



Inclusive Leadership (Diversity-Equity- Inclusion) Agreement



Apogee Leadership Group, LLC
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Apogee Leadership Group, LLC

INCLUSIVE LEADERSHIP DIVERSITY-EQUITY-INCLUSION AGREEMENT

Prepared for:

Craig Heath, Superintendent

Tim Hamman, Assistant Superintendent

Mentor Exempted Village Schools

Date: 3 October 2022

PREPARED BY

Mike & Toni Nwankwo

Apogee Leadership Group, LLC

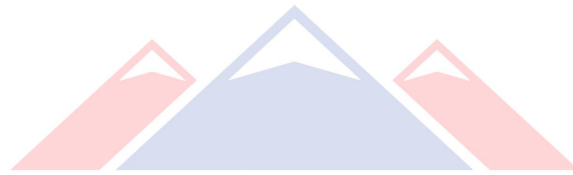
Mike.Nwankwo@apogeeleader.com

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INTRODUCTION

As a licensed Leadership Coach and Diversity and Inclusion trainer, we are pleased to present Mentor Exempted Village Schools with this agreement.

Inclusive Leadership (Diversity, Equity, & Inclusion) Consultation & Workshops... **\$29,700.00**



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Inclusive Leadership (Diversity, Equity, & Inclusion) Consultation and Workshops

Description: Apogee Leadership Group, LLC (Apogee LLC) will serve as the Diversity, Equity, and Inclusion (DEI) coach for Mentor Exempted Village Schools acting in the capacity of a consultant pursuant to ORC 3317.17 and as an independent contractor. In this role, Apogee LLC will provide DEI awareness and sensitivity training for the administrative and certified staff of Mentor Exempted Village Schools. As the DEI coach and acting independent contractor, Apogee LLC will work collaboratively with the Superintendent to provide the necessary guidance and support to staff to meet the needs of the diverse student population of the school district. Apogee LLC will answer directly to Mr. Craig Heath, Superintendent and/or Mr. Tim Hamman, Assistant Superintendent.

Further, Apogee LLC is retained to train 15 – 25 senior leaders in Inclusive Leadership. We bring over 20 years of corporate training experience plus resources from our expert team. We will lead your staff through an in-depth training of Diversity, Equity, & Inclusion and conduct monthly 2-hour table topic workshops. As a result of this training your organization and your team will significantly increase their awareness of this vitally important topic in the workforce today. They will learn the tools necessary to become a more inclusive leader enabling a more inclusive culture.

Performance: The principals (Michael “Mike” Nwankwo and Toni Nwankwo) of Apogee LLC will be available for up to 15.0 days of the 2022-2023 school year. The effective date of the contract shall be October 3, 2022 through June 30, 2023. Unlimited phone and/or Zoom consultation for the Superintendent and his staff shall be in effect for the same contract period. The principals agree to present and facilitate Inclusive Leadership training for up to twenty-five (25) senior leaders. Apogee LLC also agrees to coordinate the details of this program with Mr. William Porter (Superintendent) or his designee. Mentor agrees to provide the necessary equipment for each employee to connect to the training with high-speed broadband internet access to accommodate online video streaming. Consultation may be made virtually or in-person. Apogee LLC will also consult with various Cardinal groups.

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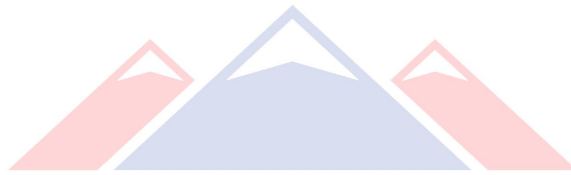
Training & Development:

Administrative Team Development	up to 13 days
Certified Staff Training	up to 5 days
Entry Year Teacher Development	up to 2 days
Classified Staff Training	up to 3 days
Classified Training	up to 2 days

Superintendent's Cabinet (Inclusive Leadership)

Session 1:	The PCIHO Model of Cultural Change	
Session 2:	Why Diversity and Inclusion?	
Session 3:	The Inclusive Leader, part 1 of IGNITE ACTION	
Session 4:	The Inclusive Leader, part 2 of IGNITE ACTION	
Table Topics Workshops (see Appendix B)		monthly

Investment:



\$29,700.00

Terms: **\$15,700.00** due upon signing of the contract.
\$ 2,000.00 due on the 15th of each month from November 2022 – May 2023

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\$2000.00 due on the 15th of every month from November 2022 – May 2023 (November 2022, December 2022, January 2023, February 2023, March 2023, April 2023, and May 2023)

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Consultation or Workshop Agreement

This agreement is between *Apogee Leadership Group, LLC (aka Apogee LLC)*, and *Mentor Exempted Village Schools (aka Mentor)*, 6451 Center St, Mentor, OH 44060.

