



Executive Coaching

Change Management

Leadership Development

Increased complexity and change are the biggest business challenges today. The Sparks Group creates customized executive coaching, change management, and leadership development solutions focused on growing capacity, not just skills. We help leaders, teams, and organizations make the changes that make a difference to them - and in the world.

Coaching and Consulting for Change

Most companies treat organizational change and leadership development as two separate efforts, but both are driven by a need to stay competitive in a complex marketplace. Taking an integrated view of change and leadership is a simple yet elegant approach that leverages your resources and achieves business outcomes faster and more effectively.

Changing a business requires leaders to grow their capacity to lead in a way that just running a business does not. It's about growing the belief system of the leader, not just adding new skills.

Jessica Bronzert has extensive Fortune 50 experience as a change agent, trusted advisor and executive coach to hundreds of senior leaders. She brings a candid, curious, and holistic approach based on the latest cutting-edge thinking and tools from multiple disciplines. Jessica goes beyond typical training and communication efforts to root cause issues in change initiatives and leadership development efforts that hinder growing and changing organizations to enable more meaningful, sustainable progress.

We Can Help Your Organization

- Deliver the full business benefits of the changes you undertake
- Grow leadership capacity to navigate increased demands and responsibilities
- Build organizational capacity for transformation, enabling faster and more effective change
- Avoid employee overload, unproductive behavior, and costly mistakes
- Align the culture to engage employees and deliver on business strategy

What Clients Are Saying

"[Jessica has developed] deep competencies in the concepts, tools and techniques...and accumulated the experience (and scar tissue) necessary to provide clients with insight and finesse when guiding them through the challenges of implementing major transformations."

– Daryl Conner, Chairman, Conner Partners

"Jessica is an extremely effective coach and has just the right touch – she provides fresh perspectives and challenges my thinking in constructive ways. Working with her, I was able to increase my own capacity to look at situations in different ways, to see possibilities and opportunities instead of barriers."

– Senior Leader, Non-Profit Organization

Jessica Bronzert, MBA, PCC, SPHR

jessica@sparksgrp.com

(216) 406-7709

www.sparksgrp.com





Clients Include:

- Lowe's
- Bank of America
- Center for Creative Leadership
- Treasury Executive Institute
- University of Rochester
- Lutheran World Relief
- Canadian Blood Services
- The Lee Institute
- Queens University
- HHHunt
- Carrier Corporation
- Michigan State University
- Society for Behavioral Medicine
- Aquent/Vitamin T

"Jessica has been an instrumental part of my career for over five years...My coaching work with her has truly been life changing, helping me to make critical shifts in how I think about myself and my work...I can't recommend her enough."

– VP, For-Profit Company

Leadership Development

The Sparks Group offers a number of core offerings, which can be adapted to meet your needs.

- Mastering Leadership: It's How You Think, Not What You Know
- Coaching Skills for Leaders: GROW Your People
- Resilience: Conquer the Chaos
- Team Synergy for Breakthrough Results
- Emotional Intelligence: When Technical Expertise Isn't Enough
- Change Management: More Than Training & Communication
- Change Management: Deep Dive

Executive Coaching

1:1 Coaching – A discovery-based process offering clients the lead role in finding creative solutions. It is effective at growing leadership capacity because it is customized to the client and sustained over a meaningful period of time.

Group Coaching – Integrates elements of traditional leadership development and executive coaching to create a sustained experience for 8-10 people. Participants benefit from assessments, peer coaching and 1:1 time with an executive coach.

Team Coaching – Akin to an executive coaching engagement, but for an intact team. The coach rides along with the team as they do their work, building in time for coaching in real time. A truly powerful intervention for teams charged with high stakes mandates.

Change Management

Portfolio – Face it, most organizations have more than one change in play at a time. But most approaches focus on one change at a time. Portfolio change management takes a big picture, enterprise view so you can deliver across the board.

Culture – Culture eats change for lunch. If you're undertaking transformational change, chances are you need to take a look at your culture as well. But what is culture, and how do you work on it? We make culture work tangible and transparent so it supports your changes instead of derailing them.

People – Many people think of change management as training and communications. These are necessary but insufficient. Effective change management goes beyond teaching and telling to understand how employees' thinking and decision-making influences the behaviors they bring to work. Effective change engages everyone involved.