



**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT**  
380 E. Vanderbilt Way, San Bernardino, CA 92408

**BOARD OF DIRECTORS WORKSHOP**

**AGENDA**

**10:00 AM Friday, February 11, 2022**

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**CALL TO ORDER**

**1) INTRODUCTIONS**

**2) PUBLIC COMMENT**

Any person may address the Board on matters within its jurisdiction.

**3) DISCUSSION ITEMS**

3.1 Board Leadership Development Training Facilitated by Mr. Nate Sassaman (Page 2)  
[Board Leadership Development Training Proposal](#)

**4) ADJOURNMENT**

**PLEASE NOTE:**

Materials related to an item on this Agenda submitted to the Board after distribution of the agenda packet are available for public inspection in the District's office located at 380 E. Vanderbilt Way, San Bernardino, during normal business hours. Also, such documents are available on the District's website at [www.sbvmd.com](http://www.sbvmd.com) subject to staff's ability to post the documents before the meeting. The District recognizes its obligation to provide equal access to those individuals with disabilities. Please contact Melissa Zoba at (909) 387-9228 two working days prior to the meeting with any special requests for reasonable accommodation. Participation will require in-person attendance



**NATE SASSAMAN LEADERSHIP  
(FEIN:26-1096024)  
DRAFT STATEMENT OF WORK/PROPOSAL  
SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT  
BOARD/GM LEADERSHIP WORKSHOP/COACHING**

**DATE:** TBD

**AGENCY:** San Bernardino Valley Municipal Water District Board (Valley District)

**LOCATION:** San Bernardino, CA

**CONTACT:** Heather Dyer, General Manager; Brad Neufeld

**FACILITATOR:** Lieutenant Colonel (retired) Nate Sassaman. For the past eight years, Nate has worked with over a thousand leaders and managers from public sector agencies to include the County of Santa Barbara Public Works, Los Angeles County Public Works, Orange County Water District, Western Municipal Water District, the City of Corvallis, OR, and numerous public agencies in the counties of Los Angeles, San Bernardino, and Riverside. He understands the challenges and training needs of public agencies, the pressures they face, the critical tasks of leader training, managing top talent, and delivering strategic plans/communications. Nate is a retired Army officer, published author (“Warrior King”), keynote speaker, executive coach, leadership trainer, All-American Football player (Quarterback), and West Point Graduate. See biography below.

Nate Sassaman Leadership (NSL) is responsible for providing all presentation materials, handouts, books, assessments, coaching calls, and associated workshop facilitation. For the MyHardWired (MHW) leadership assessment, participants will receive instructions via email for taking a 15-minute online survey to be completed no later than a week prior to the first day of the workshop.

**FEE:** Two separate half-days, in-person Executive Leadership Program focused on Strategic Communications and High Performing Teams for the five-member Valley District Executive Board and GM. One half-day the first month, second half-day the follow-on month with an Action Plan Coaching Call in between the two workshop days. The 1-hour executive coaching session is focused on the Executive’s Action Plan and their MyHardWired (MHW) Leadership Style 5-page detailed report.  
**Total Cost: \$5,745**

**TRAVEL:** Included in the fee.



FACILITY: At a location determined by Valley District, San Bernardino, CA

TERMS: Invoice will be sent after first half-day session for payment

RESPONSIBILITIES:

Valley District will provide a safe and secure meeting facility with appropriate audio-visual capabilities to accommodate the five board members and GM for in-person training. Also, Valley District will provide poster board sticky sheets and red, green, black, and blue markers for in-classroom instruction.

NSL is responsible for providing all presentation materials, handouts, books, assessments, coaching calls, and associated workshop facilitation. For the MyHardwired Colors assessment, participants will receive instructions via email for completing the 15-minute online survey approximately three-four weeks prior to the first workshop half-day. (Completion date for the surveys will be approximately one week prior to the first day of class). NSL will provide color printed full, detailed MHW reports for each of Valley District Board members and GM.

