



Contract Number: GS-10F-0330K

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 is available through **GSA Advantage!**[™], a menu-driven database system. The INTERNET address for **GSA Advantage!**[™] is:
<http://www.GSAAdvantage.gov>.

Professional Services Schedule

Mission Oriented Business Integrated Services (874-1)

Contract Number: GS-10F-0330K

For more information on ordering from Federal Supply Schedules

Click on the FSS Schedules button at <http://www.fss.gsa.gov>

Contract Period: 8-1-2000 through 7-31-2020

Pricelist Effective October 13, 2015

Contractor: Transformation Systems, Inc.
2011 Crystal Drive, Suite 400
Arlington, VA 22202

Business Size: Small, Woman Owned Business

Telephone: (540) 674-5655
FAX Number: (540) 674-5973
Web Site: www.transformationsystems.com
E-mail: bc@transformationsystems.com
Contract Administration: Betty Cruise

CUSTOMER INFORMATION:

- 1a. **Table of Awarded Special Item Number(s) with appropriate cross-reference to page Numbers:** 874-1; 874-1RC
- 1b. **Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**
- 1c. **if the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.**
2. **Maximum Order:** 1000000
3. **Minimum Order:** 100
4. **Geographic Coverage (delivery Area):** Domestic
5. **Point(s) of production (city, county, and state or foreign country):** USA
6. **Discount from list prices or statement of net price:** Government Net Prices (discounts already deducted).
See prices attached
7. **Quantity discounts:** None offered
8. **Prompt payment terms:** Net 30 days
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Contact Contractor

10. Foreign items (list items by country of origin): None

11a. Time of Delivery (Contractor insert number of days): From date of award to Date of completion

11b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor

11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery is available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

11d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to affect a faster delivery: Contact Contractor

12. F.O.B Points(s): Destination

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 (fss.gsa.gov/schedules).

14. Payment address (es): Same as Contractor

15. Warranty provision: Contractor’s Standard Commercial Warranty

16. Export Packing Charges (if applicable): N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Contact Contractor

18. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

19. Terms and conditions of installation (if applicable): N/A

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

20a. Terms and conditions for any other services (if applicable): N/A

21. List of service and distribution points (if applicable): N/A

22. List of participating dealers (if applicable): N/A

23. Preventive maintenance (if applicable): N/A

24a. Special attributes such as environmental attributes, (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.

25. Data Universal Numbering System (DUNS) number: 18-0451957

26. Notification regarding registration in Central Contractor Registration (CCR) database:

Pricing

The following rates have been approved by GSA for:

SIN 874 – 1: Integrated Consulting Services

SIN 874-1RC

Labor Category Descriptions	Minimum Education and Experience Requirements	Labor Category	GSA Hourly Rate
Consults in high-profile transformation assignments helping executive clients to achieve their goals. Leads diverse groups of people and uses high degree of emotional intelligence required for large-scale efforts. Has broad mandate for leading client projects.	PhD in Engineering, Industrial/Organizational Psychology, Organizational Development or a related academic field plus at least 15 yrs experience (or equivalent). Has authored books or articles or conducted research in his/her field. Has presented at national or international conferences.	Master Transformation Engineer Level IV	\$320.11
Consults in large-scale transformation assignments helping senior managerial clients to achieve their goals. Leads diverse groups of people and uses high degree of emotional intelligence required for large-scale efforts. Has broad mandate for leading client projects.	PhD in Engineering, Industrial/Organizational Psychology, Organizational Development or a related academic field plus at least 14 yrs experience (or equivalent). Has authored books or articles or conducted research in his/her field. Has presented at national or international conferences.	Master Transformation Engineer Level III	\$278.36
Consults in large-scale transformation assignments assisting managerial clients to achieve their goals. Leads diverse groups of people and uses degree of emotional intelligence required for large-scale efforts. Has broad mandate for leading client projects.	PhD in Engineering, Industrial/Organizational Psychology, Organizational Development or a related academic field plus at least 13 yrs experience, (or equivalent). Has articles or conducted research in his/her field. Has presented at national conferences.	Master Transformation Engineer Level II	\$242.05
Consults in large-scale transformation assignments assisting senior professionals to achieve their goals. Leads diverse groups of people and high degree of emotional intelligence required for large-scale efforts. Has broad mandate for leading client projects.	PhD in Engineering, Industrial/Organizational Psychology, or a related academic field plus at least 12 yrs experience (or equivalent). Has authored books or articles or conducted research in his/her field. Has presented at national conferences.	Master Transformation Engineer	\$210.48
Consults in transformation assignments helping professionals to achieve their goals. Acts as project manager in large or complex situations. Has broad mandate for managing client projects.	Master's in Engineering, Industrial/Organizational Psychology, or a related academic field plus at least 11 yrs experience (or equivalent). Has authored articles or conducted research in his/her field.	Master Transformation Consultant	\$182.68
Consults in complex and mission critical client assignments. Acts as project manager in particularly large or complex situations. Has broad mandate for independent action.	Master's in Engineering, Industrial/Organizational Psychology, or a related academic field plus at least 10 yrs experience (or equivalent).	Senior Transformation Engineer	\$158.85
Provides technical expertise on important client	Master's in Engineering, Industrial/Organizational	Principal	\$128.11

