

ORGANIZATIONAL/EMPLOYEE DEVELOPMENT CONSULTANT

SELECTED VENDOR LIST:

Authorization for use of these vendors must be obtained from the Sonoma County Human Resources (HR) Department – Please use the **Email Request for Authorization (Outlook® Email)** on the Human Resources [BPO Authorization of Services](#) page or call (707) 565-2988 before contacting vendor.

VENDOR NAME/ LOCATION	ILLUSTRATIVE AREAS OF CONSULTATION	FEE SUMMARY (See BPO for complete fee details)
<p>Delia and Associates</p> <p>Contact: Jim Delia</p> <p>Address: P.O. Box 6591 San Mateo, CA 94403</p> <p>Telephone: 650-787-9196 work</p> <p>Email: jdelia@deliaconsulting.com</p>	<ul style="list-style-type: none"> ➤ Assists in all phases of planning and implementation of change ➤ Executive team development ➤ Conflict resolution ➤ Performance coaching to senior and mid-level managers ➤ Designs and facilitates retreats, focus groups and large-scale meetings ➤ Designs and delivers on-site customized trainings ➤ Designs and facilitates processes for project teams to develop purpose, goals, roles and responsibilities 	<p>Labor Rates</p> <p>Consultant Rate \$ 250/hour</p> <p>Flat rate for Training \$2,000/day \$1,200/½ day</p> <p>Participant Workbooks \$ 15 / each</p> <p>Assessment Instruments 15% markup</p> <p>No other costs to be reimbursed without prior written approval of County.</p>
<p>The HR Matrix</p> <p>Contact: Gary Hochman</p> <p>Address: 528 B Street Santa Rosa CA 95401-5211</p> <p>Telephone: 707-526-0877 ext 10 707-799-2500 mobile</p> <p>Email: gary@thehrmatrix.com</p>	<ul style="list-style-type: none"> ➤ A sustainable approach to development and change ➤ Secures widespread understanding, commitment and support in every project ➤ Organizational development ➤ Management and leadership development ➤ Leadership coaching, team building/development ➤ Strategic planning and goal setting ➤ Developing Mission, Values and Vision ➤ Employee training and development ➤ Executive retreats and offside meetings ➤ Executive, management and supervisory coaching 	<p>Labor Rates</p> <p>Development & Design Services \$ 250 /hour</p> <p>HR Consulting Services \$ 150 /hour</p> <p>Investigative Services \$ 250 /hour</p> <p>Participant Workbooks \$ 15/ each</p> <p>Assessment Instruments 15% markup</p> <p>Will provide a quote for customized classes, workshops, and training programs upon request.</p> <p>No other costs to be reimbursed without prior written approval of County.</p>

