

**Beaumont-Cherry Valley Water District**  
**2026 Board Leadership Training Program Overview**  
**Selected Consultant: BHI Management Consulting – Brent Ives**

Following review of proposals submitted in response to the District’s Informal Request for Professional Services for Leadership Development / Training / Mission Statement, President Williams selected BHI Management Consulting to facilitate the Board leadership training program.

**Program Focus**

The selected program aligns closely with President Williams’ desired areas of emphasis, including:

- Leadership development
- Professionalism and Board conduct
- Governance vs. management roles and responsibilities
- Board/staff boundaries
- Team building and Board dynamics
- Communication and consensus-building
- Public-service values and accountability
- Mission statement and organizational values development

The program is intended as a collaborative governance-development and Board effectiveness exercise, not remedial or corrective training.

**Training Format: Recommended Structure**

**Two (2) four-hour facilitated sessions** delivered over two days

BHI also offered scheduling flexibility consistent with President Williams’ preference for smaller workweek sessions and manageable pacing.

**Program Components** (in development)

**Module 1 – Foundations of Effective Governance**

- Roles and responsibilities of elected officials
- Legal, ethical, and fiduciary duties
- Governance vs. management
- Public-service values and accountability

**Module 2 – Board Dynamics and Collaboration**

- Effective Board dynamics
- Building trust and consensus
- Managing differing viewpoints professionally
- Effective and efficient meetings

### **Module 3 – Strategic Decision-Making & Communication**

- Long-term leadership thinking (not strategic planning)
- Transparent and defensible decision-making
- Public communication strategies
- Stakeholder and staff communication

### **Capstone Session**

Facilitated Board workshop to collaboratively develop:

- Mission statement
- Core organizational values

### **Optional Pre-Session Interviews**

BHI recommended and President Williams selected the optional confidential pre-session interviews with individual Board Members. Consultant's objectives:

- better understand Board goals and priorities,
- tailor training content to BCVWD's needs,
- and strengthen facilitation effectiveness.

Optional Interview Component

- Five (5) individual 45-minute interviews via Zoom

**Program Cost (Total \$10,500 | FY 2026 Budget = \$20,000)**

### **Recommended Program**

- Two 4-hour Board sessions
- All travel and expenses included

**Total Base Program Cost: \$8,500**

### **Optional Add-On**

- Individual Board Member interviews: **\$2,000**

### **Consultant Background**

Brent Ives and BHI Management Consulting specialize in governance training for California special districts and local government agencies. BHI's proposal emphasized:

- practical governance best practices,
- Board effectiveness,
- professionalism and communication,
- and mission/values facilitation tailored to public agencies.

BHI has extensive experience working with water districts and elected Boards throughout California.

# Training Scheduling

Director \_\_\_\_\_

Please review the date options for training, consisting of two 4-hour sessions over two days. Sessions will take place in the District office Board Room or Conference Room. Snack breaks and meal breaks are anticipated. Please fill out your preferences and return this to Lynda.

	POTENTIAL DATE / TIME	DIRECTOR AVAILABLE?	
		YES	NO
1	<b>Tuesday, June 23 and Wednesday, June 24</b> Daytime: Approx. 10 a.m. to 2:30 / 3 p.m.	YES	NO
2	<b>Tuesday, June 23 and Wednesday, June 24</b> Afternoon: Approx. 3 p.m. to 7:30 p.m.	YES	NO
3	<b>Week of July 6 to 10</b> (Monday, through Friday) Daytime: 10 a.m. to 2:30 / 3 p.m.	SPECIFY DAYS AVAILABLE:	
4	<b>Week of July 6 to 10</b> (Monday, through Friday) Afternoon: Approx. 3 p.m. to 7:30 p.m.	SPECIFY DAYS AVAILABLE:	
5	<b>Week of July 13 to 16</b> (Monday, through Thursday) Daytime: 10 a.m. to 2:30 / 3 p.m.	SPECIFY DAYS AVAILABLE:	
6	<b>Week of July 13 to 16</b> (Monday, through Thursday) Afternoon: Approx. 3 p.m. to 7:30 p.m.	SPECIFY DAYS AVAILABLE:	
7	Alternate Weeks: <b>Monday, July 13 and Monday, July 20</b> Daytime: 10 a.m. to 2:30 / 3 p.m.	YES	NO
8	Alternate Weeks: <b>Monday, July 13 and Monday, July 20</b> Afternoon: Approx. 3 p.m. to 7:30 p.m.	YES	NO
9	<b>Wednesday, July 22 and Thursday, July 23</b> Daytime: 10 a.m. to 2:30 / 3 p.m. (Before the 7/23 Engineering Workshop)	YES	NO
10	<b>Thursday, July 23 and Friday, July 24</b> Daytime: 10 a.m. to 2:30 / 3 p.m. (Before the 7/23 Engineering Workshop)	YES	NO

11	<p>Alternate Weeks:</p> <p><b>Wednesday, July 15 and Wednesday, July 22</b></p> <p>Daytime: 10 a.m. to 2:30 / 3 p.m. (Before the 7/23 Engineering Workshop)</p>	YES	NO
12	<p><b>Week of August 10 to 13</b> (Monday, through Thursday)</p> <p>Daytime: 10 a.m. to 2:30 / 3 p.m.</p> <p>Before the 8/12 Board Meeting</p>	SPECIFY DAYS AVAILABLE:	
13	<p><b>Week of August 10, 11, or 13</b> (Monday, Tuesday Thursday)</p> <p>Afternoon: Approx. 3 p.m. to 7:30 p.m.</p>	SPECIFY DAYS AVAILABLE:	