



25
YEARS OF
GROWTH

integratedwork.com



Where We Started

Integrated Work was founded in 1998 by Jessica G. Hartung. The business grew because we partnered with our clients and employees by serving their needs, and learning our way forward together. We connected deeply with the spirit of service, and chose clients who were already focused on making the world better.

Bringing in a new CEO to a founder-led firm was again a learning laboratory move that Jennifer Simpson and the team and Integrated Work have made possible. Each phase of the company's growth has been full of learning insights — from the startup, growth, succession, exit, and re-evolution.

Integrated Work's industry leadership continues to blossom beautifully, in full, vibrant, diversity.

These photos show some of Integrated Work's first employees and team over the years.



Celebrating 25 Years of Growth & Innovation

For more than 25 years, we have worked alongside you and countless other passionate leaders to create a future where work and life are more heart-centered and well integrated.

At every step of the way, you have inspired us with your commitment to the work, even in the face of significant obstacles. And of course, the journey is not over, and much remains to be done.

In this book, we share the enduring lessons we have learned alongside you: **Setting Clear Direction, Building Great Teams, Bringing a JEDI Lens, and Cultivating Partnerships**, as well as our appreciation for the way you have shown up to do your important work.

Thank you for all you do. **May we keep growing and learning together.**

Setting Clear Direction

Our Offerings:

Organizational Assessments | Strategic Planning | Succession work

Clear vision provides a sense of purpose and direction for your organization and enables informed and aligned decisions. It provides a roadmap for achieving your goals, and allows for better communication and collaboration among team members. We help clients with organizational assessments to determine the gaps between where they are and where they want to be as they set their vision. We also work with them on VIABLE™ Strategic Planning to find their north star, identify potential obstacles, and develop strategies to overcome them. Similarly, our approach to succession planning assures that leaders and teams are working off the same page as they build their future.

The power of setting clear direction is foundational to all good work. When you have a north star, you may change course, but you will not lose sight of your destination.



Appreciations for our Partners

by Integrated Work Team Members

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During a recent Succession Planning engagement, we had the pleasure of working with a Board and Executive Team that was palpably trusting of one another and the search process. They showed up with great care and respect for each other and the communities they serve. Their new CEO was very excited about the transition.

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This nonprofit team generated a new strategic plan with aligned board support. They were very engaged, care a great deal for the communities they serve, and overall, were a delight, joy, and fun to work with.

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This team is memorable for me because of the WAY they work together. All of the best parts of being a family were represented. People are genuine and their commitment to the work was ever-present. They participated honestly in all phases from input and gathering to grappling with "how" they could make best use and sense of the findings from the experience.



Building Great Teams

People are every organization's most important asset. Investing in relationships, good communication, and aligned goals is an investment worth making.

Great teams foster a positive work culture and boost employee morale. By assembling a diverse team and fostering human-first collaboration, you can leverage a variety of skills, experiences, and perspectives. Teams that bring together individuals with complementary skill sets are capable of more creative problem-solving and innovation. We love bringing fun and joy to retreat design and collaborations.

Our Offerings
Team Building | Collaboration



Appreciations for our Partners

by Integrated Work Team Members

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The goal of this work was to create a Joint Partnership and achieve Organizational Integration for School-Based Health Care Collaborations. The participants were clear on their aim and open to exploring ways to work together. Most importantly they were focused on the relationship among the team members who were coming together to do this work. This allowed them to navigate integration bumps along the road. Shout out to the entire team for their human-first focus!

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The CEO of this organization saw an opportunity to improve team communication and collaboration. She invested in an organizational assessment to see where the opportunities for deeper connection and staff engagement might be. We worked together to create a day-long retreat that moved the team to embrace new agreements, experience a deeper connection, and work more effectively together.

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This Fall we took some time to reset and reflect on the fundamental reasons peer learning teams exist, and why we have found so much satisfaction in leading them over the years. As a result, the work became more meaningful and valuable for participants. Reimagining purpose required a lot of communication and collaboration with our client and created the opportunity to build a stronger, more trusting relationship.



