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Tender

Workplace Innovation Leadership Development Programme

Scottish Enterprise

F02: Contract notice

Notice identifier: 2025/S 000-081844

Procurement identifier (OCID): ocds-h6vhtk-05d654

Published 11 December 2025, 11:15am

Section I: Contracting authority

I.1) Name and addresses

Scottish Enterprise

Atrium Court, 50 Waterloo Street

Glasgow

G2 6HQ

Contact

Alison McManus

Email

alison.mcmanus@scotent.co.uk

Telephone

+44 1414685025

Country

United Kingdom

NUTS code

UKM82 - Glasgow City

Internet address(es)

Main address

<http://www.scottish-enterprise.com/>

Buyer's address

https://www.publiccontractsscotland.gov.uk/search/Search_AuthProfile.aspx?ID=AA00398

I.2) Information about joint procurement

The contract is awarded by a central purchasing body

I.3) Communication

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

www.publiccontractsscotland.gov.uk

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

www.publiccontractsscotland.gov.uk

Electronic communication requires the use of tools and devices that are not generally available. Unrestricted and full direct access to these tools and devices is possible, free of charge, at

www.publiccontractsscotland.gov.uk

I.4) Type of the contracting authority

Regional or local Agency/Office

I.5) Main activity

Economic and financial affairs

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Workplace Innovation Leadership Development Programme

Reference number

P26-0006

II.1.2) Main CPV code

- 79400000 - Business and management consultancy and related services

II.1.3) Type of contract

Services

II.1.4) Short description

Scottish Enterprise is commissioning a Framework Agreement to deliver its Workplace Innovation Leadership Development Programme. Our Workplace Innovation Leadership Development Programme supports the ongoing development of business leaders at all levels and stages of experience. Delivered under a framework agreement with multiple suppliers across the Scottish Enterprise area, the programme plays a key role in cultivating leadership capability and innovation within businesses.

The Framework will comprise of four separate single supplier lots as detailed below:

Lot 1 – Transformational Leadership

Lot 2 – Innovating Leadership: AI, Data & Emerging Tech

Lot 3 – Growth Through Risk & Ambition

Lot 4 – Leadership in Times of Geopolitical & Economic Volatility

Bidders may bid for more than one lot but can only be awarded one lot, unless there are

no other acceptable bids. In such cases, a bidder may be awarded more than one lot.

It is anticipated that the Framework will start on 6 April 2026 for a period of 24 months. After this period, Scottish Enterprise will have the option to extend the contract for a further 2 periods of 12 months each.

II.1.5) Estimated total value

Value excluding VAT: £1,200,000

II.1.6) Information about lots

This contract is divided into lots: Yes

Tenders may be submitted for maximum number of lots

4

Maximum number of lots that may be awarded to one tenderer: 1

II.2) Description

II.2.1) Title

Transformational Leadership

Lot No

1

II.2.2) Additional CPV code(s)

- 79411100 - Business development consultancy services
- 79400000 - Business and management consultancy and related services
- 79410000 - Business and management consultancy services
- 79900000 - Miscellaneous business and business-related services
- 79990000 - Miscellaneous business-related services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Delivery across Scotland.

II.2.4) Description of the procurement

Lot 1 – Transformational Leadership

A cohesive leadership programme designed for both emerging and established leaders, with consistent core themes and tailored content to reflect each group's unique needs and experiences.

The Workplace Innovation Leadership Development Programme will consist of a series of structured learning sessions and topic specific diagnostic tools, delivered over a period of 2 - 6 months, depending on the Lot. Delivery will follow a hybrid model, combining online and face-to-face formats to maximise accessibility and impact.

The Framework will deliver programmes across the Scottish Enterprise area, responding to demand. Where appropriate, programmes may also be delivered in collaboration with other enterprise agencies across Scotland.

