GENERAL SERVICES ADMINISTRATION
FEDERAL ACQUISITION SERVICE

Authorized Federal Supply Schedule FSS 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 are available through GSA Advantage!®, a menu driven database system. The INTERNET address GSA Advantage!® is: GSAAdvantage.gov.

Schedule Title:
Multiple Awards Schedule (MAS)
FSC Group, Part, and Section or Standard Industrial Group:
SIN 611430: Professional Services – Training

Contract Number:
47QRAA24D0066
For more information on ordering go to the following website: https://www.gsa.gov/schedules.

Contract Period:
April 8, 2024 – April 7, 2029

Company:
Kotter International, Inc.
5 Bennett St,
Cambridge, MA 02138
https://www.kotterinc.com/
GSA@kotterinc.com
+1 (206) 812-0030   +1 (617) 600-6787   (855) 400-4712 (Toll-Free US)

Contract Administrator:
Tanya Kruger
tanya.kruger@kotterinc.com
425-417-5644

Business Size: **Small Business**

CUSTOMER INFORMATION

1a. Table of Awarded Special Item Numbers

SIN	SIN Title
611430	Professional and Management Development, Training

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. **Not applicable. No products are awarded to the contract.**

1c. 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: **Not applicable.**

2. Maximum Order: **$1,000,000**

3. Minimum Order: **$100**

4. Geographic Coverage (delivery area): **Domestic: U - 50 St, DC, Territ.**

5. Points of Production:
   5 Bennett St, Cambridge, MA 02138

6. Discount from List Prices or Statement of Net Prices: **Prices listed are net, discounts have been deducted and, where indicated, the industrial funding fee has been added**

7. Quantity Discounts: **Volume purchases of licenses to the online, self-paced training courses are outlined below. This includes all individual courses and the full Change Certification Program within the self-paced modality**

User Licenses Purchased Self-Paced, Online	% Discount
1-49	n/a
50-99	10%
100-249	20%
250 – 499	25%
500-999	30%
1000+	40%

8. Prompt Payment Terms: **No additional discount is provided for prompt payment. Terms are Net 30 days**

9. Foreign Items: **Not applicable.**

10a. Time of Delivery: **Contact Contractor**

10b. Expedited Delivery: **Contact Contractor**

10c. Overnight and 2-Day Delivery: **Contact Contractor**

10d. Urgent Requirements: **Contact Contractor**

11. F.O.B. Points: **Destination**

12a. Ordering Address(es): **5 Bennett St, Cambridge, MA 02138**

12b. Ordering Procedures: See Federal Acquisition Regulation (FAR) 8.405-3

13. Payment address(es): **5 Bennett St, Cambridge, MA 02138**

14. Warranty provision: **Not applicable.**

15. Export packaging charges: **Not applicable.**

16. Terms and conditions of rental, maintenance and repair: **Not applicable.**

17. Terms and conditions of installation: **Not applicable.**

18a. Terms and conditions of repair parts indicating date of parts price list and any discounts from list prices: **Not applicable.**

18b. Terms and conditions for any other services (if applicable): **Not applicable.**

19. List of service and distribution points: **Not applicable.**

20. List of participating dealers: **Not applicable.**

21. Preventative maintenance: **Not applicable.**

22a. Special attributes: **Not applicable.**

22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor's website or other location). ICT accessibility standards can be found at: https://www.Section508.gov/.&quot: **Not applicable.**

23. Unique Entity Identifier (UEI) number: **Z7LCXVCJJM34**

24. Notification regarding registration in System for Award Management (SAM) database:
   Contractor is registered in SAM database.

