



Schedule
Contract

GENERAL SERVICES ADMINISTRATION

*Mission Oriented Business Integrated Services (MOBIS)
Federal Supply Service Group – 874
FSC Class – 8741*

Authorized Federal Supply Schedule Price list

Contract Number: GS-10F-0212W

Contract Period: May 21, 2010 through May 20, 2015

Contractor: TRIAXIA PARTNERS, Inc.
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Atlanta, GA 30339-3087

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Business Size: Small, Veteran Owned

DUNS Number: 197226376

CAGE Code: 48WG4

Online access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**[®], a menu driven database system. The INTERNET address for **GSA Advantage!**[®] is:
<http://www.GSA Advantage.gov>.

For more information on ordering from Federal Supply Schedules, click on the FSS Schedule link at: <http://www.fss.gsa.gov>

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CUSTOMER INFORMATION:

1a. Awarded Special Item Numbers (SIN):	SIN 874-1, 874-1RC: Consultation Services SIN 874-2, 874-2RC: Facilitation Services SIN 874-3, 874-3RC: Survey Services SIN 874-4, 874-4RC: Training Services SIN 874-5, 874-5RC: Support Materials SIN 874-7, 874-7RC: Project Management
1b. See Labor Rates, by Labor Category:	Page 29
1c. See Labor Category Descriptions:	Pages 13 - 28
2. Maximum Order:	\$1,000,000.00
3. Minimum Order:	\$100.00
4. Geographic coverage (Delivery Area)	United States (Domestic only)
5. Point(s) of Production:	Same as company address
6. Discount from list prices:	Government new prices (discounts already deducted, see Labor Rates)
7. Quantity discounts:	None offered
8. Prompt payment terms:	Net 30 days
9a. Notification that Government purchase cards are accepted up to micro-purchase threshold:	Yes
9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:	Will accept over \$3,000.00
10. Foreign items:	None
11a. Time of Delivery:	Specified on the Task Order
11b. Expedited Delivery:	Contact Contractor
11c. Overnight and 2-day Delivery:	Contact Contractor
11d. Urgent Requirements:	Contact Contractor
12. F.O.B. Points:	Destination

CUSTOMER INFORMATION *(continued)*

- 13a. Ordering Address(es): Same as Contractor
- 13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (<http://www.Fss.gsa.gov/schedules>)
14. Payment Address(es): Via check by U.S. mail: Same as Contractor
- Via Wire Transfer for Triaxia Partners:
SunTrust – Atlanta
Account number: see invoice
9-digit routing number: see invoice
Code: SNTRUS3A
15. Warranty provision: Contractor's standard commercial warranty
16. Export Packing Charges: Not applicable
17. Terms and Conditions of Government purchase card acceptance (thresholds above the micro-purchase level): Contact Contractor
18. Terms and conditions of rental, maintenance, and repair: Not applicable
19. Terms and conditions of installation: Not applicable
20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: Not applicable
- 20a. Terms and conditions for any other services: Not applicable
21. List of service and distribution points: Not applicable
22. List of participating dealers: Not applicable
23. Preventive maintenance: Not applicable
- 24a. Environmental attributes: Not applicable
- 24b. Section 508: If applicable, Section 508 compliance information on Electronic and Information Technology (EIT) supplies and services will be addressed on a task order basis. The EIT standards can be found at: www.section508.gov

CUSTOMER INFORMATION *(continued)*

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|--|--|
| 25. Data Universal Numbering System(DUNS): | 19-7226376 |
| 26. Notification regarding registration in Central Contractor Registration (CCR) database: | Triaxia Partners is registered in the CCR;
Cage Code: 48WG4 |
| 27. Uncompensated Overtime: | Triaxia Partners Labor Rates were developed utilizing uncompensated overtime for exempt employees. All hours delivered will be at the rates reflected in the price list. |
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Access to online ordering information, pricing, and terms and conditions is available through GSA Advantage!(R), found at www.gsaadvantage.gov

TRIAXIA PARTNERS: Firm Overview

TRIAXIA PARTNERS mission is to help clients achieve their strategic aspirations through the integration of wise strategy, superior leadership and teamwork, and organization design. For 30 years TRIAXIA has been providing consulting services to make a profound, enduring and positive difference in client organizations: strategically, collaboratively and in overall organizational effectiveness.

Our focus is on the talent side of the enterprise. Our commitment is to get to the heart of the matter and speak to the heart of the person. We believe that great organizations create true value for those they serve and that such value is impossible apart from people in those organizations who value and express character, competence and a deep commitment to make a difference in the lives of those they lead and serve.

WHY CHOOSE TRIAXIA PARTNERS

TRIAXIA brings unparalleled expertise and resources to its clients. Our client-oriented consulting philosophy is simply to pursue our mission with an uncompromising commitment to excellence. We accomplish this by demonstrating professionalism and expertise in achieving client objectives and by building client relationships characterized by partnership, service, value and above all, results.

To that end we...

- Strive to understand what our client's value as they engage our services and then deliver that value
- Seek to work with clients with whom we can have on-going, long-term relationships
- Make character-based decisions on all aspects of client work, always putting the client's interests above those of the firm; this includes always providing truthful, principle-based feedback to clients
- Will be uncompromising in our quality standards
- High-level commitment to internal controls and integrity in project management processes

One distinct quality has set TRIAXIA apart from other similar consulting firms: our consultants are not only experts in their practice fields; they are leaders, having led organizations. They understand our client's issues and needs when it comes to leading and directing organizations, building collaborative teams and delivering results. They know what it takes to deliver value.

In addition to our consultants' experiences and professional skills, TRIAXIA brings a level of quality, well-defined management practices and proven methodologies in guiding and supporting clients through their organizational improvement initiatives.

For more detailed information visit TRIAXIA at: www.trixiapartners.com

MOBIS 874-1: Consultation Services

At TRIAXIA Partners, our consultation services are the foundation of our management and organizational engagements. We help clients attack their most pressing business issues—from the strategic to the day-to-day.

