



# EAGLE CENTER FOR LEADERSHIP

# PROPOSAL

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Madison Fire and Rescue



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## Contents

<b>Who We Are .....</b>	<b>3</b>
Eagle Center for Leadership.....	3
Our Approach.....	3
Our Team.....	4
<b>Our Services.....</b>	<b>5</b>
<b>Leadership Coaching.....</b>	<b>5</b>
Leadership Level.....	5
<b>Leadership Development Seminars .....</b>	<b>6</b>
Team Trust.....	7
Make A Difference.....	8
Difficult Conversations .....	9
<b>Service Review Conversations .....</b>	<b>10</b>
<b>Financial Overview and Proposal .....</b>	<b>11</b>



## WHO WE ARE

### Eagle Center for Leadership

At Eagle Center for Leadership, we are dedicated to partnering with organizations to invest in developing the leadership abilities of their most valuable asset: their people. Established in the southeast industrial technology corridor, we have provided excellence in leadership development at every level of an organization through coaching, consulting, leadership training and online services since 1999. Our clients are diverse in industry and size, and we have worked with many national and international companies including 3M, PPG, Nucor Steel and Leidos.

Founded under the visionary leadership of CEO, Dr. Larry Little and President, Melissa Hambrick Jackson, we have experienced tremendous growth while remaining faithful to the founding values of excellence in relational leadership, and we have continued to uphold our commitment to making a difference in the lives of leaders and their teams.

### Our Approach

Our team, at Eagle Center for Leadership, works with partners around the world to provide relational one-on-one coaching and to create customized leadership development programs that utilize established and effective tools and concepts. We provide leadership development and coaching for every level of leadership in an organization, from front-line team members to executives. Our results-based tools and methods have been proven to increase the leadership capacity of individuals, teams, and organizations.

We believe in the power of relationships and work with our partners in a way to develop and implement the most effective leadership development plan for each organization and its employees. Our methods are based on a customized approach that is unique to our partner's needs, while remaining founded in proven and widely used concepts and tools.

## Our Team

Our team of highly experienced professionals is dedicated to making a difference in the lives of people. Eagle team members have first-hand experience with increasing overall organizational performance by developing the leadership skills needed by world class of that organizations. Eagle coaches are purposefully chosen for their effectiveness and experience in providing engaging, results-based leadership development through the use of tangible tools and proven concepts and programs. Our Eagle coaches will facilitate growth and leadership in the personal and professional lives of each individual we have the privilege of walking alongside.



## OUR SERVICES

Eagle Center for Leadership products and services fall into three main categories: Leadership Coaching, Leadership Development and Leadership Solutions.

### Leadership Coaching

#### Leadership Level

Leadership coaching provides leaders within your organization a valuable resource for developing leadership skills. It has also been proven to be one of the most powerful tools in maintaining effective leadership.

The greatest asset a leader possesses is the ability to make good decisions. Having someone who is equipped and experienced to walk with employees, speaking into their lives, and asking the right questions brings immeasurable value to an organization's leadership. Establishing a relationship with one of our leadership coaches significantly raises the organization's overall leadership capacity.

Topics addressed by leadership coaches include, but are not limited to:

- Personality awareness and perspectives
- Personal growth strategy
- Team motivation and performance
- Clear and professional communication
- Breaking down silos
- Dealing with consistent change
- Building trust within teams
- Enhancing the productivity with their team
- Developing and sustaining a strong culture
- Creating accountability within team
- Advancing to the next level



## Leadership Development Seminars

Eagle Center for Leadership offers customized virtual, onsite and offsite training experiences and/or seminars aimed at meeting the precise needs of your organization. An Eagle facilitator will tailor and facilitate a customized session to help develop your team's skills and strengthen your organization and employees in the areas they need it most.

Our experienced facilitators will lead team meetings that include, but are not limited to, the following topics:

- Developing key communication skills
- Having the hard conversations
- Dealing with conflict
- Building and navigating strong teams
- Creating sustainable leaders within your team

Our exclusive Eagle Leadership Series was developed by Dr. Larry Little as a tangible tool to help leaders increase their overall leadership capacity and their ability to make a difference in the lives of those they lead personally and professionally, starting with themselves. Leaders who complete the entire Eagle Leadership Series will ultimately increase their self-awareness and learn how to connect with and lead others, increase their influence through accountability, promote continuous growth and leadership, and to effectively repair broken or damaged relationships in order to regain the ability to lead.

The Eagle Leadership Series, like the rest of our services, can be customized to be delivered to your organization. Employees who engage in any of the seminars will be given tangible and effective tools and proven concepts that will increase their leadership abilities.



## Team Trust

Trust is an essential element in all healthy relationships, and the relationships that exist in your team are no different.

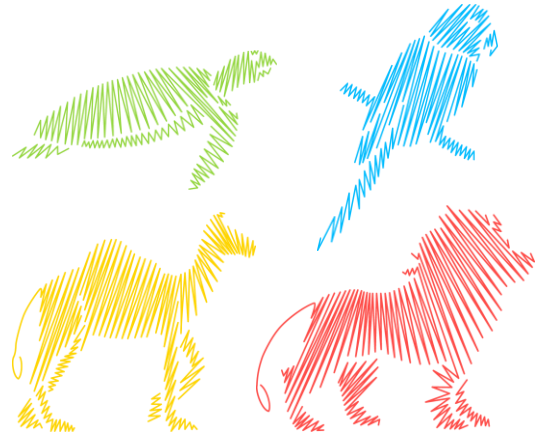
Trust is the glue that can hold a team together through good times and bad. Trust binds people together through a commitment of caring. People not only care for what needs to be done, they also care for the wellbeing of everyone involved.

