

FOR IMMEDIATE RELEASE

Friday, February 13, 2026

Actualized Performance Solutions Continues Strategic Leadership and Team Development Engagement with Novant Health

Actualized Performance Solutions (APS) is pleased to announce the continued engagement with Novant Health to provide comprehensive leadership and team assessment solutions, including the Actualized Leader Profile (ALP), Actualized Team Profile (ATP), and ALP360.

This collaboration underscores both organizations' commitment to advancing leadership excellence, team effectiveness, and a culture of self-awareness and collaboration across Novant Health's leadership network.

Developed by Dr. William L. Sparks, the *Actualized Performance* framework helps individuals and teams identify their core leadership style, uncover potential blind spots, and build the self-awareness necessary for sustained high performance. Through the ALP, ATP, and ALP360 assessments, leaders gain actionable insights to foster stronger relationships, elevate team dynamics, and enhance organizational performance.

"We are honored to partner with Novant Health in their ongoing commitment to developing exceptional leaders that provide remarkable healthcare" said Dr. William L. Sparks, Founder and CEO of Actualized Performance Solutions. "Our assessment tools are designed to cultivate the kind of self-aware, authentic leadership that drives engagement, innovation, and long-term success—values that align perfectly with Novant Health's mission."

"At Novant Health, we are deeply committed to developing leaders who can navigate complexity, sustain performance, and lead with both accountability and humanity," said Kim Henderson, Executive Vice President and Chief Administrative Officer at Novant Health. "Actualized Performance Solutions brings a thoughtful, rigorous approach to leadership development that aligns strongly with our values and enterprise talent strategy."

Actualized Performance Solutions supports Novant Health's leadership development and team optimization initiatives, providing evidence-based insights that strengthen communication, trust, and accountability across the organization.

About Actualized Performance Solutions

Actualized Performance Solutions is a leadership development and organizational effectiveness firm specializing in evidence-based assessments, executive coaching, and team development programs through exclusive licensing agreements and enterprise-wide solutions. Founded by Dr. William L. Sparks, APS helps leaders and organizations achieve

their highest potential through the principles of *Actualized Leadership*—integrating self-awareness, authenticity, and purpose-driven performance.

About Novant Health

Novant Health is an integrated network of nearly 900 locations, including 19 hospitals, more than 750 physician clinics and urgent care centers, outpatient facilities, and imaging and pharmacy services. This network supports a seamless and personalized healthcare experience for communities in North Carolina and South Carolina. Novant Health is nationally recognized for our unwavering commitment to safety and the highest quality care, and we serve as a catalyst for healthcare transformation through clinical trials, leading-edge research, innovative care delivery models and robust virtual care networks. The expertise and empathy of our more than 41,000 team members along with more than 8,600 independent and employed clinicians are at the heart of Our Cause as industry leaders caring for communities across the Carolinas. In 2024, Novant Health provided more than \$1.6 billion in [community benefit](#), including financial assistance and services.

For more information, visit [NovantHealth.org](https://www.novanthealth.org). Follow Novant Health on [Facebook](#), [Instagram](#), [X](#) and [LinkedIn](#).

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