



TENDER FOR THE PROVISIONING OF PROGRAM DEVELOPMENT, IMPLEMENTATION AND EXECUTION OF ACCELERATED LEADERSHIP PROGRAM SERIES (“ALPs”) FOR MCMC HIGH POTENTIAL TALENTS

TENDER BRIEFING

12 JUNE 2025

CONTENT



Session 1

- Briefing on the project
- Q & A

Session 2

Briefing on Tender
Compliance

SESSION 1

PROJECT OBJECTIVE



- a) To invite prospective Tenderers to submit proposals for the program development, implementation and execution of **Accelerated Leadership Program Series (“ALPs”)** for **MCMC High Potential Talents (“HiPos”)**. HiPos consist of identified young talents who are individual contributors within the job grade of P4 (Executive) and P5 (Senior Executive).

- b) ALPs is designed to cultivate and nurture HiPos’ skills and capabilities required of future leaders. ALPs provides enriched development modules, ‘glocal’ MBA program integration and innovative experiential learning approaches designed to meet aspiring leadership demands in the **digital and Artificial Intelligence (AI) era.**

ALPs BACKGROUND

ALPs is conducted based on the **Learn, Apply & Share model**, through **blended learning** – in accordance with 70:20:10 model

Development	Duration	Outcome
1 Glocal MBA Modules with experiential & evidence-based learning	15 – 18 months across semesters	<ul style="list-style-type: none"> Equip HiPos with critical balance of leadership, management and analytical skills needed to drive high-performance and thrive in rapidly evolving workplace. Gain global insights, cultural intelligence, and exposure to world-class faculty.
2 Capstone Project through Glocal MBA	TBC	<ul style="list-style-type: none"> Integrate and apply theoretical learnings through the Capstone Project.
3 Professional Certification in AI	TBC	<ul style="list-style-type: none"> Covering AI proficiency levels in awareness of AI concept / terminologies with ethical and governance consideration. Focus on how leaders drive AI adoption, integrate AI into business strategy, manage risks and use AI in decision-making.
4 Coaching & Mentoring	<ul style="list-style-type: none"> Min 1 hours / group for 2 sessions Min 1 hour/ individual for 2 sessions On-going AI Coach access 	<ul style="list-style-type: none"> Coaching sessions by certified coaches to develop human potential. Insights into individual career development plan. Self aware of individual strengths towards gaining abilities for transformational change and overcoming challenges at work.
5 Experiential learning visits to disruptive organisations, application through immersion labs, knowledge exchange through influential leaders talk, innovation sprint, global competition and community project	TBC	<ul style="list-style-type: none"> To learn and spar with prominent leaders on industry best practices and leadership experiences. To be ethically responsible to our society as employees of a Regulatory Body for the C&M industry. To be taken out of comfort zone to gain new skills. Improved analytical thinking and innovation mindset. Enhance collaborative working and be a networked leader.
6 Project-based, technology-based and observational-based assessment	Throughout the program	<ul style="list-style-type: none"> Continuously assessed against evaluations with progress reports presented to MCMC Project Steering Committee.



OUTPUT

01 GLOCAL MBA

02 Professional Certification in AI from Distinguished Institution

03 Professional Coaching and Mentoring

04 Winning Global Competition

OUTCOME

- Aspiring future-minded leaders.
- Build curiosity, confidence, competitiveness, resilience and agility.
- Conscious leaders who are ready to take on future challenges.
- Build and drive high performance culture and organisation.

