

Callan Blount Fleming

SPEAKER | COACH | FACILITATOR



Callan Blount Fleming, founder and CEO of Spark Collective

Callan Blount Fleming is the founder and CEO of Spark Collective, which partners with companies to make work work for parents.

Callan is an ICF certified coach, speaker, and facilitator with more than a decade of experience in developing leaders and executives, organizational design, equity and inclusion, and leading women-centric communities and initiatives.

She has worked with innovative organizations, including **Hungryroot, GoodRx, The Montessori Schools, Brooklyn Public Library, International Day of Purpose, CornellTech MBA program, Chief, and Tide Risers.** Callan has coached leaders at **Wharton Business School, Teach for America, Droga5, Discovery Inc., Twitter, Vice Media,** and more.

“Callan **balances empathy and honesty, connection and incisiveness.** I love hearing her talks and immediately feel connected to the stories she so generously shares and practical advice she teases out.”

Jonathan Walker, VP Customer Experience

“I’ve learned as a manager that I **am the main person responsible** for whether or not a parent sees long-term success at our company, or leaves for one that is doing better. Learning from Callan about how to manage working parents has made me a better manager for them and for the whole team.”

Shannon Avilla, SVP Product Development

Get to know Spark Collective

Spark Collective offers coaching and leadership development experiences, with a particular focus on working with parent employees and managers of parent employees. Spark Collective has coached or facilitated learning for more than 1,000 people and has been featured in **Working Mother Magazine and Thrive Global.**

This work has become increasingly important in 2020 and 2021 as working parents in particular are suffering a particular crisis during the pandemic, burning them out and forcing many out of the workforce. Companies are eager to work with Spark Collective to solve these challenges and to accelerate their leap into the future of work.

Speaking Engagements include:

- Women’s Leadership Summit
- Fearless Communicators Showcase
- Modern Parenthood Conversations, NationSwell Council
- Making Work Actually Work for Parents, NationSwell Council
- Tide Risers Global Summit
- SXSW

To invite Callan to speak at your next event, email hello@sparkcollective.co





Presentation Topics

If it's about parenting and work, we have you covered.

What works: Be the manager every parent wants to work for!

Managing can be hard, and we managers know how key we are to the success of so many people. We want to support our teams so well that we're known for it, and we're particularly thinking about working parents/caregivers with unique situations during this pandemic and beyond.

In this talk, Callan shares what she learned from missing the mark as a manager of working parents and what her coaching and research has revealed about the best performing managers. The audience will learn: the key mindset shift that takes managers from confusion to confidence and proven, simple best practices managers can implement immediately.

The future of work is designed for parents

The future of work is already here- senior leaders and people leaders are grappling with an accelerated change and many decisions. With parents now 40% of the workforce and growing rapidly, companies must be designing the workplace to work for them. And when it does, it works for everyone.

In this talk, the audience will discover: how centering parents/caregivers in workplace design creates the best organizations and three immediate action steps leaders can take to ensure they're designing the most equitable and inclusive workplaces.

Parenting and next level leadership

Parent employees bring tremendous skills to the workplace from their many years of work experience to what they learn as caregivers in the home. For those transitioning to working parenthood (new parents) or those particularly challenged right now with pandemic-related demands (who's not?!), parents can build on the skills they already have to find success and integration across work and family.

In this talk, the audience learns: the importance of expectations in transitions/crisis and three immediately applicable best practices to create more integration and mitigate burnout.

Mitigating burnout for pandemic parenting + work

Most parents are burnt out after many months of incredible demands, and it is affecting their whole lives. Burnout is also affecting employee productivity and company cultures. How can you mitigate burnout when the pandemic will continue for months ahead?

The audience will participate in an experiential learning/listening experience and take away: very easy to implement best practices for dealing with burnout, connection with colleagues, and some fun (all proven ways to mitigate burnout).