

**City of Minneapolis**  
**Request for Committee Action**

**To:** Ways & Means  
**Date:** 12/7/2015  
**Referral:** N/A  
**From:** Human Resources  
**Prepared by:** Marylin Talarico  
**Presented by:** Marylin Talarico  
**File type:** Action  
**Subcategory:** Contracts & Agreements

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**Subject:**

Amendment to increase and extend Contract C-39512 with Zenger Folkman to provide online multi-rater assessment, feedback, and coaching as part of the City's leadership development training program

**Description:**

Authorizing the execution of an amendment to the existing Contract C-39512 with Zenger Folkman to 1) increase the contract by the amount of \$65,000 for a new contract total of \$115,000; and 2) extend the contract term to March 31, 2017 which allows the City to provide online multi-rater assessments, feedback, and coaching as part of the City's Leadership Development Program (Leadership U) for three program cohorts scheduled throughout 2016.

**Previous Actions:**

No previous action has been taken through the legislative process.

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**Ward/Address:**

Not Applicable

**Background/Analysis:**

The Zenger Folkman online multi-rater assessment, instruction and coaching are incorporated into the Leadership U program. The online assessment is administrated by Zenger Folkman, ensuring confidentiality of results. Leadership U participants attend a one-hour webinar instruction explaining the assessment and the implementation process. Each Leadership U participant then receives a report of results and a 90-minute coaching session with a Zenger Folkman coach to interpret his/her feedback results and to plan future individual development based on the results.

The sixth cohort of Leadership U was launched on November 17, 2015. Two additional cohorts will be launched in 2016. The Zenger Folkman leadership competencies, and development strategy, fit well with our current leadership philosophy. Our larger vision is to review the City's various competency models and related tools during 2016. Extending our use of the Zenger Folkman assessment and services through 2016 puts us in a better place to complete our competency review in preparation for a 2017 introduction.

**Financial Review:**

**No additional appropriation required, amount included in current budget.**

- Future budget impact anticipated.
- Approved by the Permanent Review Committee.
- Meets Small and Underutilized Business Program goals.