



WINGSPAN
P E R F O R M A N C E[®]

Michael Ambrose - Town of Landis

LEADER PERFORMANCE SUPPORT PROGRAM

19 May 2026

PERFORMANCE SUPPORT PROGRAM OUTCOMES

Phase 2: Strategic Influence & Scaling

1. Transition from personal ownership to building leader behaviors that embed accountability across the team.
2. Prioritize "on the business" initiatives, ensuring accountability is exercised at all levels.
3. Refine decision-making frameworks to act decisively when faced with complex, high-stakes variables.
4. Receive ongoing accountability and targeted feedback from a Wingspan Advisor to track progress and adjust strategies
5. Tackle real-time objectives and problems with intentional, productive personal leadership and communication (cross functional)
6. Create safety to generate new ideas and genuine innovation where leaders co-create better solutions.



RECOMMENDED LEADER SUPPORT PROGRAM

Intensive Program consisting of:

Monthly 1:1 Leadership Coaching

- Two 45-min sessions per month
- Deep dive on Inside Game, targeted support for personal leadership performance

Flexible Support Time

- 6 hours total
 - Team Meetings, Additional 1:1s, On-Site Support, Etc.

Wingspan Performance Academy

- One Seat, 12-month access to 6-module digital course

PROGRAM NOTES

12-month initial program commitment starting 1 July 2026

Sessions will be conducted remotely via video call unless agreed to otherwise by both parties

Signatures below reflect agreement with the entirety of the Coaching Agreement below.

Item	Cost
Monthly Program	\$1,990



Signatures

The undersigned parties agree to the terms outlined in this proposal and the Coaching Agreement on the following page.

Michael Ambrose, Town Manager, Town of Landis

Date

Ivan Konermann, VP Ops, Wingspan Performance

Ivan Konermann

Date

2026-05-20

COACHING AGREEMENT

This Coaching Agreement ("Agreement") is between Wingspan Coaching Corporation ("Wingspan") and Town of Landis ("Client"). Wingspan and Client agree to the following:

1. Services, Payment Terms, & Cancellation Fees. Wingspan shall provide Client with the coaching, training, and facilitation sessions and services outlined on this page ("Services"). Wingspan shall determine the way the Services are performed. Any optional components shall only be added after discussion and agreement between Wingspan and Client.

On a monthly basis, Wingspan shall invoice Client for the Services. Client shall pay Wingspan the fees listed. All invoices shall be charged invoiced, net-30. If any Services are cancelled by Client with less than 3 full business days' notice, Client shall be invoiced the pro-rated fee for the cancelled Service. Prices may increase up to 6% each January

2. Termination. Wingspan may terminate this Agreement at any time. Client must provide Wingspan with 30 days' notice should Client desire to terminate this Agreement, with notice sent via e-mail to Wingspan signatory on previous page. If this Agreement is terminated before completion of the Services, Client shall pay Wingspan for the Services completed through the date of termination.

3. Intellectual Property Ownership & Use. Wingspan uses proprietary documents and materials in the provision of its Services. All documents and materials are owned solely by Wingspan and all rights are reserved. All materials are provided to Client by Wingspan for noncommercial, personal use and may not be copied, duplicated, altered, or transferred without the advanced, express written approval of Wingspan.

Wingspan may send program information and marketing communications to Client and Client employees, at its election.

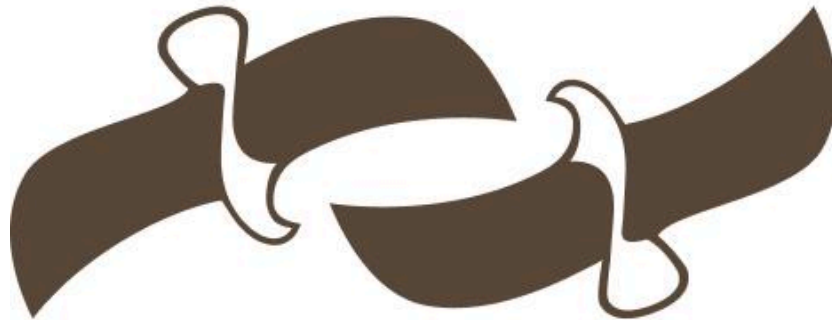
4. Limitation of Liability & Indemnification. While Wingspan has sole control over the provision of Services to Client, Client is solely responsible for the consequences, outcomes, and actions that flow from the Services. Client releases Wingspan from all liability pertaining to the Services rendered pursuant to this Agreement. Client indemnifies, holds harmless, and agrees to defend Wingspan from and against any third-party claims brought against Wingspan that arise from Client's intentional or negligent conduct.

5. Confidentiality. Wingspan shall not release to any person or entity any of Client's personal, business, or other information, except to Wingspan's authorized employees or representatives, as required by law, or after receipt of Client's written authority. Calls may be recorded or monitored for internal training and quality review.

6. Miscellaneous. This Agreement is the entire understanding between the parties and supersedes all previous agreements. This Agreement shall not be changed unless such change is in writing and signed by Client and Wingspan.

North Carolina law governs this Agreement and any disputes arising under this Agreement shall be adjudicated in Mecklenburg County, North Carolina. If breach of this Agreement results in litigation, the losing party in such litigation shall pay the prevailing party's legal fees and costs.

Waiver of a breach of this Agreement or failure to enforce this Agreement on one or more occasions shall not be construed as a waiver of any subsequent breach. Before signing, all parties had an opportunity to review this Agreement with counsel and request any changes. Any ambiguity found in this Agreement shall not be construed against the drafter. If any portion of this Agreement is found to be invalid, then the remaining, valid portions of the Agreement shall still be enforceable.



THANK YOU!

We are excited to partner with you and your team to reach your performance and development goals!

WINGSPAN PERFORMANCE®

Cathy Maday

Founder, President & Owner

Native American Owned, Woman Owned Small Business