About Denver Peak Academy

Denver Peak Academy trains city employees at all levels to improve the way government works. Through innovation, employees do more with less and enhance the Denver city experience. Initially piloted via funding from the “Innovation Fund” (I-Fund), Peak Academy is housed within the Budget and Management Office in the Department of Finance. Denver Peak Academy staff teach the principles of data and process improvement to inspire employees to create a higher standard of government.
# The Standard Denver Peak Academy Rate for CCD Events (CS)

<table>
<thead>
<tr>
<th>Training Level</th>
<th>Training Type</th>
<th>Duration</th>
<th>Capacity</th>
<th>Scheduling</th>
<th>Non-CCD Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCD Black Belt</td>
<td>CCD Black Belt</td>
<td>4.5 Days</td>
<td>16-24 people per class</td>
<td>No more than 6 Non-CCD participants per class and max of 2 Non-CCD participants from any one organization per class</td>
<td>$2,500 Per Non-CCD Participant</td>
</tr>
<tr>
<td>Training</td>
<td>CCD Public Service Superhero Training</td>
<td>2 Days</td>
<td>12-16 people per class</td>
<td>No more than 3 Non-CCD participants per class</td>
<td>$450 Per Non-CCD Participant</td>
</tr>
<tr>
<td>CCD Green Belt</td>
<td>CCD Green Belt Training</td>
<td>½ Day</td>
<td>6-30 people per class</td>
<td>No more than 5 Non-CCD participants per In-Person GB and 3 external for Virtual GB</td>
<td>$250 Per Non-CCD Participant</td>
</tr>
<tr>
<td>for Leaders</td>
<td>CCD Green Belt for Leaders</td>
<td>½ Day</td>
<td>6-30 people per class</td>
<td>No more than 5 Non-CCD participants per In-Person GB and 3 external for Virtual GB</td>
<td>$250 Per Non-CCD Participant</td>
</tr>
</tbody>
</table>

## Standard Denver Peak Academy Training Rates

- In-person Only
- Virtual Only
- In-person & Virtual
- In-person & Virtual
# The Standard Denver Peak Academy Rate for Outside Organization Trainings and Events (FS)

<table>
<thead>
<tr>
<th>Non-CCD Black Belt Training</th>
<th>Non-CCD Public Service Superhero Training</th>
<th>Non-CCD Green Belt Training</th>
<th>Non-CCD Green Belt for Leaders</th>
<th>Non-CCD KPI &amp; Continuous Improvement Workshops, Events, or Coaching Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.5 Days</td>
<td>2 Days</td>
<td>½ Day</td>
<td>½ Day</td>
<td>½ Day – 2 Days</td>
</tr>
<tr>
<td>20-24 (required) Non-CCD Participants Per Training</td>
<td>12-16 (required) Non-CCD Participants Per Training</td>
<td>20-30 (required) Non-CCD Participants Per Training</td>
<td>20-30 (required) Non-CCD Participants Per Training</td>
<td>Participant numbers determined case-by-case basis depending on event type</td>
</tr>
<tr>
<td>Limited capacity for an all-external class. By request only and must be coordinated with Director of Peak</td>
<td>Limited capacity for an all-external class. By request only and must be coordinated with Director of Peak</td>
<td>Requests must be coordinated with Director of Peak</td>
<td>Requests must be coordinated with Director of Peak</td>
<td>Limited capacity for this work– by request only and must be coordinated with Director of Peak</td>
</tr>
<tr>
<td>$1,000 Per Non-CCD Training ($20,000 min) + travel expenses</td>
<td>$400 Per Non-CCD Training ($4,800 min)</td>
<td>$100 Per Non-CCD Training ($2,000 min)</td>
<td>$100 Per Non-CCD Training ($2,000 min)</td>
<td>$165/Hr Per Non-CCD Workshop, Event, or Coaching Session</td>
</tr>
<tr>
<td>In-person Only</td>
<td>Virtual Only</td>
<td>In-person &amp; Virtual</td>
<td>In-person &amp; Virtual</td>
<td>In-person or Virtual</td>
</tr>
</tbody>
</table>

Denver Peak Academy Rates for Outside Organization Training and Events
Black Belt Training for Outside Government & Nonprofit Organizations:

Black Belt Training for NON-CCD Participants (in person) is a 5-day intensive class designed to train employees to become process improvement leaders within their organizations. This class provides in-depth training in process improvement tools as well as change management and is meant to immerse the participant in a rigorous, hands-on experience.

