

## MASTER SERVICES AGREEMENT

**AGREEMENT #: C0003892**

This Master Services Agreement (“MSA”) is made and entered into as of the date the last authorized signature is affixed hereto by Fortis Group, LLC, (“Contractor”) and Virginia Commonwealth University, a corporation and an institution of higher education of the Commonwealth of Virginia, (“VCU”). Contractor and VCU are sometimes referred to as a “Party” and collectively as the “Parties.”

### RECITALS

WHEREAS, Contractor provides various executive coaching services; and

WHEREAS, VCU desires to use executive coaching services on an as-needed and optional-use basis; and

WHEREAS, Contractor is willing to offer executive coaching services to VCU in the manner described herein.

**NOW, THEREFORE**, in consideration of the mutual promises set forth herein and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

1. **CONTRACT DOCUMENTS.** The contract documents are integrated and shall consist of:

- a) Master Services Agreement
- b) Appendix II – Offeror Response Form
- c) RFP#: 175357155CK in its entirety (incorporated herein by reference)

All of the foregoing, together, (the “Contract”). Should a conflict arise among the foregoing, Master Services Agreement, Appendix II – Offeror Response Form, and RFP#: 175357155CK in its entirety, this MSA shall control.

2. **SERVICES.** Contractor shall provide to VCU executive coaching services as set forth in “Conditions of Award” in Appendix II, and any statements of work or similar document later agreed upon between the Parties.

3. **ENTIRE AGREEMENT.** This Master Services Agreement (MSA), including Appendix II and Appendix III will serve as the complete MSA between Contractor and VCU. The contract between Contractor and VCU (the “Contract”) includes this MSA and statements of work (SOW) or other similar documents (collectively, the “contract documents”). In the event of a conflict among the contract documents, the order of precedence will be: this MSA first and then the SOW or other similar documents.

4. **TERM and RENEWAL OF CONTRACT.** The term of this MSA commences on the Effective Date and ends on September 30, 2025. This MSA will renew upon mutual agreement of authorized representatives for both parties, unless otherwise terminated, under the terms and conditions for three (3) additional two (2) year periods until June 30, 2031.

5. **EFFECTIVE DATE.** This MSA is binding on the date that the last authorized signature is affixed.

6. FEE. VCU shall pay Contractor a fee in accordance with Appendix II and Appendix III as agreed between the Parties. Unless set forth otherwise in Appendix II, all invoices shall be paid net 30 days following receipt of a proper invoice, services rendered, or goods delivered, whichever is later pursuant to and in accordance with § 42-45 of the *Rules Governing Procurement of Goods, Services, Insurance and Construction by a Public Institution of Higher Education of the Commonwealth*.

7. DEPOSIT. VCU shall not be required to pay a security deposit.

8. TERMINATION. VCU may terminate this MSA with or without cause with sixty (60) days prior written notice to Contractor. VCU shall pay any outstanding fees due for Services performed up to the termination date. If Contractor breaches this MSA, in addition to any other rights or remedies, VCU may terminate this MSA without prior notice.

9. WORK MADE FOR HIRE. VCU is engaging the services of Contractor to provide Services as described herein for or on behalf of VCU. Contractor recognizes and agrees that all work and products that Contractor creates or develops within the scope of this MSA will be Work Made for Hire that belongs to VCU and will remain the property of VCU. VCU will exclusively own, solely and completely, any work, deliverable, process, product, idea, concept, or social media page – whether such may be protected by intellectual property laws or not – that Contractor creates, conceives or develops, in whole or in part, within the scope of this MSA. To the extent that Contractor's work for VCU may not be deemed a Work Made For Hire, Contractor hereby assigns all of its ownership, interest and intellectual property rights in such works completely and exclusively to VCU.

10. INSURANCE. Contractor certifies that it has and shall maintain the following insurance coverages for the term of this MSA and that all such insurance coverage will be provided by insurance companies authorized to sell insurance in Virginia by the Virginia State Corporation Commission.

