

**Title:** Leadership Transitions: consultancy, training and coaching services

**Reference:** Negotiated procedure EEA/ADS/16/017

**Description of the services to be procured:**

The European Environment Agency (EEA) has recently invested significant resources into developing its own managers and leadership capacity. In 2016 and as part of such a process, the EEA has introduced the concept of "Leadership Transitions", based on the work done by Ram Charan, Stephen Drotter and James Noel as expressed in their book *"The Leadership Pipeline: how to build the leadership powered company"*. Both senior and middle-managers went through an introductory workshop of one-day each on this concept.

The EEA now envisages to deepen the implementation of this leadership approach into management / leadership practices. As for that, the EEA is seeking to engage specialised support to enhance this process. The future contractor will be asked to (1) run workshops on leadership transitions, (2) conduct individual coaching programmes and, if applicable, (3) hold consultancy meetings on diverse aspects of application of the "Leadership Transitions" concept.

**Type of contract:**

Framework service contract for a total duration of 24 months as from the date of signature.

**Estimated value:**

EUR 100 000 excluding VAT.

**Place of delivery or of performance:**

At the EEA premises, Kongens Nytorv 6, 1050 Copenhagen K, Denmark.

**Scheduled starting date of contract (indicative):**

January 2017

**Registration of interest:**

Interested candidates shall register their interest **by email to:** [procurement@eea.europa.eu](mailto:procurement@eea.europa.eu) **by 28 October 2016** at the latest, quoting the title and reference No of this negotiated procedure in the subject field of the message and providing the following information:

- Name (of individual or organisation/company)
- Address (of individual or organisation/company)
- Contact person
- E-mail
- Description of main area of business / expertise (max. 500 words)

Your personal information above will be processed solely for the purpose of this negotiated procedure in accordance with the rules set in Regulation (EC) No 45/2001 on the protection of individuals with regard to the processing of personal data by Community institutions and bodies and on the free movement of such data (OJEU L 8/1 of 12.1.2001). For further detailed information please refer to the privacy statement available on the EEA website at the following address: <http://www.eea.europa.eu/about-us/tenders/index>.

**Description of the tendering procedure:**

On the basis of the pre-assessment of the information provided, the EEA will draw up a list of the most suitable candidates and will forward to all or some of them (at least five candidates) by e-mail an invitation to submit a tender in accordance with the tender specifications by a set deadline. The tenders submitted will be evaluated in accordance with the criteria specified in the tender specifications. During the negotiation phase after the submission of the tenders, selected candidates may be requested to adapt their tender to the requirements set in the tender specifications in order to find the solution offering the best value for money.

Candidates shall note that registration of interest to participate in the above-mentioned procedure entails no obligation on the part of the EEA to send an invitation to candidates or to award them a contract. Please note that no replies will be sent to unselected candidates.