

**RFR/COACHING-PANEL/2026\_QUESTION AND ANSWERS\_APPOINTMENT OF A PANEL OF SERVICE PROVIDERS TO DELIVER EXECUTIVE, LEADERSHIP, INDIVIDUAL & TEAM COACHING SERVICES FOR DBSA FOR 5 YEARS**

**QUESTIONS AND ANSWERS**

	<b>ANSWERS</b>
The Bid is silent in terms of the number of people per level who will be coached over the five-year period?	<i>This will be determined on a need's basis, and a specific number cannot be provided.</i>
Reference is made to Team Coaching; how many are we envisaging over the five-year period and quantity per intervention?	<i>This will be determined on a need's basis, and a specific number cannot be provided.</i>
Years of Experience Requirement:	<i>Please note that experience must be demonstrated as having been obtained sequentially and not concurrently. Bidders are required to show that they have completed the full number of years of relevant experience, calculated over time, in line with the requirements set out in the Terms of Reference (TOR).</i>
Deadline Extension:	<i>Please note that the submission deadline has been extended.</i>
Reference Letter for Coaching Experience:	<i>As part of this TOR, bidders are required to submit reference letters from organisations for which coaching or related professional services were delivered. References from individuals who have personally received coaching will not be accepted. References allow us to verify that the service provider has delivered coaching services within a</i>



D Makhura (Board Chairman),  
P Nqeto (Board Deputy Chairman)

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Z Mbele\*, L Milne, D Moephuli, J Muthige, C Naidoo, J Netshitenzhe,  
B Nqwababa, E Pieterse

\*Executive  
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	<p><i>formal organisational context, which typically involves defined objectives, governance structures, and accountability requirements, and objective measures of impact consistent with the scope of this TOR.</i></p>

**FACILITATED BY:**

DocuSigned by:  
  
 Tumi Mnguni  
 SCM Official

**NOTED BY:**

Signed by:  
  
 Simon Ludik  
 ACTING HEAD: SCM LENDING



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