



KEY PENINSULA METROPOLITAN PARK DISTRICT
D.b.a. KEY PEN PARKS

Special Board Meeting

(Meetings may be videotaped or recorded)

AGENDA
June 24, 2021

6:00 PM Special Board Meeting

Public Notice: Pursuant to Governor Inslee's' Stay Home, Stay Healthy Proclamation 20-25 and the extension of Proclamation 20-28 regarding Open Public Meetings, this Board of Commissioners meeting will be conducted remotely. We encourage the public to participate in the meeting via the Zoom platform:

<https://zoom.us/j/91030368051?pwd=NVIITGQrbDF1Y3RydERweTNjRDdtZz09>

Meeting ID: 910 3036 8051 Passcode: 308627

Dial in (253) 215 8782

Members of the Board of Park Commissioners
Ed Robison, President

Shawn Jensen, Vice President
Kip Clinton, Clerk

Mark Michel, Member-at-Large
Linda Parry, Member-at-Large

Special Meeting – 6:00 PM

1. Call to Order

2. Roll Call

Present Excused Comment

- a. Ed Robison
- b. Shawn Jensen
- c. Mark Michel
- d. Kip Clinton
- e. Linda Parry

3. Pledge of Allegiance

4. Approval of Agenda

- 5. Public Comments:** *Limited to 3 minutes per issue per person. Speaker will state name and their address. If providing handouts, need to provide 10 copies for Commissioners and Staff.*

PUBLIC PARTICIPATION IN BOARD MEETINGS – As a special meeting, all public comments are limited to the agenda items only. Any member of the public may address the Board on any matter for resolution during a regularly scheduled meeting. To ensure equal opportunity for the public to comment, the President may impose a time limit on each speaker. Questions must be directed to the President.

Under no circumstance shall any person be allowed to address the board on matters in which the District or a District official is a litigant. Speakers are requested to address the board with decorum.

6. New Business

- a. Approve Agreement with Akramoff Consulting for Interim Parks & Facilities Manager Services

7. Next Regular Meeting July 12, 2021

8. Adjournment



Special Meeting: June 24, 2021

Item # 6a

To: Board of Park Commissioners
From: Tracey Perkosky, Executive Director
Date: June 24, 2021

Subject: Approve Agreement with Akramoff Consulting for Interim Parks & Facilities Manager Services

Recruiting is underway for a new Parks & Facilities Manager (formerly Maintenance Supervisor), with a proposed timeline of onboarding a new individual in mid to late August. However, with the current workload – summer time is extremely busy – and the new focus on safety, the Executive Director wishes to hire an interim Manager to ensure the safe, continued operations of the parks.

Glenn Akramoff (Akramoff Consulting) has served in many interim positions, including as the recent Interim Executive Director of PenMet Parks. Mr. Akramoff is a 25-year veteran of local government, including beginning his career as a Maintenance Worker, then Maintenance Supervisor/Manager before moving to the Director level. His work comes highly recommended.

Mr. Akramoff will be on-site a minimum of 30 hours a week and available to attend Board Meetings or other evening meetings as needed in coordination with the Executive Director. To offer Key Pen Parks the maximum flexibility during the hiring and transition to a new manager, Mr. Akramoff has offered to bill weekly. The contract maximum is \$26,900, billed \$2,500 weekly plus mileage. The contract will end on August 31, 2021 or with 10 days notice. It can also be amended if the recruitment process is extended. Currently there are a number of out-of-state applicants.

Mr. Akramoff will (1) provide stability to the day-to-day operations of the maintenance staff and operations, (2) continue safety program development and implementation, (3) continue the recruitment process of open maintenance positions, and (4) support the permanent Parks & Facilities Manager selection process.

This agreement is before the Board for Approval as it exceeds the Executive Director's signing threshold.

