



July 29th, 2024

Brett Wedlund, Executive Director  
Nova Classical Academy

Dear Brett,

We enjoyed working with your senior leadership team in June and appreciate the opportunity to continue our partnership for the 2024-2025 school year.

The following priorities emerged from our June workshop and the most recent conversation we had about the upcoming school year:

1. Continue our relationship with your team and increase its solidarity, trust, and effectiveness for executing the school's 2023 strategic plan and related 73 key actions.
2. Reinforce and expand on the team's introduction to Everything DiSC and Working Genius with continued learning and application, supporting your adoption and application of each model.
3. Invest in and further develop each SLT member's self-awareness, leadership skills, and interpersonal effectiveness.
4. Develop the trust and skills for individuals on the team to engage in healthy conflict and accountability that aligns with the team's commitment to shared goals, with less dependence on your leadership for intervention.

### **Proposal Overview**

Our initial work with the SLT was individual-focused, concentrating on these key areas:

- Personalities and self-awareness (Everything DiSC)
- Roles and what brings each person the greatest joy or frustration with their work (Working Genius)
- Using the above to recognize and analyze the team's composition, differences, and similarities.

With team members having a better understanding of themselves and their teammates, the focus of this proposal shifts to *Team Behavior and Development*. Specifically, how can we further develop Nova Classical Academy's Senior Leadership Team into a high-functioning, healthy leadership team.

## Key Components

- **Introduction to *The Five Behaviors: Fostering Team Cohesion and Effectiveness*.** The Five Behaviors is a team framework designed to improve the team's ability to build trust, engage in healthy conflict, commit to team goals, hold each other accountable, and focus on team results.
- **Six two-hour workshops throughout the school year:**
  - a. Revisit DiSC and the Working Genius while reviewing the year ahead, and introduce the Five Behaviors framework, including reviewing the team's assessment of itself and where it scores on each of the Five Behaviors (August)
  - b. Trust (early fall)
  - c. Conflict (fall)
  - d. Commitment (late fall/early winter)
  - e. Accountability (late winter, early spring)
  - f. Results and Wrap-Up (spring)
- **Application of the Five Behaviors Team Development profile assessment** (each team member takes the assessment - in August), and a complimentary follow-up assessment at the end of the year to gauge team improvement (May) (new team members are an additional cost)
- **Individual leadership coaching and support**, which is critical for supporting individual needs, development, and application of key concepts related to these tools (ideally, scheduled onsite, two back-to-back days each semester, or scheduled remotely via Zoom).
  - a. One 50-minute coaching session for each leader in the fall
  - b. One 50-minute coaching session for each leader in the spring
- **Strategic alignment and customization of the above, to match your current priorities and results with regular check-ins and planning**

The above key components achieve objectives related to continued learning and application of DiSC and WG, individualized support and skill development for each leader, and helping the team be more healthy and effective using the Five Behaviors model.

**Total Investment for the above comprehensive proposal: \$17,600**

**Note – Pricing includes all items above, travel, preparation, and follow-up. Offerings may be removed or added to this proposal, thus influencing the total investment.**

**Next Steps:**

1. Review this proposal to ensure that it meets your objectives. If it does not, let's connect as soon as possible to discuss the changes you want to make.
2. If you accept this proposal, please let me know and I will send you a DocuSign agreement form.
3. Upon agreement, we will immediately distribute the Five Behaviors assessment to all 12 team members and work with you and Missy to schedule the six 2-hour workshops and coaching sessions (scheduled days if onsite, or we can schedule individually if via Zoom).
4. We will invoice \$8,800 at the start of the project, and \$8,800 before the start of the second semester.

Thank you for your interest in continuing to work with us, Brett! I will be this project's primary contact and facilitator going forward, but Amy Lynn may assist with some of the workshops.

I look forward to hearing from you, Brett.

Jason