Bringing a JEDI Lens

Justice, Equity, Diversity, and Inclusion

We center Justice, Equity, Diversity, and Inclusion (JEDI) in everything we do. We believe that difference is a source of strength, creativity, and innovation. By integrating diverse ideas, perspectives, and values, our collective impact amplifies.

Promoting JEDI can help to foster a more positive and productive work environment, where employees feel valued and supported. We find that bringing a JEDI lens helps build trust and credibility within teams. There are many folx who are more likely to feel at home in an organization that values diversity and inclusivity. We believe that JEDI is not only morally and socially responsible, it contributes to long-term success and sustainability.

Our Offerings

JEDI Gym | JEDI Assessments | JEDI Consulting



Appreciations for our Partners

by Integrated Work Team Members

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I appreciated how the folks in this northern Colorado organization really took to the concept of Belonging and engaged with each other with a lot of trust and commitment. They took the output of this workshop and synthesized ways to deepen their engagement with one another.

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I have really enjoyed the opportunity to work with staff members of this Community Health Center. They provided really great insights and recommendations to move their JEDI work forward. We are grateful for their truly remarkable commitment to staff engagement, transparency, and inclusion.

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The best part about working with this client was the brilliance and wisdom of their team. They care deeply about making sure everyone in their community receives the behavioral health support they need. The team was clear-eyed about the fact that culture, equity, diversity, and inclusion are core to their behavioral health mission, not just an add-on or distraction. They were creative, funny, and determined, even when things were challenging. I loved their passion and vision... they re-inspired me and taught me so much.



Cultivating Partnerships

Partnerships help us to grow our knowledge and resources, leading to more effective problem-solving, and increased efficiency and productivity. Partnerships can provide access to new markets, customers, and opportunities. We deeply appreciate the partnership we experience with our clients as we have grown and learned from one another over the years. Together, we have tackled large, complex projects, amplified our impact, and enjoyed many shared successes. It has been a joy.

Our Offerings
Sharing Our Space | Consulting

*"Alone we can do so little; together we can do so much."
Helen Keller*



Appreciations for our Partners

by Integrated Work Team Members



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I so appreciate the way the leaders at this Colorado health center approached our planning together. We enjoy a transparent, trusting, and honest relationship. With the partnership of the CEO and the Executive Team, we were able to develop an 8-month plan to get true alignment with the Board and a large team of directors on key priorities. This kind of partnership is what enables large-scale transformation and long-term success.

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We have some great partnerships with parties who enjoy using our beautiful meeting room in our office space in Boulder. We appreciate working closely with them to deliver their workshop space needs and creating events that inspire their participants.

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Our client is tasked with supporting building national relationships and sharing innovation. She does a great job of balancing the needs of the government with participant needs, and is open to our suggestions, based on our expertise. It's an extremely collaborative relationship.

Building the Future

We look forward to the next 25 years and beyond with renewed purpose and momentum. In partnership with mission-driven leaders and organizations, we are embarking on new collaborations and initiatives to co-create a just and flourishing future.



Business As A Force For Good

2023

Integrated Work Earns B Corporation Certification



Becoming a B Corp requires a strict commitment to following high standards in five impact areas including governance, workers, customers, community, and the environment. The rigorous and highly selective process required the firm to complete a B Impact assessment and demonstrate their adherence to principles and policies that value people and the planet alongside profit as a key driver of business success.

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I hope it will help us be even more fully ourselves every day. Personally, I'm also excited to connect with other leaders committed to harnessing the power of business as a force for good. It is meaningful and important work but can be lonely sometimes. There aren't a lot of good maps to follow yet so finding fellow travelers who are also experimenting with new and better ways to lead is a real benefit.” - Jennifer Simpson

