



INTEGRATIVE INQUIRY

Culture Change That Works.



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Transformative leadership training & strategic development services to improve organizational culture.

Integrative Inquiry is an HR development consulting firm that partners with businesses to help you work better together.

We work with you to design innovative, practical, and impactful HR strategies that meet your needs and mission, from training your management team to building out progressive staff policies and procedures that will improve employee engagement and productivity.

OUR MISSION

To help you unlock your team's potential.





OUR CLIENTS

FOR-PROFIT SECTOR

We work across various fields in the private sector with corporations and businesses committed to taking on culture change initiatives and organizational development.

PUBLIC SECTOR

We collaborate with public institutions, town & state leadership, and organizations operating with federal funds.

Designated SBA Women-Owned Small Business (WOSB)

To uphold our commitment to strengthening our community, we allocate 25% of our time to benefit local **small businesses**, **non-profits**, and **community organizations**. We offer these services at a sliding scale proportionate to a client's operating budget.

To support our mission of building capacity, we work at both the organizational and individual levels.

We partner with organizations to revise or create systems and processes that encourage equity, from how they structure HR decisions to how they run meetings.

At the same time, we develop employee leadership skills through client-tailored curriculum that help teams create innovative, safe and inclusive environments that allow teams to challenge and learn from one another.

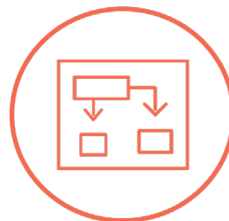
OUR SERVICES

Our services fall into the following categories:

TRAINING & RETREATS



ORGANIZATIONAL DEVELOPMENT



COMMUNITY BUILDING



If you aren't sure where to start, feel free to set up a **free consultation** to figure out what we offer that will best suit your organization or business needs.

TRAINING & RETREATS

Leadership Development

We provide professional skill building for managers and for staff at every level of your team.

Retreat Planning

Custom designed retreats guide teams in strategic visioning and planning to make the changes needed in your organization.

"A skilled facilitator, Kate truly took the time to prepare for the unique individuals in our group, took her cues from them, and guided conversations with utmost professionalism. Her diverse work combined with her education makes her more than capable of adapting to any group. Perhaps what distinguishes Kate from other educators is her level of self-awareness. Highly recommended!"

Jen Craven

AmeriCorps Program Director
Goodwill NNE, ME



ORGANIZATIONAL DEVELOPMENT

Program Development

High level systems design and development can help your team launch new initiatives and programs.

Instructional Design

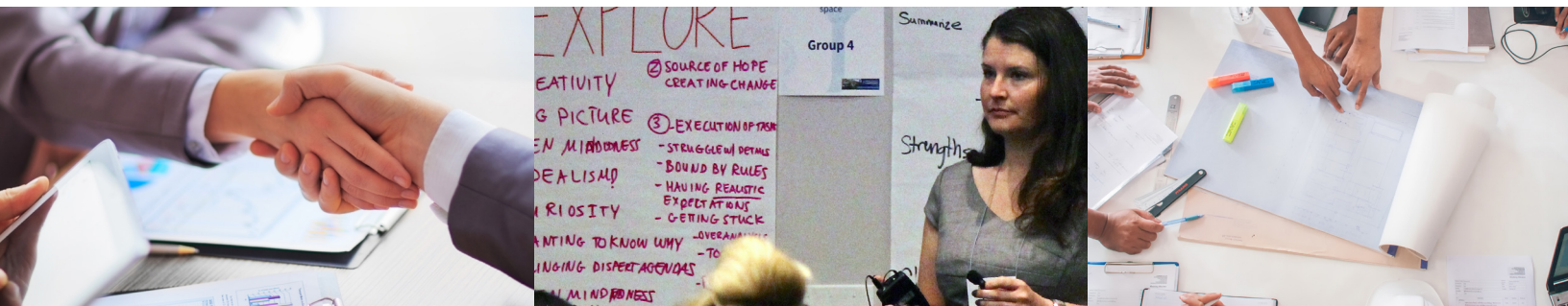
Support building educational materials can help teams build out and run your own internal training and development.

Team Assessments

Assessments can help teams refocus energy on issues most urgent for your business.

“Kate has introduced new ways to simplify our process and streamline our workflows. Her ability to take a complex system and break it into its parts has enabled us to manage multiple projects seamlessly and execute initiatives more effectively and efficiently.”

Jane Cooper-Driver
Director of Leadership Development
Primary Care Progress, MA



CULTURE BUILDING

Team-Building Workshops

We offer skill-building workshops that provide opportunities for teams to increase collaboration, communication, and productivity.

"It was inspiring to see Kate provide a space for participants to not only discover and create new ideas ... but to care so much about [those ideas] that they want to tell as many people as they can. Participants become inspired, motivated, confident, and have the skills to be competent to create change."

Alastair Lawson
Program Manager
Opportunity Alliance, ME

Consensus-Building Facilitation

We can provide expert facilitation to engage diverse stakeholders and community members in meaningful dialogue around complex issues.



ABOUT US

Kate is a training and development specialist that helps organizations build stronger, more effective teams rooted in collaboration, innovation, and equity.

Drawing from decades of experience working nation-wide and internationally, her integrative approach fuses cutting-edge educational design theory with diverse contexts and perspectives. She conducts retreats and workshops in the U.S. and abroad, and consults with a variety of organizations on strategic planning, leadership development, and culture change.

Kate received a masters degree in Educational Development from Columbia University Teachers College, where she focused on leadership development in multi-cultural contexts.



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