

DeKalb County School District

Leadership Transformation
August 19, 2024

AGREEMENT

This document serves as an agreement between FWJ Inc. d/b/a InitiativeOne (“InitiativeOne”) and DeKalb County School District for the delivery and completion of the following services:

SERVICES PROVIDED

- **InitiativeOne’s Leadership Transformation**

DESCRIPTION

Leadership Transformation

Nine Weekly 3-Hour Sessions (Refer to Appendix A for Session Detail)

InitiativeOne’s Leadership Transformation is an intensive process customized to position DeKalb County School District for increased success. We teach dynamic practical and behavioral leadership skills and thinking habits for competing in today’s business climate. The process transcends the usual seminar/workshop format by providing extensive group facilitation in a safe and professional environment.

Powerful team interaction effectively surfaces and addresses key issues that may undermine greater team success. Team interaction also provides an extensive “training ground” for modeling and transferring these new leadership behaviors throughout the rest of the organization. The process will have a direct impact on a leader’s behavior both professionally and personally. Each leader in the Leadership Transformation Process completes a professional assessment (PDP ProScan®), receives an individual report, and a 30-minute one-on-one consultation.

This process requires nine, 3-hour sessions, and four, 3-hour follow-up sessions. The first nine sessions require preparation (homework assignments) for each participant. The nine sessions typically occur over twelve weeks to accommodate staff scheduling constraints. Our team will work with your team to optimize scheduling.

Results:

1. Deeply engaged teammates who own the District’s success through heightened accountability.
2. Foundational tools for effective communication.
3. Ability to lead and sustain positive change.
4. Decision-making processes that will yield better solutions and economic outcomes.
5. Focus on employee well-being that results in reduced employee turnover and the ability to attract top talent.

Benefits

1. Lower stress and anxiety.
2. Increased authenticity with themselves and others.
3. Healthier relationships with self, family, and co-workers.
4. Improved mental and emotional energy.
5. Happier, enriched, and integrated lives.
6. Clearer sense of purpose and increased meaning.
7. A deeper sense of respect and appreciation by District leaders.

Four 3-Hour Follow-Up Sessions

The reinforcement and maintenance phase of the Leadership Transformation Process consists of four, 3-hour follow-up sessions, beginning one to three months after the completion of the Leadership Transformation Process. Follow-Up Sessions are designed for evaluation, celebration, positive accountability, and re-alignment. InitiativeOne helps your team develop and sustain a trust-based and vision-driven culture. Additionally, coaching will be available to assist each team member to recognize and understand their purpose in order to move forward with intention.

FINANCIAL INVESTMENT/TERMS OF AGREEMENT

Services	Investment
<p>Leadership Transformation</p> <p>Leadership Transformation Deliverables: Transformation Book, MP3 chapter recordings, PDP ProScan® Assessment, PDP ProScan® Individual report, and a 30-minute one-on-one consultation.</p> <p>Group Process delivered in person : 9, 3-hour sessions, and 4, 3-hour follow-up sessions</p> <p>Eligible for 16.8 CEU's through UW-Green Bay</p>	<p>Leadership Transformation</p> <p>14@\$6500 --- \$91,000</p> <p>Credit—14 PDPs @\$450 \$6,300</p> <p>Travel Expenses-(2 Facilitators) \$12,000</p> <p>Total Investment: \$96,700</p> <p>1/3 deposit due upon signature, terms available upon request over the delivery service period of 15 months.</p>

- Signature below represents the final agreement

InitiativeOne			DeKalb County School District
X			X
Ms.Tracy Johnson	Date		Dr. Devon Horton Date

- By checking this box, DeKalb County School District gives consent to InitiativeOne to conduct surveys amongst the participants utilizing InitiativeOne services and using data collected anonymously for academic research.
- By checking this box, DeKalb County School District gives InitiativeOne consent to include their company name and logo on InitiativeOne's Client page.

Correspondence to:
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 920-432-0268

APPENDIX A

LEADERSHIP TRANSFORMATION- NINE 3-HOUR TEAM SESSIONS

TRANSFORMATIONAL LEADERSHIP

- Create a Safe Environment that will accelerate transparency and learning.
- Identify a model of Transformational Leadership that provides a system for sustainable positive behavior change.
- Learn why sustained positive behavior change and increased results begin beneath the surface.