Course + Program Descriptions

Course Title	**FOUNDATIONS OF CHANGE** The Art + Science Behind Successful Transformation for Federal Employees		
Format	**Self-paced Online (eLearning)**	**Virtual Instructor-Led**	**In-Person Instructor-Led**
Course Length	7 hours	8 hours + pre-work (two half-day sessions)	8 hours + pre-work (one full-day session)
Minimum Participants	1	6	10
Maximum Participants	N/A	24*	24*
Course Overview	In *Foundations of Change*, participants will be introduced to the Science of Change and how to apply it to changes they are leading today, those that may emerge in the future, or those they may participate in as part of a larger group or organization. Moving from theory to practical application, participants will learn by example through real-life stories to build personalized action plans that will move their change from idea to reality. This course is for change leaders at all levels. Be it managers and change leaders leading change, senior leaders or junior leaders affected by it - this rich introduction to the fundamentals of the Kotter methodology will create a robust understanding that everyone can benefit from.		
Learning Objectives	At the completion of this course, participants can expect to: • Be able to articulate how the Science of Change impacts change efforts • Have a new awareness and understanding of human hardwiring and how the Survive and Thrive channels impact whether we embrace or resist change • Be able to apply Kotter's Core Change Principles to their current context, aiming to create an environment where others are more engaged and open to change • Understand the proven change methodology behind Kotter's 8 Accelerators and the importance of articulating a Big Opportunity • Apply the core framework of effective change to their own change and identify ways to increase success		
Course Outline	*Foundations of Change* is based on three core content modules		

	Module 1. The Science of Change Begin your journey by learning about the three elements of the Science of Change: 1. Human nature, including human hardwiring and how the Survive and Thrive channels impact whether we embrace or resist change 2. The design and limitations of the modern organization 3. Proven strategies and principles for leading change **Module 2. Kotter's 4 Core Change Principles** Next, take a deep dive into Kotter's Core Change Principles: ● Management + Leadership ● Head + Heart ● Have to + Want to ● Select Few + Diverse Many Through interactive activities and practical exercises, you'll learn how to apply these principles to create an environment where others are more engaged and open to change. **Module 3. Kotter's 8 Accelerators for Leading Change** Build on your understanding by learning how to apply the key success factors behind each of the 8 Accelerators to your own work, including the importance of articulating a Big Opportunity and: ● Creating a Sense of Urgency ● Building a Guiding Coalition ● Forming a Strategic Vision ● Enlisting a Volunteer Army ● Enabling Action by Removing Barriers ● Generating Short-Term Wins ● Sustaining Acceleration ● Instituting Change **Supplement for Federal Employees** Further explore the Science of Change in the context of a government-specific case example.
Additional Information	Completion of the *Foundations of Change* course grants each participant access to the online Kotter Community for 6 months. Participants who complete the course and pass the course exam will earn a completion badge issued by Kotter and verified by Credly.

* Additional facilitators may be added (one facilitator per additional 20 participants) up to a maximum of 100 participants per course or program.

Course Title	ENGAGING STAKEHOLDERS TO SPARK A MOVEMENT Igniting Urgency + Building a Guiding Coalition for Federal Employees		
Format	**Self-paced Online (eLearning)**	**Virtual Instructor-Led**	**In-Person Instructor-Led**
Course Length	6-7 hours	6-8 hours + pre-work (two half-day sessions)	6-8 hours - pre-work (one full-day session)
Minimum Participants	1	6	10
Maximum Participants	N/A	24*	24*
Course Overview	A Sense of Urgency is arguably the most critical – and often under-leveraged – ingredient in both inspiring and sustaining change. Participants learn how to create true urgency and practice keeping people on board and energized about their change by diving into Kotter's first Accelerator - Igniting True Urgency. Then, moving to Accelerator Two, they explore how to identify, recruit, engage, and equip a set of people to serve as a Guiding Coalition – spearheading the coordination of efforts throughout the change. This course is ideal for change leaders who are either at the beginning of a change effort or are in the midst of a transformation and are struggling to build sufficient momentum for the change. While not required, we recommend completing *Foundations of Change* prior to taking this course.		
Learning Objectives	At the completion of this course, participants can expect to: • Apply core principles of effective change to their own change initiative(s) and identify ways to enhance success • Recognize behaviors that occur when people are on board, truly urgent, and actively supporting a change • More effectively engage others in change by addressing their diverse needs, with an emphasis on building an increased sense of urgency • Articulate why a Guiding Coalition is uniquely positioned as an essential driver for successful change • Recruit and engage a diverse set of people who can have the greatest impact on guiding the successful realization of the change • Craft a concrete Action Plan for advancing individual change initiatives(s)		
Course Outline	*Engaging Stakeholders to Spark a Movement* is based on two core content modules		

