



Specification Number	PG17 - 0258F	
Specification Number	TPU WIDE LEADERSHIP DEVELOPMENT PROGRAM	Selected Vendor NASH CONSULTING, INC.
		Interviewed Part of Top 3

Evaluation Category	Scoring Elements Requested in RFP	Evaluation Questions	Total Points	Dale Carnegie Training	The Howells GroupNWPPA	Integris Performance	Nash Consulting	Looram & Associates	Athena Group
Organization’s Experience, History and Reference List	<p>Provide a brief history of your firm and local office, including a list of major clients served by your local office.</p> <p>Describe your firm’s experience and method for designing, customizing and delivering leadership development programs that are aligned with the organization’s management philosophy.</p> <p>Provide at least three references of clients for whom you have provided services similar to those requested by TPU. Include the names and contact information of representatives whom we may contact.</p>	<p>Did they include all items in this area?</p> <p>Does this firm have the experience and qualifications we are looking for in a consultant?</p> <p>Do they have experience in similar projects?</p> <p>How do their qualifications and experience compare to the other bidders?</p> <p>Did they provide at least three references?</p> <p>How do the references compare to other bidders?</p>	20	18	20	20	20	17	18
Key Personnel	<p>Provide names, experience and qualifications of the personnel who will be assigned to work directly on this account.</p>	<p>Did they include all items requested in the RFP?</p> <p>Do the key personnel have the desired qualifications and experience?</p> <p>What distinguishes them from other bidders?</p> <p>How do their qualifications and experience compare to the other bidders?</p>	5	2	4	4	5	2	3
Sample Porfolio 	<p>Provide a sample portfolio demonstrating examples of past programs, course outlines, styles and/or variety of trainings and delivery methods used, metrics measuring the performance of the program, evaluation techniques used to measure training ROI, so we can better understand the services you will provide.</p>	<p>Did they include all items requested in the RFP?</p> <p>Sample portfolio?</p> <p>Sample course outlines?</p> <p>Sample of trainings and delivery methods?</p> <p>Sample metrics used to measure performance of program.</p> <p>What distinguishes them from the other bidders?</p>	5	5	5	5	5	3	3
Program Approach and Plan	<p>Provide an outline of the types of leadership training you would propose for each level in our organization and why.</p> <p>Describe your firm’s approach and method you will use for designing, customizing and delivering a leadership development program that is aligned with our organization’s management philosophy and covers items in the scope of work.</p> <p>Describe how you would phase in the development, implementation and continuity of the program highlighting the key outcomes identified in the scope of work.</p>	<p>Did they include all items requested in the RFP?</p> <p>Does this approach meet our requirements?</p> <p>What distinguishes them from other bidders?</p>	30	27	29	29	30	26	28

Evaluation Category	Scoring Elements Requested in RFP	Evaluation Questions	Total Points	Dale Carnegie Training	The Howells GroupNWPPA	Integris Performance	Nash Consulting	Loram & Associates	Athena Group
<b>Program Approach and Plan</b>  <b>Fit and Value-Add Services</b>	<p>Describe how you would determine program components that are the right fit for Tacoma Public Utilities.</p> <p>Describe the "value-add" services that you would provide to ensure a modern, scalable and forward thinking training program.</p>	<p>Did they respond to this question?</p> <p>Can we identify the value-add services they will provide through this program?</p> <p>Do the services they offer ensure a modern, scalable and forward thinking program?</p> <p>What distinguishes them from other bidders?</p>	20	16	20	20	20	16	17
<b>Sustainability</b>	<p>Describe your firms commitment to providing the services identified in the scope of work in a sustainable manner.</p> <p>What activities or strategies do you recommend to ensure a sustainable and successfully measured program.</p>	<p>Did they include all items requested in the RFP?</p> <p>Is program sustainability and longevity a concern and practice of this firm?</p> <p>Do they provide strategies to ensure sustainability of the program?</p> <p>Do they offer strategies to measure continued performance and success of the program?</p> <p>What distinguishes them from other bidders?</p>	10	7	9	9	10	7	8
<b>Cost</b>	<p>Provide your fee structure (i.e., hourly rate v. flat per session fee), including any fees for course design and/or customization of content.</p> <p>Indicate the basic services to be included in your fees. Also indicate the services for which additional fees would be charged and the amount and basis for such fees.</p> <p>Indicate any additional costs (materials and travel) which are not included in your fees and your charges for such costs.</p>	<p>Did they include all items requested in the RFP?</p> <p>Do the costs seem reasonable and industry standard?</p> <p>How does this cost compare to other bidders?</p>	10	7	9	9	9	7	7
			100	82	96	96	99	78	84