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<p>Leap Solutions Group, LLC</p> <p>Contact: Chuck McPherson & Scott Ormerod</p> <p>Address: 1275 4th Street, #130 Santa Rosa CA 95404</p> <p>Telephone: 707-527-0960 work</p> <p>Email: chuck@leapsolutions.com scott@leapsolutions.com</p>	<ul style="list-style-type: none"> ➤ Facilitations of focus groups ➤ Coaching and mentoring supervisors, managers and executive leadership ➤ Conflict resolution ➤ Team building and group facilitation ➤ Training in curriculum development, delivery and evaluation ➤ Organizational and employee engagement 	<p>2014 Labor Rates</p> <table border="0"> <tr><td>Executive Coaching</td><td style="text-align: right;">\$ 225 /hour</td></tr> <tr><td>Management Coaching</td><td style="text-align: right;">\$ 195 /hour</td></tr> <tr><td>All other Consultation Services</td><td></td></tr> <tr><td style="padding-left: 20px;"></td><td style="text-align: right;">\$ 175 /hour</td></tr> <tr><td>Support Services</td><td></td></tr> <tr><td style="padding-left: 20px;"></td><td style="text-align: right;">\$ 65 /hour</td></tr> </table> <p>2015 Labor Rates</p> <table border="0"> <tr><td>Executive Coaching</td><td style="text-align: right;">\$ 225 /hour</td></tr> <tr><td>Management Coaching</td><td style="text-align: right;">\$ 205 /hour</td></tr> <tr><td>All other Consultation Services</td><td></td></tr> <tr><td style="padding-left: 20px;"></td><td style="text-align: right;">\$ 185 /hour</td></tr> <tr><td>Support Services</td><td></td></tr> <tr><td style="padding-left: 20px;"></td><td style="text-align: right;">\$ 68 / hour</td></tr> </table> <p>2016 Labor Rates</p> <table border="0"> <tr><td>Executive Coaching</td><td style="text-align: right;">\$ 235 /hour</td></tr> <tr><td>Management Coaching</td><td style="text-align: right;">\$ 215 /hour</td></tr> <tr><td>All other Consultation Services</td><td></td></tr> <tr><td style="padding-left: 20px;"></td><td style="text-align: right;">\$ 195 /hour</td></tr> <tr><td>Support Services</td><td></td></tr> <tr><td style="padding-left: 20px;"></td><td style="text-align: right;">\$ 72 /hour</td></tr> </table> <p>OTHER ANTICIPATED EXPENSES:</p> <table border="0"> <tr><td>meet2leap access fee</td><td></td></tr> <tr><td>for a one year period of use</td><td style="text-align: right;">\$ 1,000</td></tr> <tr><td>iPad and keyboard \$100 per set</td><td></td></tr> <tr><td>for a one year period</td><td style="text-align: right;">\$ 1,500</td></tr> <tr><td>Myers Briggs Type indicator</td><td></td></tr> <tr><td style="padding-left: 20px;">per individual</td><td style="text-align: right;">\$ 150</td></tr> <tr><td>Leadership Practices inventory</td><td></td></tr> <tr><td style="padding-left: 20px;">per individual</td><td style="text-align: right;">\$ 150</td></tr> <tr><td>Firo-B, Thomas</td><td></td></tr> <tr><td style="padding-left: 20px;">per individual</td><td style="text-align: right;">\$ 50</td></tr> <tr><td>Kilman Conflict Style</td><td></td></tr> <tr><td style="padding-left: 20px;">per individual</td><td style="text-align: right;">\$ 50</td></tr> <tr><td>Estimated supplies</td><td></td></tr> <tr><td>and printing per year</td><td style="text-align: right;">\$ 250</td></tr> <tr><td>Estimated conference</td><td></td></tr> <tr><td style="padding-left: 20px;">call usage</td><td style="text-align: right;">\$ 100</td></tr> <tr><td>Project related expenses</td><td style="text-align: right;">at cost</td></tr> <tr><td>Professional DynaMetric Programs</td><td></td></tr> <tr><td>See Exhibit "C"</td><td></td></tr> </table>	Executive Coaching	\$ 225 /hour	Management Coaching	\$ 195 /hour	All other Consultation Services			\$ 175 /hour	Support Services			\$ 65 /hour	Executive Coaching	\$ 225 /hour	Management Coaching	\$ 205 /hour	All other Consultation Services			\$ 185 /hour	Support Services			\$ 68 / hour	Executive Coaching	\$ 235 /hour	Management Coaching	\$ 215 /hour	All other Consultation Services			\$ 195 /hour	Support Services			\$ 72 /hour	meet2leap access fee		for a one year period of use	\$ 1,000	iPad and keyboard \$100 per set		for a one year period	\$ 1,500	Myers Briggs Type indicator		per individual	\$ 150	Leadership Practices inventory		per individual	\$ 150	Firo-B, Thomas		per individual	\$ 50	Kilman Conflict Style		per individual	\$ 50	Estimated supplies		and printing per year	\$ 250	Estimated conference		call usage	\$ 100	Project related expenses	at cost	Professional DynaMetric Programs		See Exhibit "C"	
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<p>The Personnel Perspective</p> <p>Contact: Jeannette Feldman and Shelley Brott</p> <p>Address: 575 W College Ave, Ste 101 Santa Rosa CA 95401</p> <p>Telephone: 707-576-7653 work Jeannette 707-284-6091 other Shelley 707-284-6092 other</p> <p>E-Mail: jeannettef@personnelperspective.com shelleyb@personnelperspective.com</p>	<ul style="list-style-type: none"> ➤ Employee/organizational development ➤ Team development ➤ Conflict resolution ➤ Training and coaching ➤ Human Resources consulting 	<p>Labor Rates</p> <p>Consulting & Coaching \$195-225/hour</p> <p>Supplies and Materials 25% mark up</p> <p>Assessment Tools 25% mark up</p> <p>Organizational development, employee development, training, facilitation, and consulting projects will be billed on an individual project fee basis.</p> <p>Training fees vary depending on the degree of customization and the length of the training session. They range from \$1,850 – 4,000.</p> <p>No other costs to be reimbursed without prior written approval of County</p>
<p>The Results Group</p> <p>Contact: Michael Wright</p> <p>Address: 1585 Terrace Way, Ste 543 Santa Rosa CA 95404</p> <p>Telephone: 707-577-0818 work</p> <p>E-Mail: michael@theresultsgroup.com</p>	<ul style="list-style-type: none"> ➤ Facilitating focus groups ➤ Coaching and mentoring executive leadership, managers and supervisors ➤ Conflict resolution and team building ➤ Developing and delivering custom training for management and employee groups 	<p>Labor Rates</p> <p>Facilitation projects \$195-225/hour</p> <p>Ongoing engagements \$200-250/hour</p> <p>Facilitators \$ 90-125/hour</p> <p>Subject Matter Experts \$ 125-200/hour</p> <p>No other costs to be reimbursed without prior written approval of County.</p>
<p>Tickler & Thomas</p> <p>Contact: Sara Tickler and Steve Thomas</p> <p>Address: PO Box 11606 Santa Rosa CA 95403</p> <p>Telephone: 707-696-1430 work</p> <p>E-Mail: sara@ticklerandthomas.com steve@ticklerandthomas.com</p>	<ul style="list-style-type: none"> ➤ Assessing organizational dynamics ➤ Training and development needs ➤ Project management and change management ➤ Conflict management and problem solving ➤ Facilitating effective communication ➤ Team building ➤ Coaching and feedback for managers and supervisors ➤ Enhancing employee engagement and performance management and improvement ➤ Multi-cultural organization development and training 	<p>Labor Rates</p> <p>Key Personnel \$ 150-200/hr</p> <p>Subcontracting Personnel \$ 75-150/hr</p> <p>No other costs to be reimbursed without prior written approval of County</p>