

**ALCOHOL, DRUG ADDICTION AND MENTAL HEALTH SERVICES  
BOARD OF CUYAHOGA COUNTY**

**RESOLUTION NO. 24-06-01**

**WORKING RIVER LEADERSHIP CONSULTING ADAMHS BOARD STAFF  
LEADERSHIP ASSESSMENT AND DEVELOPMENT CONTRACT**

**WHEREAS**, the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County (ADAMHS Board), at the recommendation of the ADAMHS Board of Directors Executive Committee and as part of succession planning, wishes to conduct 360-evaluations of its management team to highlight each management member's strengths, suggested areas of improvement, strengths to leverage, and suggestions for further development; and,

**WHEREAS**, a 360-evaluation is a comprehensive performance review method where an employee receives feedback from multiple sources, including peers, subordinates, supervisors, and sometimes external stakeholders; and,

**WHEREAS**, during the Finance and Oversight Committee meeting on June 12, 2024, two organizations, PRADCO and WORKING RIVER LEADERSHIP CONSULTING, provided presentations on how each organization would conduct the 360-evaluations of the ADAMHS Board's management team; and,

**WHEREAS**, the ADAMHS Board CEO and staff recommend that the Board of Directors approve funding for WORKING RIVER LEADERSHIP CONSULTING for Leadership Assessment and Development for the time period from July 1, 2024, through October 31, 2024, in an amount not to exceed \$25,000, and authorize the ADAMHS Board to enter into any necessary contractual agreements.

**NOW, THEREFORE, BE IT RESOLVED THAT:**

- A. The ADAMHS Board of Directors approves funding for WORKING RIVER LEADERSHIP CONSULTING for Leadership Assessment and Development for the time period from July 1, 2024, through October 31, 2024, in an amount not to exceed \$25,000.
- B. The ADAMHS Board Chief Executive Officer is authorized to execute the necessary contractual agreements.

On the motion of Steve Killpack, MS, seconded by Rev. Benjamin F. Gohlstin, Sr., the foregoing resolution was adopted.

**AYES:** B. Addison, A. Bhardwaj, R. Blue, G. Boehm, J. Dixon, B. Gohlstin, K. Kern-Pilch, S. Killpack, K. Parks, H. Snider, M. Wimbiscus

**NAYS:** None

**ABSTAIN:** None

**DATE ADOPTED:** June 26, 2024