



MEMO

TO: President and the Members of the Town Council  
FROM: Steve Tulowitzki, Town Council Ward 4  
COPY TO: Dustin Anderson, Town Manager  
SUBJECT: Executive Coaching Engagement with Sort Sol Group  
DATE: December 21, 2020

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**Background**

As a professional leadership coach in my full-time job, I have witnessed, first-hand the value that providing coaching to top executives can create for an organization. I believe it is one of the most effective tools available to organizations which aim to be the best they can be.

The Town of Munster aims to provide the best possible level of service to its residents and leadership to its employees. Entering into an executive coaching agreement is a ground-breaking first step for the Town in this form of leadership development and represents an investment in excellence.

The Town Council has reviewed credentials and proposals from multiple executive coaching providers and has identified the Sort Sol Group, LLC, as the preferred supplier. A proposed work agreement is attached.

**Methodology**

The coach will conduct stakeholder interviews, conduct a 360-survey, hold three sponsor meetings, and conduct thirteen coaching sessions over a period of six months as outlined in the work agreement.

The investment for this coaching engagement is \$8,327 which includes \$7,888 for the stakeholder interviews, sponsor meeting and coaching sessions, plus \$439 for the 360-survey.

**Recommendation:**

By motion and roll call vote, authorize the Town of Munster to enter into agreement with Sort Sol Group for the Leadership Coaching Engagement for an amount not to exceed \$8,327, as presented.