Our consultants provide expert counsel, first-hand knowledge of and experience with best practices, fact-based decisions and guidance in support of management's business and organization objectives.

Examples of consultation services include but are not limited to:

- Strategic Planning
- Action Planning / Goal Setting
- Program Audits / Evaluations
- High Performance Work Teams
- Team Training/Learning Systems
- Team Leader Development
- Team diagnostics/Assessments
- Succession Planning
- Leadership Assessment
- Leadership Development Strategies
- Executive Coaching
- Performance Measurement
- Organizational Design/Redesign
- Organizational Assessments

There are times when our client's request we modify and/or customize our learning solutions to address their organizational learning needs. Our suite of proven tools and learning solutions are services we can provide based on your organization's specific needs and issues.

Our consultants/subject matter experts come alongside and work with your specialists to bring value-added products and services deemed essential for improving effectiveness within your organization, team, or leaders.

For more detailed information on our consulting services visit TRIAXIA at: www.trixiapartners.com

MOBIS 874-1: Consultation Services *(continued)*

Leadership Consulting Services:

Leadership Succession

TRIXIA Partners™ will work with your management team to ensure that you have a succession strategy that is inextricably linked and aligned with your corporate business strategy; that is, that you have enough leaders in place with the right skills at the right time to achieve your strategic objectives.

This can be accomplished by:

- Ensuring that systems and processes are in place that provide an early warning system to alert the organization of unplanned leadership transitions
- Creating strategies to prepare for planned leadership transitions. Ensuring that capable candidates are identified and developed against a known vacancy schedule. Also enabling accurate forecasting to take place in times of rapid organizational change, assuring leadership continuity for key positions
- Putting strategies in place to prepare leaders, both individually and collectively, with the new skills needed to confront emerging trends and market dynamics
- Assisting the organization to identify the right data systems, implementation steps, and timetables to monitor, maintain, and continuously improve the system and processes
- Providing organizational leaders with the essential competencies both to conduct appropriate succession planning and to carry out successful leader development plans

Leadership Assessment

We believe that assessment is a powerful cornerstone for personal growth. Accurate and comprehensive assessment of current and future leaders against the leadership success factors of an organization effectively reveals untapped leadership potential and suggests specific strategies for closing the developmental gap. TRIAXIA provides clients with powerful assessment tools tailored to their specific as well as their supporting processes to help participants turn insight into increased leadership effectiveness.

The two primary applications of our assessment processes are:

1. **External Selection:** this typically includes pre-work and interviewing, a select suite of assessment instruments, a variety of work simulations (i.e., in-basket, team meetings, presentations), and a written/oral report to the organization.
2. **Internal readiness:** this may include all the above, but in addition provides a written, detailed development plan along with recommended learning solutions.

MOBIS 874-1: Consultation Services *(continued)*

Powerful Assessment Tools commonly used by TRIAXIA:

Triaxia has a suite of target specific, sophisticated assessment instruments from which to tailor the protocol of instruments that is most useful to your leaders in increasing competency, whether for selection and placement purposes, promotion, and or ongoing leadership development. Among these are:

- PaceSetter 360—a 360-degree feedback assessment tool which is completely tailored to your (1) organizational leadership attributes (competencies, character, knowledge, and experience), (2) culture, (3) corporate values, and (4) terminology will help your leaders assess their strengths and developmental opportunities.
- Emotional Intelligence Instruments, which provide a highly reliable and predictive measure of an individual's self-awareness and self-management
- Leadership Style, which is predictive of fit within a team, culture, or task
- Personality, which uncovers motivations and preferences, and enduring strengths and potential liabilities.

Enterprise - Level: Norms and Insights:

In addition to individual assessments, the data collected from the individual assessment of leaders over time, when collected and analyzed collectively, allows your organization to establish enterprise level norms and plumb lines that can be used to identify developmental opportunities at an organizational level. Training programs, recruiting and selection processes, and communication strategies are just a few of the areas that benefit from such input. Triaxia Partners can work with you to construct these data sources and demonstrate useful applications.

Leadership Consulting Services:

Our executive coaching and/or leadership development consultation is based on the following labor rates, which is a function of number of hours based on client needs and desired outcomes.

SIN 874 -1 Consulting Services: Executive Coaching / Leadership Development Coaching	
Labor Category	Hourly Rate
Principal	\$382.85
Subject Matter Expert II (Executive Coach)	\$377.81

MOBIS 874-2: Facilitation Services

At TRIAXIA Partners, we recognize and understand the value of using experienced, objective third-party services to guide and facilitate your work efforts.

Our experienced team of professional facilitators helps to provide you with the necessary processes, tools and content to ensure your team achieves its desired results. TRIAXIA's facilitators are adept at leading large and small groups, preparing agendas, managing logistics, handling divergent views, conflicts and disputes, problem solving, recording discussion content, guiding decision making, debriefing, and providing a summary report for dissemination.

Below are just a few of the ways that TRIAXIA's facilitators can assist your organization:

- Envisioning
- Planning
- Organizational Design
- Leadership and Team Design
- Decision Making
- Consensus-building
- Issues Identification
- Problem Solving
- Conflict Resolution
- Leadership and Team Coaching

For more detailed information on our facilitation services visit TRIAXIA at: www.triaxiapartners.com

MOBIS 874-3: Survey Services

At TRIAXIA Partners, we work with our client to provide fact-based decisions. In order to guide and assist management in tackling organization and marketplace issues, we provide survey services to help management achieve wise decisions.

Our survey services are designed to ensure the right information is placed into the hands of the decision makers in a timely manner. Our experience in survey design, collecting, analyzing and interpreting data during all phases of the project is customized to fit our client's objectives.

In addition to our customize survey services, TRIAXIA has a suite of off-the-shelf diagnostic tools to assess various components of the business: organization/department assessments, team diagnostics, and leadership assessments.

For more detailed information on our survey services visit TRIAXIA at: www.trixiapartners.com

MOBIS 874-4: Training Courses

TRIAXIA Partners training/instructional courses are highly interactive and utilize a multitude of methods/aids to deliver successful adult learning, such as multimedia, PowerPoint, case studies, small / large group discussion formats, action learning, supportive application exercises, along with challenging questions that incorporates and leverages “real work” experiences from over 30 years of consulting.

