



Rent Stabilization Board  
Office of the Executive Director

DATE: July 17, 2025  
TO: Honorable Members of the Rent Stabilization Board  
FROM: DéSeana Williams, Executive Director  
SUBJECT: Recommendation to adopt Resolution 25-21 authorizing the Executive Director to enter into a contract with Kinnectics, LLC, for \$40,000 for fiscal year 2025-26

### **Recommendation**

That the Board adopts Resolution 25-21, it authorizes the Executive Director to execute a contract with Kinnectics, LLC. The contract authority permits an amount not to exceed \$40,000. The contract scope will include service delivery of coaching and strategic thinking partnership to all members of the Senior Leadership Team. These additional services will enable managers to collaborate with experts to navigate complex situations, develop essential leadership skills, and address challenging leadership issues. The services will include tools, frameworks, and assessments as needed. The contract will also provide services to support the use of consistent leadership approaches, facilitate the Board's evaluations of the Executive Director and General Counsel positions, offer consultation and training for Board members, and support the Executive Director and Senior Staff in the agency's ongoing organizational change efforts.

### **Background and Need for Rent Stabilization Board Action**

On September 17, 2020, the Rent Stabilization Board authorized the Acting Executive Director to execute a contract with the Centre for Organization Effectiveness (the Centre) to facilitate strategic support for the upcoming executive leadership transition for a total amount not to exceed \$16,000. Keren Stashower, the former consultant for the Centre, completed an executive transition assessment and presented her findings to staff on March 17, 2021, and to the Board at its regular meeting on March 21, 2021, for both comment and input.

On December 16, 2021, the Board authorized an additional contract modification with Ms. Stashower's business, Kinnectics, LLC, to enable her to continue supporting the agency as it built on its current strengths and addresses areas for growth identified in the executive transition assessment.

Staff and the Board have been pleased with Ms. Stashower's work and have requested her consultation and assistance in developing the Board's evaluation process for the Executive Director and General Counsel positions, as well as coordinating the first annual retreat for Commissioners and staff, including workplace culture training.

Finally, the Executive Director recommends that the Board enter into a new contract so she can continue to support the Executive Director and Senior Staff with the agency's ongoing organizational change effort, as well as to consult with staff as it continues to address growth

areas identified in the executive transition assessment and workplace culture retreats.

A more detailed breakdown of the cost proposal for these items is included as the second attachment to this report.

### **Financial Impact**

The Board has sufficient funds in its FY 2025/26 budget to allocate \$40,000 for a contract with Kinnectics, LLC.

### **Name and Telephone Number of Contact Person**

DéSeana Williams, Executive Director (510) 981-7368

Attachments:

1. Detailed Work Plan

## **RESOLUTION 25-21**

### **AUTHORIZING EXECUTIVE DIRECTOR TO EXECUTE A CONTRACT WITH KINNECTICS, LLC, BY AN AMOUNT NOT TO EXCEED \$40,000**

BE IT RESOLVED by the Rent Stabilization Board of the City of Berkeley as follows:

WHEREAS, the Board and staff alike expressed an interest in reviewing the Board's workplace culture to determine what type of leader the Board ultimately hired; and

WHEREAS, the Rent Stabilization Board has engaged Kinnectics LLC ("Contractor") to provide specialized services that support the Board's and staff's organizational development and capacity building; and

WHEREAS, the Board involved staff in this process so that there would be a shared understanding between staff and the elected Commissioners regarding what is expected from the new executive director; and

WHEREAS, Keren Stashower ("Contractor") has provided training and support services for several City and Board staff for many years; and

WHEREAS, Board staff have been very impressed with the Contractor's ability to increase organizational capacity in a wide variety of leadership and management areas; and

WHEREAS, the Board engaged in a process with the Contractor to assess key components of the executive transition to ensure that the new executive director possessed the competencies and attributes necessary to lead the agency into the future; and

WHEREAS, the Board, on September 17, 2020, authorized the former Acting Executive Director to enter into a contract with the Contractor to complete an executive transition assessment for a total amount not to exceed \$16,000; and

**RESOLUTION 25-21**

**AUTHORIZING EXECUTIVE DIRECTOR TO EXECUTE A CONTRACT WITH KINNECTICS, LLC, BY AN AMOUNT NOT TO EXCEED \$40,000 (Page 2)**

WHEREAS, the Rent Stabilization Board has engaged Kinnectics LLC ("Contractor") to provide specialized services that support the Board's and staff's organizational development and capacity building; and

WHEREAS, the Executive Director has recommended that the Board further engage Kinnectics, LLC to continue with the development and execution of the Board's evaluation process for the Executive Director and General Counsel positions, to assist in organizing commissioner training for elected Board members, and to continue support of the Executive Director and Senior Staff related to the agency's ongoing organizational change effort, as well as to consult with staff as it continues to address growth areas identified in the executive transition assessment; and

NOW, THEREFORE, BE IT RESOLVED that the City of Berkeley Rent Stabilization Board hereby authorizes the executive director to execute a contract modification with Kinnectics, LLC, to enter into a contract in an amount not to exceed \$40,000.

Dated: July 17, 2025

Adopted by the Rent Stabilization Board of the City of Berkeley by the following vote:

YES:

NO:

ABSTAIN:

ABSENT:

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Soli Alpert, Chair  
Rent Stabilization Board

Attest: \_\_\_\_\_  
DéSeana Williams, Executive Director



**KINNECTICS WORK PLAN**  
**July 2025 – August 2026**

1. Executive Evaluation Process: Design, oversight, and facilitation (10k)
  - a. For ED and GC
  - b. Underway
  
2. Board Training/ Consultation (10k)
  - a. Development of presentations
  - b. Engagement strategy
  - c. Board development consultation
  
3. Continued design, development, and support for the Operating Roadmap (5k)
  - a. Continued development of plan
  - b. Methods for tracking
  - c. Communication plan
  - d. Support for any presentations
  
4. Management Team Development (10k)
  - a. Conflict
  - b. Management strategy for reducing chaos
  - c. Consultation and Trainings as needed
  
5. Strategic Thinking Partnership (5k)
  - a. With Executive Director
  - b. With management team members
  - c. With Board member as needed per Chair/ED
  - d. Consulting Support to training and employee development initiatives (aka project management)

*All other costs, including travel reimbursement will be allowed under terms of the contract agreement.*