

CHANGE-MANAGEMENT SERVICES

We'll achieve your "impossible" faster—with focus and no friction.

Long-term + results-focused + inclusive + based on best-practice strategies so changes stick long term.

As your external consultants dedicated to whole system change, we will start—and stay with—conversations that actively fuel positive changes.

Sustaining true change requires that leadership, organizational structures, systems, and culture all work in tandem to inspire and to fuel what's next. Participatory, inclusive, respectful, and multi-disciplinary, our process **changes minds, changes hearts, and changes outcomes.**



“From a little spark
may burst a flame.”

— Dante

Enlist EnSpark to set your change-management efforts on fire, so your teams...

- ✓ **INSPIRE** a new narrative about what possible and what's next.
- ✓ **COMMUNICATE** clearly, transparently, and consistently about what matters most—and why—so you optimize buy-in across all stakeholders.
- ✓ **BUILD** enhanced workplace culture fueled by staff who are empowered to develop and implement changes with leadership support and buy-in.
- ✓ **BALANCE** commitment to the new changes (“This will happen”) with being too prescriptive (“It must be done this way”), so teams know how they contribute to the day-to-day shifts.
- ✓ **CREATE** a high-trust and high-performance environment.
- ✓ **CAPTURE** group wisdom to foster shared understanding, and accelerate the inclusion of all voices.
- ✓ **MODEL** behaviors of adaptability, reliability, and accountability.
- ✓ **LESSEN** or avoid change fatigue.
- ✓ **ASSESS** and re-invent structures and systems to best support organizational change efforts.

KEY QUESTIONS WE ASK TO GENERATE LASTING ORGANIZATIONAL CHANGE



ORGANIZATIONAL DESIGN

How must these evolve to activate your new aspirations? How do we best enhance positions of leadership, accountability, information sharing, teamwork, and decision making?



WORKFLOWS

How can workflows boost collaboration? How can teams collaborate more effectively?



PERFORMANCE REVIEWS

Does the current review process measure and reward the new behaviors and mindsets required to fuel your new future?



REWARDS & RECOGNITION

Do current rewards and recognitions align with the changes we wish to inspire?



TRAINING & DEVELOPMENT

How best can future training, professional development and coaching programs build the right skills and knowledge of our teams?



COMMUNICATIONS

Where are we unclear? How can we be more transparent about how we're changing—and why? Do we offer multiple ways for staff to share feedback?



TECHNOLOGY

What systemic conversions are needed to support new plans, actions, and workflows?

Company culture was 10.4 times more likely to predict employee attrition than compensation.

— MIT Sloan School of Management

In our experience, change efforts that address DEI and workplace culture are more comprehensive, generate better solutions, and ultimately, lead to faster adoption and greater success. Organizations that address DEI and workplace culture as fundamental to personal and organizational success also generate higher performance and deeper trust.

LET'S FUEL WHAT'S NEXT:

- > [EnSpark team credentials](#)
- > [Client case studies](#)
- > [Change-management services summary](#)

Schedule your free 30-minute Discovery Call about strategic planning

CALL:
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