

**Tender Number: T11/07/16**

**Appointment of a panel of preferred service providers to render Assessment Services to the IDC**

**Question and Answers Version 1**

No.	Question	Type	Answer
1	What is the period of the contract.	Commercial	The contract period is three (3) years subject to annual review of service providers performance. Please refer to page 18, paragraph 5 of the tender document.
2	Is there a pricing schedule we need to complete?	Commercial	No, there is no pricing schedule to be completed.
3	What is the number of people for the Talent Management Assessments and is it perhaps the same people that will be assessed for the Leadership Competency Assessments.	Technical	The number of people cannot be confirmed as assessments will be conducted on a need basis.
4	What is the number of people for the Talent Acquisition Assessments.	Technical	Every recruitment placement will require assessment, and the number cannot be confirmed as assessments will be conducted on a need basis.
5	What is the number of people for the Team assessments.	Technical	The number of people cannot be confirmed as assessments will be conducted on a need basis.
6	What is the method in which you would like to assess candidates/incumbents, i.e. must we train you to use your own assessment system or should we quote on assessing candidates/incumbents on your behalf?	Technical	Both methods are welcomed, the most cost effective and efficient method will be preferred.
7	With regards to the Talent Management Assessments, could we suggest our researched models to identify High Potential employees or must the assessments be based on the IDC competencies?	Technical	The IDC prefers psychometric tools.
8	Please could you provide us with the IDC Leadership Competencies. The tender refers a number of times to the competencies and that we would need to customise our assessments accordingly to the competencies.	Technical	Please refer to below model.
9	In terms of assessment reporting, would it be required to report and provide feedback in the IDC competencies?	Technical	Assessment feedback needs to relate to the job competencies or IDC leadership competencies.

**Leading Self**

1. Emotional Intelligence
2. Resilience & Flexibility
3. Accountable for results
4. Innovative thinking
5. Fostering integrity, ethical conduct and trust

**Leading Others**

1. Sets clear Direction and Vision
2. Strategic Thinking
3. Decisiveness
4. Leveraging diversity and culture
5. Managing & Leading change
6. Developing Talent for the Corporation
7. Environmental and political awareness
8. Presenting and Communication

**Business Impact**

1. Entrepreneurial and Development mindset
2. Networking and influencing others
3. Customer centricity
4. Driving Performance and results
5. Negotiation
6. Problem Solving & analytical thinking
7. Applying expertise/ functional excellence