

Organizational Culture Report

Update

Human Resources

Nury Alers, Learning & Organizational Development Manager

Leadership Training: While some leadership training is available, City Commissioners should consider including:

A formal Executive Coaching program available for City Commissioners and Charter Officers, managed by Human Resources

Mizerak Coaching



Mizerak Coaching Quote

Coaching Package: Six-month coaching engagement with 3 months of virtual check-ins, Includes Assessments. Mizerak Coaching will invoice 50% upon email acceptance of this agreement and the balance at 90 days.

- 1. Blended - Virtual & In-person: - \$12,000.00 per Leader (Coachee)**
- 2. All Virtual: \$7,500.00 per Leader (Coachee)**

Coaching Agreement Cancellation:

Either the Coachee or the Coach is able to exit the coaching relationship, for any reason, with 2-weeks' notice being given in writing. Upon cancellation, Leader/Coachee &/or Leader/Coachee's Organization is responsible for all prorated session fees up to cancellation date.

Signatures:

These terms of this proposal remain in effect for 3 months.

Sincerely,

A handwritten signature in blue ink that reads 'Leslie Mizerak'.

Leslie Mizerak
Lead Coach Mentor, LLC dba Mizerak Coaching

Succession Planning & Talent Review Process



Administrative Manual

Leadership Training: While some leadership training is available, City Commissioners should consider including:

Re-establishing a leadership development program for senior leaders and potential leaders,



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Internal Conflict Resolution Assistance: The City does not offer resources for voluntary employee conflict resolution.

Course Objectives

Interpret the conflict Transformation Model for de-escalation and self-reflection.

Recognize common activation triggers that contribute to conflict.

Build solution-focused communication skills through the employment of active listening.

CONFLICT TRANSFORMATION FOR PROFESSIONALS

EMGV Conflict Transformation for Professionals Quote

Training Package:

One-four-hour facilitation for up to 10 participants

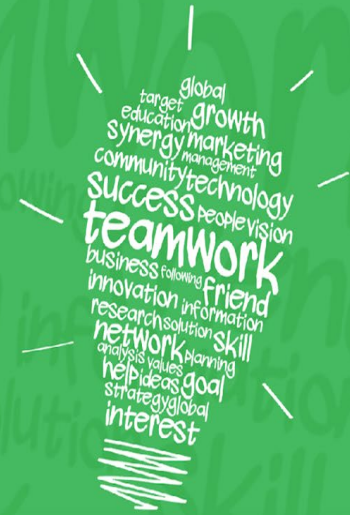
One-four-hour training for up to 10 participants to be certified in the use of the material.

This quote includes materials for participants and train-the-trainer sessions.

EMGV Consulting will invoice 50% upon email acceptance of this agreement and the balance three days before the session.

1. Face-to-face facilitation session for up to 10 participants \$2,250
2. Face-to-face certification for up to 10 participants \$2,250
3. Materials: for up to 10 participants \$500

Total: \$5,000





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