1 Cohort of
40 HiPos

Process of
Acquiring
**Open
Tender**

Program
Duration of
**15 - 18
months**

Learning based in
Malaysia

ALPS PROGRAM OVERVIEW



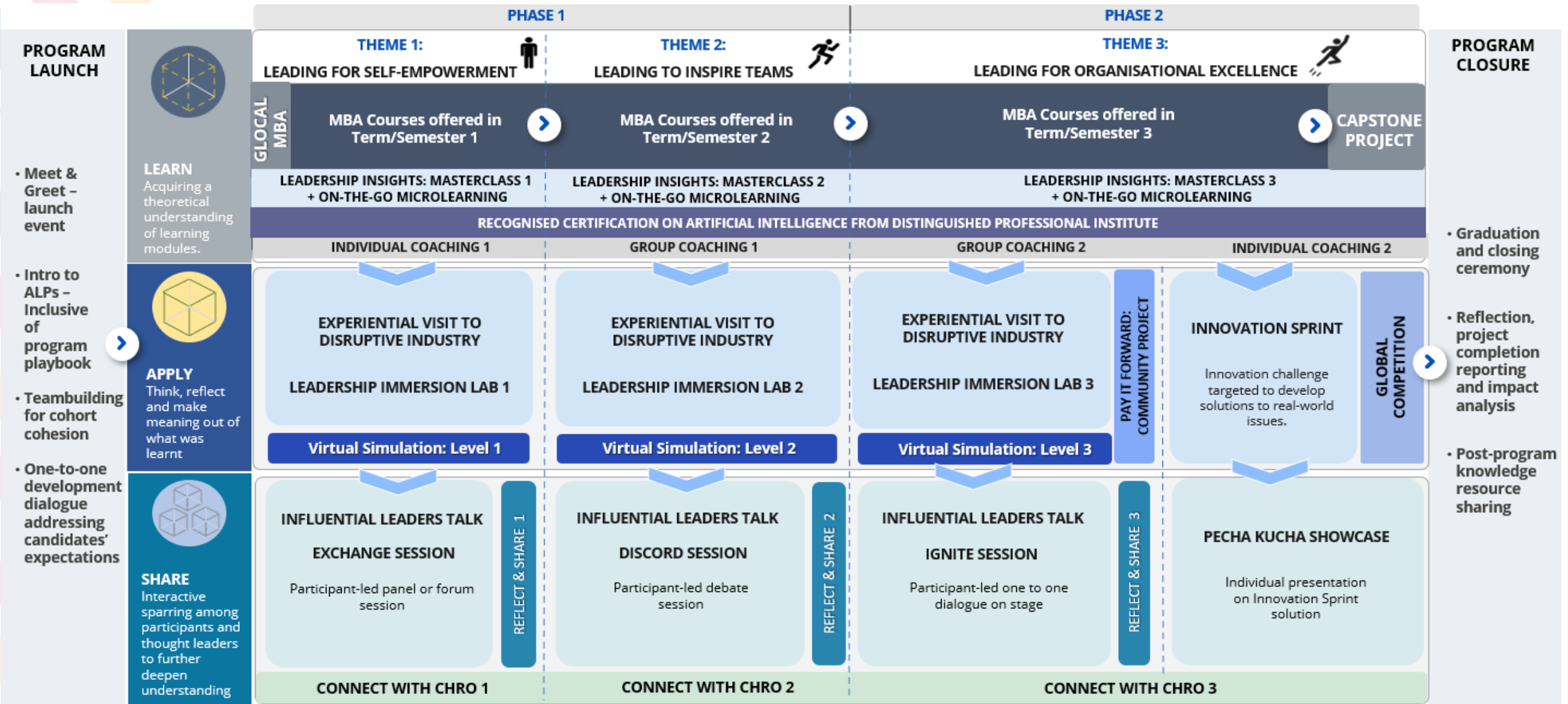
PROJECT STAGES	ALPs Cohort 3 Program Overview		
	1. Project Initialization (Pre-Development)	2. Project Execution (Development)	3. Project Finalisation (Post-Development)
DURATION	15 – 18 months		
DEVELOPMENT PHASES AND WORK STREAMS	Work Stream 1 (WS 1) Work Stream 2 (WS 2)	Phase 1: Work Stream 3 (WS 3) & Work Stream 4 (WS 4) Phase 2: Work Stream 5 (WS 5) & Work Stream 6 (WS 6)	Work Stream 7 (WS 7) Work Stream 8 (WS 8) Work Stream 9 (WS 9)
PROJECT PROGRESS	Appointment (10%) + WS 1 + WS 2 (10%)	WS 3 + WS 4 (25%) + WS 5 + WS 6 (25%)	WS 7 + WS 8 + WS 9 (30%)
YEAR	AUGUST 2025 - SEPTEMBER 2025	SEPTEMBER 2025 – DECEMBER 2026	WITHIN Q1 2027

