

Information to be included in all Legislation Modifying Contracts:

The names of all companies bidding, or submitting an RFP or RFSQ, for the original contract.

N/A

The location by City and State of all companies bidding, or submitting an RFP or RFSQ, for the original contract.

N/A

The status, Majority, MBE, FBE, of all companies bidding, or submitting an RFP or RFSQ, for the original contract.

N/A

The name and location of the firm awarded the original contract and the Contract Number.

Performance Consulting Srv, 131 Franklin Park West, Columbus, OH 43205; PO300588

A description of work performed to date as part of the contract and a full description of work to be performed during any future phasing of the contract.

Evolving Leader Development (ELD) Training Series

Cohort class size 10-15 participants

12 –4 hr. (2 sessions per month) classroom sessions

1.5 hr. bi-monthly skills enhancement

Performance Consulting Services will develop, design, and deliver the following impactful leadership concepts for participants to explore, enhance and practice in the expansion of their leadership role and capacity. Each concept will include multiple levels foundational and micro learning (*shorter eLearning training, under 30 minutes in duration, used to introduce, reinforce, or review of foundational strategies*), of instruction including but is not limited to lecturtes, group discussions, individual/group assessments, experiential activities, videos, book and article reviews, Ted Talks, quizzes, etc. to increase understanding and implementation success. PCS will also offer individual and/or group coaching as needed and/or appropriate.

The scope of the training will focus on the following six professional development components:

I. Alignment Thinking:

We will ensure understanding of the organization’s leadership expectations, outline the impact and benefits of creating an aligned organization and discuss the benefits of communicating a clear vision that resonates with staff, clients, and the community thus increasing organizational synergy, productivity, efficiency, equity, and bottom-line business outcomes.

II. Emotional and Social Intelligence and Leadership Styles:

Emotional Intelligence is the capacity for recognizing our own and other’s feelings and for managing emotions effectively, including motivating ourselves and others. Emotional Intelligence 2.0 helps leaders build their EQ skills through the development of four key pillars:

self-awareness, self-management, social awareness, and relationship management. It is also one of the defining characteristics of success in the workplace.

Each participant will take an Emotional Social Competence Inventory (ESCI), a 360-degree comprehensive online tool designed to assess the emotional competencies of individuals and organizations. In addition to a self-rating, participants will choose to receive feedback from five groups of raters: their manager, team members, peers, clients/customers, and others. This provides participants with a range of perspectives of their behaviors. The Emotional Social Competence Inventor (ESCI) measures 18 competencies organized into the four clusters listed below and shows participants how others experience their behavior in terms of the consistency with which they demonstrate emotional and social competencies. It helps participants appreciate their strengths, recognize how consistently they do certain things, and identify what they can do to be even more effective.

Self-Awareness - Recognizing and understanding our own emotions, captured in the competency:

Self-Management: - Effectively managing our own emotions:

Social Awareness -Recognizing and understanding the emotions of others:

Relationship Management - Applying emotional understanding in our dealings with others:

Leadership Styles: Six leadership styles that complement the emotional and social intelligence concepts.

III. Foundations of Leadership:

PCS will provide advanced level leadership success principles by thoroughly examining industry proven strategies and concepts taken from the book, *Developing the Leader Within You 2.0* by John Maxwell

Developing the Leader Within offers not only principles but also the insight, which participants can use to refine their leadership skills no matter the area or level of leadership they are working in and how well they know about their work. The topics covered will include:

The Definition of Leadership: Influence

The Key to Leadership: Priorities

The Foundation of Leadership: Character

The Ultimate Test of Leadership: Creating Positive Change

The Quickest Way to Gain Leadership: Problem Solving

The Extra Plus in Leadership: Attitude

The Heart of Leadership: Serving People

The Indispensable Quality of Leadership: Vision

The Price Tag of Leadership: Self - Discipline

The Expansion of Leadership: Personal Growth

IV. Diversity, Equity, and Inclusion Intelligence:

If handled poorly, an organization can experience the very opposite of the benefits it seeks. We will explore 27 dimensions of diversity and provide practical and applicable skills to enhance inclusive leadership. This foundational but highly impactful training is driven by a cultural competence framework, to create fair, open, cooperative, supportive, and empowering behaviors. It is designed to help leaders develop a clearer understanding of the social and psychological challenges to working effectively across Identity-based differences and to implementing organizational changes that seek to support diversity, equity, and inclusion.

V. Leading for Performance Working and Communication Styles

Communication styles are the broad ways in which people tend to connect and build rapport with others. Based on the Social Style model, with its four distinct interactive people working styles: Driver, Analytical, Amiable, and Expressive. Understanding different styles can radically improve the quality of leadership and the development of relationships. That is because your level of skill in navigating difficult conversations depends on your ability to connect.

VI. Building High Performance Teams:

The five critical driving factors that dictates a team's success and their ability to work cohesively through a dynamic, five-part trust model, which focuses on 1) absence of trust, 2) fear of conflict, 3) lack of commitment, 4) avoidance of accountability, and 5) inattention to results. Through our analysis of identifying the root causes of poor teamwork, leaders of teams can develop specific strategies for overcoming each of them as adopted from the book The Five Dysfunctions of a Team by Patrick Lencioni.

Thus, creating tools to build and sustain high-functioning, cohesive teams.

An updated contract timeline to contract completion.

Year 1 – PO300588

Year 2 – PO363888

Year 3 – (pending)

A description of any and all modifications to date including the amounts of each modification and the Contract Number associated with any modification to date. (List each modification separately)

Original Contract: PO300588 \$49,330.00

Renewal #1 PO363888 \$86,200.00

A full description of the work to be performed as part of the proposed contract modification. (Indicating the work to be a logical extension of the contract is not sufficient explanation)

- Same as above description

If the contract modification was not anticipated and explained in the original contract legislation a full explanation as to the reasons the work could not have been anticipated is required. (Changed or field conditions is not sufficient explanation. Describe in full the changed conditions that require modification of the contract scope and amount.)

The need for additional funds was not known at the time of the initial contract. The Department wishes to continue with the Evolving Leader Development program.

This modification No. 1 is to extend and provide the additional funding for this training.

An explanation of why the work to be performed as part of the contract modification cannot be bid out. (Indicating the work to be a logical extension of the contract is not sufficient explanation)

Due to the proprietary nature of the Performance Consulting Services trainings that are listed in the Scope of Work that are specific to the Department of Public Utilities.

Ordinance #0697-2023

A cost summary to include the original contract amount, the cost of each modification to date (List each modification separately), the cost of the modification being requested in the legislation, the estimated cost of any future known modifications and a total estimate of the contract cost.

Original Contract: PO300588	\$49,330.00
Renewal #1 PO363888	\$86,200.00
Modification #1 (pending)	\$95,000.00

Total Contract \$230,530.00