

When the world of intelligence
meets the world of business



INTERNOVECO
INTERNATIONAL BEHAVIORAL ANALYSIS FIRM

INTERNOVECO SYSTEM

Human Behavior Analysis | Relational Communication | Business Strategy | Intelligence

Develop operational mastery of the human factor to observe, understand, communicate, question, analyze and act with a time advantage.

INTERNOVECO SYSTEM





THE PROPOSITION

Why the INTERNOVECO SYSTEM

An organization does not operate solely through numbers, processes and performance indicators. It also operates through relationships, conversations, perceptions, decisions and interactions that evolve every day.

The INTERNOVECO SYSTEM helps organizations develop a collective ability to better observe, communicate, understand and act within their human dynamics.

The objective is not to monitor people. It is to provide teams with the tools to better understand one another, collaborate more effectively, prevent tensions and ensure that useful information circulates before a situation becomes an issue.

- Behavior provides the indicators.
- Communication provides access to information.
- Intelligence structures what is collected.
- Analysis enables understanding.
- Strategy enables action.



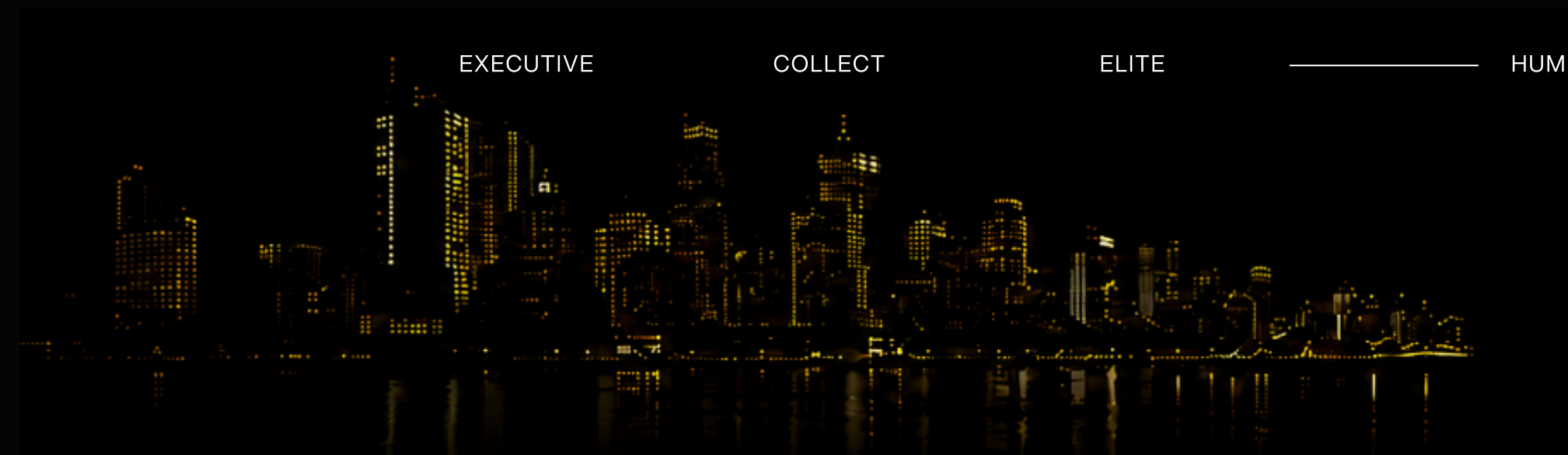


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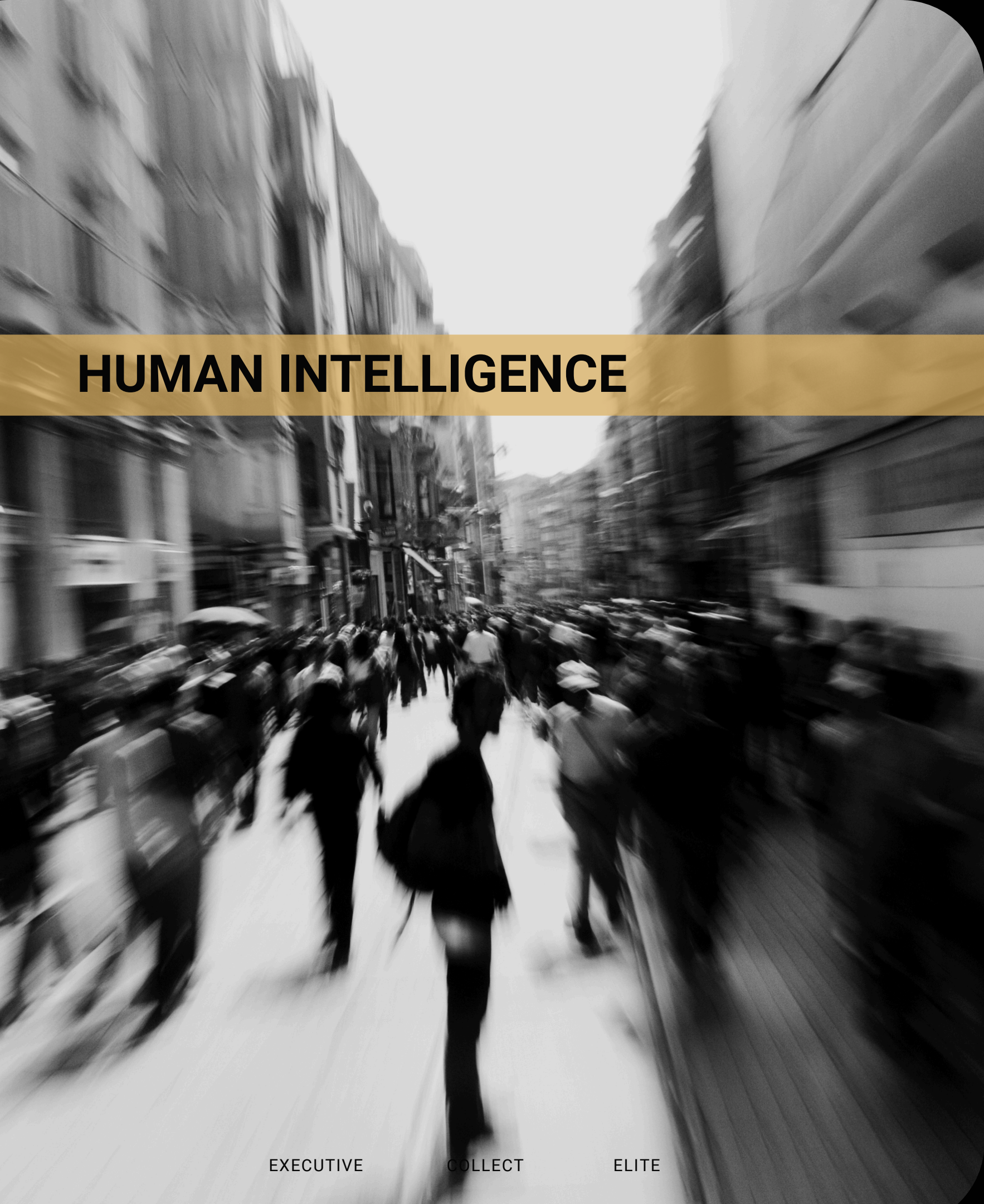
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For managers and team leaders

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For teams and committees.



HUMAN INTELLIGENCE

Intelligence comes before the decision

We are accustomed to questioning numbers, but some information is never written down.

Dashboards measure results. Human intelligence allows organizations to question the story behind those results, understand their causes, cross-reference information, analyze it and anticipate what may happen next.