WORK STREAM	ITEMS
WS 1:	Strategy Clarification
WS 2:	Program Development & Launch
WS 3:	Development Program Rollout (Phase 1: Theme 1 & Theme 2)
WS 4:	Evaluation & Reporting (Phase 1: Theme 1 & Theme 2)
WS 5:	Program Development Roll Out (Phase 2: Theme 3)
WS 6:	Evaluation & Reporting (Phase 2: Theme 3)
WS 7:	Graduation and Closing Ceremony
WS 8:	Program Completion and Closure
WS 9:	Overall Project Management

MCMC ACCELERATED LEADERSHIP PROGRAMME SERIES (ALPs) FRAMEWORK



15 – 18 months



PROJECT TIMELINE AND DELIVERABLES



Stage 1	Initialisation + Partial Execution
Work Stream (WS)	Project execution, stamping of the Agreement, project kick-off meeting and receipt of Performance Bond WS1: Strategy Clarification WS2: Program Development Development Phase 1 WS3: Development Program Rollout (Partial)

Stage 3	Partial Execution + Finalization
Work Stream (WS)	WS7: Graduation and Closing Ceremony WS8: Program Completion and Closure WS9: Overall Project Management



* Program starts in September 2025

Stage 2	Full Execution
Work Stream (WS)	Development Phase 1 WS3: Development Program Rollout (Continuation) WS4: Evaluation & Reporting (Phase 1: Theme 1 and Theme 2) Development Phase 2 WS5: Program Development Roll Out (Phase 2: Theme 3) WS6: Evaluation & Reporting (Phase 2: Theme 3)

OUR REQUIREMENTS FOR THE PROGRAM



ALPs is a customised program that cover various aspects of Leadership Development for High-Potentials (HiPos):

Our Requirements for ALPs Program

Provide MBA from Reputable Global University /Business School

Relevant MBA modules in line with leading in the age of digital and AI.

Program is conducted by qualified lecturers and adjunct professors.

Provide Professional Certification from Reputable Institution

Professional Certification in Artificial Intelligence (AI) covering concepts, ethics and governance of AI and strategy for leaders on AI adoption in business context.

Certified Coaches from Reputable Coaching Bodies and Reliable AI Coach Platform

Coaching by Certified Coaches from the following certification bodies:

1. International Coaching Federation (ICF)
2. Certified Coaches Federation (CCF)
3. Other relevant coaching bodies

Reliable AI Coach platform (web-based) with mobile app (optional).

Session with Reputable Companies for Apply Stage

*Leadership Immersion Labs in following disruptive organisation:

1. To propose local or global disruptive organisations from various industry verticals with track record of successful digital adoption and innovative business approaches.
2. Location of the proposed organisations is within and beyond Klang Valley, subject to further discretion of MCMC.

Session with Reputable Thought Leaders for Share Stage

*Invite following Thought Leaders

1. Proposed prominent leaders of disruptive organizations focused on AI, digital transformation, and sustainability with impressive market capitalization are preferred.
2. Presence of internationally recognised prominent leader from AI or digitally driven organisation will be an added advantage.

**Non-Exhaustive List, additional party are subject to MCMC considerations. List to be finalized during Pre-Development Stage*

TENDER REQUIREMENTS



Requirement	Description
<p>Mandatory Requirement</p>	<p>1) The Tenderer (as defined herein) shall be a local company that is incorporated in Malaysia and is required to have a valid certificate of registration issued by the Companies Commission of Malaysia (hereinafter referred to as “CCM”).</p> <p>2) In delivering the MBA program as part of the ‘Learn’ stage, the tenderer must establish a partnership or collaboration with a globally recognised university or business school. The institution must be listed and ranked in reputable international rankings such as Quacquarelli Symonds (QS), Times Higher Education (THE) or Financial Times (FT).</p> <p>3) The Tenderer shall provide supporting documentation evidencing the institutional rankings attained by the university or business school, as published by recognised international ranking bodies.</p> <p>3) The Tenderer is required to submit a Letter of Undertaking / Collaboration Agreement on the partnership to deliver the MBA program which shall include but not limited to the following information:</p> <ul style="list-style-type: none"> • Name of partner • Nature of collaboration
<p>General Requirement</p>	<p>1) MCMC invites submissions from qualified organisations, in particular leadership and executive development institutions and Institutions of Higher Learning (IHLs), with demonstrated capability to deliver the required services as specified in this tender.</p> <p>2) Tenderers with established accreditations, affiliations, or global memberships related to executive development, qualification standards, or professional education are encouraged to participate.</p> <p>3) Entities that act solely as content aggregators, programme resellers, or platform-based distributors without direct ownership of curriculum design, delivery capability, and programme execution will not be considered.</p>

