

Cochise County Executive Leadership Development Program

This Agreement is made effective as of its signing by and between Government Leadership Solutions and Cochise County. Services described below will be delivered April 2021 – March 2022.

Scope of Services

Equip Cochise County Executive Leadership Team (ELT) with a leadership development plan and the leadership skills necessary to achieve greater collaboration, effectiveness, and performance within the demands of a complex, ever-changing work environment.

ORGANIZATIONAL DEVELOPMENT CONSULTING

Dr. Maria Church will provide Associate County Administrator Sharon Gilman and HR Director Elda Orduno with consulting on overall strategy, related action plans, and ongoing fine-tuning.

DEVELOP A HIGH-PERFORMANCE EXECUTIVE LEADERSHIP TEAM

Executive Leadership Team Development: We will develop and facilitate a comprehensive quarterly Executive Leadership Development Program focused on four (4) competences to grow and develop leadership skills of the ELT. We will facilitate four (4) three-hour workshops for 20 Cochise County Executive Leaders. The first workshop will be held on May 20 from 9:00 am – 12:00 noon. Additional dates will be determined for August, November, and February.

Curriculum Competencies include:

- Emotional Intelligence (includes EQi-.20 assessment)
- Communication to Connection
- Trust – Me, You, Us
- Change Leadership and Change Intelligence (includes CQ assessment)

SUMMARY OF SERVICES

- Leadership/Organizational Development Consulting: Ongoing
- Comprehensive Executive Leadership Development Program (4 competencies) for 20 ELT
- Facilitation of 4 3-hour workshops quarterly for 20 Executive Leaders
- 20 Emotional Intelligence (EQi-2.0) assessments
- 20 Change Intelligence (CQ) assessments
- Post-program debrief meeting
- Detailed Timeline and Deliverables Schedule

Total Investment

The fee for the Scope of Services outlined in this Letter of Engagement is \$19,810 all-inclusive fee; however, we are extending our ten percent (10%) repeat appreciation discount of \$1,981. *Your total investment in your ELT leadership development is \$17,829.*

Professional Fee Payment

Four (4) payments of \$4,457.25 will be due on completion of each workshop and no later than March 31, 2022.

Contract Agreement

This is an offer to enter into an Agreement with Government Leadership Solutions, a division of Dr. Maria Church International LLC (“Company”), effective the date the Agreement is signed. By signing where indicated below, Cochise County (“Client”) agrees that this Agreement becomes a binding contract between Client and Company.

Approval

By signing below, Parties acknowledge that they have read, agree to, and accept all of the terms and conditions contained in this Agreement and are authorized to approve and sign this Agreement. Company may amend this Agreement at any time by mutual, written agreement.

Client:

Sharon Gilman, Associate County
Administrator
Cochise County
1415 Melody Lane, Building G
Bisbee, AZ 85603
(520) 432-9200
sgilman@cochise.az.gov

Signature: _____

Date: _____

Company:

Dr. Maria Church, CEO
Government Leadership Solutions, a division
of Dr. Maria Church International LLC
7700 S. Silverstone Ave.
Hereford, AZ 85615
(480) 535-5023, ext. 1/ (520) 559-5106 mobile
Maria.Church@GovernmentLeadershipSolutions.com

Signature: _____

Date: _____