assignments. Acts as project coordinator in complex situations. Has mandate for independent action.	Psychology, or a related academic field plus at least 7 yrs experience (or equivalent).	Transformation Consultant	
Provides high-level specialized knowledge. Analyzes complex problems, synthesizes data and proposes unique solutions. Serves as a prime point of contact for clients.	Master's in Engineering, Industrial/Organizational Psychology, or a related academic field plus at least 6 yrs experience (or equivalent).	Senior Transformation Consultant	\$102.49
Provides specialized knowledge and experience. Analyzes complex problems, synthesizes data and proposes unique solutions. Serves as a point of contact for clients.	Master's in Engineering, Industrial/Organizational Psychology, or a related academic field plus at least 5 yrs experience (or equivalent).	Transformation Consultant	\$92.24
Within defined objectives and considerable latitude performs independent, complex analysis, concept formulation and new method identification. Serves as a point of contact for clients.	Master's in Engineering, Industrial/Organizational Psychology, or a related academic field plus at least 4 yrs experience (or equivalent).	Junior Transformation Consultant	\$81.98
Works within general guidelines on broadly defined projects. Requires originality, with some latitude for un-reviewed decision-making. Frequent client contact is routine.	Bachelors in Engineering, Industrial/Organizational Psychology, or a related academic field plus at least 3-4 yrs experience (or equivalent).	Senior Transformation Specialist	\$71.74
Performs project work that is somewhat challenging and varied in nature, within general guidelines. Situations outside parameters are referred to management for clarification. Frequent client contact is routine.	Bachelors in Engineering, Industrial/Organizational Psychology, or a related academic field plus at least 2-3 yrs experience (or equivalent).	Transformation Specialist	\$61.48
Under close supervision and within well-defined guidelines, performs in an entry level project position. Frequent client contact.	Bachelors in Engineering, Industrial/Organizational Psychology, or a related academic field plus at least 2 yrs experience (or equivalent).	Junior Transformation Specialist	\$51.25
Performs administrative work that is challenging and varied in nature, within general guidelines. Involves decision-making and interpretations. Limited client contact.	Bachelor's in Engineering, Psychology, or Business Administration plus 1-2 years experience (or equivalent).	Senior Analyst	\$35.87
Under close supervision and within well-defined guidelines, performs in an entry level administrative position, usually as part of a team.	Bachelors in Engineering, Psychology, or Business Administration plus 0-1 year's experience (or equivalent).	Analyst	\$25.63
Performs word processing, financial, database, and other software functions; prepares forms, correspondence, and other documents.	High School Diploma plus some under-graduate, formal secretarial training, or administration education.	Junior Analyst	\$20.50

**SIN 874 - 4
TRAINING**

Title: Strategic Planning	Length (# of Hrs./Days): 1 day
Minimum Participants: 10	Maximum Participants: 50
Commercial Price: \$5,600.00	Discount % offered to GSA: 10.71%
Price Course (excluding IFF): \$5,000.00	Price Course (including IFF): \$5,037.78
Support Materials Provided: Handouts	

Description of Course/Major Course Objectives: Strategic Planning PATH™ Workshop.

Participants learn that strategic planning is a never-ending conversation about transformation; how to create the future you envision and the results you need now. Our successful integrated approach to planning and measurement, called PATH™, translates lofty visions into tasks people can execute, using overlapping, structured yet flexible learning cycles to answer four fundamental questions essential to enterprise stewardship:

- 1) What experiences and results does the organization aim to create, over what time horizon?
- 2) How will leaders know if those experiences and results are accomplished?
- 3) What actions and behaviors will the organization undertake to create those experiences and results?
- 4) How will leaders know if those actions and behaviors are occurring?

PATH™ energizes the entire enterprise, builds devotion among stakeholders, integrates mission tasks and improvement initiatives, draws lessons from the past, and defines actions to achieve bold aspirational goals. PATH™ is built upon more than twenty five years of action research conducted by the TSI community. Evolving from W. Edwards Deming’s principles of plan, do, check, act, PATH™ stands for purpose, alignment, transformation, and health. PATH™ translates broad objective statements into work units’ and individuals’ strategies, actions, and measures. Guided by our PATH™ Process, TSI teaches workshop participants how to design, develop, and implement a strategic management system, including appropriate measures.

