

The Sparks Group is a change management and leadership development firm focused on helping leaders and organizations develop the capacity – not just the skills – to make the changes that make a difference to them and in the world. We offer a core set of standard offerings and can work with you to customize a program specifically for your audience and your business needs. Get in touch to start a conversation about how The Sparks Group can help your team or organization.

Program Name	Program Description
Change Management: More Than Training & Communication	Most change management approaches come down to training and communication. That is a huge miss. Gain insight into the human and organizational dynamics that drive successful change initiatives, and avoid the 70% failure rate.
Change Management Deep Dive	Ready to go deeper? Apply key principles of portfolio and people change management to your transformation in this case-study style workshop. Leave with a comprehensive action plan to deliver on your transformational initiatives.
Resilience: Conquer the Chaos	Overwork and overwhelm is an epidemic in our workplaces. Help your people “bounce back” faster and reap business benefits by making change faster, more efficient, and less disruptive by building resilience. (Includes Personal and Team Resilience assessments.)
Team Synergy for Breakthrough Results	A golf team? A baseball team? A soccer team? What kind of team do you have and what kind of team do you need? This workshop is for intact teams tasked with delivering breakthrough results. Gain insight into what makes teams effective, diagnose your own team and improve performance. (Includes Team Synergy assessment and ongoing coaching for your team.)
Mastering Leadership: It’s How You Think, Not What You Know	Most conventional leadership development approaches are focused on adding new apps (skills) to your existing operating system (way of thinking). But outdated operating systems are insufficient for the demands of the current business environment. In this offering based on the latest leadership theory, you’ll get insight into your own operating system and that of your team, and learn how you can upgrade to the newest version. (Includes Leadership Circle Profile and Leadership Culture Survey.)

Jessica was our highest rated speaker at Change Management 2014, the annual Global Conference of the Association of Change Management Professionals (ACMP). She clearly connected with the audience and delivered value.

Jody Feldman, ACMP Global Conference Chair, 2014-15