TENDER FOR THE PROVISIONING OF PROGRAM DEVELOPMENT AND IMPLEMENTATION OF ACCELERATED LEADERSHIP PROGRAM SERIES ("ALPs") FOR MCMC HIGH POTENTIAL TALENTS

Tender Briefing

17 June 2022

Session 1 :

- Briefing on the project

- Q & A

Session 2 :

Tender Compliance

MCMC LEADERSHIP DEVELOPMENT FRAMEWORK

A comprehensive **MCMC Leadership Framework** that is customized for different target segment is developed as shown below:

MCMC Leadership Development Framework				
Job Grade	**Leadership Program**	**Digital Leadership Lifecycle**	**Leadership Continuum**	**Traits/Competencies/Drivers**
P10 & Above	**E-Series**	**Mastering the Hierarchy Challenge**	***Visionary*** ✓ Redefining ideas of openness and transparency ✓ Forge Strategic Alliances ✓ Counter cultural paradigm	***Traits***: Curiosity, confidence ***Competencies***: Cultivates innovation ***Drivers***: Structure, independence
P8 P9		**Energising Team**	***Strategic*** ✓ Circle of influence ✓ Engaging & inspiring their people ✓ Let go traditional thinking of power	***Traits***: Confidence ***Competencies***: Strategic vision, engages and inspires ***Drivers***: Challenge
P6 P7	**Mastery Series (All Staff)** / **All-Star (HiPer)**	**Nurturing Breakthrough Thinking**	***Sustainable*** ✓ *Cultivating breakthroughs* ✓ *Thinking and delivering novel solutions* ✓ *Rebalancing their views on risk and innovation* ✓ *Fail fast, change directions and embrace fluid thinking*	***Traits***: Curiosity, risk-taking ***Competencies***: Cultivates innovation, strategic thinking, drives results ***Drivers***: Independence
P4 P5	**Accelerated Leadership Program Series (ALPs) (HiPo)**	**Finding Flex**	***Flexible*** ✓ To be connected & nimble ✓ Rapidly flex and adapt ✓ Adjust & create trade-offs ✓ Oscillating quickly between discipline & broad thinking	***Traits:*** Adaptability and tolerance of ambiguity ***Competencies***: Manages ambiguity, drives results ***Drivers***: Structure and independence

PROGRAM BACKGROUND

MCMC Accelerated Leadership Programme Series (ALPs) is on **Virtual Blended Learning** (VBL) – 70:20:10

	Development	Duration	Outcome
1	Modules with experiential & evidence-based learning	? Hours / Module Face-to-Face	• Achieve domains of digital leadership modules.
2	Online Learning	? Hours / Module	• MOOC & Professional Certification Institute Webinars.
3	Coaching	6 hours / group / semester 2 hours per participant final semester	• Coaching sessions for Change & Innovation. • Insights into career prospects and program needs • Self aware of individual strengths to have the tools for transformational change and overcoming challenges at work.
4	Capstone Project (Evidence based business paper of 10,000 words)	? hours	• Integrate and apply learning through the Capstone Paper.
5	Knowledge transfer, experiential learning, sustainability study, disruptive learning through labs, thought leadership interactive sessions	? Hours	• To learn and spar with industry experts and industry best practices. • To be ethical to our society as employees of a Regulatory Government Agency. • To be taken out of comfort zone to learn new skills. • Enhance teamwork.
6	Assessment	Throughout the program	• Continuously assessed against evaluations with reports to HCD.

OUTPUT

01 MBA

02 Professional Certification from Recognized Professional Institute

03 Professional Coaching and Mentoring

OUTCOME

- Upcoming digital leaders
- Build exploration and confidence
- Conscious leaders who are ready to take on future challenges
- Build and drive high performance culture and organisation

1 Cohort of
40

Process of Acquiring
Tender

Programme Duration of
15-18 months

Learning based in
Malaysia

ALPS PROGRAM OVERVIEW

PROJECT STAGES	ALPS PROJECT OVERVIEW		
	1. Project Initialisation (Pre-Development)	2. Project Execution (Development)	3. Project Finalization (Post-Development)
DURATIONS	3 Months	12 Months	3 Months
DELIVERABLES	Deliverable 1 Deliverable 2	Deliverable 3	Deliverable 4 Deliverable 5 Deliverable 6
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	Appoint (10%) + WS 1 + WS 2 (10%)	WS 3 + WS 4 (15%) + WS 5 + WS 6 (35%)	WS 7 + WS 8 + WS 9 (30%)
YEAR	2022-2023		2024

