

<b>Package Name</b>	Provision of Leadership Program Design, Management and Content Delivery Services
<b>Package Number</b>	Tender Number: 4610003360
<b>Scope of Supply</b>	<p>Woodside Energy Limited (WEL) requires provision of elements of Leadership Program design, management, and content delivery services. This service may also assist in the development of Woodside’s leadership framework. Woodside requires design, delivery and administration to support core business and growth in the most efficient and cost-effective manner.</p> <p><b>Intent:</b> Our Leadership Development will deliver better business outcomes To achieve this, Leadership Development will:</p> <ol style="list-style-type: none"> <li>1. Take a holistic approach</li> <li>2. Set the expectations of Woodside leaders and strengthen skills and capability</li> <li>3. Develop leaders who: <ul style="list-style-type: none"> <li>o Understand and perform compliance obligations</li> <li>o Are inclusive and create high performing team cultures</li> <li>o Engage and enable their people</li> </ul> </li> </ol> <p>We are seeking ‘best in class’ experiential leadership offerings across multiple fit-for-purpose venues and across multiple participant cohorts. These offerings must add value, qualitative experience, and transferrable leadership skills. Design expectations for experiential offerings and methodology are as below, and consistent with our holistic approach.</p> <p><b>Design Expectations:</b></p> <ol style="list-style-type: none"> <li>1. <b>Empirical data defines ideal:</b> Internal (WEL specific), &amp; external (research/academia; high-performing norms from industry) benchmarks</li> <li>2. <b>Create Leadership Practitioners:</b> Leverage physical, virtual and experiential methods with industry &amp; academia.</li> <li>3. <b>Sustainable Learning and Programs:</b> Use technology to provide platforms and rich experience</li> </ol> <p><b>Methodology:</b></p> <ol style="list-style-type: none"> <li>1. Coherent content and methodology applied across all stages – the holistic Woodside approach to Leadership Development</li> <li>2. Intensive skill development and immersion upon entry to each tier; Objective assessment/gap analysis prior to progression to ‘new’ tiers</li> <li>3. Ongoing experiences and practice to sustain and embed learning</li> <li>4. Multiple delivery channels, modes, and methodologies that ensure optimal outcomes and experience for participants. Active involvement by leaders and direct reports of participants</li> <li>5. Internal Woodside subject matter experts should be used to support delivery</li> <li>6. Include ongoing measurement and evaluation of candidates and program performance</li> </ol> <p><b>Overall Project Timeframe and Key Milestones:</b></p> <ul style="list-style-type: none"> <li>• <b>January- March 2021: Invitation to tender</b></li> <li>• <b>April 2021:</b> Content Pilot Program(s) and Materials</li> <li>• <b>April/May 2021:</b> Contract award</li> <li>• <b>May 2021:</b> New Program Delivery</li> </ul> <p><b>Content Design must align to our internal leadership construct (the ‘Leadership Expectations), and may include (but not be limited to)</b></p> <ul style="list-style-type: none"> <li>- Performance Management</li> <li>- Psychological Safety</li> <li>- Digital and Technological skillsets for leadership</li> <li>- Inclusive Leadership</li> <li>- Culture by Design; Both Leadership and Corporate in nature.</li> <li>- Innovation</li> <li>- Business Acumen</li> <li>- Principled Leadership &amp; Ethics in Leadership</li> <li>- Mentoring and Sponsorship</li> <li>-</li> </ul> <p><b>Deliverables:</b> The successful Contractor shall consider their suitability against all or some of the following:</p> <ul style="list-style-type: none"> <li>• Co-design of the Woodside Leadership Development program content in collaboration with WEL</li> </ul>

	<ul style="list-style-type: none"> <li>Develop content for program modules; Approximately 20 different subject areas to cover qualitative changes in skillsets and applications of leadership across the five leadership tiers.</li> <li>Cultural and Personal growth of leaders, and the overall business (I.e. holistic)</li> <li>Delivery, methodologies, and locations of content will be varied and based on optimal outcome and logistics (e.g. Karratha, Perth, International). WEL is a global business with cross-cultural needs.</li> <li>Coordination and management of learning for the organisation across five leadership tiers</li> <li>Access to thought leaders in culture, technology, leadership theory</li> <li>Where not provided by Contractor, coordination of subcontractors in specialist areas</li> </ul> <p><b>Specific scope requirements will be communicated to suitable Contractors via an Invitation to Tender.</b></p>														
<b>Specifications and Standards:</b>	<p>The leadership training will be categorised as follows:</p> <ul style="list-style-type: none"> <li>Depth of knowledge in Leadership theory/practice</li> <li>Ability to provide complete view of program including tools and materials for pre/at/post use</li> <li>Engagement of presenters</li> <li>Balance of theory to proven practical application</li> <li>Ability to coordinate and manage subcontractors</li> </ul> <p>Technical Specifications:</p> <ul style="list-style-type: none"> <li>Specific course may demand specific qualifications or requirements and would be outlined in the scope requirements share by Woodside. It would be an expectation that the screened service provider would encompass this.</li> </ul>														
