

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY
AND RECORD OF ACTION**

March 28, 2023

FROM

DIANE RUNDLES, Assistant Executive Officer, Human Resources Department

SUBJECT

Contract with Reality Based Leadership for Coaching and Training Consultation Services

RECOMMENDATION(S)

1. Approve **Contract No. 23-236** with Reality Based Leadership to retain consultant Alex Dorr for coaching and training consultation services, in an amount not-to-exceed \$1,600,540, plus travel expenses, from March 28, 2023 through March 28, 2026.
2. Authorize the Director of the Human Resources Department to execute contract amendments to extend the term of this contract for a maximum of two additional one-year periods, with no change to the not-to-exceed amount of \$1,600,540, plus travel expenses, subject to County Counsel review.
3. Direct the Director of the Human Resources Department to transmit all contract amendments to the Clerk of the Board of Supervisors within 30 days of execution.

(Presenter: **Diane Rundles, Assistant Executive Officer, 387-5570**)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Promote the Countywide Vision.

Improve County Government Operations.

FINANCIAL IMPACT

Approval of this item will result in the use of additional Discretionary General Funding (Net County Cost). The total cost for all coaching and training services shall not exceed \$1,600,540, plus travel expenses. Sufficient funding and appropriation are included in the various department budgets outlined below and will be included in subsequent recommended budgets, except for the County Administrative Office (CAO). Although budget adjustments for the CAO are not required at this time, a request for Discretionary General Funding will be included as part of the 2023-24 and will be included in future recommend budgets, as needed.

Department	Budget Contribution
County Administrative Office	\$553,290
Arrowhead Regional Medical Center	\$216,000
Department of Behavioral Health	\$420,000
Children and Family Services	\$315,250
Real Estate Services Department	\$50,000
Project and Facilities Management Department	\$46,000
Total	\$1,600,540

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Consultation Services
March 28, 2023**

BACKGROUND INFORMATION

The Human Resources Department (HR) through its Performance, Education and Resource Centers (PERC), is working in partnership with Reality Based Leadership to provide leadership and staff development coaching and training to strengthen, develop, and prepare current and future County leaders.

Reality Based Leadership, founded by researcher and consultant Cy Wakeman, has worked with organizations and leaders globally to help achieve success and fulfillment in the workplace and hardwire accountability in their teams since 2015. The training, coaching and consultation services rendered by Reality Based Leadership will provide a systematic development of high performing leaders, which is fundamental to the County's long-term success. The services are tailored to the departments' needs and consist of lectures, interactive presentations, and one-on-one as well as group and executive coaching sessions, with a focus on accountability and results.

The contract will include direct training and consultation services for the departments identified in the Financial Impact section. These departments will pilot the leadership engagement sessions, and will expand to other departments if the contract is extended. In addition, HR and PERC will facilitate additional training opportunities for all County employees in ways such as providing access to recordings of virtual learning modules to benefit larger groups of County employees.

PROCUREMENT

Reality Based Leadership is intellectual property based on Cy Wakeman's research. The Reality Based training, coaching sessions and staff development as requested by the County for their staff can be delivered/conducted only by those trained, qualified, and certified by Cy Wakeman.

Consultant Alex Dorr is one of the few certified Reality Based Leadership consultants authorized to deliver their training content, making Reality Based Leadership a sole source vendor. The Purchasing Department has reviewed and approved the sole source procurement.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on March 14, 2023; Purchasing (Leo Gomez, Purchasing Manager, 387-2063) on March 14, 2023; Finance (Abigail Grant, Administrative Analyst, 387-4603) on March 17, 2023; and County Finance and Administration (Paloma Hernandez-Barker, Deputy Executive Officer, 387-5423) on March 13, 2023.

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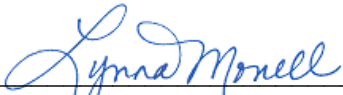
Record of Action of the Board of Supervisors
San Bernardino County

APPROVED (CONSENT CALENDAR)

Moved: Joe Baca, Jr. Seconded: Curt Hagman

Ayes: Col. Paul Cook (Ret.), Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: March 28, 2023



cc: HR - Rundles w/agree
Contractor - C/O HR w/agree
File - w/agree

CCM 03/31/2023