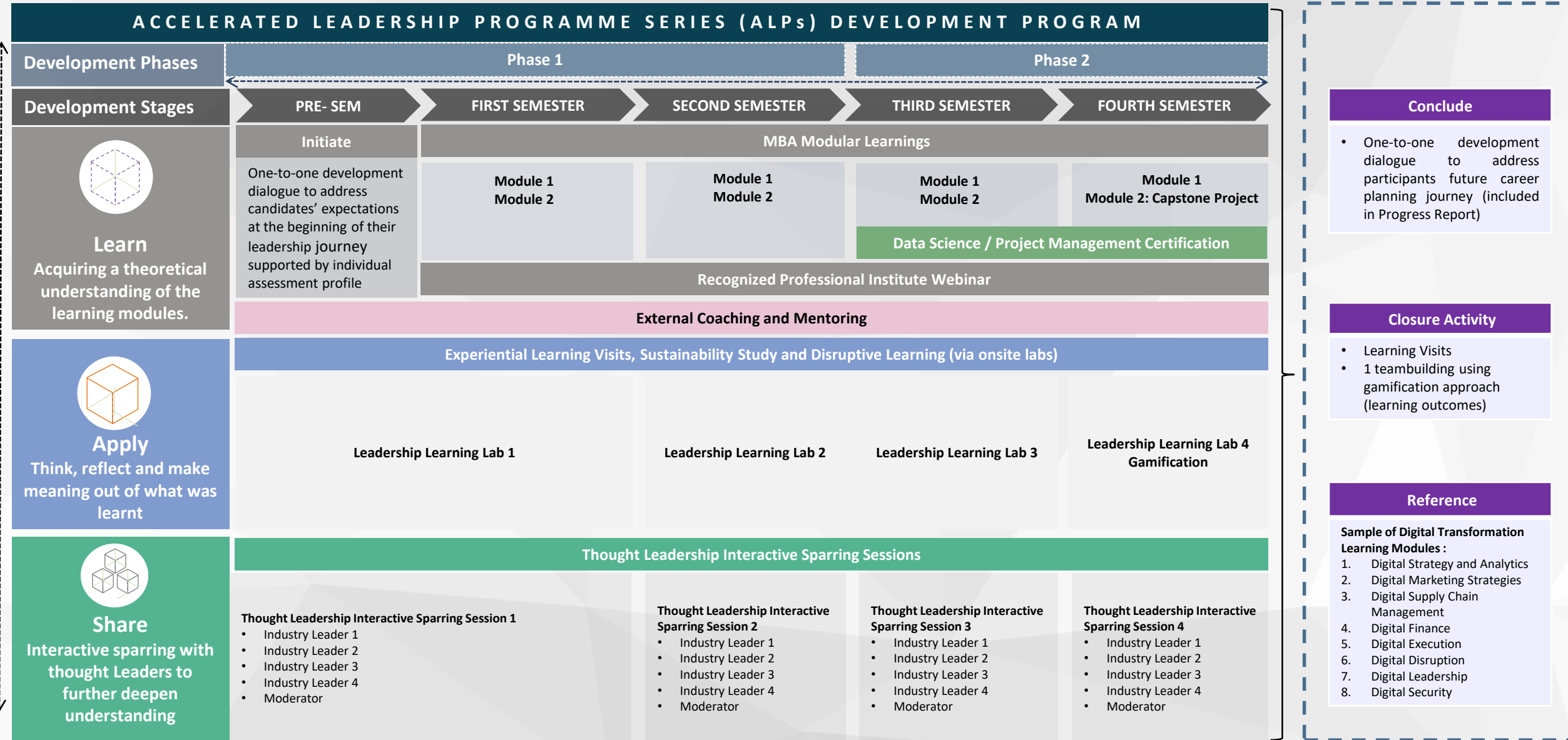| WORK STREAM	ITEMS
WS 1:	Learning Provider Strategy Clarification
WS 2:	Program Development
WS 3:	Development Program Rollout (Phase 1)
WS 4:	Evaluation & Reporting (Phase 1)
WS 5:	Program Development Roll Out (Phase 2)
WS 6:	Evaluation & Reporting (Phase 2)
WS 7:	Program Completion and Closure
WS 8: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