Triaxia’s trainers/instructors bring a distinct “edge” to the overall training service. Most, if not all, of the instructors have significant consulting and work experience in their background. Not only are they skilled practioners, teachers and presenters who bring subject matter mastery; they are also adept at handling the tough organizational questions that often get asked. Our instructors are able to leverage their consultative skill set to help bring solutions to real-time questions, which are not part of the trainer’s script. This unique blend of subject matter expertise, vast industry experience, practical functionality and consultative approach makes for a highly effective and engaging workshop.

Training and/or instructional courses will vary in pricing based on client needs, type of course, number of participants, whether it is a standard training or there is need for customizing, and number of materials.

In addition, to the training courses and materials, Triaxia has a portfolio of assessment and diagnostic tools—organizational, leadership, teams and individual. They are listed at the end of the training course offerings.

For more detailed information on our training services visit TRIAXIA at: www.triaxiapartners.com

MOBIS 874-4: Training Courses *(continued)*

Course Title:	Building High Performance Teams: <i>The Performance Factor</i>	
Course Description:		
<p>Based on the book, <i>The Performance Factor</i>, this foundational team workshop identifies and masters the key principles of building and developing high performance teams and teamwork. Participants meet as an intact team and gain a unique grasp of the six characteristics of a high performance team. Triaxia Partners' unique model of team effectiveness brings a level of insight, memorability, and application to team dynamics not found in other team development strategies. Practical application is achieved through the use of specially designed team diagnostics, as well as a series of unique team exercises. This workshop provides the foundation and conceptual framework a team needs to achieve and sustain exceptional results over the long-term.</p> <p>At the close of the session all participants will understand the key principles, practical team skills/components, and actions required to dramatically increase the productivity and effectiveness of their team. In addition, teams will: 1.) Discuss and evaluate the current state of their project team against the characteristics needed for exceptional performance, 2.) Discover the characteristics of highly effective project teams, 3.) Gain understanding of the primary obstacles to team success and 4.) Develop action plans and opportunities for increased team effectiveness.</p> <p>Workshop requires in-tact teams/working groups (includes materials)</p>		
Course Length: (# Days / Hrs.)		2 Days / 16 hours
Minimum # is one Team (Participants)		1 Team; (6 participants)
Maximum # of Teams (Participants)		4 Teams; (32 participants)
Total Minimum Course Price:		\$6405.60
- Price per each team participant over 6		\$450.00

Course Title:	Excellent Team Communication: <i>Mastering the Art of Straight Talk</i>	
Course Description:		
<p>If poor communication is costing your organization valuable time and money, learning the skills and processes for greater effectiveness will lead to significantly improved results. This fast-paced, one-day workshop is designed to immediately increase understanding and skills in high performance communication. The workshop is filled with exercises, diagnostics, and discussions that help participants to develop an understanding of the purpose and process of communication, the barriers to communication, and the principles of sending and receiving messages. Special attention is given to the needs of a team or natural work group environment: participants will evaluate their team or work group's communication using a specially designed diagnostic tool and develop an action plan for increased communication effectiveness. (includes materials)</p> <p>Workshop requires in-tact teams/working groups (includes materials)</p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # is one Team (Participants)		1 Team; (6 participants)
Maximum # of Teams (Participants)		4 Teams; (32 participants)
Total Minimum Course Price:		\$3,475.88
- Price per each team participant over 6		\$275.00

MOBIS 874-4: Training Courses *(continued)*

Course Title:	Managing Team Conflict: <i>Transforming Conflict—from Strife to Synergy</i>	
Course Description:		
<p>This one-day workshop gives teams and participants insight into the principles and processes for managing healthy disagreement. It provides common terminology with which to describe the subjective, emotional dimension of conflict, and ground rules which will allow them to manage that conflict effectively. The workshop includes a team conflict survey for teams or natural work groups, as well as a diagnostic that identifies and explains each participant's personal conflict style. In this workshop participants will: 1.) Identify the sources and patterns of conflict, 2.) Discuss the possible outcomes of conflict, 3.) Learn how to manage conflict to constructive outcomes, 4.) Explore the concept and role of trust in relationships, 5.) Utilize a team conflict survey to evaluate their team's approach to dealing with conflict, and 6.) Discover their personal conflict style using an individual diagnostic. (includes materials)</p> <p>Workshop requires in-tact teams/working groups (includes materials)</p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # is one Team (Participants)		1 Team; (6 participants)
Maximum # of Teams (Participants)		4 Teams; (32 participants)
Total Minimum Course Price:		\$3,526.25
- Price per each team participant over 6		\$275.00

Course Title:	Criteria Based Decision Making	
Course Description:		
<p>This one-day workshop is designed to allow participants to identify, explore, and discuss the effects of key decision-making principles that leverage desired results in the organization, from hiring new staff to expanding the organization or developing new products and services. Participants will explore different types of decisions, the nature of consensus, and roles in the decision process. A criteria-based model for effective decision-making is introduced and applied through the use of an interactive case study. (includes materials)</p> <p>In this workshop participants will:</p> <ul style="list-style-type: none"> • Discuss the current state of decision-making for themselves individually and as an organization • Explore the principles and pitfalls of effective decision-making • Learn the barriers and benefits of making decisions in a team or group setting • Develop mastery of a criteria-based process for making high quality decisions <p>Workshop requires in-tact teams/working groups (includes materials)</p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # is one Team (Participants)		1 Team; (6 participants)
Maximum # of Teams (Participants)		4 Teams; (32 participants)
Total Minimum Course Price:		\$3,582.80
- Price per each team participant over 6		\$275.00

