	TENDER SCOPE OF WORK Leadership Masterclasses	Template Identifier	240-76879530	Rev	3
		Effective Date	April 2024		
		Review Date	April 2027		

Description of request	The provision of services related to Leadership Development Masterclasses (not limited to but including Alumni) to enhance existing Leadership development content with broader local and global expertise, which includes world-class knowledge and research to expand thinking and practical application of leadership development theory. 5 years in total.
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Scope of work/supply:

Against an organisational context of turning around our business while transitioning to a future desired state a fundamental need emerged, i.e., leaders who can effectively implement such a strategy, because organisational transformation resides primarily with them. To this end, a need expressed by both Exco and the Board to reposition leadership development in the organisation was voiced.

An explicit focus is imperative to have leaders who exhibit both the mindset and behaviour to realise this quest because new ways of 'doing things around here' (culture), requires new ways of 'thinking around here' (mindset).

The overarching intention of the Leadership Effectiveness Unit (LEU) is to cultivate deep insight and the ability to effectively apply practical learning within the Eskom work environment. This will be achieved through the delivery of Masterclasses that explore world-class topics and emerging leadership trends, designed to stimulate broader thinking, introspection, and strategic application.

To support this, Masterclasses will be embedded within:


- The Top Talent Programme,
- Alumni Engagements, and
- Ad-hoc Customised Leadership Journeys.

These sessions will be delivered in close consultation and partnership with the LEU, ensuring alignment with Eskom's principles, ethics, governance frameworks, and strategic direction. This collaborative approach will guarantee a seamless and impactful leadership development journey, tailored to the organisation's evolving needs and context.

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Final design and development of content will be done in partnership with the LEU to ensure a seamless journey and to be considerate of the principles of leading practice and emerging leadership trends that are aligned to:

- Eskom culture, Eskom values,
- Leadership brand,
- Eskom Turnaround Strategy,
- Eskom Corporate Plan
- Leadership strategy,
- Reflective practices (incorporated in the learning process)

Notwithstanding the above principles, a common leadership language should be created throughout the leadership journey for all segments of leadership.

The learning methodology should have the requisite balance between experiential on a virtual platform or face to face, based on the requirements.

- Engaging sessions, to be delivered in-person (classroom training)
- A virtual platform (Microsoft Teams) with technological savvy functionality as an added advantage in delivery, is required to facilitate the masterclasses, within the security boundaries of Eskom information systems.
- Utilisation of experienced facilitators with a strong background in team dynamics and leadership development across the various management levels
- Provide opportunities for participants to practice and apply new skills through hands-on activities and real-world scenarios.
- The requirement is to deliver the content in an experiential learning format, in order to deepen the learning experience.
- The final structure and content will be finalised in collaboration with the LEU.
- The ability to seamlessly integrate with other programme modules/ topics as an independent solution to be demonstrated.


Facilitators are expected to have in-depth knowledge and experience on the facilitation processes and learning content both on virtual and classroom platforms, which includes:

- Integration of masterclass as per the architectures to create a structured and seamless journey for leaders.
- Participate in the overall design and planning of the specified programme/journey.
- Use appropriate facilitation methods and tools (both virtual and face to face) related to leading practices.

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- Demonstrate professionalism in all working engagements, specifically displaying facilitation expertise on the virtual platform.
- Ability to challenge mind-sets of participants with thought provoking questions.
- Provide continuous feedback to the Eskom programme manager and a final close out report.

MdKlerk

DR MARZANNE DE KLERK

SENIOR MANAGER LEADERSHIP EFFECTIVENESS UNIT

DATE: 2025/11/24

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