



**Central Bank of India
Human Resource Development Department
Learning & Development Division**

Sir Sorabji Pochkhanawala Bankers' Training College
JVPD Scheme, Juhu Vile Parle (West), Near Cooper Hospital
Mumbai, Maharashtra – 400056

Tender Ref: CO/HRD/MPT/2022-23/01

**CLARIFICATIONS with respect to RFP for
Empanelment of Firms/Companies to Provide One-On-One Professional Behavioral Coaching
to Executives in SMG and TEG Cadre in the Bank dated 21 October 2022**

Based on the various requests/queries raised by bidders in response to above mentioned RFP and during the Pre Bid meeting held on 03.11.2022, Bank's replies are produced here under:

SRN	Clause No.	Page No.	Clause	Query	Bank Response
1	5.1.5	9	The bidder should have managed at least 50 executives as part of previous coaching engagements in any of the preceding 3 financial years	Please clarify if the 50 executives can be a combination of 3-4 different companies/sectors other than BFSI?	50 executives can be a combination of 3-4 different companies / sectors in either BFSI or other than BFSI.
2	5.1.3	9	Bidder should have positive operating Profit (as EBITDA i.e. Earnings before Interest, Tax, Depreciation & Amortization) in the last three financial years.	Is the requirement of positive operating Profit in the last three financial years mandatory? Can the operating Profit be considered during the last four financial years in place of last three FY?	The firm/company may submit details for previous year in addition to other documents. However for eligibility conditions, the operating Profit for years as mentioned in RFP documents will only be considered.
3	Module 2	12	The selected vendor will ensure that ICF-certified coaches are provided to the Bank having a minimum of 100 hours of coaching experience in reputed organizations.	Along with ICF-certified coaches, will CFI (Coach Federation of India) / Global Gallup Strengths Certified Coaches with minimum of 100 hours of coaching experience will be acceptable?	Please be guided by the RFP.
4	Annexure III	40	5. The bidder should have managed 50 executives as part of previous coaching	Can coaching provided as a part of another program be considered?	Yes, if the coaching is provided as one-on-one and in line with the other eligibility

			<p>engagements in any of the preceding 3 financial years</p> <p>6. The bidder should have experience in coaching middle to senior level management executives.</p>		criteria.
5	Annexure III	41	<p>Detail of Proof to be Attached:</p> <p>Work order/certificate from client clearly indicating the scope and completion of engagement or any other relevant documentary proof to be submitted</p>	Can work order and invoice be submitted in place of completion certificate?	Please be guided by RFP and provide relevant documentary proof.
6	-	-	-	How many employees to be covered?	In the first phase, Regional & Zonal Heads (102 in number) are planned to be covered. The overall number of executives may range from 200 to 300 per year. Exact requirements will be mentioned in the Request For Quote.
7	-	-	-	What is the profile of the participant group?	The target group is SMG & TEG cadre of the Bank. The profile details will be shared with the selected vendor before start of Coaching journey.

8	-	-	-	What will be the mode of Coaching?	Vendor is requested to submit the proposal as suitable. Exact details will be mentioned in the Request For Quote.
9	-	-	-	Can we empanel coaches specifically for the project?	Yes. The coaches must fulfil eligibility criteria as mentioned in RFP.
10	-	-	-	Is the Bank looking for revisiting the Competency Framework?	This is not part of the scope.