AMIE SPARKS

Dublin, Ohio | (614) 288-3888 | amie.sparks429@gmail.com | linkedin.com/in/acsparks/ | amiesparks.com

EXECUTIVE PROFILE

Executive leader with 22 years of experience building and scaling a business through significant growth and change. Drives transformation by aligning technology initiatives, process optimization, leadership development, and financial discipline to create the organizational framework needed to execute at scale. Expertise in translating strategy into robust operating models and integrated systems that strengthen performance and enable sustained growth.

Executive Highlights

- Scaled operations from $2.4 million to over $70 million in annual revenue, expanding from a small regional business to a national enterprise serving major institutional clients.
- Directed corporate strategy and cross-functional executive leadership across 180+ employees and four offices within a complex, outsourced service model delivering a broad range of real estate services nationwide.
- Drove enterprise-wide technology enablement, including the development of a proprietary platform that improved efficiency and productivity, expanded service capabilities, and was ultimately productized as a white-label/SaaS solution.
- Engineered operating models, business processes, and performance metrics to optimize service delivery, strengthen accountability, and drive measurable gains in efficiency and profitability.
- Cultivated organizational capability through performance management, talent development, and succession planning, establishing a strong leadership pipeline to support long-term growth.
- Led financial planning, forecasting, and resource allocation to maintain profitability and financial stability through changing market cycles.
- Navigated the company through its sale in 2025, marking a major milestone in a 22-year tenure with the business.

Executive Expertise

- Executive Leadership & Organizational Transformation
- Technology Strategy & Enterprise Systems
- New Business Development & Revenue Growth
- P&L Accountability & Financial Stewardship
- Operational Strategy & Performance Optimization
- Talent & Leadership Development
- Customer Experience & Service Delivery
- Corporate Governance & Board Relations

PROFESSIONAL EXPERIENCE

AMIE SPARKS CONSULTING & ADVISORY | 2026–Present | Dublin, Ohio

Founder & Principal

Provide executive consulting services focused on business strategy, operational performance, technology enablement, and organizational growth. Partner with business leaders to assess challenges, identify opportunities, and develop practical solutions that improve performance and support long-term growth.

A2Z FIELD SERVICES | 2004–2026 | Plain City, Ohio

Chief Executive Officer (2015–2026)

Held enterprise-wide executive responsibility for a national, multi-site, B2B real estate services and PropTech organization, overseeing operations, technology, business development, human resources, finance, and strategic planning.

Selected Accomplishments

- Led national operations across 10 corporate departments, generating over $70M in annual revenue, supported by 180+ employees and an outsourced service network of more than 10,000 field professionals.
- Oversaw complex service delivery across a rolling inventory of 10,000–25,000 properties, executing an average of 60,000 inspections and service orders monthly across multiple client programs.
- Spearheaded the continued design and evolution of Compass 360 Enterprise™, a proprietary enterprise platform built with white-label capabilities for external commercialization as a SaaS solution; championed automation and AI implementation to streamline workflows, accelerate access to information, and increase productivity.
- Drove continuous improvement through process redesign, workflow optimization, performance metrics, and cross-functional collaboration to enhance output quality and sharpen execution.
- Built and sustained a high-performing culture through operational discipline and investment in employee and leadership development, resulting in an average employee tenure exceeding 12 years.
- Directed financial planning, forecasting, pricing strategy, and resource allocation in alignment with business priorities to drive profitability and growth.
- Strengthened institutional client partnerships through executive engagement and performance management, sustaining an average account tenure exceeding 15 years.
- Repositioned the business in response to significant industry change through service diversification and continued technology investment, broadening organizational capabilities and strengthening the company's market position.
- Partnered with the Board on strategy and governance, providing financial and operational insights to inform enterprise decisions and key business priorities.
- Guided the company's sale in 2025, overseeing the acquisition process from negotiation through closing and transition.

Senior Vice President (2012–2015)
Led multi-site operations, technology, finance, business development, and human resources, building the structure and capabilities needed to support enterprise growth initiatives.

Selected Accomplishments

- Directed company-wide operations through a team of 10+ managers, building the leadership structure and management discipline needed to support the company's increasing scale and complexity.
- Advanced the functionality of the company's proprietary operating platform, improving workflow automation, operational visibility, and data-driven decision-making.
- Designed and standardized processes and workflows across functions and locations to enhance consistency, service quality, operational efficiency, and execution.
- Implemented a performance framework, training programs, and structured communication protocols that increased accountability, built management capacity, and accelerated succession readiness.
- Led enterprise-wide financial planning to enable continued geographic expansion and new service development while maintaining strong profitability.
- Broadened organizational capabilities through the introduction of new products and service offerings, strengthening client relationships and the company's competitive position.

Director of Operations | SVP of Operations (2007–2012)
Promoted from Controller to Director of Operations and subsequently SVP of Operations, assuming progressively broader responsibility for operations, technology, business development, and organizational growth.

Selected Accomplishments

- Secured multi-state contracts with HUD and Fannie Mae, generating approximately $68M in annual revenue, significantly increasing the company's national presence and market position.
- Expanded the company's operating footprint through the launch of three regional offices, leading multi-site operations and developing the management teams needed to support continued national growth.
- Directed technology strategy and the design of the company's proprietary operating platform to optimize workflows and enable consistent, efficient service delivery at scale.
- Established core operating processes to support increasing scale and complexity, streamlining execution, reducing costs, and enhancing service quality.
- Created training programs and performance standards that strengthened workforce capability and operational consistency.
- Cultivated client relationships that strengthened long-term partnerships and informed financial planning and forecasting.
- Earned a significant ownership interest in the company in recognition of leadership and long-term contributions.

Controller (2004–2007)
Provided financial leadership while analyzing operational performance, productivity, pricing, and cost drivers to support business planning and decision-making.

Selected Accomplishments

- Built and led the accounting function, establishing the team and processes to support the company's financial operations.
- Created financial and operational reporting and analytics to evaluate productivity, pricing, costs, and performance.
- Designed and implemented business processes that improved productivity, efficiency, and consistency while reducing costs.
- Strengthened cash flow management through budgeting, forecasting, and disciplined cost control.
- Established and monitored financial and operational controls that reinforced compliance and accountability.

EDUCATION

The Ohio State University, Fisher College of Business | Columbus, Ohio
Bachelor of Science in Business Administration, Accounting Specialization

OTHER EXPERIENCE & VOLUNTEER WORK

VOLUNTEER | 2009–Present | Ohio
Contributed to multiple nonprofit organizations through volunteer leadership, fundraising, and community service initiatives.

- Developed and led résumé writing and interview workshops for the Columbus chapter of Dress for Success.
- Supported organizations including Mid-Ohio Food Collective, Meals on Wheels, League for Animal Welfare, Big Brothers Big Sisters, and the City of Dublin through various volunteer activities.

CRAFTED FESTIVAL | 2017–2020 | Dublin, Ohio
Founder & Festival Director
Founded and led a regional festival series celebrating Ohio's craft brewing, culinary, and music communities while partnering with local nonprofits to support charitable initiatives and raise community awareness.

- Produced festivals across three Ohio cities, attracting thousands of attendees.
- Built partnerships with 60+ breweries, 30+ chef-driven restaurants, local musicians, sponsors, and community organizations.
- Directed all aspects of operations, including budgeting, sponsorships, marketing, logistics, and event execution.