

Invitation for Expression of Interest (EOI)

‘Leadership Development’ is one of the focus areas in for BHEL’s dynamic growth and leadership. Accordingly regular ‘Competency Assessment and Development’ is being done for all executives.

Moreover, in view of the present dynamic business environment emphasizes it is imperative that well-groomed and organizationally aligned executives take up the senior and critical roles, hence through assessment of behavioral competencies gaps can be plugged to take their competencies to the desired level of proficiency.

We are looking for a reliable, robust, universally accepted and validated psychometric tool to assess employees in line with BHEL Competency Model. (as under)

BHEL COMPETENCY MODEL	S No	Competency	Elements		
	1	Strategic Orientation	Sensing Opportunities	Strategic Thinking	
	2	Customer Focus	Customer Responsiveness	Delivering Value to Customers	Relationship Management
	3	Planning and Decision Making	Dynamic Planning	Analytical Ability	Decision Focus
	4	Winning with Collaboration	Building Partnerships	Managing Partnerships	
	5	Achievement Orientation	Initiative & Ownership	Zeal to Excel	Generate and Implement Ideas
	6	Process/ System Excellence	Process/ System Focus	Process/ System Improvement	
	7	Execution Excellence	Project & Plan Implementation	Cost & Quality Consciousness	
	8	People Development	Learning Focus	Feedback and Coaching	Motivation and Empowerment
	9	Communication	Deliver with Impact	Active Listening	Influencing
	10	Change Orientation	Openness to Change	Change Implementation	

Hence, BHEL is desirous to purchase licenses for professional psychometric tool(s) for Competency assessment customized to our Competency Framework for approx. 2100 executives. If the tool is found suited to our needs further licenses may also be purchased as and when required to maintain uniformity.

The tool(s) should have the following characteristics:

- Robust, reliable and validated personality / psychometric assessment which should have been used for minimum 500 executives each in at least 2 organizations in India having more than 10000 employees during last 3 years.

- b) Should conduct assessment online with duration being around 30 minutes which is customized to BHEL Competency model and provide score against each of the 25 Competency Elements mentioned in BHEL Model for individuals.

Interested service providers are required to submit the EOI by 11:00 am on 24/12/2020 in the duly signed hard copy / digitally signed soft copy as per the format available.

The EOI with supporting documents shall be submitted/ sent to Dy. Manager (People Strategy), BHEL Corporate Office, Plot No. 25 HRD & ESI Complex, Sector 16A, Noida, Uttar Pradesh 201301 or mailed to yashvardhan@bhel.in

Format for Expression of Interest**1.Details of License provider**

Name of the organization	
Type of Organization (Pvt/ Public /Partnership, etc.)	
Date of Incorporation	
Address of Corporate / Head / Registered Office	
Phone Number of Registered office	
Website	
No. of employees on the regular rolls of your organization	

2. Details of Tool

Name of the tool	
Date of launch of tool	
Developed by	
Average Testing Time (min)	
Allowed time (min)	
No. of sittings	
Whether customizable to BHEL Competency Model	
Number of Validation studies on tool and their reference	
Has this tool been used in a PSU (List any five along with year of usage)	
Has this tool been used in a listed private ltd. organization (List any five along with year of usage)	

3. Contact Person for the Applicant

Name		Designation
Address		Email
Telephone	Office:	Mobile No.

4. Credentials of License provider

Experience of conducting Personality / Psychometric test during last 5 years							
Sl. No.	Name of the Project	Name of the Customer	Nature & Scope of work	Duration of Contract		Number of employees covered	Remarks
				Start date	Completion date		
1							
2							
3							
4							
5							

Particulars	Provide responses in not more than 200 words
What do you consider as your USP for Behavioral Competency Assessment ?	

I hereby declare that the details furnished above are true and correct to the best of my knowledge and belief.
In case any of the above information is found to be false, I am aware that I may be held liable for it.

Place:

Name & Signature:

Date:

Designation:

* use additional sheets if required