



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: A 20-428, **Version:** 1

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Lincoln & Associates for leadership coaching for operational and support services and facilitation of training programs, extending the agreement an additional eighteen (18) month period (January 1, 2021 through June 30, 2022) for a revised full agreement term of January 1, 2019 through June 30, 2022, and adding \$78,442 for a revised total agreement amount not to exceed \$151,869.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Lincoln & Associates for leadership coaching for operational and support services and facilitation of training programs, extending the agreement an additional eighteen (18) month period (January 1, 2021 through June 30, 2022) for a revised full agreement term of January 1, 2019 through June 30, 2022, and adding \$78,442 for a revised total agreement amount not to exceed \$151,869.

SUMMARY/DISCUSSION:

Natividad desires to amend its Lincoln and Associates agreement that provides leadership coaching and facilitation of training programs/ classes for managerial staff. The hospital has utilized Lincoln and Associates' coaching and training services since January 2019 and would like to continue this relationship. Natividad was initially introduced to Catherine Lincoln through Monterey County's Learning and Organizational Development Department (LOD). Catherine Lincoln worked collaboratively with the LOD and the hospital on team building in the hospital kitchen by facilitating different training pieces. Her tactics and coaching strategies have proven to be helpful and successful in the various departments in which she has interacted.

The proposed amendment is through June 2022 and will allow for continued leadership coaching with existing "coachees" and an additional five leaders. It also allows for the onsite facilitation of four different management trainings.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this amendment No. 1 as to form. The Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 1 has also been reviewed and approved by NMC's Finance Committee on October 9, 2020, and by its Board of Trustees on October 9, 2020.

FINANCING:

The cost for this amendment No. 1 is \$78,442, of which \$33,615 is included in the Fiscal Year 2020-21 Adopted Budget. Amounts for the remaining years of the agreement will be included in those budgets as

appropriate.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This agreement is for managerial level consulting services, which will contribute to better leadership within NMC. The services rendered in this agreement provide additional support it needs for hospital staff to provide reliable and quality patient care, which improves the health and quality of life for patients and their families.

- ☐ Economic Development
- ☒ Administration
- ☒ Health and Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared by: Andrea Rosenberg, Assistant Administrator, 783-2562
Approved by: Gary R. Gray, DO, Chief Executive Officer, 783-2553

Attachments:
Lincoln & Associates Amendment 1
Lincoln & Associates Agreement

Attachments on file with the Clerk of the Board