

**ALDERWOOD WATER & WASTEWATER DISTRICT  
LEADERSHIP DEVELOPMENT TRAINING  
REQUEST FOR PROPOSALS  
ADVERTISEMENT**

The Alderwood Water & Wastewater District (District) is requesting proposals for a Leadership Development Training and Leadership Coaching. The District would like to review options that would provide for documentation, organization and automation of District-wide training information.

The District is looking for:

1. The Firm's guiding leadership philosophy
2. Full leadership training program, including: assessment of current needs, development of training plan and materials.
3. Demonstrate how their program will evaluate current District culture, improve moral, increase leadership effectiveness, and provide a sustainable leadership model that will identify emerging leaders, develop the skills of mid-level managers, and coaching for senior leadership. The proposal should also identify how their approach will provide support to all District employees.

The proposal shall be emailed to Tina Holmes@ [tholmes@awwd.com](mailto:tholmes@awwd.com). Proposals will be ranked by a District panel based on the extent to which they meet or exceed the criteria listed in the 2<sup>nd</sup> paragraph above. The District may ask to schedule an interview with the top ranked proposers. Questions concerning this request should be directed to Nikita Huson-Thompson at 425-540-6580 or [nhuson@awwd.com](mailto:nhuson@awwd.com).

The Request for Proposals is available at <http://www.awwd.com> under "Projects for Bid".

**Project Title: Leadership Development Training and Coaching**

**Proposals Due: 9:00 a.m. April 17, 2024**

Any firm failing to submit information in accordance with the procedures set forth in the Request for Proposals may not be considered responsive and may therefore be subject to disqualification by the District.