

Confidential

The Land and Agricultural Development Bank of South Africa
P O Box 375 Pretoria 0001
First Floor Block A, Lakefield Office Park
272 West Avenue (Corner of Lenchen Avenue and West Avenue)
De Hoewes, CENTURION



Tel: +27 (0)12 686 0500
Fax: +27 (0)12 686 0682
www.landbank.co.za

Registered credit provider: Reg. Number NCRCP18

Date: 06 July 2026

Attention: Prospective bidders

From: Supply Chain Management

Bid Number: T05-06-26

Bid Title: Appointment of the service provider to provide the Executive Coaching for Land Bank and Land Bank Insurance for three years

**1. QUESTIONS BRIEFING SESSION ON THE 01ST July 2026 @ 11:00 AND
QUESTIONS SENT TO ETENDERS@LANDBANK.CO.ZA**

CLOSING DATE OF THE TENDER: 22 JULY 2026 @ 11:00am

1.1	Question	:	Are Joint Ventures allowed?
	Answer	:	No, joint ventures allowed.
1.2	Question	:	Are we looking for accreditation for both provider and coach?
	Answer	:	Yes. The tender requires accreditation at both the service provider level and the individual coach level: I. Service Provider Accreditation ○ Under the mandatory requirements, bidders must submit proof of accreditation or membership with a recognised professional coaching body such as: ▪ International Coaching Federation (ICF) ▪ Coaches and Mentors of South Africa (COMENSA) ▪ European Mentoring and Coaching Council (EMCC) ▪ Association for Coaching (AC)

		▪ Or another equivalent recognised coaching body. 2. Individual Coach Accreditation ○ Under the technical evaluation criteria, bidders are required to submit coach CVs together with proof of relevant qualifications and coaching certifications/accreditations. ○ The tender further states that no points will be allocated to coaches without proof of qualification and accreditation attached.
I.3	Question	: Is there a set number of coaches required in the tender?
	Answer	: Yes. To ensure adequate capacity for national service delivery, bidders are required to provide a minimum pool of five (5) accredited coaches with relevant qualifications, coaching certifications, and experience across the coaching disciplines outlined in the tender.
I.4	Question	: Is this tender a panel appointment or one provider?
	Answer	: One provider
I.5	Question	: Number of coaches in the regions?
	Answer	: This will be determined by business needs as they arise. The successful bidder must have the capacity to deliver coaching services across all nine provinces of South Africa, as Land Bank has an operational footprint in every province. Services may be delivered through face-to-face, virtual, or blended modalities, depending on the requirements of the intervention.
I.6	Question	: Is there a number set per coaching service?
	Answer	: Bidders are therefore required to demonstrate sufficient capacity and flexibility to accommodate varying demand levels across all coaching categories and across Land Bank's national footprint. Pricing should be structured in a manner that allows Land Bank to procure services on an as-needed basis throughout the duration of the three-year contract.
I.7	Question	: Pricing schedule to include cost per coaching service?
	Answer	: Yes. Bidders are required to provide a detailed pricing schedule that includes the cost for each coaching service category. Pricing should be reflected separately for the various coaching interventions, including: • Section A - Coaching intervention - Maximum of 12 sessions • Executive Coaching - face to face

		• Executive Coaching - online • Leadership Coaching - face to face • Leadership Coaching - online • Managerial Coaching - face to face • Managerial Coaching - online • High-Potential Performer Coaching - face to face • High-Potential Performer Coaching - online • Life Coaching - face to face • Life Coaching - online • Team Coaching - face to face • Team Coaching – online Section B - Coaching components • Programme Management and Coordination • Chemistry Sessions • Assessments and Feedback Sessions • Coaching Preparation and Development Planning • Impact Assessments and Evaluation Reports • Mid-Term Progress Reports • Final Coaching Reports with Dashboard & Analytics • Coaching Impact Assessments • Advisory Services
I.8	Question	: Types of assessment and impact assessment e.g. psychometric?
	Answer	Bidders are therefore required to propose the assessment tools, methodologies, and impact measurement approaches they consider most appropriate for the different coaching interventions, supported by a clear rationale and evidence of validity and reliability. Examples of assessments that may be included are: • Psychometric assessments (e.g., Hogan, DISC, MBTI, OPQ, I5FQ+, Insights Discovery) • Emotional Intelligence assessments • Leadership capability assessments

			• 360-Degree feedback assessments • Learning agility assessments • Strengths-based assessments • Values and behavioural assessments • Personality assessments • Team effectiveness assessments Impact assessments may include, but are not limited to: • Pre- and post-coaching assessments • Achievement of coaching objectives and development goals • Behavioural change indicators • Leadership effectiveness measures • Stakeholder and line manager feedback • 360-degree feedback comparisons • Participant satisfaction surveys • Return on Expectations (ROE) • Coaching outcomes and impact reports Bidders should clearly describe: 1. The assessment tools they propose to use. 2. The purpose of each assessment. 3. How assessment results will be used to inform coaching interventions. 4. The methodology that will be used to measure coaching effectiveness and impact at individual and organisational level. Land Bank reserves the right to review and approve proposed assessment methodologies and tools during the contracting phase.
I.10	Question	:	How many delegates & their levels will require the coaching?
	Answer	:	• Executives Top Management (Peromnes 1-3)

			• Senior Management (Peromnes 4-5) • Middle Managers (Peromnes 6-7) • Junior Managers (Peromnes 8-9) • Non-Management (Peromnes 10-15)
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