- a. COMMERCIAL GENERAL LIABILITY. \$1,000,000 per occurrence and \$2,000,000 in the aggregate. Commercial General Liability is to include bodily injury and property damage, personal injury and advertising injury, products and completed operations coverage. VCU must be named as an additional insured and so endorsed on the policy.
- b. PROFESSIONAL LIABILITY. \$1,000,000 per occurrence.
- c. AUTOMOBILE LIABILITY, where applicable. \$1,000,000 combined single limit.
- d. CYBER SECURITY LIABILITY, where applicable. \$5,000,000 per occurrence.

11. CONFIDENTIALITY. Contractor may obtain confidential and proprietary information from VCU during the performance of the services under this MSA. Such confidential and proprietary information may be disclosed in writing, orally or contained via any other media. "Confidential Information" is defined as any information designated as confidential by VCU, including but not limited to information about VCU personnel and students of VCU to the extent such information is not available to the public domain in accordance with the laws of the Commonwealth of Virginia and the Family and Education Records Privacy Act (FERPA).

Contractor agrees that all Confidential Information shall be held in the strictest confidence and shall not be used for purposes other than its business with VCU. Contractor agrees not to release, copy or discuss in any format any Confidential Information. Contractor shall disclose Confidential Information only to its officers, directors, or employees with a specific need to know who are held to the confidentiality standards of this MSA. Contractor shall not disclose, publish or otherwise

reveal any Confidential Information received from VCU to any other party whatsoever, except with the specific prior written authorization of VCU.

Upon the completion of the services and upon request of VCU, Contractor shall return all Confidential Information received in written format, including copies or reproductions of or other media containing Confidential Information within seven (7) calendar days of such request. At Contractor's option, any such documents or other media developed by Contractor containing Confidential Information may be destroyed by Contractor provided that Contractor provides VCU a written acknowledgement that all media containing Confidential Information has been destroyed by Contractor.

12. ADVERTISING. All advertising and promotion materials, whether print or electronic, that display a VCU trademark, logo, or otherwise refers to VCU must be reviewed and approved by VCU's Division of University Relations prior to use. VCU retains all rights, title and interest to its trademarks, logos and other intellectual property.

13. LIMITATION OF LIABILITY.

- a. THE TOTAL CUMULATIVE LIABILITY OF VCU, ITS OFFICERS, EMPLOYEES AND AGENTS IN CONNECTION WITH THIS MSA OR IN CONNECTION WITH ANY GOODS, SERVICES, ACTIONS OR OMISSIONS RELATING TO THIS MSA, SHALL NOT UNDER ANY CIRCUMSTANCE EXCEED PAYMENT OF THE MAXIMUM PURCHASE PRICE. REGARDLESS OF ANY PROVISION HEREIN, CONTRACTOR SHALL BE LIABLE FOR ALL PERSONAL INJURY AND PROPERTY DAMAGE RESULTING FROM CONTRACTOR, ITS AGENTS, OFFICERS, DIRECTORS, AND AFFILIATES NEGLIGENCE, GROSS NEGLIGENCE, OR WILLFUL MISCONDUCT.
- b. Contractor shall be liable for the actual damages caused by the negligence of itself, its officers, employees and agents in connection with this MSA or in connection with any goods, services, actions, or omissions relating to this MSA.

14. INDEMNITY. Contractor agrees to indemnify, defend, and hold harmless VCU, the Commonwealth of Virginia, and their officers, employees and agents from any claim, damage, liability, injury, expense or loss, including defense costs and attorneys' fees, arising from Contractor's negligence under this MSA. Accordingly, VCU shall promptly notify Contractor of any claim or action brought against VCU in connection with this MSA. Upon such notification, and at the request and direction of VCU and/or the Office of the Attorney General, Contractor will immediately defend any such claim or action pursuant to the provisions and requirements of § 2.2-514 of the *Code of Virginia (Virginia Code)*.

