



## TENDER: Leadership Development 2016

### Responses to clarification questions – Issue 1 dated August 2016

**PLEASE NOTE THAT THE RETURN DATE FOR THIS TENDER OPPORTUNITY IS  
MONDAY 12 SEPTEMBER 2016 AT 1200 HOURS (NOON)**

Clarification Question	Response from Cotswold District Council
1. In considering your Leadership Development ITT, we would like clarification on the total number of Strategic, Operational Leaders and Managers that require Leadership Development as part of phase 2.	Approx 30 Strategic Leaders and Managers. Approx 30 Operational Managers.
2. How many people will be involved in this programme in total?	60 approximately.
3. Could you give approximate numbers of those who will be involved in the Leadership development program within the cohorts identified in the 'Developing our 2020 Partnership people' document please?	See above.
4. Do you have an upper limit for the Consultant day rate?	No.
5. Do you expect your current provider to be applying for this work?	Whilst we have worked with a number of organisations in the past we do not have a current provider for this work tendered. We do not know if the provider referred in appendix 3 is going to submit a tender.
6. Is the provider referred to at Appendix 3 the same provider that you refer to on page 2 of the Statement of Requirements?	Yes.

<p>7. Appendix 3 suggests that the current provider is offering an intervention around open mind, listening to others, impact of personal beliefs and creativity. However Appendix 3 also suggests that this ITT is concerning everything in the box below the current provision, which seems to have a huge amount of shared philosophical and theoretical underpinning. Are we able to have more detail on the current offer to enable understanding of what will have already been covered?</p>	<p>The work recently undertaken consisted of one day and covered leadership behaviours and entrepreneurial thinking.</p>
<p>8. Is the suggested budget of £30,000 for an initial consultancy intervention that would produce the design of frameworks for moving forward or, for this plus developing all the materials, resources and facilitating interventions?</p>	<p>We feel our requirements are clearly outlined in section 2 of schedule 1 and costs will be in the region of £20,000-£30,000 but we would not wish tenderers to be bound by this information in their proposals provided the increased time/budget is explained.</p>
<p>9. Can you clarify how many managers and leaders you expect to undertake any given programme in a 12 month period?</p>	<p>Same as question 1, 60 approximately.</p>
<p>10. Is your vision that the provider is a true partner in the sense that they co-create each stage with the internal L&amp;OD team and senior leaders leaving a legacy of sustainability?</p>	<p>Yes, however we do recognise our current limitations and whilst an element of co-creation will be required we are constrained within our current thinking. We are looking for a partner to leave a legacy of sustainability.</p>
<p>11. You talk about the conversations that have taken place with staff at all levels about the new world can you confirm that the framework at Appendix 3 has come from the output of those conversations?</p>	<p>Yes it reflects the organisational thinking to date.</p>