	Module 1. Igniting True Urgency In this module, you will explore the difference between true urgency, false urgency, and complacency. You will decipher how to identify each, and will learn how to ignite true urgency using an understanding of various styles you can expect to encounter in your change efforts. You will also practice communicating for urgency using a series of tips and tactics for building and maintaining urgency throughout the course of any transformation. **Module 2. Building a Guiding Coalition** Once you have practiced building and maintaining urgency for your change, learn about the role of Guiding Coalitions in coordinating, scaling, and sustaining change. Explore the characteristics of an effective Guiding Coalition, and learn how to recruit and build a Guiding Coalition that will help you to move your change forward with far greater chances of success. **Supplement for Federal Employees** Further explore Accelerators 1 + 2 in the context of a government-specific case example.
Additional Information	Completion of the *Engaging Stakeholders to Spark a Movement* course grants each participant access to the online Kotter Community for 6 months. Participants who complete the course and pass the course exam will earn a completion badge issued by Kotter and verified by Credly.

* Additional facilitators may be added (one facilitator per additional 20 participants) up to a maximum of 100 participants per course or program.

Course Title	SELLING YOUR CASE FOR CHANGE Shaping a Vision + Gaining Buy-In for Federal Employees		
Format	Self-paced Online (eLearning)	Virtual Instructor-Led	In-Person Instructor-Led
Course Length	6-7 hours	8 hours + pre-work (two half-day sessions)	8 hours + pre-work (one full-day session)
Minimum Participants	1	6	10
Maximum Participants	N/A	24*	24*
Course Overview	How do you paint a compelling picture of the future, and how do you help people see what must be done to make that vision a reality? Most importantly, how do you get them bought into this vision so they are inspired to help? Selling Your Case for Change spotlights Accelerators 3 + 4 in Kotter's change framework: Form a Strategic Vision and Communicate For Buy-In. It also includes critical elements of the Science of Change – particularly the neuroscience of leading change (our natural Survive and Thrive responses to change) and the core principle of Head + Heart. Participants learn how to craft an inspiring vision and practice techniques that will allow them to win over even the biggest skeptics by more effectively navigating objections. This course is for anyone ready to move from initial momentum-building into more concrete execution of change. It is also for those preparing to pitch their change to an unpredictable or challenging audience. While not required, we recommend completing *Foundations of Change* prior to taking this course.		
Learning Objectives	At the completion of this course, participants can expect to: • Understand how to create a compelling and inspiring vision for how things will be different once the change is implemented • Provide clarity for the actions and efforts needed to encourage early contributions to executing the change • Apply a simple model and practical techniques for advancing buy-in for the change • Expand awareness of the degree of buy-in they have achieved and how to overcome gaps • Have a comprehensive Action Plan for setting a vision and gaining buy-in		

Course Outline	*Selling Your Case for Change* is based on two core content modules
	Module 1. Forming a Strategic Change Vision
	While you can build authentic, true urgency around a Big Opportunity, people need to understand what the future should (or could) look like – in terms that are rational, practical, and actionable – to guide their contributions and efforts. In this module, you will learn the elements of an inspiring Change Vision and will practice crafting and applying an effective vision.
	Module 2. Enlisting a Volunteer Army to Gain Buy-In
	Every change will be faced with barriers to success… and many of those barriers come in the form of people who are not sufficiently bought into the case for change. In this module, you will prepare for skeptics and resistors by learning how to handle objections and challenges to your change. A fictional story (informed by real-world cases) guides your practice, providing opportunities to test your skills in a fun, interactive format.
	Supplement for Federal Employees
	Further explore Accelerators 3 + 4 in the context of a government-specific case example.
Additional Information	Completion of the *Selling Your Case for Change* course grants each participant access to the online Kotter Community for 6 months.
	Participants who complete the course and pass the course exam will earn a completion badge issued by Kotter and verified by Credly.