15. REGULATIONS. During the performance of this MSA, Contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age, disability, or other basis prohibited by state law relating to discrimination in employment, except where there is a bona fide occupational qualification reasonably necessary to the normal operation of Contractor. Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause. Contractor, in all solicitations or advertisements for employees placed by or on behalf of Contractor, will state that Contractor is an equal opportunity employer; and (2) Contractor agrees to (a) provide a drug-free workplace for Contractor's employees; (b) post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in Contractor's workplace and specifying the actions that will be taken against employees for violations of such prohibition; (c) state in all

solicitations or advertisements for employees placed by or on behalf of Contractor that Contractor maintains a drug-free workplace; and (d) include the provisions of the foregoing clauses in every subcontract or purchase order of over \$10,000, so that the provisions will be binding upon each subcontractor or vendor.

16. FORCE MAJEURE. Neither Party will be responsible for any losses resulting from delay or failure in performance resulting from any cause beyond either Party's reasonable control, including without limitation, war, strikes or labor disputes, civil disturbances, fires, natural disasters, pandemics, including if VCU, in its sole discretion, must close a campus location or take other restrictive actions due to concerns related to the COVID-19 pandemic or acts of God. If the delay or failure in the performance of the Party claiming Force Majeure continues for thirty (30) days or more, then the Party not claiming Force Majeure may terminate this MSA by written notice to the other Party without penalty. Any funds paid will be reimbursed pro rata based on Services not provided.

17. GOVERNING LAW AND FORUM. This MSA shall be construed, governed, and interpreted pursuant to the laws of the Commonwealth of Virginia without regard to choice of law principles. Contractor agrees that all disputes arising under this MSA will be brought before a court of competent jurisdiction located in Richmond, Virginia. VCU does not waive its right to jury trial.

18. SOVEREIGN IMMUNITY. VCU is an agency of the Commonwealth of Virginia and is afforded the protection of sovereign immunity under Virginia law. Any claims against VCU or the Commonwealth of Virginia are subject to the requirements established under Virginia law for bringing such claims against VCU or the Commonwealth of Virginia, including the Virginia Tort Claims Act (*Virginia Code* §§ 8.01-195.1 et seq.) and other applicable statutes relating to claims against the Commonwealth or its agencies. Notwithstanding any other provision, nothing in this MSA shall be deemed to be or construed as a waiver of VCU's or the Commonwealth of Virginia's sovereign immunity, or any other applicable requirements under Virginia law for bringing claims against VCU or the Commonwealth of Virginia.

19. ENTIRE AGREEMENT. This Master Services Agreement (MSA) and Appendix II will serve as the complete contract between Contractor and VCU. The contract between Contractor and VCU may include statements of work (SOW), a data protection addendum (DPA), or other similar documents as necessary. In the event of a conflict among the contract documents, the order of precedence will be: this MSA, Appendix II, if applicable, the DPA, SOW, and then the RFP.

20. MISCELLANEOUS. This MSA may be executed in any number of counterparts, each of which shall be deemed an original, but all such counterparts together shall constitute but one and the same instrument. The relationship between VCU and Contractor created by this MSA is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between VCU and Contractor. Contractor shall not assign this MSA to another party without the written consent of VCU. The conditions and covenants herein contained shall inure to the benefit of and are binding upon the parties hereto, their personal representatives, successors and permitted assigns. As a registered vendor in eVA and/or RealSource, Contractor is responsible for the security of its portal account, including restricting access to it, maintaining the confidentiality of login information, and taking any other actions necessary to protect the security of the Contractor's account. VCU will not be responsible for a third party's fraudulent collection of VCU payments due to the Contractor's failure to update or protect its account information.

20. NOTICES. All notices, requests, demands and other communications which are required or permitted to be given under this MSA shall be in writing and shall be deemed to have been duly given upon the delivery or receipt thereof, as the case may be, if delivered personally or sent by

registered or certified mail, return receipt requested, postage prepaid, to the respective Party hereto.

