

FOURTH AMENDMENT

THIS THIRD AMENDMENT to the Agreement is entered into by and between Zelle, LLC, a Nebraska limited liability company (hereinafter referred to as “the Contractor”) and the County of Lancaster, Nebraska (hereinafter referred to as “the County”). Collectively the County and the Contractor may be referred to as “Parties,” and individually each may be referred to as a “Party.”

WHEREAS, on April 30, 2019, the Parties entered into an Agreement pursuant to County Contract No. C-19-0346, for the services of a qualified professional to provide on-site training for the County’s Leadership Academy;

WHEREAS, on July 30, 2019, the Parties amended the Agreement to add ten (10) hours of additional professional services for a Culture Assessment and On-Site Strategic Development Sessions;

WHEREAS, on October 8, 2019, the Parties amended the Agreement to add six (6) hours of additional professional services for a Culture Assessment and On-Site Strategic Development Sessions;

WHEREAS, on January 14, 2020, the Parties amended the Agreement to add eleven (11) on-site training sessions for eleven (11) different topics over the course of eleven (11) months;

WHEREAS, the County hereby amends the Agreement to obtain an additional twelve (12) on-site training sessions for twelve (12) different topics over the course of twelve (12) months as provided for in Attachment A;

WHEREAS, the expenditure for these twelve (12) on-site training sessions is not to exceed \$7,200 and the fees for an estimated thirty (30) DiSC assessments is not to exceed \$1,050; and

WHEREAS, the revised contract total is not to exceed \$22,450;

NOW THEREFORE, in consideration of the mutual covenants contained in the Agreement, all amendments thereto, and as stated herein, it is agreed by and between the Parties as follows:

1. The County hereby amends the Agreement to obtain an additional twelve (12) on-site training sessions for twelve (12) different topics over the course of twelve (12) months as provided for in Attachment A.
2. The expenditure for these twelve (12) on-site training sessions is not to exceed \$7,200 and the fees for an estimated thirty (30) DiSC assessments is not to exceed \$1,050.
3. The revised contract total is not to exceed \$22,450.
4. All other terms of the Agreement and any amendments thereto, not in conflict with this Second Amendment, shall remain in full force and effect.

The Parties do hereby agree to all the terms and conditions of this Third Amendment. This Third Amendment shall be binding upon the Parties, their heirs, administrators, executors, legal and personal representatives, successors, and assigns.

EXECUTED this _____ day of _____, 2021, by Contractor.

By: _____

Name: _____

Title: _____

EXECUTED this ____ day of _____, 2021, by County.

By: THE BOARD OF COUNTY
COMMISSIONERS OF THE COUNTY OF
LANCASTER, NEBRASKA

APPROVED AS TO FORM
this ____ day of _____, 2021.

Deputy County Attorney
for PAT CONDON
Lancaster County Attorney



July: DiSC® Workplace Profiles

The Everything DiSC® Workplace Profile provides participants with valuable insights that unlock engagement and inspire effective collaboration. In this personalized, 20-page profile, participants will explore the priorities that drive their behavior, learn what comes naturally and what might be challenging when interacting with others, and gain actionable strategies to strengthen their interpersonal interactions at all levels in the workplace.

Participant Take-Aways:

- » Discover their own DiSC® style: recognize the priorities, motivators, and stress triggers that shape their workplace experience.
- » Explore other styles: understand the differences and similarities among the DiSC® styles.
- » Identify strategies to make more meaningful connections with colleagues of various styles and work more effectively to reduce tension, solve problems, and contribute positively to their organizations.

August: Leading with Emotional Intelligence & Growth Mindset

Emotional Intelligence (EQ) is the foundation of leadership. We will evaluate the four distinct competencies of emotional intelligence. The participants will evaluate themselves in each of these competencies. We will also discuss versatility, emotional hijacking, and the importance of empathy. In addition, participants will focus on strategies to continue building a growth mindset using EQ to best achieve long-term personal and professional leadership goals. Participants will walk away with both EQ strategies and actionable items they can use and implement in their leadership capacity.

September: Critical Conversations: Using DiSC® to Build Effective Relationships

It is critical that every employee in your organization knows where they stand. Providing accolades is easy to do, however giving employees feedback on how they can improve their performance can be a challenge. Naturally as people we tend to avoid conflict. In this session, we will discuss how we can best use our knowledge of DiSC styles to better engage our team, manage conflict, and create effective relationships. We will create personalized strategies that participants can incorporate into their daily interactions and discuss best practices that can be implemented following the session.

October: Leading vs. Managing – Personal Leadership Statements

Leading vs. Managing is a trending topic in the training and development world. Most presentations that discuss these topics together state that you must provide one or the other. In this session, we will discuss how both are applicable, and even the best leaders must manage. Using both concepts, we will identify the skills needed to influence and motivate employees. Participants will also develop an individual leadership strategy & statement utilizing components from core value creation and goal setting to describe their personal leadership styles and as an anchor for accountability and personal growth.

November: The Effects of Unconscious Bias

Our brain creates unconscious bias automatically, based off our past experiences and familiarity. What we do with these biases will determine our everyday interactions in the workplace. In this session, we will learn how to combat unconscious biases and filter these biases through the context lens.

December: The Art of Delegation and Avoiding Burnout

Effective delegation is an essential skill to be a successful leader. By delegating to others, we can increase our team potential, deepen individual accountability, and make the best use of our time to avoid burnout. In this session, we will focus on strategies you can use to help your team reach their goals by understanding appropriate times to delegate, recognizing the signs and implications of burnout, practicing our approach to transition tasks, and ensuring adequate allocations are made.

January: Leading Through Change

In this session, we will discuss the change process and how it drastically affects people. The human element in change management receives the least amount of attention. It is imperative that leaders know and understand the cognitive process we go through during change. Participants in this session will have a better understanding of change management, thus empowering them to better handle the process itself and better lead others through change at work.

February: Power of Influence - Transformational Leadership

The power of influence gives you the ability to motivate and inspire. A vital component of leadership is the ability to influence; the best leaders are those who can use the power of influence to initiate positive change. When utilized effectively, influence allows you to be key drivers in impacting people, businesses, and processes, while getting the results you want through behavioral change. The traits people possess that allow for the power of influence are crucial when identifying the difference between a leader and a manager. In this session, we will discuss the Transformational Leadership Model by Bass and Avolio. This model will provide participants with context and action items to improve their leadership capacity.

March: Ethical Decision Making

Making ethical decisions as a leader seems like it would be an easy thing to do. However, most people do not realize the process their brain goes through when faced with an ethical dilemma. In this session, we will work through the inherent decision-making process we go through as humans and apply that to the ethical decisions we make in the business world.

April: Adversity Quotient

Known as the most widely used way to measure human resilience, AQ is one of the most important cognitive traits a person can have in business. Having AQ will enhance productivity, problem solving, engagement, and leadership. In this training, we will discuss how to enhance your AQ, how to detect AQ in the recruiting process, and how to reward and recognize the individuals who have high AQ within your organization.

May: Servant Leadership

In this session, we will focus on the seven pillars of servant leadership. This model provides context around the key components we must express as leaders to illustrate servant leadership to those around us. Managers will leave with a framework of servant leadership and actionable items to provide positive impact in their leadership practice.

June: Celebration- Present Personal Leadership Statements

In this session, participants we will celebrate the successful completion of the leadership program. Participants will present their personal leadership statements and share tangible outcomes of the training concepts that they will be able to use in their own leadership capacity.