



Clarity to lead change.

Capability Statement



Company Overview

At NSP & Company, we specialize in guiding organizations through complex change with confidence and clarity. As trusted partners to Fortune 500 companies, federal, state, and local government agencies, we deliver large-scale change and transformation initiatives. From workforce modernization to digital transformation, we design and implement practical strategies that help organizations achieve their priorities and thrive in a rapidly evolving environment.

Founded in 2016 by Niki St. Pierre — who brings over 25 years of organizational transformation experience — NSP & Company is a Chicago-based, SBA certified business. We partner with government agencies to drive mission-critical change by fostering greater senior management alignment, establishing governance, and delivering targeted communications and training to help ensure seamless transitions to new ways of working.

At NSP & Company, we guide organizations through change with precision and purpose, accelerating change adoption — enabling stronger, more resilient institutions to deliver meaningful impact.

Core Competencies

Change & Transformation Management

We plan and manage end-to-end change journeys with design thinking and agile approach, driving adoption, building greater change capability, making you more resilient.

Organizational Design & Operating Model Blueprint

We modernize by designing nimble and sustainable models aligning talent and capabilities to strategy, maximizing collaboration, communities, innovation, and client focus.

Hybrid Workplace & Productivity Optimization

We build hybrid workplaces that maximize productivity and boost employee engagement, enabled with state-of-the-art automation and generative AI.

Culture Evolution

We enhance culture, inspire, foster innovation, and engender mindset shift forging a closer connection to purpose, a greater sense of belonging, and community.

Agile & Enterprise Program Management

We manage large-scale enterprise programs delivering solutions in increments, meeting current needs while providing long-term value.

Advisory Services

We offer expert guidance and support to improve alignment, decision-making, and governance via focused engagements, 1:1 coaching, workshops, and more.

Company Snapshot

NIKI SAINT PIERRE AND COMPANY, INC./

DBA: NSP & Co.

UE ID: DA3BGM8G39G8

CAGE CODE: 95Q61

NAICS: 541611, 541612, 611430, 541618, 541910, 561499

Established: 2016

[80+ expert consultants nationwide](#)

How we are different

- Top-Tier Specialized Consultancy
- Proprietary Methodology
- Trusted Partner – C-Suite Solutions
- Emphasis on Execution
- Rapid Start of Service
- Swift Results

Certifications



SBA 8(a)
Program



SBA Women Owned
Small Business



WBENC -
Women Business
Enterprise



NMSDC -
Minority Business
Enterprise

Notable Clients



Contact

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Past Performance



Maryland Department of Health. Multi-year subcontract, Organizational Change Management for MDH Systems Electronic Health Records (EHR) implementation across 11 Hospitals state-wide.



LeGrand. Leadership Development sub-contract spanning Executive Coaching, Strategic Planning and Retreat Facilitation.



Broadridge Financial Solutions. Multiple contracts spanning global work impacting 14,000 employees for Hybrid Workforce Model, Organizational Change Management, Learning and Development, Procurement Transformation, and Enterprise Program Management.



Department of Homeland Security & Boeing. Perot Systems Consulting for US Customs and Border Patrol Modernization efforts with work spanning Organizational Change Management Assessment and Planning.



Pfizer. Multiple sub-contracts on Change Management for Modernization Programs, Organizational Design, and Enterprise Program Management.



US Postal Service. Accenture for Change Management and Communications Clearing House, Stakeholder Engagement, and Readiness.

Differentiators



Top-Tier Specialized Consultancy

Our expert team, composed of former Big Four consultants, brings unparalleled innovation and decades of industry-leading experience.



Proprietary Methodology

Using our Change Momentum™ methodology and survey, we build executive alignment and change programs better than the competition getting the job done better and faster.



Trusted Partner

We've built a reputation based on trust, reliability, and exceptional quality. 90% of our business comes from repeat clients who love our work and enjoy working with us.



Emphasis on Execution

Our experienced consulting teams work with our managing partner to ensure service excellence.



Rapid Start of Service

Our streamlined contracting process get most projects up and running in just 2-weeks.



Swift Results

We outperform industry standards, achieving more than 70% employee buy-in in just 3 weeks (vs. 30%).

Why the Fortune 500 Trust NSP & Company

- We bring unique combination of expertise, experience, and deep curiosity to help clients achieve their aim.
- Unparalleled guidance based on data, change navigation methodology and deep sense of cultural dynamics.
- Foresight, feedback that facilitates senior management alignment.

Impact You Can See

Our proven methodologies and innovative strategies deliver:

- Smooth integration of change initiatives.
- Clear communication that keeps stakeholders informed and engaged.
- Sustainable outcomes that drive long-term success.
- Learning and development that enables the organization.
- Buy-in for change initiatives organization-wide.