

Item 1148-25 Alderman Weidner

Department Impacted: HR/All Departments

City to implement quarterly “in-person” leadership development trainings on topics related to helping managers be more effective leaders. This should be mandatory for all managers with direct reports, specifically those with Director, Deputy, Manager, or Supervisor titles because “People don’t leave jobs, they leave managers”. I believe the training would be included at no cost under the current CVMIC contract (below is based on my observations of problem areas). No Cost?

1 ETHICS: Doing what’s right when no one is looking

2 SUPERVISOR TRANSITION: From bud to boss

3 DISCIPLINE: The Supervisor’s Role

4 PERFORMANCE EVALUATIONS: Evaluating talent fairly and effectively

Fiscal Note: Using outside agency would cost from \$30,000-\$55,000. There is no funding source listed for this item, **additional costs added to the budget would violate resolution 0567-25**