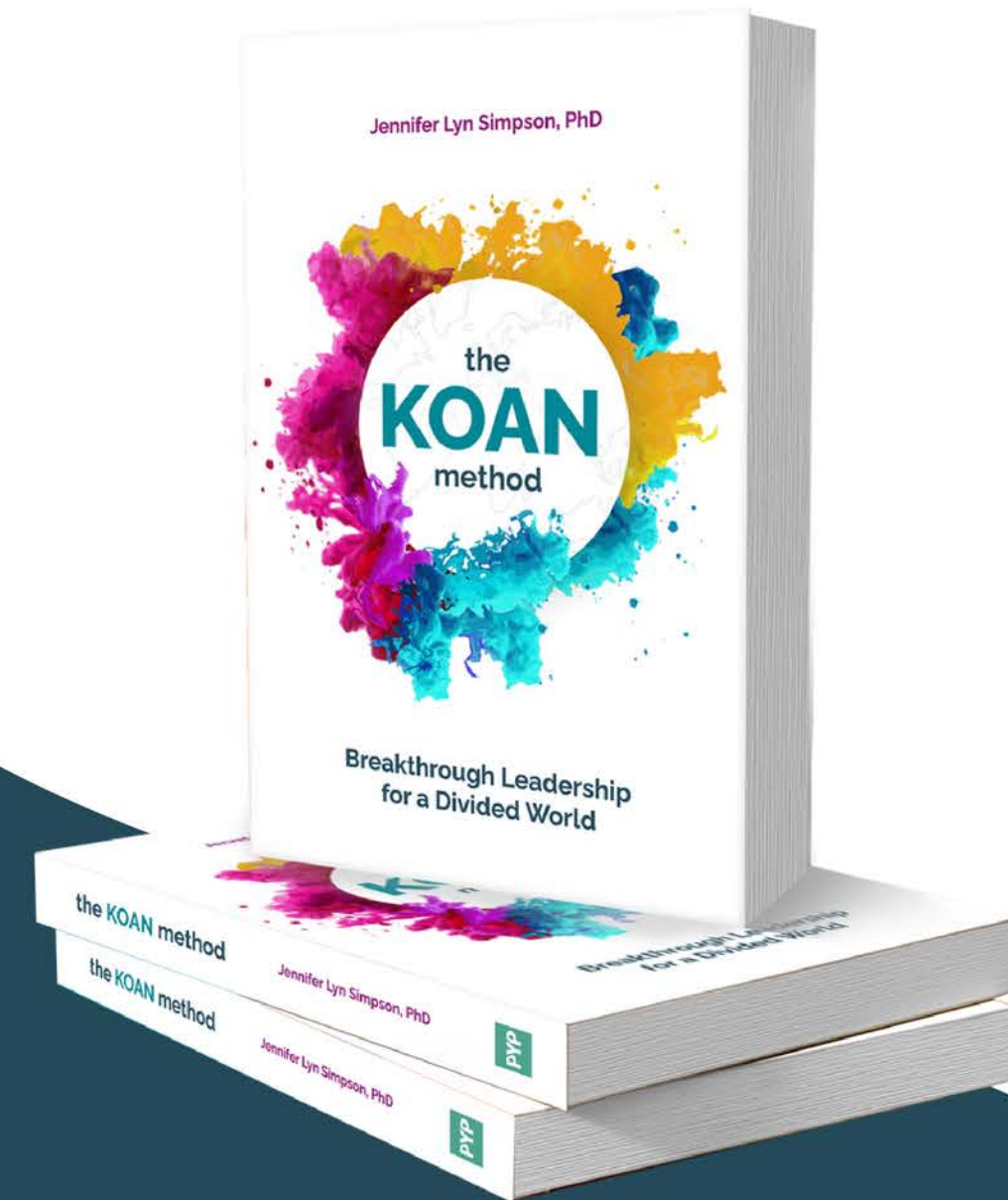
the KOAN method

Jennifer Simpson, our CEO developed the KOAN method based on more than 30 years of working in and with organizations across the private, public, corporate, and not-for-profit sectors to create more meaningful and effective ways of living and working together across differences.

In Zen Buddhism, a KOAN is a saying or mantra designed to demonstrate the inadequacy of logical reasoning for achieving enlightenment.

At Integrated Work, The KOAN concept is the framework we use for imagining new models for living and organizing in Kind, Open, Adaptive, Networks daily.

What's Next?



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Fundamentally, this project is not about breaking down and examining, it is about weaving and connecting. It honors the shoulders it stands on and makes an attempt to “put the pieces back together again.”

