



STATE OF HAWAII NOTICE OF SOLE SOURCE

1. Chief Procurement Officer is in the process of reviewing the request for the sole source purchase of the following goods, services, or construction from the Department of Human Resources Development
Coaching Services for State Managers

2. Vendor: James Bagnola, The Leadership Group
Address: 6 Concord Circle
Austin, Texas 78737

3. Terms of Contract: From: CPO Approval To: 12/30/2006

4. Cost: \$27,000.00

5. Direct any inquiries to:
Department: Human Resources Development
Contact Name/Title: Mark Epstein
Address:

6. Phone Number:
587-1027
Fax Number:

7. Date Notice Posted: 3/30/2005

A copy of this notice of sole source shall be posted by the Chief Procurement Officer in an area accessible to the public, at least seven (7) calendar days prior to any approval action.

8. Submit written objections to this notice to issue a sole source contract within seven (7) calendar days from the date this notice was posted to:

Chief Procurement Officer
Office/Agency
Address

S.S. No. 05-57-C

STATE OF HAWAII
REQUEST FOR SOLE SOURCE

STATE PROCUREMENT OFFICE
STATE OF HAWAII

TO: Chief Procurement Officer

FROM: DHRD/Employee Relations Division/Training Office
(Department/Division/Agency)

Pursuant to §103D-306, HRS, and Subchapter 9, Chapter 3-122, HAR, the Department requests sole source approval to purchase the following:

Description of goods, services, or construction:
To provide coaching services for the participants (State managers) in the Hawaii Leadership Academy (HLA). Coaching can help the individual to build upon the competencies and knowledge acquired in the classroom, improve existing skills, view work situations from a different perspective, and receive the coach's wisdom acquired from decades of managerial experience.

Name of Vendor: Mr. James Bagnola, The Leadership Group	Cost:
Address: 6 Concord Circle Austin, Texas 78737	\$375 per hour

Term of Contract: From: Execution	To: Dec. 30, 2006	Prior Sole Source Reference No.:
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The goods, services, or construction has the following unique features, characteristics, or capabilities:
Mr. James Bagnola has been an adjunct instructor for the HLA since its inception four years ago. He is the lead instructor and carries the heaviest workload of all the instructors. He knows every manager that has participated in the last six groups of the Academy. He understands the curriculum of the Academy and is familiar with our culture from all of the business he has conducted in Hawaii during the last four years. He is so popular that he is in Hawaii just about every other month training managers in the State, county and Federal governments. He is an experienced coach to executives of Fortune 500 companies. He has been speaking and educating for more than 25 years. He has traveled to 60 countries and presented on six continents.

REQUEST FOR SOLE SOURCE (Cont.)

How the unique features, characteristics, or capabilities are essential for the agency to accomplish its work:

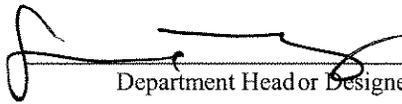
When HLA participants return to their work place and attempt to apply their newly acquired knowledge, they are not always successful. This is not surprising because managing is a dynamic and demanding process. A good coach can accelerate the transition period by providing sound advice and a guiding hand. However, finding the right coach is a challenge. Mr. Bagnola is the right coach for HLA participants because he is the lead instructor of the HLA and so can best guide participants in properly applying the principles taught to maximize work performance; participants trust him based on the relationships he builds with them over three weeks of instruction with each group; and he has the credibility of a successful executive coach for Fortune 500 leaders.

The following other possible sources for the goods, services, or construction were investigated but do not meet our needs because:

Local management firms and business college faculty were considered, but were found lacking for the following reasons: (1) Academy participants wouldn't know the outsiders and time would be wasted to build the rapport necessary for successful coaching, (2) outsiders would not be familiar with the curriculum of the Academy and, therefore, would not be able to share a common point of knowledge and experience that Mr. Bagnola already possesses, and (3) it would take time and money to evaluate the effectiveness of various outside coaches before making a selection.

Direct questions to: Mark Epstein Phone: 587-1027

I certify that the information provided above is to the best of my knowledge, true, correct and that the goods, services, or construction are available through only one source.


 Department Head or Designee
 3/24/05
 Date
 DEPUTY DIRECTOR
 Title (If other than Department Head)

Chief Procurement Officer's comments:

Please ensure adherence to applicable administrative and statutory requirements.

Expenditure may be processed through a purchase order: Yes No . If no, a contract must be executed and funds certified.

APPROVED DISAPPROVED

 Chief Procurement Officer Date