

ANNEXURE A - EVALUATION OF OUTPUT FUNCTIONALITY

Criteria	Indicators	Sub-criteria	Rating	Scoring Allocation
Approach and Methodology	The bidder must submit a comprehensive, context-responsive project plan outlining their implementation and assessment methodology for the NRF Culture . This also includes the following and alignment to NRF's strategic goals (Vision 2030): <ul style="list-style-type: none"> • Planning, • Project phases, • Timelines, • Stakeholder engagement processes, • Communication and reporting • Risk Management • Monitoring and evaluation mechanisms for impact tracking 	The approach and methodology provide an extensive assessment the NRF Culture including alignment to NRF's Vision 2030 and covers <u>all and additional aspects</u> discussed under the heading indicators.	5	15
		The approach and methodology provide an extensive overview of the Culture assessment and programme including alignment to NRF's Vision 2030 and covers <u>all aspects</u> discussed under the heading indicators.	4	12
		The approach and methodology provide a generic overview and covers <u>some aspects</u> discussed under the heading indicators.	3	10
		The approach and methodology provide no overview and covers <u>no aspects</u> discussed under the heading indicators.	2	8
		The Bidder has submitted no information	1	4

Criteria	Indicators	Sub-criteria	Rating	Scoring Allocation
Capability and experience of the proposed Facilitators	The proposed facilitators must have at least five (5) years in facilitating Organisational Culture assessment and Culture programme development.	Facilitators with at least 8 years in facilitating Organisational Culture assessment and culture programmes.	5	10
		Facilitators with at least 6 years in facilitating Organisational Culture assessment and culture programmes.	4	8
		Facilitators with at least 5 years in facilitating Organisational Culture assessment and culture programmes.	3	6
		Facilitators with at least 4 years in facilitating Organisational Culture assessment and culture programmes.	2	4
		Facilitators with less than 4 years in facilitating Organisational Culture assessment and culture programmes.	1	2
Criteria	Indicators	Sub-criteria	Rating	Scoring Allocation
Service Provider Experience	The bidder must have a minimum of five (5) years' practical experience in conducting organisational culture assessment (Detailed company background which clearly outlines when the company was established, and	Bidder provided a comprehensive company profile with clear establishment date and has 8-10 years' proven experience delivering Organisational Culture assessment and development of	5	15

	similar projects delivered since its establishment) Detailed company background which clearly outlines when the company was established, and similar projects delivered since its establishment.	Culture journey. Bidder provided a robust portfolio of diverse and high-impact culture projects across multiple sectors, supported by evidence of measurable outcomes.		
		Bidder submitted a comprehensive company profile with at least 6-7 years' proven experience delivering relevant culture project. The profile highlighted a solid track record with examples of successful project implementation, along with evidence of measurable impact	4	12
		Bidder provided a complete company profile with at least 5 years' relevant experience. Culture project examples are provided with measurable outcomes.	3	10
		Bidder provided an inadequate company profile with less than 4 years' relevant experience. Limited examples of previous relevant projects with insufficient detail on impact.	2	8
		Bidder provided minimal company background with very limited or unrelated project experience. No evidence of impact provided.	1	4
Criteria	Indicators	Sub-criteria	Rating	Scoring Allocation

Alignment of Culture assessment and Programme to the NRF VISION 2030	<p>The bidder must provide a cross-verification information in line with the detailed project specification above. (proof of culture assessment approach detailing what each project phase entails) quality of the content will be evaluated.</p> <ul style="list-style-type: none"> - Culture assessment and programme explicitly mapped to NRF strategic goals (e.g. Transformation, Innovation, Excellence, and Sustainability for Impact) 	<p>Culture Assessment approach and methodology comprehensively mapped to NRF Vision 2030 strategic goals (e.g. Transformation, Innovation, Excellence, and Sustainability for Impact as well as Innovation) and fully integrate the NRF (e.g. DEIB, governance and ethical Leadership, digital transformation, strategic partnerships, stakeholder responsiveness).</p>	5	20
	<ul style="list-style-type: none"> - Approach integrates NRF key enablers (e.g. DEIB, digital transformation, strategic partnerships, and stakeholder responsiveness). 	<p>Culture assessment approach clearly mapped to NRF Vision 2030 goals and include most NRF key enablers. Project outcomes are relevant and well-articulated, with some contextual examples to support application.</p>	4	16
	<ul style="list-style-type: none"> - Culture assessment outcomes approach are mapped in line with the proposed detailed specifications above while aligning to the NRF VISION 2030. 	<p>The approach shows general alignment to NRF Vision 2030 goals but limited integration of NRF key enablers. Project outcomes are present but may lack contextual depth or forward-looking elements.</p>	3	12
		<p>The Approach show minimal alignment to NRF Vision 2030 goals, with little or no integration of NRF key enablers. Project outcomes are vague or generic.</p>	2	8
		<p>Modules show very limited or no alignment to NRF Vision 2030 goals. No integration of NRF key enablers. Learning outcomes are</p>	1	2

Criteria	Indicators	Sub-criteria	Rating	Scoring Allocation
		unclear or absent.		
Written Reference letters	Five (5) written references Reference letters in the correct format for whom the bidder has completed similar scope of work within the last sixty (60) months.	Bidder provided 8-10 written references with outstanding references in providing similar work.	5	10
		Bidder provided 6-8 written references with excellent references in providing similar work.	4	8
		Bidder provided 5 written references with good references in providing similar work.	3	6
		Bidder has limited experience in providing similar work.	2	4
		Bidder has no experience in providing similar work.	1	2
Project Manager's Experience	The project manager must have a minimum of five (5) years' experience in managing Organisational Culture assessment and managing Culture Programmes	The project manager must have a minimum of five (5) years' experience in managing organisational Culture Assessment and Programmes.	5	15
		The project manager has no relevant qualifications as per the evaluation criteria title.	0	0
Project Manager's Qualification	The project manager must have at a minimum qualification of a Postgraduate Degree in Industrial and Organisational Psychology / Human Resources	The project manager with a minimum relevant and equivalent qualification and completed Project Management Programme	5	15

	Management or equivalent at NQF Level 8 as well as completed Project Management programme.	The project manager has no relevant qualifications as per the evaluation criteria title.	0	0
TOTAL POINTS FOR FUNCTIONALITY				100

Bidders that meet the minimum threshold of 75 points on stage 1 to proceed to the next stage, being the evaluation of their proposal presentation especially their proposals demonstrating how they intend to implement the key aspects outlined in the interview criteria. Bidders are encouraged to make available members of the proposed project team and facilitators in the presentation to provide a clearer picture of organisational delivery capability and team composition.