**Contractor:**

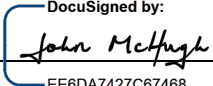
Fortis Group, LLC  
Attention: Jan Bazow  
4701 Cox Road, Suite 400  
Glen Allen, VA 23060  
804-347-0648  
jan@fortisleadership.com

**VCU:**

Virginia Commonwealth University  
Procurement Services  
912 W. Grace Street, 5<sup>th</sup> Fl  
Richmond, VA 23284  
procurement\_services@vcu.edu

IN WITNESS WHEREOF, the Parties to this MSA by their duly authorized representatives have executed this MSA the day and year below.

**Virginia Commonwealth University**

By:  DocuSigned by:  
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Printed Name: John McHugh

Title: Director, Procurement Services

Date: 2/16/2024

**Fortis Group, LLC**

By:  Jan Bazow

Printed Name: \_\_\_\_\_  
CEO

Title: \_\_\_\_\_  
2/13/2024

Date: \_\_\_\_\_



# VCU Procurement Services

## APPENDIX II

### OFFEROR RESPONSE FORM

RFP 175357155CK – EXECUTIVE COACHING SERVICES

#### 1. General Information

A. Contractor Name: Fortis Group, LLC

B. Street Address: business location: 4701 Cox Road, Suite 400, Glen Allen, VA 23060 Mailing Address: 9520 Ironstone Terrace, Naples, FL. 34120 (please send all correspondence to mailing address in Florida)

D. City: see mailing address

E. State: see mailing address

F. Zip Code: see mailing address

G. Phone Number: 804-347-0648

H. Email Address: jan@fortisleadership.com

I. Brief history of the firm:

Organizational and leadership development business serving clients since 2012.

J. Client Reference List: (Provide at least one business reference)

Reference Name: Richard Sliwoski

Contact: rfsliwoski@vcu.edu

Address: FMD Operations Grace St.

Phone #: 17574093976

E-mail address: [Click or tap here to enter text.](#)

Description and date(s) and services provided: current client and have been walking alongside FMD since 2018 providing workplace culture transformation including leadership development, team development at all levels, executive coaching, employee engagement initiatives and surveys, etc.

K. Experience

Provide Curriculum vitae, Resumes or capabilities statement for all personnel that may be assigned to the University. Include relevant experience or certifications. You may attach additional pages.

See attached bios

L. Other

Provide any other information the University should consider in evaluating the firm's proposal:

Fortis Leadership (Fortis Group, LLC) has served multiple departments, leaders and teams in and among VCU with executive coaching, team development, organizational effectiveness, and leadership development and is known as a trusted advisor.

**2. eVirginia (eVA) Registration Status**

A. Is Contractor currently eVA registered and active:  Yes  No

**3. Small, Women, and Minority Owned Business Information:** (Complete A-G)

- A. Small:  Yes  No
- B. Minority-Owned:  Yes  No
- B. Women-Owned:  Yes  No
- D. Virginia DSBSD Certified:  Yes  No
- G. Virginia DSBSD Certification #: Click or tap here to enter text.

**4. Conditions of Award**

Please check each box below confirming agreement with the conditions of award. Terms that contain a check box must be checked to confirm acceptance.

- A. RealSource Registration
  - The Contractor agrees to maintain or become registered as a vendor within the VCU RealSource Vendor Registration network upon being invited to register.
- B. Detailed Scope of Work
  - The Contractor will provide a detailed statement of work prior to any project, summarizing specific services, deliverables, delivery dates and cost – without additional terms or conditions requiring VCU signature. VCU has a signatory authority policy that allows only specified individuals to sign contracts.
- C. Purchase Orders
  - The Contractor will accept a VCU issued Purchase Order as the commitment to start a project and will not start work on a project until a Purchase Order is received.
- D. Invoicing
  - The Contractor agrees to invoice in accordance with the procedures outlined on the VCU Purchase Order.
- E. Payment Method (Check the box AND select an option from the dropdown)

VCU is migrating away from processing payments via paper check and strongly encourages the use of our electronic payment options.

