



## **REQUEST FOR SERVICE PROVIDER**

### **EXECUTIVE LEADERSHIP PROGRAMME UTILISING THE ENNEAGRAM**

#### **1) Overview**

The National Association of Social Change Entities in Education (NASCEE) is a member-led association that creates and supports opportunities for networking, capacity building and collaboration between non-profit organisations in the education sector, to maximise their collective contribution toward the national development goals related to education. The Association was launched in May 2019 and has begun to make a significant contribution to the education sector in South Africa. Since its launch, NASCEE has had three capacity building conferences and amassed 148 members, while it engages and communicates with 2,500 education NPOs on its database.

NASCEE comprises of funders, non-government organisations (NGOs), and social change entities, who are dedicated to making quality education accessible to all South Africans. Within our current and potential membership, we have organisations that focus on niche areas along the entire education value chain. As multiple stakeholders working together, NASCEE promotes equitable quality education for all South Africans.

#### **2) Opportunity**

We seek an online executive leadership programme that leverages the power of the Enneagram system to empower leaders within our member organizations to drive positive change in the education sector. We recognise the crucial role that leadership plays in shaping the future of education and want to provide a development programme that will supports this. The target audience will be senior NGO leaders and the total number of delegates is twenty-five (25).

#### **Objectives:**

The primary objectives of this program are as follows:

- Cultivate self-awareness and emotional intelligence among leaders to enhance their effectiveness.
- Develop adaptive leadership capabilities to address the unique challenges and opportunities in the education sector.
- Encourage collaboration, networking, and knowledge-sharing among NASCEE member organizations.
- Foster a culture of innovation and continuous learning within the education community.

#### **3) Scope of work**

The online Executive Leadership Program should encompass a range of activities and learning components, including:

Pre-program assessments: Conduct individual Enneagram assessments for participating leaders to identify their personality types and leadership strengths.

Customized workshops: Design and facilitate workshops to support the integration of the Enneagram framework for the attending leaders.

Coaching and mentoring: Provide one-on-one coaching sessions to support leaders in their personal and professional development.

Group discussions and forums: Organize opportunities for leaders to engage in meaningful discussions, share best practices, and learn from each other's experiences.

Action-oriented projects: Encourage participants to implement action-oriented projects that positively impact their organisations and communities.

NASCEE member organisations will be invited to participate in the skills building programme and will be requested to identify the best suited staff members to register based on their position and/or work that they do in the organisation.

It is anticipated that the scope of work requires 2 days per month over 3 months.

#### 4) Budget

The total budget for this programme is R216,637.00 inclusive of VAT.

#### 5) Criteria

Interested parties are required to submit a comprehensive outline of their proposed methodology, skills, and experience of their team (including highest qualifications) as well as an organisational track record offering training in Executive Leadership with references. Submission of your B-BBEE certificate or affidavit will be an added advantage.

All submissions will be reviewed by the NASCEE Governance and Finance Committee in accordance with the following criteria:

Criteria	Weight	Comments
Capacity	10	Demonstrate human resource capacity to implement the programme
Level of transformation	10	Based on the people involved in the programme (race, gender) and/or B-BBEE credentials – full points if team includes previously disadvantaged individuals
Type of entity or nature of bidder	10	Non-profit, for-profit, consultant – preference for non-profit entities with NASCEE membership
Previous experience	30	Relevant experience based on past work, track record in the field. Must have a track record of 3 or more years
References	10	At least two (2) reference letters or contactable references provided
Proposal and methodology	30	Comprehensive proposal and implementation plan with a clear, logical, and realistic approach
<b>Total</b>	<b>100</b>	

#### 6) Expected timelines

- 11 August 2023: Deadline for submissions
- 16 August 2023: Calls to shortlisted applicants
- 21 to 25 August 2023: Shortlist interviews
- 28 August 2023: Appointment finalised
- 31 August 2023: Submission of training plan which includes specific training dates and training programme outline

**7) Format of submission**

The proposal should be 8-15 pages, including detailed budget (all taxes should be factored in).

**8) Submission of proposal**

Please submit your proposal to [info@nascee.org.za](mailto:info@nascee.org.za) no later than **17h00** on **11 August 2023**.