* Additional facilitators may be added (one facilitator per additional 20 participants) up to a maximum of 100 participants per course or program.

Course Title	**ESSENTIAL CHANGE TOOLKIT** Removing Barriers to Enable Action for Federal Employees		
Format	**Self-paced Online (eLearning)**	**Virtual Instructor-Led**	**In-Person Instructor-Led**
Course Length	6-7 hours	8 hours + pre-work (two half-day sessions)	8 hours + pre-work (one full-day session)
Minimum Participants	1	6	10
Maximum Participants	N/A	24*	24*
Course Overview	Barriers to change exist across systems and processes as well as through mindsets, behaviors, and actions. In this course, participants learn how to identify barriers to change – both the immediate and the persistent – and what they can do to remove those barriers so that they and others are empowered to act more effectively. Participants then learn how to get ahead of the most common barriers to change, including influential team members who discourage action, critical gaps in skills or confidence, and structures and systems that prevent progress. This course is for anyone looking to acquire a robust set of tools and skills for navigating common roadblocks to change. While not required, we recommend completing *Foundations of Change* prior to taking this course.		
Learning Objectives	At the completion of this course, participants can expect to: ● Be able to describe the most likely sources and types of barriers and resistance to change ● Understand the tools for removing barriers to change ● Know how to create effective stakeholder engagement strategies ● Be able to craft communication plans that broadly engage others in the change vision ● Create conditions for expanding empowered action to accelerate key changes ● Apply practices for equipping others to drive key changes and overcome structural and systemic barriers to change ● Understand practical tools, curated to foster buy-in and clarity, including: stakeholder mapping, change impact assessments, and communication plans.		
Course Outline	*Essential Change Toolkit* is based on four core content modules		

	Module 1. Recognize, Identify, and Understand Barriers to Change Every change is met with inevitable roadblocks. The good news is that many of these obstacles are predictable, and all can be overcome. In this module, you will learn how to get ahead of the most common barriers to change, including influential team members who discourage action; critical gaps in skills or confidence; and structures and systems that prevent progress. **Modules 2-4. Enable Action by Removing Barriers | Tools Workshop** It's one thing to be able to recognize barriers to change, but identifying the problem does not solve it. In these modules, you will practice using specific tools that will help you to build support for your change and enable action, including: ● Stakeholder mapping ● Stakeholder engagement planning ● Change impact analysis ● Communications planning **Supplement for Federal Employees** Further explore Accelerator 5 in the context of a government-specific case example.
Additional Information	Completion of the *Essential Change Toolkit* course grants each participant access to the online Kotter Community for 6 months. Participants who complete the course and pass the course exam will earn a completion badge issued by Kotter and verified by Credly.

* Additional facilitators may be added (one facilitator per additional 20 participants) up to a maximum of 100 participants per course or program.

Course Title	ACCELERATING RESULTS Generating Wins to Demonstrate Progress for Federal Employees		
Format	Self-paced Online (eLearning)	Virtual Instructor-Led	In-Person Instructor-Led
Course Length	6-7 hours	8 hours + pre-work (two half-day sessions)	8 hours + pre-work (one full-day session)
Minimum Participants	1	6	10
Maximum Participants	N/A	24*	24*
Course Overview	Wins are the molecules of success – the proof points of progress. Participants learn how to build momentum around, reinforce, and sustain change by leading, generating, discovering, communicating, and celebrating wins. They discover why wins are important and how to drive tangible results to accelerate and embed change. Participants will also uncover the elements of a wins strategy to activate winning mindsets. This course is ideal for change leaders at all levels who are seeking to drive wins of all sizes to promote urgency and buy-in. It is also for those who must deliver high-impact, strategically important proof points of progress. While not required, we recommend completing *Foundations of Change* prior to taking this course.		
Learning Objectives	At the completion of this course, participants can expect to: ● Explain how wins motivate teams and create momentum in the context of change ● Lead, engineer, and encourage wins ● Describe the impact that measurable and consistent results can have on accelerating change ● Capture, celebrate, and communicate wins ● Overcome barriers to winning while creating a winning mindset and environment for change		
Course Outline	*Accelerating Results* is based on three core content modules **Module 1. Elements of a Wins Strategy** Wins – small and large – are a function of our actions, our environment, and our mindset. In this module, you will learn to identify barriers to winning and		

