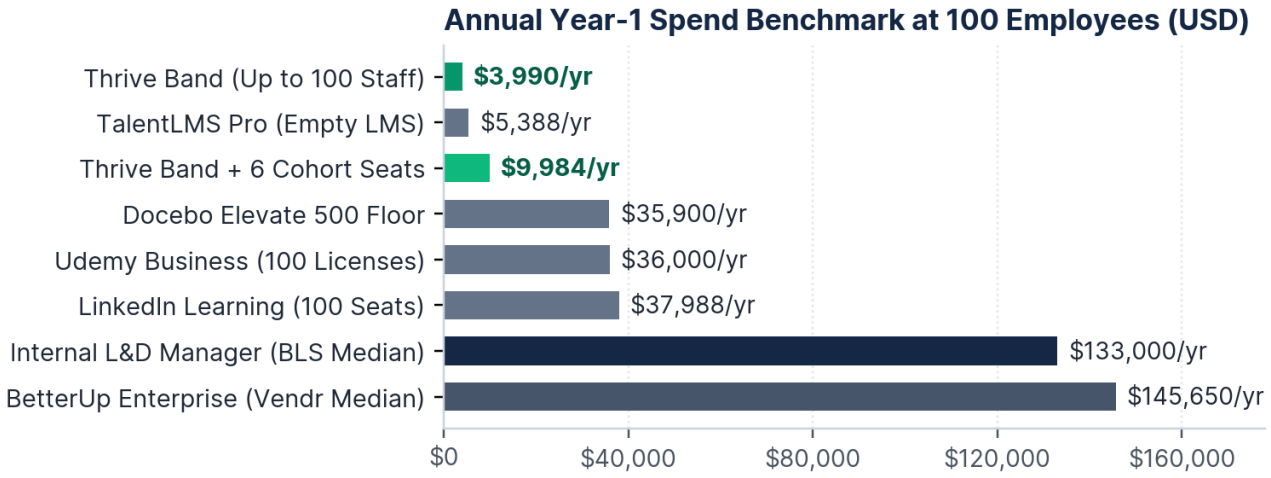
CFO, CITY MANAGER & VP OPERATIONS PROCUREMENT BRIEF

Renting a Complete Talent Development Function at One Flat Organization Price

Executive overview for organizations up to 2,500 employees | thrivetalentdevelopment.com/marketing/executive-summary

Thrive is not an LMS. An in-house Training and Development Manager carries a $133,000 median salary before benefits per the U.S. Bureau of Labor Statistics, while software-only LMS plans leave HR and operations building courses and paying per-seat markups. Thrive combines practitioners, 135 courses across 5 libraries, 16 monthly 2-hour live Microsoft Teams workshops, and AI setup and coaching agents at one flat organization rate.



Year-1 100-employee benchmark using published rates and verified medians (Calculator, TalentLMS, Docebo AWS, Udemy, LinkedIn, BLS, Vendr/Boon).

1. Published Organization Bands & Public Cohort Tuition

Plan or Public Cohort	Organization / Role Scope	Monthly	Annual or Cohort Rate
Compliance Library	Any employer size, no card	$0	$0 (56 OSHA/EH&S & HR courses)
Thrive Platform Band 1	Up to 100 employees	$399	$3,990/yr (10 months for 12)
Thrive Platform Band 2	101 to 500 employees	$799	$7,990/yr (all staff included)
Thrive Platform Band 3	501 to 2,500 employees	$1,499	$14,990/yr (all staff included)
Fundamentals of Leading People	First-time supervisors (4 wks)	Standalone	$999 per seat
Selling Essentials	B2B sales & commercial (3 wks)	Standalone	$999 per participant (in a public cohort)

Plan or Public Cohort	Organization / Role Scope	Monthly	Annual or Cohort Rate
New Professionals	Early-career hires (4 wks)	Standalone	$999 per seat

2. Operational Scope, Governance & Plain-Spoken Boundaries

John Ball Zoo has put 100+ first-time leaders through Fundamentals of Leading People, delivered with sister firm SDI Clarity. Every band carries identical features, and seasonal hires inside your band add zero extra cost.

What Thrive Carries Each Month

ARIA scopes needs; Morgan builds rosters from an employee sheet after admin approval and pulls 7/30/90-day CSV reports; practitioners lead 16 live 2-hour Teams workshops (3:00 PM ET, 25 seats max) and review cohort work; Coach Taylor coaches on demand.

What Stays With You / Not Built Yet

Single sign-on (SSO), automated HRIS/payroll sync, and scheduled learner reminder nudges are not built yet, so manager follow-up stays internal. Coach Taylor chats stay private to learners while admins see applied work and completions.

Procurement, Municipal AP Invoicing & Zero-Lock-In Terms

Enroll by card at thrivetalentdevelopment.com/marketing/buy (January 11, 2027 or Later 2027 public cohorts, transferable before start at no charge) or request a W-9, PO, and Net-30 Accounts Payable invoice at `hello@thrivetalentdevelopment.com`. Monthly plans never auto-renew.

3. Benchmark & Verification Sources

1. U.S. Bureau of Labor Statistics (Training & Development Managers, May 2025 median $133,000/yr): https://www.bls.gov/ooh/management/training-and-development-managers.htm

2. Benchmarks: TalentLMS Pro $449/mo (https://najar.ai/saas-pricing/talentlms); Trainual Core $249/mo + $1,000 setup (https://www.waybook.com/vs/trainual); Docebo Elevate 500 $35,900/yr (https://aws.amazon.com/marketplace/pp/prodview-q62lwaqzqhy5e); Udemy Team $360/user/yr (https://pricingsaas.com/companies/udemy); LinkedIn Teams $379.88/seat/yr (https://learning.linkedin.com/products/linkedin-learning-for-teams); BetterUp $145,650/yr median (https://www.boon-health.com/compare/betterup).

3. Thrive Pricing, Comparisons & Calculator: https://thrivetalentdevelopment.com/marketing/pricing | https://thrivetalentdevelopment.com/marketing/compare | https://thrivetalentdevelopment.com/marketing/ld-cost-calculator