

**Metropolitan Transportation Commission
Administration Committee**

July 13, 2022

Agenda Item 2d - 22-1055

Contract – Leadership Coaching and Development: Ace-Up, Inc (\$350,000)

Subject:

Staff requests Committee approval to negotiate and enter into a contract with Ace-Up, Inc. in an amount not to exceed \$350,000, for the term of August 1, 2022 through September 30, 2023, to develop, design, and implement a leadership coaching cohort to train and develop MTC leadership.

Background:

MTC recognizes it is crucial that current leaders be skilled at leading in a changing environment, keeping their team members engaged, breaking down silos, and fostering diversity of people and opinions across the agency. In 2020, MTC partnered with Ace-Up, Inc. to create a Leadership Development Cohort. MTC is now proposing to expand that opportunity to the entire leadership and executive team to better integrate the coaching program with current MTC initiatives (regional and internal/operational), and to have a powerful impact on creating a workforce that is ready to lead its people in service to the region.

Staff selected Ace-Up, Inc. under MTC’s Executive Director Management Memorandum (EDMM) No. 352 Exception #2 for agency sponsored training and professional development. Although this exception exempts this service from competitive procurement requirements, Ace-Up, Inc. was selected by staff based on its strategic partnerships with academia and experts in the science of coaching, a global network of the industry’s most qualified coaches and a scalable technology and analytics platform for building high-performing coaching cultures.

Under this new proposal, each Assistant Director, Section Director, and Executive would have the opportunity to participate in a 12-month program, that includes access to one-on-one coaches and group workshops delivered via virtual environment. In addition, participants will receive a leadership assessment and a 360 review to focus the intention of their coaching sessions.

Ace-Up, Inc. and its subcontractors are not small or disadvantaged business enterprises.

Staff requests Committee approval to negotiate and to enter into a contract with Ace-Up, Inc. in an amount not to exceed \$350,000, for the term of August 1, 2022 through September 30, 2023, to develop, design, and implement a Leadership Coaching and Development cohort to train and develop MTC leadership. Funding of \$350,000 is budgeted in the FY 2022-23 agency budget.

Issues:

None.

Recommendations:

Staff recommends that the Committee authorize the Executive Director or designee to negotiate and enter into a contract with Ace-Up, Inc. in an amount not to exceed \$350,000 for the term of August 1, 2022 through September 30, 2023.

Attachments:

- Request for Committee Approval – Summary of Proposed Contract



Therese W. McMillan

Request for Committee Approval

Summary of Proposed Contract

Work Item No.: 1153

Consultant: Ace-Up, Inc
Boston, MA

Work Project Title: Leadership Coaching and Development

Purpose of Project: Develop, design, and implement a leadership coaching cohort to train and develop MTC leadership.

Brief Scope of Work: Ace-Up, Inc. will partner with MTC Human Resources and the MTC Executive Team to design and develop a 12-month Leadership Coaching and Development cohort program and deliver said program to an estimated 60 employees over a 12-month period.

Project Cost Not to Exceed: \$350,000 for FY 2022-23

Funding Source: 1153 - General Fund

Fiscal Impact: Funds are included in the FY 2022-23 agency budget.

Motion by Committee: That the Executive Director or designee is authorized to negotiate and enter into a contract with Ace-Up, Inc. for the Leadership Coaching and Development cohort as described above and in the Administration Committee Summary Sheet dated July 13, 2022, and the Chief Financial Officer is authorized to set aside \$350,000 for such contract.

Administration Committee:

Federal D. Glover, Chair

Approved: July 13, 2022