



कॉर्पोरेट ज्ञानार्जन एवं विकास
Corporate Learning and Development
मानव संसाधन विकास संस्थान, नोएडा
Human Resource Development Institute, Noida

Dated: 24.03.2021

CORRIGENDUM 1

The Expression of Interest (EOI) for gathering responses to carry out a Leadership development program for senior management at BHEL was floated on 08.03.2021. The following may please be noted by all the bidders.

A) Issue of clarifications for queries received from parties interested to participate in the EOI

The clarifications to queries received are enclosed as Annexure-1 to this Corrigendum

B) EXTENSION IN BID SUBMISSION/OPENING TIME

The Last date of submission & date of opening of techno-commercial bids shall be Wednesday, 07.04.2021 at 5:00 pm.


(Varun Kr Garg)
Dy. Manager (CLD)
On behalf of "BHEL"

Annexure-1

#	EOI Description	Query	Reply
1	Program to be conducted for a batch size of 20-25 participants for a duration of 3 month	Please confirm estimated number of batches.	The present requirement is for Two (2) batches.
2	90 minutes Online Classroom training for two days every week on managerial, functional and behavioral topics	1. Will BHEL identify the specific managerial, functional and behavioural topics to be covered? 2. Could you help us better understand which functions will be represented in the leader batches and your expectations on the functional topics to be covered. 3. Do you expect the batch to attend cross functional topics (e.g. Finance leader attends Future of HR session and vice versa) or is your preference that the batch is divided into smaller groups per functional topic?	1. Yes, Topics shall be provided and after discussion with successful bidder, will be jointly finalised. 2. Major functions like Marketing, Engineering, Purchase, Projects, Manufacturing, HR, Finance, etc. shall be represented. Topic shall be jointly finalised with successful bidder. 3. Cross functional training to be imparted to all the participants together in a batch.
3	Professional Performance Coaching/mentoring (one to one) for 2 months with minimum 12 sessions	Is the timeline for the program 3 months or 5 months i.e. does the individual coaching / mentoring start at the end of the 3 month leadership development journey or is it in parallel? Given that the expectation is to have 12 sessions in 8 weeks (i.e. more than 1 session per week for some weeks) – this may not provide sufficient time for the leaders to work on feedback. Are you open to extending the timeline of the coaching/mentoring?	It is a 3 month program, where coaching may start in mid-course and coaching sessions shall extend by another 4 weeks after completion of 3 month course period
4	At least 5 sessions should be taken by renowned Industry leaders/speakers during the course for providing experience in other industries Participants should also be made a part of seminar/conference at least 2 times during the course	Please confirm if the program outline can combine these 2 asks – the sessions can be planned in the format of a seminar / conference to provide exposure to other industries. Do you have a preference on the industries to be covered?	As mentioned At least 5 sessions should be taken by renowned Industry leaders/speakers during the course for providing experience in other industries Participants should also be made a <u>part of</u> seminar/conference at least 2 times during the course. Industries may be from Engineering, construction, emerging technology(ies) background.



5	Program should be designed keeping in mind the Project based learning in which participants carry out specific project(s) at both Team and Individual level. Participants should also be given on the job project(s) in BHEL	BHEL will be responsible for identifying the projects. Please confirm.	BHEL will provide the projects which are on the job. Certain team based projects to judge and train the candidate for strategy related orientation may be given by the organisation imparting training.
6	Relevant online reading material should be available to all the participants	BHEL has an appropriate platform where this content can be made available online. Please confirm.	Online Training platform shall be provided by the service provider.
7	Psychometric & Behavioral Analysis as pre-program assessment to develop leadership profiling and prepare individual developmental agenda	Is this activity to be done before the 3 month period of program	Psychometric & Behavioral Analysis is to be carried out in the beginning (1 st week) of the program and will be part of 3 month course period

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