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Tender

## **Values and Behaviours - Culture Development**

City of London Corporation

F02: Contract notice

Notice identifier: 2024/S 000-039962

Procurement identifier (OCID): ocds-h6vhtk-04c733

Published 11 December 2024, 3:13pm

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

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

City of London Corporation

Guildhall

London

EC2P 2EJ

#### **Email**

[Onika.Syeda@cityoflondon.gov.uk](mailto:Onika.Syeda@cityoflondon.gov.uk)

#### **Telephone**

+44 2076063030

#### **Country**

United Kingdom

**Region code**

UK - United Kingdom

**Internet address(es)**

Main address

<https://www.cityoflondon.gov.uk>

**I.3) Communication**

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

<http://www.capitalesourcing.com>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<http://www.capitalesourcing.com/>

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

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

Regional or local authority

**I.5) Main activity**

General public services

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## **Section II: Object**

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

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

Values and Behaviours - Culture Development

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

- 79414000 - Human resources management consultancy services

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

Services

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

We wish to create values that articulate the beliefs and summary behaviours that take the City Corporation where it wants to go and a culture map that will support the organisation to do so and that includes all areas within our organisation. Values will provide the foundational elements needed to develop our culture and empower employees to work towards achieving our mission and Corporate Plan outcomes. This work will also include the active engagement and application of these values for our Elected Members.

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

Value excluding VAT: £500,000

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

This contract is divided into lots: No

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

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

- 73200000 - Research and development consultancy services

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

NUTS codes

- UK - United Kingdom

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

The programme will include engagement that takes into account the diverse voices of our staff workforce of nearly 4,000 supporting a wide range of services and responsibilities, located within and outside the Square Mile, as well as our institutions and our elected Member community of 125. The programme is sponsored and supported by our Senior Leadership Team and Executive Leadership Board and will be driven forward by the 140 most senior leaders from across our corporate and services departments and our institutions who make up the Future Ambition 18 Leadership Exchange.

The desired outcome for this piece of work is to create a new over-arching City Corporation values and summary behaviours framework and an accompanying culture map that will support us to embed a positive approach to culture development. This values and behaviours and culture map creation will be undertaken in anticipation of a related programme of work that will build from this foundation and the outcomes from a related significant work programme already underway entitled Ambition 25 which has been one of the most significant work programmes contained within our People Strategy. Ambition 25 is currently introducing a new job evaluation process, job families, role profiles, and new pay and

grading structures.

Therefore, our intention is to separately tender at a later date for a programme of work of two inter-connected strands: 1) the creation of a new performance management framework using the values work and culture map alongside the outcomes of Ambition 25 and the implementation of our new Enterprise Resource Planning System, and 2) organisational analysis at enterprise and detailed levels including strategic workforce planning that will help us to identify duplication and efficiencies that can be achieved across the organisation.

The values and behaviours programme will also connect to a parallel programme of

transformation and improvement within City Corporation. Current work includes enabling brilliant basics and prioritising work and financial priorities through to the medium term within the first phase now underway and then setting the direction of travel for more substantive transformation for the longer term in the second phase.

The values and behaviours programme and culture map will help us to set that direction of travel.

## **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: £500,000

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

Duration in months

6

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: 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

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## **Section IV. Procedure**

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

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

Restricted procedure

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

The procurement is covered by the Government Procurement Agreement: No

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

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

Date

17 January 2025

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

English

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## **Section VI. Complementary information**

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

This is a recurrent procurement: No

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

This tendering exercise is being undertaken using the electronic tendering system 'capitalEsourcing' ([www.capitalesourcing.com](http://www.capitalesourcing.com)). Suppliers will need to register an interest on the system in order to participate and registration is free.

The estimated value given at II.2.6) is for the full duration of the contract including the maximum possible extensions. The estimated annual contract value is therefore £500,000

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

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

High Court of England and Wales

London

Country

United Kingdom