

# Make your workplace work for everyone.

## Investigate

Understand what your workplace is really like for those you employ and where your greatest opportunities for improvement are.



## Navigate

Gain clarity and focus for how to drive change initiatives forward.



## Integrate

Make changes stick by building out the tangible deliverables needed to embed this work into daily practices.



## Educate

Make sure that you (and your team) have the skills and knowledge needed to execute these initiatives.

Int Inq Consulting is a firm that specializes in driving sustainable change within organizations. We analyze the underlying systems, barriers, behaviors, and culture in your organization to help you diagnose core challenges and implement targeted, actionable strategies to foster enduring positive change.

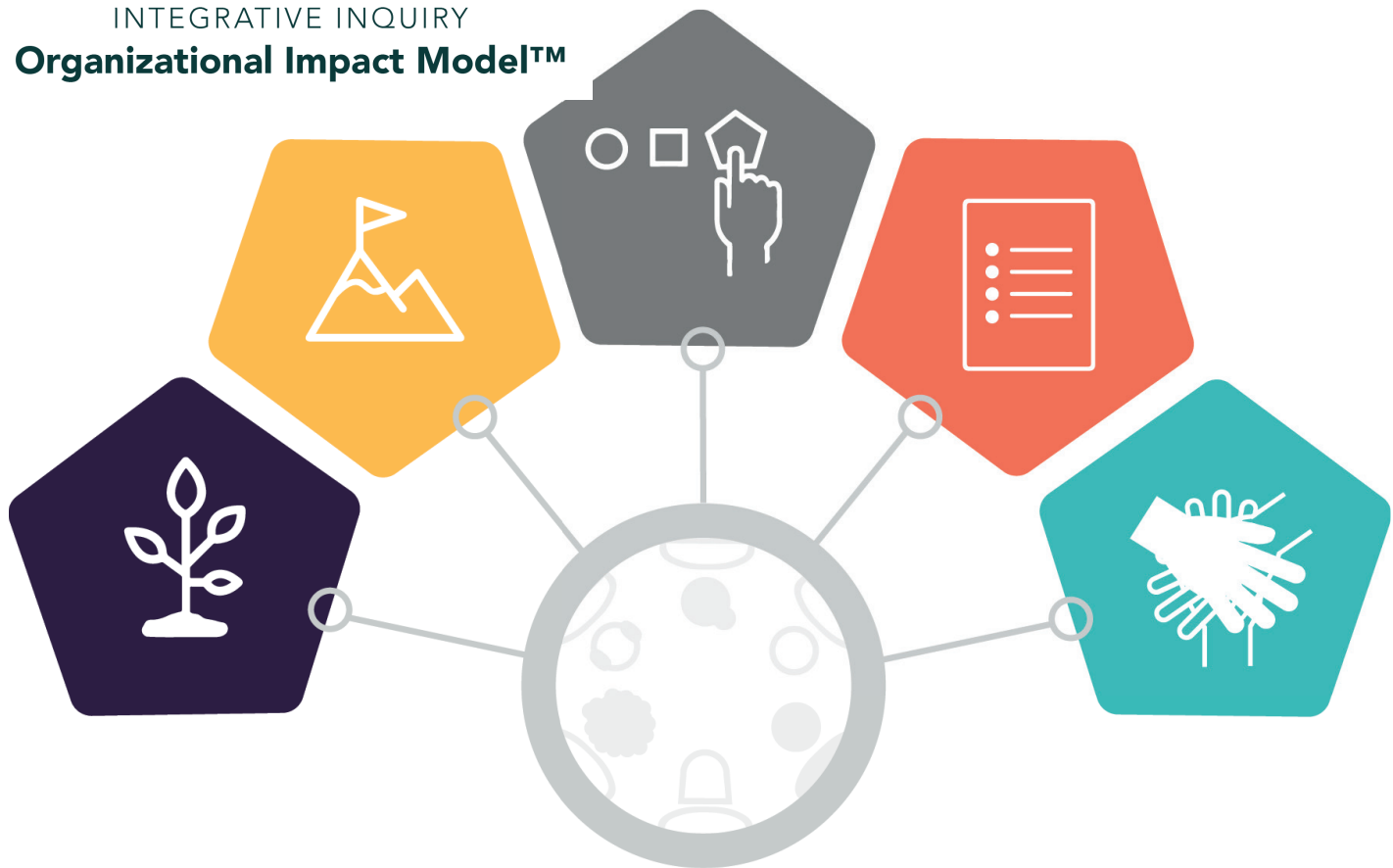
# WHAT WE DO

We help organizations build workplaces that are adaptable, accountable, and collaborative.

