# Ireland: Personal development training services
# Delivery of 360° Staff Leadership Assessment and Personal Development Coaching Supports Framework for Pobal

Contract or concession award notice – standard regime

1 *Buyer*

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**1.1 *Buyer***

*Official name*: Pobal
*Legal type of the buyer*: Body governed by public law
*Activity of the contracting authority*: Education

2 *Procedure*

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**2.1 *Procedure***

*Title*: Delivery of 360° Staff Leadership Assessment and Personal Development Coaching Supports Framework for Pobal
*Description*: Pobal seeks to establish a single-party framework agreement with a suitably qualified tenderer for the provision of 360° Leadership Assessments and Executive Coaching Supports. The tenderers must be capable of providing a panel of coaches to work with senior leadership in Pobal. Pobal invite responses from suitably qualified tenderers to be appointed as their coaching framework partner as per the specific requirements outlined below. The coaching supports will be initially for members of the Strategic Leadership Team, the Executive Management Team and some colleagues at Grade 5 in the organisation, a combined group of approximately 25 – 30 people, and this framework will include an option to extend an offer of coaching to others in leadership positions throughout the organisation over time. The requirements may also include other related requirements not yet identified during the lifetime of the framework. The initial contract will be for 12 months and will require the following: • Individual 360 leadership assessments aligned with our organisational competencies and priorities. • Individual coaching based on the leadership assessments. • Group coaching for the Strategic Leadership Team (team of 4 people) and the Executive Management Team (team of 13 people). • Feedback to the organisation to inform future leadership development and succession planning.
*Procedure identifier*: 8b5a12f4-872b-432d-bb2e-962f393a6a00
*Previous notice*: 09b82e3a-eb87-41c5-ab33-9213efc65871-01
*Type of procedure*: Negotiated with prior publication of a call for competition / competitive with negotiation
*The procedure is accelerated*: *no*

**2.1.1 *Purpose***

*Main nature of the contract*: Services
*Main classification* (cpv): 80570000 Personal development training services
*Additional classification* (cpv): 79998000 Coaching services
*Additional classification* (cpv): 80000000 Education and training services
*Additional classification* (cpv): 80500000 Training services
*Additional classification* (cpv): 80511000 Staff training services
*Additional classification* (cpv): 79632000 Personnel-training services
*Additional classification* (cpv): 79411100 Business development consultancy services
*Additional classification* (cpv): 79400000 Business and management consultancy and related services

**2.1.2 *Place of performance***

*Country subdivision (NUTS)*: Dublin (IE061)

*Country*: Ireland

**2.1.3 *Value***

*Estimated value excluding VAT*: 400 000 *Euro*
*Maximum value of the framework agreement*: 400 000 *Euro*

**2.1.4 *General information***

*Legal basis*:
Directive 2014/24/EU

5 *Lot*

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**5.1 *Lot technical ID*: LOT-0001**

*Title*: Delivery of 360° Staff Leadership Assessment and Personal Development Coaching Supports Framework for Pobal
*Description*: Pobal seeks to establish a single-party framework agreement with a suitably qualified tenderer for the provision of 360° Leadership Assessments and Executive Coaching Supports. The tenderers must be capable of providing a panel of coaches to work with senior leadership in Pobal. Pobal invite responses from suitably qualified tenderers to be appointed as their coaching framework partner as per the specific requirements outlined below. The coaching supports will be initially for members of the Strategic Leadership Team, the Executive Management Team and some colleagues at Grade 5 in the organisation, a combined group of approximately 25 – 30 people, and this framework will include an option to extend an offer of coaching to others in leadership positions throughout the organisation over time. The requirements may also include other related requirements not yet identified during the lifetime of the framework. The initial contract will be for 12 months and will require the following: • Individual 360 leadership assessments aligned with our organisational competencies and priorities. • Individual coaching based on the leadership assessments. • Group coaching for the Strategic Leadership Team (team of 4 people) and the Executive Management Team (team of 13 people). • Feedback to the organisation to inform future leadership development and succession planning.
*Internal identifier*: 0

**5.1.1 *Purpose***

*Main nature of the contract*: Services
*Main classification* (cpv): 80570000 Personal development training services
*Additional classification* (cpv): 79998000 Coaching services
*Additional classification* (cpv): 80000000 Education and training services
*Additional classification* (cpv): 80500000 Training services
*Additional classification* (cpv): 80511000 Staff training services
*Additional classification* (cpv): 79632000 Personnel-training services
*Additional classification* (cpv): 79411100 Business development consultancy services
*Additional classification* (cpv): 79400000 Business and management consultancy and related services

**5.1.2 *Place of performance***

*Country subdivision (NUTS)*: Dublin (IE061)
*Country*: Ireland
*Additional information*:

**5.1.3 *Estimated duration***

*Duration*: 4 *Year*

**5.1.5 *Value***

*Estimated value excluding VAT*: 400 000 *Euro*

**5.1.6 *General information***

Procurement Project not financed with EU Funds.