  - ACH - Paymode-X Premium (Net 20)
- F. Early Payment Discount (EPD): (Check the box AND select an option from the dropdown)
  - N/A
- G. Experience
  1. Contractor has a least 4 years of experience.
    - Yes
    - No
  2. Contractor has worked with clients in the higher education sector.
    - Yes
    - No
  3. Contractor has experience providing coaching and development services to employees at several levels of an organization.
    - Yes
    - No



4. Contractor has experience providing coaching and development services in a variety of formats, including workshops, seminars, and one-on-one coaching.

Yes

No

5. Contractor has experience working with virtual teams and providing virtual coaching and development services.

Yes

No

H. Fees

The following pricing / fees will be charged for the Services. The fee structure includes rates charged for all personnel or service that may be provided to VCU.

See RFP response (attached)

VCU prefers fully loaded rates inclusive of travel and expenses. If travel and expenses must be charged separately, the Contractor must receive written approval from VCU before initiating travel to any VCU campus or location. For travel that is approved in writing by VCU, Contractor shall submit its reasonable out-of-pocket expenses to VCU. Travel expenses must be clearly documented in the form of receipts. VCU shall reimburse Contractor for its reasonable out-of-pocket expenses in accordance with, and limited by, the VCU Travel Guidelines & Procedures. VCU reserves the right to dispute the reasonableness of, and reject, any travel expense. Contractor shall adhere to VCU's current guidance for on-campus visits available at <https://together.vcu.edu/>

**5. Proprietary or Confidential Information:**

A. The Contractor's proposal contains proprietary or confidential information.:  Yes  No

B. If Contractor answered "Yes" above, provide additional details.

Click or tap here to enter text.

Note: See RFP, Section "Confidential / Proprietary Data and Information" for more information.

**6. Acceptance**

This document will be incorporated into the Master Services Agreement (MSA) between your Firm and the VCU. The contract between your Firm and VCU may include statements of work, a data protection addendum, or other similar documents as necessary. The MSA will have precedence over all other contract documents.

Contractor Name: Fortis Group, LLC

Authorized Officer/Signatory: Jan Bazow

Title: CEO

Authorized Officer/Signatory Email Address: jan@fortisleadership.com

Date: 10/11/2023

**Electronic Signature:** By typing the name of the firm's authorized representative/signatory into the field above, the firm certifies that it is providing a binding "Electronic Signature" and further specifically validates that the individual affixing the Electronic Signature below is fully authorized to bind the firm with respect to the goods, services, pricing, terms and conditions listed herein. **No award will be made without a fully executed MSA.**



10/11/2023

Christopher C. Kersey, CPPB, CUPO  
Category Manager - Services  
Virginia Commonwealth University

**Via email**

Dear Chris,

It is our pleasure to submit this response to RFP 175357155CK – Executive Coaching Services- Open Enrollment. **Fortis Leadership (Fortis Group, LLC)** is a human resources and organizational development firm with demonstrated experience in workplace culture transformation, leadership development, executive coaching, team development, leadership and team assessment, employee engagement, and interim human resources leadership.

Our mission is to help individuals, teams and organizations become the best-version of themselves.

Fortis Leadership understands the need for leaders and teams to be aligned to accomplish the mission of the organization. We understand the need and the complexities of change management and how important it is for leaders to be able to collaborate with their respective teams to 1) craft a vision of the future; 2) build alignment so team members understand and are committed to the vision; and 3) champion the implementation of strategies that turn the vision into reality.

As a SWAM certified vendor, our clients include several government agencies. We also have vast experience in the non-profit; private and public sector.

To that end, this RFI I includes and is not limited to:

- 1. Overview of Fortis Leadership**
- 2. Overview of Turning Point Coaching Process (including \*measuring progress a year later)**

3. **Our Core Services (*including fees for service*)**
4. **Abbreviated Resumes of Key Personnel**
5. **Three Client References**

1. **Overview of Fortis Leadership**

Fortis Leadership, (Fortis Group, LLC) is human resources, organizational and leadership development firm designed to help people and organizations develop and reach their potential.

