

STRATEGIC INSIGHT AT THE TOP

Change Profile Scan[®]

The very foundation
of every successful transformation

*An objective baseline assessment
that reveals what usually remains invisible*



Board-level steering
in times of transformation

12 critical elements

60 validated statements

2 half-day executive sessions

THE REALITY AT THE TOP

*Most transformations do not fail
because of lack of ambition —*

*they fail due to the absence of
truly shared insight in the boardroom.*



Blind spots

in the stakeholder landscape



Apparent consensus

based on unspoken assumptions



Insufficient

prioritization



Lack of alignment

at executive level

What is needed: an objective baseline assessment that makes visible what would otherwise remain hidden.

Integrated insight into all critical success factors



12

Interconnected
elements

Fact-based approach



60

Validated
statements

Systematic & reproducible



2

Half-day
facilitated executive sessions

Individuele scoring - no group pressure

FROM INSIGHT TO

Strategic Execution Power

THE SCAN PROVIDES EXECUTIVES WITH:



Full visibility of the strategic landscape



Fact-based prioritization



Targeted interventions



Better allocation of resources

THE RESULT:



Acceleration of the transformation



Less waste of time and budget



Sustainable value creation



Structurally higher probability of success

Session 1: The Scan

*The executive team
jointly creates the strategic foundation*

Executive team only — no delegation

Individual scoring

Facilitated by an experienced executive coach

60 statements across 12 themes

01

Individual Scoring

Each executive independently scores 60 statements.
Groupthink is eliminated.

02

12 Critical Elements

The scan assesses all dimensions
of the transformation process.

03

Fact-based Reflection

Insights are systematically documented
and reproducible.

01

Patterns become visible

Shared and differing perceptions become transparent for all members.

02

Tensions become discussable

A safe setting to address hidden tensions and assumptions.

03

Priorities become clear

Which interventions will have the greatest impact?

04

Actions are defined

The session concludes with concrete actions, ownership and timeline.

APPROACH

Session 2: Interpretation & Decision-Making

*The scan is not a report —
it is a decision-making instrument.*

One shared perspective

Executive alignment

Direction for the transformation

START YOUR TRANSFORMATION WITH STRATEGIC INSIGHT

- Integrated, fact-based insight into the strategic landscape
- Executive alignment based on facts
- Scherpe prioriteitstelling en gerichte interventies
- A high probability of sustainable success





EFFECTIVE START

Schedule an introductory meeting to explore the Change Profile Scan® for your organization

Professional guidance for executive teams

Novy-T supports boards, executive teams and senior management in strengthening strategic alignment, decision-making power, execution capability, sustainable value creation

WE SUPPORT EXECUTIVES IN:

- | | | |
|---|--|--------------------------------------|
|  | Change Profile Scan® | Executive baseline assessment |
|  | Strategic consultancy | Prioritization & intervention design |
|  | Training & team development | Strengthening execution power |
|  | Executive coaching | Embedding leadership effectiveness |

WE WORK FOR



Boards of Directors



Supervisory Boards



Senior Management Teams

CONTACT

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Contact us for an introductory conversation
about the possibilities for your organization.



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Every substantial
transition deserves a
strong foundation.

12 elements

12

elements

60

statements

2

half-day sessions