



County of Fairfax, Virginia

NOTICE OF AWARD

Date of Award:

MAY 06 2020

CONTRACT TITLE: Organizational Development, Training & Coaching
RFX NUMBER: 2000002960
CONTRACT NUMBER: 4400009748
CONTRACT TYPE: Requirements
NIGP CODE: 92435
CONTRACT PERIOD: Date of Award – February 28, 2025
RENEWALS: Three (3), one-year renewal options
SUPERSEDES CONTRACT: N/A

CONTRACTOR:
5 Fold Consulting
24158 Dark Hollow Circle
Aldie, VA 20105

SUPPLIER NUMBER:
1000026073

Contact: Nathalie Thompson
Telephone: (703)431-5530
Email: Nathalie@5foldconsulting.com

TERMS: Net 30
FOB: Destination
PRICES: See attached

DPMM CONTACT: Penny Crawley, Contract Specialist
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Penny Crawley
Contract Specialist

DISTRIBUTION:
Finance – AP/e
OD&T – Robin Baker/e
OD&T – Lalja Hammons/e

DPMM – Penny Crawley
DPMM – Supplier Diversity- Chris McGough/e

Department of Procurement and Material Management

12000 Government Center Parkway, Suite 427

Fairfax, VA 22035-0013

Website: www.fairfaxcounty.gov/dpmm

Phone (703) 324-3201, TTY: 1-800- 828-1140, Fax: (703) 324-3228

Pricing Schedule

Rates for Training Courses	
Daily rate	\$2,000
Half-day rate	\$1,000
Weekly rate	\$10,000
Rate for keynote speaking	
Hourly rate	\$300
Rates for OD Consulting	
Hourly rate	\$250
Daily rate	\$2,000
Rates for New Course Development/Modification of Existing Course	
Hourly rate	\$175
Rate for Online/eLearning Courses	
<i>We do not develop online/eLearning courses.</i>	
Training Discounts and Incentives	
1 – 15 classes per year of the subject/title	No discounts
16 – 30 classes per year of the subject/title	Instructor cost \$1,900 (5% discount) plus materials
31+ classes per year of the subject/title	Instructor cost-\$1,850 (7.5% discount) plus materials
Conducting Train-the-Trainer sessions	
Up to 15 people	\$250 per hour
15 people and over	\$375 per hour
Hourly and Package Rates for Coaching Coaching may be contracted by the hour or by discounted packages rates shown below. We require a minimum commitment of 4 hours that includes the initial coaching session and 3 additional sessions. The initial or foundation session is held face-to-face. Ongoing coaching sessions may be held face-to-face or over the phone as agreed by the coach and client.	
Hourly coaching rate	\$295

Pricing Schedule

Package Rates for Executive Coaching	
Three 60-minute plus one email check-in	\$880
Five 60-minute sessions, includes up to three email check-ins	\$1,462
Nine 60-minute sessions, includes up to 6 email check-ins	\$2,925
360 assessment interviews 45-minute interviews with key stakeholders	\$275 per interview
Foundation (initial) coaching session (required for all new clients) One 90-minute session Clarifies priorities, goals, agenda, working relationship and coaching process	\$438.75

Conflict Coaching	Four to six 60-minute sessions, over consecutive weeks Intensive coaching to manage a current conflict. Includes skills training as needed.	\$295 per hour
Group coaching	Three to five participants Topical coaching – determined by the group. May also be used to support a cohort participating in leadership development	\$700 per hour
Management coaching	For managers of individual contributors	\$250 per hour up to 4 hours \$235 per hour, 5+ hours
Team coaching	Coaching a manager with her/his team seeking to work together more effectively and perform at higher levels. Team coaching is delivered "real time" during meetings and work sessions Includes conducting the following activities: Assessment interviews Initial engagement meetings On-going "real time" coaching with team Preparation and attendance at team meetings One-on-one coaching with team leader Stakeholder conversations	\$315 per hour

Assessment Instruments Administration/Debriefing Fees are Separate	
DISC	
Identifies personality and behavioral differences between people and provides a common language that people can use to better understand themselves and to adapt their behaviors with others.	
DISC Classic Personality Profile	\$35 + \$292.5 (1 hour debrief) = \$327.50
DISC Classic 2+ (online version)	\$67.95 + \$292.5 (1 hour debrief) = \$360.45
Everything DISC Workplace	\$48.95 + \$292.5 (1 hour debrief) = \$341.45
Everything DISC Work for Leaders	\$89.95 + \$292.5 (1 hour debrief) = \$382.45
360 Leadership Feedback	\$150 + \$438.75 (1.5 hour debrief) = \$588.75

