

## **TENDER FOR THE PROVISIONING OF CONSULTANCY SERVICES FOR TALENT MANAGEMENT- STRUCTURED ASSESSMENT AND DEVELOPMENT**

### **Questions & Answers**

No	Questions	Reply by MCMC
1	Does MCMC's have Competency model in place for all the jobs from Grade P4 to Grade P9? If yes, when was the Competency model last reviewed and will there be a need to review it as part of this exercise?	<b>Yes, we do. It was developed in 2010 along with our PMS. No need to review but since it being a core competency for the respective grades, there is a need to extract and improvise for a leadership competency.</b>
2	Could elaborate on the term "Guided review" used on page 11 of the tender? Does it means assessment feedback session for the individuals candidates?	<b>The assessment feedback need not be individually based but could be group based (according to job grade) for development purpose (to manage costs).</b>
3	Could confirm with you as well, that for each of the targeted group, from the total pax, they will be divided into 2 group by MCMC to undergo the whole talent management program one group at a time?	<b>Yes.</b>
4	With regards to personnel of MCMC training, we would like to know does the bidder needs to conduct the training at various locations outside Klang Valley or does MCMC will make the necessary arrangements for all the personnel to be made available to attend the training at single location within the Klang Valley?	<b>It is not purely classroom training. As stated in the tender it needs to be experiential learning. Our internal training Academy will handle the arrangements for personnel mobilisation to a single location.</b>
5	Does MCMC allows the bidder to propose the training venue or the venue will be determined by MCMC?	<b>Could be a collaborative effort between bidder and MCMC. At present moment could be centralized in MCMC except for probably offsite projects etc.</b>
6	Who will bear all the cost of travel, accommodation, training venues and other expenses should outstation personnel (if any) were to be brought to Klang Valley for training?	<b>We will handle the associated costs for our personnel.</b>

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7	Who will bear the cost of travel, accommodation, training venues and other expenses should the training be conducted at location outside Klang Valley?	We will handle the associated costs for our personnel.
8	What specifically does “Training Application Commitment” mean within MCMC context?	For P4 / P5 grade employees, we are not looking to hand hold them on a development track. We are going to introduce them to the required development based on the assessment. It is their respective initiative and commitment to develop them. We are committed to identify all relevant development programs, engage them with our internal Academy and provide a yearlong calendar for the employees to attend and attain the knowledge. Probably on a half yearly basis the bidder with internal project team to review progress.
9	What does “quota based” mean?	Number of employees in the respective Grade for bidders to quote. Quota is to be determined over 2 grouping over 2 years.
10	Can MCMC inform us on the number of training locations available at each of its office location?	The location is centralized in HQ. Employees shall be mobilized to HQ for trainings need be.
11	What is the current learning platform or learning management system (if any) currently being used in MCMC?	No current LMS.
12	Does MCMC currently operates on a competency based HR management, i.e. does MCMC currently have an existing Competency Model?	Yes.

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13	How many internal staff does MCMC is able to provide as dedicated project work team	<b>Dependable on the requirement.</b>
14	Does MCMC have predefined roles for these internal project work team? (this would help in us naming our counterpart and their role in the Project Organisation Structure and roles in the proposal bid)	<b>Not as elaborate yet. As a start as Project Owner and to be reviewed as proposal is firmed up.</b>
15	Does MCMC require the participants to hold any certification or qualification upon completion of each programme for each of category?	<b>It might be beneficial to have a certification. We have not thought about it but up to bidder's proposal.</b>
16	Does MCMC expect bidder to handover the assessment tools introduce during the delivery after completion of the contract?	<b>No but know how transfer if it is a tool that is not known / used by internal team.</b>