Recommendation: Approve the Professional Services Agreement between Key Pen Parks and Akramoff Consulting for Interim Parks & Facilities Manager Services

Attachment 1: Professional Services Agreement between Key Pen Parks and Akramoff Consulting

Attachment 2: Akramoff Consulting Brochure



Key Pen Parks
PO Box 70
Lakebay, WA 98349

Agreement Number

PROFESSIONAL SERVICES AGREEMENT

(Includes consultants, architects, engineers, accountants, and other professional services)

THIS AGREEMENT is entered into between Key Peninsula Metropolitan Park District (dba Key Pen Parks), a municipal corporation hereinafter referred to as “Key Pen Parks,” and Akramoff Consulting, hereinafter referred to as “the Consultant”, in consideration of the mutual benefits, terms, and conditions hereinafter specified.

WHEREAS, the Consultant represents it is qualified to perform services described in section 2 herein and holds all necessary licenses and government permits therefore;

WHEREAS, Key Pen Parks desires to meet more fully the needs of citizens residing within its district for participation in and enjoyment of recreational and cultural programs which beneficially contribute to the well-being of its citizens;

NOW, THEREFORE, in consideration of the mutual promises and covenants herein contained, it is hereby agreed as follows:

1. **Project Designation.** The Consultant is retained by Key Pen Parks to perform interim Parks and Facilities Manager services.
2. **Scope of Services.** The Consultant agrees to perform the services, identified on Exhibit “A” attached hereto, including the provision of all labor, materials, equipment and supplies.
3. **Duration of Agreement; Time for Performance.** This Agreement shall be in full force and effect for a period commencing upon execution and ending August 31, 2021, unless sooner terminated under the provisions hereinafter specified. Work under this Agreement shall commence upon written notice by Key Pen Parks to the Consultant to proceed. The Consultant shall perform all services and provide all work product required pursuant to this Agreement no later than August 31, 2021 unless an extension of such time is granted in writing by Key Pen Parks.
4. **Payment.** The Consultant shall be paid by Key Pen Parks for completed work and for services rendered under this Agreement as follows:
 - A. Payment for the work provided by the Consultant shall be made as provided on Exhibit “B” attached hereto, provided that the total amount of payment to the Consultant shall not exceed \$26,900 without express written modification of the Agreement signed by Key Pen Parks.
 - B. The Consultant may submit vouchers to Key Pen Parks once per week during the progress of the work for partial payment for that portion of the project completed to date. Such vouchers will be checked by Key Pen Parks and, upon approval thereof, payment shall be made to the Consultant in the amount approved. All payments shall be subject to adjustment for any amounts, upon audit or otherwise, to have been improperly invoiced.
 - C. Final payment of any balance due the Consultant of the total contract price earned will not be made until all services and work have been completed to the full satisfaction of and accepted by Key Pen Parks, which may include acceptance by the Board of Park Commissioners.

- D. Payment as provided in this section shall be full compensation for work performed, services rendered, and for all materials, supplies, equipment and incidentals necessary to complete the work.
- E. If the Consultant fails to pay any assessed mandatory deductions including, but not limited to, industrial insurance, FICA, Employment Security, and federal withholding the Consultant authorizes Key Pen Parks to deduct and withhold or pay over to the appropriate governmental agencies those unpaid amounts upon request and direction by the appropriate governmental agency. Any such payment will be deducted from the Consultant's total compensation. If the Consultant fails to provide copies of any licenses, tax certificates, or insurance certificate required herein, Key Pen Parks shall not be required to make any payment for the work performed until the Consultant provides copies of such licenses or certificates.
- F. The Consultant's records and accounts pertaining to this Agreement are to be kept available for inspection by representatives of Key Pen Parks and the state of Washington for a period of six (6) years after final payments. Copies shall be made available upon request.

5. **Ownership and Use of Documents.** All documents, drawings, specifications and other materials produced by the Consultant in connection with the services rendered under this Agreement shall be the property of Key Pen Parks whether the project for which they are made is executed or not. The Consultant shall be permitted to retain copies, including reproducible copies, of drawings and specifications for information, reference and use in connection with the Consultant's endeavors; provided, Consultant shall obtain Key Pen Park's approval prior to the publication of any such documents. The Consultant shall not be responsible for any use of the said documents, drawings, specifications or other materials by Key Pen Parks on any project other than the project specified in this Agreement.

