



GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

AGENDA DATE: November 26, 2024

AGENDA ITEM: Consider a motion to ratify the professional services contract with MMUA for organizational development services for 2026 for \$22,000 plus approved reimbursable expenses.

PREPARED BY: Julie Kennedy, General Manager

BACKGROUND:

Our managers collaborate daily on interconnected tasks and projects making strong teamwork within the Lumina group essential to keeping our operations coordinated and effective. This professional services agreement with MMUA provides organizational development support to strengthen that teamwork, including assessments of each member's style and effectiveness using tools like DiSC, a tailored action plan to improve alignment and collaboration, and individual professional development plans tied to GRPUC's annual operating goals. The consultant will facilitate monthly team workshops and provide semi-monthly one-on-one leadership coaching over the next year.

RECOMMENDATION:

Ratify the professional services contract with MMUA for organizational development services for 2026 for \$22,000 plus approved reimbursable expenses.