	craft a wins roadmap. The model you will use includes how to lead, generate, discover, celebrate, and communicate wins.
	Module 2. Activating a Winning Mindset
	Urgency around a Big Opportunity inspires wins by helping to answer the question "What are we running towards?" Clarity around and belief in the vision of the future encourage the mindset needed to successfully implement change. Simply stated: the message matters. In this module, you will learn how to move people from "won't" to "will" through building a winning mindset.
	Module 3. The Practice of Winning
	Our research and our work with clients constantly reminds us of the significance of early, blockbuster results as an accelerant of change. In this module, you will learn the key ingredients of generating high-impact, short-term wins along with approaches for achieving big, results-focused goals.
	Supplement for Federal Employees
	Further explore Accelerator 6 in the context of a government-specific case example.
Additional Information	Completion of the *Accelerating Results* course grants each participant access to the online Kotter Community for 6 months.
	Participants who complete the course and pass the course exam will earn a completion badge issued by Kotter and verified by Credly.

* *Additional facilitators may be added (one facilitator per additional 20 participants) up to a maximum of 100 participants per course or program.*

Course Title	ACHIEVING LASTING CHANGE Ensuring Sustainable Implementation for Federal Employees		
Format	Self-paced Online (eLearning)	Virtual Instructor-Led	In-Person Instructor-Led
Course Length	6-7 hours	8 hours + pre-work (two half-day sessions)	8 hours + pre-work (one full-day session)
Minimum Participants	1	6	10
Maximum Participants	N/A	24*	24*
Course Overview	Change requires constant reinforcement and support to be sustained and fully embedded. Participants learn how to assess the progress of their transformation, analyze where they are (and how much further they still need to go), and evaluate systems and processes to ensure they reinforce – and do not detract from – the transformed organization. Participants leverage the power of storytelling and case studies to institute change. This course is designed for leaders at all levels who are ready to plan for scale and sustainability of the changes they are implementing. While not required, we recommend completing *Foundations of Change* prior to taking this course.		
Learning Objectives	At the completion of this course, participants can expect to: • Define approaches for capitalizing on growing momentum for a change to drive impact • Reenergize key people who are driving the change to move through setbacks and ongoing resistance • Capture improvements and results to show how new practices are improving performance • Identify successful new habits and practices that can make change sustainable • Apply strategies for identifying and adjusting key processes and systems required to anchor changes in place		
Course Outline	*Achieving Lasting Change* is based on two core content modules **Module 1. Sustaining Acceleration** Change is a marathon, not a sprint. And just like an endurance runner, we must incorporate moments of pause and reflection if we are to keep moving forward at pace. In this module, you will learn how to diagnose the status of		

	your change, and then explore ways to remain in Thrive and re-energize your organization when Urgency wanes. **Module 2. Instituting Change** One of the biggest challenges to any change is getting it to stick. Entrenched cultural behaviors and organizational systems can all-too-easily cause us to fall back into old ways of working. In this module, you will learn why adaptable cultures are more likely to succeed and how to identify attributes of agility within your organization. You will then learn how to assess your management systems and processes to ensure the new ways of working are positively reinforced. **Supplement for Federal Employees** Further explore Accelerators 7 + 8 in the context of a government-specific case example.
Additional Information	Completion of the *Achieving Lasting Change* course grants each participant access to the online Kotter Community for 6 months. Participants who complete the course and pass the course exam will earn a completion badge issued by Kotter and verified by Credly.

* Additional facilitators may be added (one facilitator per additional 20 participants) up to a maximum of 100 participants per course or program.

