



## Preparing for the Future

Creating a strong city culture that focuses effective leadership, direction and decision making, is necessary to provide residents, businesses, and visitors the experience they desire and need.

*This serves as the letter of agreement for services.*

Profile of the Government of Belle Isle: (source: Comprehensive Annual Financial Report)

The *City of Belle Isle*, incorporated in 1924, is located in Central Florida. The *City of Belle Isle* is empowered to levy a property tax on both real and personal properties located within its boundaries. It also is empowered by state statute to extend its corporate limits by annexation, which occurs periodically when deemed appropriate by the governing commission. The *City of Belle Isle* operated under a strong-mayor form of government since 1924. However, in November 2003, a charter referendum was passed that changed the City to a commission/manager form of government, with an appointed City Manager, seven elected City Commissioners and a separately elected Mayor. The governing body is responsible, among other things, for passing ordinances, adopting the budget, appointing committees, and hiring the City's manager, clerk and attorney. The City Manager is responsible for carrying out the policies and ordinances of the governing commission, for overseeing the day-to-day operations of the government, and for appointing the heads of various departments. The Commission is elected on a non-partisan basis. Commission members serve three-year staggered terms and the mayor is elected to serve a three-year term.

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### *Scope of Services*

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Traininnovations will provide the following:

- Council Member 75 min Interviews (mechanism: zoom)
  - Questions sent by email to councilors for advance consideration
  - Outcome: consolidation of input; document and report
- Council Pre Work – Read resulting report from Interviews (mechanism: email)
- Session #1 – Teambuilding (live in person)
  - Outcome: Team agreements
- Session #2 – Objectives and Strategies (live in person)
  - Outcome: Confirmation of Mission, Vision and Values
  - Outcome: Goals and Strategies
- Draft strategic plan document (mechanism: document; email)
- Council Pre Work – Read draft and comment (mechanism: email)
- Session #3 – Finalize and Agree (mechanism: virtual)

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### *Compensation*

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The fee is \$7,500 plus overnight travel, meals and mileage for live in person sessions. Payment can be provided by check, ACH or P-Card.

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### *Agreed to by*

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City of Belle Isle

Traininnovations:

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Name:

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Trina Pulliam, President

Date:

June 28, 2021

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*Schedule (dates are currently being held for the city)*

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<b>Dates</b>	<b>Action</b>
August 16: 1:30 to 4:30	Elected Official Interviews (2) via Zoom
August 17: 9:30 to 4:30	Elected Official Interviews (6) via Zoom
September 10: 1:00 to 4:30	Teambuilding
September 11: 9:00 to 3:00	Strategy

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*Trainnovations Professional Services*

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Trainnovations uses a particular combination of skill sets from 4 consultants who comprise the team for this contract. The experience includes: 30 years of government work, 26 years of culture shifting success and 35 years of human resources experience.

Imagine working in an engaging culture where everyone does the right things, executes them well and likes coming into work each day. Imagine a connection to an environment of respect for others, tolerance and acceptance of diversity and experiences. Imagine a world of work where people find joy in what they do and like the people they work with.

Imagine a community participating in healthy disagreements and treating each other with respect and dignity. We help build teams and cultures that address key issues in today's super-fast world of work and an ever-changing community portrait.

## Our Team

### **Trina Pulliam, President**

Knowledge, Skills and Abilities

- Project Development and Management
- Executive Team Development
- Facilitation for small and large teams
- Program Development

Associations and Certifications

Malcolm Baldrige Board of Examiners, Florida Excellence Award Program, Examiner and Developer, Florida Sterling Senior Examiner, FCCMA, Leader to Leader Institute, Member, Wiley/Pfeiffer Corporate Partner, True Colors Certified, Leadership Practices Inventory© (LPI), MBTI Qualified (Otto Kroeger Associates), Achieve Global, Zenger Miller Certified Trainer, DDI, Development Dimensions International, Certified Facilitator, ASTD, American Society for Training and Development, Member

### **Myra Quinn, M.Ed., Director, Lead Facilitator and Executive Coach**

Knowledge, Skills and Abilities

- Team and Individual Coaching
- Human Resources Training
- Executive and Staff Level Human Development
- Counseling and Case Management

Associations and Certifications

Florida Sterling Examiner, Certified Work Readiness Trainer, Master Personal & Executive Coach, WorkEssentials©-Life Skills Counselor, Myers-Briggs Assessment Facilitator, Certified Experiential ROPES Facilitator, Certified Sales Trainer

### **Melinda Miller, MS, Director, Project Manager and Local Government Specialist**

Knowledge, Skills and Abilities

- Project Management for large scale development and implementations
- Data Analysis
- Strategic Planning
- Process Improvement
- IT Consulting and Training

Associations and Certifications

Florida Government Information Systems Association Offices Held: President, Past President, Vice President, Secretary and District Director, Florida Local Government Coalition – charter member, Florida League of Cities Resolutions Committee – Voting Delegate, (ISC)<sup>2</sup> – International Information Systems Security Certification Consortium, South Florida Information Systems Security Association

### **Jesse Pulliam, Senior Associate, BA, Economics**

Knowledge, Skills and Abilities

- Project Management
- Research and Information Analysis
- Report Writing/Policy Writing
- Federal Government Consulting Experience
- Government Affairs Experience (Federal Level)

Associations and Experience

MacroDyn Group, US House of Representatives, EKG Strategies, Team Solutions: Leadership and Facilitation certifications, Presentation at Economics Conference in Greece, *On the intellectual development of Nobel Laureate James Buchanan*