MOBIS 874-4: Training Courses *(continued)*

Course Title:	High Performance Meetings	
Course Description:		
<p>This one-day workshop covers many aspects of high performance meetings, including agenda design and management, facilitation, meeting communication, and ground rules. It is designed to give participants the tools and principles they need to ensure that their meetings are more productive and efficient. Participants use a diagnostic tool to surface the needs of their team, department, or organization and evaluate their meetings based on three components: Purpose, People, and Process. (includes materials)</p> <p>In this workshop participants will:</p> <ul style="list-style-type: none"> • Develop a <i>perspective</i> on high performance meetings • Discuss the <i>current state</i> of meeting management in their team or natural work group • Explore the <i>principles</i> and <i>pitfalls</i> of effective meeting management • Learn an effective, straightforward <i>process</i> for conducting high performance meetings <p>Workshop requires in-tact teams/working groups (includes materials)</p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # is one Team (Participants)		1 Team; (6 participants)
Maximum # of Teams (Participants)		4 Teams; (32 participants)
Total Minimum Course Price:		\$3,375.13
- Price per each team participant over 6		\$275.00

Course Title:	TEAM FACILITATION – TAPPING INTO THE COLLECTIVE IQ OF THE TEAM	
Course Description:		
<p>This one-day workshop equips team leaders and work-group facilitators with the principles and processes needed to effectively guide team meetings and processes (e.g., decision making, brainstorming, etc.). We will explore the myriad of facilitator roles from helping the team to maintain focus to helping it get “unstuck.” Participants will identify these roles and discover the principles of performing each role effectively. In addition, facilitators will discover creative processes for balancing the process and the task, facilitation and participation, and managing group dynamics. Another area of focus will be dealing with difficult people. Here we’ll explore effective strategies for handling disruptive people, late arrivals, chronic objectors, rambler, dominators, and other types of behavior that sidetrack meeting effectiveness. We will provide practical facilitation tools for how to tap into the collective IQ of the team. We will share proven processes to help you help the groups you facilitate mine gold in their collaborative efforts. Brainstorming principles, Nominal Group Techniques, storyboarding, and priority setting are examples of such processes. (includes materials)</p> <p>Workshop requires in-tact teams/working groups (includes materials)</p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # is one Team (Participants)		1 Team; (6 participants)
Maximum # of Teams (Participants)		4 Teams; (32 participants)
Total Minimum Course Price:		\$3,375.13
- Price per each team participant over 6		\$275.00

MOBIS 874-4: Training Courses *(continued)*

Course Title:	ACCEPTED LEADERSHIP—LEADING TEAMS TO HIGH PERFORMANCE	
Course Description:		
<p>This one-day workshop focuses on the role of an effective team leader and the skills and style needed to successfully implement that role. Few topics have come under greater intensity than that of the role of formal team leadership in the team-oriented environment of today. High performance teams need clear, formal leaders. The real issue is not whether to have a team leader, but rather what kind of leadership a team needs. What is the appropriate role and style of a leader in an environment that is replacing the vertical hierarchy with horizontal networks and linking traditional functions with cross-functional teams? When does a leader lead and when does a leader support others in leading?</p> <p>During this workshop, we will demonstrate that interpersonal and diplomatic skills (e.g., negotiation, facilitation, networking, boundary management, etc.) play a much more important role in horizontal organizations of the new century. Team leaders will learn and discuss: 1.) The role of a team leader, 2.) The mindset of an effective team leader, 3.) The principles of “managing from the middle” in today’s team environment, 4.) The differences and dynamics between team leadership and task leadership, 5.) The principles and practices of effective team leadership and 6.) Identifying your leadership style and how to adapt it for greater leadership effectiveness. This workshop is intended only for those currently in the formal role of Team Leader and/or who will soon be assigned such role in the near future. <i>(includes materials)</i></p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # of Participants		12 participants
Maximum # of Participants		24 participants
Total Minimum Course Price:		\$3,752.80
- Price per each team participant over 12		\$300.00

Course Title:	THE DISC PROFILE SYSTEM® – INCREASING PERSONAL EFFECTIVENESS	
Course Description:		
<p>Each of us has strengths and weaknesses that make us more effective in some situations and less effective in others. Leadership potential and personal effectiveness are frequently determined by matching strengths against certain situations. The more closely skills and strengths are aligned with the situation, the higher the potential performance. This one-day workshop focuses on helping participants discover more about themselves and others. The better we can anticipate behavior the better we can serve and relate to other people.</p> <p>The DISC Inventory (also known as Personal DISCernment® Inventory) will enable you to discover and define how you view yourself and how you want others to see you. And through that process, you will learn more about the real you—a person who might be slightly different than you thought. DISC is a tool for helping you discover and analyze your own behavioral style, work in an environment that is conducive to your success, and temporarily adapt your behavior to particular situations and create more productive relationships with others. All materials provided. <i>(includes materials)</i></p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # of Participants		12 participants
Maximum # of Participants		24 participants
Total Minimum Course Price:		\$3,698.80
- Price per each participant over 12		\$145.00

MOBIS 874-4: Training Courses *(continued)*

Course Title:	LEADING WITH STYLE <i>THE DISC PROFILE SYSTEM® APPLICATION MODULE</i>	
Course Description:		
<p>Building on the insights discovered in the DISC Inventory (Personal DISCernment® Inventory), the application report—LEADING WITH STYLE—empowers you to turn your new knowledge into active energy that can transform your workplace. This one-day workshop serves as a guide to implementing your new insights and in helping you better serve and lead others, as well as respond to the leadership of others.</p> <p>In this workshop you will discover how your style helps or hinders you in performing the necessary functions of leadership: envisioning, enrolling, empowering and energizing. You will also identify ways to adapt your style to meet the particular needs of those whom you lead. No one personal leadership style has a lock on success. As you proceed through this application report, you will gain insights about yourself and others and discover the untapped potential within you and those you lead. (includes materials)</p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # of Participants		12 participants
Maximum # of Participants		24 participants
Total Course Price:		\$3,398.80
- Price per each participant over 12		\$145.00

