

MTAC R0980 Leadership Development

Contract Dates: 01/01/2014 - 12/31/2018

For more Information please

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Component	Vendor Name	Component Description	Contract Number
Component 1: Professional Development	Gotham Culture, LLC	Based in NYC, gothamCulture is an organizational development consulting firm that specializes in leadership and PD, and organizational culture assessment. Our global clients span all sectors and a wide array of industries, and we deliver services to front-line employees through executive leaders. • Facilitating PD Sessions– provide an extensive library of courseware that requires little customization and that can be delivered very quickly by skilled facilitators through in-person, full-day sessions. • Content Development– design, develop, manage, deliver, and evaluate fully customized PD experiences and processes. We work collaboratively with clients to fully understand the need, based on gaps in performance, and design all sessions, courseware and facilitator guides for targeted PD sessions. • Knowledge Sharing- research, curate, develop, and update content for a wide variety of organizational development topics. We have a decade of experience in organizational development and have formed long-standing relationships with many of the foremost thought leaders in this space.	QR98004
Component 1: Professional Development	Urban Policy Development (UPD) Consulting	UPD Consulting's training model, based on our experience working in large urban school districts, includes PD for middle and upper level managers in three key areas: (1) The Development, Planning and Implementation of Projects, (2) Performance Management and (3) Using Data to Make Decisions. Our PD programs are implemented through a scalable and job-embedded coaching method that takes trainees from understanding the core principals of these concepts to their application in real world district problems (such as common core implementation, managing staff through change, data system adoption, educator evaluation, and using data for day-to-day decision making). Our model's core goal is to simulate as closely as possible the adaptive and sometimes opaque nature of managing work in urban school districts. Our coaching model does this by incorporating case studies from urban school districts across the country as well as real problems NYCDOE managers are experiencing in their work today.	QR98005
Component 1: Professional Development	NYC Leadership Academy	NYCLA's proposed services will support staff members in developing their leadership skills, ensuring they have the skills needed to succeed in a fast-paced, reform-minded environment, and most importantly, affect change for students in NYC public schools. NYCLA is prepared to provide services for the 3 subcomponents of this initiative: 1) facilitate sessions focused on professional development for entry-, mid- and upper management, 2) content/product development, and 3) knowledge sharing.	QR98010
Component 2: Central Leadership Pipeline Programs and Strategies	Gotham Culture, LLC	Based in NYC, gothamCulture is an organizational development consulting firm that specializes in leadership, PD, and organizational culture assessment. • Executive Coaching – provide certified leadership coaches, with extensive experience with leaders across levels; conduct a robust coach-matching process to ensure that each leader is set up for success; use a series of assessments to provide feedback and help leaders develop an action plan aimed at closing the identified development gaps. • Leadership Development Program – Using a mix of self and peer assessments, PD workshops, leadership coaching sessions, a thought-leader speaker series, and a mentoring program, over the course of a year, we aim to provide leaders with specific feedback and learning opportunities that help them be more effective. • Content Development –design, develop, manage, deliver, and evaluate fully customized PD experiences; work collaboratively with clients to fully understand the need, based on gaps in performance, and design all sessions, courseware, and facilitator guides.	QR98004
Component 2: Central Leadership Pipeline Programs and Strategies	NYC Leadership Academy	NYCLA's proposed services will target the leadership development needs of this select group of staff, ensuring that they are prepared for the next level of leadership. NYCLA understands that the Central Leadership Pipeline project is part of the broader effort by the NYCDOE to grow and retain internal talent. This component is specifically targeting high performing staff members and intentionally preparing them for the next level of leadership. NYCLA is prepared to provide services for the 3 subcomponents of this initiative: 1) executive coaching for middle and upper level management, 2) leadership development program for entry and mid-level management, and 3) content/product development.	QR98010