

## Management Committee

For the Metropolitan Council meeting of February 26, 2020

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

### 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.

### Summary of Committee Discussion/Questions

Staff presented the business item and committee members asked questions regarding the number of assessments completed each year, the costs associated with 'unbundling' services for the new RFP, and how Korn Ferry updates their assessments/simulations to mitigate bias.

The motion was moved by Lee and seconded by Lilligren. Motion carried.

## 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.