Course Title:	COMMUNICATING WITH STYLE <i>THE DISC PROFILE SYSTEM® APPLICATION MODULE</i>	
Course Description:		
<p>Building on the insights discovered in the DISC Inventory (Personal DISCernment® Inventory), the application report—COMMUNICATING WITH STYLE—can enhance the message you are trying to get across, as well as help you recognize the communication styles of others. This one-day workshop serves as a guide to implementing your new insights and in helping you better communicate with others in the workplace.</p> <p>This workshop will help you understand your personal communication style in light of your DISC profile. You will identify how your style potentially helps or hinders you in delivering messages and achieving your objectives as you: speak, write, resolve conflicts, negotiate, coach and give feedback, and listen. You will learn how you can work within your strengths and limitations of your style to adapt to the particular needs of your audience. This workshop provides you with your personal application report to help you discover how to communicate effectively in order to meet the challenges of a changing world. (includes materials)</p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # of Participants		12 participants
Maximum # of Participants		24 participants
Total Course Price:		\$3,398.80
- Price per each participant over 12		\$145.00

MOBIS 874-4: Training Courses *(continued)*

Course Title:	TIME MANAGEMENT WITH STYLE <i>THE DISC PROFILE SYSTEM® APPLICATION MODULE</i>	
Course Description:		
<p>Building on the insights discovered in the DISC Inventory (Personal DISCernment® Inventory), the application report—TIME MANAGEMENT WITH STYLE— can shed understanding on how you view your time, attitudes towards deadlines, and your energy to get things done. This one-day workshop serves as a guide to implementing your new insights and in helping you better manage time constraints—personally as well as in the workplace.</p> <p>This workshop will help you understand how your personality helps determine attitudes toward time: how you respond to time constraints, how well you discipline yourself, how much energy you have to get things done and how you view deadlines. Gaining insight in knowing how you and other people deal with time-sensitive issues such as planning, goal setting, scheduling and organizing can be of immeasurable value as you attempt to work with, serve, influence and communicate with others.</p> <p>This workshop provides you with your personal application report to help you discover how to become more effective in your time management style and skills. (includes materials)</p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # of Participants		12 participants
Maximum # of Participants		24 participants
Total Course Price:		\$3,398.80
- Price per each participant over 12		\$145.00

Course Title:	TEAMWORK WITH STYLE <i>THE DISC PROFILE SYSTEM® APPLICATION MODULE</i>	
Course Description:		
<p>Building on the insights discovered in the DISC Inventory (Personal DISCernment® Inventory), the application report—TEAMWORK WITH STYLE— will help you identify the strengths and weaknesses of everyone on your team to work together more effectively. This one day workshop is designed primarily for in-tact teams/working groups but, it is easily adapted for individual participants who desire to learn how to be an effective collaborator.</p> <p>This workshop will help you better understand how your personality helps/hinders teamwork; help you identify ways to leverage your strengths and to figure out strategies to improve team effectiveness. Participants will gain insights on how to function more effectively as a team. Challenging questions and exercises will help participants to understand the strengths and needs of team members, such as: 1.) what motivates them, 2.) How do we best communicate with them, 3.) What creates tension between us, 4.) What are the strengths and skills they bring to the team.</p> <p>This workshop will give you an opportunity to identify, explore, and discuss the effects of individual behavioral styles on your team. (includes materials)</p>		
Course Length: (# Days / Hrs.)		one-day / 8 hours
Minimum # of Participants		12 participants
Maximum # of Participants		24 participants
Total Course Price:		\$3,398.80
- Price per each participant over 12		\$145.00

MOBIS 874-4: Training Courses *(continued)*

CUSTOMIZED TRAINING SOLUTIONS: CONSULTING SERVICES, SIN 874-4

Triaxia Partners consultants can assist your organization in creating and developing customized solutions that address your specific organizational training/ development needs. Our consultants will work with your staff to determine/identify your learning objectives and challenges. We support our consulting services with a portfolio of tools and services that enhance training and learning solutions as well as materials and assessment for the organization, teams, and individuals—all designed to affect organizational performance. Triaxia's resources stand ready to help you tailor and integrate our suite of learning solutions to fit your organization's customized needs.

Labor Category:		Hourly Rate:
Partner		\$382.85
Principal		\$382.85
Senior Manager		\$352.62
Senior Consultant		\$257.92
Consultant		\$226.69
Functional / Subject Matter Expert II		\$377.81
Functional / Subject Matter Expert I		\$327.44
Graphic Designer		\$65.49

Note: For Labor Category Descriptions and Qualifications reference details in the MOBIS Labor Category section below

MOBIS 874-4: Training Courses: Instructor Led (*Pricing Summary*)

A. Team Development: *Only for In-tact Teams / Work Groups*

SIN	Course Title	Course Length	Minimum/ Maximum Participants (#)	Price / Each Additional Participant over 6	Minimum One Team Price
874-4	BUILDING HIGH PERFORMANCE TEAMS: <i>THE PERFORMANCE FACTOR</i>	2 days	1 Team (6) up to 4 Teams (32)	\$450.00	\$ 6,405.60
874-4	EXCELLENT TEAM COMMUNICATION: <i>MASTERING THE ART OF STRAIGHT TALK</i>	1 day	1 Team (6) up to 4 Teams (32)	\$275.00	\$3,475.88
874-4	MANAGING TEAM CONFLICT: <i>TRANSFORMING CONFLICT—FROM STRIFE TO SYNERGY</i>	1 day	1 Team (6) up to 4 Teams (32)	\$275.00	\$3,526.25
874-4	CRITERIA BASED DECISION MAKING	1 day	1 Team (6) up to 4 Teams (32)	\$275.00	\$3,582.80
874-4	HIGH PERFORMANCE MEETINGS	1 day	1 Team (6) up to 4 Teams (32)	\$275.00	\$3,375.13
874-4	TEAM FACILITATION: <i>TAPPING INTO THE COLLECTIVE IQ OF THE TEAM</i>	1 day	1 Team (6) up to 4 Teams (32)	\$275.00	\$3,375.13

