

**RESOLUTION NO. R-2025-124**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BASTROP, TEXAS, AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH LEADWELL, INC. FOR LEADERSHIP TRAINING SERVICES IN AN AMOUNT NOT TO EXCEED \$15,200 IN FISCAL YEAR 2025 AND \$30,400 IN FISCAL YEAR 2026, FOR A TOTAL AMOUNT NOT TO EXCEED \$45,600; PROVIDING FOR A REPEALING CLAUSE; AND ESTABLISHING AN EFFECTIVE DATE.**

**WHEREAS**, the City of Bastrop recognizes the importance of continuous professional development and leadership training for elected officials and executive-level staff; and

**WHEREAS**, Brett Myles, owner of LeadWell, Inc., successfully facilitated management training during the City Council retreat and received favorable feedback from participants; and

**WHEREAS**, the City Council expressed interest in continued training and development opportunities through LeadWell, Inc.; and

**WHEREAS**, the proposed agreement includes leadership training services for the City Council and executive staff over the course of one year at a cost not to exceed \$15,200 in Fiscal Year 2025 and \$30,400 in Fiscal Year 2026, for a total not to exceed \$45,600; and

**WHEREAS**, prior expenditures for services rendered by LeadWell, Inc. for the Council retreat totaled \$6,000, separate from this proposed agreement.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BASTROP, TEXAS:**

**Section 1.** That the City Council hereby authorizes the City Manager to enter into an agreement with LeadWell, Inc. for leadership training services in an amount not to exceed \$15,200 in FY 2025 and \$30,400 in FY 2026, for a total not to exceed \$45,600.

**Section 2.** That all resolutions or parts of resolutions in conflict with this Resolution are hereby repealed to the extent of the conflict.

**Section 3.** That this Resolution shall take effect immediately upon its passage.

**DULY RESOLVED AND ADOPTED** by the City Council of the City of Bastrop this 22<sup>nd</sup> day of July 2025.

APPROVED:



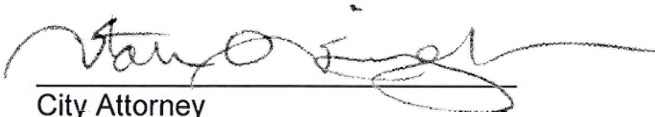
Ishmael Harris, Mayor

ATTEST:



Michael Muscarello, City Secretary

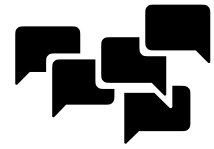
APPROVED AS TO FORM:



City Attorney

Denton Navarro Rocha Bernal & Zech. P.C.





# City of Bastrop Leadership Academy (Year 1)

Proposal submitted by Brett Myles

May 12th, 2025





# UNLOCK THE POTENTIAL OF PEOPLE

You can't outsource the Bastrop City Council's culture.

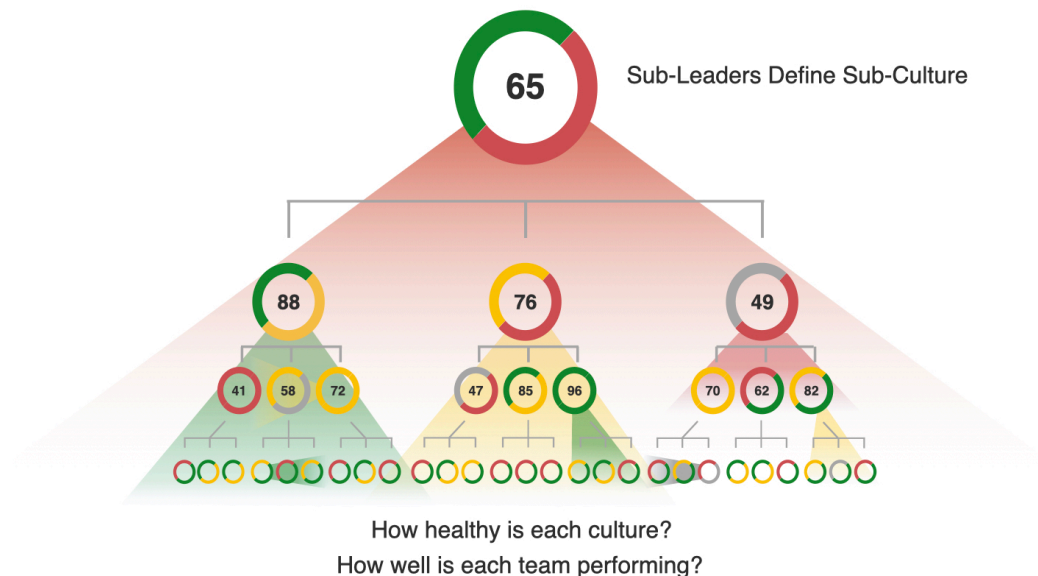
We believe the secret to organizational health & performance is equipping your leaders who affect culture at every level inside your organization. As those leaders go, so goes your teams.

