

Tender Number: T42/11/23

Tender description: A PANEL OF SERVICE PROVIDERS TO SUPPORT IDC WITH LEADERSHIP COACHING AND COACHING CIRCLES

Question and Answers Version 1

No.	Question	Type	Answer
1	I am currently on the IDC coaching panel. Can coaches apply in their individual capacity, rather than going in as a consortium or as part of a bigger team?	Technical	The tender document caters for different categories - this can be found on paragraph 3 page 14. Bidder may select the category they want to bid for.
2	Regarding membership of the ICF. Will my current ICF credential certificate suffice as proof of membership?	Technical	Bidders must respond according to the requirements in the bid document and will be evaluated accordingly.
3	Bidders relevant experience (5.2.2) refers to Table (a) of annexure2. – Annexure 2 in your document refers to tax compliance and not bidder experience. Do you mean Table (a) of annexure 5	Procurement	Bidders must provide their relevant experience in Annexure 5, table (a)
4	In your costing model you require cost for Individual assessment as well as Team assessment. Are you looking for a particular assessment(ie enneagram/ Barret) or can the service provider recommend their own assessment tools	Technical	The available service categories is listed in a table, paragraph 3,1 page 14 where the assessments are specified for each category.

5	Coaching circles – could you provide more detail on the work you have done through the hearts and minds workshops.	Technical	<p>Please see extract below:</p> <p>HEARTS AND MINDS' SESSIONS All Divisional focus group sessions have been facilitated across all divisions, with the outcome shared with the teams in an action planning format in solutioning for transforming our culture. The upcoming Hearts and Minds sessions take this process of action planning further, where an understanding of the business imperative of an inclusive culture is created. This will assist in getting IDCian aligned on what culture we are aspiring to.</p> <p>4.1. OBJECTIVES The objectives of the 'Hearts and Minds' session are:</p> <p>4.1.1. Create a common language of the concepts of Diversity, Equity, Inclusion and Culture. 4.1.2. Through the 'safe space' Hearts and Minds sessions to drive Psychological Safety. 4.1.3. Unpack South African case studies on the value add of an inclusive and transformative environment 4.1.4. Drive awareness on unconscious bias's related to diversity and inclusion 4.1.5. Socialize the fact that culture is co-created by every member of an Organisation 4.1.6. Socialize IDC's Aspirational Culture Vision Statement</p>
6	Just to confirm that when you refer to assessments in the context of individual and team coaching, do you only refer to an Enneagram assessment? Or could we propose also the inclusion of other relevant assessment e.g. a 360 degree assessment?	Technical	<p>The enneagram forms the foundation, additional assessments like 360 surveys can be included</p>

7	<p>Your document states the following: “It is anticipated that team coaching will focus on the development of appropriate leadership behaviours and competencies required for successful interpersonal relationships and teaming that is results orientated.” Is this team coaching for natural teams, continuing the team cohesion work? Or coaching for groups of leaders?</p>	Technical	<p>It is team coaching for natural teams and where applicable cross functional teams – it builds on the work done through team cohesion – not necessarily coaching for groups of leaders</p>
8	<p>Iro coaching circles do you require the team workshops to be in person or virtual. If in person would the teams be spread across the country or will they be in Gauteng</p>	Technical	<p>This bid is to appoint a panel of service providers and this cannot be answered at this stage, it will depend on the need at the time the coaching is required.</p>
9	<p>For team coaching in the RFP, the bidder is required to provide separate unit costs for team coaching of 14 execs, 14 senior managers (in the individual coaching breakdown, there are 30 senior managers) and 40 managers.</p> <p>This would imply that I provide a costing to coach 1 team of 14 execs; 1 team of 14 senior managers and 1 team of 40 managers.</p> <p>Team coaching is usually conducted for a natural work team consisting of an Executive (‘though there is not always an exec in every team), 1 or 2 senior managers, x number of managers and x number of team members.</p> <p>Is it possible to clarify this information for us please?: i.e. How many members in the team on average (so we can cost the assessments / team member)? - this will help us to determine the unit cost per team coaching intervention How many team coaching interventions are envisaged for the 3 year period? - this will help us to determine the total cost for x number of team coaching interventions.</p>	Procurement	<p>The preferred bidders will be required to provide different coaching services on a need basis (ad-hoc) therefore the required quantities for the various coaching requirements cannot be confirmed at this stage. For evaluation purposes, bidders are required to provide prices for the following estimate coaching sessions.</p> <p>Bidders must therefore provide costing as per the issued tender document, refer to the costing model paragraph 7 page 21 bidders must provide cost in line with the provided costing model.</p>