B. Skill Development: For Teams / Work Groups and/or Individuals

SIN	Course Title	Course Length	Minimum/ Maximum Participants	Price / Each Additional Participant over 12	Price
874-4	ACCEPTED LEADERSHIP—LEADING TEAMS TO HIGH PERFORMANCE #	1 day	12/24	\$300.00	\$3,752.80
874-4	THE DISC PROFILE SYSTEM® – INCREASING PERSONAL EFFECTIVENESS	1 day	12/24	\$145.00	\$3,698.80
874-4	LEADING WITH STYLE THE DISC PROFILE SYSTEM® APPLICATION MODULE	1 day	12/24	\$145.00	\$3,398.80
874-4	COMMUNICATING WITH STYLE THE DISC PROFILE SYSTEM® APPLICATION MODULE	1 day	12/24	\$145.00	\$3,398.80
874-4	TIME MANAGEMENT WITH STYLE THE DISC PROFILE SYSTEM® APPLICATION MODULE	1 day	12/24	\$145.00	\$3,398.80
874-4	TEAMWORK WITH STYLE THE DISC PROFILE SYSTEM® APPLICATION MODULE	1 day	12/24	\$145.00	\$3,398.80

Note: This course is designed for team leaders only; requires all participants to be currently leading a team, or plans to do so within the current operating year.

MOBIS 874-5: Support Products

GSA Quick Pricing Reference Guide:

- All prices are Net, discounts have been deducted (excludes shipping)

SIN	Description	Unit Measure	GSA Net Price
	DISC Profile Inventory – Paper		
874 5	DISC Profile: Personal DISCcernment Inventory® - <i>paper</i>	1 to 99	\$ 13.10
874 5	DISC Profile: Personal DISCcernment Inventory® - <i>paper</i>	100+	\$ 12.09
	DISC Profile Inventory - Online		
874 5	Online DISC Profile: Personal DISCcernment Inventory®	1 to 99	\$ 17.13
874 5	Online DISC Profile: Personal DISCcernment Inventory®	100+	\$ 14.11
	DISC Application Reports		
874 5	Teamwork with Style® DISC Application Module - <i>paper</i>	1 to 99	\$ 12.09
874 5	Teamwork with Style® DISC Application Module - <i>paper</i>	100+	\$ 9.82
874 5	Leading with Style® DISC Application Module - <i>paper</i>	1 to 99	\$ 12.09
874 5	Leading with Style® DISC Application Module - <i>paper</i>	100+	\$ 9.82
874 5	Communication with Style® DISC Application Module - <i>paper</i>	1 to 99	\$ 12.09
874 5	Communication with Style® DISC Application Module - <i>paper</i>	100+	\$ 9.82
874 5	Time Management with Style® DISC Application Module - <i>paper</i>	1 to 99	\$ 12.09
874 5	Time Management with Style® DISC Application Module - <i>paper</i>	100+	\$ 9.82
874 5	Online Teamwork with Style® DISC Application Module	1 to 99	\$ 14.11
874 5	Online Teamwork with Style® DISC Application Module	100+	\$ 12.84
874 5	Online Leading with Style® DISC Application Module	1 to 99	\$ 14.11
874 5	Online Leading with Style® DISC Application Module	100+	\$ 12.84
874 5	Online Communication with Style® DISC Application Module	1 to 99	\$ 14.11
874 5	Online Communication with Style® DISC Application Module	100+	\$ 12.84
874 5	Online Time Management with Style® DISC Application Module	1 to 99	\$ 14.11
874 5	Online Time Management with Style® DISC Application Module	100+	\$ 12.84
	Certification		
874 5	DISC Profile: Personal DISCcernment Inventory® Certification <i>(workshop cost only; conducted in Atlanta or can attend via web-based; excludes travel & lodging; contact Triaxia Partners for dates/sign up)</i>	Each	\$629.69
	Team / Work Group Diagnostics – Online Only		
874 5	Team Profile® - <i>assesses stage of team development</i>	Each Team	\$136.01
874 5	Team Survey® - <i>assesses strengths/weaknesses of team</i>	Each Team	\$136.01
874 5	Team Conflict Resolution – <i>identifies/address team issues/solutions</i>	Each Team	\$136.01
874 5	Team Meetings – <i>assesses meeting strengths/weaknesses</i>	Each Team	\$136.01
874 5	Team Communication – <i>assesses team strengths/weaknesses</i>	Each Team	\$136.01
	Books		
874 5	The Performance Factor: <i>unlocking the secrets of teamwork</i>	Each	\$ 15.86
874 5	Hiring Excellence – <i>six steps to making good people decisions</i>	Each	\$ 13.85

MOBIS 874-7: Program and Project Management

TRIAXIA Partners provide services to assist government agencies in planning, initiating, managing, executing and closing out mission-oriented business programs and projects. These services may include, but are not limited to:

- Program management/leadership
- Program assessments
- Program planning and scheduling
- Program oversight, integration (program leader) and communications
- Program monitoring and measurement
- Project management/leadership
- Project assessments
- Project planning and scheduling
- Project oversight, integration (team leader) and communications
- Project monitoring and measurement
- Stakeholder briefings, meeting participation, and related support services
- Reporting and documentation associated with program/project objectives
- Project close-out services

For more detailed information on our firm and services visit TRIAXIA at: www.trixiapartners.com

TRIAxia PARTNERS, INC. – MOBIS Labor Category Descriptions

Partner:

Description - A Partner requires 20+ years of consulting experience and/or relevant work experience in industry. Functional Responsibilities includes: works with Agency executives; provides thought leadership and direction on client engagements working directly with agency executives (or assigned senior level clients) to set the project strategic objectives and direction; drives facilitation work in strategy, project definition, and business analysis; ensures organizational barriers or issues do not derail project work; provides effective collaboration with client and project talent and drives work to successful conclusion; ensures that appropriate structure is in place to support/monitor quality and risk, real/potential issues, overall project problem areas and can design solutions/strategies to address them; skilled in assessing plans, strategies, analyses, organizational architecture and designs; generates ideas, solutions and creative approaches throughout the engagement; able to sustain a standard of excellence and consistency throughout a projects life cycle.

Education - MBA or other graduate degree; extensive executive level management experiences; and wide-ranging set of skills and client-oriented consulting work.

