

C. Oates
9/14/16

Res. 19238

AGREEMENT
2016 – 2017 Leadership
Development Program

THIS AGREEMENT, made and entered into on this 13 th day of September, 2016, by and between **JACKSON COUNTY, MISSOURI**, hereinafter called the "County" and **MID-AMERICA REGIONAL COUNCIL**, 600 Broadway, Suite 200, Kansas City, MO 64105, a regional Planning Commission operating pursuant to Section 251.150 et seq., RSMo, hereinafter referred to as "MARC."

WITNESSETH:

WHEREAS, MARC is an experienced agency providing forward-looking workforce training and professional development for its members and has agreed to provide the Leadership Development Program for the County so that the County will increase its professional leadership capacity, improve its succession plans, enhance and accelerate a positive culture change, and foster teamwork and cooperation among departments and employee groups; and,

WHEREAS, MARC successfully provided this service to the County from 2010 - 2016; and,

WHEREAS, the parties are interested in continuing these services for the 2016-2017 term; and,

WHEREAS, this Agreement is authorized by Resolution 19238, dated August 22, 2016; and,

WHEREAS, MARC and County have agreed to be bound by the provisions

FILED
SEP 13 2016
MARY JO SPINO
COUNTY CLERK

hereof,

NOW THEREFORE, in consideration of the foregoing and the terms and provisions herein contained, County and MARC respectively promise, covenant, and agree with each other as follows:

1. MARC shall provide an on-going Leadership Development Program as facilitated by Jonathan Morris, for up to eight selected County associates, as is more fully set forth in the Scope of Work attached hereto as Exhibit A and incorporated herein by reference.

2. MARC shall work as an independent contractor and not as an employee of County. The manner in which the Services are to be performed and the specific hours to be worked by MARC shall be determined by the MARC. The County will rely on MARC to determine and work as many hours as may be reasonably necessary to fulfill MARC's obligations under this Agreement. MARC shall be subject to the direction of County only as to the result to be accomplished and not as to the means and methods for accomplishing the result. MARC shall report all earnings received hereunder as gross income, and be responsible for its own Federal, State and City withholding taxes and all other taxes, and operate its business independent of the business of County except as required by this Agreement.

3. County shall pay MARC the total sum of \$17,000.00 for its services pursuant to this Agreement, as itemized on the attached Exhibit A. MARC shall invoice County monthly for its services under this Agreement, based on tasks complete, and County shall pay MARC promptly on receipt of MARC's invoice.

4. The term of this Agreement shall be effective as of August 1, 2016, and extend until July 31, 2017. MARC or County may terminate this Agreement by giving 30 days' written notice to the other party. Termination of this Agreement shall not constitute a waiver of the rights or obligations which County or MARC may be entitled to receive or be obligated to perform under this Agreement. Should this Agreement terminate, all books, brochures, fliers, lists, and all other County materials must be delivered and returned by MARC to County within three (3) days of the demand of County.

5. All information, reports, and other data resulting from this Agreement shall be the joint property of parties, and parties shall have the right to use such materials deemed not to be confidential and/or proprietary for any purpose whatsoever.

6. If any covenant or other provision of this Agreement is invalid or incapable of being enforced by reason of any rule of law or public policy, all other conditions and provisions of this Agreement shall nevertheless remain in full force and effect and no covenant or provision shall be deemed dependent upon any other covenant or provision unless so expressed herein.


7. This Agreement shall be governed by the laws of the State of Missouri.

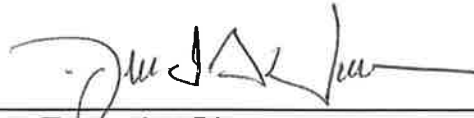
8. This Agreement incorporates the entire understanding and agreement of the parties.

IN WITNESS WHEREOF, the County and MARC have executed this Agreement
this 13th day of September, 2016.

JACKSON COUNTY, MISSOURI

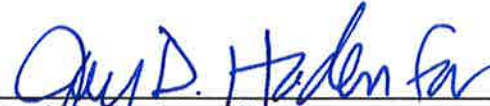
MID-AMERICA REGIONAL COUNCIL

By 
Frank White, Jr.
County Executive

By 
Executive Director
Federal I.D. # 43-0976432

APPROVED AS TO FORM:

ATTEST:


By 
W. Stephen Nixon
County Counselor

By 
Mary Jo Spino
Clerk of the Legislature

REVENUE CERTIFICATE

I hereby certify that there is a balance otherwise unencumbered to the credit of the appropriation to which this agreement is chargeable, and a cash balance otherwise unencumbered in the treasury to the credit of the fund from which payment is to be made, each sufficient to meet the obligation of \$17,000.00 which is hereby authorized.