SCOPE OF WORK

The appointed Learning Providers need to complete 6 Deliverables with 9 Work Streams:

Stage 1: Project Initialisation (Pre-Development)	Stage 2: Project Execution (Development)	Stage 3: Project Finalisation (Post-Development)

Deliverable 1
a) Provide **strategic advisory and guidance** on ongoing work and projects related to the HiPo program.
b) **Regular interaction and meetings with HCD** for work in progress, updates, and brainstorming for opportunities.
 	
Deliverable 2
a) **Identify topics highlighted** and modus operandi for ALPs multi-development stage **("Learn", "Apply" and "Share")**. **Develop Instructional System Design ("ISD")** for each module in ALPs multi-development stage to achieve domains of digital leadership modules (Reference: Accelerated Leadership Program Series ("ALPs") Project Overview and Framework).
b) Together with the ISDs, the Successful Tenderer shall **provide profiles for all personnel** that will be involved in ALPs multi-stage development (Learn, Apply and Share).
c) For **Coaching and Mentoring**, coaches must be **certified by International Coaching Federation (ICF) or Certified Coaches Federation (CCF)**, or any relevant coaching bodies. Apart from that, the Successful Tenderer shall also provide coaching assessment tools in the programme in order to identify the gaps and development needs of the participants.
d) The Successful Tenderer shall also provide **documentation proof of formal arrangement (i.e.: tied up an agreement) with the organisation** (for Apply Stage) and personnel (for Share Stage) respectively.
	Deliverable 3
	a) **Deliver/Implement ALPs by phases** (Phase 1 and 2 as specified in Appendix I) to optimise young talents' impact, deliver skills required of future leaders, and inculcate intelligent use of emotions. The Program shall be able to provide domains of digital leadership and the ability to provide comprehensive experiential learning to the HiPo. The Program shall be delivered through multiple platforms:
	  i. Experiential/evidence-based classroom and online learning for MBA (Theory);
	  ii. Online learning via Webinar for Professional Certifications (Data Science/ Project Management);
	  iii. Coaching and mentoring (Minimum sixteen (16) hours);
	  iv. Capstone project;
	  v. Experiential and disruptive Leadership Learning Lab (Application);
	  vi. Learning Visit;
	  vii. Thought Leadership Interactive Sparring sessions; and
	  viii. Assessments.
	b) Successful Tenderer's expert shall conduct development interventions as and when needed, assisting the entire coordination and management with HCD.
	c) The **ALPs shall be accredited by a reputable university/business school for MBA**. On top of MBA, the successful talents who complete the Program also shall be accredited with at least **1 Professional Certification (Data Science/ Project Management).**
	d) The expected outcome of the modules is to successfully achieve domains of digital leadership. The Successful Tenderer is allowed to recommend the number of development modules to be delivered according to the phases in the project execution stage.
	e) All course materials shall be made available to the HCD for review at least twenty-one (21) working days before the start of any Program.
	f) Successful Tenderer shall prepare, print, and bind course materials for participants.
		Deliverable 4
		a) **ALPs Graduation ceremony with MBA** from reputable university/business school **together with Professional Certification** from a reputable institution.
		
		Deliverable 5
		a) **Comprehensive Completion/Closure report** on the overall outcome of the development program including in-depth analysis of participant's individual development as well as the status of MCMC's leadership bench strength and readiness for the future.
		
		Deliverable 6
		a) **End-to-end support on the project management** including but not limited to engaging the internal project team, a broad range of knowledge transfer, communication, and regular update to the internal project team from the beginning to the end of this project.

