

**DETERMINATION AND FINDINGS  
FOR  
SOLE SOURCE PROCUREMENT**

**FINDINGS**

**1. Authorization:**

19 DCMR § 4320.7.

**2. Minimum Need:**

The District of Columbia Public Library requires leadership training for all supervisor/managers. As an organization committed to transformation, it is necessary to develop our management staff to become great leaders. To make this training both cost effective long-term, Human Resources managers will attend a train-the-trainer session to receive certification to facilitate the needed leadership development workshops. Upon certification, HR will be able to provide the much needed training on an on-going basis and not require consultants.

**3. Estimated Fair and Reasonable Price:**

\$26,732.64

**4. Facts That Justify a Sole Source Procurement:**

What makes The Ken Blanchard Companies the right partner to help DC Public Library develop our talent and prepare your leaders for greater responsibility?

- A.** One important factor is their record of success. For more than 30 years, leading companies all over the world have turned to The Ken Blanchard Companies for expertise in developing strong leaders, generating high morale, establishing a basis for ethical leadership, and improving teamwork and collaboration. Their work is based on the teachings of Ken Blanchard and his colleagues, drawing on a proven body of knowledge and ongoing research. By constantly challenging themselves and pushing to improve, they have achieved extraordinary results in a wide variety of contexts.
  
- B.** All people and teams go through predictable stages of development, just as all performance goes through a predictable sequence as people develop. The power and simplicity of the situational context has made their model one of the most widely adopted leadership processes in the world.

C. The Ken Blanchard Companies has learned—in concert with their clients—the formula for creating tangible, lasting results from investments in training. They aren't just interested in helping run a successful training; they want to partner with us all the way through to our desired results.

Therefore, The Ken Blanchard Companies is the best training and development company for DC Public Library to partner with to develop our managers.

**5. Certification By the Contract Specialist:**

I hereby certify that the above facts are accurate and complete.

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Contract Specialist

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Date

**DETERMINATION**

Based on the above findings and in accordance with the DCPL Procurement Regulations, 19 DCMR § 4320.7 I hereby determine that the award of a sole source contract for the services described herein is in the best interest of the D.C. Public Library.

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Contracting Officer

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Date