II.2.5) Award criteria

Quality criterion - Name: Prompt Payment (only relevant where sub-contractors are proposed) / Weighting: Pass/Fail

Quality criterion - Name: Project team structure including roles and responsibilities of the proposed team / Weighting: 25

Quality criterion - Name: Methodology and proposed approach / Weighting: 25

Quality criterion - Name: Innovation / Weighting: 30

Quality criterion - Name: Communication and engagement skills (to be assessed via presentation) / Weighting: 15

Quality criterion - Name: Fair Work First / Weighting: 5

Price - Weighting: 40

II.2.6) Estimated value

Value excluding VAT: £705,000

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

Duration in months

48

This contract is subject to renewal

Yes

Description of renewals

The initial duration of the Framework is 24 months. After this time Scottish Enterprise has the option to extend the Framework for a further two periods of 12 months each (maximum period of 48 months).

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

II.2.14) Additional information

Economic operators may be excluded from this competition if they are in any of the situations referred to in Regulation 58 of the Public Contracts (Scotland) Regulations 2015.

II.2) Description

II.2.1) Title

Innovating Leadership: AI, Data and Emerging Technology

Lot No

2

II.2.2) Additional CPV code(s)

- 79411100 - Business development consultancy services
- 79400000 - Business and management consultancy and related services
- 79410000 - Business and management consultancy services
- 79900000 - Miscellaneous business and business-related services
- 79990000 - Miscellaneous business-related services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Delivery across Scotland.

II.2.4) Description of the procurement

Lot 2 – Innovating Leadership: AI, Data and Emerging Tech

To empower leaders to embed AI, data, and emerging tech into strategy, foster ethical leadership, and drive internal innovation in a tech-enabled world.

The Workplace Innovation Leadership Development Programme will consist of a series of structured learning sessions and topic specific diagnostic tools, delivered over a period of 2 - 6 months, depending on the Lot. Delivery will follow a hybrid model, combining online and face-to-face formats to maximise accessibility and impact.

The Framework will deliver programmes across the Scottish Enterprise area, responding to demand. Where appropriate, programmes may also be delivered in collaboration with other enterprise agencies across Scotland.

II.2.5) Award criteria

Quality criterion - Name: Prompt Payment (only relevant where sub-contractors are proposed) / Weighting: Pass/Fail

Quality criterion - Name: Project team structure including roles and responsibilities of the proposed team / Weighting: 25

Quality criterion - Name: Methodology and proposed approach / Weighting: 25

Quality criterion - Name: Innovation / Weighting: 30

Quality criterion - Name: Communication and engagement skills (to be assessed via presentation) / Weighting: 15

Quality criterion - Name: Fair Work First / Weighting: 5

Price - Weighting: 40

II.2.6) Estimated value

Value excluding VAT: £165,000

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

Duration in months

48

This contract is subject to renewal

Yes

Description of renewals

The initial duration of the Framework is 24 months. After this time Scottish Enterprise has the option to extend the Framework for a further two periods of 12 months each (maximum period of 48 months).

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

II.2.14) Additional information

Economic operators may be excluded from this competition if they are in any of the

situations referred to in Regulation 58 of the Public Contracts (Scotland) Regulations 2015.

II.2) Description

II.2.1) Title

Growth Through Risk and Ambition

Lot No

3

II.2.2) Additional CPV code(s)

- 79411100 - Business development consultancy services
- 79400000 - Business and management consultancy and related services
- 79410000 - Business and management consultancy services
- 79900000 - Miscellaneous business and business-related services
- 79990000 - Miscellaneous business-related services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Delivery across Scotland.

II.2.4) Description of the procurement

Lot 3 – Growth Through Risk and Ambition

To support leaders in evaluating growth strategies, embracing risk as a catalyst for innovation, and exploring strategic options like investment, mergers, and ESG-aligned finance. Encourages a culture of learning through experimentation.

The Workplace Innovation Leadership Development Programme will consist of a series of structured learning sessions and topic specific diagnostic tools, delivered over a period of 2 - 6 months, depending on the Lot. Delivery will follow a hybrid model, combining online and face-to-face formats to maximise accessibility and impact.

The Framework will deliver programmes across the Scottish Enterprise area, responding to demand. Where appropriate, programmes may also be delivered in collaboration with other enterprise agencies across Scotland.