PROJECT TIMELINE AND DELIVERABLES

Stage 1	Initialisation + Partial Execution
Deliverable & Work Stream (WS)	Project execution, stamping of the Agreement, and receipt of Performance Bond **Deliverable 1 & 2** WS1: Strategy Clarification WS2: Program Development **Deliverable 3** Development Phase 1 WS3: Development Program Rollout (Phase 1)

Stage 3	Partial Execution + Finalization
Deliverable & Work Stream (WS)	**Deliverable 3** Development Phase 2 WS6: Evaluation & Reporting (Phase 2) **Deliverable 4,5 & 6** WS7: Program Completion and Closure WS8: Graduation WS9: Project Management

2022
YEAR 1 (Q3-Q4)

Program starts on September 2022

2023
YEAR 2 (Q1-Q4)

2024
YEAR 3 (Q1-Q2)

Stage 2	Full Execution
Deliverable & Work Stream (WS)	**Deliverable 3** Development Phase 1 WS4: Evaluation & Reporting (Phase 1) Development Phase 2 WS5: Program Development Roll Out (Phase 2) WS6: Evaluation & Reporting (Phase 2)

MCMC ACCELERATED LEADERSHIP PROGRAMME SERIES (ALPs) FRAMEWORK

ACCELERATED LEADERSHIP PROGRAMME SERIES (ALPs) DEVELOPMENT PROGRAM

Development Phases	Phase 1			Phase 2	

Development Stages	PRE- SEM	FIRST SEMESTER	SECOND SEMESTER	THIRD SEMESTER	FOURTH SEMESTER

Learn — Acquiring a theoretical understanding of the learning modules.

Initiate — One-to-one development dialogue to address candidates' expectations at the beginning of their leadership journey supported by individual assessment profile

MBA Modular Learnings

- Module 1 / Module 2
- Module 1 / Module 2
- Module 1 / Module 2
- Module 1 / Module 2: Capstone Project

Data Science / Project Management Certification

Recognized Professional Institute Webinar

External Coaching and Mentoring

Apply — Think, reflect and make meaning out of what was learnt

Experiential Learning Visits, Sustainability Study and Disruptive Learning (via onsite labs)

- Leadership Learning Lab 1
- Leadership Learning Lab 2
- Leadership Learning Lab 3
- Leadership Learning Lab 4 Gamification

Share — Interactive sparring with thought Leaders to further deepen understanding

Thought Leadership Interactive Sparring Sessions

Thought Leadership Interactive Sparring Session 1
- Industry Leader 1
- Industry Leader 2
- Industry Leader 3
- Industry Leader 4
- Moderator

Thought Leadership Interactive Sparring Session 2
- Industry Leader 1
- Industry Leader 2
- Industry Leader 3
- Industry Leader 4
- Moderator

Thought Leadership Interactive Sparring Session 3
- Industry Leader 1
- Industry Leader 2
- Industry Leader 3
- Industry Leader 4
- Moderator

Thought Leadership Interactive Sparring Session 4
- Industry Leader 1
- Industry Leader 2
- Industry Leader 3
- Industry Leader 4
- Moderator

Conclude
- One-to-one development dialogue to address participants future career planning journey (included in Progress Report)

Closure Activity
- Learning Visits
- 1 teambuilding using gamification approach (learning outcomes)

Reference

Sample of Digital Transformation Learning Modules :
1. Digital Strategy and Analytics
2. Digital Marketing Strategies
3. Digital Supply Chain Management
4. Digital Finance
5. Digital Execution
6. Digital Disruption
7. Digital Leadership
8. Digital Security

ALPs is a customised program that cover various aspects of Leadership Development

Our Requirements for ALPs Program

Provide MBA from Reputable University	**Provide Professional Certifications from Reputable Institute**	**Certified Coaches from Reputable Coaching Bodies**	**Session with Reputable Companies for Apply Stage**	**Session with Reputable Thought Leaders for Share Stage**
MBA must cover Digital Leadership Traits	Professional Certification in at least one of following: 1. Data Science 2. Project Management	Coaching and Mentoring from Coaches from following: 1. International Coaching Federation (ICF) 2. Certified Coaches Federation (CCF) 3. Other relevant coaching bodies	*Leadership Learning Labs in following Company 1. Global Forbes 2000 company with local presence in Malaysia 2. Fortune 500 company with local presence in Malaysia 3. Disruptive Digital Company 4. Other relevant company	*Invite following Thought Leaders 1. CEO/ C-Level (Malaysia) from Global Forbes 2000 company with local presence in Malaysia 2. CEO/C-Level (Malaysia) from Fortune 500 company with local presence in Malaysia 3. CEO/Founder Disruptive Digital Company 4. CEO/Founder Other relevant company

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

TENDER REQUIREMENTS

No	Information	Details
1	Mode of Tender	**Open Tender**
2	Mandatory Requirement	The Tenderer (as defined herein) is required to have a valid certificate of registration issued by the Companies Commission of Malaysia.