September 13, 2016
Date


Director of Finance and Purchasing
Account No. 001-5101-56790

PC 51012016029

Jackson County Leadership Development Program
Scope of Services
August 1, 2016 – July 31, 2017

Mid-America Regional Council (MARC) has facilitated the Jackson County Leadership Development Program since 2010. This document outlines the approach to be deployed in the 2016-2017 program.

Objectives of the Leadership Development Program

- ❖ Increase the professional leadership capacity of the organization.
- ❖ Improve succession plan for the organization.
- ❖ Enhance and accelerate positive culture change in the organization.
- ❖ Foster teamwork and cooperation among departments and among associate groups.

Training Plan

- **Participants:** Eight (8) participants selected by the Jackson County executive leadership team to participate in Class #7 of the **Leadership Development Program**.
- **Class location:** Primarily at the Mid-America Regional Council, 600 Broadway, Suite 200, Kansas City, Missouri.
- **Format:** Facilitator-led
- **Schedule:** Monthly meetings will be held on:

Thursday, September 8, 2016	Thursday, February 9, 2017
Thursday, October 20, 2016	Thursday, March 8, 2017
Thursday, November 10, 2016	Thursday, April 13, 2017
Tuesday, December 6, 2016 11:30 a.m. – 1:30 p.m. – alumni event	Thursday, May 11, 2017
Thursday, January 19, 2017	Thursday, June 9, 2017
	Thursday, July 13, 2017 (if needed)
- **Additional meetings planned:**
 - Attend Directors' Meeting in Spring 2017;
 - Three 90-minute blocks of time will be reserved in late February or March to accommodate 360-degree feedback sessions for each per participant.
 - An alumni event that. This will be a luncheon event on Tuesday, December 6 at MARC's conference center. David Warm, Keynote speaker is to be determined.
- **Class time:** Thursdays from 9:00 – 11:30 AM.
- **Facilitator/Instructor:** Jonathan Morris, Mid America Regional Council MARC.
- **Instructor biographical sketch:** Jonathan is the GTI program manager for MARC. Prior Jonathan served as an Instructor with the KU Public Management Center (PMC) and leads the PMC's Custom Course and Consulting programs and serves as the Program Manager of the Law Enforcement Leadership Academy (LELA). Jonathan's topics include leadership and supervision, coaching, succession

planning, facilitation, emotional intelligence, organizational change, diversity, ethics and more. Jonathan has worked with thousands of leaders from city, county, state and federal government throughout Kansas, Missouri and across the United States. Jonathan previously served as program director of a training center funded by the New York City Department of Mental Health where he also ran an AmeriCorps VISTA program. He is a former President of the Board of Directors of the Kansas City Chapter of the American Society for Training and Development and his work has been honored with a Bright Idea award from the Ash Center for Democratic Governance and Innovation at the Kennedy School of Government at Harvard University.

Project:

Each class selects a project to work on, with the assumption that it would benefit the organization in some way. This can be a difficult task because there are many good ideas, and there is uncertainty about what the project will entail until more information is gathered. Thus, it is important that the project scope and objectives remain flexible and that the class be able to make adjustments.

360-degree Assessment:

MARC has developed an assessment process, which includes feedback from one's direct reports, peers, and supervisors. In this program, MARC tailored the process to fit the needs of the participants. Each person will choose up to 10 competencies, and questionnaires are completed by the above three groups of co-workers chosen by the participants. Individual confidential sessions are held with Georgia Nesselrode and Jonathan Morris during which results and a development plan are discussed.

BENEFITS OF PROGRAM:

- Increased learning about the dynamics in Jackson County, how to enhance teamwork in groups, and how to provide effective leadership.
- Clearer understanding of one's strengths, weaknesses, and leadership style, and a plan for personal and professional development.
- Practice skills to lead meetings, to write clearly, and to plan and gain participation in projects.
- Demonstrate leadership and personal responsibility through planning and implementing an organizational project.
- Bring together individuals from different departments to develop teamwork, to learn from each other, and to gain a larger view of the organization.

Timeline and costs for August 1, 2016 – July 31, 2017

1 one-day Leadership Essentials course (administer SDI) attend by Class 6 and Class 7 participants	\$2,650.00
11 Monthly half-day sessions @ \$750/session (invoiced upon completion)	\$8,250.00
2 additional blocks of time are reserved for meetings with Directors and County Executive	\$1,500.00
Alumni event (luncheon with 35 attendees with keynote speaker)	\$1,000.00
360 degree assessments (instrument design, administration 8 participants @ \$300/assessment)	\$2,400.00
Individual feedback interviews 8 participants @ \$150/session	\$1,200.00
*TOTAL	<u>\$17,000.00</u>