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**Germany-Frankfurt am Main: Provison of Leadership Assessment and Development Services
2021/S 041-101576**

Social and other specific services – public contracts

Contract award notice

Services

Legal Basis:

Directive 2014/24/EU

Section I: Contracting authority

- I.1) **Name and addresses**
Official name: European Central Bank
Postal address: Sonnemannstrasse 22
Town: Frankfurt am Main
NUTS code: DE712 Frankfurt am Main, Kreisfreie Stadt
Postal code: 60314
Country: Germany
Contact person: Central Procurement Office
E-mail: procurement@ecb.europa.eu
Telephone: +49 69/13440
Fax: +49 69/13447110
Internet address(es):
Main address: <http://www.ecb.europa.eu>
- I.4) **Type of the contracting authority**
European institution/agency or international organisation
- I.5) **Main activity**
Economic and financial affairs

Section II: Object

- II.1) **Scope of the procurement**
- II.1.1) **Title:**
Provison of Leadership Assessment and Development Services
Reference number: PRO-004785
- II.1.2) **Main CPV code**
80570000 Personal development training services
- II.1.3) **Type of contract**
Services
- II.1.4) **Short description:**
The European Central Bank (ECB) sought through this Call for Expression of Interest interested parties for participating in a negotiated procurement procedure for the provision of leadership assessment and development services.
- II.1.6) **Information about lots**

This contract is divided into lots: no

II.1.7) **Total value of the procurement (excluding VAT)**

Value excluding VAT: 12 000 000.00 EUR

II.2) **Description**

II.2.2) **Additional CPV code(s)**

80000000 Education and training services

80532000 Management training services

80500000 Training services

79635000 Assessment centre services for recruitment

II.2.3) **Place of performance**

NUTS code: DE712 Frankfurt am Main, Kreisfreie Stadt

II.2.4) **Description of the procurement:**

The European Central Bank (ECB) is an EU institution which is responsible for the monetary policy of the European Union. The ECB fulfils this mandate together with the 19 national central banks (NCB's) of the Member States whose currency is the euro (the 'Eurosystem'). Since 2014, the ECB is also entrusted with the task of banking supervision within the European Union to ensure the stability of the banking system. This is conducted by the Single Supervisory Mechanism (SSM) which consists of the ECB and the national supervisory authorities (NCA's) of the participating countries. It currently employs around 3 500 staff members.

The ECB has, through the Talent Management Division of the Directorate General Human Resources, introduced an elaborated assessment of leadership and managerial skills in the context of recruitment and offers dedicated training courses and programmes to managers, advisers and team coordinators.

The ECB looked for a provider to design and to develop the services and works detailed below in close collaboration with the ECB, and to deliver these for current or future leaders at different levels of the organisation in the areas of:

(a) assessment of candidates for managerial or leadership positions:

- design, develop and deliver an assessment in recruitment, for succession planning, for mobility etc. by e.g. assessing behavioural competencies, potential, and provide a report with the findings.

b) Development programmes:

- design, develop and deliver tailored programmes across leadership levels or different leadership groups (including needs analysis of the profile and needs of the target groups); learning solutions can be e.g. shorter activities or modular programmes including 360 feedback, coaching, etc using modern learning tools for adult learners and where relevant connect cutting-edge academic research with the ECB's daily leadership roles and organisational activities/complexities and offer business relevant practices, etc.

- design, develop and deliver tailored programmes across different cohorts to strengthen talent pipelines for ECB's different career paths, inclusive of emerging leaders and/or expert career paths.

c) Measurement of leadership needs, outcome and impact in the form of data about organisational, team, individual, and business performance and as an integrated and ongoing part of the leadership development programme(s) and activities:

- design, develop and deliver an assessment, analysis and reporting of individual or collective leader needs and impact in the following instances:

(i) provide a benchmark for tracking individual leadership capability prior to, during and post programme participation to support individual progress, impact on self, others and the organisation and measure progress

against leadership development goals, individual leader development plans and established benchmarks. The benchmark should also take into account the results of the assessment done as described in section a);
(ii) provide a benchmark for assessing and tracking collective leadership capability and impact prior to and post programme participation, at different leadership levels.

The successful provider should have had access to reliable scientific tools, research and methods to design and deliver leadership assessments, a concept/model on potential assessment and leadership development. It was further expected to have access to a wide range of providers, including market leaders offering training, leading universities, business schools or similar institutions that offer education on business topics as well as executive education i.e. programmes for executives and leaders, either tailor made or customised, for similar organisations.

The services and works under the contract may also be offered to staff and managers in the European System of Central Banks (ESCB) or in NCAs of the SSM.

II.2.13) Information about European Union funds

The procurement is related to a project and/or programme financed by European Union funds: no

II.2.14) Additional information

The European Central Bank (ECB) sought through this Call for Expression of Interest interested parties for participating in a negotiated procurement procedure for the provision of leadership assessment and development services.

Section IV: Procedure

IV.1) Description

IV.1.1) Form of procedure

Procedure involving negotiations

IV.1.3) Information about framework agreement

The procurement involves the establishment of a framework agreement

IV.1.10) Identification of the national rules applicable to the procedure:

IV.1.11) Main features of the award procedure:

IV.2) Administrative information

IV.2.1) Previous publication concerning this procedure

Notice number in the OJ S: [2019/S 251-621456](#)

IV.2.9) Information about termination of call for competition in the form of a prior information notice

Section V: Award of contract

Contract No: 1

Title:

Provision of Leadership Assessment and Development Services

A contract/lot is awarded: yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract:

02/02/2021

V.2.2) Information about tenders

Number of tenders received: 8

Number of tenders received from SMEs: 0

Number of tenders received from tenderers from other EU Member States: 2

Number of tenders received from tenderers from non-EU Member States: 1

Number of tenders received by electronic means: 8

V.2.3) **Name and address of the contractor**

Official name: Deloitte Consulting GmbH
Town: Munich
NUTS code: DE212 München, Kreisfreie Stadt
Country: Germany
Internet address: www.deloitte.de

V.2.4) **Information on value of the contract/lot (excluding VAT)**

Total value of the contract/lot: 12 000 000.00 EUR

V.2.5) **Information about subcontracting**

Section VI: Complementary information

VI.3) **Additional information:**

'The procurement procedure has been conducted in accordance with Decision ECB/2016/2 of 9 February 2016 laying down the rules on procurement, OJ L 45, 20.2.2016, p. 15 (as amended) available on the ECB website: <http://www.ecb.europa.eu/ecb/jobsproc/tenders/html/index.en.html>. The total value of the contract(s) indicated in Section(s) V.2.4 is an indicative non-binding spending estimate at the time of contract award. The actual value of the contract(s) may differ and will be determined by actual business needs.

VI.4) **Procedures for review**

VI.4.1) **Review body**

VI.4.2) **Body responsible for mediation procedures**

Official name: The European Ombudsman
Postal address: 1 avenue du Président Robert Schuman, CS 30403
Town: Strasbourg
Postal code: 67001
Country: France

VI.4.4) **Service from which information about the review procedure may be obtained**

Official name: Central Procurement Office of the European Central Bank c/o Legal Advice Team
Postal address: Sonnemannstrasse 22
Town: Frankfurt am Main
Postal code: 60314
Country: Germany
E-mail: procurement@ecb.europa.eu
Telephone: +49 6913440
Fax: +49 6913447110
Internet address: <http://www.ecb.europa.eu>

VI.5) **Date of dispatch of this notice:**

17/02/2021