

Tender Number: T23/06/22

Tender description: REQUEST FOR PROPOSAL FOR THE DESIGN, DEVELOPMENT, AND DELIVERY OF LEADERSHIP PIPELINE PROGRAMS TO UPSKILL LEADERS TO PROMOTABLE LEVELS

Question and Answers Version 1

No.	Question	Type	Answer
1	What does IDC define as a recognised quality training standard?	Technical	SAQA Accredited or Equivalent
2	What type of affiliation would be required with the local or international body/ institution? C21	Technical	Enneagram local or international
3	If bidding company can provide client reference for quality assurance, would this be sufficient evidence?	Technical	Yes
4	Referring to the Enneagram certification: Is it sufficient if proposed resources of the bidding company are certified? Kindly clarify is requirement refers to both company and practitioner or practitioner only.	Technical	Either company or Practitioners
5	Does IDC have a defined leadership brand yet that can be shared?	Technical	Yes we have a defined leadership brand that needs to be enhanced and will be shared with the successful bidder
6	The latest annual report mentions a leadership framework (p. 58). Does IDC have a related leadership competency framework that can be shared?	Technical	Yes we do have a leadership competency framework that can shared with the successful bidder
7	What are leadership roles and responsibilities per junior, middle, senior, executive level?	Technical	High level expectations of our leaders at every level include accountability, people management, performance management, drive a culture of change and agility. The level of work determines the complexity at each level.
8	My query relates to the length of the material design – inasmuch as we understand that the partnership would be for 8 cohorts over 3 years, what would typically be the duration of each programme – e.g. 2 days per level, 6 days over 3 months, 12 days over 6 month per cohort etc.	Technical	Depending on the level on average it would be over 6 to 9 months. Formal classes not more than 2 days a month
9	Does the organisation need to be accredited / affiliated or is it the practitioner within the organisation that needs to be accredited for enneagram?	Technical	Either Company or Practitioners

10	Our company does not hold any such accreditation but we do have a resource who is a practitioner. Please let us know if this satisfies the requirement.	Technical	Either Company or Practitioners
11	Is IDC looking for an accredited bidder for this RFP	Technical	We are looking for a recognised institution by SAQA
12	Will the bidder be disqualified if they are not CIPC registered. As an advisory/consulting firm, we are NOT CIPC registered but had a different form of registration as a firm.	Admin	<i>Bidders must submit their registration in a form they are registered</i>
13	Is it critical to partner or subcontract with a 50%+1 black owned and controlled sub-contractor If the bidder is not 50% black owned?	Admin	<i>It is not compulsory for bidders to partner or subcontract. The bidder must make their own decision on the bidding structure.</i>