

1 March, 2011

ANSWERS TO RFP-2011-09 Management coaching for the Evidence, Strategy and Results team

Question: How many people are there in the ESR management team? What's the range of their UN level? Where are the individuals located?

Answer: ESR is comprised of 12 management team members. Their levels range from Team Leader to Division Director to Deputy Department Director and Department Director. They are all located in Geneva.

Question: Have members of the management team being coached before? If yes, for what purpose?

Answer: This information is not available and would need to be obtained by the coaches selected when they meet with the management team members. At a minimum, we can confirm that the majority of the group has received a least some coaching during their participation in UNAIDS' Management Development Programme (MDP).

Question: Is there a UNAIDS management competency framework? If yes, could you share some highlights?

Answer: A copy of the overall UNAIDS Secretariat Competency Framework, which includes managerial competencies, can be found on the UNAIDS website.

Question: Is there already a desired stock taking process or do we build one in the coaching process? Assessment tools are one way coaches use. Is this an alternative?

Answer: There is no predetermined desired stocking process. The coaching process is to be determined between the coach and management team member, based on the goals of the individual, and the overall team goals. This will be elaborated on during the preparatory sessions.

Question: [...] In preparing the documentation, we have noticed that you are requesting three years of audited statements. We are a small company (18 partners), and we are wondering if you could accept three years of tax statements prepared by our accountants in lieu of audited statements.

Answer: Official tax statements are acceptable in lieu of audited statements to document the company financial standing.

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