

COURSE OUTLINE – DAY FOUR (HALF-DAY)	OUTCOMES	TIMING (Minutes)
COMPETENCY SEVEN: DEVELOPING OTHERS		
Opening Session ■ Review of Accomplishments and Assignments from Day Three ■ Day Four Expectations and Outcomes ■ Focus Areas	Participants review key learnings from Day Three and agree on expectations and requirements for Day Four	15
Module Thirteen: Understanding Employee Development and Mentoring 13.1 Human Capital Development Principles 13.2 Mid-Managers' Role in Developing Others 13.3 People Engagement and Development Best Practices	Participants will understand their role in developing others and how to provide effective performance feedback	45
Case Study Eight: Engaging the Development Cycle	Participants work in small groups to address and present results of case study	45
Break		15
Module Fourteen: Implementation Steps for New Competencies	Participants work in small groups to address and present results of case study	60
Closing Session ■ Day Four Evaluation ■ Team Project and Networking Assignments		30

8.0 COURSE COST: The cost proposal shown below is based on the agreed cost framework presented in JAELI's September 13, 2007 proposal. JAELI will proceed to develop and deliver the three and a half day mid-manager's training curriculum to approximately 1,200 County managers, beginning December 2, 2008. **The per-session cost is discounted for sessions six through twenty-four.** Please note that in order for training to begin on December 2, 2008, notice to proceed must be received not later than November 6, 2008. Cost elements include:

1. Customized Development of 3.5-Day Curriculum and Materials in Seven Competency Areas for Mid-Managers
2. Preparation, Planning, and Customized Delivery of 3.5-Day Curriculum to 50 Mid-Managers Per Session (Two Instructors/Facilitators)
3. Customized Materials for Each Participant Covering Seven Competency Areas and a copy of Dr. Johnson A. Edosomwan's book "World-Class Leadership Competencies"
4. Course Evaluation, Feedback, and Reporting for Each Training Session
5. Continuing Education Units (CEUs) from the University of Miami

Cost for Each 3.5-Day Training Session (Items 1-4 above)	\$79,502.50 Per Class (Sessions 1-5)
Cost for Training Facilities and Other Direct Costs (Knight Center)	\$14,000.00 Per Class Additional
Cost Per Person Per Day of Training	\$534.30
<u>Discounted</u> Cost for Each Remaining 3.5-Day Training Session	\$57,130.50 Per Class (Sessions 6-24)
Cost for Training Facilities and Other Direct Costs	\$14,000.00 Per Class Additional