6. **Compliance with Laws.** The Consultant shall, in performing the services contemplated by this Agreement, faithfully observe and comply with all federal, state, and local laws, ordinances and regulations, relevant to the services rendered under this Agreement, including conditions concerning grants and other federal assistance when applicable.

7. **Indemnification.** The Consultant shall defend, indemnify and hold Key Pen Parks, its officers, officials, employees and volunteers harmless from any and all claims, injuries, damages, losses or suits including attorney fees, arising out of or resulting from the acts, errors or omissions of the Consultant in performance of this Agreement, except for injuries and damages caused by the sole negligence of Key Pen Parks.

Should a court of competent jurisdiction determine that this Agreement is subject to RCW 4.24.115, then, in the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from the concurrent negligence of the Consultant and Key Pen Parks, its officers, officials, employees, and volunteers, the Consultant's liability hereunder shall be only to the extent of the Consultant's negligence. It is further specifically and expressly understood that the indemnification provided herein constitutes the Consultant's waiver of immunity under Industrial Insurance, Title 51 RCW, solely for the purposes of this indemnification. This waiver has been mutually negotiated by the parties. The provisions of this section shall survive the expiration or termination of this Agreement.

8. **Insurance.** The Consultant shall procure and maintain for the duration of the Agreement, insurance against claims for injuries to persons or damage to property which may arise from or in connection with the performance of the work hereunder by the Consultant, its agents, representatives, or employees. Consultant's maintenance of insurance as required by the agreement shall not be construed to limit the liability of the Consultant to the coverage provided by such insurance, or otherwise limit Key Pen Parks' recourse to any remedy available at law or in equity.

- A. **Minimum Amounts and Scope of Insurance.** Consultant shall obtain insurance of the types and with the limits described below:
1. Automobile Liability insurance with a minimum combined single limit for bodily injury and property damage of \$1,000,000 per accident. Automobile Liability insurance shall cover all owned, non-owned, hired and leased vehicles. Coverage shall be written on Insurance Services Office (ISO) form CA 00 01 or a substitute form providing equivalent liability coverage. If necessary, the policy shall be endorsed to provide contractual liability coverage.
 2. Commercial General Liability insurance with limits no less than \$1,000,000 each occurrence, \$2,000,000 general aggregate. Commercial General Liability insurance shall be at least as broad as ISO occurrence form CG 00 01 and shall cover liability arising from premises, operations, stop-gap independent contractors and personal injury and advertising injury. Key Pen Parks shall be named as an additional insured under the Consultant's Commercial General Liability insurance policy with respect to the work performed for Key Pen Parks using an additional insured endorsement at least as broad as ISO CG 20 26.
 3. Workers' Compensation coverage as required by the Industrial Insurance laws of the State of Washington.
 4. Professional Liability with limits no less than \$1,000,000 per claim and \$1,000,000 policy aggregate limit. Professional Liability insurance shall be appropriate to the Consultant's profession.
- B. **Other Insurance Provision.** The Consultant's Automobile Liability and Commercial General Liability insurance policies are to contain, or be endorsed to contain that they shall be primary insurance with respect to Key Pen Parks. Any Insurance, self-insurance, or insurance pool coverage maintained by Key Pen Parks shall be excess of the Consultant's insurance and shall not be contributed or combined with it.
- C. **Acceptability of Insurers.** Insurance is to be placed with insurers with a current A.M. Best rating of not less than A:VII.
- D. **Verification of Coverage.** Consultant shall furnish Key Pen Parks with original certificates and a copy of the amendatory endorsements, including but not necessarily limited to the additional insured endorsement, evidencing the insurance requirements of the Contractor before commencement of the work. Upon request by Key Pen Parks, the Consultant shall furnish certified copies of all required insurance policies, including endorsements, required in this Agreement and evidence of all subcontractors' coverage.
- E. **Notice of Cancellation.** The Consultant shall provide Key Pen Parks with written notice of any policy cancellation, within two business days of their receipt of such notice.
- F. **Failure to Maintain Insurance.** Failure on the part of the Consultant to maintain the insurance as required shall constitute a material breach of contract, upon which Key Pen Parks may, after giving five business days notice to the Consultant to correct the breach, immediately terminate the contract or, at its discretion, procure or renew such insurance and pay any and all premiums in connection therewith, with any sums so expended to be repaid to Key Pen Parks on demand, or at the sole discretion of Key Pen Parks, offset against funds due the Consultant from Key Pen Parks.
9. **Independent Contractor.** The Consultant and Key Pen Parks agree that the Consultant is an independent contractor with respect to the services provided pursuant to this Agreement. Nothing in this Agreement shall be considered to create the relationship of employer and employee between the parties hereto. Neither the Consultant nor any employee of the Consultant shall be entitled to any benefits accorded Key Pen Parks employees by virtue of the services provided under this Agreement. Key Pen Parks shall not be responsible for