Principal:

Description - A Principal requires a minimum of 18+ years of consulting experience and/or relevant work experience in industry.

Functional duties/responsibilities includes: works directly with either agency executives and/or senior level client management; provides highest-level of both thought and functional leadership as well as project leadership on client engagements; practice leader and functional leader; working experience in strategy, project definition, and business analysis; able to develop new knowledge and concepts/capabilities; effective collaboration with client executives and/or senior level leadership; drives work to successful conclusion; ensures that appropriate structure is in place to support/monitor quality and risk, real/potential issues, overall project problem areas and can design solutions/strategies to address them; skilled in assessing plans, strategies, analyses, organizational architecture and designs; generates ideas, solutions and creative approaches throughout the engagement; able to sustain a standard of excellence and consistency throughout a projects life cycle.

Education - MBA or other graduate degree; extensive executive level management experiences; and all encompassing set of skills and client-oriented consulting work.

TRIAXIA PARTNERS, INC. – MOBIS Labor Category Descriptions (*continued*)

Senior Manager:

Description - A Senior Manager requires a minimum of 15 years of extensive consulting experience and/or relevant work experience in specific industry.

Functional duties/responsibilities include: enterprise-wide expertise, knowledge and engagement experience in managing and directing major projects; proficient in managing and successfully executing projects across different domain areas and/or functional areas. Provides incisive analysis and perspectives throughout the project work; able to manage project through to completion; gives priority and focus on work activities contributing to project delivery; ensures integration of key business and technical solutions; supervises key business and process tasks and contributes subject matter expertise as needed; oversees management of resources; maintains responsibility for managing project teams, ensures communications with client and project team members; able to maintain productive and effective client relationships; solid working experience in strategy, project definition, and business analysis; proficient in project estimation and planning efforts and in resolving project issues; brings sound analytics and analysis to the team; champions ideas and drives for results; able to sustain a standard of excellence and consistency throughout a projects life cycle.

Education - has a minimum of 15 years experience and Masters degree; strong industry experiences—technical and/or management; and extensive set of skills and client-oriented consulting work.

Manager:

Description - A Manager has a minimum of at least 15 years of significant experience in multiple domain areas and/or relevant industry work experience; has held consulting or leadership positions in major private or public organizations

Functional duties/responsibilities include: significant contributor and support to project team work plans; experienced in leading project teams; able to influence and lead through ideas, initiative, and implementation. Provides solid analysis and subject matter expertise; able to provide expertise in key defined functions; able to either assist, or lead, in project definition, design and implementation of tasks to completion; organizes, directs and coordinates planning and implementation of all contract support activities; responsible for staffing, managing resources, and ensuring deliverables are met; solid contributor to analysis, solutions and development of appropriate deliverables; skillful in using a breadth of organizational tools and processes to better support the overall project objectives and goals; demonstrated knowledge and experience in bringing work plans to completeness; is responsible for providing task leadership, communicating ideas/solutions and recommendations, or outcomes, across multiple activities and tasks; other experiences includes overseeing or conducting benchmark analyses, provides risk management; building collaborative efforts across team members and defining critical business and technical needs; able to sustain a standard of excellence and consistency throughout a projects life cycle; able to oversee and/or contribute to multiple projects simultaneously

Education - minimum of 15 years experience and Masters degree; wide-ranging skill set; consulting work; at least seven years of experience in leading (team leader) collaborative work groups

TRIAXIA PARTNERS, INC. – MOBIS Labor Category Descriptions (*continued*)

Senior Consultant:

Description - A Senior Consultant has a minimum of 12 years of consulting experience and/or relevant work experience in either private or public industry.

Functional duties/responsibilities include: provides unique and specific functional, technical, or professional expertise in designated project work; brings insight and functional expertise as a major contributor and support to the project team; typically contributions are not in management capacity; is responsible for technical or functional leadership—in thought and skill—able to assist in project definition, design and implementation of tasks to completion; solid contributor to analysis, solutions and development of appropriate deliverables; skillful in using a breadth of organizational tools and processes to better support the overall project objectives and goals; demonstrated knowledge and experience in bringing work plans to completeness; is responsible for providing task leadership, communicating ideas/solutions and recommendations, or outcomes, across multiple activities and tasks; serves as a key facilitator of processes and methodologies; other experiences includes performing benchmark analyses, building collaborative efforts across team members and defining critical business and technical needs; able to sustain a standard of excellence and consistency throughout a projects life cycle.

Education - has a minimum of 12 years experience and Masters degree; extensive set of skills and client-oriented consulting work.

Consultant:

Description - A consultant generally has a minimum of 8 years of consulting experience and/or relevant industry / field experience

Functional duties/responsibilities include: key contributor on project teams and/or client consulting engagements; responsible for initiating and bringing independent insights and perspectives to assignments; provides expertise in designated project work; brings functional expertise as a major contributor and support to the project team; typically contributions are not in management capacity, rather in key tasks and processes; able to assist in project definition, design and implementation of tasks to completion; solid contributor to analysis, solutions and development of appropriate deliverables;

demonstrated knowledge and experience in bringing work plans to completeness; is responsible for providing task leadership, communicating ideas/solutions and recommendations, or outcomes, across multiple activities and tasks; at times, is able to serve as a key facilitator ;able to sustain a standard of excellence and consistency throughout a projects life cycle.

Education - minimum of 8 years' experience and Bachelor's degree; generally holders of Advance Degree or post graduate work

TRIAXIA PARTNERS, INC. – MOBIS Labor Category Descriptions (*continued*)

Functional / Subject Matter Expert II:

Description - Senior subject matter expert with extensive knowledge in discipline, field and/or industry; has a minimum of 15+ years of consulting and/or instructional experience .

