

Technical Evaluation Criteria								
Weight	Criteria	Comment	Rating					
			0	1	2	3	4	5
15%	<b>Coaching / Facilitation philosophy or approach - alignment with organisational realities</b>	Evidence of a coaching / facilitation philosophy that can respond to the complexity faced by an Eskom Exco member	No evidence	No clear or unsuitable approach for responding to the Eskom complexity	Evidence of a standard / universal approach irrespective of the nature of organisation and level of leader	Evidence of a theoretical understanding to the philosophy and engagement approach to ensure alignment to the specific organisational complexity and environment	Evidence of the use of reflection; courageous dialogue; inside out perspectives; deep mindset / behaviour change approaches as part of a philosophy to engage with Exco collective and Exco members, based on an understanding of levels of work complexity	Evidence from previous work engagements that the company (coach / facilitator) has the experience and methodology (as described in 4) to align the engagement and support approach to the specific organisational complexity and environment, based on an understanding of levels of work complexity
55%	Coaches / Facilitators with the capability and experience to successfully work at GCE and EXCO/Board level	Company to put forward the names and CVs of suitable coaches / facilitators that can form part of a panel of experts to provide the required support to Exco/Board for individual, and group coaching, and the facilitation of strategic interventions. Evidence and references of work done in large complex organisations	No evidence	Evidence of limited or unsuitable experience	Evidence of executive coaching / strategic facilitation experience at Exco level for small and medium sized organisations	Evidence of executive coaching / strategic facilitation experience at Exco level in large complex organisations	Evidence of organisational leadership at executive level Proven track record as a registered executive coach with extensive coaching experience at Exco level, and /or a proven track record of facilitation of strategic interventions at Exco level	Evidence of a proven track record as an Exco member in a large complex organisation. Evidence of the specific technical and business qualifications and practical experience in large organisations, that can benefit Eskom Exco Proven track record as a registered executive coach with extensive coaching experience at Exco level, and / or proven track record of facilitation of strategic interventions at Exco level

10%	Capacity and availability to Eskom	Evidence of capacity and willingness to give preference to Eskom time	No evidence	Limited availability with rigid response times		Evidence that coaches / facilitators can respond within reasonable time to an Eskom request for individual and group coaching, and facilitation of strategic interventions. Availability for limited coaching / facilitation relationships within the Eskom organisational system. Respond limited to normal working hours. Availability only for on-line interaction	Evidence that coaches / facilitators can respond within reasonable time to an Eskom request for individual and group coaching, and facilitation of strategic interventions. Availability for limited coaching / facilitation relationships within the Eskom organisational system. Respond limited to normal working hours. Availability in-person and on-line as preferred by the client	Evidence that coaches / facilitators can respond within reasonable time to an Eskom request for individual and group coaching, and facilitation of strategic interventions. Evidence that coaches can effectively be in multiple coaching relationships within the Eskom organisational system, within the requirements of confidentiality. Willingness to respond to urgent support outside of normal working hours. Availability in-person and on-line as preferred by the client
10%	Partnership / Integration across panel members	Evidence of collaboration	No evidence	No willingness to collaborate with other panel members / Eskom COE		Stated intent and willingness to collaborate across panel activities	Clear indication of process and methods to ensure integration across panel members and interventions to ensure a coherent outcome for Eskom Exco/Board	Evidence of previous participation in multi dimensional coaching / facilitation panels. Clear indication of process and methods to ensure integration across panel members and interventions to ensure a coherent outcome for Eskom Exco/Board
10%	Administration	Evidence of clear processes for engagement / matching of resources / feedback reporting	No evidence	Vague manual processes		Clearly mapped and proven engagement, matching and reporting processes	Clearly mapped and proven engagement, matching and reporting processes, with digital platform	Clearly mapped and technology driven engagement, matching and reporting processes

**Threshold = 80%**

Step 1	Paper evaluation	Threshold - 80%
Step 2	Interviews	Threshold - 80%
Threshold for step 1 and 2	Final score	Threshold - 80%

End-user / requestor	Name	Jabulile Kawula
	Designation	Senior Advisor Leadership and Talent
	Date	19/03/2024
	Signature	<i>Jabulile Kawula</i>
Senior Manager	Name	Gerrit Walters
	Designation	Senior Manager Leadership and Talent Management
	Date	19/03/2024
	Signature	<i>Gerrit Walters</i>

	1	2	3	4	5	
15%			0.45	0.6	0.75	4.4
55%			1.65	2.2	2.75	#NAME?
10%			0.3	0.4	0.5	3.9
10%			0.3	0.4	0.5	
10%			0.3	0.4	0.5	
100%			3	4	5	