**Invitation to submit an Expression of Interest to deliver High Performance, High Potential Talent Programme for Bromford Housing**.

Bromford Housing is inviting expressions of interest from organisations that would be interested in delivering a comprehensive Talent Programme aimed at the development of high performing, high potential (HIPO) senior leaders. We are looking for a programme designed to support our top talent in fulfilling their potential, driving performance standards and developing an outside-in perspective to help Bromford be future ready.

The training programme is expected to be between 9-18 months in duration commencing in March 2025 and be delivered face to face from either of our offices below:

* Shannon Way, Tewkesbury, Gloucestershire and / or
* Venture Court, Wolverhampton, West Midlands
* Or surrounding geography.

**The estimated contract value is**: £70,000.00

**Length of Contract**: 24 months

We would particularly welcome Expressions of Interest and Tender Submissions from the SME community.

Training services for Bromford are currently delivered by our in-house Learning and Development Team through a variety of face to face and digital channels:

 • Leadership 50 (L50) training was provided by Farscape Development Ltd This contract expired in December 2021; and

 • Leadership 250 (L250) was provided by Keystone Training Limited. This contract expired in October 2023.

Organisations awarded a Contract will be required to provide Training services in accordance with the terms and conditions set out in the Contract documents from March 2025 until the Contract expires In February 2027. Organisations will be authorised to Training services for Bromford Housing according to the SLA which will be established when they are awarded a Contract. The majority of Training Sessions should be delivered to Bromford Housing on a face-to-face basis, but organisations may also be required to deliver training services remotely to ensure adequate provision across the business.

Only those organisations that complete and return the Expressions of Interest document below by 12 noon Monday 25th November 2024 will be invited to submit a tender/RFP in December 2024. There will be a single contract issued February 2025 to a supplier and organisations that are assessed as being suitable to contract with the Bromford Housing and are able to meet the minimum service requirements will be awarded a Contract.

**Eligibility to take part in this process**

This process is open to any organisation that can meet our requirements. Organisations do not need to have a Training contract to be able to respond to this opportunity.

**Requirements**

Organisations wanting to obtain a Contract will be required to take part in a single stage process that will assess their suitability to contract with the Bromford Housing as well as their ability to meet the minimum service requirements by the Contract Start Date including the following:

 • Must have experience of delivering talent programmes to senior leaders with tangible results

 • Must be able to evidence and provide references of high performance outcomes

• Must be able to offer one core facilitator who will be in attendance at every event

 • Must be a subject matter expert on delivering leadership development specifically topics:

1. **Self-Awareness:** Advanced psychometrics like Hogan and 360 tools to understand personality impacts on decision-making and performance.
2. **High Performance:** Creating a high-performance culture, operational excellence, and continuous improvement.
3. **Accountability:** Building an accountability culture with clear communication, goal setting, and psychological safety.
4. **Cultivating Talent:** Continuous learning, feedback, and conscious leadership.
5. **Leader and Influencer:** Developing strategic partnerships and staying current with external environments.

 • Must be accredited in psychometrics such as Insights Discovery (or others based on Jungian psychology) and/or Hogan

• Must be well networked and have the ability to provide bespoke learning experiences such as visits to other organisations.

Further information in relation to the minimum service requirements will be set out in the procurement and Contract documentation which will be available when the process opens in December 2024.

Organisations should review the requirements set out above and satisfy themselves that they meet all the requirements to deliver training services to Bromford Housing in which they intend to submit a tender.

 If you wish to express an interest in delivering Training Services to Bromford Housing, please complete the form by 12 noon on Monday 25th November 2024.

Organisations that express an interest will be invited to submit a tender in December 2024.

**Organisations must register on our eTendering portal** [**https://in-tendhost.co.uk/bromford**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fin-tendhost.co.uk%2Fbromford&data=05%7C02%7CGareth.Cook%40bromford.co.uk%7Cd27de947ab5a418048ce08dcb87d4431%7C74ec6623491a4f44987469ffcc3bb299%7C0%7C0%7C638588096034901394%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=WiQLW%2Fpkoq3d2hZTsh8i7Y02luTj%2BjnDjWQfR5dHEqo%3D&reserved=0) **to be invited to tender. We will be unable to invite any organisation to respond to this tendering opportunity that has not registered. Organisations are therefore strongly encouraged to ensure they have registered before submitting their Expression of Interest.**

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| ***Expression of Interest Response*** |
| Organisation Name: |  |
| Organisations Main Address: |  |
| Organisations Main Contact Name: |  |
| Organisations Main Contact Email Address / Telephone Number:  |  |
| Do you currently hold a Contract with Bromford (if Yes please provide details)  |  |
|  | Opt-In |

Please ensure your organisation is registered on the Bromford Housing Intend portal (INSERT LINK) before you submit your expression of interest. Completed forms should be returned to gareth.cook@bromford.co.uk by 12 noon on Monday 25th November 2024.