*The procurement is covered by the Government Procurement Agreement (GPA)*: *no*

**5.1.7 *Strategic procurement***

*Aim of strategic procurement*: No strategic procurement

**5.1.10 *Award criteria***

*Criterion*:

*Type*: Cost

*Description*: Ultimate cost

*Category of award threshold criterion*: Weight (percentage, exact)

*Award criterion number*: 30

*Criterion*:

*Type*: Quality

*Description*: Qualitative Criteria

*Category of award threshold criterion*: Weight (percentage, exact)

*Award criterion number*: 70

**5.1.15 *Techniques***

*Framework agreement*:

Framework agreement, without reopening of competition

*Information about the dynamic purchasing system*:

No dynamic purchase system

**5.1.16 *Further information, mediation and review***

*Review organisation*: The High Court of Ireland

*Organisation providing offline access to the procurement documents*: Pobal

*Organisation providing more information on the review procedures*: The High Court of Ireland

6 *Results*

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*Maximum value of the framework agreements in this notice*: 400 000 *Euro*

**6.1 *Result lot Identifier*: LOT-0001**

At least one winner was chosen.

*Framework agreement*:

*Maximum value of the framework agreement*: 400 000 *Euro*

**6.1.2 *Information about winners***

*Winner*:

*Official name*: Opentalk

*Tender*:

*Tender identifier*: 000122997

*Identifier of lot or group of lots*: LOT-0001

*Subcontracting*: No

*Contract information*:

*Identifier of the contract*: 430527

*Date on which the winner was chosen*: 10/09/2025

*Date of the conclusion of the contract*: 31/10/2025

**6.1.4 *Statistical information***

*Received tenders or requests to participate*:

*Type of received submissions*: Tenders submitted electronically

*Number of tenders or requests to participate received*: 4

8 *Organisations*

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**8.1 ORG-0001**

*Official name*: Pobal
*Registration number*: Unknown
*Postal address*: Holbrook House, Holles Street, Dublin 2,
*Town*: Dublin
*Postcode*: D02 EY84
*Country subdivision (NUTS)*: Dublin (IE061)
*Country*: Ireland
*Email*: tenders@pobal.ie
*Telephone*: 01 511 7000
*Internet address*: https://www.pobal.ie/
*Buyer profile*: https://www.pobal.ie/
*Roles of this organisation*:

*Buyer*

*Organisation providing offline access to the procurement documents*

**8.1 ORG-0002**

*Official name*: Opentalk
*Size of the economic operator*: *Micro, small, or medium*
*Registration number*: 661202
*Postal address*: 16 Ashton Park
*Town*: Monkstown
*Postcode*: A94 C9F8
*Country subdivision (NUTS)*: Dublin (IE061)
*Country*: Ireland
*Email*: siobhan@opentalk.ie
*Telephone*: 0861036000
*Internet address*: www.opentalk.ie
*Roles of this organisation*:

*Tenderer*

*Winner of these lots*: LOT-0001

**8.1 ORG-0003**

*Official name*: The High Court of Ireland
*Registration number*: The High Court of Ireland
*Department*: The High Court of Ireland
*Postal address*: Four Courts, Inns Quay, Dublin 7
*Town*: Dublin
*Postcode*: D07 WDX8
*Country subdivision (NUTS)*: Dublin (IE061)

*Country*: Ireland
*Email*: HighCourtCentralOffice@courts.ie
*Telephone*: +353 1 8886000
*Roles of this organisation*:
*Review organisation*
*Organisation providing more information on the review procedures*

**8.1 ORG-0004**
*Official name*: European Dynamics S.A.
*Registration number*: 002024901000
*Department*: European Dynamics S.A.
*Town*: Athens
*Postcode*: 15125
*Country subdivision (NUTS)*: Βόρειος Τομέας Αθηνών (EL301)
*Country*: Greece
*Email*: eproc-esender@eurodyn.com
*Telephone*: +30 2108094500
*Roles of this organisation*:
*TED eSender*

*Notice information*

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*Notice identifier/version*: 56599fa3-3f35-4f37-8fe3-9f6e1bb7e1d1 - 01
*Form type*: Result
*Notice type*: Contract or concession award notice – standard regime
*Notice dispatch date*: 06/11/2025 11:41 +00:00
*Languages in which this notice is officially available*: English