



I am pleased to have the opportunity to outline and present this [Hegele Inc Proposal](#). This approach was first developed in response to client need and awareness that rarely is there a singular issue that challenges an organization or group of people working together. Organizations need to drive Strategic, Operational and Day to Day goals, objectives and get the desired results. These tangible results are driven and managed by people. Many times the tangible outcomes of people's efforts represent the "score card" on how well the organization executes in critical, key soft skill areas. This is a unique offering that is customized to drive your key business objectives. The value of this offering has resulted in some of these agreements being in place for more than 10 years.

This approach helps people achieve better results in four critical soft skill areas. They are:

RELATIONSHIPS COMMUNICATION ENERGY COMMITMENT

It is our experience that most times people know WHAT they need to do. In other words, the knowledge and understanding is in place to do what they want to do. It is the execution of the knowledge that is eluding them. Therefore, we place our emphasis on helping our clients address the issue of HOW.

There are eight distinct offerings in this program. They include:

- Professional Speaking/Keynote Services
- Executive, Team and Individual Coaching
- Conflict Resolution
- Professional Training and Development
- Retreats, Workshops and Seminars
- Consulting Services
- Strategy and Branding
- Misc. Customized services as needed or identified

All of our offerings and services are blended and customized to meet the unique needs and situations of your business, your people and your current issues, opportunities and objectives.

Professional Speaking/Keynote Services – These services are used by our clients for venues such as annual company and industry meetings, weekly/monthly Sales and Business Development meetings, Executive Team/Department and board meetings and very casual "Lunch and Learn" type meetings. Presentations are customized and designed to be informational entertaining, provocative, inspirational, innovative and relevant! We have delivered thousands of presentations on dozens of topics to literally every industry in the market place today. Our fees for a single presentation range from \$2,500 to over \$15,000. We encourage you to take advantage of this opportunity to motivate employees, attract top talent, service or reward your customers, or stand out in your market or industry!



Retreats, Workshops & Seminars – On site or off site; a couple of hours or a few days; single or multi sessions; this offering provides the opportunity for teams and organizations to work ON the business rather than IN the business. It is an opportunity to plan, review, re-energize and learn.

We collaborate with you and your team to identify the desired results and the most relevant methodologies and content that will lead to success. Topics and themes for these meetings include, but are not limited to:

Energizing Critical Relationships	Burn Your Canoe	Sales & Selling
High Performance Teams	Coaching Employees	Situational Leadership
Strategic Planning	Meeting Facilitation	Customer Service
Differentiation in the Marketplace	Dynamic Presentations	Conflict Resolution
Frontline Leadership	The 5 Dysfunctions...	Leading & Driving Change
Good to Great - Operationalized	Customer Experience	Marketing

(Organizations will typically spend \$2,000 - \$100,000+ for a single program or process to be facilitated or delivered to their people. Many times organizations are paying for a 'packaged' program. With the retainer program we will work with you and your team to match the necessary content and program to meet your specific needs and capitalize on any unique opportunities!)

Coaching, Consulting, Facilitation - Real Feedback, Real Growth, Real Progress, and all in Real Time! Our highest impact offerings will change the way people think, communicate and behave PERIOD! This process will help you identify your highest performers, as well as those that need to increase their competence and commitment. Our process identifies the skills and competencies necessary for organizational or individual growth. Once identified, the learning process takes place in the "day to day" and is centered on YOUR business issues, not in a classroom or manual. Clients will tell you that our approach and influence has created tangible turning points in individual careers and organizationally. Unlike most traditional approaches, our success in these areas has come from applying these services in group settings. Creating accountability among peers and associates has been our key to success. These are fully customized plans and programs and careful consideration is taken on the front side of these agreements to set clear expectations, desired results and timeframes. Costs for these type of programs are hundreds of dollars hourly, or packaged fee based programs from \$5,000 - \$50,000+ depending on scope of services and length of agreement.

Marketing and Content Development - Creatively and analytically driven, customer oriented. A modern approach to marketing combining world class content and data driven decisions, with a mature and clever focus. Generating quality content is a roadblock for many businesses, either they don't have the tech, or cost of an agency is far too great. We understand that content is king, and queen is delivery. By utilizing industry leading gear and software, we can help deliver the needs of your business to springboard ROI.



6 Month Renewal – Based on our ongoing conversation we will be focusing on these areas:

- Trevor Walter Team Building
 - Weekly 1 on 1 meetings with Trevor W. to improve his own organization and effectiveness.
 - Weekly Team meetings with the management team.
 - Work with individual team members as needed
- Work with Brad and Kelly to improve and refine Human Resources processes and impact.
- Continue with the leadership workshops, and possibly other workshops as needed or identified by HR, the County Administrator and the Department leaders.
- This agreement continues to allow all employees complete access to me at any time for questions, coaching, etc.

This first 6 months have seen good engagement by employees and management. The initial conflict initiative and purpose for the contract has seen improvement. Continuing to improve communication and strengthen all relationships will be a primary focus in the next 6 months.

Cost: \$15,000. Start date August 1, 2026 – January 31, 2027