

Re: Clarification Questions: Eskom Executive Development Programme (EDP) and Lead Self – Achieving Personal Mastery Tenders

1. Tender Documents & Key Dates

1.1 Lead Self – Achieving Personal Mastery

- Kindly confirm the official closing date for this tender. **23 April 2025 @ 10am**
- Was the tender briefing session compulsory or non-compulsory? **Non-compulsory**
- Could you please provide a link to the recording of the session? **Unfortunately, we cannot share the recording except for the presentations, already uploaded.**
- Please share transcripts **all necessary docs have been uploaded to assist the tenderers in compiling their tenders**

1.2 EDP Learning Architecture

- Please confirm the official closing date. **24 April 2025 @ 10am**
- Was the tender briefing session compulsory or non-compulsory? **Non-compulsory**
- We would appreciate it if you could share the link to the recording of this session as well. **Unfortunately, we cannot share the recording except for the presentations, already uploaded.**
- Please share transcripts **all necessary docs have been uploaded to assist the tenderers in compiling their tenders.**

1.3 General Confirmation

- Are you in a position to update the tender documents or issue formal email communication confirming the final closing dates for both tenders? **The final closing date appearing on the tender bulletin, it is the closing date.**

2. Submission Requirements

- Kindly confirm which documents are required for the pre-submission. **Please read invitation to tender – that is where mandatory documents are listed including the technical evaluation criteria for technical evaluations.**
- Should all documents be uploaded to the e-tender portal or emailed directly to the procurement office? **Yes, there is a guide for tenderers on how to submit as part of the documents published.**

3. Programme Design

3.1 Are you expecting a high-level conceptual proposal (given the co-creation process discussed during the briefing), or should we submit a detailed programme plan? **High level conceptual proposal is sufficient**

3.2 How open is the Eskom Leadership Effectiveness Unit to innovative and non-traditional (outside-the-box) programme designs? **Very open**

3.3 Would we be allowed to propose staggered learning sessions across the 3 days to accommodate leaders' schedules, including the option of make-up sessions for those who may miss a session? **Yes indeed**

3.4 How are cohorts of participants selected – is this through a working group or random allocation? **Internal process is followed, we will allocate in-house, fair presentation of different divisions, gender and age.**

4. People Analytics and Assessments

4.1 We noted a sample 360 report in the documents – is this Eskom's existing format, or should we make a recommendation for a 360° assessment tool? **We use an in-house 360 assessment, not need for another proposal on 360'**

4.2 Can you confirm which assessment tools Eskom currently uses? Of these, which require interpretation and feedback by HPCSA-registered professionals (psychologists)? **BCT for cognitive, OPQ personality, EDS for leadership simulation.**

4.3 In terms of data security and accessibility, how will service providers access assessment results already completed by leaders – via email, or a centralized portal? **Via email and Eskom will manage the consent process.**

5. Venue and Logistics

5.1 Does Eskom have a set venue specification we should align with? Alternatively, should we propose venue requirements based on the nature of our program, especially for more experiential modules? **Eskom venues will be utilised mostly for development, mostly in Jhb area (Lead Self). On EDP it will be off-site and if the supplier has their own venues it will be evaluated and either used or not, Eskom could also supply venues if needed.**

5.2 May we provide a list of preferred venues across Johannesburg and Pretoria? **Yes**

What accompanying documentation would be required from each venue? **Rate per person per day.**

5.3 Should we propose conference-only venues, or would Eskom prefer options that include both conference and accommodation facilities? **Conference only.**

5.4 What is Eskom's preferred accommodation star rating for executives and managers travelling into Gauteng? **Domestic hotel accommodation and related costs in respect of consultants may not exceed the rate prescribed by National Treasury (equivalent of a 3-star grading), which is currently one thousand four hundred rand (R1400), inclusive of VAT, per night per person (including dinner, breakfast and parking).**

- Air travel (local and international) must be restricted to economy class.
- Car hire may not be from a category higher than Group B (EDMR) or an equivalent class.
- No fee percentage may be added to accommodation and travel costs. (Only actual expenditures to be verified and reimbursed, where applicable, per the contract).

6. Facilitator & Travel Logistics

6.1 Will Eskom cover travel and accommodation expenses for facilitators who are based outside Gauteng? **Yes, based on T&C of contract.**

6.2 Are we required to demonstrate facilitator availability across multiple provinces? **No not required but we do expect that facilitators are available as and when required to facilitate in another provinces. Do not see much of this though.**

6.3 What is Eskom's approved rate per kilometre for travel reimbursement? **Claims for use of private vehicles are in line with the Automobile Association of South Africa's rates per kilometer (These rates may not exceed the rates approved by the Automobile Association of South Africa).**

7. General Questions

- Are there any specific transformation, skills transfer, or localization requirements we should be mindful of in our submission? **No**
- Will Eskom be providing the participant list or a pre-assessment before delivery? **Yes if required.**
- Are there preferred or existing digital platforms Eskom would like us to integrate with (for virtual components)? **No, you can provide suggestions on virtual components.**