

**City of Minneapolis**  
**Request for Committee Action**

**To:** Ways & Means  
**Date:** 3/14/2016  
**Referral:** N/A  
**From:** Human Resources  
**Prepared by:** Marylin Talarico  
**Presented by:** Marylin Talarico  
**File type:** Action  
**Subcategory:** Contracts & Agreements

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**Subject:**

Contract amendment with Common Sense Consulting to provide leadership development and cultural intelligence training

**Description:**

Authorizing amendments to Contract No. C-38702 with Common Sense Consulting by:

1. Increasing the contract by the amount of \$25,000 for a new contract total of \$75,000; and
2. extending the contract term to Mar. 31, 2017, to provide Cultural Intelligence training, Intercultural Development Inventory (IDI) self-assessment and coaching for three program cohorts scheduled throughout 2016.

**Previous Actions:**

No previous action has been taken through the legislative process.

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**Ward/Address:**

Not Applicable

**Background/Analysis:**

Common Sense Consulting provides a half-day training session and the Intercultural Development Inventory (IDI) as part of the sixth session of Leadership U. Included in the half-day training, the Leadership U cohort receives a report of the group's results. Each Leadership U participant may also receive a report of his/her individual results and a 60-minute coaching session with a Common Sense Consulting coach to interpret his/her feedback results and to plan future individual development based on the results.

The sixth session of the Tangletown Cohort of Leadership U (current cohort) is scheduled for April 20, 2016. Two additional cohorts will be launched in 2016. The cultural intelligence training, IDI and coaching services described herein are also included in an upcoming RFP for Human Capital Consulting. This request for Waiver to increase and extend Contract C-38702 will allow uninterrupted programming for Leadership U until such time as the RFP and subsequent Consultant selection and contracting can be accomplished.

Human Resources is seeking a waiver of the RFP process to:

- a) Extend the Common Sense Consulting contract, C-38702 through March 31, 2017.
- b) Increase the contract by \$25,000 to a new not-to-be exceeded total of \$75,000.
- c) Update Terms and Conditions to reflect current standards.

**Financial Review:**

**No additional appropriation required, amount included in current budget.**

**Approved by the Permanent Review Committee.**