

**Washington Metropolitan Area Transportation Authority
Board Action/Information Summary**

<input checked="" type="checkbox"/> Action <input type="checkbox"/> Information	MEAD Number: 99782	Resolution: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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PURPOSE

To request Board approval for a one-year base procurement (FY08) with four one-year options (FY09-12) for organizational development initiatives not previously approved.

DESCRIPTION

The Authority has ongoing professional requirements during FY08-12 in the areas of organizational and executive development. These complex, and often long-term, initiatives require knowledgeable professionals who can assess, evaluate, recommend and implement actions in areas such as organizational analysis, the increase of workflow effectiveness, the enhancement of worker/team effectiveness, advanced process design, and group conflict resolution. Executive coaching is also a component of the Authority's overall executive development process that seeks to support identified future leaders through face-to-face coaching with certified professionals in the field. The need for discreet specialists with impeccable qualifications and expediency in this vast field is evident; this project seeks to pre-select a range of consultancies to perform this work on an as-needed basis.

FUNDING IMPACT

Budget:	Operating Budget, Fiscal Years 2008- 2012
Office:	Office of Organizational Development
Budget Line Item:	Organizational Development Initiatives

Budget Information:	FY08	FY09	FY10	FY11	FY12
Budget Amount:	\$250,000	Note	Note	Note	Note
This Action:	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000
Prior Obligations:	0				
Subtotal:	\$250,000				
Remaining Budget:	0				

The cost of the base amount is \$250,000 and, if the option years are exercised, the total cost is \$1,250,000.

NOTE: Funding for FY09-12 is subject to Board approval of budget for those years and the availability of funds.

RECOMMENDATION

That the Board approves the initiation and award of a contract for organizational development initiatives for a one-year base and four one-year options, subject to Board approval of the Budgets for future years.