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Tender

## **Leadership Development Programme**

The British Broadcasting Corporation (BBC)

F02: Contract notice

Notice identifier: 2024/S 000-020791

Procurement identifier (OCID): ocds-h6vhtk-047b9d

Published 8 July 2024, 2:38pm

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

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

The British Broadcasting Corporation (BBC)

Broadcasting House, Portland Place

London

W1A 1AA

#### **Contact**

Kevin Waters

#### **Email**

[kevin.waters@bbc.co.uk](mailto:kevin.waters@bbc.co.uk)

#### **Telephone**

+44 1234567890

#### **Fax**

+44 1234567890

**Country**

United Kingdom

**Region code**

UK - United Kingdom

**Internet address(es)**

Main address

<http://www.bbc.co.uk/supplying/>

Buyer's address

<https://bbc.bravosolution.co.uk>

**I.3) Communication**

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://bbc.bravosolution.co.uk>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://bbc.bravosolution.co.uk>

Tenders or requests to participate must be submitted to the above-mentioned address

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

Body governed by public law

**I.5) Main activity**

Other activity

Broadcasting

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## **Section II: Object**

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

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

Leadership Development Programme

Reference number

PROC 2024 37 KW Leadership Development Programme

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

- 80570000 - Personal development training services

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

Services

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

To respond to current and future challenges, the BBC Leadership Development team has designed a learning approach for BBC leaders and managers, based on consistent expectations and informed by a learning needs analysis.

We have developed dedicated self-directed digital learning pathways for BBC leaders at three levels, the pathways set out what a leader needs to know, to do and to be effective in their role and they bring together in the learning design relevant policies and processes at the right moment for the right learning outcome.

This will be the third new facilitated leadership development programme to launch at the BBC. Development programmes have already been procured for Senior Leaders (Enterprise Unleashed) and Organisational Leaders (Enterprise Connected).

This requirement will be split into 2 Lots. These are as follows:

Lot 1 - A Virtual cohort-based learning solution which focuses on shifting mindsets towards responsibilities as a leader. There will be a sole supplier for this Lot.

Lot 2 - Skills builders – Virtually delivered, skills-based learning interventions based on learning needs, underpinned by our values. There will be a maximum of 4 suppliers appointed to this Lot.

### **II.1.5) Estimated total value**

Value excluding VAT: £760,000

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

This contract is divided into lots: Yes

Tenders may be submitted for all lots

Maximum number of lots that may be awarded to one tenderer: 2

## **II.2) Description**

### **II.2.1) Title**

Lot 1 Virtual Cohort Based Learning Solution

Lot No

1

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

- 80570000 - Personal development training services

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

NUTS codes

- UK - United Kingdom

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

The cohort programme will only be aimed at team leaders.

a) Who are new to the role (3-9 months) and have been internally promoted or externally hired with first time team leader responsibilities

b) New to role (3-9 months) and have been externally hired with current/previous team leader experience from another organisation.

All learners will have direct reports. Places will be made available to longer serving colleagues where specific development needs have been identified.

All colleagues on a cohort programme will explore Leading Self, Leading Others and

Leading at the BBC. They will be automatically be enrolled in a minimum of 3-4 skill builders listed in Lot 2 to support their knowledge and complement the self-development and discovery provided by the programme in Lot 1.

It is anticipated that there will be a maximum need for 360 colleagues to be enrolled in the programme in the first two years. However, this number is an estimate based on current need and subject to change if there is a need for a change of strategic focus which leads to an increase in participation.

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

Price is not the only award criterion and all criteria are stated only in the procurement documents

#### **II.2.6) Estimated value**

Value excluding VAT: £315,000

#### **II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

36

This contract is subject to renewal

No

#### **II.2.10) Information about variants**

Variants will be accepted: No

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

Options: Yes

Description of options

There will be an initial term of 2 years, with a further possible extension of 12 months

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

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

## **II.2) Description**

### **II.2.1) Title**

Lot 2 - Provision of Skill Building Workshops

Lot No

2

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

- 80570000 - Personal development training services

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

NUTS codes

- UK - United Kingdom

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

As part of our Digital First approach, learning needs for leadership skills for team leaders are offered first through our online Digital Leadership Pathways relevant to the role. The pathways are described in the Appendix.

- a) Leading Self
- b) Leading Others
- c) Leading at the BBC

In addition to digital pathways, we have identified the need to offer the option of virtual learning experiences that focus on core capabilities, at the point of need. The BBC are open to the digital delivery format but content should be experienced as part of a group and allow participants to share experience, build skills and test ideas.

The Skills Builders will complement and add value to our existing digital pathways. Access to these virtual learning Interventions will be prioritised and based on need and available resources. Depending on learning needs identified, leaders may access one or more of the Skills Builders interventions.

The topics below reflect examples of skill builders required by team leaders at the BBC.

There may be a need to develop additional content over the period of the contract.