Our work ensures teams can:

- Navigate change with confidence and agility
- Stay accountable to strategic goals
- Implement practical systems for a healthy, high-performing culture
- Foster open, candid, and productive dialogue

## INTEGRATIVE INQUIRY **Organizational Impact Model™**



## OUR PROCESS

We provide data-driven, solutions-oriented, actionable recommendations through our four main services.



## OUR FRAMEWORK

We believe there are five foundational components of culture that help organizations adapt and thrive in the face of change. These are what we help to reinforce:

**Growth** | the extent to which the organization embraces and models learning through mistakes, innovation, and seeking opportunities for improvement.

**Purpose** | the extent to which employees are able to connect their work to the larger mission and values of the organization and feel able to contribute our ideas and perspectives towards that vision.

**Agency** | the extent to which employees feel able to make choices within their roles, raise concerns, and inform decisions that impact the organization when change is needed.

**Process** | the extent to which employees believe in the fairness and transparency of the organization and can see how practices and policies reflect that.

**Belonging** | the extent to which employees feel seen, heard, and valued as an individual within an organization and in turn value each other's wellbeing.

OUR APPROACH

# BUSINESS Services

Our longitudinal process with businesses is designed to foster sustainable, impactful change.



## A True Partnership

At Int Inq Consulting, we specialize in meeting organizations where they are. Whether you need a one-time facilitation, targeted training, or support through a specific transition, we offer practical, right-sized services that help you move forward with clarity. We understand that many organizations are facing tight budgets and increased pressure to do more with less. That's why our work is designed to offer immediate value, whatever your budget.

That said, our strength is in building trusted, long-term partnerships. When engaged over time, typically for one to two years, we are able to support deeper and more lasting change by getting to know your team, your culture, and your evolving needs.

We do not apply a one-size-fits-all service. Instead, our approach is guided by four phases: we begin by investigating the current landscape and identifying key dynamics. We then help organizations navigate decisions and design effective strategies. Through

education, we strengthen skills, improve communication, and develop leadership capacity. Finally, we support the integration of new practices so that progress is sustained over time.

Throughout the work together, we listen closely and tailor our approach to your specific context, adapting as needs evolve. We coach your leaders through the complexities of implementation, provide steady support as challenges arise, and build internal capacity that outlasts any single engagement.

By investing time in your organization, we ensure that the changes we help implement are not only effective but sustainable, leading to lasting improvements and growth. Our goal is not just to advise, but to partner with you in building the capacity and clarity needed to move your work forward with confidence.



# BUSINESS PACKAGES

## How We Can Help

At Int Inq Consulting, our services are flexible and can be offered individually or combined into a tailored package. While many clients come to us for a single training or retreat, our most impactful work happens when we intentionally connect our services to support a broader change effort. The examples below showcase how we structure our work to meet organizations at different stages of readiness and need.

### Accelerator Program

Ideal for organizations at the early stages of a change effort, this program helps build awareness, generate momentum, and translate vision into actionable steps. Designed for small HR teams or internal committees, the Accelerator starts with focused coaching and an organizational diagnostic to identify barriers and opportunities. From there, we apply those insights directly to your project or initiative, ensuring each move is intentional and aligned with your broader goals. The program wraps up with leadership training and a tailored communication plan to build buy-in and engagement across the organization.

### Program Implementation Support

Built for teams that are ready to move from planning into action, this package is perfect for organizations launching a new program, service, or structural change. We begin with a landscape assessment and stakeholder engagement process to understand what's been done and where support is most needed. From there, we work with your team to refine timelines, clarify roles, and establish accountability structures. We provide tools, templates, training, and coaching to support internal capacity-building, helping you implement change with confidence and coordination.

### Change Readiness Package

Our most comprehensive offering is designed for organizations preparing to undertake significant, long-term change. Over a two-year partnership, we guide your team through our Int Inq Organizational Impact Model™, combining rigorous data collection, cross-level stakeholder engagement, and structural review to lay a solid foundation for change. We use a mix of surveys, focus groups, and interviews to uncover insights, review policies and practices for alignment, and help form or strengthen your internal change task force. We also deliver core training sessions to prepare staff, facilitate planning retreats to define your roadmap, and offer individualized coaching for department heads leading the change. This package positions your organization for deep, sustained transformation.

# INVESTIGATE

# Assessment + Discovery

Too often, organizations launch change efforts without a clear understanding of where to begin. Without the right data, even well-intentioned initiatives can stall or backfire, wasting resources, weakening morale, and making future efforts harder to implement.