Mentor agrees to retain the services of *Apogee LLC* to serve as a coach/consultant and deliver workshops to the district.

In exchange for the products and services provided, *Mentor* agrees to compensate *Apogee LLC* as follows:

Investment: **\$29,700.00**

Terms: **\$15,700.00** due upon signing of the contract.
\$ 2,000.00 due on the 15th of each month from November 2022 – May 2023

This constitutes the entire agreement between both parties.



Apogee Leadership Group, LLC

3 October 2022

Apogee Leadership Group, LLC
Mike Nwankwo, Founder & CEO

Date

Mentor Exempted Village Schools
Craig Heath, Superintendent or
Tim Hamman, Assistant Superintendent

Date

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APPENDIX A

Brief Descriptions of Sessions

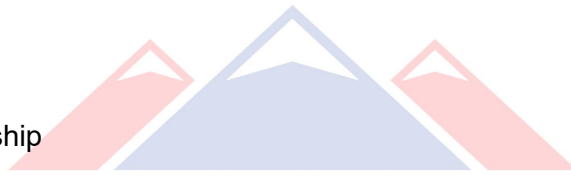
- ❖ **The PCIHO Model of Cultural Change** – Create an awareness in participants using a framework to describe the roles people assume during cultural change – pioneer, champions, influencers, hesitators, & obstructers.
- ❖ **Why Diversity and Inclusion?** – The business case for D & I, who needs it and why?
- ❖ **Inclusive Leadership → *IGNITE ACTION***
 - **The Inclusive Leader (*IGNITE*)** – A deep dive on Inclusive Leaders' character:
 - **I** – Integrity Based
 - **G** – Godly (Great) Core Values
 - **N** – Noble Intentions
 - **I** – Incorruptible Principles
 - **T** – Transparent Actions
 - **E** – Ethics Driven
 - **The Inclusive Leader, part 1 (*ACT*)** – A deep dive on Inclusive Leadership traits:
 - **Awareness of Biases** – unconscious biases are real, and everyone has them. Inclusive leaders seek to make the invisible visible to mitigate their own biases as well as biases that have become institutionalized.
 - **Courageous Humility** – great leaders are humble enough to realize they do not know it all. They surround themselves with very capable people and have the courage to ask for help. They have a willingness to try new things and different approaches.
 - **Tenacious Curiosity** – good leaders ask great questions. They use questions to improve their leadership capabilities and the overall performance of their teams. They are open to ideas and worldviews of others. They are comfortable with discomfort.
 - **The Inclusive Leader, part 2 (*ION*)** – A deep dive on Inclusive Leadership traits continued:
 - **Inspiring Commitment** – for cultural transformation to occur, leaders must not only be committed, but their commitment must also be visible and contagious. They share an inspired vision of what can be and what must be.
 - **Obsessive Collaboration** – leaders understand the power of teamwork in the micro (internal teams) and macro (extended or external teams) environments. They are connected and work to build political capital to be used for good.
 - **Navigating Cultural & Social Norms** – leaders who are committed to diversity know how important inclusion is. They seek to learn about and respect other cultures and can behave appropriately in various contexts. They actively seek out various perspectives.

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APPENDIX B

Potential Monthly Table Topics

- ❖ Awareness of Biases
- ❖ Courageous Humility
- ❖ Tenacious Curiosity
- ❖ Inspiring Commitment
- ❖ Obsessive Collaboration
- ❖ Navigating Cultural & Social Norms
- ❖ The Make-up of Good Leaders (*IGNITE*)
- ❖ Discovering Your Values
- ❖ Leading through a Crisis
- ❖ Transformational Leadership
- ❖ Understanding & Using Privilege for Good
- ❖ Developing Vision & Mission Statements
- ❖ Developing Other Leaders
- ❖ Any topic agreed upon by both parties



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