II.2.5) Award criteria

Quality criterion - Name: Prompt Payment (only relevant where sub-contractors are proposed) / Weighting: Pass/Fail

Quality criterion - Name: Project Team Structure including roles and responsibilities of the proposed team / Weighting: 25

Quality criterion - Name: Methodology and proposed approach / Weighting: 25

Quality criterion - Name: Innovation / Weighting: 30

Quality criterion - Name: Communication & Engagement Skills (to be assessed via presentation) / Weighting: 15

Quality criterion - Name: Fair Work First / Weighting: 5

Price - Weighting: 40

II.2.6) Estimated value

Value excluding VAT: £165,000

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

Duration in months

48

This contract is subject to renewal

Yes

Description of renewals

The initial duration of the Framework is 24 months. After this time Scottish Enterprise has the option to extend the Framework for a further two periods of 12 months each (maximum period of 48 months).

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

II.2.14) Additional information

Economic operators may be excluded from this competition if they are in any of the situations referred to in Regulation 58 of the Public Contracts (Scotland) Regulations 2015.

II.2) Description

II.2.1) Title

Leadership in times of Geopolitical and Economic Volatility

Lot No

4

II.2.2) Additional CPV code(s)

- 79411100 - Business development consultancy services
- 79400000 - Business and management consultancy and related services
- 79410000 - Business and management consultancy services
- 79900000 - Miscellaneous business and business-related services
- 79990000 - Miscellaneous business-related services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Delivery across Scotland

II.2.4) Description of the procurement

Lot 4 – Leadership in Times of Geopolitical and Economic Volatility

Helps leaders build resilience, agility, change capability and foresight to lead through uncertainty, global disruption, and change—while staying focused on long-term sustainability and stakeholder trust.

The Workplace Innovation Leadership Development Programme will consist of a series of structured learning sessions and topic specific diagnostic tools, delivered over a period of 2 - 6 months, depending on the Lot. Delivery will follow a hybrid model, combining online and face-to-face formats to maximise accessibility and impact.

The Framework will deliver programmes across the Scottish Enterprise area, responding to demand. Where appropriate, programmes may also be delivered in collaboration with other enterprise agencies across Scotland.

II.2.5) Award criteria

Quality criterion - Name: Prompt Payment (only relevant where sub-contractors are proposed) / Weighting: Pass/Fail

Quality criterion - Name: Project Team Structure including roles and responsibilities of the proposed team / Weighting: 25

Quality criterion - Name: Methodology and proposed approach / Weighting: 25

Quality criterion - Name: Innovation / Weighting: 30

Quality criterion - Name: Communication & Engagement Skills (to be assessed via presentation) / Weighting: 15

Quality criterion - Name: Fair Work First / Weighting: 5

Price - Weighting: 40

II.2.6) Estimated value

Value excluding VAT: £165,000

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

Duration in months

48

This contract is subject to renewal

Yes

Description of renewals

The initial duration of the Framework is 24 months. After this time Scottish Enterprise has the option to extend the Framework for a further two periods of 12 months each (maximum period of 48 months).

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

II.2.14) Additional information

Economic operators may be excluded from this competition if they are in any of the situations referred to in Regulation 58 of the Public Contracts (Scotland) Regulations 2015.

Section III. Legal, economic, financial and technical information

III.1) Conditions for participation

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

III.2) Conditions related to the contract

III.2.3) Information about staff responsible for the performance of the contract

Obligation to indicate the names and professional qualifications of the staff assigned to performing the contract

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

Envisaged maximum number of participants to the framework agreement: 4

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.2.1) Previous publication concerning this procedure

Notice number: [2025/S 000-069417](#)

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

Date

21 January 2026

Local time

11:00am

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

English

IV.2.7) Conditions for opening of tenders

Date

21 January 2026

Local time

11:00am

Section VI. Complementary information

VI.1) Information about recurrence

This is a recurrent procurement: No

VI.2) Information about electronic workflows

Electronic ordering will be used

Electronic invoicing will be accepted

Electronic payment will be used

VI.3) Additional information

Please note that a Prior Information Notice (PIN) was published in respect of this tender process including an engagement session with suppliers. A copy of the PIN is attached to this notice along with relevant documentation and a link to the recording of the engagement session.

This is a relevant climate change contract and bidders are required to complete and return the attached Climate Change Plan template.