Jan Bazow, Founder and CEO of Fortis Leadership has 34 years of experience helping many organizations, including several universities, to develop their leadership point of view, establish a values-based culture, provide leadership development for senior and emerging leaders, executive coaching, team development, and team intervention. Jan and the Fortis Leadership team are equipped to assist you with just the right solution for your individuals and teams.

If you have met Jan, you have experienced her passion for showing leaders that when they are inspired and equipped to lead, they can have a transformational impact on the organizations and people they influence, helping them to find new meaning in their work. Simply put, the premise behind Fortis Leadership is that when people thrive, teams thrive, and ultimately organizations thrive.

Fortis Leadership excels in facilitating workplace culture transformation through identifying the current state and desired state and providing strategic pathways for organization to reach their desired destination to that of an engaged and enabled workforce.

Jan and her team have demonstrated experience in executive coaching and have walked alongside leaders at all levels of the organization. The diverse cadre of coaches have all demonstrated leadership experience and have been certified in the Fortis Leadership *Turning Point* coaching model.

In addition to providing workplace culture and executive coaching experience, Fortis Leadership has demonstrated expertise in helping teams developing high performing teams. Often, Fortis Leadership utilizes the *Five Dysfunctions of a Team* model to further develop functioning teams, as well as help teams who have gotten off track, sort through the issues and determine short and long-term strategies that will improve the health and effectiveness of the team.

Fortis Leadership engages leaders and teams in one-on-one interviews as well as online assessments to determine the best and most effective course of action for leadership and team development.

In addition, we offer customized and onsite, comprehensive leadership development programs and universities, including our public Fortis Leadership Evolving Leaders Experience, the public

leadership development program, where participants from various industries gather to develop their leadership competence and commitment. These programs prepare leaders at all levels for current and future workplace challenges.



## 2. Turning Point Coaching Services

Jan and the Fortis Leadership cadre of executive coaches provide individual leaders with one-on-one development to enhance their leadership effectiveness.

Many of our clients have engaged in the Fortis Leadership *Turning Point* Executive and Leadership Coaching process, including emerging and evolving leaders in among VCU. All Fortis Leadership coaches have been certified in the Turning Point coaching process.

### Overview of Fortis Leadership Executive Coaching

Fortis Leadership believes that providing customized one-on-one personal and professional development opportunities for your leaders is an excellent option for developing your leadership talent. Fortis Leadership ensures that individuals are well matched with just the right professional development expert.

Whether your leaders are emerging leaders who find themselves in a new role, or your leaders are seasoned and desire continuous learning and development, Fortis Leadership is equipped to walk alongside individuals who desire to grow, change, and lead.

Individuals will experience transformational change through a series of one-on-one coaching sessions resulting in the creation of a *Development Dashboard* that tracks their personal goals and behavior changes.

We believe that organizations thrive when leaders are demonstrating the behaviors that influence organizational outcomes that include developing employee competence, commitment, and engagement, which impacts business results.

We believe that this professional development journey is a personal journey, and that leadership capability springs forth from who we are as individuals. Fortis Leadership has developed a unique behavior based coaching model called *Turning Point*. The *Turning Point* model is also used with our virtual coaching clients.