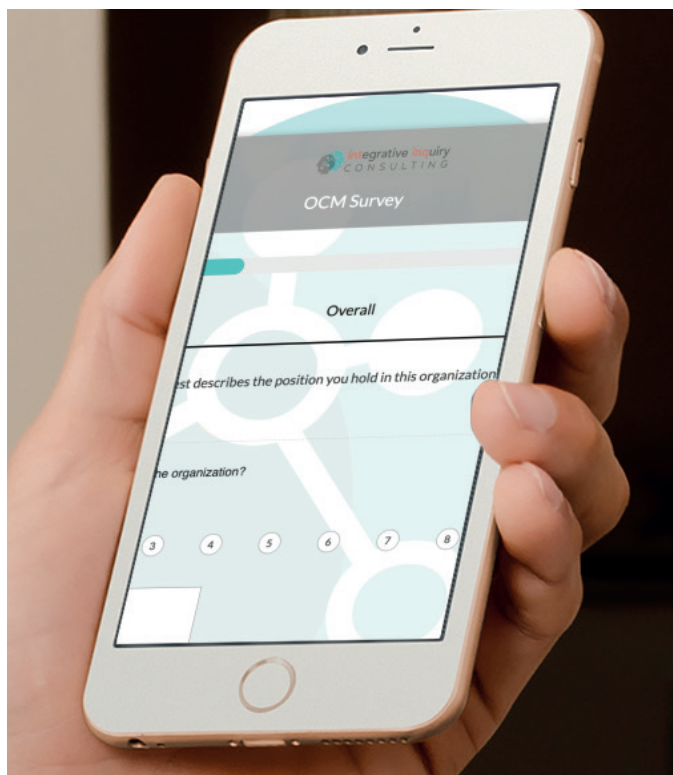
At Int Inq Consulting, we offer assessment services that help you move forward with clarity. We offer a range of assessment services that help uncover insights, surface challenges, and build a foundation for informed decision-making. While we strongly recommend pairing assessment services with a planning process, we do offer standalone options that provide clear, actionable recommendations to guide your next steps.

## Program Audit

In addition to full-scale organizational assessments, we offer focused audits for individual programs, teams, or departments. These targeted assessments help you examine a specific area in more depth, define success metrics, and evaluate internal systems using a results-based accountability lens. This approach is ideal for organizations that want to build out data collection tools, improve internal tracking, or spark local change even if the broader organization isn't yet aligned.

## Facilitated Discussions

When honest dialogue is needed, an outside facilitator can make all the difference. Our team is trained to guide conversations that get to the root of what's happening in your workplace. Whether gathering stakeholder input for an upcoming decision, surfacing feedback about culture, or creating space for healing after a difficult moment, we create the conditions for open, respectful, and constructive dialogue.



## Organizational Diagnostic

If your organization knows it needs to make changes but isn't sure where to start, our diagnostic can help clarify your path. This streamlined process includes a brief staff survey, a leadership conversation, and three coaching sessions. It's designed to surface key areas of concern, identify gaps in capacity or alignment, and help you prioritize where to focus first. While not a full-scale assessment, this diagnostic gives you enough information to avoid common missteps, like launching change efforts without the insight or buy-in needed to make them stick. It provides a clear, grounded foundation for your next steps, including how to allocate future resources and time.



## NAVIGATE

# Strategic Planning Support

Strategic planning is most effective when it brings the right voices to the table. Our approach centers on collaborative decision-making and skilled facilitation to ensure alignment across teams and stakeholders. We offer stand-alone, customized planning services that help organizations surface priorities, set clear objectives, and build shared ownership for the path ahead.

We can support organizations creating a strategic plan for the first time or help refresh and realign an existing one to reflect current goals and realities.

### Mission Vision Values

Also known as a Theory of Change, this process helps organizations define their core purpose and long-term aspirations. We guide you through a structured, inclusive process to clarify what you stand for and where you're headed.

The result is a compelling narrative and visual framework that can guide decision-making, inspire internal alignment, and communicate your goals to external audiences.

### Strategic Action Plan

Designed for organizations setting a three-year course, this planning process translates your long-term vision into a practical, actionable roadmap. We help you define strategic priorities, establish measurable goals, set timelines, and build in accountability structures to track progress and adapt as needed.

### Program Action Plan

For departments, initiatives, or smaller teams, we offer scaled-down planning services that align with broader organizational goals. This targeted approach focuses on developing clear objectives, timelines, and metrics for a specific area of work, while still embedding within a larger strategy or coordinating across multiple efforts.

Reach out to get a more specific quote.



## EDUCATE

# Training + Development

Our training services integrate interactive methods and real-life applications, grounded in the latest educational theories and practices. Designed for immediate workplace utility, these sessions equip participants with practical tools and strategies to enhance organizational effectiveness. Each course is tailored to meet specific needs, ensuring relevance and immediate impact in your professional environment.

