrates seamlessly into your organization thanks to a comprehensive and readily available suite of resources. Everything is designed so that your managers and internal resources can confidently use the Nova Global Profile, without operational overhead or complex setup.

The result: less logistics, greater simplicity, and a rapid impact on the organization.

A strategic asset for your managers

Nova Global provides managers with concrete tools to understand their teams, adapt their leadership style, and act with greater awareness and empathy. By developing leaders who become true allies of the company culture, you strengthen cohesion, support engagement, and directly increase your retention capacity.

The result: stronger leadership, more engaged teams, and a high-performing organization that delivers lasting results.

A performance lever for your employees

Nova Global empowers your employees to better understand their behaviors, motivations, and interactions with others. By developing their interpersonal skills, they gain clarity, confidence, and adaptability, three key factors in a harmonious and stimulating work environment.

The result: improved collaboration, greater engagement, and increased daily efficiency.



What if the real risk... was doing nothing?

Costly human blind spots

Without the Nova Global approach, managers continue to operate on instinct, teams evolve in silos, and talent lacks recognition. Gradually, communication becomes fragmented and tensions accumulate.

Very real consequences

The result? Costly hiring mistakes, avoidable departures, exhausted managers, and disengaged talent. Gradually, cultural cohesion erodes, and the company loses both agility and motivation.

While others move forward...

Some organizations are already setting themselves apart thanks to relational intelligence. Others are stagnating, trapped in outdated ways of doing things where performance is still too often reduced to numbers rather than to human beings.

The Nova Signature program: avoiding inaction

The program helps conscious organizations build a strong, cohesive, and engaging culture where everyone understands their own unique perspective and that of others. Because failing to invest in people means risking losing them. And today, your human capital is your most valuable asset.



Why become a Nova Global certified company?

1 An employer brand recognized for its human intelligence.

Being Nova certified means clearly demonstrating that your company understands, values, and develops the unique potential of each individual. You become an employer that attracts talent through its ethical approach, not just its benefits.

2 A seal of credibility and trust.

Nova certification positions your organization among companies that truly invest in relational leadership, mindful communication, and well-being in the workplace. A tangible mark of distinction for your partners, clients, and talent.

3 An aligned, consistent and high-performing corporate culture.

The Nova approach creates a common language between HR, managers and employees, fostering more engaged, more agile and better connected teams around a shared vision.

4 An unparalleled asset for recruitment and retention.

Talented individuals seek workplaces that recognize their uniqueness. Being Nova certified means offering an environment where everyone can understand each other, develop, and thrive, a direct advantage in the talent market.

5 A distinctive market positioning.

In a context where human performance is becoming a strategic success factor, Nova Global certification differentiates your organization as a model of relational intelligence and sustainable human innovation.

Discover the possibilities that the Nova Global Profile offers in your organization!
(French Version available only)

[Watch the webinar here](#)



How to become a Nova Global certified organization?



ELIGIBILITY CRITERIA

1. Have at least one internal resource certified by Nova Global.

The company must have at least one person trained and certified in the Nova Global approach, responsible for the deployment and interpretation of profiles internally (HR, coach, manager or strategic partner).

2. To have implemented the Nova approach through the *Nova Signature* program.

The company must have completed the phases of the Nova Signature program, including training, mentoring and implementation of the psychometric tool in its HR, management and leadership practices.

3. Maintain ongoing training for certified resources.

Certified internal resources must participate in refresher workshops, mentoring or additional certifications annually to maintain consistency and quality of interpretation.

4. Use the Nova Profile in at least three organizational spheres.

The company must integrate the Nova Profile in at least three key areas:

- Talent recruitment and integration
- Leadership development and coaching
- Team and project management
- Internal mobilization or communication

5. Make relational intelligence a pillar of the company culture.

Management and executives are committed to embodying and promoting the principles of relational intelligence in their communications, decisions and management practices.

6. Ensure annual follow-up with Nova Global.

The company commits to an annual follow-up meeting (or Nova cultural audit) to validate the updating of resources, the ethical use of tools and the progress of deployment in its ecosystem.



The implementation phases



Phase 1 — Certification of internal resources

You train your resources through the Nova Global certification program. They develop the expertise needed to read, interpret and use profiles, ensuring a consistent and autonomous implementation of the approach internally.



Phase 2 — Integration into HR and management practices

Through modular modules (recruitment, leadership, engagement, talent), your teams learn to integrate the Nova Profile into their daily processes. The goal: to transform your practices to better understand, engage, and retain your talent.



Phase 3 — Team Profile Facilitation Certification

Your Nova Global Team Profile certified resources become capable of facilitating group workshops, interpreting team dynamics, and supporting their colleagues. They develop the skills necessary to foster growth and collaboration within your teams.



Phase 4 — Strategic Deployment and Ongoing Mentoring

Your organization benefits from personalized support to ensure sustainable deployment. Mentoring, coaching, customized projects, and facilitation support: everything is in place to establish Nova Global permanently and in alignment with your objectives.



Contact and information

Sales Department

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“The Nova Profile provides me with a powerful way to access people’s inner wisdom. When working with teams, the Nova Profile accelerates trust, increases efficiency, and enables better collaboration. The Nova Profile is simply a game changer.”

Dina Bell-Laroche