### The Turning Point Approach

Our cadre of coaches are experienced professionals who are equipped to facilitate the Fortis Leadership *Turning Point* process. Our coaches develop a relationship of trust that allows individuals to increase the self-awareness that is necessary to engage in sustainable growth and development. Our coaching process includes an inside-out approach:

- Intake meeting with organizational sponsor (if desired), individual and coach to establish initial goals.
- Multiple behavior-based assessments to gain a baseline of current strengths, growing edges, values, and overall personal and leadership capacity.
- A development dashboard that includes leadership development goals/objectives and measures.
- Exploration and reflection of leadership journey that includes *unpacking* the significant mile markers in an individual's life and workplace experience that may have helped shape the person's beliefs, values and, ultimately behaviors demonstrated in the workplace.
- Intentional reading and real-time workplace assignments that broaden an individual's perspective about specific areas identified for development as well as opportunity for application.
- Assignment of an internal accountability partner that offers another level of support to the individual's development journey (optional).
- Intermittent follow-up meetings with sponsor, individual and coach as needed.
- \*A complimentary assessment of behavior changes six-12 months post-coaching engagement.

**Investment: 6-8 month engagement \$3995-\$5995.00**

- 12-hours of face-to-face sessions, either in person or virtual coaching throughout a 6–12-month period.
- The schedule will be determined during the first session.
- Investment includes one hour of prep time for each session for the coach, monthly face-to-face coaching sessions, as well as additional *real-time* coaching via phone, texting, and email to assist with assignments, challenges, etc. in-between face-face coaching sessions.
- Includes access to *My Leadership*, a self-directed digital learning platform to supplement learning experience in-between sessions (optional).
- Includes 360-degree assessment and individual assessments.

### 3. Fortis Leadership Our Core Services

- **Workplace Culture Assessment and Planning** monthly retainer based on \$150.00-\$225.00 per hour
- **Senior Leadership Team Development** ½- day sessions \$1995 and full day sessions \$3995 after first initial session of \$5,000 (includes assessment process)
- **Team Assessment, Development, and Intervention** (same as above)
- **Executive Coaching \$3995-\$5995 per 6-8 month engagement**
- **Emerging and Evolving Leaders Program** (public program and customized) \$3995 per individual)
- **Relationship Reset and Conflict Resolution** \$1500 for 3, 2-hour sessions and pre-work
- **New Leader Onboarding Coaching** \$3995 per 6-month engagement
- **360 Degree Leader Assessments and Team Assessments** \$50.00-\$300.00 per assessment
- **Individual Awareness Assessments** complimentary up to \$50.00
- **Engagement Surveys** cost varies depending on scope of project
- **Human Resources Consulting** per hour rate or monthly retainer of \$150.00-\$225.00 per hour
- **Interim Human Resources and Organizational Development Leadership** \$250.00 per hour/monthly retainer
- **Career Transition Coaching and Outplacement Workshops** ½- day sessions \$2995 and full day sessions \$4995 for up to 15 individuals (may add 3-hours of 1-1 individual coaching)

**Customized Offerings** Delivered in ½ day sessions (in-person or virtual, via Zoom) for an investment of \$2995 or full day for \$4995 for up to 25 participants. Topics include, but are not limited to:

- 5 Languages of Workplace Appreciation
- Coaching and Situational Leadership
- Belonging Together: Fostering an Inclusive and Diverse Workplace
- Leading the Collaborative Way
- Leading Through Change
- Five Generations in the Workplace
- The Collaborative Way
- Overcoming the Five Dysfunctions of a Team
- Human Resources Workshop for Managers
- Communication Boot Camp

- Mastering Conflict
- Leading in a Hybrid Workplace
- Leadership in the 21 Century



#### **4. Abbreviated Resumes of Key Personnel**

Fortis Executive and Leadership Coaches biographies included are:

Jan Bazow, CEO Fortis Leadership

Aaron Lee, Fortis Leadership, Senior Consultant

David Giles, Fortis Leadership Diversity and Inclusion Consultant and Executive Coach

Christy Foldenauer, Fortis Leadership Senior Consultant and Executive Coach

Michelle Cabell, Fortis Leadership Senior Consultant and Executive Coach

Denise Bailey-Clark, Fortis Leadership Executive Coach

Marla Weston, Fortis Leadership Executive Coach

\*Fortis Leadership team members (including additional Fortis Leadership coaches) and his/her biographies are located on our website [www.fortisleadership.com](http://www.fortisleadership.com).