Human intelligence produces, interprets and transmits data. It is built through the interactions, conversations and relationships that bring an organization to life:

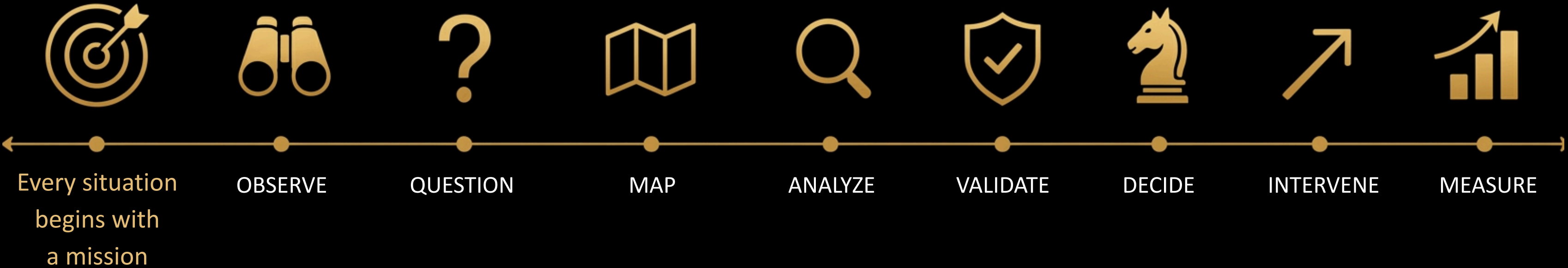
- An important client changes their behavior
- A team loses motivation
- A procedure is gradually being bypassed
- A key person is considering leaving
- A manager notices a tension taking hold

An isolated piece of information may appear irrelevant, until it reveals what matters most.

A mission-driven approach

The INTERNOVECO SYSTEM brings forward a risk, an opportunity or an ongoing development in order to provide human context to data and numbers.

A process that connects observation, communication, analysis and decision-making.



Understand before acting.
Act with precision.

THE PROTOCOL

The INTERNOVECO protocol

Human behavior remains complex. What evolves are the models, tools and protocols we bring together to better understand it and communicate more effectively.

AN ARCHITECTURE FORGED THROUGH MULTIPLE DISCIPLINES

The INTERNOVECO SYSTEM sits at the intersection of several fields of knowledge :

- Behavioral sciences
- Cognitive sciences
- Human dynamics analysis
- Relational communication
- Decision-making
- Risk management
- Intelligence cycle
- Data analysis
- Indicators

The system draws on knowledge, data and methods already established in scientific literature, across different disciplines and through professional expertise.

Connecting disciplines through analysis

We create connections between these disciplines by integrating our analytical protocols.

INTERNOVECO connects, adapts, evolves and applies these disciplines to human behavior analysis in a business context.

These disciplines help us understand how interactions, conversations and relational dynamics contribute to the emergence of information.

From this integration emerge models, tools and protocols designed for the field and developed by INTERNOVECO, including:

- BEHAV-KPI™
- Relational Mapping™
- VECTORS™
- Strategic Questioning
- Indicator Dashboards
- META Perspective



MULTIPLE DISCIPLINES | ONE ARCHITECTURE | AN INTEGRATED VIEW OF THE HUMAIN

INTELLIGENCE FLOW

An intelligence system connecting the field to leadership

The flow of intelligence can begin in the field, within the ELITE GROUP level, when an observation raises a question.

