



Legislation Text

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DATE: May 31, 2019

TO: Board of Mayor and Aldermen

FROM: Eric Stuckey, City Administrator
Kevin Townsel, Human Resources Director

SUBJECT:

*Consideration of COF Contract No. 2019-0180 with Cornucopia Consulting Group For Leadership Development Training in an amount of \$39,150.

Purpose

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning a consultant agreement with Cornucopia Consulting Group to provide professional development training for the City's employees.

Background

The City has identified a need for leadership development for our current and rising supervisors who aspire to grow within the organization. This professional and leadership development will allow our leaders/supervisors to evolve and grasp a new perspective on their role as a leader in the organization. It is the City's mission to train leaders to better engage with employees and strive to set an example for others. With this training series, our goal is to increase employee engagement, productivity and promote a continuous learning and leadership development environment for all City team members.

The Cornucopia Consulting Group's mission, in combination with the City's five key principles, will provide an outlet for the development of our team. The goal is to continue delivering the highest quality customer service by applying best practices from a team of industry experts. Cornucopia Consulting Group will provide solutions to our City employees in the following areas: (1) leadership & professional development; (2) project management; (3) building inclusive teams; and (4) customer service. These important focus areas will enable our leaders to have a better understanding of their role and how to adapt to the industry's trends.

Financial Impact

For twelve (12) sessions over a one (1) year term, the consultant agreement is for \$39,150. Funding for this effort is included in the both the approved FY19 and proposed FY20 general fund (Human Resources) budgets.

Recommendation

Staff recommends approving the City's use of consulting services with Cornucopia Consulting Group.