



**Contract Type:**  
**Blanket Purchase Agreement (BPA)**

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**Estimated Value:**  
**\$7M**

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**Order Types:**  
**Firm Fixed Price**

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**Ordering Period:**  
**05/01/2018 – 09/30/2022**

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**Sponsors:**  
**USDA Forest Service**  
**(Southern Region, Region 8)**

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**Suntiva Contract Number:**  
**1243ZP18A0041**

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**Suntiva DUNS Number:**  
**16-7032239**

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**USDA Forest Service Contact:**  
**Gloria Sanders**  
**USDA Forest Service Contract**  
**Specialist**  
**(404) 347-4023**  
**grsanders@fs.fed.us**

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**Suntiva Contact:**  
**Les Milner**  
**USDA Forest Service Program**  
**Manager**  
**(571) 246-7371**  
**lmilner@suntiva.com**  
**contracts@suntiva.com**

# USDA FOREST SERVICE TEAMBUILDING & LEADERSHIP SUPPORT SERVICES BPA

Sponsored out of United States Department of Agriculture (USDA) Forest Service Region 8, and available for use throughout the entire U.S. Forest Service, this BPA fulfills the need for a reliable, flexible, fast, and efficient way to obtain customized and Commercial Off the Shelf (COTS) leadership development solutions for teambuilding, facilitation services, training, coaching, surveys, assessments and feedback reports.

## Suntiva Services and Solutions in BPA Workstreams

Since 2002, Suntiva has provided Government organizations with leadership support services that provide sustainable solutions aligned with critical mission objectives. The following are example services that can be procured within the six work streams of this BPA:

### 1. Teambuilding:

Our solutions increase overall team performance by addressing the most critical team issues including building relationships based on trust and mutual respect, engaging in open and honest communications (particularly when faced with conflict), and developing and capitalizing on the strengths of others. Through a structured process, we work collaboratively with teams to understand goals and challenges, implement action plans to address them, and provide the essential building blocks for sustaining high performance to meet mission requirements.

### 2. Facilitation Services:

Our certified facilitators are experienced with helping teams and leaders design and deliver on the strategic objectives, priorities and goals for important meetings, workshops and events. Areas of focus include strategic planning, safety through learning, risk management skills, and program/project management.

### 3. Training:

We offer a library of over 75 leadership training modules designed to create new behavior through the use of best practice techniques and action learning. Modules have been designed for all levels of leaders – individual contributor to SES, and can be delivered in-person or virtually with modules aligning directly with OPM's Executive Core Qualifications. Sample topics include: Performance Management, Effective Delegation, Mindfulness and Resiliency, and Strategic Thinking and Problem Solving.

### 4. Coaching:

Our coaching solutions, all delivered by ICF-certified coaches, support individuals and teams with learning/applying new knowledge or skills and increasing confidence and competence in order to deliver business results.

### 5. COTS Workshops:

We offer one-day to week long commercial off-the-shelf (COTS) workshops on topics such as Emotional Intelligence, Building Effective Teams, Communication Strategies, Situational Leadership, Crucial Conversations, Radical Collaboration among others.

### 6. Surveys/Assessments/Feedback Reports:

We administer and debrief on a variety of industry recognized individual and team assessment tools such as 360° feedback tools, MBTI, StrengthsFinder, DiSC Profile, and Firo-B, EQi, and Climate Assessments among others.

## Suntiva Solutions in Action at USDA

**Challenge:** The Office of Management (OM) within the USDA's Food and Nutrition Service oversees all aspects of human capital management, acquisition management, operations and facilities and information management for the organization. Due to the many organizational changes within the Department, OM engaged Suntiva to provide team coaching and leadership development services to their Senior Leadership team to improve their ability to successfully lead, meet Office performance measures, and improve overall Office functionality.

**Solution:** Suntiva employed a best practice team coaching methodology focused on helping the OM Senior Leadership team achieve real and sustainable results through improvements in their effectiveness, levels of cohesiveness, and performance. After holding a kick-off meeting with the Deputy Administrator/USDA Program Sponsor to understand team needs, expected outcomes, and success criteria, Suntiva conducted interviews with each OM senior leader. Interviews focused on individual leader perspectives of the overall functioning of the team, how the team operates together, and how they perceive the team is doing on a number of factors that contribute to effectiveness. In the first team coaching session, Suntiva debriefed senior leaders on the interview findings so that they could react and have real-time discussion on key themes within the current state. Suntiva's certified team coaching facilitator then conducted a series of activities with the group to help them determine the priority focus areas on for the future team coaching sessions. Subsequent team coaching sessions were focused on Strengths Based Leadership, Communication, Trust and Building a Common Purpose, and designed to provide the OM Senior Leadership team with the tools and techniques to help them achieve their goals as a team.

**Results:** Through the team coaching sessions, the OM Senior Leadership team reported experiencing a higher degree of trust, collaboration, decision-making and productivity. Specifically, they noted value in/from:

- Getting to know my teammates better, both personally and professionally.
- Learning about the team's strengths and how to leverage them.
- Group interaction and collaboration of the team.
- The team identifying their must haves and commit to them as a team; Accountability is a shared team responsibility.

## BENEFITS OF SUNTIVA BPA SERVICES

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**Increased alignment with the organization's mission, vision, and strategic goals**

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**Creation of an organizational culture that values learning, creativity, and continuous improvement**

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**Development of future leaders to build "bench strength"**

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**Increased strength of leaders at all levels to be more agile and resilient**

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**Increased individual, team and organizational effectiveness and productivity**

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**Maximized staff engagement to promote retention**

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### Suntiva at a Glance

Suntiva is a business transformation and technology company located in Falls Church, VA, serving Federal Government agencies. We enable our clients to improve performance through people, process, and technology in significant, measurable, and sustainable ways. We provide mission critical information technology, digital transformation, organizational performance, human capital, and acquisition lifecycle solutions—with great minds and great hearts.

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7600 Leesburg Pike, Suite 440E

Falls Church, VA 22043

703.462.8470 (main)

703.462.8477 (fax)

**suntiva.com**

