



Recommendation for Action

File #: 23-3645, **Agenda Item #:** 19.

1/18/2024

Posting Language

Authorize negotiation and execution of a contract for executive leadership training with Austin Alliance Group, LLC, for a term of three years in an amount not to exceed \$450,000.

[Note: This procurement was reviewed for subcontracting opportunities in accordance with City Code Chapter 2-9B (Minority-Owned and Women-Owned Business Enterprise Procurement Program). For the services required for this procurement, there were no subcontracting opportunities; therefore, no subcontracting goals were established].

Lead Department

Financial Services Department.

Client Department(s)

Austin Public Health.

Fiscal Note

Funding in the amount of \$150,000 is available in the Fiscal Year 2023-2024 Operating Budget of Austin Public Health.

Funding for the remaining contract term is contingent upon available funding in future budgets.

Purchasing Language:

Professional Service.

For More Information:

Direct questions regarding this Recommendation for Council Action to the Financial Services Department - Central Procurement at: FSDCentralProcurementRCAs@austintexas.gov or 512-974-2500.

Additional Backup Information:

This contract will provide the City access to Catalyst, a web-based learning platform that displays and organizes results of Dominance, Influence, Steadiness, and Conscientiousness (DiSC) assessment for team building and leadership development services to Austin Public Health (APH). APH has embarked on an organization wide initiative to implement DiSC and 5 Behaviors of a Cohesive Team within their teams and are seeing excellent results. These services will help APH leadership better engage and relationship build with their teams and colleagues. The specific broader resources provided include certified access to 5 Behaviors of a Cohesive Team and Executive Coaching.

This contractor will provide services that include workshops, a survey for participants, a platform for the results to be examined, and 1:1 coaching to debrief assessment results and other services as part of the program. The workshops will be tailored based on group needs. The contractor has been deemed qualified to provide these services based on their experience with the City and learning models. If the City is unable to secure this contract, there will be a significant loss of investment in executive and management development projects and

funding and will negatively impact the program.

Austin Alliance Group, LLC is an authorized partner of the Everything DiSC and 5 Behaviors of a Cohesive Team suite of learning solutions and is the only contractor able to provide the City with Catalyst credits to use the web resource for DiSC and Wiley certification.

This contract replaces MA 9100 NA220000141 Executive Leadership Training, and the estimates are based on departmental forecasts.