



COTSWOLD DISTRICT COUNCIL

Invitation for the Opportunity to Tender for Leadership Development

Applications are invited from suitably qualified companies who wish to be considered as suppliers to the above District Councils for the following opportunity.

Project Title: **Leadership Development 2016**

Summary: The 2020 Partnership has been established for a number of local authorities, Forest of Dean District Council, Cheltenham Borough Council, Cotswold District Council and West Oxfordshire District Council to become more efficient and effective by working together whilst maintaining their individual sovereignty. The partnership have been successfully sharing services for a number of years and over the last few years have been working to increase the services shared not only to achieve further savings but also to provide resilience to all of the businesses. In April 2016 the second tranche of shared services were established under the management of a joint committee and a number shared service group managers appointed. The 2020 partnership is now moving into the next phase which will involve the establishment of a number of companies to deliver services to the partner organisations.

As we work towards this transition we are conscious that our approach to our structures and service delivery and the way we employ and manage our people has always been in the context of a traditional local government environment. We recognise that as the partnership moves towards a new business setup we have the opportunity to deliver not only a new model for delivering local services but also an opportunity to introduce new ways of employing and rewarding our people.

Over the past year conversations have been undertaken with staff at all levels on what the 'new world' should look like and what attributes we think our people should have to deliver our new way of working. Building upon this work we also recognise the limitations in our own leaders, managers and people to challenge our current thinking and practices. To help facilitate this we have recently commissioned some work with an organisation to help us look innovatively into the future to identify new ways of operating and challenge many of our currently held assumptions and perceived constraints about how frontline services can be both supported and delivered. This work is already underway but we recognise this just the start of our journey.

Cotswold District Council, as lead authority for this procurement, is now seeking a strategic partner that can deliver this support through a number of mechanisms and has the ability to support us with:

- The development and delivery of a number of workshops/approaches that support our strategic and operational leaders and managers develop the required behaviours and skills.
- Latest business thinking – we are looking for a partner that has the ability to source support from a wide knowledge base which covers not only management but areas such as technology, community etc. as well.
- Delivering a range of innovative approaches that are built upon evidence that shows their effectiveness.
- Research that supports the thinking utilised in the delivery of approaches used.
- Access to a number of different courses/programmes where there may be a need for an individual approach.
- Support in updating/expanding our current catalogue of leadership/management approaches.

Approx. Value: £30,000

Contract period: To be agreed.

Contract form: Conditions of Contract for Consultancy Services.

Procedure type: Open.

Evaluation of Tender: Weighting criteria will be used in the evaluation of tenders:
Cost 20%, Quality 80%

Tender Documents: *The tender documents are available to download on Contracts Finder via the attached link:*

<https://www.contractsfinder.service.gov.uk/Notice/d1caa8aa-ca94-4b7d-b202-588fb718e24c>

Questions of Clarification: Questions of clarification / expressions of interest should be submitted by email to procurement@gosharedservices.org.uk by **17:00 hours Monday 22 August 2016**. To be headed “**Leadership Development 2016**”

We will endeavour to acknowledge your Questions of Clarification by return email within 48 hours of receipt.

If you do not receive an emailed acknowledgement within this time would you please contact Procurement on 01285 623324 to confirm that it has been received and registered.

Tender Returns: Tender submissions should be delivered as **2 hard copies** in accordance with the tender documents by **1200 hours Monday 12 September 2016** to:

**Richard Pratley, Business Partner – Procurement
Cotswold District Council
Trinity Road, Cirencester GL7 1PX**