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|  | TENDER SCOPE OF WORK Achieving Personal Mastery | Template Identifier | 240-76879530 | Rev | 3 |
| | | Effective Date | April 2024 | | |
| | | Review Date | April 2027 | | |

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| Description of request | The provision of services related to the design and delivery of a 2-day module for 1500 Supervisors and 1500 Middle Managers respectively as well as stand-alone modules across all leadership segments as and when required at a maximum of 10 stand alones per year under the theme of Lead Self_ Achieving Personal Mastery. 5 years in total. |
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Scope of work/supply:

Against an organisational context of turning around our business while transitioning to a future desired state a fundamental need emerged, i.e., leaders who can effectively implement such a strategy, because organisational transformation resides primarily with them. To this end, a need expressed by both Exco and the Board to reposition leadership development in the organisation was voiced.

An explicit focus is imperative to have leaders who exhibit both the mindset and behaviour to realise this quest because new ways of 'doing things around here' (culture), requires new ways of 'thinking around here' (mindset).

The ethos of the leadership brand pillars underpins a disciplined execution approach.

The scope must align with the following design principles:

- Inside-Out philosophy
- Eskom's culture transformation focus
- Eskom values
- Levels of work principles
- Leadership Development Framework
- Leadership Competency Model
- Behaviour aligned to the safety principles and practices in the business


The module should further embed the leadership brand pillars:

- Leadership with the heart of a servant
- Leadership that creates a learning organisation
- Leadership characterised by good governance

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- Leadership characterised by disciplined execution

The intent is to accommodate **1500 Supervisors & 1500 Middle Managers, including a maximum of 10 stand-alone lead self modules per year** with the funds on the contract in the next 5 financial years.

The learning methodology should have the requisite experiential balance between classroom based and self-directed learning content pieces to drive application of learning. Some virtual components could be built in, should it be fit for purpose.

- In cases where face-to-face learning will be utilised, inclusion of digital learning elements will also be an added advantage. Face-to-face learning will take place both at an Eskom premises, typically but not limited to the Eskom Academy of Learning (EAL) and at the related Business School / learning institution of the partner.
- The final structure and content will be finalised in collaboration with the Eskom Leadership Effectiveness Unit.
- The ability to seamlessly integrate with other programme modules as an independent solution to be demonstrated.

Facilitation


Facilitators are expected to have in-depth knowledge and experience on the facilitation processes both on virtual and classroom platforms, which includes:

- Integration of content piece as per the architecture to create a structure and seamless journey for leaders.
- Participating in the overall design and planning of the programme.
- Using appropriate facilitation methods and tools (both virtual and face-to-face) aligned to leading practice.
- Demonstrating professionalism in all working engagements, specifically displaying facilitation expertise on the virtual platform.
- Ability to challenge mindsets of participants with thought provoking questions.

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Mdklerk

DR MARZANNE DE KLERK
SENIOR MANAGER LEADERSHIP EFFECTIVENESS UNIT
DATE: 2025/11/24

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