FINANCIAL

All payments to the Successful Tenderer in respect of the Consultancy shall be made in Ringgit Malaysia (RM).
The payments schedule shall be as follows:



No	Payment Schedule	Payment (%)
1	Upon completion of the followings: a) Execution and stamping of the Agreement b) Conducting the project kick-off meeting c) Upon receipt of Performance Bond.	10
2	Upon completion of the Pre-Development Stage and submission of Program Impact Measurement Report to the satisfaction of MCMC with the following Deliverables: a) Work Stream 1 b) Work Stream 2	10
3	Upon completion of Development Stage - Phase 1 and submission of Program Impact Measurement Report and quality report to the satisfaction of MCMC with the following deliverables: a) Work Stream 3 & 4	25
	Upon completion of Development Stage - Phase 2 and submission of Program Impact Measurement Report and quality report to the satisfaction of MCMC with the following deliverables: a) Work Stream 5 & 6	25
4	Upon completion of Post-Development Stage, acceptance and endorsement of the Final Acceptance Report (FAR) and presentation and full completion of the services to the satisfaction of MCMC with the following deliverables: a) Work Stream 7 b) Work Stream 8 c) Work Stream 9	30
TOTAL		100

Reference: **Section 5 Scope of Work**

FINANCIAL



- The indicative price for the Work is Ringgit Malaysia Three Million Only (RM3,000,000.00) inclusive of any duties or taxes imposed by the Government of Malaysia. Tenderer is required to provide details in **Appendix D**. All price quotations shall be made in Ringgit Malaysia.
- The Successful Tenderer shall be subjected to the verification and satisfaction of MCMC before the payment is disbursed according to the payment schedule stipulated in **Table 1—Payment Schedule** refer to Tender Document.
- Performance bond preferably in the form of Bank Guarantee (BG) at 5% of the total contract sum and the validity throughout the Work period and an additional twelve (12) months after the acceptance by MCMC of the Final Acceptance Report (FAR), to the satisfaction of MCMC.