withholding or otherwise deducting federal income tax or social security or for contributing to the state industrial insurance program, otherwise assuming the duties of an employer with respect to the Consultant, or any employee of the Consultant.

- A. The Consultant represents and warrants that all federal, state, and local mandatory deductions or other charges and taxes imposed by law and/or regulation upon the Consultant are current. The Consultant acknowledges that all such deductions, charges and taxes shall be the sole responsibility of the Consultant. If Key Pen Parks is assessed, liable or responsible in any manner for those deductions, charges or taxes, the Consultant agrees to indemnify and hold Key Pen Parks harmless from those costs, including attorney's fees.
 - B. The Consultant shall provide at its sole expense all materials, office space, telephone and utility services, and other necessities to perform fully and timely its duties and services under this Agreement, unless otherwise specified in writing.
10. **Covenant Against Contingent Fees.** The Consultant warrants that he has not employed or retained any company or person, other than a bonafide employee working solely for the Consultant, to solicit or secure this contract, and that he has not paid or agreed to pay any company or person, other than a bonafide employee working solely for the Consultant, any fee, commission, percentage, brokerage fee, gifts, or any other consideration contingent upon or resulting from the award or making of this contract. For breach or violation of this warrant, Key Pen Parks shall have the right to annul this contract without liability, or in its discretion to deduct from the contract price or consideration, or otherwise recover, the full amount of such fee, commission, percentage, brokerage fee, gift, or contingent fee.
 11. **Discrimination Prohibited.** Contractor, with regard to the work performed by it under this Agreement, will not discriminate on the grounds of race, religion, creed, color, national origin, age, veteran status, sex, sexual orientation, gender identity, marital status, political affiliation, the presence of any disability, or any other protected class status under state or federal law, in the selection and retention of employees or procurement of materials or supplies.
 12. **Assignment.** The Consultant shall not sublet or assign any of the services covered by this Agreement without the express written consent of Key Pen Parks.
 13. **Non-Waiver.** Waiver by Key Pen Parks of any provision of this Agreement or any time limitation provided for in this Agreement shall not constitute a waiver of any other provision.
 14. **Termination.**
 - A. Key Pen Parks reserves the right to terminate this Agreement at any time by giving ten (10) days written notice to the Consultant.
 - B. In the event of the death of a member, partner or officer of the Consultant, or any of its supervisory personnel assigned to the project, the surviving members of the Consultant hereby agree to complete the work under the terms of this Agreement, if requested to do so by Key Pen Parks. This section shall not be a bar to renegotiations of this Agreement between surviving members of the Consultant and Key Pen Parks, if Key Pen Parks so chooses.
 15. **Applicable Law; Venue; Attorney's Fees.** This Agreement shall be subject to, and the Consultant shall at all times comply with, all applicable federal, state and local laws, regulations, and rules, including the provisions of Key Pen Parks By Laws and ordinances or resolutions of Key Pen Parks. In the event any suit, arbitration, or other proceeding is instituted to enforce any term of this Agreement, the parties specifically understand and agree that venue shall be properly laid in Pierce County, Washington. The prevailing party in any such action shall be entitled to its attorney's fees and costs of suit. Venue for any action

arising from or related to this Agreement shall be exclusively in Pierce County Superior Court.