Program Title	KOTTER CHANGE CERTIFICATION PROGRAM for Federal Employees		
Format	Self-paced Online (eLearning)	Virtual Instructor-Led	In-Person Instructor-Led
Program Length	37-42 hours	42 hours + pre-work (two half-day sessions)	42 hours + pre-work (one full-day session)
Minimum Participants	1	6	10
Maximum Participants	N/A	24*	24*
Program Overview	Comprised of the full suite of Kotter's core change leadership courses, the Kotter Change Certification Program offers an intensive and comprehensive education into Kotter's methodology and underlying frameworks. Kotter's Change Certification Program helps people create the conditions for success by bridging the gap from theory to application. It supports participants' real on-the-job efforts by facilitating in building the plans to lead and manage their change. This multi-course program deepens participants' understanding of how to more effectively navigate through complexity, uncertainty, and volatility. By bridging the gap from theory to application, Kotter's Change Certification Program helps people to create the conditions for success and supports their on-the-job efforts to lead and manage change. This multi-course program deepens participants' understanding of how to more effectively navigate through complexity, uncertainty, and volatility.		
Learning Objectives	At the completion of this program, participants can expect to: • Foundational knowledge and understanding of the Science of Change, including the neuroscience of change, the implications of the modern organizational structure, and Kotter's proven framework for leading change • Specific tactics and techniques to apply each of Kotter's 8 Accelerators and 4 Change Principles to current and future change efforts • Strategies for implementing change that can be put into practice immediately with teams and organizations		
Program Outline	The Kotter Change Certification Program includes Kotter's six core training courses:		

Course 1. Foundations of Change | The Art + Science Behind Successful Transformation for Federal Employees
Discover the Science of Change, including:

- Our understanding of human nature and our response to threats and opportunities
- The limitations of traditional organizational structures
- Kotter's research on effective strategies, principles, and tactics for leading complex change

Learn how you can apply Kotter's 8 Accelerators and 4 Core Change Principles to dramatically increase your chances of success as you lead change.

Course 2. Engaging Stakeholders to Spark a Movement | Igniting Urgency + Building a Guiding Coalition for Federal Employees
A Sense of Urgency is arguably the most critical – and often under-leveraged – ingredient in both inspiring and sustaining change. Learn how to create true urgency, and practice how to keep people on board and energized about your change. Then explore how to identify, recruit, engage, and equip a set of people to serve as your Guiding Coalition – spearheading the coordination of efforts over the course of your change.

Course 3. Selling Your Case for Change | Shaping a Vision + Gaining Buy-in for Federal Employees
How do you paint a compelling picture of the future, and how do you help people see what will need to be done in order to make that vision a reality? Most importantly, how do you get them bought into this vision so they are inspired to help?

Learn how to craft an inspiring vision, and practice techniques that will allow you to win over even the biggest skeptics by more effectively navigating the objections they throw at you.

Course 4. Essential Change Toolkit | Removing Barriers to Enable Action for Federal Employees
Barriers to change exist across systems and processes as well as culturally through mindsets, behaviors, and actions. Learn how to identify barriers to change – both the immediate and the persistent – and what you can do to remove those barriers so that you and others are empowered to act more effectively.

	Course 5. Accelerating Results | Generating Wins to Demonstrate Progress for Federal Employees Wins are the molecules of success – the proof points of progress. Learn how to build momentum around, reinforce, and sustain change through the practice of leading, generating, discovering, communicating, and celebrating wins. Discover why wins are so important and how to drive tangible results along the way to accelerate and embed your change. **Course 6. Achieving Lasting Change | Ensuring Sustainable Implementation for Federal Employees** Change requires constant reinforcement and support in order to be sustained and fully embedded. Learn how to assess the progress of your transformation, analyze where you are (and how much further you still need to go), and evaluate your systems and processes to ensure they reinforce – and do not detract from – the transformed organization. Leverage the power of storytelling and case studies to institute your change. **Supplements for Federal Employees** Further explore the Science of Change and all 8 Accelerators for Leading Change in the context of a government-specific case examples.
Additional Information	Completion of the Kotter Change Certification Program grants each participant access to the online Kotter Community for 18 months. Participants who complete the program and pass the course exams will earn the designation of Kotter Certified Change Leader and a certification badge issued by Kotter and verified by Credly.