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:

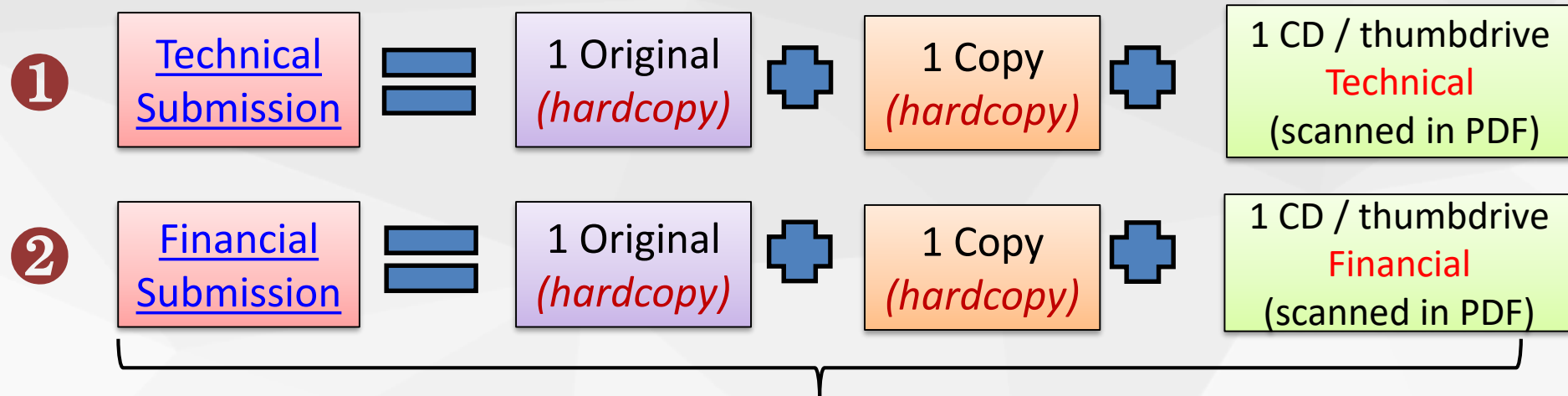| No	Payment Schedule	Payment (%)
1	Upon execution and stamping of the Agreement, AND upon receipt of Performance Bond.	10
2	Upon completion of Project Stage 1 and submission of progress report to the satisfaction of MCMC with the following Deliverables: a) Deliverable 1: Work Stream 1 b) Deliverable 2: Work Stream 2	10
3	Upon completion of Project Stage 2 and submission of progress report to the satisfaction of MCMC with the following deliverables: Deliverable 3: a) Phase 1: Work Stream 3 & 4 b) Phase 2: Work Stream 5 & 6	25 25
4	Upon completion of Project Stage 3 (Deliverable 4, 5 & 6), acceptance and endorsement of the closure report and presentation and full completion of the services to the satisfaction of MCMC a) Deliverable 4: Work Stream 7 b) Deliverable 5: Work Stream 8 c) Deliverable 6: Work Stream 9	30
	TOTAL	**100**

Reference: Appendix I (Project Overview and ALPs Development Program Details)

TENDER COMPLIANCE

HOW TO PURCHASE TENDER DOCUMENT

URL : https://msmart.mcmc.gov.my/web/index.php

How to Participate MCMC **Open Tender**

Each tender submission shall comprise :

❶ **Technical Submission** = 1 Original *(hardcopy)* ✚ 1 Copy *(hardcopy)* ✚ 1 CD / thumbdrive Technical (scanned in PDF)

❷ **Financial Submission** = 1 Original *(hardcopy)* ✚ 1 Copy *(hardcopy)* ✚ 1 CD / thumbdrive Financial (scanned in PDF)

Shall be type written & in English language

To complete **Acknowledgement Form** provided via email later.