16. **Severability and Survival.** If any term, condition or provision of this Agreement is declared void or unenforceable or limited in its application or effect, such event shall not affect any other provisions hereof and all other provisions shall remain fully enforceable. The provisions of this Agreement, which by their sense and context are reasonably intended to survive the completion, expiration or cancellation of this Agreement, shall survive termination of this Agreement.

17. **Notices.**

Notices to Key Pen Parks shall be sent to the following address:

Executive Director
Key Pen Parks
PO Box 70
Lakebay, WA 98349

Notices to Consultant shall be sent to the following address:

Akramoff Consulting
20089 2nd Avenue SW
Normandy Park, WA 98166

18. **Entire Agreement; Modification.** This Agreement, together with attachments or addenda, represents the entire and integrated Agreement between Key Pen Parks and the Consultant and supersedes all prior negotiations, representations, or agreements written or oral. No amendment or modification of this Agreement shall be of any force or effect unless it is in writing and signed by the parties.

DATED this 24th day of June, 2021.

KEY PEN PARKS

CONSULTANT

Ed Robison
President, Board of Park Commissioners

By: _____

Printed Name: _____

Title: _____

Exhibit "A"
Scope of Services

The scope of work is listed in the attached Proposal, which is considered to be part of this agreement.



Key Pen Parks

The key to your next adventure!

Interim Parks & Facilities Manager

AKR  MOFF

SCOPE OF WORK:

INTERIM PARKS & FACILITIES MANAGER KEY PEN PARKS

The Key Pen Parks District will contract with Akramoff Consulting and Glenn Akramoff to fill the position of Interim Parks & Facilities Manager. The purpose of this position is to provide management support and leadership for the District Parks & Facilities staff while evaluating the operation for effectiveness and efficiency. The position will also include supporting the recruitment process for the permanent Parks & Facilities Manager and completing preparations for their arrival.

This position will be responsible for setting work priorities for parks and facility maintenance. The Interim Parks & Facilities Manager will supervise three full time (one vacant), two part time (one vacant) and two short term seasonal (through end of August) employees. The primary focus of the work is ball fields, mowing/string trimming, irrigation, restrooms, trash, and shelter set-up. Staff is lacking in empowerment, which is a key focus of the new Manager, but could also be evaluated and nurtured during the interim period.

The Interim Parks & Facilities Manager will report directly to the Key Pen Executive Director and will work on-site at the District Maintenance building based on the hours as agreed to. The District agrees to provide a work area and a computer for the Interim Parks & Facilities Manager as appropriate to fulfill the position's obligations. If a District vehicle is not available for use by the Interim Parks & Facilities Manager, mileage will be reimbursed based on the current IRS Mileage Reimbursement Rate.

The Interim Parks & Facilities Manager will provide monthly written progress updates to the Executive Director. The District will also be provided the written report with the monthly billing from Akramoff Consulting.

It may be necessary for the Interim Parks & Facilities Manager to attend and participate in District Board meetings, regional meetings, and other public meetings. Attendance at special meetings and/or events will be coordinated in advance by the Executive Director.



ESTIMATED PROJECT COST:

The scope of work, beginning in June 2021 and concluding anywhere from late August to November (approximately two to six months) depending on the hiring process timeline of the new Parks & Facilities Manager. Akramoff prefers to bill this assignment on a weekly basis to allow the maximum flexibility for the client. The Interim Parks & Facilities Manager will be on site for a minimum of 30 hours per week. If not, the bill we be adjusted accordingly.

