

Capability Statement

Core Competencies

Springboard Consulting is a premier leadership and organizational change management consulting firm that specializes in helping organizations navigate complex transformations and achieve their strategic objectives. Our capabilities include:

- **Leadership Development** - We work with organizations to identify and develop their leadership talent, building the capabilities and competencies necessary to drive business success. Leadership development focuses on Trust, Conflict, Commitment, Accountability, and Results.
- **Organizational Change Management** -Our R.E.A.D.Y. methodology includes stakeholder analysis, change impact assessments, communication planning, training and development, and sustainability planning

Past Performance

Michigan Department of Health and Human Services 2013-2016

Michigan Medicaid Expansion – Change Management Leader

Michigan Department of Health and Human Services 2016-2019

SIGMA training and leadership development. Process change lead.

Michigan Department of Health and Human Services 2019-2021

Child Welfare training, COVID 19 Provider training

Michigan State University

2002-2018

MSU Mentor Program

Leadership development training
Positive Workplace training

POC: April Callis-Birchmeier

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Socio-Economic Status: Woman Owned, Small Business, WOSB, WBENC

Certifications:

- **PMP®** (Project Management Professional)
- **CSP®** (Certified Speaking Professional)
- **CCMP™** (Certified Change Management Professional)
- **DISC** Certified
- **Five Behaviors** Certified

Key Personnel:

April Callis Birchmeier:

President/CEO

- Qualified Education Provider – Association of Change Management Professionals
- Top 30 Global Guru – Org. Culture
- Bestselling author – READY, Set, Change!

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