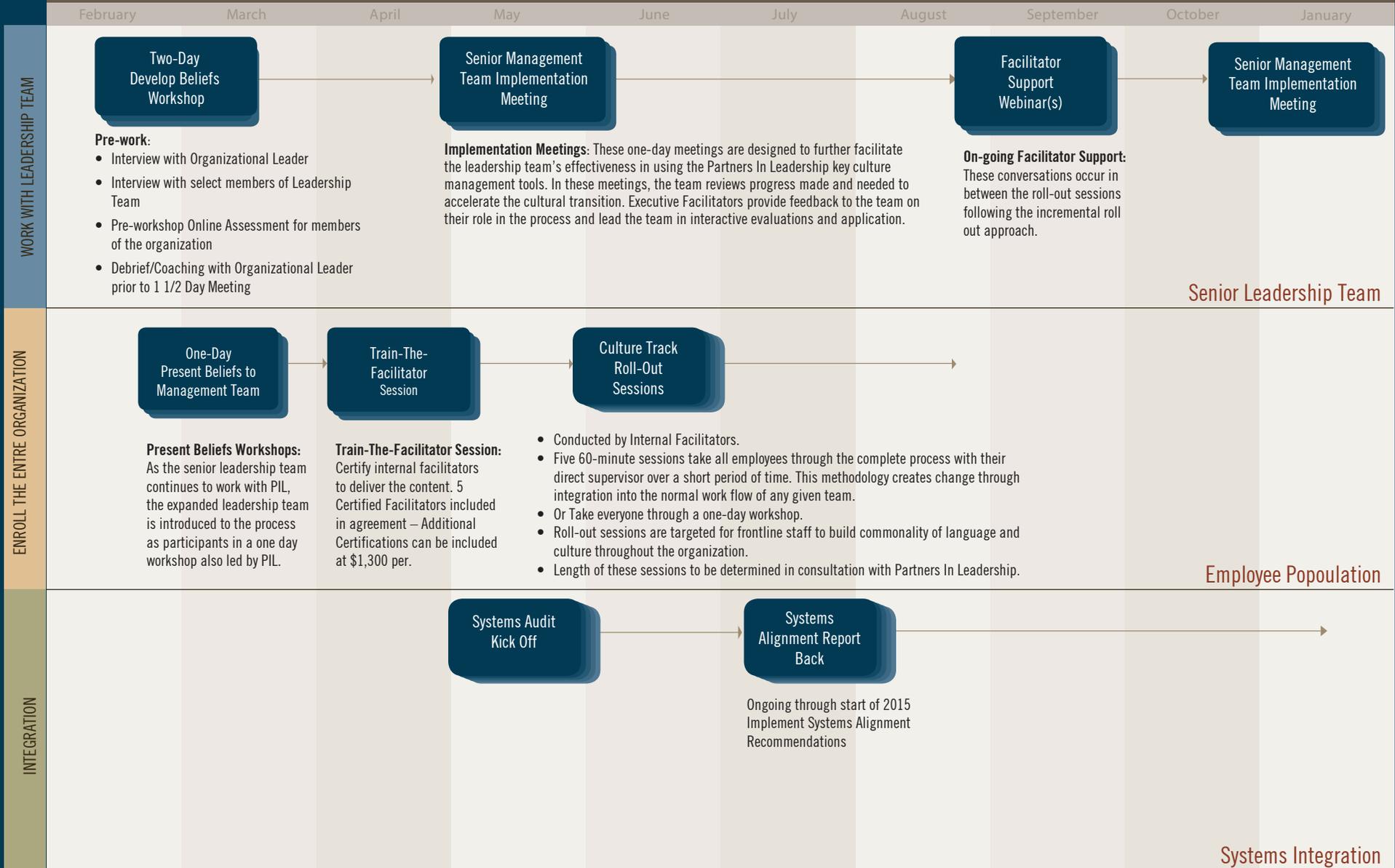


2014-2015 CULTURE TRACK TIMELINE



STEP 1: START WITH THE SENIOR TEAM

Activity 1.1: Senior Team Assessment

Assess the current Peralta Community College District culture with interviews and the Partners In Leadership Organizational Culture Assessment, debrief findings with the Organizational Leader, and prepare the leadership for the role they will play in the Two-Day Develop the Cultural Beliefs Workshop, as well as in subsequent implementation.

\$10,000 - Waived

Activity 1.2: Develop the Cultural Beliefs Two-Day Workshop

Conduct the Two-Day workshop for the Peralta Community College District Senior Leadership Team. A two-person project team approach will be implemented by Partners In Leadership. No per person fee for the Develop Beliefs Workshop. Participants will be somewhere in the 30 range.

\$20,000

Activity 1.3: Senior Leadership Team Integration Meetings

Conduct three (3) One-Day Senior Leadership Team Integration Meetings, one at 45 Days, one at 90 days, and one at 120 days following the initial two-day workshop. (\$10,000 per day x 3 days = \$30,000). Participants will include the participants from the Develop Beliefs Workshop.

\$30,000
(3) 1-Day Meetings

Activity 1.4: Partners In Leadership Implementation Tools Website Access

With an enterprise-wide license in force, participants of the Culture Track Training receive access to this powerful retention tool website for the term of the License.

Included with License

STEP 2: NEXT LEVEL MANAGEMENT IMPLEMENTATION

Optional Activity 2.1: Present the Cultural Beliefs Workshop

Conduct The Present the Cultural Beliefs One-Day Workshop for Direct Reports of the Senior Leadership Team at Peralta Community College District. A two-person project team approach will be implemented by Partners In Leadership (\$10,000 per day). Up to 30 participants (\$220 per participant after 30).

\$10,000

Activity 2.2: Train-The-Facilitator One-day Workshop

Conduct the Partners In Leadership Culture Track Training Facilitator Certification Workshop. A two-person project team approach will be implemented by Partners In Leadership.

\$10,000

Certify five (5) facilitators @ \$1,300 per facilitator. (\$1,300 per facilitator certified X 5 = \$6,500)

\$6,500 - Waived

STEP 3: ENGAGE THE ENTIRE ORGANIZATION

Activity 3.1: Operationalize and Sustain - Multi-Year License

Non-Exclusive Three-Year License, Train all 1,140 employees within Peralta Community College District in the CULTURE Track (\$200 per person – 3 Year Term)

\$228,000

Standard Branding Package Investment \$5,000

Standard Branding Package - This package allows Peralta Community College District to customize the PILtools.com system by adding their logo, changing header color, changing footer color, changing the main page banner image, and modifying the email banner.

\$5,000 - Waived

Standard Integration Package Investment \$8,000

Standard Integration Package - This package eliminates the need for Peralta Community College District to use access codes or log in to our PILtools.com system separately which greatly simplifies its use. It also adds the entire District employee list (all that are included in the license) to the PILtools.com system at one time so that Peralta can easily use the tools with those who have been through the training AND those who have not yet been through the training. This package also includes both the authentication and notification module as well as the data synchronization process needed to accomplish this integration.

\$8,000 - Waived

Total Investment for Activities 1.1 through 2.2, Standard Branding Package, and Standard Integration Package Investment \$99,500

\$99,500
Discounted to \$70,000

Total Investment

\$298,000