The estimated costs are provided below.

| Task Description | Weekly Rate | Estimated Weeks | Estimated Cost |
|-------------------------|-------------|-----------------|-----------------|
| June/July | \$2500 | 6 | \$15,000 |
| August/September | \$2500 | 9 | \$22,500 |
| October | \$2500 | 4 | \$10,000 |
| November or Transition | \$2000 | 2 | \$4000 |
| Estimated Total: | | 21 | \$51,000 |

The estimates provided above do not include reimbursable expenses, such as mileage reimbursement.

KEY WORK ITEMS FOR THE INTERIM PARKS AND FACILITIES MANAGER

The following tasks are the major focus areas for the Interim Parks & Facilities Manager. There will be many other details and items that may be addressed during the process. The Executive Director can provide additional direction as needed.

TASK 1 – Provide stability to the day-to-day operations of the Parks and Facilities Division

Take the leadership role of the District Parks and Facilities operations. Provide direction to staff in all areas of the operation. Evaluate all processes and procedures for effectiveness and efficiency and make changes, as necessary. Provide the Executive Director regular updates on actions taken and work completed. Document decisions and changes for the future fulltime Parks & Facilities Manager.

Provide the results in a report to the Executive Director to include recommended changes and improvements.



TASK 2 – Continue safety program development and implementation

Continuing the initial safety focus which has been started under the new Executive Director. This includes weekly short trainings on key topics, reinforcing concepts already learned and utilizing the proper PPE. Training, coaching, and mentoring as needed. Continue the active repair of safety issues and provide documentation of all outstanding safety issues.

TASK 3 – Continue the recruitment process of open Division positions

Participate in hiring process for the open full time maintenance position and the part time seasonal position. Utilize contacts and resources to support the process.

TASK 4 – Support the permanent Parks & Facilities Manager (Parks Operations Supervisor) selection process

Support the Executive Director and Human Resource Division with the Parks & Facilities Manager selection process. Provide data, background, and possible candidate list to the Executive for the selection process as requested. Support the effort and prepare the organization for the arrival of the new Parks & Facilities Manager.

CONTRACT CALENDAR AND WORK PHASES:

The scope of work for the Interim Parks & Facilities Manager position is estimated to be two to six months. The tasks identified above will be addressed during that time. It is intended that the work will ensure the effective transition to the permanent Parks & Facilities Manager.

June ??, 2021 to August - November 2021 (2- 6 months)

Estimated at 30 hours per week

The Interim Parks & Facilities Manager will assume the leadership role of the Parks & Facilities Division and will focus on prioritizing the workload to ensure the best service to the community served by the Key Pen Parks District. The Interim Parks & Facilities Manager will work on-site at the District Administration building a minimum of 30 hours per week. A specific schedule will be created by the Interim Parks & Facilities Manager and the Executive Director.

Key deliverables include:

1. Assume the leadership role of the Interim Parks & Facilities Manager, run the day-to-day operations, assess ongoing operations, and implement needed day-to-day

changes to the scheduling and work planning for efficiency and effectiveness and to meet safety standards and industry best practices.

2. Evaluate the maintenance backlog, document the scheduling process, and create a written monthly work plan.
3. Begin the process of preparing and training employees to understand their role in the organization as well as empowering them to do their work effectively.
4. Prepare for and support the implementation of the new Parks & Facilities Manager recruitment, to include the search process and preparation for arrival. This includes working with the Executive Director to develop and first year work plan for the new Parks & Facilities Manager
5. Facilitate a seamless transition to the new Parks & Facilities Manager.
6. Be available to the Executive Director and new Parks & Facilities Manager as needed during and after the transition.

*There are many unknowns at this point that may shorten or lengthen the transition period. The Executive Director and the Interim Parks & Facilities Manager will remain flexible with the intention of meeting this schedule and deliverables.

