



Consulting Solutions

The Compass for Change

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**THE
COMPASS
FOR CHANGE**
Reimagining Behavioral Health

Our Mission

To reimagine the future of Behavioral Health by standing in the gap for individuals, providers and communities in crisis by providing human centered, trauma-informed solutions that set The Gold Standard for leadership, client care, and workplace culture to drive life changing transformation.

Why Choose Us



Personal Experience, Proven Expertise

With 30+ years of executive leadership in high-stakes industries and over a decade in behavioral health, I've witnessed firsthand the gaps in leadership, workforce resilience, and service delivery. I understand the immense pressure on behavioral health organizations—balancing client care, regulatory demands, and workforce well-being while navigating crisis after crisis. As a survivor turned advocate, I know the emotional toll of trauma and the power of healing, both for individuals and the professionals who serve them. Reimagining behavioral health isn't just a profession for me—it's personal.

The Gold Standard in Leadership & Workforce Solutions

The Compass for Change is more than a consulting firm—we are the prototype for transformational leadership, workforce development, and service excellence in behavioral health. We partner with organizations to implement trauma-informed, people-first strategies that elevate leadership, strengthen teams, and drive sustainable impact. We believe that when employees feel valued, equipped, and supported, they stay longer, perform better, and deliver superior care.



Why Choose Us



Our Approach: People-First. Mission-Driven. Results-Focused

We specialize in whole-person, trauma-informed leadership, ensuring that care, connection, and well-being extend beyond clients to the frontline staff, leaders, and administrators who make healing possible. By focusing on securing the mental health, emotional intelligence, and resilience of your workforce, we help organizations:

- ✓ Attract & retain top-tier talent
- ✓ Reduce burnout & costly turnover
- ✓ Optimize service delivery & increase treatment compliance
- ✓ Strengthen organizational culture & improve employee satisfaction



The direct tie between organizational well-being and client outcomes is undeniable—when teams thrive, clients heal, and communities transform.

Our Mission: Improving the Human Condition

Every initiative we lead, every strategy we implement, and every leader we train is guided by our mission:

To improve the human condition by cultivating an elevated culture of ethical leadership & transformative care in organizations that serve individuals and communities in crisis.

Our Results: We Deliver

- ✓ We cut costs by reducing turnover & burnout.
- ✓ We enhance revenue by elevating workforce performance.
- ✓ We solve the toughest organizational challenges by implementing sustainable, strategic solutions.



At The Compass for Change, excellence is not optional—it's the expectation.



Consulting Solutions



Elevate Your Workforce. Strengthen Your Culture. Transform Behavioral Health.

At The Compass for Change, we set The Gold Standard in behavioral health consulting by delivering strategic, trauma-informed solutions that empower leaders, optimize workplace culture, and elevate client care. People-first leadership isn't optional—it's the foundation of sustainable success.

We offer two high-impact consulting solutions tailored to meet your organization's specific challenges. Whether you're seeking an in-depth assessment and strategic guidance or a full-scale transformation, our expertise positions you for long-term success.

Why Choose the Compass for Change?

- ✓ 30+ years of corporate leadership, training, and performance management expertise.
- ✓ 10+ years of frontline behavioral health experience as a direct care provider and administrator.
- ✓ A people-first, trauma-informed approach to leadership, workforce wellness, and care delivery.
- ✓ Proven strategies to reduce burnout, improve retention, and optimize service excellence.
- ✓ Custom solutions that align people, values, and performance to create lasting impact.

Your workforce is your greatest asset. Invest in their well-being, leadership, and resilience today.

Investment varies based on organizational size and scope of engagement. Let's design the right solution for your team.

✉ Contact us to discuss your needs and receive a customized proposal.

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Consulting



iINSIGHT Consulting Solution (Assessment & Strategy)

For organizations seeking expert analysis, strategic insights, and a clear action plan for improvement.

The iNSIGHT Solution is designed for organizations that want to identify key challenges, uncover operational inefficiencies, and receive actionable recommendations for long-term success. Through a deep-dive assessment and tailored strategy development, we provide the roadmap to align leadership, workplace culture, and care delivery with your mission-driven goals.

What's Included

- ✓ Comprehensive Organizational Assessment – Evaluate leadership, workforce engagement, and service delivery to identify growth opportunities.
- ✓ Employee Engagement & Workplace Culture Review – Gain insight into employee morale, burnout risks, and workplace well-being.
- ✓ Strategic Action Plan – Custom recommendations to improve leadership effectiveness, streamline operations, and enhance client outcomes.
- ✓ Leadership Strategy Consultation – A one-on-one executive coaching session to help leadership teams implement solutions effectively.



Perfectly suited for small to mid-sized organizations looking for expert insights and a structured plan for workforce optimization and leadership alignment.

Consulting



iMPACT Consulting Solution

(Full Transformation & Implementation Support)

For organizations ready to drive bold, people-centered change with hands-on implementation support.

This is a comprehensive consulting engagement designed for organizations seeking full-scale transformation in workforce development, operational efficiency, and leadership excellence. Our strategic, trauma-informed approach helps you attract top-tier talent, strengthen provider resilience, and improve client care outcomes—all while reducing burnout, turnover, and inefficiencies.

What's Included

- ✓ In-Depth Workplace & Leadership Assessment – Identify gaps, inefficiencies, and opportunities to enhance workforce resilience and care delivery.
- ✓ Leadership Training & Development – Equip leaders with trauma-informed, people-first strategies to inspire teams and drive performance.
- ✓ Workforce Engagement & Retention Strategies – Reduce turnover, prevent burnout, and create a culture of well-being.
- ✓ Customized Operational & Performance Strategy – Align workflows, policies, and organizational structure with long-term sustainability.
- ✓ Ongoing Implementation Support (3–6 Months) – Hands-on guidance to ensure measurable success in executing strategic initiatives.



Tailored for Mid to large-sized organizations seeking sustainable solutions for workforce retention, operational efficiency, and leadership transformation.



At The Compass for Change, we are more than consultants and trainers—we are your partners in reimagining behavioral health and setting The Gold Standard in leadership, workforce well-being, and transformative care. Our consulting, training, and development solutions are designed to help you attract and retain top-tier talent, enhance organizational culture, and create sustainable, values-driven success for both your employees and the individuals you serve.

By choosing The Compass for Change, you are making a bold commitment to people-first leadership, ethical decision-making, and trauma-informed care that drives real, measurable results. Together, we will build an organization where leaders inspire, employees thrive, and clients experience lasting transformation.

The time to invest in your people and your mission is now. Let's build something extraordinary together.



Remember, healing is not just for clients—it's for the caregivers, leaders, and teams behind the mission. Join us every 3rd Thursday for Hope Unshaken—our free, online trauma-informed support community providing a safe space for those navigating trauma, abuse, and addiction. Visit HopeUnshaken.com to learn more. 💙✨

Let's Connect



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