



# Public & Mission Driven Leadership

## Nonprofit, Municipal & State Government Program Fee Guide

Leadership solutions for complex missions and public impact.

HEEM partners with mission driven organizations and public sector leaders to strengthen decision systems, governance, strategy, accountability and organizational resilience.



NONPROFITS



MUNICIPALITIES



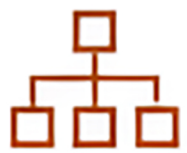
STATE AGENCIES



BOARDS &  
COMMISSIONS

### SERVICES AND BEGINNING FEES

01



#### Decision Architecture

Design decision systems that align authority, accountability, risk and organizational performance.

##### BEGINNING FEES

|                                     |          |
|-------------------------------------|----------|
| Decision Architecture Assessment    | \$25,000 |
| Enterprise Decision System Redesign | \$75,000 |
| Governance & Authority Mapping      | \$18,000 |

02



#### Governance & Board Development

Strengthen governance practice, board effectiveness, fiduciary leadership and public trust.

##### BEGINNING FEES

|                                 |          |
|---------------------------------|----------|
| Board Governance Workshop       | \$7,500  |
| Governance Retreat Facilitation | \$12,500 |
| Board Strategy Session          | \$15,000 |
| Governance Effectiveness Review | \$25,000 |

03



#### Strategic Planning

Build strategic clarity, align stakeholders and create actionable roadmaps for measurable impact.

##### BEGINNING FEES

|                                   |          |
|-----------------------------------|----------|
| Strategic Planning Workshop       | \$10,000 |
| Executive Retreat Facilitation    | \$15,000 |
| Multiday Strategic Facilitation   | \$25,000 |
| Comprehensive Planning Engagement | \$75,000 |

04



#### AI Leadership

Equip leaders to govern AI responsibly, ethically and strategically in service of public value.

##### BEGINNING FEES

|                                   |          |
|-----------------------------------|----------|
| AI Leadership Workshop            | \$7,500  |
| AI Governance Retreat             | \$15,000 |
| Institutional AI Readiness Review | \$25,000 |



#### DECISION SYSTEMS

Clear authority and accountability



#### GOVERNANCE

Stronger oversight and public trust



#### STRATEGY

Aligned priorities and action



#### IMPACT

Measurable and sustainable results



#### PROGRAM INCLUSIONS

Program preparation, executive facilitation, participant materials and standard consultant travel and lodging within the continental U.S. are included unless the agreed scope states otherwise.



#### FEE INFORMATION

All fees are beginning amounts. Final fees reflect organization size, scope, complexity, participants, timeline, customization, onsite requirements and requested follow through support.