**SUPPLIER’S PROPOSAL**

The primary objectives of this engagement is the:

* Comprehensive review of the current People Strategy, HR operating model, structure, and culture
* Support for organisational design and realignment of HR roles, processes, and services
* Facilitation of a collaborative and inclusive strategy review process with key stakeholders.
* Deep analysis of HR capabilities, systems, and strategic alignment with

Eskom’s business strategy

* Design of a future-fit HR strategy with clear recommendations and strategic
* targets that reflects Eskom’s transformation priorities and unbundling roadmap
* Culture assessment with recommendations and change levers to embed desired cultural traits
* Development of an implementation roadmap, strategic goals, and HR scorecard for the 5 to 7 year period
* Support team to set up for implementation with structured delivery management and monitoring processes for long term success

Interested service providers should include in their proposal:

* Understanding of the scope and approach to the work
* Project methodology, plan and timelines
* Proposed team composition and relevant experience
* Overview of databases and benchmarks that will be utilised
* References and samples of similar work (Submit at least three (3) strategy documents that were approved by a client with permission from client(s), and include contactable client references)
* Overview of Methodologies and frameworks to be used per deliverable
* Fee structure and pricing model

The project is expected to span approximately 24-36 months from initiation to delivery of final outputs. Vendors should propose a detailed timeline with key milestones.