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The Spark

Resources and tips to set your leadership apart and help you create a sustainably loved workplace



Looking back, moving forward – welcome to 2025!

It's been a year of growth and learning – and lots of insightful thought leadership from the ADVISA team, featuring topics about leader development, culture transformation and more. Here are 10 of our most popular perspectives from 2024:



Prioritizing Mental Health in the Workplace feat. Heather Haas

Have you felt any stress in the last year? In this panel discussion, ADVISA CEO Heather Haas discusses the link between emotional intelligence (EQ) and positive work cultures. She also highlights that EQ is a skill that can be developed, offering hope for leaders striving to enhance their workplace environment. [Enjoy the insights of this immersive conversation.](#)

3 Ways Leaders Can Foster True Inclusivity by Jordyn Blythe

Learn how to move beyond buzzwords, embrace curiosity, and lead with transparency to create an environment where every team member feels valued and empowered. [Don't miss this insightful guide for leaders committed to meaningful change.](#)

Receive and Process: A Simple Solution to a Common Problem by Lisa Pettitt

Struggling to elevate your team's performance? Discover how a simple yet powerful shift in your listening approach can transform your leadership and inspire your team to reach new heights. [Learn this simple technique to build trust and unlock your team's full potential.](#)



3 Ways Leaders Can Support Employee Wellness by Sarah Kolczak

In our ever-evolving work environment, leaders play a pivotal role in supporting employee wellness. By prioritizing their own well-being, redefining work-life balance, and fostering a supportive culture, leaders can enhance team engagement and retention.

[Explore these insights from Sarah to create a healthier, more productive workplace.](#)

20 Questions Leaders Should Ask Themselves by Heather Haas

Reflecting on two decades at ADVISA, CEO Heather Haas shares [20 introspective questions](#) designed to challenge leaders and foster continuous growth. These questions cover areas such as values alignment, team dynamics, communication, and personal motivation, offering a roadmap for leaders committed to self-improvement and effective leadership.



Let's Think about Thinking by Nora Elder

Leaders often find themselves overwhelmed by immediate tasks, leaving little time for strategic thinking. This post explores how stepping back to gain a broader perspective can lead to more effective leadership. [Discover how creating the right environment for thoughtful reflection can enhance your decision-making and drive organizational success.](#)

3 Common Pain Points We Hear from Clients by Kye Hawkins

Struggling with any leadership challenges in your organization? In this post, leadership consultant Kye Hawkins reveals the three most common pain points her clients face — and how addressing them can unlock a team's potential. [Can you guess what they are?](#)

Avoiding a “Base Camp” Culture by Joel Davis

Is your team playing it too safe? Do employees avoid new projects and challenges?

[Joel addresses how to inspire your team to embrace growth and innovation.](#)



3 Ways to Conquer Fear of Change *by BJ McKay*

Feeling stuck or overwhelmed by change? Discover three powerful strategies to conquer your fear, gain clarity, and move forward with confidence. [Learn how to turn uncertainty into opportunity.](#)

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12 Years of Transformation *by Brian Millis*

From Predictive Index® provider to culture transformation experts – ADVISA's own journey is an interesting story. Brian Millis reflects on his time with our consultancy and how intentional leadership and a focus on culture have reshaped the company to create lasting impact. [Learn what we've learned while becoming a leadership effectiveness company that builds cultures where people love to work.](#)

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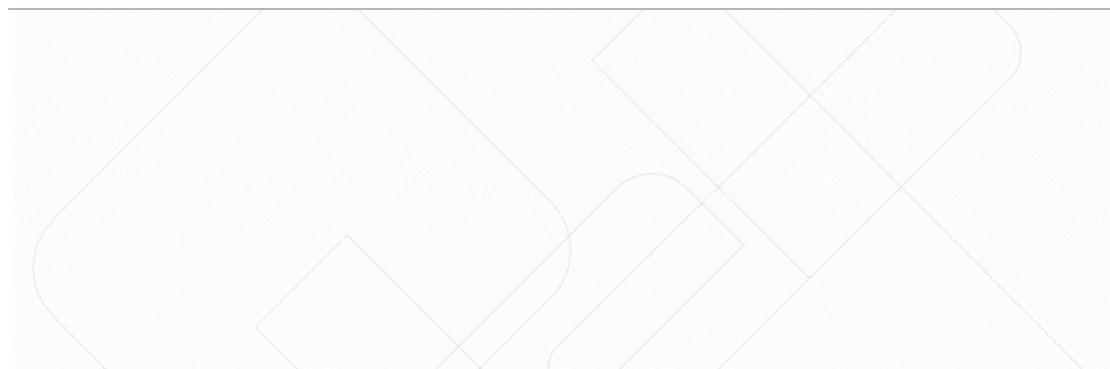
[Dig into more great thought leadership from ADVISA.](#)

Got a topic you'd love to have the A-Team cover this year? [Drop us a line!](#)

“Every great journey starts with a single step.”
– Maya Angelou

Here's to a productive 2025!

What will you do this year to up your game?





Transforming work cultures into sustainably loved workplaces



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