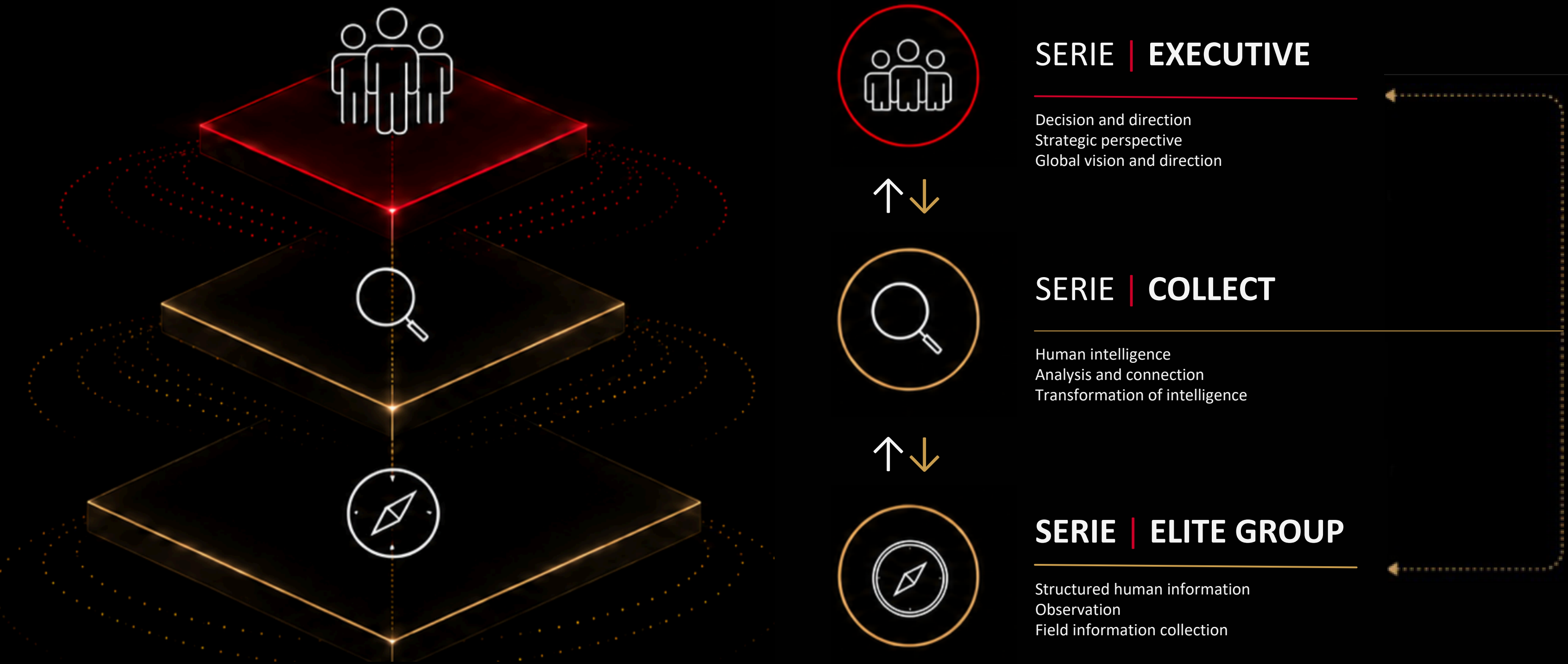
It can also begin at the decision-makers level, within the EXECUTIVE level, when a strategic issue, an upcoming transformation or a risk requires a new intelligence question.

The system allows information to flow in both directions, enabling the organization to better understand what is happening today and prepare for what may happen tomorrow.

Every issue must be addressed at its appropriate level, but every learning must be able to circulate throughout the system.

This flow relies on the quality of relationships, exchanges and dialogue between organizational levels. The business world also unfolds on human terrain, a true source of strategic information.

The INTERNOVECO SYSTEM simultaneously activates three levels of understanding, analysis and action throughout the organization





RESEARCH

An expertise built between the field,
research and methodological innovation

INTERNOVECO research department

At INTERNOVECO, research does not remain in publications. It returns to the field, where it is confronted with human, professional and decision-making realities.

Observations from the field then contribute to the evolution of our models, protocols and tools. Collaborations with professional and academic environments contribute to this approach.

From Montréal to Dubai, human behavior remains the same challenge, but every context requires its own interpretation

23 countries where the human factor has become our field of observation.