- a) Emotional intelligence
- b) Wellbeing and Resilience
- c) Prioritisation and decision-making
- d) Goal Setting, Delegation and Accountability
- e) Empowering others through everyday feedback and coaching conversations
- f) Difficult conversations
- g) Effective Communication
- h) Influencing and Stakeholder Management
- i) Managing and Implementing Change
- j) Leading a culture of creativity

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

Price is not the only award criterion and all criteria are stated only in the procurement documents

#### **II.2.6) Estimated value**

Value excluding VAT: £445,000

#### **II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

36

This contract is subject to renewal

No

#### **II.2.10) Information about variants**

Variants will be accepted: No

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

Options: Yes

Description of options

There will be an initial term of 2 years, with a further possible extension of 12 months

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

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

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## **Section III. Legal, economic, financial and technical information**

### **III.1) Conditions for participation**

#### **III.1.1) Suitability to pursue the professional activity, including requirements relating to enrolment on professional or trade registers**

List and brief description of conditions

Where there is more than one economic operator, the BBC reserves the right to require a grouping of economic operators to take a particular legal form or to require a single economic operator to take primary liability or to require that each party undertakes joint and several liability.

Please register your interest in this project by taking the following steps: 1 - Register your company on the Jaggaer eSourcing portal (this is only required once): 1.1 Go to <https://bbc.bravosolution.co.uk> 1.2 - Click the link on the login page to register. 1.3 Accept the terms and conditions and click 'Continue'. 1.4 - Enter your correct business and user details. 1.5 - Note the username you chose and click 'Save' when complete. 1.6 - You will shortly receive an email with your temporary password. 2 - Express an interest in the tender: 2.1 - Login to the portal with the username/password. 2.2 - Click the 'PQQs/ITTs Open to all Suppliers' link. (These are Pre-Qualification Questionnaires or Invitations to Tender open to any registered supplier). 2.3 - Click on the relevant PQQ/ITT to access the content. 2.4 - Click the 'Express Interest' button at the top of the page. This will move the PQQ/ITT into your 'My PQQs/My ITTs page. (This is a secure area reserved for your projects only. 2.5 - You can now access any attachments by clicking 'Buyer Attachments' in the 'PQQ/ITT Details' box. 3. Responding to the tender: 3.1 - Click 'My Response' under 'PQQ/ITT Details', you can choose to 'Create Response' or to 'Decline to Respond' (please give a reason if declining). 3.2 - You can now use the 'Messages' function to communicate with the buyer and seek any clarification. 3.3 - Note the deadline for completion, and then follow the onscreen instructions to complete the PQQ/ITT. There may be a mixture of online and offline actions for you to perform (there is detailed online help available). 3.4 You must then submit your reply using the 'Submit Response' button at the top of the page. If you require any further assistance, please consult the online help, or contact the Jaggaer eSourcing help desk.

#### **III.1.2) Economic and financial standing**

Selection criteria as stated in the procurement documents

#### **III.1.3) Technical and professional ability**

Selection criteria as stated in the procurement documents

## **Section IV. Procedure**

### **IV.1) Description**

#### **IV.1.1) Type of procedure**

Open procedure

#### **IV.1.3) Information about a framework agreement or a dynamic purchasing system**

The procurement involves the establishment of a framework agreement

Framework agreement with several operators

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

The procurement is covered by the Government Procurement Agreement: Yes

### **IV.2) Administrative information**

#### **IV.2.2) Time limit for receipt of tenders or requests to participate**

Date

8 August 2024

Local time

2:00pm

#### **IV.2.4) Languages in which tenders or requests to participate may be submitted**

English

#### **IV.2.6) Minimum time frame during which the tenderer must maintain the tender**

Tender must be valid until: 8 November 2024

#### **IV.2.7) Conditions for opening of tenders**

Date

8 August 2024

Local time

2:00pm

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## **Section VI. Complementary information**

### **VI.1) Information about recurrence**

This is a recurrent procurement: No

### **VI.2) Information about electronic workflows**

Electronic invoicing will be accepted

Electronic payment will be used

### **VI.3) Additional information**

In the case of technology requirements, the BBC may involve its technology partner (Atos IT Solutions and Services Limited) to assist in the scoping and drafting of invitations to tender and/or the evaluation of tenders. However, the final decision as to which is the most economically advantageous (by reference to the award criteria) will be made by the BBC. The awarding authority reserves the right not to award a contract and to annul the procurement process at any stage. Tenders and all supporting documents must be priced in sterling and all payments will be made in sterling. The contract shall be subject to English law. The awarding authority does not bind itself to accept the lowest, or any tender and reserves the right to accept part of a tender unless the tenderer expressly stipulates otherwise in the tender document.

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

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

Business and Property Courts of England and Wales TCC

Rolls Building, 7 Rolls Building, Fetter Lane

London

EC4 1NL

Country

United Kingdom

### **VI.4.3) Review procedure**

Precise information on deadline(s) for review procedures

As stated in the Public Contracts Regulations 2015. The applicable review time limits shall be as stated in Regulations 92 and 93 Public Contracts Regulations 2015.