STATE OF WASHINGTON
Washington State Department of Health

LEGAL NOTICE
SOLE SOURCE ADVERTISEMENT

Contract: T142768

Description of Purpose: The Department of Health’s (DOH) intent is to enter into a sole source contract for Arbinger Institute Inc. for its training course: Outward Mindset which includes training materials, etc.

Criteria or Rationale: Several months ago the Department of Health (DOH) invested time in reading and learning the Outward Mindset books by Arbinger Institute Inc. DOH found these theories and concepts expressed in the books of great value but believes that coaching in this area is essential to the successful implementation of change and this new thought process and attitude. And, over the last year has had a series of trainings for DOH staff and it has been beneficial towards a new way of thinking and cultural change.

DOH is committed to implementing these theories to work on the challenges that we have identified in the office and strengthen relationships, find ways to work more collaboratively, look at problems from a different perspective, have honest conversations, and find ways to help each other.

The proprietary training course is led by an Arbinger Institute who works to bring changes in culture to organizations, based on a proprietary theory called ‘Outward mindset’. As noted above, Arbinger has written two books on these theories called ‘Leadership and Self Deception’, and ‘The Outward Mindset’, and the training is based on the theories in these books that staff (including Division and Office leadership) have read.

Bringing in an expert in the outward mindset concepts, allows for an impartial third-party to help teach the outward mindset, act as a mediator, coach people while they have difficult conversations, and deal with challenging issues. It is essential that a neutral third party begin the process with the group as mediation is often necessary when having difficult conversations and beginning to bring about changes that may also be difficult. Also, an expert from Arbinger, who has led the training before, has seen other organizations struggle, can share ideas and experiences from other organizations, and can lead the way we implement this change in mindset.

Arbinger provides outward mindset training, consulting, coaching, and implementation tools that move individuals, teams, and organizations from the default self-focus we call an inward mindset to the results focus of an outward mindset. Their programs and methodology are based on 45 years of research in the psychology of human behavior and motivation, and more than 35 years of experience working with organizations worldwide and the tools that they have developed and that the office has been using already.

In summary, this training reinforces the use of terminology, skills, and concepts that we have been developed based on guidance in the book ‘The Outward Mindset’ and it is essential that we receive professional coaching to ensure ongoing success.
**Name of Contractor:** Arbinger Institute Inc., 1379 North 1075 West, Suite 100, Farmington, UT 84025.

**Projected Contract Value:** The training course described above is approximately $130,320.00 ($141,918.48 with tax @ 8.9%).

**Period of performance:** Start: Anticipated to be December 15, 2018 and end by July 1, 2019.

**Vendor inquiries, equal capabilities, responses, and timelines:** Please correspond no later than 5:00 pm Friday November 23, 2018 to: Bids@DOH.WA.GOV. Subject line must reference T142768.