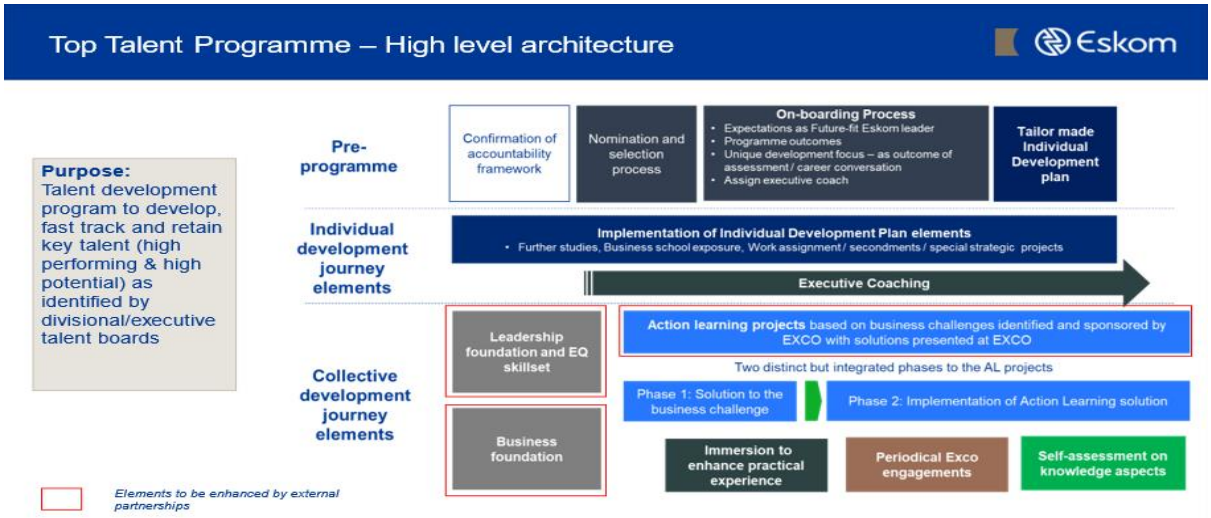
Description of Service/ product that needs to be provided

Eskom requires collaboration with a business school to co-design, develop and facilitate six (6) foundational business modules, customised for Eskom, as part of a comprehensive Top Talent Programme.

The business modules are:

1. Strategy and Execution (2 days)
2. Profit Dynamics in energy (2 days)
3. Strategic Stakeholder Management & Influencing (2 days)
4. Strategic Supply Chain & Contract Management (2 days)
5. Strategic People Management (2 days)
6. Climate Change, Sustainability & Driving Innovation (2 days)

The business modules will be delivered for 3 Cohorts of ± 25 participants over a 3-year period, as per timeslots provided by Eskom. The 6 listed business modules fall within the Collective Development Journey Elements under Business Foundation, as per the broader architecture below of the Top Talent Programme.



Scope of work/supply

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 modules 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
- Leadership characterised by disciplined execution

Eskom requires to partner with a suitable business school to provide:

Design and Development:

- **Co-design and customised curriculum:** the module content to be designed, developed and facilitated in partnership with Eskom's Subject Matter Experts (SME's) and aligned with the organisation's strategic needs.
- **Integrating Real-World Eskom Challenges:** incorporate business-specific scenarios, projects, problem-solving exercises and post work assignments.
- 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:

- **Facilitation:** modules to be facilitated by industry experts and in collaboration with Eskom SMEs.
- **Blended Delivery Methodology:** use multiple delivery methodology e.g., classroom (2 days), off site learning at the service provider facilities, online (where applicable), and experiential learning.
- **Program Evaluation:** the program to integrate post-program assessments.