GRIFFOX CONSULTING

BBB Rating: A+

EMPOWERING LEADERS. TRANSFORMING ORGANIZATIONS.

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Leadership Cohort Programs for Public-Sector Agencies

Public-sector organizations need steady, aligned leadership at every level. GRIFFOX Consulting strengthens leadership capabilities across departments through structured cohort programs that build trust, collaboration, and practical skills for today's public-sector challenges. Our programs use the GRIFFOX Layered Cake Model™, combining learning, peer collaboration, and real-world application in a clear, step-by-step development journey.

What Is a Leadership Cohort?

A leadership cohort is a guided development series for 8–25 participants who grow together over several weeks or months. Cohorts combine training, coaching, reflection, and applied assignments to build long-term leadership capacity. Ideal participants include:

- Emerging leaders
- New or first-time supervisors
- High-potential staff
- Managers stepping into broader responsibilities
- Cross-functional teams

What Makes the GRIFFOX Cohort Approach Different?

Our cohort design follows the GRIFFOX Layered Cake Model™, ensuring a practical, measurable progression:

Foundation — Baseline assessment, expectations, team dynamics
Framework — Tools, models, behavioral standards, stakeholder perspectives
Implementation — Applying lessons on the job
Reflection — Evaluating progress, identifying gaps, and adjusting course
Goal — Achieving the desired leadership outcomes for the agency

Our model strengthens agency-wide consistency and creates long-term leadership stability.

Why This Matters for Public Agencies

Public-sector agencies use cohorts to align leadership practices, strengthen communication, and build a reliable pipeline of future leaders.

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COHORT PROGRAM OPTIONS

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6-Week Foundations of Public-Sector Leadership

Short, focused series for new leaders or emerging talent.

- Leadership vs. management in public service
- Communication and clarity
- Accountability and expectations
- Understanding team needs and organizational priorities

12-Week Emerging Leaders Cohort

For high-potential staff preparing for future leadership roles.

- Strategic thinking and systems awareness
- Cross-departmental collaboration
- Change readiness and leading improvement initiatives

8-Week Supervisor & Team Leader Cohort

Designed for supervisors managing frontline or operational teams.

- Delegation and workload management
- Coaching and performance conversations
- Managing conflict and difficult situations

Year-Long Leadership Academy

For agencies wanting to build a structured, ongoing leadership pipeline.

- Quarterly workshops
- Monthly cohort sessions
- Individual and group coaching
- Capstone improvement projects
- Reflection and evaluation cycles

Cohort Outcomes - Agencies typically see:

- Stronger communication and alignment
- Higher confidence in leadership decisions
- Better cross-departmental collaboration
- Reduction in workplace friction or silos
- Stronger accountability and expectations
- Identifiable improvements in team culture and morale

Programs support long-term retention and help build consistent leadership expectations across divisions.

> *I highly recommend GRIFFOX Consulting. They delivered high-quality services and exceeded expectations throughout the project.*
>
> **R. Bedford,**
> **Project Administrator VP**
> **Kansas City, MO**
> **Health Department**

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SUPERVISOR & MANAGER DEVELOPMENT PROGRAMS

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Supervisors and managers have the greatest day-to-day impact on performance and service quality. Yet many receive limited leadership training. GRIFFOX Consulting offers practical, structured programs tailored for public-sector supervisors.

Program Focus Areas

Programs are customized based on agency needs and may include:

- Communicating expectations clearly
- Coaching and holding staff accountable
- Navigating performance or behavior challenges
- Managing conflict in a public-service environment
- Understanding compliance, rules, and boundaries
- Delegation and team/workload planning
- Running effective team meetings
- Strengthening engagement and morale
- Supporting staff through change

The programs are focused on reducing day-to-day performance issues and improving team consistency. Directors benefit from clearer expectations and fewer recurring supervision challenges.

Training Formats

Programs can be delivered in multiple formats and adapted to your agency's schedule, staffing, and locations. We guide you through setup, scheduling, and communication to ensure smooth participation and strong engagement.

Half-Day Workshops
Quick, high-impact sessions on a specific skill, e.g., conflict management or high-impact coaching

Full-Day Training Sessions
Ideal for comprehensive topics such as team leadership, culture, communication, or customer service in public service.

Skill Clinics (Customized)
Short, concentrated 60–90 minute workshops for targeted improvements.

4-Week Supervisor Boot Camp
Weekly 2-hour sessions focused on:

- Expectations & accountability
- Communication & coaching
- Managing difficult situations
- Team alignment & follow-through

Monthly Supervisor Roundtables
Ongoing facilitated sessions to review cases, solve problems, and reinforce leadership tools.

Modules use real scenarios from your agency so supervisors can apply new skills immediately in daily operations.

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ADDITIONAL INFORMATION

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Facilitating Approach - Our training approach is practical, interactive, and grounded in real public-sector work. We focus on:

- Clear, actionable tools
- Realistic case examples
- Hands-on exercises and group discussion
- Immediate application to day-to-day leadership situations

Measuring Success - We track progress using simple, public-sector-friendly methods:

- Pre/post reflections
- Supervisor feedback
- Behavior observations on the job
- Improvements in communication, consistency, and teamwork

Outcomes are discussed with agency leadership to confirm progress and identify next steps.

Delivery Methods

- In-person workshops and cohort sessions
- Virtual delivery via Teams or Zoom
- Hybrid models for distributed teams
- On-site retreats for leadership kickoffs or midpoint sessions

All formats include participant materials and digital resources.

Pricing Ranges - Pricing varies based on program length, format, and the number of participants. Typical options include:

- Half-day or full-day workshops
- Multi-week cohort series
- Annual leadership academy packages

Exact costs are provided after a short discovery conversation to confirm needs and scope.

Logistics - We handle scheduling, materials, communication, and attendance.
Customization - Programs adapt to agency goals, timelines, and group size and align with public-sector procurement requirements.
Process - A short discovery call ensures an aligned proposal and clear expectations.

All programs align with standard public-sector procurement and reporting expectations.

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PROGRAM STRUCTURE & PRICING GUIDELINES

Our pricing is based on program length, delivery format, and the number of participants. This page gives agencies a clear starting point while keeping flexibility for formal proposals and procurement processes.

Typical Investment Ranges

Half-Day Workshop
$2,500 – $4,500; Includes facilitation, materials, and up to 25 participants.

Full-Day Training Session
$4,500 – $7,500; Ideal for deeper topics such as leadership, culture, or change readiness.

4-Week Supervisor Boot Camp
$9,500 – $14,500; Weekly 2-hour modules, coaching, and participant materials.

6–12 Week Leadership Cohort Series
$12,500 – $28,500; Depends on length, number of modules, and group size.

Leadership Academy (6–12 Months)
$24,000 – $65,000; Includes workshops, monthly cohort sessions, coaching, & capstone projects.

All programs include:

- Program design and customization
- Participant package, tools, and templates
- Session summaries for agency leadership
- On-the-job assignments
- Digital resources and follow-up materials
- Communication support (agendas, reminders, participation tracking)

FACTORS THAT INFLUENCE PRICING

Pricing is customized based on:

- Number of participants
- Number of modules/sessions
- In-person vs. virtual delivery
- Travel needs
- Depth of customization
- Inclusion of assessments or coaching

We support common public-sector procurement requirements:
Fixed-price proposals | Hourly or daily rate structures | Multi-year agreements | Purchase orders
Sole-source justification support | Performance measures and reporting

Ready to elevate your leadership and organizational performance? Let's connect.

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