



NOVA

LEADERSHIP, GOVERNANCE & ORGANIZATIONAL ALIGNMENT

WHAT WE DO

Insley Nova & Associates works with organizations to bring clarity, alignment, and momentum to leadership, governance, strategy, and people.

The work is grounded in a simple belief:

**ORGANIZATIONS DON'T STRUGGLE BECAUSE PEOPLE AREN'T CAPABLE—
THEY STRUGGLE WHEN THINGS AREN'T ALIGNED.**

Through facilitated sessions, consulting, and coaching, we help leaders, boards, and teams step back, get clear, and move forward with greater confidence and focus.

OUR APPROACH

Our work is thoughtful, practical, and grounded in real organizational experience—not theory alone.

We create space for:

- honest conversations
- clearer decision-making
- stronger alignment across teams

Using the **Nova Alignment Model™**, we focus on how leadership, governance, strategy, and people function as a system—and where alignment can unlock progress.

EXPERIENCE

This work is informed by hands-on experience as an **Executive Director in the not-for-profit sector and in Human Resources leadership roles**, including:

- leading organizations within complex, multi-stakeholder environments

- working directly with Boards of Directors, including reporting, governance support, and board development
- training and supporting board members in their roles and responsibilities
- navigating governance structures, accountability, and decision-making
- leading people and culture initiatives
- supporting teams through growth, change, and operational challenges

This experience brings a practical understanding of how **leadership, governance, and people systems intersect in real organizations**, and how to navigate both strategic and day-to-day realities.

PROGRAMS

We offer a suite of focused programs that can be delivered independently or as part of a broader engagement:

ALIGNED LEADERSHIP

Clarifying priorities, roles, and decision-making across leadership teams

BOARD CLARITY

Strengthening governance, defining roles, and improving board effectiveness

PEOPLE THAT PERFORM

Improving clarity, engagement, and team effectiveness

STRATEGY THAT MOVES

Focusing priorities and strengthening execution

WORKSHOPS & FACILITATION

- 1-day or 2-day sessions
- tailored to your organization's needs
- focused on alignment, clarity, and action

CONSULTING ENGAGEMENTS

- deeper support over time
- addressing complex organizational challenges
- guiding implementation and change

EXECUTIVE COACHING

- one-on-one support for leaders
- navigating decision-making, alignment, and leadership challenges
- practical, reflective, and grounded in real experience

ABOUT THE FOUNDER

Insley Nova & Associates was founded by a leader with experience as an **Executive Director in the not-for-profit sector and in Human Resources leadership roles.**

Her work has involved supporting organizations through complexity, working closely with Boards of Directors, and leading teams through change, growth, and operational challenges.

She brings a calm, thoughtful, and practical approach—creating space for clarity, honest conversation, and meaningful progress.

Her work is grounded in real experience, with a focus on helping organizations move forward in a way that is both intentional and sustainable.

WHAT YOU CAN EXPECT

- greater clarity on priorities and direction
- stronger alignment across leadership and teams
- clearer roles and decision-making
- practical steps to move forward

CLOSING

Clarity changes everything.
Alignment makes it sustainable.

If you're navigating complexity, growth, or change, we'd be happy to connect.

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