If you want to increase the performance/health of your teams, your team leaders must grow. Organizational cultures are grow slowly and decay quickly. We help to reverse decay by stimulating growth where it is needed most: People.

It all starts with an Intentional Plan to develop healthy leaders in every level of the organization.

Our services are fully customized to the unique needs and challenges of your organization.

## LEADERS DEFINE CULTURE



**GIANT**

*Developing Leaders who fight for the highest possible good of those they lead.*



The **5 Voices Leader Academy** is a leadership development program designed to empower team leaders, first-time leaders, and managers by teaching them to leverage the power of the 5 Voices framework. This program enables leaders to communicate more effectively, align their teams, and lead with clarity and influence.

## Who is it for?

- **Aspiring Leaders:** Develop core leadership skills early in your career.
- **Experienced Leaders:** Refine your leadership style and boost your effectiveness.
- **Team Leaders & Managers:** Improve team dynamics, communication, and collaboration.
- **Executives:** Build a leadership culture that fosters trust, engagement, and growth.

## What Problems Does It Solve?

The academy addresses the challenge of leading people effectively by using the 5 Voices as a communication and leadership tool. At its core, the program follows GiANT Worldwide's **Sherpa Model**, symbolizing that the healthiest leaders must guide their teams "up the mountain," or toward success. The academy provides practical strategies to become the healthiest version of yourself so you can lead your team with strength and confidence.

## How Does It Work?

The **5 Voices Leader Academy** is designed as an immersive academy model, perfect for **10 to 50 team leaders**. Participants will go through a **six-part journey** that systematically teaches the principles of the 5 Voices, improves leadership self-awareness, and helps leaders create stronger, more aligned teams.



SESSION #1  
Discovering Your Leadership Voice



SESSION #4  
Relational Dynamics



SESSION #2  
The Power of Your Voice



SESSION #5  
Optimizing Personal Performance



SESSION #3  
Becoming a Leader Worth Following



SESSION #6  
Building Leaders Worth Following



## The Results:

- Enhanced leadership effectiveness.
- Better team communication and collaboration.
- Increased emotional intelligence and conflict resolution.
- A healthier, more productive organizational culture.

## Long-Term Impact and Continued Support

The 5 Voices Leader Academy doesn't just stop with the completion of the six-part journey. We believe that leadership is an ongoing process, and that's why we offer continued support to ensure lasting impact.

- **Post-Academy Resources:** Participants will have access to exclusive resources such as leadership tools, articles, and case studies to continue applying the 5 Voices framework in real-world settings.
- **Ongoing Coaching:** Optional coaching and support programs are available for leaders who want to continue refining their leadership skills and growing with their teams.





# TOOLKIT OVERVIEW

## What is the Toolkit

Our **Toolkit** is a collection of over 65 tools that are simple and visual, yet profoundly deep and impactful. These tools were created using neurolinguistics and have been proven to work in thousands of organizations. Each tool aligns with one or more areas of the **Assessment**, so when your people are learning a tool they are also improving their **Assessment**. When you implement the Invincible OS your organization will be taught the **Toolkit** in various ways using our **Process**.

