**General Services Administration**  
**Federal Supply Service**  
**Authorized Federal Supply Schedule Price List**  
On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: GSAAdvantage.gov

*Price list current as of Modification #PS-A812 effective February 12, 2020*

**Multiple Award Schedule**  
**Contract #: GS-10F-0580-N**  
**Federal Supply Group: Professional Services (R499)**  
For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [http://www.fss.gsa.gov/](http://www.fss.gsa.gov/)

**Contract Period: September 10, 2018 to September 9, 2023**

**Contractor:** Transformation Strategies, Inc.  
5200 Baltimore Ave. #200  
Hyattsville, MD  20781

**Telephone:** 301-887-0220  
**Fax:** 301-637-3453

**Bus. Size:** Small Business  
**Website:** www.transformationstrategies.com  
**POC:** Robert Devlin, President (Contract Management and Administration)  
**email:** bob@transformationstrategies.com
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Who We are:

*Transformation Strategies* is a leadership development and organizational change consulting firm bringing leading-edge management tools to business, non-profits and government. We have successfully helped corporations, universities, government agencies and small businesses to increase productivity, improve teamwork, enhance processes and effectively manage change. Transformation Strategies provides individualized, customized service -- no canned solutions, no off-the-shelf reports. We are experts at getting organizations, large and small, to work together to create change and achieve desired results.

Services and Solutions

**Leadership Development**

**The Transformation Strategies Overall Approach**
Transformation Strategies has deep experience and capability in building leadership and management training systems, delivering breakthrough training, and providing coaching. We base all of our development work on these principles:

- Learning new leadership skills and behaviors in a community of leaders that challenges and supports—and leads to lasting individual change
- An action learning focus that includes work on real organizational challenges to create organizational impact while developing new leadership skills
- Learning strategies that create organizational alignment and lead to effective change
- Simple models applied with discipline and rigor

We have leadership and management training solutions for all levels of your leadership pipeline – for executive leaders, leaders in the middle, front-line managers, and individual contributors.

**Strategic Planning**
Transformation Strategies facilitates participatory strategic planning processes for community and national organizations. Our planning philosophy is to involve a wide range of players in the process to build plans that have significant stakeholder buy-in that ultimately mobilizes positive energy for implementation. Our approach is customized to each situation and depends on the goals of the plan, the risks and stakes involved, and the time available.

We often draw on the following methodologies in creating strategic plans:

- Future Search Conferences
- Open Space Technology
- Technologies of Participation
Coaching—Individual Coaching, Team Coaching, Coaching Programs
Transformation Strategies has extensive experience coaching individual leaders and creating coaching programs for organizations. Our action approach to coaching helps leaders and teams engage in learning that is both personally relevant and designed for organizational impact.

Organizational Change Processes
We work with leaders and teams to plan and implement organizational and cultural change. This might include assessing and easing the impact of reorganizations, realignments, mergers, and acquisitions.

Leadership Team Alignment
We work with leadership teams and multiple levels of leadership to build alignment and help them identify the “critical few” changes or goals they all want to hold their attention. This creates great focus and energy for implementing strategy and creating change.

Alignment and Action Process
Our Alignment and Action Process engages three levels of leadership in a series of exploratory and action-oriented dialogues over 3-5 days. We begin with a data collection process followed by a series of planning meetings and end up with up with an extended offsite with up to 50 leaders to engage the critical issues facing the business and plan for a compelling future.

Team Building
- Team Start-ups
- Interventions with Teams in Conflict
- Team Effectiveness Audits
- Learning to Work Successfully with Team Diversity
- Innovation and Creativity Training
CUSTOMER INFORMATION

1a. Awarded Special Item Numbers (SINs):

<table>
<thead>
<tr>
<th>SIN</th>
<th>Recovery</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>541611</td>
<td>Integrated Consulting Services</td>
</tr>
<tr>
<td>00CORP</td>
<td>00CORP</td>
<td>Order-Level Materials (OLM)</td>
</tr>
</tbody>
</table>

Integrated Consulting Services: Expert advice and assistance in support of an agency’s mission-oriented business functions. Services include: Management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance and strategy formulation. Facilitation and related decision support services, Survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings.

1b. Price List: SIN 541611, Integrated Consulting Services:

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>9/10/2018 Through 9/9/2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Consultant</td>
<td>$308.52</td>
</tr>
<tr>
<td>Senior Consultant</td>
<td>$246.82</td>
</tr>
<tr>
<td>Consultant</td>
<td>$197.45</td>
</tr>
<tr>
<td>Facilitator</td>
<td>$148.09</td>
</tr>
<tr>
<td>Project Associate</td>
<td>$58.33</td>
</tr>
</tbody>
</table>

1c. Description of Labor Categories:

Principal Consultant

Educational Requirements: Master’s degree in organizational behavior, management, psychology or related professional field. Advanced study preferred.

