



## 5 HNW a Ybh7

### City of Arden Hills Strategic Retreat Proposal

Based on the request of a facilitated strategic planning session and a team building training, below are proposed tiers. Tiers can be customized based on the client's time, budget, and retreat goals.

#### Tier 1

- Pre-Planning Session
  - Half-day, in-person planning to establish specific retreat goals and outcomes and discuss team building session success metrics.
- Team Building Session
  - Half-day, facilitated discussion to establish staff and leadership tenants and values
  - Half-day, customized staff training to address communication, boundaries, and build rapport
- Strategic Planning
  - Full day, in-person facilitated session to establish strategic plan with post-session recommendations
- Phone follow up at 3 months
- Optional revision of plan at 9 months for 2021

#### Tier 2

- Pre-Planning Session
  - Full-day, in-person planning to establish specific retreat goals and outcomes and discuss team building session success metrics.
- Team Building Session
  - Half-day, facilitated discussion to establish staff and leadership tenants and values
  - 2, half-day, customized staff trainings to address communication, boundaries, and build rapport with exercises between trainings to help solidify learnings
- Strategic Planning
  - Full day, in-person facilitated session to establish strategic plan with post-session recommendations
- Phone follow up at 3 months and in-person follow up at 6 months
- Optional revision of plan at 9 months for 2021
- Optional 1-1 professional development coaching sessions for staff/leadership

#### Tier 3

- Pre-Planning Session
  - Half-day, in-person planning to establish specific retreat goals and outcomes and discuss team building session success metrics.
- Team Building Session
  - Individual staff and leadership interviews (employee satisfaction) with anonymous and summarized report done over the course of two days
  - Half-day, facilitated discussion to establish staff and leadership tenants and values (based on interview report)
  - 2, half-day, customized staff trainings (based on interview report) to address communication, boundaries, and build rapport with exercises between trainings to help solidify learnings
- Strategic Planning
  - Full day, in-person facilitated session to establish strategic plan with post-session recommendations
- In-person meetings follow up at 3, 6, and 9 months
- Optional revision of plan at 9 months for 2021
- Optional 1-1 professional development coaching sessions for staff/leadership