STATEMENT OF WORK (SOW)

Wisconsin Department of Employee Trust Funds (ETF)

and

Groves Advisors, LLC, dba Talent Growth Partners (Contractor)

SOW #5

Date: 02/11/2022

RFP and Contract #: ETJ0057 for Competency Based Performance Management Services

Background: Contract ETJ0057 for Competency Based Performance Management Services between ETF and Contractor was executed on October 9, 2020. Per the terms of the Contract, Section 1.10 of the RFP, statements of work must be drafted and agreed to by ETF and Contractor prior to work commencing. SOW #1 was signed by the parties on November 11, 2020; SOW #2 was signed by the parties on February 4, 2021; SOW #3 was signed by the parties on November 30, 2021.

Services/Pricing: The purpose of this SOW #5 is to add the following Services to the Contract:

A: Leadership coaching for 2021 cohort participants, through June 30, 2022. Cost: not to exceed: \$25,000

B: Ad-Hoc 1:1 leadership coaching for new coaching participants in 2022. Cost: not to exceed \$10,000

The Services covered under this SOW #5 are described in the attached document, "Coaching Services Menu – ETF 2022."

Total cost for the Services described under this SOW shall not exceed: \$35,000.

Billing/Invoicing: Contractor may invoice ETF for the Services described herein on a monthly basis after Services have been completed. Payment terms are outlined in the Contract.

AGREEMENT AND AUTHORIZATION:

Wisconsin Department of Employee Trust Funds By:	Groves Advisors, LLC, dba Talent Growth Partners DocuSigned by: Maria Grows By:
Name: Pamela S. Henning	Name: Maria Nicholas-Groves
Title: Assistant Deputy Secretary 2/14/2022 Date:	Title: <u>CEO</u> 2/14/2022 Date:

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Coaching Services Menu ETF 2022



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Coaching Services Structure

ETF Participants	Focus	Option	Possible Leaders		2022 Estimated Time Frame	Length of Engagement in Months	Monthly Coaching	Not to	Estimated # of Participants	Total Cost Estimated	ick Off with Sponsors	Assessment Admin & Debrief	Goal Design & Action Planning	Coaching Session Focus Prep	One-on-One Virtual Coaching Session Units Per Month	Access to laser coaching*	Meeting or Presentation Observation & Debrief	Customized Development Resources	Wrap Up Reflection & Planning Session
Coaching	2022 Leadership Focus	A		One transition planning session	One session during 2022 Q1	1	\$1,100	\$1,100	2	\$2,200				A	90				
	New Challenges	В	La col	Once per month	3 months (Feb-April 2022)	3	\$1,400	\$4,200	2	\$8,400				Ŷ	60-75	V		V	V
Coaching	In New Role	С	1.1	Twice per month	4 months (Feb-May 2022)	4	\$2,475	\$9,900	2	\$19,800				V	120-150	V	V	V	V
	Taking on New Role	D		Twice per month	3-4months (2022 Flex)	4	\$3,000	\$12,000	2	\$24,000	V	V	J	Ą	120-150	J	V	J	Ą
1:1 Coaching	Gaining Leadership Clarity	E	Strong leader who is taking on more	Once per month	3-4months (2022 Flex)	4	\$2,000	\$8,000	1	\$8,000	4		4	4	120-150	V		4	V
	Real Time Challenges	F	Someone who needs an up front boost	Three total sessions	Over 2 months (Flex 2022)	2	\$1,650	\$3,300	3	\$9,900	V			Y	120-150				
Estimated Investment Up to										\$72,300									