PROGRAM:

**Proposed Valley District Board/GM Leadership Program Outline**

**Day #1**

- Introduction / Senior Leader Opening Comments (Context, Program Intent)
- Current Leadership Thoughts / Tyranny of the Urgent vs the Important
- MyHardwired (MHW) Color Profiles
- MHW and Team Dynamics
- Strategic, Upstream Thinking Overview
- Initial Individual Action Plan

Note: Prior to the Day #1, Valley District Board Members will complete the online MyHardwired Colors survey (15 minutes online).

**Day #2**

- Discuss Homework (MHW Application Exercise)
- Strategic Communications
- Team Effectiveness & Overcoming the 5 Dysfunctions of a Team
  - The 5 Dysfunctions of a Team and strategies for overcoming them
  - Characteristics of High Performing Teams
- Strategic Plan / Policy Update/Discussion – Presenters TBD from Valley District
- Action Plan / Next Steps



Note: Prior to Day #2, Valley District Board Members will have completed their Action Plan Call with their Executive Coach and completed the MHW Application Exercise.

**PROGRAM OBJECTIVES:**

1. Improve understanding of self and others (self-awareness) through use of the MyHardwired (MHW) Color Leadership Style report(s). This is a proven tool to enhance trust, communication, and transparency.
2. Assessing Valley District Board's/GM's team dynamics for their dominant strengths and blindspots to aid in team communication, strategic thinking, and engagement of work.
3. Teaching strategic communications to convey clear messages to one another and communicating using techniques like the brief back, leader's intent, enhancing listening skills, and the giving/receiving of feedback.
4. Understanding fundamental dynamics of effective teams through trust, debate, commitment, accountability, and overall team success.
5. Developing a culture of accountability focusing on ownership and fixing issues.
6. Personal accountability in the form of writing final action plans and completing an Action Plan coaching call.
7. Valley District Strategic Planning / Policies Update provided by TBD, Valley District
8. Overall program specifically designed to improve Valley District Board/GM teamwork, communication, and mission focus.

**LOGISTICS SUMMARY:** Valley District Board Members/GM will receive the following as a minimum:

- Leadership Binder with Program Materials
- MyHardWired (MHW) Assessment Summary and Full Report
- Team Effectiveness Self-Assessment
- Personal Journal/Action Plan
- 1-hour final Action Plan coaching zoom/call
- Participant workbooks with all handouts, exercises, and program/reading materials
- "Warrior King" by Nate Sassaman

Signed/dated on behalf of SBVMWD \_\_\_\_\_

Signed/dated on behalf of Nate Sassaman Enterprises, Inc. \_\_\_\_\_



## Lieutenant Colonel (Retired) Nate Sassaman Facilitator/Coach/Speaker



### **Biography**

Nate Sassaman is a 1985 West Point graduate whose leadership skills have been demonstrated from the battlefield to the boardroom. LTC (R) Sassaman led over 1,000 soldiers as a Combined Arms Infantry Battalion Commander in the heart of the Sunni Triangle from 2003-2004. Using the leadership lessons taught at West Point and the hard lessons on the Iraqi battlefield, Nate takes his amazing leadership experiences and develops today's leaders and aspiring leaders at some of the largest companies and government agencies in the United States.

A West Point All-American QB, Army Airborne Ranger, decorated combat veteran, best-selling author (nearly 100,000 copies sold; **“Warrior King”**), and seasoned leader, Nate has developed and coached thousands of executives, managers, front-line supervisors, teachers, coaches, and aspiring leaders in the past decade. His high-energy approach, innovative group facilitator methods, and focused determination on developing his student-leaders makes for the best leadership training available.

Nate has provided keynote addresses across all parts of America and provides leadership training for corporations including Home Depot, Olympus America, NW Mutual, Charles Schwab, ICAT Insurance, State Farm, Civic Financial, and many others. In addition to his work with the private sector, Nate has trained thousands of public sector managers, leaders, and high potential employees in the Counties of San Bernardino, San Diego, Santa Barbara, Riverside, and Los Angeles along with several Federal, state, and municipal organizations. His combat leadership experiences were recently featured in the BBC's 2020 award-winning “Once Upon a Time in Iraq” documentary.

### **Education**

BS, United States Military Academy (West Point), 1985

MPA, Public Administration, University of Washington, Seattle, 1995

### **Contact Information**

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