OTHER RELEVANT INFORMATION:

The Interim Parks & Facilities Manager will not be available for work on the following dates:

| | |
|---|----------------------|
| 1 | July 9, 2021 |
| 2 | August 18 -20, 2021 |
| 3 | November 3 – 8, 2021 |

The list provided above does not preclude the Interim Parks & Facilities Manager from requesting additional time-off. Days off will not be billed to the District. District Holidays will not be billed unless work is assigned by the Executive Director. The Interim Parks & Facilities Manager may be providing service to other clients which will not interfere with the interim role although it may impact in person availability at times.

AKRAMOFF CONSULTING OTHER RESOURCES

The Akramoff Consulting Group has a cadre of other services that may be available to assist on some of the aspects of the work and support the goals of the Executive Director and the District. Those services are described in the attached flyer and can be found at Akramoff.com.

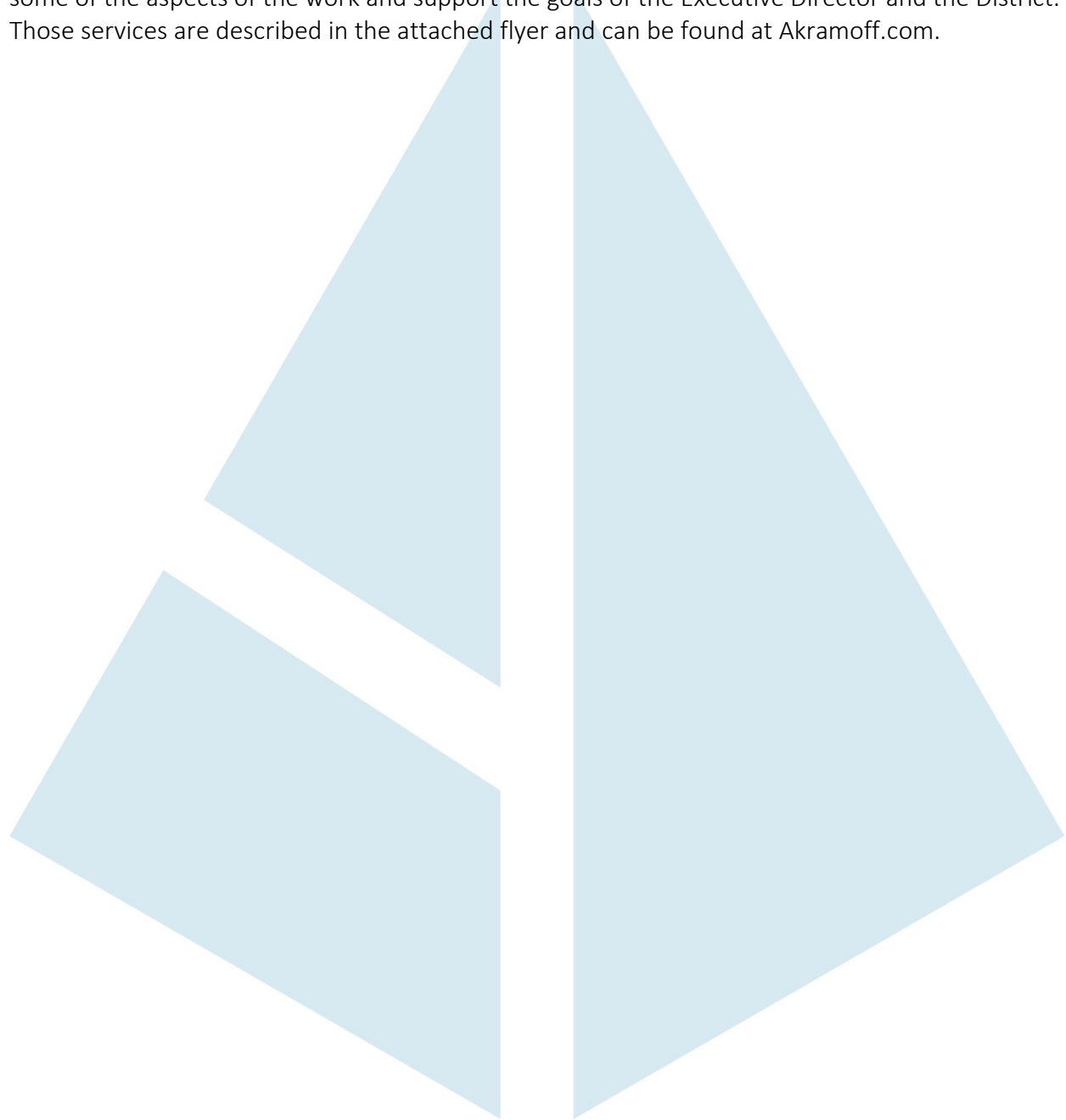


Exhibit "B"
Fees

This agreement shall not exceed \$26,900.

Weekly Interim Parks & Facilities Manager Services (minimum 30 hours weekly) \$2500

Mileage and toll reimbursement, billed from exact mileage and tolls, and paid at the prevailing IRS business mileage rate of \$0.56 per mile.



AKRAMOFF

Making Work Work.

**WE'RE NOT TEACHING PEOPLE JUST TO BE PRODUCTIVE,
BUT TO BE PRODUCTIVE WITH A PURPOSE.**

- Glenn Akramoff

SERVICES

Akramoff makes the world a brighter place by providing workers fulfilling professional lives. We revitalize businesses, empower workers, and inspire positive workplace change with diagnostic, planning, and implementation services:

- ▶ Interim Leader services
- ▶ Consultant services
- ▶ Career Development Program
- ▶ Leadership Development Program
- ▶ Team Development Program
- ▶ Individual Performance Coaching
- ▶ Guest Speaking
- ▶ Workshops
 - > Leadership
 - > Being the Leader
 - > Celebrating Change
 - > Team Building
 - > Creating Communication
 - > Defining Culture
 - > Specialized workshops as requested



WHO ARE WE?

We are a movement. We lead and we empower leaders to lead their teams to success. Workplace productivity is important. But workplace health is supreme.