Technical Submission shall comprise:

Section 5

Technical Checklist

Appendix G - J

Financial Submission shall comprise:

Important Notes…

All information & updates are at MCMC Website

Attach the Tender Deposit to the Form of Tender Document (Appendix B).

- Tender submissions without the Tender Deposit shall be disqualified.

Be aware and comply with the **required signatories.**

- Ensure that the Tenderer's official company stamp and authorised signature appear on all pages of the Financial Submission only.

No company name/info in Technical Submission.

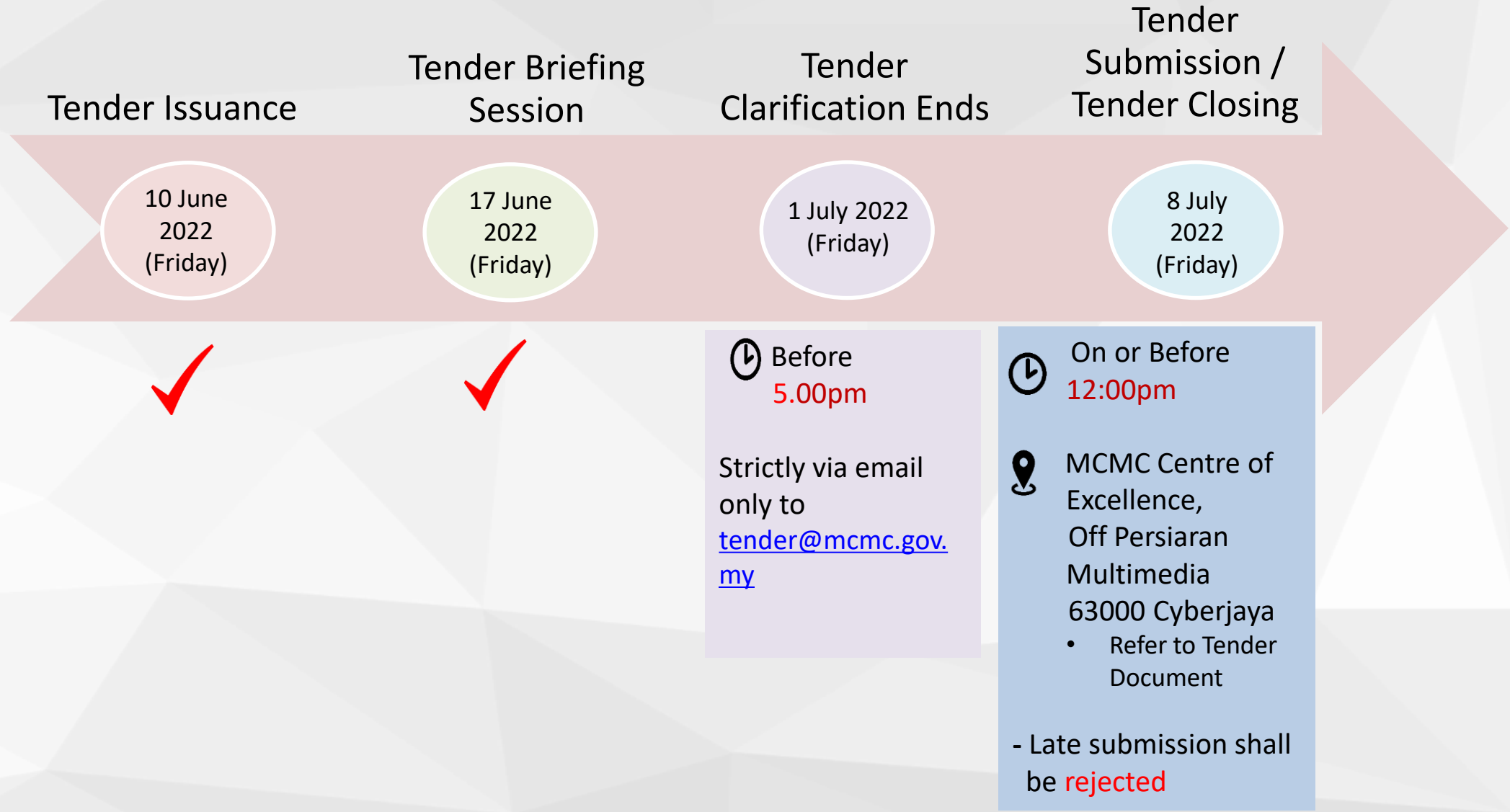- Failure to comply with this may invalidate the Tenderer's tender submissions.

