

Allegheny County
Request for Proposals Q&A
RFP to Develop and Conduct a Leadership Development Series for DHS Supervisory,
Management and Leadership Staff

May 2, 2024

1. Is there a current training plan with a competency model?

Please see the goals of this training series at the bottom of Page 4 of the RFP.

2. What is the implementation plan for the training?

Please see the Implementation Timeline at the top of Page 9 of the RFP.

3. Have leaders completed a personality assessment previously? If so, is the data available?

DHS Utilizes the Predictive Index (PI). PI assessment information will be made available to the successful proposer to help inform the training plan.

4. How were the learning needs identified?

Learning needs were identified through assessment and dialogue with the DHS leadership team. Providing broad leadership development opportunities was a core theme that arose from that assessment and ties-in with DHS' broader efforts to rollout agency-wide professional development opportunities.