



CITY OF DURHAM | NORTH CAROLINA

Date: May 18, 2015

To: Thomas J. Bonfield, City Manager

Through: Wanda Page, Deputy City Manager

From: Regina Youngblood, Human Resources Director *RY*
 Ruby Hargrove-Monds, Human Resources Manager *RHAM*

Subject: On Call Professional Services Consultants

Executive Summary

The Department of Human Resources requested proposals from qualified consultants to provide the City of Durham with professional services in the areas of training, facilitation, leadership development, organizational development and specialized training. Qualified firms will serve as business partners in providing employee professional development programs. These programs will be available to all City of Durham employees. The City of Durham has approximately 2,500 full-time employees.

Recommendation

That the City Council approve the list of professional consultants for 2015-2018.

2015-2018 On Call Professional Consultants				
Name	Company	Address	Phone	Services Provided
Bellandra B. Foster bbfoster@bbfes.com	BBF Consulting, PC	2618-A Battleground Ave. #246 Greensboro, NC 27408	336-295-3419	Training Strategic Planning Organizational Change Competency Development Team Development
Al Sullivan al@inspirusconsulting.com	Inspirus Consulting	P.O. Box 4084 Cary, NC 27519	919-535-8148	Coaching Strategic Planning Employee Engagement Training Culture Assessment
Corre Robinson corre.robinson@etrservices.org	ETR Services, LLC	3101 Guess Road, Ste. A Durham, NC 27705	919-231-1103	Spanish Language Services Training Outcomes Evaluation Facilitation Interpretation Services
Nanci Appleman-Vassil				Emerging Leaders Needs Assessment

nanci@aplsgroup.com □	APLS Group	5540 Centerview Drive Suite 200 Raleigh, NC 27605	919-424-6339	Organizational Development Emotional Intelligence Six Sigma Greenbelt
Adrian Woolcock awoolcock@ProSidian.com	ProSidian Consulting	15801 Brixham Hill Avenue Suite 530 Charlotte, NC 28277	800-597-6904	Talent Management IT Effectiveness Business Process Compliance Risk Management
Sandie Bateman sbateman@thehrgroupinc.net	The HR Group	216-4 S. Swing Rd Greensboro, NC 27409	336-292-1911	Succession Planning Performance Management Executive Coach Leadership Diversity
Nikita Devereaux info@simply-virtual.com □	Simply Virtual	6425 Bannington Road Suite B Charlotte, NC 28226	704-719-2202	Performance Metrics SWOT Analysis Process Improvement Gap Analysis Business Case Analysis
Sarah Ridout sridout@goforwardllc.co □	GOFORWARD LLC	7474 Creedmoor Rd #228 Raleigh, NC 27613	910-547-9496	Leadership Development Competency Development Focus Groups Organization Development Outcome Evaluation
Anita Daniels actualitiesltd@aol.com □	Actualities Limited	P.O. Box 2003 Durham, NC 27702-2003	919-599-9900	Mediation Conflict Resolution Coaching Organizational Change Leadership Development
Kimberly Devlin kdevlin@edtrek.com □	EdTrek, Inc	1314 E. Las Olas Blvd Suite 415 Fort Lauderdale, FL 33301	954-298-2188	Leadership Development Supervisor Apprenticeship Manager's Journey Organizational Development Program Customization

Background

On April 1, 2015 the City of Durham issued and advertised a Request for Proposals (RFP) for professional services consultants. Submissions were due by 5:00 PM on May 1, 2015. In addition to issuing and advertising the RFP, the RFP was sent to vendors to include all existing vendors in the current pool and to those that had inquired into providing services to the City.

Upon submission, the ten responses that were received were sent to EO/EA for compliance approval. EO/EA reviewed the proposals submitted for the On-Call Professional Services RFP and all the proposals were deemed responsive to the Equal Business Opportunity Program requirements for this RFP.

Issues and Analysis

The City of Durham is constantly competing to recruit and retain the best employees possible and our leadership is looking to ensure we provide employees with opportunities for growth and professional development.

The Human Resources Department partners with professional consultants/firms. Each consultant/firm must have at least five (5) years of experience in providing professional development services to employers with at least 1,000 employees. The City of Durham requires the following services:

- Training
- Facilitation
- Leadership Development
- Strategic Planning
- Competency Development
- Organizational Development
- Mediation
- Outcome Evaluation
- Business Plan
- Coaching
- Team Development
- Stress Management
- Diversity
- Organizational Change

The professional consultant firms will be the approved providers of professional services for the City of Durham and as such will be authorized to contract with City departments for a period of three (3) years from the date of award.

Alternatives

No alternative.

Financial Impact

The professional consultants firms that contract with City departments will be the financial responsibility of department.

SDBE Summary

It is a mission of the City to increase minority participation in the vendorship of the City's professional development programs. Human Resources and EO/EA Department staff work

closely with current vendors to help increase minority participation and the appreciation of diversity.

The Department of Equal Opportunity/Equity Assurance has confirmed that all proposals submitted for the On Call Professional Services Consultant RFP are in compliance with the Equal Business Opportunity Program requirement.

Attachments

None