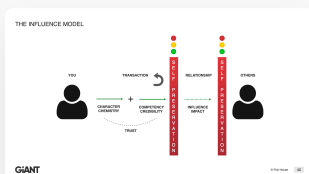
### SUPPORT CHALLENGE MATRIX



**GIANT**

© Pub House

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Over 65 Total

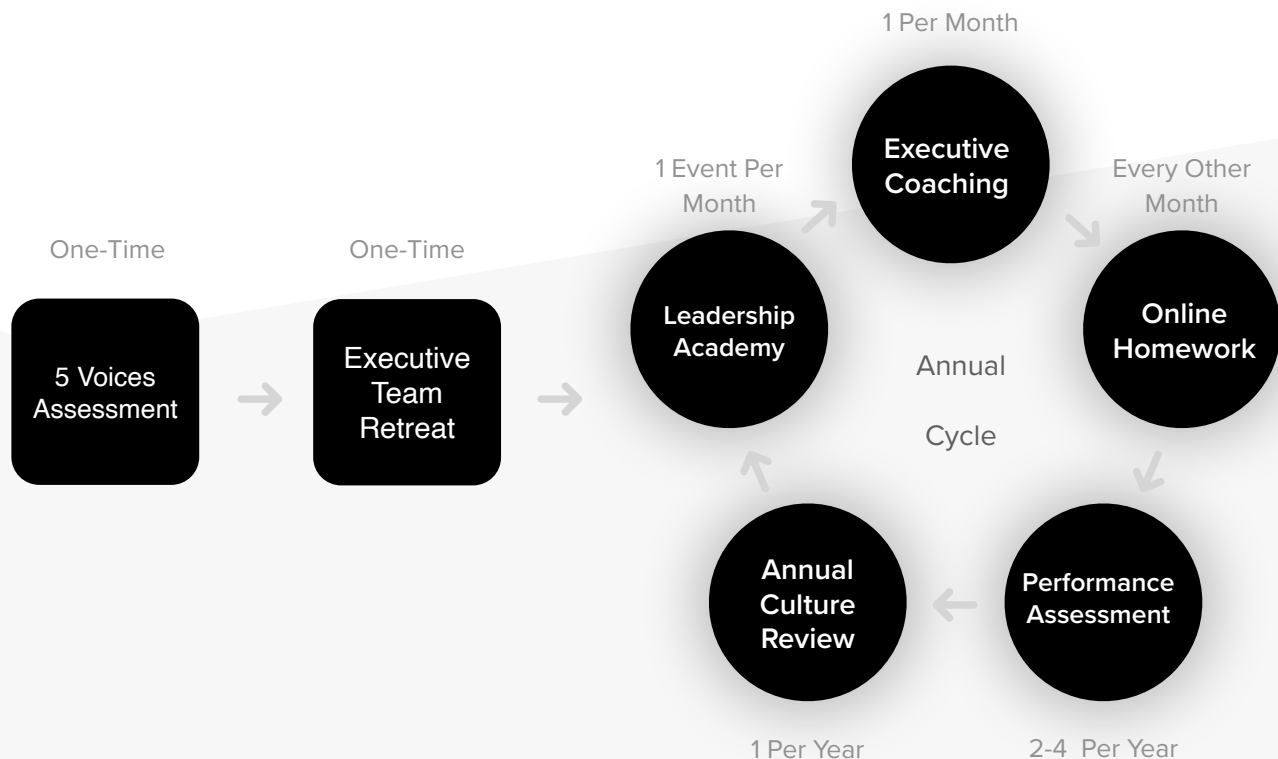


# PROCESS OVERVIEW

## What is the Process

Our **Assessment** provides you with an accurate view of your team and organizational health, and the insights in our **Toolkit** are capable of strengthening your scores. The **Process** is the rhythm that our certified experts will use to decide what to teach, and when, and to who.

Our **Process** is a mix of experiences that include everyone in the organization, from team members to leaders, in different ways. Our **Process** includes 1-on-1 coaching with leaders, team trainings and exercises, regular assessments to track progress, and even an annual review. Here's an easy-to-customize example:



Our **Process** incorporates the **Toolkit** into the regular rhythm of your organization to improve your **Assessment** scores, which in turn increases your productivity, improves your culture, helps your bottom line, and much more.





# Suggested Rhythms (Updated 7/2/25)

The following is a suggested schedule for how to run this specific program. Each month is broken down to show when certain activities should take place, including workshops, group calls, and coaching sessions.

Month	Activity
June	{ <b>Pre work: 5 Voices Assessment</b> } <i>City Council Retreat in Rockport, TX // 5VLA Workshop #1 &amp; #3 (Group A)</i>
July	Finish 5VLA Workshop #3 / 5VLA Core Group Session (Group A) 5V4T Workshop #1 (Group B) / ( <b>Pre work:</b> 5 Voices Assessment)
Aug	5VLA Core Group Session (Group A) 5V4T Core Group Session (Group B)
Sept	5VLA Workshop #2 (Group A) / ( <b>Pre work:</b> Team Performance Assessment) 5V4T Workshop #2 (Group B) / ( <b>Pre work:</b> Team Performance Assessment)
Oct	5VLA Core Group Session (Group A) 5V4T Core Group Session (Group B)
Nov	5VLA Workshop #4a (Group A) 5V4T Workshop #3 (Group B)
Dec	5VLA Core Group Session (Group A) 5V4T Core Group Session (Group B)
Jan	5VLA Workshop #4b (Group A) / ( <b>Pre work:</b> Team Performance Assessment) 5V4T Workshop #4a (Group B) / ( <b>Pre work:</b> Team Performance Assessment)
Feb	5VLA Core Group Session (Group A) 5V4T Core Group Session (Group B)
Mar	5VLA Workshop #5a (Group A) 5V4T Workshop #4b (Group B)
Apr	5VLA Core Group Session (Group A) 5V4T Core Group Session (Group B)
May	5VLA Workshop #5b (Group A) / ( <b>Pre work:</b> Team Performance Assessment) 5V4T Workshop #5a (Group B) / ( <b>Pre work:</b> Team Performance Assessment)
June	5VLA Core Group Session (Group A) 5V4T Core Group Session (Group B)