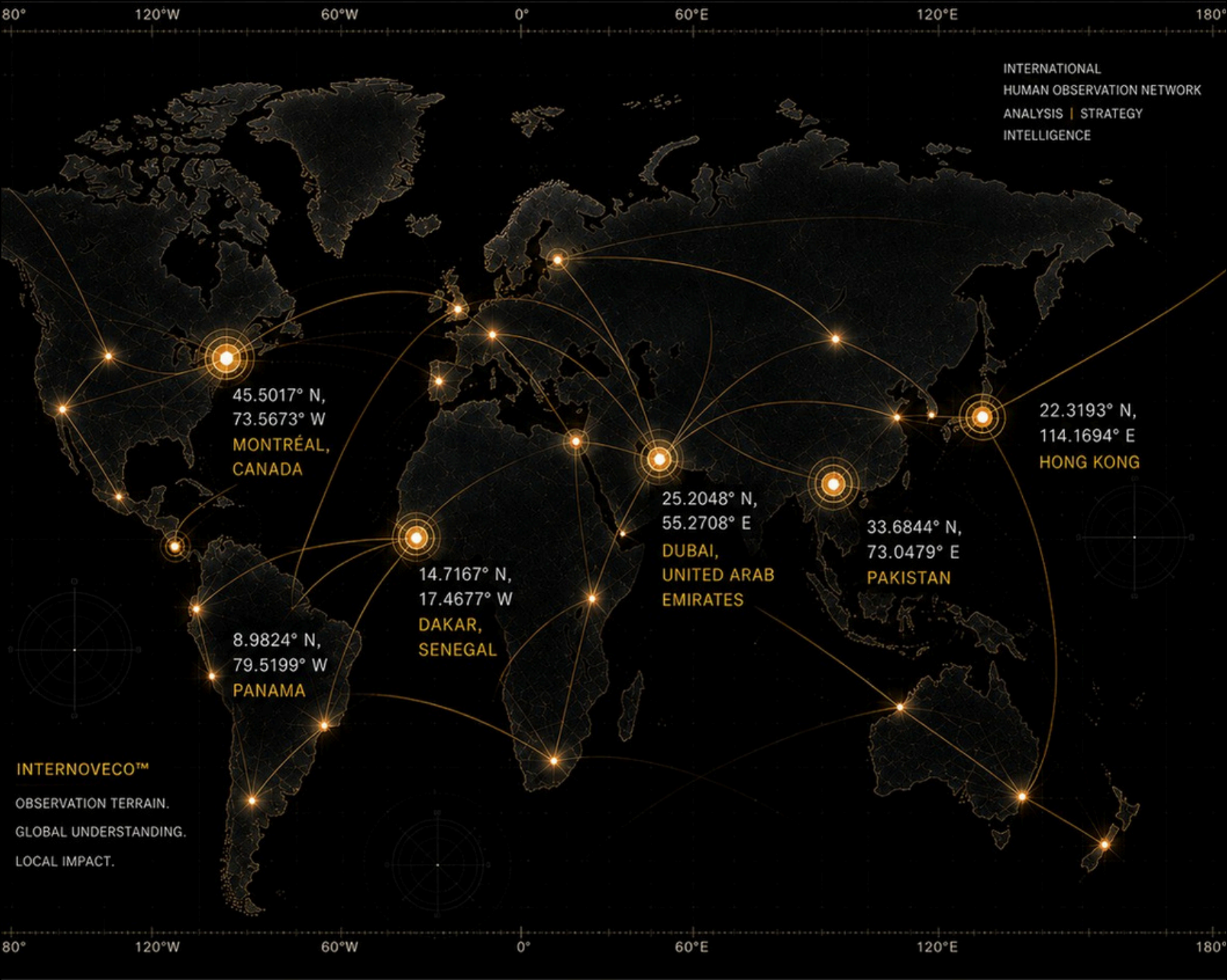
The context changes.

The codes change.

Power dynamics change.

Environments change.

And the interpretation adapts.



23 countries where human behavior has taught us to better understand the world.

Human Behavior Analysis
Strategy
Intelligence



THE OFFER

THE OFFER | OFFER

The INTERNOVECO system integrates into the organization as a whole

The INTERNOVECO SYSTEM is not designed for a single department, one team or one function. It is deployed throughout the organization in order to increase its collective ability to observe, collect, structure, analyze and circulate human information.

Every department becomes a space for understanding.

Every committee contributes to the circulation of relevant information.

Every function can enrich the organization's overall understanding.

The system enables organizations to strengthen their capacity to collect, analyze and circulate human information, while respecting each person's role and level of responsibility.