### **Speaking Engagements**

We offer single sessions on effective change management and leadership practices that help organizations navigate challenges and build stronger, more adaptable workplaces. Expect compelling, thought-provoking presentations tailored to the specific needs of your audience, enhancing understanding and sparking action. Whether a keynote, workshop, or panel discussion, we engage participants with impactful content designed to inspire and drive meaningful organizational transformation.

### **Foundations Series**

Empower your team to drive culture change initiatives with our foundational series: three 3-hour stand-alone workshops designed to equip your team with the essential tools they need to begin their transformative journey.

### **LEAP Courses**

Designed for managers and directors looking to lead with integrity and intentionality, our Leading for Engagement, Accountability, + Progress (LEAP) courses include 12h of content and 2 application sessions to ensure leaders have practical tools to take back to their teams.

### **Culture Lab Courses**

Our Culture Lab sessions bring participants at all levels of an organization together to collectively work to improve their workplace dynamics. Typically include 12h of content and 2 facilitated forums to apply collaborative decision making around goals and next steps.

# INTEGRATE

# Coaching + Fractional Support

When organizations face specific challenges or capacity gaps, we offer practical, hands-on support to help move critical work forward. Whether it's guiding a department through a project, supporting a committee that's stalled, or helping a new initiative gain traction, our coaching and fractional services are designed to meet real-time needs with flexible solutions.

We work with individuals, teams, and departments to troubleshoot, clarify next steps, and build tools that make their work more efficient and sustainable. This support is ideal for organizations with lean HR or DEI teams, where staff are managing multiple responsibilities and need extra capacity or expertise to see a project through.

Support might include:

- One-on-one or team coaching to work through leadership, communication, or implementation challenges
- Creation of practical resources or templates such as onboarding handbooks, standard operating procedures (SOPs), forms, and session outlines
- Instructional design for internal training or learning programs
- Help building accountability structures and tracking systems
- Project planning, troubleshooting, and launch support



Coaching and fractional services are available on an hourly basis, by project, or on retainer. We tailor each engagement based on your specific goals, available resources, and internal bandwidth, so you get exactly the support you need, when you need it.

# INT INQ

# TOOLS + RESOURCES

We also suite of resources and tools designed for quick and easy access so leaders. Our materials are crafted to support immediate application, providing leaders with practical, effective solutions that can be seamlessly integrated into current practices. Whether it's through downloadable templates, step-by-step guides, or interactive digital tools, we ensure that leaders have what they need at their fingertips to initiate and sustain impactful changes in their organizations.

## Quick Guides

Our Quick Guides are downloadable PDF files crafted to offer concise insights into key concepts and strategies for organizational development and leadership. Each guide is designed to deliver targeted information and actionable steps, allowing trainers, facilitators, and managers to grasp complex ideas quickly and apply them with confidence. Ideal for on-the-go learning or as a reference during initiatives, these act as a portable toolkit for effective decision-making and impactful leadership.

## Transformative Readership

To stay updated on the latest trends and insights in equity, inclusion, and leadership development, consider signing up for our newsletter or visiting our online magazine. Our newsletter offers regular updates, tips, and highlights from our work, while our online magazine provides in-depth articles and discussions on conceptual frameworks and innovative ideas. Whether you're looking for quick updates or deeper explorations into current topics, both platforms offer valuable resources to help you stay informed and inspired in your practice.

## EquiTrain BETA Test

Equip your HR and DEI teams with our cutting-edge, interactive resource database designed specifically for fostering inclusive and equitable practices in the workplace. Scheduled for beta testing in 2026, our platform will allow users to swiftly navigate through an extensive collection of exercises and activities based on numerous parameters including session format (virtual or in-person), group size, material usage, duration, and targeted outcomes. Reach out if you would like to be a part of the beta test program!

## More to Come

At Int Inq Consulting, we are continually exploring and developing new products and tools to enhance organizational effectiveness and promote equity. We invite you to visit our website to explore the latest resources we are creating. Our commitment to innovation ensures that we consistently offer cutting-edge solutions tailored to meet the dynamic needs of today's diverse workplaces.

“

Initiatives don't fail only because they are bad ideas; good ideas can fail because the foundation for success isn't in place. Change is hard, particularly in environments that are unaccustomed to it. To create a truly adaptive organization, you must build both the systems for change and a culture to support it.”

- Kate Stitham, President and Founder

BOOK A CALL  
**TODAY**



For more information about our services, book a free consultation at [www.intinq.com/discovery-call](http://www.intinq.com/discovery-call) and learn more about how we can meet your needs.



2025



[www.intinq.com](http://www.intinq.com)