Responsiveness Checklist	
References	
Required Forms	
Signature Page	
Conflict of Interest Form	Attached
Prime Contractors Pre-work form	

Specification Number	PG17 - 0258F	
Specification Number	TPU WIDE LEADERSHIP DEVELOPMENT PROGRAM	Selected Vendor NASH CONSULT
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Evaluation Category	Scoring Elements Requested in RFP	Evaluation Questions	Total Points	Manager Tools	Performance Dimensions	Scontrino Powell	Invista Performance	JJA Consultants	Employee Strategies
Organization’s Experience, History and Reference List	<p>Provide a brief history of your firm and local office, including a list of major clients served by your local office.</p> <p>Describe your firm’s experience and method for designing, customizing and delivering leadership development programs that are aligned with the organization’s management philosophy.</p> <p>Provide at least three references of clients for whom you have provided services similar to those requested by TPU. Include the names and contact information of representatives whom we may contact.</p>	<p>Did they include all items in this area?</p> <p>Does this firm have the experience and qualifications we are looking for in a consultant?</p> <p>Do they have experience in similar projects?</p> <p>How do their qualifications and experience compare to the other bidders?</p> <p>Did they provide at least three references?</p> <p>How do the references compare to other bidders?</p>	20	16	17	17	18	18	17
Key Personnel	<p>Provide names, experience and qualifications of the personnel who will be assigned to work directly on this account.</p>	<p>Did they include all items requested in the RFP?</p> <p>Do the key personnel have the desired qualifications and experience?</p> <p>What distinguishes them from other bidders?</p> <p>How do their qualifications and experience compare to the other bidders?</p>	5	1	3	3	3	3	2
Sample Portfolio 	<p>Provide a sample portfolio demonstrating examples of past programs, course outlines, styles and/or variety of trainings and delivery methods used, metrics measuring the performance of the program, evaluation techniques used to measure training ROI, so we can better understand the services you will provide.</p>	<p>Did they include all items requested in the RFP?</p> <p>Sample portfolio?</p> <p>Sample course outlines?</p> <p>Sample of trainings and delivery methods?</p> <p>Sample metrics used to measure performance of program.</p> <p>What distinguishes them from the other bidders?</p>	5	2	3	3	3	3	2
Program Approach and Plan	<p>Provide an outline of the types of leadership training you would propose for each level in our organization and why.</p> <p>Describe your firm’s approach and method you will use for designing, customizing and delivering a leadership development program that is aligned with our organization’s management philosophy and covers items in the scope of work.</p> <p>Describe how you would phase in the development, implementation and continuity of the program highlighting the key outcomes identified in the scope of work.</p>	<p>Did they include all items requested in the RFP?</p> <p>Does this approach meet our requirements?</p> <p>What distinguishes them from other bidders?</p>	30	23	27	27	27	28	26

Evaluation Category	Scoring Elements Requested in RFP	Evaluation Questions	Total Points	Manager Tools	Performance Dimensions	Scontrino Powell	Invista Performance	JJA Consultants	Employee Strategies
<b>Program Approach and Plan</b>	Describe how you would determine program components that are the right fit for Tacoma Public Utilities.	Did they respond to this question?	20	15	17	16	18	18	16
<b>Fit and Value-Add Services</b>	Describe the "value-add" services that you would provide to ensure a modern, scalable and forward thinking training program.	Can we identify the value-add services they will provide through this program?  Do the services they offer ensure a modern, scalable and forward thinking program?  What distinguishes them from other bidders?							
<b>Sustainability</b>	Describe your firms commitment to providing the services identified in the scope of work in a sustainable manner. What activities or strategies do you recommend to ensure a sustainable and successfully measured program.	Did they include all items requested in the RFP?  Is program sustainability and longevity a concern and practice of this firm? Do they provide strategies to ensure sustainability of the program?  Do they offer strategies to measure continued performance and success of the program?  What distinguishes them from other bidders?	10	6	8	8	8	8	8
<b>Cost</b>	Provide your fee structure (i.e., hourly rate v. flat per session fee), including any fees for course design and/or customization of content.  Indicate the basic services to be included in your fees. Also indicate the services for which additional fees would be charged and the amount and basis for such fees.  Indicate any additional costs (materials and travel) which are not included in your fees and your charges for such costs.	Did they include all items requested in the RFP? Do the costs seem reasonable and industry standard? How does this cost compare to other bidders?	10	6	8	8	8	8	7
			100	69	83	82	85	86	78

<b>Responsiveness Checklist</b>	
References	
<b>Required Forms</b>	
Signature Page	
Conflict of Interest Form	Attached
Prime Contractors Pre-work form	