* Additional facilitators may be added (one facilitator per additional 20 participants) up to a maximum of 100 participants per course or program.

Price List

SIN	COURSE TITLE	FORMAT	UNIT	GSA APPROVED RATE (INCL. IFF)
611430	Foundations of Change	Self-paced Online	Per person	$ 770.78
611430	Foundations of Change	Virtual Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Foundations of Change	In-Person Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Foundations of Change	Virtual Instructor-Led (Client Cohort)	Per class	$ 19,647.36
611430	Foundations of Change	In-Person Instructor-Led (Client Cohort)	Per class	$ 22,166.25
611430	Engaging Stakeholders to Spark a Movement	Self-paced Online	Per person	$ 770.78
611430	Engaging Stakeholders to Spark a Movement	Virtual Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Engaging Stakeholders to Spark a Movement	In-Person Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Engaging Stakeholders to Spark a Movement	Virtual Instructor-Led (Client Cohort)	Per class	$ 19,647.36
611430	Engaging Stakeholders to Spark a Movement	In-Person Instructor-Led (Client Cohort)	Per class	$ 22,166.25

SIN	COURSE TITLE	FORMAT	UNIT	GSA APPROVED RATE (INCL. IFF)
611430	Selling Your Case for Change	Self-paced Online	Per person	$ 770.78
611430	Selling Your Case for Change	Virtual Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Selling Your Case for Change	In-Person Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Selling Your Case for Change	Virtual Instructor-Led (Client Cohort)	Per class	$ 19,647.36
611430	Selling Your Case for Change	In-Person Instructor-Led (Client Cohort)	Per class	$ 22,166.25
611430	Essential Change Toolkit	Self-paced Online	Per person	$ 770.78
611430	Essential Change Toolkit	Virtual Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Essential Change Toolkit	In-Person Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Essential Change Toolkit	Virtual Instructor-Led (Client Cohort)	Per class	$ 19,647.36
611430	Essential Change Toolkit	In-Person Instructor-Led (Client Cohort)	Per class	$ 22,166.25
611430	Accelerating Results	Self-paced Online	Per person	$ 770.78

SIN	COURSE TITLE	FORMAT	UNIT	GSA APPROVED RATE (INCL. IFF)
611430	Accelerating Results	Virtual Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Accelerating Results	In-Person Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Accelerating Results	Virtual Instructor-Led (Client Cohort)	Per class	$ 19,647.36
611430	Accelerating Results	In-Person Instructor-Led (Client Cohort)	Per class	$ 22,166.25
611430	Achieving Lasting Change	Self-paced Online	Per person	$ 770.78
611430	Achieving Lasting Change	Virtual Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Achieving Lasting Change	In-Person Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 997.48
611430	Achieving Lasting Change	Virtual Instructor-Led (Client Cohort)	Per class	$ 19,647.36
611430	Achieving Lasting Change	In-Person Instructor-Led (Client Cohort)	Per class	$ 22,166.25
611430	Change Certification Program	Self-paced Online	Per person	$ 4,171.28
611430	Change Certification Program	Virtual Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 5,440.81

SIN	COURSE TITLE	FORMAT	UNIT	GSA APPROVED RATE (INCL. IFF)
611430	Change Certification Program	In-Person Instructor-Led (Kotter-hosted Open Enrollment)	Per person	$ 5,440.81
611430	Change Certification Program	Virtual Instructor-Led (Client Cohort)	Per program	$ 120,906.80
611430	Change Certification Program	In-Person Instructor-Led (Client Cohort)	Per program	$ 124,937.03
611430	Additional Facilitator (Individual Course)	Instructor-Led (Client Cohort)	Per facilitator per class	$ 8,500
611430	Additional Facilitator (Certification Program)	Instructor-Led (Client Cohort)	Per facilitator per program	$ 34,000