Years & Type of Experience: 15 years’ professional experience including 8 years in management. Minimum 5 years’ experience managing complex OD, consulting or training projects…Broad knowledge of instructional design, organizational development and related fields.
General Responsibilities: Project planning and overall project management, client relations, selection of consultants, quality control, business development and contract negotiation. Creation of consulting teams for large and complex projects that include technical experts…Includes coaching senior executives who have broad scope of responsibilities at Grade 15 and SES Levels.

Senior Consultant

Educational Requirements: Master’s degree in organizational behavior, management, psychology or related professional field preferred, or certification in OD from a recognized program or institution of higher learning. Bachelor’s degree in related field required.

Years & Type of Experience: 8 years’ professional experience including 2 years in management. Minimum 5 years’ experience designing and conducting complex OD, consulting or training projects…broad knowledge of instructional design and organization development.

General Responsibilities: Project planning and implementation. Coaching and orientation of consultants and project associates as needed. Able to independently design and implement organization development interventions and perform team and individual coaching.

Consultant

Educational Requirements: Master’s degree or graduate certificate in organizational behavior, management, psychology or related professional field preferred. Bachelor’s degree in related field required.

Years & Type of Experience: 3 years’ professional experience designing and conducting OD, consulting or training projects…broad knowledge of instructional design and organization development.

General Responsibilities: Develop and implement small group, team and individual interventions…able to facilitate teams and groups and design and implement “on-the-spot” interventions and training activities…Co-facilitate large sessions or complex simulations with a senior or principal consultant.

Facilitator

Educational Requirements: Master’s degree or graduate certificate in organizational behavior, management, psychology or related professional field preferred. Bachelor’s degree in related field required.

Years & Type of Experience: 3 years’ experiences as a manager or trainer. Broad knowledge of instructional design and organization development.
General Responsibilities: Implement previously designed small group, team and individual interventions. Able to facilitate teams and groups and design and implement “on-the-spot” interventions and training activities.

Project Associate

Educational Requirements: Bachelor’s degree or equivalent and 3-5 years’ experience as a senior administrator or manager with broad knowledge of organizational processes.

Years & Type of Experience: 6 months’ professional experience designing and conducting training projects or group/team meetings. Other professional or management experience may be substituted. General knowledge of the consulting process, survey process, instructional design and organization development.

General Responsibilities: Provides overall coordination for large complex projects in administering surveys, coordinating data gathering efforts, capturing focus group data, preparing survey reports and serving as the interface between the consulting team and the client organization.

2. Maximum Order Limitation $1,000,000

3. Minimum Order: $100

4. Geographic coverage: Domestic and Overseas

5. Point(s) of Production - Same as company address

6. Discount/Pricing: Prices shown are net prices and included all applicable discounts.

7. Quantity/Volume Discounts: None offered

8. Prompt Payment – 1% 15 days ; Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Notification that Government Purchase Cards are accepted at or below the Micro-Purchase Threshold: YES

9b. Notification whether Government purchase cards are accepted or not accepted above micro-purchase threshold: YES

10. Foreign Items- Not Applicable

11a. Time of Delivery - As specified on the task order
11b. Expedited Delivery - Please contact Vendor Contract Administration for expedited delivery.

11c. Overnight and 2-day Delivery - Please contact Vendor Contract Administration for overnight and 2-day delivery.

11d. Urgent Requirements - Please contact Vendor Contract Administration for urgent requirements.

12. F.O.B. Points- Destination

13a. Ordering Address: Same as Contractor
13b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3 to customer information list per I-FSS-600.

14. Payment Address: Same as Contractor

15. Warranty Provision - Contractor warrants and implies that the items delivered under this contract are merchantable and fit for the particular purpose described in this contract.

16: Export packing charges: Not applicable

17. Terms and Conditions of Government Purchase Card Acceptance (any threshold 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 form list prices (if applicable): Not applicable

20a: Terms and conditions for any other services: Not applicable

21. List of service and distribution points (if applicable): Not applicable

22. List of participating dealers (if applicable): Not applicable

23. Preventive maintenance (if applicable): Not applicable

24a. Special attributes such as environmental attributes (e.g. recycled content, energy efficiency, and/or reduced pollutants): Not applicable

24b. Section 508 compliance: Not applicable
The labor categories that fall under the requirements of the SCLS (i.e., non-exempt labor categories) are identified in the matrix below. All prices for these labor categories meet or exceed the requirements in the SCLS wage determination identified. Prices for the SCLS labor categories meet or exceed those in Wage Determination No.: 2015-4281, REVISION NO. 16, DATE: 4/23/20

SCLS Matrix

<table>
<thead>
<tr>
<th>05</th>
<th>SCLS Equivalent Code-Title</th>
<th>WD Number</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Project Associate 01020-Administrative Assistant</td>
<td>2015-4281</td>
</tr>
<tr>
<td></td>
<td>Revision #16, 4/23/20</td>
<td></td>
</tr>
</tbody>
</table>

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in this pricelist are based on the U.S. Department of labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide) per the MAS Solicitation.