

Notice Inviting Expression of Interest

FOR

**Conducting a Leadership Development Program
For Senior Management**

Issued by:

**Bharat Heavy Electricals Limited, having registered
office at BHEL House, Siri Fort New Delhi-110049 and
also office at Corporate Learning & Development,
Sector-16A, Noida, UP -201301, INDIA (hereinafter
referred to as 'BHEL')**

DISCLAIMER

All information contained in this EOI provided / clarified are in good interest and faith. The information contained in this Expression of Interest document or subsequently provided to Applicant(s), whether verbally or in documentary or any other form, by or on behalf of BHEL, is provided on the terms and conditions set out in this EOI and such other terms and conditions subject to which such information is provided.

The purpose of this EOI is to provide interested parties with information that may be useful to them in the formulation of their application for qualification and subsequent selection pursuant to this EOI. This EOI is not an offer by BHEL to the prospective Applicant(s) or any other person. This EOI is neither intended nor shall it be construed as creating or requiring any ongoing or continuing relationship or commitment with any party or person. This is not an offer or invitation to enter into an agreement of any kind with any party.

Though adequate care has been taken in the preparation of this EOI document, the interested firms shall satisfy themselves that the document is complete in all respects. The information is not intended to be exhaustive. Interested Agencies are required to make their own enquiries and assumptions wherever required. Intimation of discrepancy, if any, should be given to the specified office immediately. If no intimation is received by this office by the date mentioned in the document, it shall be deemed that the EOI document is complete in all respects and firms submitting their interest are satisfied with the EOI document in all respects.

The issue of this EOI does not imply that BHEL is bound to select and shortlist Applicant(s) for next stage or to enter into any agreement(s) with any Applicant(s). BHEL reserves all right to reject any applications submitted in response to this EOI document at any stage without assigning any reasons thereof. BHEL also reserves the right to withhold or withdraw the process at any stage. Neither BHEL nor its employees and associates shall have any liability, loss, expense or damage which may arise from or be incurred or suffered in connection with anything contained in this EOI document or any matter deemed to form part of this EOI document, the information and any other information supplied by or on behalf of BHEL. BHEL accepts no liability of any nature whether resulting from negligence or otherwise howsoever caused arising from reliance/use of any statements/information contained in this EOI by the Applicant. BHEL is not making any representation or warranty, express or implied, as to the accuracy or completeness of any information/statements made in this EOI.

The Applicant shall bear all its costs associated with or relating to the preparation and submission of its Application including but not limited to preparation, copying, postage, delivery fees, visit to BHEL office, expenses associated with any demonstrations or presentations which may be required by BHEL or any other costs incurred in connection with or relating to its Application. All such costs and expenses will remain with the Applicant and BHEL shall not be liable in any manner whatsoever for the same or for any other costs or other expenses incurred by an Applicant in preparation or submission of the Application, regardless of the conduct or outcome of the EOI.

1.0 Introduction:

This EOI seeks response from professional bodies of repute having expertise in delivering the Leadership training program to senior management of reputed & renowned organisations.

2.0 About BHEL:

Established in 1964, Bharat Heavy Electricals Limited (BHEL) is the largest engineering and manufacturing enterprise in India in the energy and infrastructure sector with the capability to manufacture the entire range of power plant equipment. BHEL caters to core sectors like Power Generation, Transmission, Industry, Transportation, Renewable Energy, Oil & Gas, Water, Defence & Aerospace, and e-Mobility & Energy Storage Solutions, and has references in 83 countries across the globe. BHEL's mammoth size of operations is evident from its widespread network of 16 Manufacturing Units, 2 Repair Units, 4 Regional Offices, 8 Service Centres, 1 Subsidiary, 3 Overseas Offices, 3 active Joint Ventures, 15 Regional Marketing Centres and more than 150 project sites across India and abroad. More details about the entire range of BHEL's products and operations can be obtained by visiting our web site www.bhel.com.

3.0 Purpose:

The purpose of this EOI is to invite applications from interested party/parties who are willing to impart leadership development training to senior management of BHEL to meet the following objectives:

- **Develop visionary leadership capabilities**
- **Shape the future of the organization through fostering innovation**
- **Manage the volatile global environment and implement change for competitive advantage**

The interested party must submit the detailed training program (in **Annexure-2**) with schedule and course structure covering/incorporating the below given methodology/coverage/deliverables.

