

**Position Description**  
**Vice President, Business Development & Consulting**  
**Novations Group, Inc.**

Industry leader Novations Group Inc., a global, cutting-edge provider of organizational consulting and best-in-class performance solutions, seeks a new Senior Consultant to lead their highly successful business development practice in sales, marketing, and product design. This dynamic, creative, client-focused leader working in a collaborative and inclusive team environment will develop innovative business strategies to enhance NGI's impact for building capacity and fostering inclusion among leading corporations and businesses across the world.

**Background**

Novations Group Inc. (NGI), a recognized leader in best practices in human resources, provides professional consulting, training, and employee assessment and measurement services to increase and strengthen the work capacity of individuals and organizations worldwide. NGI focuses on helping businesses meet their strategic goals and needs by significantly improving the performance of their employees in measurable and sustainable ways. NGI's team of consultants help transform the productivity of organizations by helping to foster a culture of inclusion that unlocks the hidden talents and capabilities of each individual in order to build capacity and increase levels of job satisfaction among its workforce.

NGI was formed from a number of best-in-class organizational consulting groups emphasizing empirical methodologies dating back thirty years. In applying these tested solutions, NGI provides their clients with concrete tools and content in a framework tailored to their unique needs. With decades of applied research, NGI has developed the proven tools and techniques for improving the performance of thousands of individuals and companies with exceptional results.

NGI also offers talent management and leadership development as well as technology services, primarily to executives and professionals working in the retail, finance and banking, telecommunications, manufacturing, and health care industries. Their major clients include many companies in the Fortune 500, such as Deloitte, Boeing, Pfizer, Microsoft, GlaxoSmithKline, Kraft, Procter & Gamble, Citigroup, DaimlerChrysler, Coca-Cola, Marriott International, Starbucks, Fidelity Investments, and McDonald's.

For more information on NGI, see [www.novations.com](http://www.novations.com).

**Current Situation**

NGI is led by its President and CEO Michael C. Hyter who oversees an executive team of four Senior Vice Presidents in Sales and Marketing, Training, Human Resources, and Product Development and a Chief Financial Officer. Novations employs over 200 dedicated

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professional, including more than 100 independent contractors, working together to deliver their unique solutions for increasing overall organizational productivity. The working environment at NGI is results-oriented and client-focused. NGI closely adheres to the principles of diversity and inclusion and offers an open workplace in which all employees are valued and treated with respect and share in creating business success. NGI has its headquarters in Boston, Massachusetts, and has offices in Minneapolis, Minnesota and Provo, Utah. NGI also has international partnerships focusing on the United Kingdom and Latin America.

For over 30 years, the professionals at NGI have helped numerous organizations implement winning talent management strategies. Their robust spectrum of professional services is designed to help grow and sustain every player on the team. NGI's specific area of focus is in the following key areas: Managing Inclusion & Engagement; Individual & Leadership Development; Coaching & Mentoring; Efficacy for New Employees & Affinity Groups; Individual and Organizational Measurement Assessments; Diverse Succession Planning; and Project Management.

Working in partnership, the NGI's leadership and diversity and inclusion practices has amassed data from surveys and studies over the past twenty-five years from over 25,000 leaders. This database of knowledge and its Fortune 500 client list make NGI the leader in the field of diversity and inclusion that cannot be matched by any of its competitors. Their diversity and inclusion product and service comprise nearly a third of NGI's sales, earning \$10 million within the past year. The continued investment by companies in this line of products (potentially, a six-to-ten year commitment) and the addition of new major client systems is projected to double sales over the next two years. NGI seeks to hire a new Vice President, Business Development & Consulting to help lead this period of dramatic growth and expansion.

### **Specific Role**

The Vice President, Business Development & Consulting, a dynamic client-focused leader, reports directly to the Senior Vice President of Sales and Marketing. The Vice President partners primarily with the sales and consulting leadership along with the field force to identify, develop, and grow new business opportunities. This individual will be responsible for introducing NGI's diversity and inclusion content to corporate officers and senior level clients and for developing a long-term investment by these leaders in NGI's transformative products and services.

This savvy team player must possess a strong executive presence and be adept at listening to C-suite level leaders and helping them to understand their core business needs, fostering a business case for diversity and inclusion as a force for building capacity, influencing these leaders to invest in Novations' wide range of products and services, and providing guidance and direction to the sales, marketing, and product development teams. The Vice President will be expected to travel to client locations as well as NGI's three U.S. offices and its international affiliates.

Other essential duties and responsibilities:

- Advise executive audiences regarding strategy development in the area of diversity, inclusion, and engagement;
- Partner with clients to uncover unarticulated needs and help to create comprehensive and sustainable solutions;
- Facilitate senior diversity and inclusion-related focus groups and training sessions when appropriate;
- Prepare and conduct executive briefings and program pilots;
- Consult with clients on the development of initiatives such as diversity steering committees, diversity councils, affinity networks, coaching teams, and planning and implementation;
- Consult with clients on leadership development, succession planning, and performance management systems;
- Partner with other NGI consultants and trainers to provide the range of solutions from all areas of the company;
- Communicate sales and marketing competitor activities and ideas for new product development that will further elevate NGI as the partner of choice in the diversity and inclusion market;
- Attend and actively participate at exhibits and conventions;
- Perform other related duties as assigned.

### **Major Objectives**

Novations Group, Inc. expects the new Vice President to accomplish the following major objectives over the next 12-18 months:

- Successfully build a strong partnership with the consulting, sales, marketing, and new product design teams and the senior management team to achieve aggressive growth targets;
- Formulate and implement effective business development strategies to enhance NGI's client systems and ensure that all sales targets set by the President/CEO are achieved;
- Significantly increase brand awareness of NGI's products and services with key corporate and business leaders;
- Provide guidance and direction to the consulting, sales, marketing, and new product design teams to leverage new business opportunities with new and existing clients.

### **Professional Qualifications**

The following qualifications are required in the new Vice President:

- A bachelor's degree from an accredited college or university in the areas of business, human resources management, industrial and/or organizational psychology, or organizational development.

The following qualifications are preferred in the new Vice President:

- A master's degree from an accredited college or university;
- A strong business and client-focused leader with at least seven or more years of experience, particularly in individual and organizational development;
- Demonstrated experience in the consulting and/or training industry;
- Demonstrated experience in leading and coordinating large, complex projects and implementing diversity and inclusion programs in organizations;
- Proven ability to navigate corporate systems effectively and to influence key stakeholders in achieving outcomes, particularly with cabinet-level executives;
- Success in developing and maintaining client relationships at all levels of an organization;
- Computer proficiency in Microsoft Office applications.

### **Personal Characteristics**

The following characteristics are preferred in the new Vice President:

- Deep interest in innovative best practices regarding human resource products and services;
- Excellent verbal and interpersonal skills with equally strong presentation/standup and group facilitation skills;
- Strong analytical, planning, project management, and organizational skills;
- High energy, self-motivated, and goal-driven;
- Willing to travel frequently to meet clients and work at other company locations;
- Entrepreneurial, creative, and team-oriented;
- Healthy respect for colleagues, employees, and superiors.

### **Compensation**

A highly competitive compensation and benefits package will be offered, commensurate with experience.

### **Application**

Novations Group, Inc. is proud to be an equal opportunity employer. Please forward resumes and appropriate material immediately to:

Patrick Chizeck  
The Boulware Group  
625 North Michigan Avenue, Suite 422  
Chicago IL 60611-3172

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Phone: 312-322-0088

Fax: 312-322-0092

**E-mail (preferred): [resume@boulwareinc.com](mailto:resume@boulwareinc.com)**

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