

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

**Questions & Answers**

**Scope of Works**

No	Questions	Answers
1	On the background of the 40 HiPo talents in the cohort involved in this project - Can we know if there are any MBA graduates? If yes, how many?	At this point of time, we have yet to finalise the list of 40 HiPo for ALPs program.
2	Paragraph 40.3 – Professional Certification like Data Science offered by Analytics Institute and Project Management by PMI you have exams and assignments .... The word <b>accredited</b> is used. This cannot be achieved as they are professional body. You have to adhere to rules of engagement.	The Successful Tenderer is expected to coordinate or partner with the professional bodies to arrange for any one of the certification as requested. Successful Tenderer is expected to plan for the selected certification course module, duration, assignments and examinations as required to be part of the whole program. MCMC would only liaise with Successful Tenderer as the key contact and not directly with any professional bodies involved. However, MCMC is open to proposals that could offer close alternative to requested certifications, as long as the key intended objective is achieved.
3	<b>Performance of the Program</b> is highlighted through the tender proposal. Can you please define or categorise what are the elements that constitutes <b>Performance of the Program</b> .	Performance of the program indicates the completion of 6 deliverables and 9 work streams within stipulated timeline as indicated in tender document. Program content, delivery method and delivery professionals requirement as stated in tender document are also to be fulfilled. Successful Tenderer could propose a program performance KPIs to be discussed and negotiated further during contract finalisation.

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4	<p>We understand that MCMC has gone through stringent assessment process to identify the 40 HIPO's. What if in the Phase 1 based on our assessment we find it is otherwise what will be the status?</p>	<p>As our key intention is to develop the High Potential Talents (HiPos), we are open to discussion with Successful Tenderer for a suitable assessment that can be mutually agreed by both parties. If the HiPo does not meet certain requirement based on the agreed assessment terms, we can offer substitute from our reserved HiPo talent pool.</p>
5	<p>Paragraph 27 - Performance Bond. We have checked with said financial institution its one to one. That means if the contract value is RM8 million we have to derive with RM800,000. The details of the performance bond are not clear and specific in the tender document the following are the questions related to performance bond:</p> <ul style="list-style-type: none"> <li>• 29.2 - In the payment schedule there are the following statements: To the satisfaction of MCMC. Can you share the parameters and criteria of the word satisfaction and performance. Without those criteria and parameters the word satisfaction and performance is subject to debate.</li> </ul>	<p>Performance of the program indicates the completion of 6 deliverables and 9 work streams within stipulated timeline as indicated in tender document. Program content, delivery method and delivery professionals requirement as stated in tender document are also to be fulfilled. Successful Tenderer could propose a program performance KPIs to be discussed and negotiated further during contract finalisation. Meeting the program KPIs, adhering to contract terms and conditions and feedback from HiPos participating in the program would ideally be the satisfaction factors to be considered. Both parties can discuss and mutually agree on the satisfaction index during contract finalisation stage.</p>
6	<p>As one of the requirements is for the Experiential and disruptive Leadership Learning Labs, we are sending requests to companies enquire on their interest for participating in these labs. Are we allowed to mention MCMC in these requests?</p>	<p>Yes, we allow tenderer to mention MCMC in the request.</p>
7	<p>What is the intended outcome and expected output of this program?</p>	<p>Our desired outcome is to develop digital leadership traits in our future leaders. The output of this program are:</p> <ol style="list-style-type: none"> <li>a) To optimise young talent's impact;</li> <li>b) To deliver skills required of leading fit for future not fit for purpose; and</li> <li>c) To inculcate intelligent use of emotions.</li> </ol>

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8	Does the program need to strictly adhere to the stipulated 12 months delivery?	It is desirable for 3 months per semester over 4 semesters which equals to 12 months with interim breaks between semester over a month. Hence total 15 months. However we are open to suggestions according to academic requirements.
9	Is this intended as a full-time program? How many contact hours are expected?	<p>No. The HiPos will be participating in this program on part-time basis (they need to perform their job obligations as well as fulfilling requirements of this program).</p> <p>Suggested: Class based contact = 3 days (Friday / Sat / Sun) once a month, 7 hours a day = 21 hours. Online/remote contact / webinar / MOOC / digital learning hours can be flexible according to programme requirement. We leave it to the academic institution awarding the Masters to satisfy their minimum requirement for successful issuance of the MBA. However, other parts of contact hours for apply and share stage need to be incorporated. We are open to suggestions according to the successful tenderer.</p>
10	In addition to the weekly classes, can the 40 students have an option of completing 2 weeks of the finals at the university campus or attend their graduation overseas where learning visits will be arranged with the university.	We are open on the suggestion to complete 2 weeks of the finals at the university or the students to attend their graduation overseas. However, it is subject to additional factors such as time and budget availability as well as learning outcome of the visit. On top of that, we also need to consider the fact that the 40 students will be participating in this program on part-time basis (they need to perform their job obligations as well as fulfilling requirements of this program). The details to be finalised during the Pre-Development Stage.

