

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

Tender No: MCMC / HCD / ODD(01) /ALPs_2025 / TC / 06 / 2025(02)

Questions & Answers

1. Scope of Work

No.	Question	Answer
1	What is the Job Description/expectations (other than the general ones listed in your Behaviour Competency Matrix (BCM) and Future-Minded Leaders) of Senior executives & executives in MCMC currently?	In addition to the competencies, high-potential talents (HiPos) are also expected to demonstrate strong analytical thinking, agility in managing ambiguity and uncertainty, persuasive influencing combined with self-determination, a drive for fast-tracking growth, a fail-fast and innovation mindset, and the courage to push boundaries to deliver results.
2	What are the top 5 observable challenges in them to fulfil MCMC's vision?	<p>At this stage, we are enrolling high-potential talents who have demonstrated the right attitude, commitment, and foundational capabilities aligned with MCMC's vision.</p> <p>Rather than focusing on specific challenges, our intention is to provide them with a transformative development experience that accelerates their growth into future-minded leaders.</p> <p>Through this program, we aim to stretch their thinking, broaden their perspectives, and equip them with the traits and mindset needed to lead effectively in a complex and evolving digital and AI landscape.</p>
3	How often are Project Steering Committee meetings expected?	Project Steering Committee (PSCM) is expected to be conducted based on completion of each theme which is aligned with the number of semesters offered throughout the MBA program. If there are any critical items that need to be addressed throughout the program, an additional PSCM meeting will be initiated as well.

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4	What level of flexibility is allowed in MBA content tailoring? Must all modules strictly align to the scope provided under the three ALPs themes?	<p>To ensure the progressive development of future-minded leaders, it is essential that the MBA modules are aligned with the overarching evolving themes of the ALPs program.</p> <p>The MBA program is expected to provide a strong foundation in core leadership principles, while also expanding participants' strategic thinking, broadening their perspectives, and equipping them with the critical skills and insights needed to lead impactful, purposeful, and future-oriented careers.</p> <p>The number of themes will be aligned with the number of semesters offered within the MBA program.</p>
5	How many ILT sessions are required per theme (i.e. Ignite, Discord, Exchange), is it just 1 per theme?	<p>As mentioned in the tender requirement, a minimum 3 ILTs with 3 speakers each session is required. There is also a requirement to conduct the innovation sprint and pecha kucha showcase.</p> <p>Tenderer need to design and plan the program well-balanced within the timeframe given for overall ALPs program.</p>
6	Is RM 3 million inclusive of programme managing, facilitation, platform fees, MBA fees and AI certification costs, Venue, F&B, logistics and travel and accommodation costs for Human Inc. personnel/facilitators? For the experiential learning visits beyond Klang Valley, will MCMC cover travel costs for facilitators? (travel and accommodation costs for HIPOs will be covered by MCMC)	The indicative price is inclusive of program design, delivery, management, facilitation, platform fees, MBA fees, AI certification, venue (only for non-MCMC venue for any in-person program, if required) and F&B (only for non MCMC venue for any in person program, if required). Travel and accommodation for activities are borne by MCMC only for MCMC HiPos and MCMC project team.
7	What was the highlight of the previous 2 ALP programmes and what do they expect differently from this cohort?	Key highlights are exceptional MBA results, passing of project management certifications, winning global competition, experiential learning visits to disruptive organisations, interactive and meaningful Share-influential leaders talk, gamified team building challenge and an impactful community project. For Cohort 3 new requirements are teambuilding, the introduction of AI coach access, professional certification in AI, innovation sprint and pecha kucha showcase,

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		leadership masterclass, virtual simulation and reflect and share sessions.
8	Are you looking for Credit or Non-credit MBA modules	Credit MBA modules
9	Would a program that includes an articulation pathway—where students begin their studies locally and complete them at a partner institution overseas—be considered acceptable under the tender requirements?	It was specified that MBA program must be delivered fully in Malaysia, either through virtual instructor-led sessions or in-person modules (hybrid). If a residency component is included, it must take place within Malaysia and be designed to simulate an immersive, world-class learning experience. However, if tenderer wish to conduct other modules of the ALPs program abroad, such as the experiential learning visit, tenderer may propose, and this will be subject to further discretion of MCMC later.
10	Regarding the convocation ceremony, could you please clarify whether it is the responsibility of the tenderer to send students overseas to attend the convocation or to organize a local convocation ceremony in Malaysia on behalf of the overseas institution?	There are possibilities to send participants overseas for convocation ceremony, subject to further discretion of MCMC later
11	Is there a standard format required for the technical proposal? Specifically, is a PowerPoint presentation format acceptable?	PowerPoint or Word format proposal is acceptable. Tenderer should ensure that sufficient information is provided in compliance with all the requirements stated in the tender document.

2. General

No.	Question	Answer
	Please ensure that no logo/company name or identity is stated in the Technical Submission as per paragraph 8.13 - in our proposal you do not wish for our logo/brand and partnering bodies to disclose name/brand however in the excel sheet we can? Appreciate if you could clarify where and what can/can't be disclosed in the proposal and our submissions.	As stated in Para 8.7 or the Tender Document, The Tenderer is strictly prohibited from displaying or including its name in the Technical Submission . Kindly refer to the Technical Checklist on the document to be included in the Technical Submission (i.e including the Working File for Technical).