



Learn it. Love it. Live it.

NOTICE OF INTENT TO PURCHASE SINGLE/SOLE SOURCE COMMODITIES OR CONTRACTUAL SERVICES

POSTING DATE: August 28, 2024

DEADLINE DATE: September 19, 2024 – 4:00 PM ET

This letter shall serve as notification that the District intends to procure a contract with a single or sole source vendor for the purchase of a *Specialized Leadership Development Program* as described below.

The description of the commodities or contractual services intended for purchase from a single/sole source is posted in accordance with Rule 6A-1.012(12)(d), Florida Administrative Code and applicable Florida Statutes, 287.57(13) and will remain posted for a period of fifteen (15) business days.

Interested vendors who believe that have a “like” product or have a “like” service, please send your response and all relevant documents to the ***Purchasing Department, 8050 Mobley Road, Brooksville, FL 34601 or purchasing@hcsb.k12.fl.us***. A “Like” product/service shall mean equal, equivalent, and/or identical. This is not a request for bids, proposals, or reply and there is no competitive solicitation available. The Hernando County School District will not consider any responses as a bid, proposal, or reply. Any responses received because of this notice will be considered *solely* for determining whether bona-fide competition exists.

Proposed Single/Sole Source Provider:

Company Name: Lori Bainum & Company
P.O Box 545
Brooksville, FL 34605

Products: Executive Team Leadership Development, Strategic Planning & Strengths Finder

This Leadership Development is customized specifically for the Hernando County School District, Food & Nutrition Department and designed by Lori Bainum & Co.

Failure to file a protest within the time prescribed in § 120.57(3), Florida Statutes, or failure to post the bond or other security required by law within the time allowed for filing a bond shall constitute a waiver of proceedings under Chapter 120, Florida Statutes.

If the Purchasing Department does not receive “like” commodities or contractual services information during the posting period, the request for purchase shall be issued to the School Board. This letter shall serve as notice of intended decision to enter a single/sole source contract and may negotiate on the best terms and conditions with the single/sole source vendor.



Proposal

Hernando County School Board

Food & Nutrition Department

Creation, Management and Facilitation of

Specialists and Assistant Specialists Leadership Development Program, Executive Team Continued Leadership Development, Strategic Planning & Strengths Finder

School Year 2024 - 2025

August 28, 2024

This proposal has been designed by Lori Bainum & Co. to offer topics and modalities not offered by other facilitators in the region. This plan is customized for HCSD Food & Nutrition Department based on prior sessions and planning. Lori Bainum & Co. is a sole source of this facilitation and curriculum.

Desired Overall Outcome: To create and facilitate the Leadership Development with lasting results using a learning-based communication style assessment, discussion on the importance of self-awareness while creating cohesive teams and exploring the "why" of everyone's purpose expanded to the organization's purpose and vision. To encourage ongoing development, experiences will be introduced for easy implementation to each leader's area of responsibility. Each participant will have a coaching tool for their supervisor to work with for future development. Team strengthening will be a focus while individuals work on their self-awareness and personal development.

Groups to be trained:

- Leadership Development Program for the Director and Executive level and key staff (7 participants)
- Strategic Planning for Director and Executive level and key staff (7 participants)
- Strengths Finder for Director and Executive level and key staff (7 participants)

Leadership Development and Support for the Executive Team – this is customized per participant by Lori Bainum and the executive coaching experience

Desired Outcome: To provide an environment for each person on the team to personally identify areas they would like to increase their understanding and effectiveness. Each participant will be encouraged to self-assess and allow themselves and the team to develop knowledge and skills to become a high functioning team. This team is the influencing body that creates vision, strengthens mission, and supports positive culture for productivity and satisfaction.

Participants: The Director, Assistant Director, Managers and Key Staff – Total of 7

Timeframe: 12 months. This Leadership Team Program is designed in (6) workshops plus one off-site experience (6 hours). The workshops (2 hours each) are designed to fit well in a busy schedule. We will be using the self-guided tool of DiSC Catalyst, convenience and effectiveness have been combined for an engaging experience, flexible learning, and desired results. One-on-one executive coaching will be scheduled after the first workshop for each

member of the team. Each member (key staff not included) will have the opportunity of a total of 4 sessions in the year. 1 session every quarter. The Director will have the opportunity for 1 session per month (12). All 30-minute sessions via phone unless prior arrangement for an in-person session needs to be made for special circumstances. This is a very cohesive component that allows the individual to experience an objective listener with complete confidentiality.

Module 1 – Deeper into Your Communication Style & Personal Priorities with DiSC and Utilizing Catalyst daily

- **How to keep DiSC Top of Mind in the entire organization**
- **Your People – creating personal development plans • Build Better Relationships**

Module 2 – Encouraging Productive Conflict, Using Your EQ and running effective meetings

Module 3 – The 5 Behaviors of a Cohesive Team with a Team Progress assessment (2 workshops):

- **Review of the concepts**
- **Trust**
- **Conflict**
- **Commitment**
- **Accountability**
- **Attention to Results**

Module 4 – Culture Support & Engagement

Module 6 – Having productive conversations, demonstrating and expecting Accountability and follow-up.

Module 7 – Off-site experience to be determined for scope and time with Executive Team, Key Staff, and Supervisors/Managers

Investment: \$12,250

Strategic Planning - this is coupled with extensive business experience and coaching from Lori Bainum

Strategic Planning – Where are you heading in the next five to ten years? What is the mission? How will you get there? How will each of the 149 employees and departments connect and support the plan? All of these topics take time to explore, test, and organize into a plan that can be executed for success.

This process will include:

- **Planning and organizing of the strategic framework**
- **Discussions for vision, mission, core values, and KPI's**
- **Identifying the communication plan**
- **Deciding on how to track and evaluate**

The timeframe is approximately six months. This focus is designed for the Executive Leadership team plus key stakeholders and requires four to six (4) hour workshops.

Investment: \$13,500. Includes all materials, facilitation, and travel.

Strengths Finder – this is coupled with DiSC knowledge and coaching from Lori Bainum

Strengths Finder Workshops are a two-part process. First a book is provided to each participant with the definitions of each strength and access to a code to complete the assessment. The second part is designed with (2) 2-hour workshops (total of 4 workshops) for better understanding and application. This experience is relevant for the Executive Leadership, Supervisors/Managers, and key personnel. Strength Finders is a book and assessment which helps individuals discover their top five strengths out of 34. Rooted 40 years in Dr. Donald Clifton's research, this assessment has helped millions discover their innate talents and maximize their potential. It fits well with the learning-based tool, DiSC, for discovering one's natural communication style and personal priorities.

Participants: 7 – Executive Team (4) and Key Staff (3)

Investment: \$2140. Includes (7) books, all other materials, facilitation, and travel.

Total Investment: \$ 27,890

Option: All Staff -Basics of DiSC

Each staff member will be given their own DiSC assessment to complete prior to a 2-hour workshop. The workshops will introduce the basics of DiSC. They will also discover what their assessment is sharing for better application and success.

Contact: Lori@LoriBainumCo.com (727) 480-1566 www.LoriBainumCo.com