

## Management Committee

Meeting date: February 12, 2020

For the Metropolitan Council meeting of February 26, 2020

**Subject:** Korn Ferry Contract 17P207 Amendment #3

**District(s), Member(s):**

**Policy/Legal Reference:**

**Staff Prepared/Presented:** Todd Rowley, Director-Talent Management, 651-602-1448; Marcy Syman, Director of Human Resources, 651-602-1417

**Division/Department:** Regional Administration / Human Resources

### Proposed Action

That the Metropolitan Council authorize the Regional Administrator to amend Contract 17P207 with Korn Ferry to add \$175,000 bringing the total three-year contract value to \$673,200.

### Background

In 2018, the Council issued a request for proposal (RFP) to select a vendor to provide the following services:

- Leadership Competency Architecture – competency model for all levels of leadership including individual contributor. The competencies are used for interview questions, performance reviews, development planning, and job classification.
- Leadership Assessments – assessments that evaluate core leadership skills that matches with job competencies at various levels through role playing, simulations, and interviewing (47% of overall spend).
- 360-degree Assessments – using a 360-degree scoring and interpretation tool to guide development for all position levels at the Council.
- Leadership Coaching – coaching for managers and executives to support performance improvements.
- Position Classification – position evaluations using the HAY methodology for identified positions.

Korn Ferry was the selected vendor and was awarded a three-year contract in the amount of \$308,200. The contract value was based on the estimated assessment, coaching, and position evaluation needs in 2017.

The Office of Equal Opportunity (OEO) set a Metropolitan Council Underutilized Business (MCUB) goal of fifteen (15) percent to the original solicitation. OEO determined that Korn Ferry, passed the MCUB evaluation by meeting Good Faith Efforts with a commitment of ten (10) percent.

In 2019, the Council amended the contract to increase the contract dollar amount by \$109,000 (Amendment #1) and to update the language around the 360-degree assessments (Amendment #2).

Expenses against this contract have been greater than anticipated due to the number of executive and mid-management assessments necessary for candidate selection and executive coaching.

### Rationale

Amendment Three will provide the anticipated funds needed to ensure continuity of serves through the end of the contract (expiring 12/31/2020).

### **Thrive Lens Analysis**

This contract amendment supports the Thrive outcome of Prosperity as it relates to attracting and retaining a talented workforce.

### **Funding**

This contract is supported by the Human Resources annual budgets with line items for each of the larger divisions within the Council.

### **Known Support / Opposition**

No known opposition.