The MCMC Tender Secretariat will be the only **point of contact** for this project.

tender@mcmc.gov.my

TENDER TIMELINE

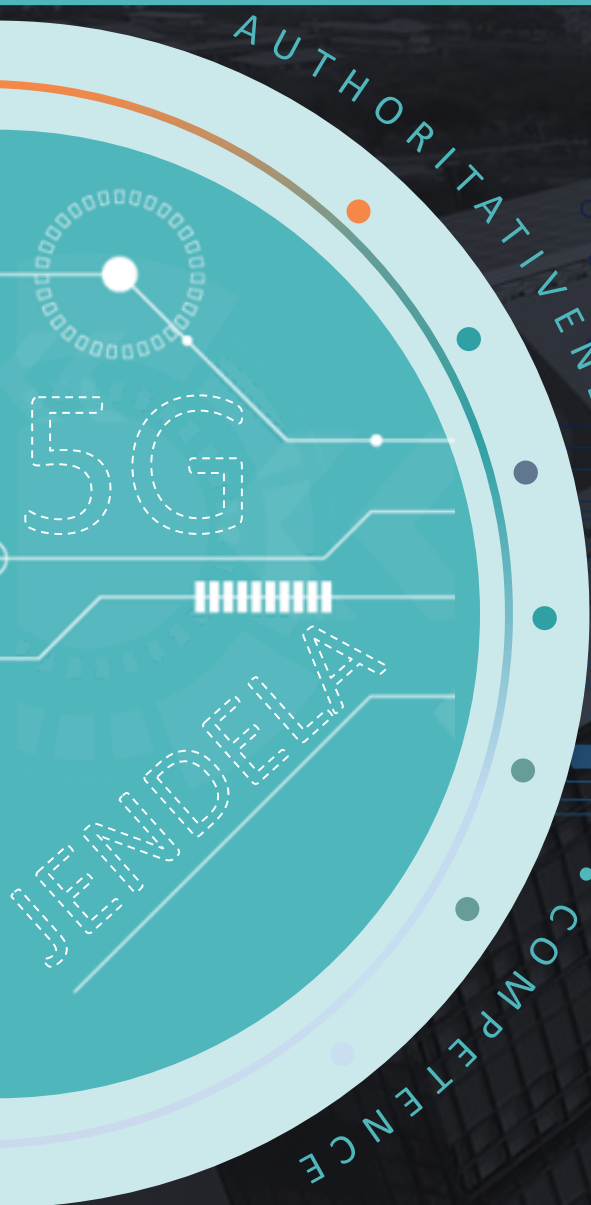| Tender Issuance	Tender Briefing Session	Tender Clarification Ends	Tender Submission / Tender Closing
10 June 2022 (Friday)	17 June 2022 (Friday)	1 July 2022 (Friday)	8 July 2022 (Friday)
✔	✔	🕐 Before 5.00pm Strictly via email only to tender@mcmc.gov.my	🕐 On or Before 12:00pm 📍 MCMC Centre of Excellence, Off Persiaran Multimedia 63000 Cyberjaya • Refer to Tender Document - Late submission shall be rejected

AUTHORITATIVENESS | INTEGRITY | COMPETENCE

5G JENDELA

THANK YOU

	MCMC/PRAD/FMD(1)/IFMT1T2_2022/TC/02/22(01) (Acknowledgement of Submission)	IFMT1T2_2022
		TMUTE-F02

	COMPANY PARTICULARS		
1.	Company Name :		
2.	Company Address : Tel. No : Fax. No : Email Address :		
3.	Name of representative :		
4.	**Contact Persons (Minimum two (2) contact persons to be filled in):**		
a.	Name : Designation :	Tel : Email :	Signature:
b.	Name : Designation :	Tel : Email :	Signature:
c.	Name : Designation :	Tel : Email :	Signature:
5.	**Details of Submission:**		

No. of Box (Boxes)/ Envelope(s) :	Acknowledged Received : (Day/Date/Time) (MCMC)
Acknowledged Received : (Day/Date/Time) (Company)	