BOARD OF COUNTY COMMISSIONERS
SARPY COUNTY, NEBRASKA

RESOLUTION APPROVING THE AGREEMENT WITH HUMANeX VENTURES
CONSULTING FIRM TO CONDUCT AN ORGANIZATIONAL DEVELOPMENT AND
CULTURE ASSESSMENT WITH THREE COUNTY DEPARTMENTS

WHEREAS, pursuant to Neb. Rev. Stat. § 23-104(6), the County has the power to do all acts in relation to the concerns of the County necessary to the exercise of its corporate powers; and,

WHEREAS, pursuant to Neb. Rev. Stat. § 23-103, the powers of the County as a body are exercised by the County Board; and,

WHEREAS, Sarpy County is interested in a professional review of and training to improve county work culture and employee performance; and,

WHEREAS, an agreement has been proposed for HUMANeX to provide consulting services to Sarpy County to conduct an organizational development and culture assessment with three County departments.

NOW, THEREFORE, BE IT RESOLVED BY THE SARPY COUNTY BOARD OF COMMISSIONERS THAT this Board is hereby authorized to execute the agreement with HUMANeX on behalf of Sarpy County, Nebraska, to conduct an organizational development and culture assessment.

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with applicable law on the 13th day of March, 2018.

Attest
SEAL

Sarpy County Board Chairman

County Clerk
MEMO

To: Sarpy County Board of Commissioners

From: Dan Hoins

Re: HumanEx Ventures Agreement

Commissioners:

On March 13, 2018 the County Board will be asked to approve an Agreement with HumanEx Ventures. HumanEx Ventures is a national consulting firm specializing in organizational development and improvement and has experience working with public sector clients. County Administration is interested in eventually engaging HumanEx Ventures to perform an organizational development and culture assessment countywide, but would like to first focus on a ‘pilot project’ with three key departments.

Services will consist of a culture survey for each department, follow-up explanation of the survey results, recommendations on how to improve culture and performance, along with training to achieve those recommendations. The final report will be provided directly to the County Board then shared with the three departments. The agreement is for $7,500 and HumanEx Ventures will complete their work within 60 days.

Please feel free to contact Administration with any questions.

Thank you,

Dan Hoins
Sarpy County Administrator

cc: Scott Bovick
     Linda Welles
     Deb Houghtaling
Sarpy County Administration
Sarpy County, NE

February, 2018

Presented to: Scott Bovick, Deputy County Administrator
             Linda Welles, Acting HR Director

Presented by: Ben Zitek, Senior Impact Manager Coach & Regional Leader
             Brad Black, President & CEO

2900 S. 70th Street
   Suite 100
Lincoln, NE 68506

100 W. Michigan Avenue
   Suite 250
Kalamazoo, MI 49007

101 W. Ohio Street
   Suite 2000
Indianapolis, IN 46204

Consulting | Training | Coaching | Research | Assessment | ImpacteX Technology Solutions
Proposal Objective: Creating and driving sustained excellence in organizations through expert education, equipping and execution to impact key outcomes in a significant and sustained manner. On the journey of building and modeling excellence; communities, organizations, teams and individuals will have the opportunity to discover and develop their talents and build world-class cultures where individuals are engaged and inspired to ultimately achieve their potential.

**Executive Summary:** The IQ (Integrated Quality) Impact Journey represents key areas of integrated efforts and practices. The three colored segments, or arcs, that make up this continuum are Talent Excellence (Select), Culture Excellence (Grow) and Sustained Excellence (Multiply)- all of which influence the quality of Stakeholder Advocacy and support the performance and quality growth of your organization.

**Talent Excellence**  
Source, screen, select and place the most talented individuals available. Recognize talent, as well as how it compliments each individual's knowledge and skill set and his or her potential to truly “fit” within your organization.

**Team & Growth Excellence**  
Grow your team of highly-talented individuals with knowledge and tools to develop the potential of each team member. Structured on-boarding processes, training for your coaches and proven methods for engaging and inspiring your team.

**Sustained Excellence**  
Develop purpose-driven disciplines and practices that sustain a culture of excellence. Commitment to alignment, strategic coaching, growth and development plans for all - a legacy that will last for generations.

As client partners and advocates, our journey recommendation consists of a three level approach that is: Strategic, Tactical and Organizational.

**Strategic:** People and culture-centric assessment, consulting and training focused on the Senior Leadership Team to establish and enhance literacy, fluency and mastery development.

**Tactical:** People and culture-centric assessment, consulting and training focused on the Director and Manager/Coach level to establish and enhance literacy, fluency and mastery development.

**Organizational:** Alignment of organizational processes and practices, the integration of concepts, tools and technology which encourages growth for both the organization and each individual within it.
Journey Steps—Phase One

Starting with three select departments, we would:
1) comprehensively measure the current department level cultures (anonymous and confidential on-line survey [INSIGHTeX])
2) conduct a department level feedback and action planning session for each department
3) provide follow-up training (target 2-3 hours each) for each department focused on the action items in order to equip them with the appropriate concepts, tools, and processes
4) follow-up with ‘next step’ recommendations building on the objective insights from the survey process, action plan stages, and follow-up training

Cost: $7,500 Phase One w/ three departments. Note this charge will be credited against the three year integrated plan cost that has been recommended in either the ‘Silver’ or ‘Gold’ plan if agreed on in the next 60 days.

<table>
<thead>
<tr>
<th>Agreement:</th>
<th>Payment Type:</th>
<th>Any Applicable Travel Expenses Included?</th>
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</thead>
<tbody>
<tr>
<td>☑ Phase One ($7,500)</td>
<td>☑ Upfront for Phase One (3 Dept)</td>
<td>☑ No – Community Partner Benefit</td>
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Sarpy County

Donald R. Kelly/Sarpy County Board Chairman

HUMANeX Ventures®

BRADLEY BROWN / PRESIDENT

Organization: Sarpy County Administration
Address: 1210 Golden Gate Drive Papillion, NE 68046
Contact: Scott Bovick, Deputy County Administrator

Phone: 402-593-1568
Fax:
Email: shovick@sarpy.com

Approved as to Form:

Deputy County Attorney