The result

An organization that:

- Sees earlier
- Communicates better
- Strengthens the quality of its relationships
- Understands more broadly
- Cross-references more information
- Detects developments
- Improves collaboration
- Elevates its analytical capacity
- Strengthens relationships within teams
- Identifies emerging risks
- Strengthens the quality of its decisions
- Transforms the voice of the field into strategic information

SERIE | EXECUTIVEFor executives and
decision-makers.

Strategic analysis, arbitration and vision

Executives have access to financial, operational and strategic dashboards. They now also have access to the human intelligence produced by their organization.

EXECUTIVE connects this information in order to better understand what influences performance, identify blind spots, assess risks and inform strategic decisions.

Reactive intelligence

Understand what is already happening. Performance data are connected with behaviors, interactions and human dynamics that may explain how and why they are evolving.

Prospective intelligence

Illuminate what could happen. Executives possess a vision of the future, strategic intentions, concerns, relationships and high-level information that may not yet be visible in dashboards.

These elements become new intelligence questions, making it possible to explore their potential effects before they appear in the results.

What EXECUTIVE provides to COLLECT : A framework and a questioning structure

It therefore feeds the next intelligence-gathering cycle to define the scope of the investigation and the collection of intelligence in the field.



Strategic Guidance for the Executive Team
and Impact Coaching

SERIE | COLLECT

For managers and
team leaders

Transforming information into intelligence

Information becomes valuable when it is contextualized, challenged and analyzed. COLLECT receives information from the field and transforms it into actionable intelligence.

Qualify. Cross-reference. Analyze. Validate. Measure. Anticipate.

It provides perspective on the information collected, the hypotheses developed, the decisions made and the effects observed.

COLLECT reveals what collective behavior can tell us about the health of the organization, its teams and external stakeholders, as well as about the potential consequences of decisions made at its level or at higher levels.

The objective is to better understand dynamics, support managers and promote healthier and more effective working relationships.

What COLLECT provides to EXECUTIVE :

A field indicator dashboard.

Structured and documented human intelligence, providing a concrete basis for documenting relevant observations, identified changes, situations requiring further investigation, and elements requiring analysis, thereby supporting EXECUTIVE's analysis and informing its decisions.

- What was once an impression can become an observation.

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- What was once an observation can become information.

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- What was once information can contribute to intelligence.

SERIE | ELITE GROUP

For teams and committees.

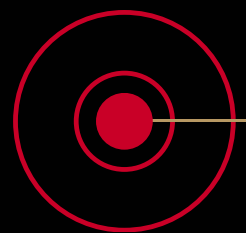
The first source of your human intelligence

The ELITE GROUP constitutes the point of contact with lived reality.

Participants develop a structured ability to observe their environment, recognize significant changes in human dynamics, communicate and bring forward information that deserves further examination.

They develop tools to communicate more effectively, better understand situations, contribute to healthier working relationships and prevent tensions.

They transform their observations into structured information in order to transmit to COLLECT what deserves to be analyzed.



THE RESULT

An event experienced in the field becomes information that is: observable, documented, comparable, and transmissible.

What ELITE GROUP provides to COLLECT : A Human and Strategic Intelligence Dashboard.

A structured document that connects observations, indicators, and analyses, whether related to human interactions, human-machine interactions, or system and environmental dynamics, as well as convergences, contradictions, hypotheses, and elements requiring a decision or a new intelligence question.

- What we have observed.

- What we have understood and tried to do.

- What the next indicators should reveal.

INTERNOVECO supports the team throughout the process.



A relational culture is developed, supported, measured and maintained.

INTERNOVECO relational communication certification

recognizes an organization that chooses to invest in its collective ability to communicate more effectively, collaborate more effectively and better understand the human dynamics that influence its operations.

A relational culture is developed, supported, measured and maintained.

Making the quality of relationships an organizational capability.



INTERNOVECO
INTERNATIONAL **BEHAVIORAL** ANALYSIS FIRM

HUMAN INTELLIGENCE
AT THE **HEART** OF PERFORMANCE

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