



# County of Monterey

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

## Board Report

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**File #: A 22-383, Version: 1**

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Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 2 to the agreement (A-15005) with Lincoln & Associates for leadership coaching for operational and support services and facilitation of training programs, extending the agreement an additional one (1) year period (July 1, 2022 through June 30, 2023) for a revised full agreement term of January 1, 2019 through June 30, 2023, and adding \$20,000 for a revised total agreement amount not to exceed \$171,869.

### **RECOMMENDATION:**

#### **It is recommended the Board of Supervisors:**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 2 to the agreement (A-15005) with Lincoln & Associates for leadership coaching for operational and support services and facilitation of training programs, extending the agreement an additional one (1) year period (July 1, 2022 through June 30, 2023) for a revised full agreement term of January 1, 2019 through June 30, 2023, and adding \$20,000 for a revised total agreement amount not to exceed \$171,869.

### **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). Her tactics and coaching strategies have proven to be helpful and successful in the various departments in which she has interacted.

During COVID the hospital has not offered leadership development training programs to leadership staff, but the hospital intends to start offering trainings in Fiscal Year 2023. The proposed amendment is through June 2023 and will allow for continued leadership coaching with existing "coachees" and additional leaders up to twelve total managers. 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 renewal and amendment No. 2 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal and amendment No. 2 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on June 10, 2022.

### **FINANCING:**

The cost for this amendment No. 2 is \$20,000 which is included in the Fiscal Year 2022-23 Adopted Budget.

### **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: Charles R. Harris, Chief Executive Officer, 783-2504

Attachments:

Lincoln & Associates Renewal and Amendment 2

Lincoln & Associates Amendment 1

Lincoln & Associates Agreement

Attachments on file with the Clerk of the Board