TENDER COMPLIANCE

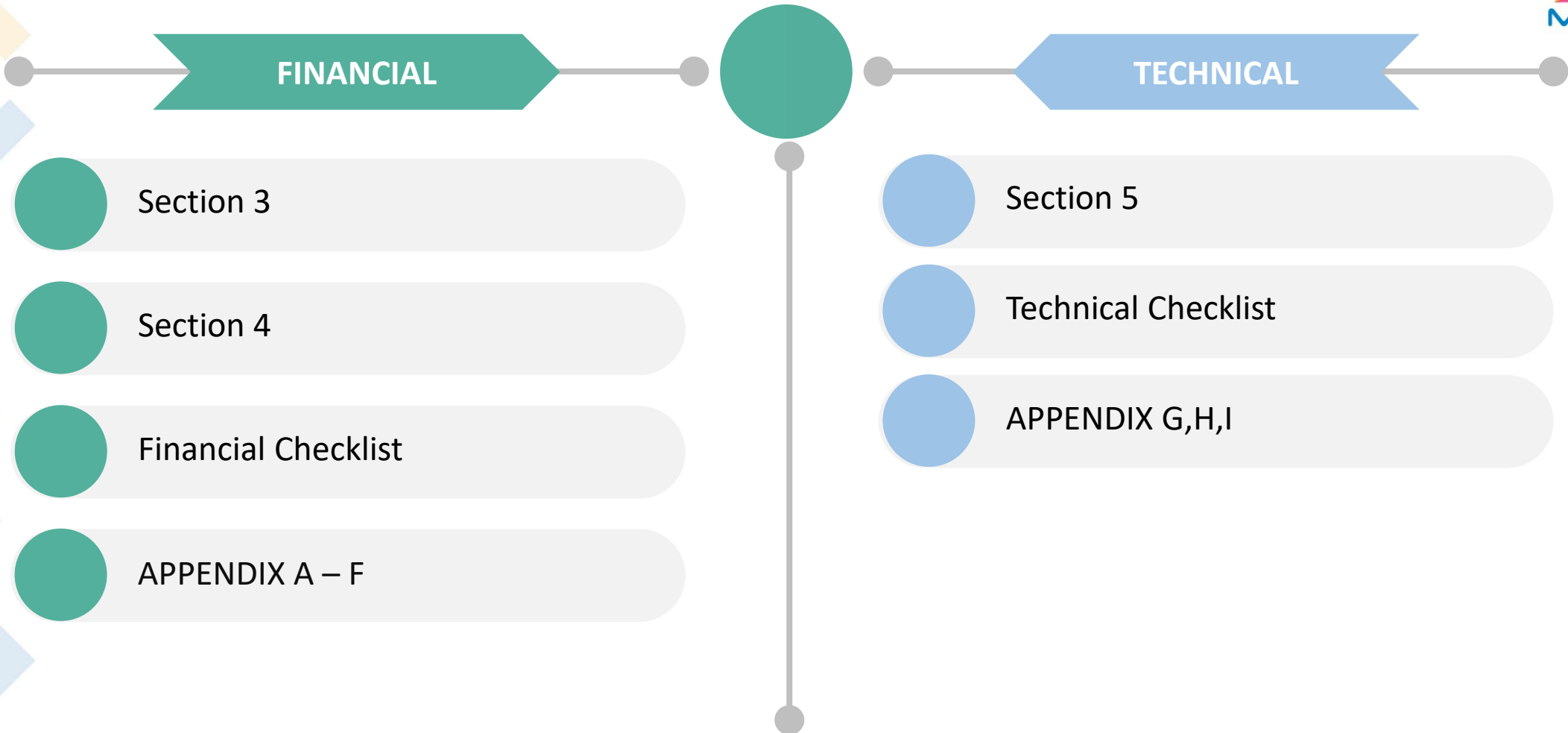
HOW TO PURCHASE TENDER DOCUMENT



[URL : https://msmart.mcmc.gov.my/web/index.php](https://msmart.mcmc.gov.my/web/index.php)



TENDER SUBMISSION



Financial Submission:

1 Original (hardcopy) + 1 Copy (hardcopy)
+ 1 digital copy of scanned documents in
pdf format (USB flash drive) + **Working File**

Technical Submission:

1 Original (hardcopy) + 1 Copy (hardcopy)
+ 1 digital copy of scanned documents in
pdf format (USB flash drive) + **Working File**

IMPORTANT NOTES



1. All information and updates will be on MCMC website.
2. Attach the Tender Deposit to the Form of Tender Document (Appendix B). **Tender submissions without the Tender Deposit shall be disqualified.**
3. Be aware and comply with the required signatories. Please ensure that the Tenderer's official company stamps, and authorized signature appear on all pages of the Financial Submission only.
4. **No company name/info/logo in the Technical Submission (redact).** Tenderer is strictly prohibited from displaying or including its name in the Technical Submission. This is including the evidence sent in the technical submission.
5. The MCMC Tender Secretariat will be the only point of contact for this project (tender@mcmc.gov.my).

TENDER TIMELINE



6 JUNE 2025

TENDER ISSUANCE



12 JUNE 2025

TENDER BRIEFING
SESSION



23 June 2025

TENDER
CLARIFICATION ENDS

- **Before 5.00pm**
- Strictly via email only to tender@mcmc.gov.my
- The consolidated Q&A will be published in MCMC website



30 JUNE 2025

TENDER SUBMISSION /
TENDER CLOSING DATE

- **On or before 12.00pm**
- MCMC CoE, Cyberjaya
- To complete Acknowledgement Form (2 copies)
- **Late submission shall be rejected**

THANK YOU