- **Training Overview:** Black Belt training includes Peak Performance overview, A3 thinking, tools to identify waste in a process (process mapping, 8 wastes, value-added analysis), tools to eliminate waste in a process (gap analysis tools, standard work, 6S, just-do-its), Gemba Walk, metrics, single-piece flow, Takt Time and Level Loading, visual management systems, and addressing resistance to change.

- **Class Availability:** While our primary focus for the Denver Peak Academy is to train City and County of Denver (CCD) employees, we do reserve a limited number of seats per class for non-City of Denver employees (Max of 2 participants per non-CCD agency per session).

- **Training Cost:** $2,500 per non-CCD participant.

- **Training Location:** Virtually, at location of NON-CCD Agency's choosing, Denver Peak Academy Black Belt Training takes place at the Wellington Webb Municipal Building – 201 W Colfax Ave. Denver, CO 80202.

To Apply for Black Belt Training:

1. **Complete the Black Belt Training application form.**
2. After you apply for Black Belt Training: A member of the Denver Peak Academy team will contact you with available training dates to schedule your training.

**Please note:** Due to the current circumstances, the traditional monthly Black Belt is on hiatus for the remainder of 2020. We are excited to offer a new virtual “Public Service Superhero Training” in lieu of Black Belt.

For more information about Black Belt training, or to request a quote for the Peak Academy to come to your organization for training, contact the Peak Academy at peakacademy@denvergov.org.
Green Belt Training for Outside Government & Nonprofit Organizations:

Green Belt for NON-CCD Participants (in-person & virtual) training is a 4-hour introduction to process improvement tools. This training includes an introduction to Peak Performance, A3 thinking, tools to identify waste in a process (process mapping and 8 wastes), and tools to eliminate waste in a process (standard work, 6S, just-do-it). These trainings will be facilitated on a virtual platform of the facilitator’s choice.

There are multiple options for CCD employees to attend Green Belt Training:

Departments and Agencies:
If you are interested in scheduling Green Belt group training for teams of 15–30 people, you should contact the Peak Academy at peakacademy@denvergov.org.

Green Belt Form for NON-CCD Participants

For Applicants from Outside Government and Nonprofit Organizations:

• Class Availability: While our primary focus for the Denver Peak Academy is to train City and County of Denver (CCD) employees, we can reserve a limited number of seats per class for non-City of Denver employees.

• Training Cost: $250 per non-CCD participant (Invoice must be paid in order to be registered for your selected training).

• To Register: Please email: peakacademy@denvergov.org.

Green Belt Training Cost for Outside Government & Nonprofit Organizations:

$250 per non-CCD participant.
Green Belt for Leaders for Outside Government & Nonprofit Organizations

Non-CCD Green Belt for Leaders (in-person or virtually) is designed for supervisors through executive directors. The class will cover the core process improvement tools "in brief" while guiding leaders through their role in leading their teams through the tools and supporting employee-led innovations. The class will also focus on building high performing, innovative, and data-driven teams capable of executing sustainable continuous improvement. These trainings will be facilitated on a virtual platform of the facilitator’s choice.

- **Training Cost**: $250 per non-CCD participant (Invoice must be paid in order to be registered for your selected training)
- **To Register**: Please email: peakacademy@denvergov.org/Green Belt Form for Non-CCD Participants
Public Service Superhero Training for Outside Government & Nonprofit Organizations

Non-CCD Public Service Superhero Training is a virtual two-day intensive course that covers key process improvement tools with a focus on supporting actionable changes to address the unique challenges we are facing now. For the time being, this is replacing Black Belt because it is evident that the current circumstances require a different type of training, and it did not seem reasonable to ask people to stay engaged online for an entire week.

To Apply for Public Service Superhero Training:
1. Speak with your immediate supervisor to ensure that you can attend a 2-day virtual training session.
2. Complete the Public Service Superhero Training application form.
3. A member of the Denver Peak Academy team will contact you with available training dates to schedule your training.
4. For more information about Black Belt training, contact the Peak Academy at peakacademy@denvergov.org.

For Applicants from Outside Government and Nonprofit Organizations:
• Training Overview: Public Service Superhero training includes Peak Performance overview, Innovation Form thinking, tools to identify waste in a process (process mapping and value stream analysis), tools to eliminate waste in a process (gap analysis tools, standard work, just-do-its), performance metrics, equity, visual management, and addressing resistance to change.
• Class Availability: While our primary focus for the Denver Peak Academy is to train City and County of Denver (CCD) employees, we do reserve a limited number of seats per class for non-City of Denver employees (Max of 1 participant per non-CCD agency per session).
• Training Cost: $450 per non-CCD participant. Invoice must be paid in order to be registered for your selected training.
• Training Format: Training will be conducted in a virtual 2-day format.