Customers have the opportunity to customize training days depending on their needs. The standard training agenda touches on all of the strategic planning content areas. Customers can choose a deeper dive into any of the desired topics to provide advanced methods and best practices for participants to embrace.

Title: Leadership Development	Length (# of Hrs./Days): 1 day
Minimum Participants: no minimum	Maximum Participants: no maximum
Commercial Price: \$5,600 + optional book @ \$10/copy	Discount % offered to GSA:
Price Course (excluding IFF):	Price Course (including IFF):
Support Materials Provided: Optional Book - <i>Leaders in Motion, Everybody's Business, or Energized Enterprise</i>	

Description of Course/Major Course Objectives:

Advance to the Leading Edge workshops are based on Dr. Marta Wilson's research which indicates that individuals with strong personal, interpersonal, organizational, and motivational acumen tend to become superstars who advance to the leading edge of performance. Research also indicates that individuals who do not develop in these areas tend to derail.



An internationally recognized speaker and trainer, Dr. Wilson energizes leaders and fuels change with her dynamic workshops. Dr. Wilson delivers powerful content, actively engages her audiences, and brings business savvy along with credibility. Attendees leave feeling empowered with clear

intention and laser focus on the action needed to achieve their biggest, boldest goals. *Advance to the Leading Edge* workshops are based on Dr. Wilson's leadership effectiveness books including *Leaders in Motion*, *Everybody's Business*, and *Energized Enterprise*. Her teachings provide fresh insights, pioneering research, questions for reflection, and step-by-step guidance to take leaders to new peaks of performance.

Customers have the opportunity to customize training depending on their needs. The standard training agenda touches on personal, interpersonal, organizational, and motivational acumen (see above model). Customers can also choose a deeper dive into any of the topic areas below to learn advanced methods and best practices.

***Leaders in Motion* Topic Area – Boost Personal and Interpersonal Acumen**

In today's great race into the future, effective leaders seek best practices that will foster creative vigilance and empower leadership potential of everyone in their enterprise. Why? Victory after victory can be achieved through a powerful relay of clarity, commitment, and energy. And, the best leaders will launch a transformation that unleashes unimagined capabilities in their organization. To support this mission of transformation, science and industry abound with research and results on behaviors leaders can exhibit to propel their enterprises forward one person at a time. This program strengthens personal and interpersonal acumen building on:

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|----------|---------------|-------------|
| -Courage | -Authenticity | -Intention |
| -Trust | -Listening | -Inclusion |
| -Values | -Vision | -Priorities |

***Everybody's Business* Topic Area – Expand and Strengthen Organizational Acumen**

Every stakeholder can—and should—help build agility and longevity into the organization. Despite the statistics, everybody in every enterprise can help achieve sustainable improvement. How? By imagining the smallest step with the biggest payoff and then choosing to take that one step. To help leaders free everybody in their total system to take the best steps with stellar outcomes, this program demonstrates how they can ultimately improve individual, team, and enterprise performance. Leaders can make it everybody's business to know and grow their enterprise by driving and enabling eight behaviors including:

- Adopt a Total Systems Perspective
- Assess Organizational Performance
- Plan Strategically to Propel Forward
- Develop Your Workforce Individually
- Create a Smart Human Capital Strategy
- Sustain Productivity with Intent & Passion
- Facilitate Technology-Driven Change

-Measure & Motivate Improved Performance

This program features the latest research plus best practices for putting the eight behaviors above in motion throughout one's enterprise to make a difference every day.

Energized Enterprise Topic Area – Develop and Magnify Organizational Acumen

Today, federal executives see employee disengagement cost billions annually in productivity losses. As fiscal forces threaten the government's ability to address human capital issues, stewardship of this vast workforce is at risk. Resources are limited, funds are contracting, budgets are strained, and changes are happening at an increasing pace. Yet, leaders must ensure and sustain mission success. The good news is that there are powerful behaviors leaders can exhibit to propel their organizations to new heights during difficult times and ultimately improve individual, team, and enterprise performance. Participants take away strategies for:

- | | | |
|----------------|----------------|-------------|
| -Fit | -Onboarding | -Commitment |
| -Values | -Fairness | -Wellbeing |
| -Communication | -Relationships | -Motivation |

These strategies will help participants to lift, engage, nourish and energize their workforce with the guiding principle that the human element is the most important factor in every enterprise no matter how large or how small.