**Key:** **Group A** = City Council & Leadership (5 Voices Leader Academy; 5VLA)  
**Group B** = Executive Staff (5 Voices for Teams; 5V4T)



# Pricing:

Offering	Description	Rhythm	Quantity	Price
5 Voices Leader Academy Workshops <i>(City Council &amp; Leadership)</i>	Half day Sessions <i>(2-2.5 hour sessions)</i>	Every Other Month		\$3,000
Core Group Sessions <i>(2 groups; each group meets separately)</i>	75 min meeting to unpack learning, accountability, implementation	Every Other Month		\$800/group
5 Voices for Teams Workshops <i>(Executive Staff)</i>	Half day Sessions <i>(2-2.5 hour sessions)</i>	Every Other Month		\$3,000/session
<del>GIANT OS PRO Account</del>	<del>Homework, assessments, resources, dashboard</del>	Monthly		\$10/person
Administrative/Misc Costs <i>(travel, printing, materials, etc)</i>		One Time		\$3,000
Monthly Investment			\$4,000	



# LeadWell Terms and Conditions w/ City of Bastrop

[Friday, July 25, 2025]

These Terms and Conditions ("Agreement") govern the working relationship between LeadWell LLC ("LeadWell", "we", "our", or "us") and the client ("Client", "you", or "your") engaging in coaching, consulting, or training services provided by LeadWell.

## 1. Services Provided

LeadWell will deliver leadership coaching, training, consulting, and/or related services as outlined in the agreed-upon proposal, scope of work, or service description. Any changes to the scope must be agreed to in writing by both parties.

## 2. Fees & Payment

Fees will be outlined in a written proposal or invoice and are payable via bank to bank transfer within 14 days of receipt unless otherwise stated.

Late payments may incur a 5% late fee per month overdue.

All fees are non-refundable unless otherwise stated in writing.

## 3. Scheduling & Cancellations

We ask that any coaching session reschedules or cancellations be made at least 48 hours in advance.

Sessions canceled with less than 48 hours' notice may be forfeited or billed at full rate.

## 4. Confidentiality

Both parties agree to maintain the confidentiality of any proprietary or sensitive information shared during the course of this engagement. This includes business strategies, personal information, and other non-public matters.

## 5. Intellectual Property

All materials, frameworks, and tools shared by LeadWell are the intellectual property of LeadWell or its licensed partners (e.g., GiANT Worldwide). These may not be reproduced, distributed, or used for commercial purposes without express written consent.

## 6. Client Responsibilities

To maximize the effectiveness of our work together, the Client agrees to:

- Show up on time, prepared, and fully present for each session.
- Be open to feedback and willing to engage with the process.
- Follow through on agreed-upon actions between sessions.



## 7. Disclaimer & Results

While LeadWell is committed to your development and success, we cannot guarantee specific results. The value derived from coaching or consulting is largely dependent on your participation, engagement, and implementation.

## 8. Termination

Either party may terminate this agreement with 7 days' written notice. If services have been pre-paid, unused sessions may be refunded at LeadWell's discretion based on delivered value and time invested.

## 9. Limitation of Liability

To the maximum extent permitted by law, LeadWell shall not be liable for any indirect, incidental, or consequential damages resulting from the services provided. Our total liability shall not exceed the total amount paid by the Client for services rendered.


## 10. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Texas. Any disputes shall be resolved in the courts of Williamson County, TX.

## Acceptance

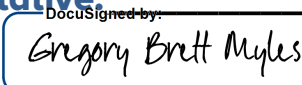
By signing below and engaging in services with LeadWell, you acknowledge that you have read, understood, and agreed to these Terms and Conditions.

**Client Name:** Sylvia Carrillo, Bastrop City Manager

**Client Signature:**  7E943F478C7A4C4...

**Date:** 7/25/2025

**LeadWell Representative:** Brett Myles

**Signature:**  850C090BA0BB4E...

**Date:** 7/25/2025