



TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: December 17, 2013

TITLE: Motion to approve the proprietary purchase of consulting services for a one-year contract for behavioral assessment administration and related services - \$50,000

Recommendation

It is recommended that the City Commission approve the proprietary purchase of consulting services for a one-year contract, in substantially the form attached, for behavioral assessment administration and related services for recruitment and staff development with The HarBeck Company, Inc. and authorize the City Manager to approve three, one-year renewal options, contingent upon appropriation of funds.

Background

Various tests and assessments are often used as part of a talent search process to determine the knowledge, skills and abilities of candidates for the best selection. The City wishes through a pilot program to enhance its selection assessment process in determining candidate values (what truly motivates them), behaviors (how they will behave), attributes (the attributes they can bring to the organization), thinking style (intellectual capacity), emotional intelligence (vital emotional and social skills), and job fit (how well the candidate stacks up against a benchmark of excellence).

This pilot program for certain positions identified in this first year will allow City staff to work with an expert consultant in this human resources field for helping determine the traits and qualities needed in order to be successful in a particular position (job benchmarks), and then assess candidates to determine how they compare against the benchmark. Through this process, the right talent can be identified, reducing turnover and increasing the probability of high-performance in the position. Additionally, existing staff can use these assessment tools to identify critical attributes that drive performance and receive coaching where additional development is necessary.

The HarBeck Company, Inc. (HarBeck) is a learning firm devoted to leadership

development, employee development, and employee hiring. HarBeck is the sole source for administering the Style of Influence™ Assessment (SOI) for municipalities, and also offers other assessment, coaching, training and related services. The SOI is a unique instrument in that it is in the classification of “Behavioral Assessment”, as compared to the more popular “Personality Profile” instruments, such as DISC, Myers-Briggs, and others that measure how someone will appear, but only tangentially how they will behave. The SOI translates individual’s behavioral influence and how this, in turn, impacts team success. The SOI was designed as a non-profit behavioral style team building tool and is also used as an accurate “job-fit” tool.

HarBeck uses the SOI in conjunction with other tools such as the Extended DISC (measure of an individual’s personality style) and the Profile XT (job benchmarking and fit tool) to determine which candidates are the best fit for the position and the organization.

Resource Impact

Purchases will be made on an “as needed” basis and will be charged to individual budgets per available Fiscal Year 2014 funds.

Strategic Connections:

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included with the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.

This item also supports all *Commission Annual Action Plan* priorities, *Press Play Fort Lauderdale Strategic Plan 2018* initiatives, and *Fast Forward Fort Lauderdale 2035 Vision Plan* components, as the staff hired and/or developed using these assessment and related services will be working to further these goals.

Attachment

Exhibit 1 - Agreement

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