Bidders may submit tenders for one or more lots and we will award a maximum of one lot per bidder (unless there are no other suitable bids). For the purposes of this restriction, a bidder includes any consortium, joint venture, or other grouping of economic operators submitting a tender as a single entity.

- Consortium members may also bid independently for other lots, provided this is declared.
- Subcontractors may participate in other lots, subject to disclosure and conflict-of-interest checks.
- If you rank first in multiple lots, the award of lots process will decide which lot is awarded

Further detail is provided in the tender documentation.

SPD Statement for 2A.17 – Form of Participation (Notably as part of a group, consortium, joint venture or similar).

Any contract will be entered into with the nominated lead organisation and all members of

the consortium, who will in these circumstances each be required to execute said contract together with all ancillary documentation, evidencing their joint and several liability in respect of the obligations and liabilities of the contract. It will be for members of the consortium to sort out their respective duties and liabilities amongst each other. For administrative purposes, any associated documentation will be sent to the nominated lead organisation.

SPD Statement for 2C.1 - Where the main bidder relies on the capacities of other entities in order to meet the selection criteria, the bidder must provide a separate SPD response setting out the information required under SPD (Scotland): Part II (sections A and B); Part III exclusion grounds; the relevant part of Section IV selection criteria; and Part V (if applicable) for each of the entities concerned.

SPD Statement for 2D.1 – If the bidder proposes to subcontract any part(s) of the service and those sub-contractors are not relied upon, they should arrange for a separate SPD response from each potential subcontractor. The subcontractors must complete the relevant parts of the SPD (Scotland) (Sections A and B of Part II and Part III only) to self-declare whether there are grounds for their exclusion.

The Supplier Development Programme will be hosting some Aligned Tender Training to provide additional support to help bidders understand the tender process. This will be held on Wednesday 7 January 2026 at 2.00pm to 3.30pm. This will be an online webinar and bidders can register via the link provided in the tender documentation.

NOTE: To register your interest in this notice and obtain any additional information please visit the Public Contracts Scotland Web Site at https://www.publiccontractsscotland.gov.uk/Search/Search_Switch.aspx?ID=817907.

The buyer has indicated that it will accept electronic responses to this notice via the Postbox facility. A user guide is available at https://www.publiccontractsscotland.gov.uk/sitehelp/help_guides.aspx.

Suppliers are advised to allow adequate time for uploading documents and to dispatch the electronic response well in advance of the closing time to avoid any last minute problems.

(SC Ref:817907)

Download the ESPD document here:

https://www.publiccontractsscotland.gov.uk/ESPD/ESPD_Download.aspx?id=817907

VI.4) Procedures for review

VI.4.1) Review body

Glasgow Sheriff Court and Justice of the Peace Court

Sheriff clerk's Office, PO Box 23, 1 Carlton Place

Glasgow

G5 9DA

Telephone

+44 1414298888

Country

United Kingdom

Internet address

<https://www.scotcourts.gov.uk/the-courts/court-locations/glasgow-sheriff-court-and-justice-of-the-peace-court>

VI.4.2) Body responsible for mediation procedures

Scottish Government

5 Atlantic Quay, 150 Broomielaw

Glasgow

G2 8LU

Email

SPOEprocurement@scotland.gsi.gov.uk

Telephone

+44 1412425466

Country

United Kingdom

Internet address

<http://www.gov.scot/Topics/Government/Procurement/Selling/supplier-enquiries>

VI.4.3) Review procedure

Precise information on deadline(s) for review procedures

In the first instance, contact the Head of Facilities Management and Procurement at Scottish Enterprise, with any concerns or enquiries. Email: <https://www.scottish-enterprise.com/help/contact-us>.

An economic operator that suffers, or risks suffering, loss or damage attributable to a breach of duty under the Public Contracts (Scotland) Regulations 2015, may bring proceedings that will be started in the High Court.

VI.4.4) Service from which information about the review procedure may be obtained

Scottish Government

5 Atlantic Quay, 150 Broomielaw

Glasgow

G2 8LU

Email

SPOEprocurement@scotland.gsi.gov.uk

Telephone

+44 1412425466

Country

United Kingdom

Internet address

<http://www.gov.scot/Topics/Government/Procurement/Selling/supplier-enquiries>