

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/006762-2024>

Contract

## **Leadership & Culture Acceleration programme**

Magnox Limited

F03: Contract award notice

Notice identifier: 2024/S 000-006762

Procurement identifier (OCID): ocds-h6vhtk-0444ef

Published 4 March 2024, 9:12am

### **Section I: Contracting authority**

#### **I.1) Name and addresses**

Magnox Limited

Oldbury Naite

Oldbury

BS35 1RQ

#### **Contact**

Alwena Owen

#### **Email**

[alwena.owen@magnoxsites.com](mailto:alwena.owen@magnoxsites.com)

#### **Country**

United Kingdom

**Region code**

UKK1 - Gloucestershire, Wiltshire and Bristol/Bath area

**National registration number**

2264251

**Internet address(es)**

Main address

<https://www.gov.uk/government/organisations/magnox-ltd>

Buyer's address

<https://www.gov.uk/government/organisations/magnox-ltd>

**I.4) Type of the contracting authority**

Body governed by public law

**I.5) Main activity**

Other activity

Nuclear decommissioning

---

## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

Leadership & Culture Acceleration programme

#### **II.1.2) Main CPV code**

- 80000000 - Education and training services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

At the beginning of 2022 Magnox entered a phase of growth and expansion of its mission. With this change in strategy, it required a change in how the organisation was structured. With the significant changes, the need to engage with the leadership group was paramount to successfully deliver its mission and to shape the culture required to succeed.

#### **II.1.6) Information about lots**

This contract is divided into lots: No

#### **II.1.7) Total value of the procurement (excluding VAT)**

Value excluding VAT: £282,500

### **II.2) Description**

#### **II.2.2) Additional CPV code(s)**

- 79998000 - Coaching services

#### **II.2.3) Place of performance**

NUTS codes

- UKK1 - Gloucestershire, Wiltshire and Bristol/Bath area

## **II.2.4) Description of the procurement**

The supplier has already delivered a culture programme across Magnox, and the business now needs to continue the culture work to date with senior leaders and next level leaders from Dounreay, as well as some Magnox leaders not captured during the first sessions. Strong relationships have been built with the supplier and with the executive and senior leadership team. The aim is to build common leadership language and develop capability to create a high performing culture. This helps us transform and supports the delivery of the new brand and TOM. It also helps embed our new values, our 10-year strategy and helps to bring in 7 new AGR's.

## **II.2.5) Award criteria**

Price

## **II.2.11) Information about options**

Options: No

## **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

---

## Section IV. Procedure

### IV.1) Description

#### IV.1.1) Type of procedure

Award of a contract without prior publication of a call for competition in the cases listed below

- The procurement falls outside the scope of application of the regulations

Explanation:

£154k has already been invested to deliver the culture programme to the executive team and next level leaders. It is key to continue this work and maintain momentum to reinforce and embed to realise the value. Work done to date includes diagnosing and defining the current and future state as well as beginning the shift in thinking and behaviours. This initial phase of the work (referred to as phase 1) should have been complete by now, the additional workshops are mop ups for those that previously didn't attend and a sessions to include Dounreay in the programme. In essence the programme is mid-flight and it would be challenging to bring in a new provider at this stage.

#### IV.1.8) Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: No

---

## Section V. Award of contract

A contract/lot is awarded: Yes

### V.2) Award of contract

#### V.2.1) Date of conclusion of the contract

29 February 2024

#### V.2.2) Information about tenders

Number of tenders received: 1

The contract has been awarded to a group of economic operators: No

### **V.2.3) Name and address of the contractor**

Heidrick and Struggles

40 ARGYLL STREET

LONDON

W1F 7EB

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

0690102

The contractor is an SME

No

### **V.2.4) Information on value of contract/lot (excluding VAT)**

Initial estimated total value of the contract/lot: £282,500

Total value of the contract/lot: £282,500

---

## **Section VI. Complementary information**

### **VI.4) Procedures for review**

#### **VI.4.1) Review body**

Magnox Limited

Oldbury Naite

Oldbury

BS35 1RQ

Country

United Kingdom

Internet address

<https://www.gov.uk/government/organisations/magnox-ltd>