Pricing Schedule

Conflict Dynamics Profile (CDP)	
Deals with conflict behaviors in the workplace and provides a powerful way to improve self-awareness of what triggers conflict in individuals as well as how they respond to conflict.	
Conflict Dynamics Individual Profile	\$50 + \$438.75 (1.5 hour debrief) = \$488.75 (includes individual development guide)
Conflict Dynamics 360°	\$225/set + \$438.75 (1.5 hour debrief) = \$663.75 Includes 12 surveys – self, boss, 5 peer, 5 direct reports, feedback report, developmental worksheet and detailed development guide

Communication	
Identifies four communication styles of verbal and nonverbal communication, recognize the various facets of communication, and learn how to use an individual's own style to enhance communication.	
What's my communication style?	\$14.55 + \$292.50 (1 hour debrief) = \$307.05
EQ-I 2.0	
Workplace Assessment + workbook	\$80
Leadership Assessment	\$110
FEBI	
FEBI – energy patterns	\$59.99 each
FIRO - B	
Fundamental Interpersonal Relations Orientation	
FIRO – B profile	\$35 + \$292.50 (1 hour debrief) = \$327.50
FIRO - B Profile and leadership report	\$50 + \$438.75 (1.5 hour debrief) = \$488.75
FIRO – B profile and FIRO_B interpretive report for organizations	\$75 + \$438.75 (1.5 hour debrief) = \$513.75
MBTI/Strong Interest Inventory	
Provides insight about individual's and how they interact with others—about how they communicate, learn, and work. Used for communication skill development, stress management, building relationships, conflict resolution and problem solving. The Strong Interest Inventory, based on John Holland's 6 themes helps individuals with career exploration and development, and employee engagement.	
MBTI profile – form M	\$20 + \$292.50 (1 hour debrief) = \$312.50
MBTI interpretive report –form M	\$30 + \$292.50 (1 hour debrief) = \$322.50
MBTI interpretive report for organizations	\$30 + \$292.50 (1 hour debrief) = \$322.50
MBTI Team report – form M	\$30 + \$292.50 (1 hour debrief) = \$322.50
Strong Interest Inventory	\$20 + \$292.50 (1 hour debrief) = \$312.50
Strong and MBIT Career Report	\$35 (plus \$20 if they have not taken the MBTI) + \$292.50 (1 hour debrief) = \$327.50
MBTI Career report – form M	\$20 + \$292.50 (1 hour debrief) = \$312.50
MBTI Communication report	\$30 + \$292.50 (1 hour debrief) = \$322.50
MBTI Work styles	\$30 + \$292.50 (1 hour debrief) = \$322.50

Pricing Schedule

Resilient Leadership 2.0	
Assessment plus workbook	\$35 each set
Total SDI	
Premier edition – SI, personal strengths and overdone strengths	\$100 each for 10 – 99 copies
SDI and personal strengths	\$85 each for 10 – 99 copies
Team Management Profile	
TMP	\$140
Dynamic Team Map	\$70 per group
Thomas-Kilmann (TKI)	
TKI	\$20+\$292.50 (1 hour debrief) = \$312.50

Cost Schedule for Proposed Training Programs

Course	Days	Instructor Cost per Day	Materials Cost - 30 Students	Total	Notes
General Courses					
Bounce Back Better	1 – 12 half days	\$1,000/half day	\$1,500	\$2,500	Per module price; 12-module program
Civility in the Workplace	1	\$2,000	\$1000	\$3,000	
Coach Yourself to Career Success	1	\$2,000	\$1000	\$3,000	
Conducting Effective Meetings	.5	\$1,000	\$1,000	\$2,000	
Conflict Resolution	1	\$2,000	\$1000	\$3,000	Additional fee if assessment requested
Leader as Coach	1	\$2,000	\$1000	\$3,000	
Managing Difficult Conversations	1	\$2,000	\$	\$	
7 Habits of Highly Effective People	3	\$6,000	N/A	\$6,000	Govt pricing available with Covey License
Problem-solving and Decision-making	1	\$2,000	\$1000	\$3,000	
Skilled Facilitation	3 – 4	\$6,000 - \$8,000	\$2,000	\$8,000 - \$10,000	Length of course depends on content agreed on with client If an additional facilitator is needed there is an additional charge of \$1,500 per day