Functional duties/responsibilities include: able to direct other SME's, functional specialists or other staff/team as necessary in discipline and/or specified field; in-depth knowledge, skill and expertise in subject matter, or discipline; provides insight, advice, and leadership concerning key client engagements—which may range from projects, consulting, speaking, research, and/or may include training and instruction of discipline/subject matter. Other areas of expertise may include, but is not limited to applying principles, methods, processes, and specialized solutions; generally possess demonstrated skills/abilities in complementary areas critical for client engagements—such as facilitation, coaching, cross-training, assessments, planning, and measurement/monitoring; able to serve as a key facilitator of processes and methodologies; other experiences includes performing benchmark analyses, building collaborative efforts across team members and defining critical business and technical needs; able to sustain a standard of excellence and consistency throughout a projects life cycle; able to effectively create, develop and communicate (instruct) key concepts, methods and learning in knowledge transfer sessions (training)

Education - minimum of 15+ years' experience and Master's Degree; some hold Doctoral Degree

Functional / Subject Matter Expert I:

Description - subject matter expert with extensive knowledge in discipline, field and/or industry; has a minimum of 12 years of consulting and/or instructional experience.

Functional duties/responsibilities include: possesses demonstrated knowledge and experience in subject matter, discipline and/or related field; key contributor in project teams as functional expert; in-depth knowledge, skill and expertise in subject matter, or discipline; provides insight, advice, and thought leadership concerning key client engagements; holds significant experience providing solutions to organization's challenges through application of expertise and subject matter expertise; additional areas of expertise may include, but is not limited to applying principles, methods, processes, and specialized solutions; generally possess demonstrated skills/abilities in complementary areas critical for successful client engagements—such as facilitation, coaching, cross-training, assessments, planning, and measurement/monitoring; able to serve as a key facilitator; performs benchmark analyses, building collaborative efforts across team members and defining critical business and technical needs; able to sustain a standard of excellence and consistency throughout a projects life cycle; able to effectively create, develop and communicate (instruct) key concepts, methods and learning in knowledge transfer sessions (training); able to lead /conduct client training and instructional learning as necessary

Education - minimum of 12 years' experience and holds Master's Degree; some may hold Advance Degree or have started post graduate work

TRIAXIA PARTNERS, INC. – MOBIS Labor Category Descriptions (*continued*)

Senior Analyst:

Description - A Senior Analyst requires a minimum of 12 years of expertise and subject matter knowledge.

Functional duties/responsibilities include: provides expert knowledge and experiences to the project and/or project team; brings subject matter insights, analytics, processes and leadership within the designated roles/ functions; able to provide strong program and project support; as part of the support team helps to identify key work tasks, support activities diagnostics/tools and analytics on a day-to-day basis, or as called upon; contributes task leadership to resolve client issues and needs; ensures in-depth knowledge of analytic methodologies and processes; directs core work/processes as required; demonstrated skill set across breadth of processes and knowledge to complete project deliverables; evaluates current processes and prepares appropriate documentation for project team; maintains accountability for timely communications and project deliverables; brings sound analytics and analysis to the team; champions ideas and drives for results; able to sustain a standard of excellence and consistency throughout a projects life cycle.

Education - minimum of 12 years experience and Bachelors degree; some hold graduate degrees

Analyst:

Description – An Analyst generally has at least 8 years of industry and/or consulting experience, expertise in area of focus, subject matter knowledge

Functional duties/responsibilities include: key contributor to project teams, able to bring both thought leadership fundamentals of management consulting—able to identify, study and solve analytical problems as well as business/organizational challenges; provides expert knowledge and experiences to the project and/or industry related assignments; brings subject matter insights, analytics, processes and task leadership within the designated roles/ functions; able to provide complementary program and project support; assists Senior Analysts, Managers and Consultants to perform analysis, work on assignments and contribute to key tasks/outcomes.

Education - minimum of 8 years' experience and Bachelor's degree;

TRIXIA PARTNERS, INC. – MOBIS Labor Category Descriptions (*continued*)

Graphic Designer:

Description - has a minimum of 3+ years industry, or related field, experience in graphic design; strong skills in PowerPoint, Word and related software; adept at using In-Design, Photoshop, Illustrator and other design related tools and applications; working knowledge of the most current graphics packages and methodologies.

Functional duties/responsibilities include: developing layouts, branding, illustrations, and presentations; and visually enhancing reports, documents, charts, materials, and other collateral to increase clarity and quality. Assists client in customizing solutions on as needed basis.

Education – Bachelors, minimum 3+ years' experience; some possess post-undergraduate education in specific arts communications/design seminars, certifications and/or studios

Support Staff:

Description - has a minimum of 8+ years as team member contributing administrative and technical support to client project teams and assignments.

Functional duties/responsibilities include: performs a multitude of tasks that requires functional specialty, coordination and support key work activities that aid the management/program staff and project teams; assists and facilitates preparation of internal reports, briefings, and deliverables appropriate for meeting client objectives; offers contributions necessary for supporting projects; documents and files key information and client data; proficient in general administration and consulting tools; able to sustain a standard of excellence and consistency throughout a projects life cycle.

Education - minimum of High School Diploma and appropriate certifications; highest level of technical and support office skills, organizing/administration skills.

Labor Rates for MOBIS 874 – 1, 2, 3, 4 and 7

The following MOBIS hourly labor rates are applicable to SIN 874-1: Consultation Services; SIN 874-2: Facilitation Services; SIN 874-3: Survey Services; SIN 874-4 Training and SIN 874-7 Project Management.

<u>Proposed Labor Category:</u>	<u>Hourly Rates Awarded GOV'T Price with IFF</u>
Partner	\$382.85
Principal	\$382.85
Senior Manager	\$352.62
Manager	\$302.25
Senior Consultant	\$257.92
Consultant	\$226.69
Functional / Subject Matter Expert II	\$377.81
Functional / Subject Matter Expert I	\$327.44
Senior Analyst	\$202.51
Analyst	\$146.09
Graphic Designer	\$65.49
Support Staff**	\$60.45

SCA Matrix		
SCA Eligible Contract Labor Category	SCA Equivalent Code Title	WD Number
Support Staff	01020 – Administrative Assistant	2005-2133

- The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices of the indicated (**) SCA labor categories are based on the U.S. Department of Labor Wage Determination Numbers(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

Rates are subject to economic price adjustment.

For more detailed information on our services visit TRIAXIA at: www.trixiapartners.com