

BEST VALUE INCENTIVES (RFP#84)

Name of Firm/Offeror: **Strategic Leadership Development Group, LLC.**

Incentives are designed to motivate vendors to surpass specific requirements of the solicitation while discouraging inefficiency and waste. The offerors' proposal should include additional benefits or rewards to the Commonwealth to encourage acceptance of their proposal. (Examples of incentives may include additional goods, services, warranties, rebates or royalties, gifts-in-kind, training, advertising/marketing, etc.)

Strategic Leadership Development Group (SLDG) consultants bring a vast array of expertise to the organization from diverse work environments. As a result, we are able to both educate our clients on new methodologies and offer them enhanced services to better support their business needs. The categories in this Request for Proposals allow for such incentive services. SLDG consultants would provide at no charge or at a nominal fee, additional activities to ensure client success.

Based on client needs, additional service offerings at no charge may include:

Executive Coaching

- New Executive Assimilation - a three month step-by-step approach to engage leaders quickly in to their new roles
- Coaching for Succession Management – consulting with senior management and human resources to develop realistic strategies to ensure “bench strength”
- Establish/man a mini-career center that would operate once a month, where non-executive level employees can come to discuss their personal and professional goals, identify needs/obstacles to those goals and design a plan of action

Strategic Planning/Organizational Design

- Perceived Organization Support (POS) Survey – SLDG can generate and conduct a free customized survey to measure the internal climate of the organization. For example, the level of POS can predict the level of employee’s commitment within the organization. The level of commitment can be used as a tool for organizational leaders to plan strategies to maximize resources.

- **Career Satisfaction Survey – SLDG will conduct a free assessment of the level of career satisfaction of the employees. The reporting of career satisfaction will aid leadership in planning strategies to improve retention rate, reduce absenteeism and improve employee morale.**

Internal Mentoring for Leadership Development, Succession Planning and Performance Management

Could be provided at a nominal fee

Partnering with Human Resources, managers and employees, SLDG consultants could develop a comprehensive mentoring program that will align employee development, performance and growth with organizational goals and strategic plans. An effective mentoring program can serve to increase the level of perceived organizational support, employee productivity, morale and reduce training costs. Based on client's need variables to be measured can be customized according to organizational needs.