



PERFORMANCE PROTOCOL

LAW ENFORCEMENT STAFFING SOLUTIONS PROPOSAL

Prepared for
Pittsburgh Police Department



CURRENT STATUS

AGENCY OVERVIEW

Pittsburgh Police Department has expressed interest in improving their human capital situation. Based on the statistics below and information gathered through a discovery session with Performance Protocol's Strategic Alliance Team, the following solutions are recommended to achieve the desired outcomes expressed by **Pittsburgh Police Department**.

KEY CONCERN #1

Build An Advanced Recruiting Unit

KEY CONCERN #2

Organizational Alignment for Recruitment

DESIRED OUTCOMES:

MEET OR EXCEED AUTHORIZED FORCE NUMBERS	DEVELOP RECRUITING BEST PRACTICES
IMPROVE RECRUITING COMPETENCY	RECRUITING ANALYTICS AND SYSTEMS

RECOMMENDED SOLUTIONS:

See following pages for details on each recommended solution.

ADVANCED RECRUITING BOOTCAMP

ADVANCED RECRUITMENT BOOTCAMP

Advanced Recruitment Bootcamp is about Mastering the Human-to-Human Aspect of Sales. This specialized training course is designed to enhance the interpersonal skills essential for succeeding in the complex world of sales. This program goes beyond traditional sales techniques, focusing on the human-to-human connections that are crucial from lead generation to closing deals. Ideal for recruiters who've attended P2's initial Recruitment Bootcamp and are now looking to deepen their engagement capabilities and improve conversion rates. This course combines theoretical knowledge with practical applications to equip recruiters with the tools needed for immediate and impactful results.

Course Overview

The Advanced Recruitment Bootcamp covers a comprehensive range of topics, each tailored to strengthen interpersonal interactions in various sales stages:

Emotional Intelligence in Sales

- Understanding emotional cues
- Empathetic communication
- Building rapport and trust

Negotiation and Persuasion Skills

- Advanced negotiation tactics
- Psychological principles of persuasion
- Overcoming objections with empathy

Strategic Lead Generation

- Human-centric approaches to identifying leads
- Personalized communication strategies
- Leveraging social media for relationship building

Closing Techniques

- Emotional and logical closing strategies
- Creating compelling calls to action
- Securing commitments

Consultative Selling Techniques

- Needs analysis and active listening skills
- Solution-oriented sales pitches
- Tailoring proposals to client emotions and needs

Post-Sale Relationship Management

- Strategies for long-term client engagement
- Building loyalty and generating repeat business
- Utilizing feedback to enhance future interactions

Training Methodology

Our approach integrates interactive workshops, real-life scenarios, and role-playing exercises to provide participants with a hands-on learning experience. Each module is led by industry experts with extensive backgrounds in sales psychology and interpersonal dynamics.

Outcomes

Participants of the Advanced Recruitment Bootcamp will leave with:

- A deeper understanding of the psychological aspects of sales
- Enhanced skills in building and maintaining professional relationships
- Improved conversion rates through better engagement techniques
- A toolkit of strategies tailored to modern sales environments

For more information, you may request a full executive summary document if you have not yet been provided one.

Comments

Three Day On-site experience.

Terms

This Solution Proposal is issued under and subject to the terms and conditions of the [Master Services Agreement](#) by and between Performance Protocol and Pittsburgh Police Department ("Agency").

The intended Scope of Services are as defined in this Solution Proposal. Agency understands and agrees that scope, schedule, and budget are subject to change, upon mutual agreement by both parties.

Additional work required above and beyond the defined scope within this Solution Proposal will be handled by either change order to this Solution Proposal or a new Solution Proposal.

Products & Services	Quantity	Term (months)	Unit price	Price
Advanced Recruiting Bootcamp A specialized training program focused on mastering the human-to-human aspect of sales, essential for success in today's complex recruitment landscape. This course moves far beyond traditional sales techniques, emphasizing the vital connections from lead generation to closing deals. Ideal for recruiters who have completed P2's initial Recruitment Bootcamp, recruiters gain crucial value-adds such as advanced emotional intelligence, effective negotiation tactics, and strategic lead generation skills. Through interactive workshops and real-life scenarios, recruiters are equipped with practical tools and theoretical knowledge for immediate, impactful results, enabling them to attract and se-	1		\$40,000.00	\$40,000.00

Products & Services	Quantity	Term (months)	Unit price	Price
cure top talent more efficiently.				
One-time subtotal				\$40,000.00
Total				\$40,000.00

Primary Contact

For questions of clarity and continuity throughout the project, Performance Protocol’s primary point of contact will be:

Contact Name: Gabe Kruse
Email: gabe@performance-protocol.com

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Signature

Signature

Date

Printed name

Countersignature

Countersignature

Date

Printed name