



Consent Item 7

TO: East Bay Community Energy Board of Directors

FROM: Trevor Cherr

SUBJECT: Approval for Agreement with Thrive Mind Collaborative

DATE: July 19, 2023

Recommendation

Adopt a Resolution authorizing the CEO to negotiate and execute an Amendment to the existing Agreement with Thrive Mind Collaborative to provide experience-based business coaching and consulting services to employees in partnership with the Human Resources Team.

Background and Discussion

In Fiscal Year 2022-2023, the Human Resources Team conducted “pilot” groups to gauge the impact of and satisfaction with various learning and development and coaching programs. Part of this included working with Thrive Mind Collaborative, who provided coaching and consulting services for 6 months. With great success and desirable outcomes, including high satisfaction and a desire to continue from participants, we are now moving forward with Thrive Mind Collaborative as our consulting and coaching partner. With 12 years of experience in leadership, operations, and learning and development, the lead coach working with EBCE will provide consulting services, including an executive coaching program, emerging leaders coaching program, staff workshops and training, and other related support or consulting services. Several other consultants and coaching programs were part of the pilot last Fiscal Year, and Thrive Mind Collaborative is the chosen partner moving forward.

Fiscal Impact

This is an annual agreement for one year and may incur costs of up to \$130,000.00 in the 2023-2024 Fiscal Year.

Attachments

A. Resolution

RESOLUTION NO. R-2023-XX

A RESOLUTION OF THE BOARD OF DIRECTORS

**OF THE EAST BAY COMMUNITY ENERGY AUTHORITY AUTHORIZING THE CEO TO
AMEND THE AGREEMENT WITH THRIVE MIND COLLABORATIVE**

WHEREAS The East Bay Community Energy Authority (“EBCE”) was formed as a community choice aggregation agency (“CCA”) on December 1, 2016, Under the Joint Exercise of Power Act, California Government Code sections 6500 *et seq.*, among the County of Alameda, and the Cities of Albany, Berkeley, Dublin, Emeryville, Fremont, Hayward, Livermore, Piedmont, Oakland, San Leandro, and Union City to study, promote, develop, conduct, operate, and manage energy-related climate change programs in all of the member jurisdictions. The cities of Newark and Pleasanton, located in Alameda County, along with the City of Tracy, located in San Joaquin County, were added as members of EBCE and parties to the JPA in March of 2020. The city of Stockton, located in San Joaquin County was added as a member of EBCE and party to the JPA in September of 2022; and

WHEREAS Thrive Mind Collaborative has provided experience-based business coaching and consulting services to EBCE employees in partnership with the Human Resources Team. With 12 years of experience in leadership, operations, and learning and development, the lead coach working with EBCE will provide consulting services, including an executive coaching program, emerging leaders coaching program, staff workshops and training, and other related support or consulting services; and

WHEREAS in Fiscal Year 2022-2023, the Human Resources Team at EBCE conducted “pilot” groups to gauge the impact of and satisfaction with various learning and development and coaching programs. Part of this included entering an agreement with Thrive Mind Collaborative, who provided coaching and consulting services for 6 months (“Agreement”). With great success and desirable outcomes, including high satisfaction and a desire to continue from participants, we are now moving forward with Thrive Mind Collaborative as our consulting and coaching partner. Several other consultants and coaching programs were part of the pilot last FY, and Thrive Mind Collaborative is the chosen partner moving forward; and

WHEREAS EBCE staff participated in a 6-month program in Fiscal Year 2022-2023 with the Human Resources Team and Thrive Mind Collaborative, with coaching and related consulting services provided, leading to successful outcomes and high alignment with EBCE culture and objectives; and

WHEREAS consulting and coaching services provided by Thrive Mind Collaborative will be scheduled to begin immediately following approval. Thrive Mind Collaborative will provide consulting services, including an executive coaching program, emerging leaders coaching program, staff workshops and training, and other related support or consulting services; and

WHEREAS staff now desires to amend the Agreement to extend the Agreement's term through June 30, 2024, and to increase the scope of work to include additional consulting, training, and workshop services, and to increase compensation by \$130,000 for a new total compensation amount not to exceed \$160,000.

NOW, THEREFORE, THE BOARD OF DIRECTORS OF THE EAST BAY COMMUNITY ENERGY AUTHORITY DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. Authorize the CEO to negotiate and execute an Amendment to the Agreement with Thrive Mind Collaborative for the Fiscal Year 2023-2024 with compensation not to exceed \$160,000 for additional coaching and consulting services.

ADOPTED AND APPROVED this 19th day of July, 2023.

Elisa Márquez, Chair

ATTEST:

Adrian Bankhead, Clerk of the Board