

EMPOWERING LEADERS.

ELEVATING TEAMS.

DRIVING SUCCESS.



PSYCHOMETRICS:

HIRE. DEVELOP. STRENGTHEN. Gain insights to make smart hiring decisions and develop top talent for the right roles.

COACHING AND MENTORING:

EMPOWER. GROW. IMPACT. Provide targeted, 1:1 support to foster personal growth, resilience, and effectiveness.

LEADERSHIP AND TEAM DEVELOPMENT:

EQUIP. ADAPT. EXCEL. Build essential skills for continuous growth, adaptability, and high performance.

TEAM FACILITATION:

ALIGN. FOCUS. ACHIEVE. Drive strategic alignment and accountability across senior leadership to accelerate results.

Say hello: **07795 515 701**

Give us a call to arrange a personal introduction.

Contact us on:

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PEOPLES^{SPARK}



People Spark marks five years in business

Launched in the middle of the first lockdown and rapidly becoming a critical partner to organisations navigating unprecedented change.

Since then, we've supported over 3,000 leaders and managers through leadership development, coaching, facilitation, and senior-level psychometrics. Purpose drives us: 500+ voluntary hours given to our communities, 30+ people employed, and partnerships with 70+ organisations across the UK and Ireland.

Five years on, our spark—and impact—are stronger than ever.



FIVE YEARS IN BUSINESS WITH PLENTY OF SPARK

WHAT DID YOU SET OUT TO ACHIEVE THIS YEAR?

With 2025 marking our fifth anniversary, we wanted to celebrate our journey and continue to evolve.

Our goal was simple: strengthen our core services, coaching, leadership development, psychometrics, facilitation, and create more spaces where leaders and teams could pause, reflect, and tackle challenges with clarity.

In short: less noise, more spark.

WHAT HAS BEEN YOUR BIGGEST ACHIEVEMENT OF THE YEAR?

Reaching five years in business!

We are committed to contributing to the North East economy, so hosting our anniversary at the BALTIC in Gateshead felt perfect. The evening was full of energy, laughter, and great conversations. Guests loved it so much, there is already talk of making it an annual summer celebration.

“Celebrating our journey with clients, collaborators, and friends reminded us how far we’ve come—and how much fun it can be along the way.” – Viccy Arnold, Head of Client Organisation Development, People Spark

YOU LAUNCHED A NEW SERVICE THIS YEAR – WHY WORKPLACE MEDIATION, AND WHY NOW?

Conflict happens, especially in hybrid and high-pressure work environments.

We launched workplace mediation to help teams address disputes before they escalate, rebuild trust, and get back to being productive and connected.

With 35% of UK employees experiencing workplace conflict annually (CIPD), the impact is huge, millions of working days lost. Workplace mediation gives people a confidential, structured space to work through issues, complementing our coaching and team development services perfectly.

“Small sparks don’t have to become workplace bonfires.”

WHERE HAVE YOU SEEN THE BIGGEST GROWTH IN DEMAND?

Coaching and leadership development have grown massively, but with a twist.

This year, we have noticed more requests for one-off coaching sessions. Normally, we wouldn’t offer this type of session without thorough preparation and contracting, but times are different. Leaders need flexible, real-time support, and we’ve adapted.

We now offer dynamic coaching options: high-impact, responsive, and still professionally grounded.

WHAT ARE YOU MOST PROUD OF PERSONALLY?

I felt exceptionally proud during our five-year celebration, surrounded by great people doing great work.

Celebrating the impact of our work with over 70 clients across the public, private, and third sectors, many in the North East and across the UK, was a real highlight.

On a personal note, I also ran the Great North Run for the first time in 12 years. I’d forgotten what a spectacle it is!

WHAT HAS THIS YEAR TAUGHT YOU?

Social media and doom-scrolling are surprisingly bad for productivity!

More importantly, this year has reminded us that saying no is just as important as saying yes, it helps us stay true to our values and do the right thing. Also, sometimes, it’s the unplanned conversations and moments of attention that have the biggest impact, simply taking the time to listen or support someone can make their day.

DESCRIBE 2025 IN THREE WORDS

Energising. Transformative. Enjoyable.

(With a hint of “what just happened?” thrown in!)

WHAT ARE YOUR AIMS FOR 2026?

We will build on this year’s momentum by expanding our five core services, strengthening partnerships, and helping organisations create healthier, happier, and more adaptable workplaces.

We also want to deepen our North East community impact, supporting causes that champion inclusion, empowerment, and positive change.

DO YOU HAVE ANY NEW YEAR’S RESOLUTIONS?

Not really! We prefer small, consistent wins over rigid resolutions.

OUR FOCUS FOR 2026 IS SIMPLE:

**“Small Sparks.
Big Impact.”**

PEOPLE SPARK