



**MEETING OF AUGUST 1, 2023**

**TO:** Mayor Jordan and City Council  
**THRU:** Susan Norton, Chief of Staff  
**FROM:** Missy Cole, Human Resources Director  
**DATE:**  
**SUBJECT:** **Staff recommends approval of a contract with Ahnimisha Consulting, LLC. as one of two primary providers for Organizational Development consulting as needed.**

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**RECOMMENDATION:**

Staff recommends approval of a one-year contract with four automatic renewal options with Ahnimisha Consulting, LLC. as one of two primary vendors for organizational development consulting as needed. Since organizational development encompasses such a broad scope, utilizing more than one vendor will provide the City with the added value of having access to a wide range of subject matter experts in organizational development.

**BACKGROUND:**

The City published a Request for Proposal (RFP) 23-04 for Organizational Development Consulting Services. Five vendors responded to the RFP. The Organizational Consulting Services Committee interviewed three vendors and chose two preferred vendors.

**DISCUSSION:**

The City desires to utilize organizational development consulting services to support strategic and cultural alignment for short and long-term assignments across multiple departments. By engaging with organizational development consultants, the City will be able to develop a talent management philosophy supported by a forward-thinking workplace to deliver optimal services to the citizens of Fayetteville. Structural and cultural alignment strategies will optimize:

- Infrastructure – Processes and Systems
- Customer Service
- Change Management
- Employee and Leadership Development
- Recruitment and Retention
- Employee Engagement
- Coaching

**BUDGET/STAFF IMPACT:**

The 2023 budget has funding allocated for travel and training across departments.

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Mailing address:

113 W. Mountain Street  
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**ATTACHMENTS:** Staff Review Ahnimisha, RFP 23-04 Ahnimisha - Appendix A - Scope of Work, RFP 23-04 Ahnimisha - Appendix B - City Issued RFP, RFP 23-04 Ahnimisha - Appendix C - Ahnimisha's Submittal, RFP 23-04, Ahnimisha - Appendix D - Certificate of Insurance, RFP 23-04, Ahnimisha CONTRACT - Signed

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