No	Questions	Answers
11	<p>In Paragraph 40.3, what type of Professional Certification will be recognised for Data Science? Can the certification come from an establish Data Science training Provider in Malaysia.</p>	<p>We are open for any international and local provider as long they are able to meet our requirement to provide Professional Certification on Data Science. Among the certifications that we are looking for are:</p> <ul style="list-style-type: none"> <li>a) IBM Data Science Professional Certificate (Coursera);</li> <li>b) Microsoft Certified Azure Data Scientist Associate (Microsoft);</li> <li>c) EMC Proven Professional Data Scientist Associate (Dell);</li> <li>d) Open Certified Data Scientist (The Open Group);</li> <li>e) SAS Certified Data Scientist Using SAS 9 (SAS); and</li> <li>a) Enterprise Data Scientist (CADS).</li> </ul> <p>Please be noted that the list above is non-exhaustive and we are open for any suggestion as long as the provider able to meet our requirement in providing Professional Certification on Data Science.</p>

## General

No	Questions	Answers
1	Page 46 of 65 Form CA - do we need to fill this up if the company has no credit facilities with any Financial Institutions?	The tenderer need to submit this form, if there is no credit facilities with any of the Financial Institutions, please state that in the Form CA for our record.
2	Page 41, item 1.11 Notice of Incorporation - Is it the same as Form 9 – Certificate of Incorporation? Do you need it as an attachment? If that is the case, it will be the same as item 3.1 of the same page.	Yes, please attach the said certificate to the Appendix C.
3	Page 41, item 3.4 copy of certified bank account statement – is this really required? Who needs to certify this statement?	Yes and the secretary of the company may certify it.
4	Page 42, item 3.7 Business profile of the Tenderer – is this the same as item 2 on page 42?	Yes. Please submit the detail company background and attach to Appendix C.
5	Paragraph 7.3.2 (vi) (d) - One copy of the Tender Certified Bank Account Statement – Under the Data Protection Act we are not allowed to divulge the bank statement.	The Personal Data Protection Act 2010, relates to the protection of personal data of an individual, but not data of a company, per se.  However, for the purpose of this tender, the Tenderer may exclude any document that is deemed confidential and MCMC shall evaluate the tenderer based on submitted documents.
6	Paragraph 10.3.1 - Background information on the Tender's organisation with information of major clients. We have signed NDA with these organisations and we are unable to share the details but in brief and in some cases, we are able to give reference names whom you can connect directly to speak to them. Is this viable?	This section shall be read together with Paragraph 42.1 of the Tender Document. For the confidential details, you may provide the reference contact details for MCMC to contact if necessary.
7	Paragraph 27 - Performance Bond. We have checked with said financial intuitions its one to one. That means if the contract value is RM8 million we have to derive with RM800,000. The details of the performance bond are not clear and specific in the tender document the	Yes.

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	<p>following are the questions related to performance bond:</p> <ul style="list-style-type: none"> <li>• 27.2 - The bond will be valid throughout the 18 months plus additional 3 months. That means in total = RM21 months. Can you confirm this?</li> </ul>	
8	<p>Paragraph 32.1 - Delay in deliver service is protecting MCMC. An example the subject matter experts from various countries the delay at the end of MCMC may cost the tenderer additional cost. Should it no delay should be from both sides.</p>	<p>This would normally be discussed during the negotiation part on the agreement between MCMC and the successful tenderer. The tenderer may provide their concern in the Statement of Compliance (Appendix A) of the tender document.</p>
9	<p>Paragraph 36.2 - Suspension notice by MCMC, what happens to the performance bond?</p>	<p>The clause refers to the general circumstances where no default is established on part of the successful tenderer, under which, the performance bond will be returned to the successful tenderer upon the termination of the Agreement, accordingly.</p>
10	<p>Paragraph 36.6 can you please explain what does it mean?</p>	<p>The clause is self-explanatory. In essence, if the suspension is due to some default by the successful tenderer, the successful tenderer is not entitled to any payment during the suspension period.</p>
11	<p>is it compulsory to fill up the Form CA.</p>	<p>Yes. It is compulsory to fill up the CA form.</p>
12	<p>Can you please clarified and confirm if CTC copy signed by In-house Counsel can be used/accept for the above tender purposed?</p>	<p>The CTC shall be signed by the Secretary of the Company.</p>
13	<p>Paragraph 7.8 The Tenderer is strictly <b>Prohibited from displaying or including its name in the technical Submission.</b> Failure to comply with the requirement specified herein may invalidate the Tenderer's tender submission.</p> <p><i>Does this mean that we are not allowed to state the tenderer's name in any of the documents submitted in the technical submission? What about the MBA</i></p>	<p>Yes, the tenderer is not allowed to mention their company name in the Technical Submission. However, the tenderer may mention the university and the partners name that the tenderer collaborated with.</p> <p>For the Financial Submission, please refer to Paragraph 7.9 of the Tender Document.</p>

No	Questions	Answers
	<i>proposed can we mention the university the MBA is from and the partners that we are working with for the Professional Certification. How discreet should we be in terms of the tenderer? As for the technical submission, please confirm its its ok for the financials for state the name of the Company/ Tenderer.</i>	
14	Can you please give us a sample of what is required under Appendix G. We are unsure of what you need us to insert into this part of the document.	Please read the instruction in Page 51 of the Tender Document.
15	I am not so sure of the technical submission format on page 7. Can help us to elaborate more on Section 5, how is the format look.	The Tenderer is required to read all the item in Section 5 and submit your proposal as per the requirement there in.
16	How do we arrange the technical proposal? Can we have a guideline on which page comes 1 <sup>st</sup> .	The arrangement is based on the Tenderer creativity. However, please ensure that all the required documents are provided in the Technical proposal.
17	Do you mind sharing with us the soft copy of documents and template?	We shall not share any soft copy of the documents or template with the tenderers.