



CAPABILITY STATEMENT

COMPANY SUMMARY

We help leaders and managers achieve diversity, inclusion and equity goals. We provide coaching, consulting and tailored professional development so that your teams are more inclusive, productive and powerful.

CORE COMPETENCIES

- **Speaking and Experiential Lunch-and-Learns**
Topics include Decoding Objections: How to Create Systems Change for Equity and Inclusion, Bridging The Gulf: Creating Connection in Our Polarized Times, Checking Yourself: How the Assumptions We Make Keep Us Apart and more
- **Leadership and Intercultural Coaching**
1:1 virtual coaching is targeted to increase the efficacy of your leaders and team members. Coaching focuses on building capacity in interpersonal, diversity and inclusion skills.
- **Diversity, Inclusion and Equity**
Consulting to identify baseline, create and deliver foundational training and facilitate creation of a strategic plan to meet diversity, inclusion and equity goals.
- **Design and Facilitation**
Customized workshops for team and personal development focused on topics such as emotional intelligence, intercultural competence, teambuilding, problem solving, how to be an inclusive leader, how to have difficult conversations and more.

DIFFERENTIATORS

Sparks of Change believes that high-performing teams embrace culture and diversity, master soft skills and come together for problem-solving. For those reasons, we are:

- 100% woman-owned small business
- Intercultural Developmental Inventory (IDI), qualified administrator
- Intercultural Conflict Style (ICS), qualified administrator
- Myers-Briggs Type Inventory (MBTI), certified administrator

NAICS CODES

611430	Professional & Management Development Training
541611	Administrative Management and General Management Consulting Services
541612	Human Resources Consulting Services
541618	Other Management Consulting Services
611710	Educational Support Services
624190	Other Individual and Family Services

PAST PERFORMANCE

Clients include federal senior executive service leaders, executive directors and mid-level managers of NGO and non-profits, top 300 leaders in the Minnesota Department of Revenue, ARCH Language Network, Washburn Center for Children, American Cancer Society, National Park Service and more

DUNS # 093628570

CAGE # 89FV9

CERTIFICATIONS

Women's Business Enterprise (WBE)
Small and Woman Business Enterprise (S/WBE)
Economically Disadvantaged (ED)

KEY PERSONNEL

Joayne Larson, President

CONTACT INFO

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