4.0 Broad Methodology / Coverage/ Deliverables:

- Program to be conducted for a batch size of 20-25 participants for a duration of 3 month
- Psychometric & Behavioral Analysis as pre-program assessment to develop leadership profiling and prepare individual developmental agenda
- 90 minutes Online Classroom training for two days every week on managerial, functional and behavioral topics
- Professional Performance Coaching/mentoring (one to one) for 2 months with minimum 12 sessions
- At least 5 sessions should be taken by renowned Industry leaders/speakers during the course for providing experience in other industries
- Classroom training should also include Case Study, Role-plays and Simulations related to building business acumen, Leadership, Impact of business decisions, visionary approach, inspiring people, etc.
- Participants should also be made a part of seminar/conference at least 2 times during the course
- 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
- Relevant online reading material should be available to all the participants

- Individual Performance report for each participant having details on personality, leadership style, communication aspects, etc. should be submitted after course completion

5.0 INSTRUCTION TO APPLICANTS:

Eligible entities may submit their application as per **Annexure - 1** (along with detailed Plan as per the **Annexure-2**) by Post / e-mail so as to reach us on or before 17:00 hrs on 30.03.2021 (3 weeks from the date of issue) 17:30 hrs at the following address:

Varun Kr Garg,
Dy. Manager, CLD,
BHEL HRDI & PSNR Complex,
Sector-16A, Noida,
Uttar Pradesh – 201301
Email: varungarg@bhel.in
Phone: 0120-2416506 Mobile: +919650177944

EOI from the parties shall be opened at 17:30 hrs on 30.03.2021.

The details submitted by the Applicant(s) shall be complete in all respects and BHEL may seek clarifications/additional information as considered necessary.

Any request for further information or clarification on the EOI document may be submitted to above address within 10 days from date of issue of this EOI. The EOI process involves seeking willingness of interested party/parties and selecting party/parties amongst all who make an application in response to this EOI.

Responses to EOI are to be submitted in English / Hindi only. Supporting documents, as required, should also be in English / Hindi language. In case of some documents being available in languages other than English / Hindi, the Applicant shall necessarily provide duly authenticated translated version of the same in English / Hindi.

Duly authorized representative of the Applicant(s) shall sign on each page of the document. Response to EOI should be prepared in such a way so as to provide a straight forward, concise description of Applicant's capabilities.

Notwithstanding anything contained in this EOI, BHEL reserves the right to accept or reject any Application and to annul the EOI Process in whole or part, at any time without any liability or any obligation for such acceptance, rejection or annulment, and without assigning any reasons thereof.

BHEL reserves the right to verify all statements, information and documents submitted by the Applicant in response to the EOI. Any such verification or lack of such verification by BHEL shall not relieve the Applicant of his obligations or liabilities hereunder nor shall it affect any rights of BHEL.

The EOI process shall be governed by, and construed in accordance with, the laws of India and the Courts at Delhi shall have exclusive jurisdiction over all disputes arising under, pursuant to and/ or in connection with the EOI process.

All costs incurred for participation in the EOI shall be borne by the Applicant (s).

Annexure-1**Information to be submitted by Applicant**

Name of the organization	
Type of Organization (Pvt/ Public /Partnership, etc.)	
Date of Incorporation	
Address of Corporate / Head / Registered Office	
Phone Number of Registered office	
Website	
No. of employees on the regular rolls of organization	
No. of dedicated teaching staff/ coaches on regular rolls of organisation	
Name & contact details of Single Point of Contact in the Organisation	
Details of Awards/ Accolades won & other achievements	

Details of Trainings Imparted (for different programs of same organisation, use separate rows for entry):

<u>S N</u>	<u>Name of Organisation (Client)</u>	<u>No. of Participants</u>	<u>Program duration (from –to)</u>	<u>Mode of delivery (online/ offline/ blended)</u>	<u>Venue of training</u>	<u>Remarks</u>

Note: Data in above table should only be entered for training programs conducted for **Senior Management** of an organisation (people having experience > 25 years)

I hereby declare that the details furnished above are true and correct to the best of my knowledge and belief. In case any of the above information is found to be false, I am aware that I may be held liable for it.

(Sign & Company Seal)
Authorized signatory

Note: Interested parties may also submit the following-

1. Details about flagship program(s) conducted specifically for senior management
2. USP (Unique selling point) for their proposal/program proposed

DETAILED PROGRAM PLAN

PROGRAM BRIEF:

PROGRAM DESIGN WITH SCHEDULE AND COURSE STRUCTURE FOR A 3 MONTH PROGRAM:

ROLE OF BHEL:

ROLE OF TRAINER:

KEY DELIVERABLES:

ASSESSMENT OF PARTICIPANTS:

Note:

- The above format for program plan is indicative only and party applying for this EOI is to free to devise their own plan with detail terms of engagement and with likely benefits flowing to BHEL from the arrangement proposed.
- The applicant should be ready to share the detailed presentation/ workings with BHEL based on which the plan is prepared.
- 3 months program schedules should be detailed with timelines and should cover the aspects talked about in the point no. "4.0 Broad Methodology / Coverage/ Deliverables:"