Founded by Glenn Akramoff, a veteran workplace consultant and leader to many, Akramoff seeks to create a network of workplace consultants who can spread maximum workplace health far and wide, so workers can all work in environments and teams which promote wellbeing and human maximization.

Akramoff offers a new paradigm, founded on the idea that workplaces should be sanctuaries of positivity and productivity. Introducing simple changes to processes, systems, and workplace culture changes to make sure employees and management are happy and productive at work.



Akramoff envisions a world in which:
workplaces are positive, purposeful,
productive and healthy, promoting
the success and satisfaction of
workers and managers and carrying
over to improved
customer experience.



THE 6 PILLARS OF WORKPLACE HEALTH



Internal Culture: Focus on the purpose, then the values, and only then the practices. All employees in alignment.



Processes: Maximizing systems use and optimizing work practices. Creating predictable outcomes.



Structure: Clear communication, cross-pollination of ideas across lines, clear organizational hierarchy.



External Forces: Awareness of extraorganizational factors and effective strategizing to handle them.



Systems: Maximizing efficiency using technology, equipment, etc. to help work get done.



Performance Analysis: Utilizing data-driven analysis to maintain organizational and environmental health.



TESTIMONIALS

"Glenn Akramoff is a man of great character, and has been instrumental in my professional growth. Glenn provided me much needed expertise during challenging career transitions and I am forever grateful. I would also highly recommend Glenn for building stronger teams, in any agency."

Doug Nelson

Former Executive Director at PenMet Parks District

"We at Korsmo are grateful for the opportunity to get to know you Glen, and look forward to continuing to build our relationship in the future. You operate with a level of care, attention to detail and leadership that we have enjoyed being a part of and witnessing. We have learned a lot from the small amount of time being on your team and we were looking forward to what the future held."

Matthew Struthers

Project Manager, Korsmo Construction



GET IN TOUCH

akramoff.com

glenn@akramoff.com

(425) 760-5126