In this seminar, you will take a closer look at:

- Understanding the importance of connection on a team
- The value of having healthy conflict
- Learn the Five Facets of Team Trust
- Focus on authentic and effective communication strategies
- Increasing engagement, consensus & building cohesiveness
- Align team to strengthen organizational culture
- Identify the team's overall needs
- Clarifying expectations and roles of team
- Provide tools for constructive hard conversations
- Recognize and work with other viewpoints & perspectives
- Learn personality factors in conflict resolution
- Understand and assess the different types of conflict
- The role of the leader in managing conflict
- Identify the dos and don'ts of team behaviors
- Creating a culture of appreciation and collaboration
- Learn the critical practices for successful team dynamics

## Make A Difference

The *Make a Difference* seminar provides an interactive, fast-paced experience geared toward increasing leadership skills in both the personal and professional realms. It contains practical and insightful content that can be applied in diverse environments and situations – any time there is an opportunity to connect with another person.



Participants learn how to apply personality-type research to navigate communication and collaboration more effectively with those they lead. They confront the common myths that drive daily decisions in their relationships and learn simple and powerful tools to debunk those myths. This profound content is presented in an engaging and interactive way, resulting in easily actionable learning and tangible take-away skills for participants. This seminar has proven to be relevant and practical for a wide range of leaders and teams, from those who are highly technical to those who work in people-oriented work settings.

Benefits from *Make a Difference* include:

- Fostering collaboration
- Developing leadership skills
- Increasing employee engagement
- Aligning teams
- Increasing consensus
- Building cohesiveness
- Strengthening culture
- Confronting damaging myths that build silos
- Providing simple, yet powerful tools (applicable immediately in the work force)



## Difficult Conversations

The words challenging, hard, difficult, and sometimes perplexing, comes to mind when thinking about facing critical conversations in our relationships, both professional and personal. The issues surrounding challenging conversations can potentially have a vast impact on our work – discouragement, negativity on our teams, poor morale, and loss of productivity.

Our seminar Difficult Conversations: Destructive to Constructive provides participants with a set of tools that can strengthen and grow their ‘difficult conversation’ muscle which will lead to being more successful having critical conversations.

### **In this seminar, you will take a closer look at:**

- Identifying and understanding the three main components that make a conversation challenging
- Effectively using Only The Facts: 4-Part Process to handling a difficult conversation
- Managing the conversation using your Emotional Intelligence
- Maintaining a Growth mindset
- Understanding your responsibility by living The Inner Game
- Provide tools for constructive hard conversations
- Role playing scenarios to help guide conversations from being Destructive to Constructive for you and the other party

## Service Review Conversations

As part of the leadership development support you receive from Eagle Center for Leadership, we strive to facilitate consistent, open communication and feedback opportunities with you regarding the services being delivered to you and your team. Throughout the duration of your contract period, we will meet with you to provide:

- Opportunity for us to listen and hear your thoughts
- Updates on recent services being delivered
- Qualitative and quantitative data points from your team
- Qualitative and quantitative data points from our coaches and/or facilitators
- Discuss areas to pivot around your changing needs
- Brainstorm solutions and new tools to support your team

This rhythm of communication will allow us focused time to listen and connect with you as we are walking side-by-side with your most valued asset – your team.

## FINANCIAL OVERVIEW AND PROPOSAL

Eagle Center for Leadership proposes the following services for Madison Fire and Rescue based on conversations and information provided about your department's unique needs. These services provide a tiered approach aimed at each level of leadership.

**Proposal Submission Date:** May 21, 2025

**Proposal Valid Through:** July 20, 2025

**Services Duration:** Six months – date TBD based on client need

PRODUCT/SERVICE	UNIT QTY	UNIT PRICE	DISC	MFR RATE	TOTAL PRICE
Team Trust Seminar <i>In-Person Delivery by ECFL Credentialed Facilitator</i> <i>Up to three (3) hours of content</i>	1	\$3,950	10%	\$3,555	\$3,555
Leadership Development Seminar <i>Content TBD based on needs of department leaders</i> <i>In-Person Delivery by ECFL Credentialed Facilitator</i> <i>Up to three (3) hours of content</i>	1	\$3,950	10%	\$3,555	\$3,555
Leadership Level Coaching <i>Hourly rate for leadership coaching for up to seven (7) individuals</i> <i>One session per month for six (6) months</i>	42	\$290	10%	\$261	\$10,962
Sub-Total					\$18,072

*Monthly Billing Amount (6 installments, plus expenses): \$3,012.00*

**\*Additional expenses to be paid by Madison Fire and Rescue** (this includes any books and resources used in proposed services, as well as travel expenses including, but not limited to, airfare, hotel, ground transportation, shipping expense and meals.) This contract may be cancelled by either party **within thirty (30) days' notice**. To implement this proposal, **please sign and return the corresponding Service Order Form**.

Thank you for your trust and partnership to invest in the leadership and lives of your team.  
**Together, we can make a difference.**