LEADERSHIP AND POSITIVE ACCOUNTABILITY

- Discover how leaders create a culture of positive accountability.
- Develop the key cultural drivers for increased performance.
- Learn how positive accountability overcomes victim thinking and bolsters efficient execution, timeline commitments, and critical communication.

UNDERSTANDING YOUR BEHAVIOR

- Improve Self-Awareness and all aspects of Emotional Intelligence.
- Explore how past experiences can influence present leadership behaviors.
- Learn how to maximize your natural style of leadership and communication and embrace and appreciate styles different than your own.

SETTING PERSONAL BOUNDARIES

- Learn how leaders establish healthy boundaries and increase impact.
- Identify the factors that hinder healthy boundary setting.
- Examine how a fear of failure derails leadership effectiveness.

THE POWER OF VISION AND VALUES

- Clarify purpose, vision, and core values.
- Learn a proven method for mobilizing others with a compelling vision and shared values into increased focus, commitment, and strategic execution.

PRINCIPLES OF DECISION MAKING

- Analyze the difference between reactionary decision-making patterns and decision-making patterns governed by a shared vision and core values.
- Clarify the difference between busyness and effectiveness.
- Identify emotional triggers that increase personal drama and derail effective decision-making.

LEADERSHIP AND CONFLICT

- Change mental models and perceptions that all conflict is bad.
- Move from Conflict Management to Conflict Leadership.
- Develop your capacity to accelerate healthy trust by leading conflict well.

THE DYNAMICS OF SUSTAINING POSITIVE CHANGE

- Identify a model for creating and sustaining positive personal and professional change.
- Learn to anticipate and overcome the common factors that threaten positive change and derail momentum toward critical goals.

STAYING ON PURPOSE - LIVING A BALANCED LIFE

- Internalize a Two-Word Personal Statement of Purpose and Core Values.
- Finalize actions plans for 2-3 Critical Goals.
- The Personal Statement of Purpose and Critical Goals are the culmination of work throughout the Leadership Transformation Process: The Personal Transformation Plan.

INSTRUCTIONAL MODELS

Model 1 – Formula for Positive Behavior Change

You will learn why most approaches to leadership development fail and why so many personal efforts to produce sustained positive behavior change fail. You will understand what is required to achieve increased results.

Model 2 – Taking 100% Responsibility

You will learn how and why the best leaders take 100% responsibility for their lives and how victim thinking thwarts leadership transformation.

Model 3 – Living a Proactive Life

You will learn the dangers of possessing an identity and a self-belief system that is based on performance and you will understand the benefits of a life that is proactive, intentional, and based on a healthy self-belief system.

Model 4 – The Leadership Ladder

You will learn the transformational leadership journey that all authentic leaders must travel to develop trust, credibility, and sustained results.

Model 5 – Responding in Real Time

You will learn how to lead conflict with a simple process that will enable you to increase emotional intelligence and provide a timely and thoughtful response to interpersonal conflict rather than an emotional reactionary response.

Model 6 – Decision-Making Process

You will learn a practical guide that will improve your decision making, accountability for action, and how to increase the capacity of those you lead.

Model 7 – The People Pyramid

You will learn how to make the best investment of time in people, leverage the right people to create strategic momentum, and neutralize toxic naysayer behavior in your organization.

Model 8 – The Decision Frame

You will learn how to create a personal and organizational decision frame used to guide decision making with intentionality.

Model 9 – Pareto’s Principle: 80:20 Rule

You will learn how to say “Yes” to intentionality and purpose and “No” to over-commitment, distractions, and unproductive busyness.

Model 10 – The Reality of Change

You will learn how to break free from the status quo, make a real commitment for positive change, sustain momentum toward your vision and critical goals, and you will learn how to anticipate and overcome predictable barriers to success.

FOUR 3-HOUR MAINTENANCE TEAM SESSIONS

Maintenance Sessions will refresh and reinforce content and practice from the first nine sessions. Topics determined by group dialog and needed reinforcing and refreshing leadership principles.