<b>Minimum Scope of Work Requirements:</b>	<p>Demonstrate Contractor's capability to perform the Scope of Work by completing the enclosed Expression of Interest questionnaire – refer to Attachment 1.</p> <p>Scope Particulars:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Vendor's Scope</th> <th>Scope Particulars</th> </tr> </thead> <tbody> <tr> <td>Program management (if proposed)</td> <td> <ul style="list-style-type: none"> <li>- Proven oversight and stewardship of delivery by internal and external providers</li> <li>- Mechanisms to subcontract delivery partner services from industry and academia (including Company provided suppliers)</li> </ul> </td> </tr> <tr> <td>Content</td> <td> <ul style="list-style-type: none"> <li>- Content that meets required objectives</li> <li>- Program content supports approach</li> <li>- Content can be applied across varying levels in the business – from tier 1 to tier 5 (i.e. is coherent and as consistent as possible)</li> </ul> </td> </tr> <tr> <td>Materials</td> <td> <ul style="list-style-type: none"> <li>- Pre-work materials for stakeholders (attendee, manager, WEL SMEs) to support the learning experience</li> <li>- Support materials during programs (including virtual/online resources)</li> <li>- Post-course materials/information sharing</li> <li>- Train the trainer to upskill internal SMEs where required</li> <li>- Quality and relevance of references provided</li> </ul> </td> </tr> <tr> <td>Delivery</td> <td> <ul style="list-style-type: none"> <li>- Able to deliver across different sites (Perth, Karratha, international, online)</li> <li>- Blended learning approach – not just face to face</li> <li>- Ability to provide 'just-in-time' delivery if required</li> <li>- Scalable to varying numbers/attendees</li> </ul> </td> </tr> <tr> <td>Consultants</td> <td> <ul style="list-style-type: none"> <li>- Experience of designing, delivering materials and course content</li> <li>- Credible industry experience essential- Oil &amp; Gas or Parallel Industry advantageous</li> <li>- Provide the number of consultants, qualifications and home location</li> </ul> </td> </tr> <tr> <td>Ongoing support</td> <td> <ul style="list-style-type: none"> <li>- Suggestions for ongoing learning in the area</li> <li>- Approach to continuous improvement, seeking feedback and proactively incorporating improvements into programs</li> <li>- Measurement to cover satisfaction with program as well as shifts in behaviour and performance</li> </ul> </td> </tr> </tbody> </table>	Vendor's Scope	Scope Particulars	Program management (if proposed)	<ul style="list-style-type: none"> <li>- Proven oversight and stewardship of delivery by internal and external providers</li> <li>- Mechanisms to subcontract delivery partner services from industry and academia (including Company provided suppliers)</li> </ul>	Content	<ul style="list-style-type: none"> <li>- Content that meets required objectives</li> <li>- Program content supports approach</li> <li>- Content can be applied across varying levels in the business – from tier 1 to tier 5 (i.e. is coherent and as consistent as possible)</li> </ul>	Materials	<ul style="list-style-type: none"> <li>- Pre-work materials for stakeholders (attendee, manager, WEL SMEs) to support the learning experience</li> <li>- Support materials during programs (including virtual/online resources)</li> <li>- Post-course materials/information sharing</li> <li>- Train the trainer to upskill internal SMEs where required</li> <li>- Quality and relevance of references provided</li> </ul>	Delivery	<ul style="list-style-type: none"> <li>- Able to deliver across different sites (Perth, Karratha, international, online)</li> <li>- Blended learning approach – not just face to face</li> <li>- Ability to provide 'just-in-time' delivery if required</li> <li>- Scalable to varying numbers/attendees</li> </ul>	Consultants	<ul style="list-style-type: none"> <li>- Experience of designing, delivering materials and course content</li> <li>- Credible industry experience essential- Oil &amp; Gas or Parallel Industry advantageous</li> <li>- Provide the number of consultants, qualifications and home location</li> </ul>	Ongoing support	<ul style="list-style-type: none"> <li>- Suggestions for ongoing learning in the area</li> <li>- Approach to continuous improvement, seeking feedback and proactively incorporating improvements into programs</li> <li>- Measurement to cover satisfaction with program as well as shifts in behaviour and performance</li> </ul>
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<b>Supplier EOI Instructions</b>	<p data-bbox="384 595 1374 651">Please note, this is an Expression of Interest (EOI) only, the content of this work is subject to change pending project demand and timelines.</p> <p data-bbox="384 667 1401 745">Suppliers are invited to express interest by registering on ICN Gateway where competency and previous positive experiences should be demonstrated for the provision of similar goods and/or services.</p> <p data-bbox="384 761 1382 840">ICNWA will follow up on full scope registrations by email, once the full scope closing date has passed. The supplier's response to ICNWA's email and their demonstration of capability for the service, will form their Expression of Interest (EOI) for this package.</p> <p data-bbox="384 855 1299 911">Supplier(s) will only be considered for the upcoming Tender if suitably qualified by the Company's Procurement Entity.</p>				
<b>Contact:</b>	<p data-bbox="384 949 1385 976">All initial enquiries should be made through the Industry Capability Network Western Australia</p> <p data-bbox="384 992 480 1019">Ray Loh</p> <p data-bbox="384 1034 639 1061">Ray.Loh@icnwa.org.au</p> <p data-bbox="384 1077 608 1104">+61 (0) 8 9365 7499</p>				
<b>URL</b>	<p data-bbox="384 1137 1187 1164">For more information about Woodside please refer to the Company's website:</p> <p data-bbox="384 1167 628 1193"><a href="http://www.woodside.com.au">www.woodside.com.au</a></p>				
<b>Closing Date:</b>	<p data-bbox="384 1193 1374 1249">7 January 2021 (Expression of Interest questionnaire - Attachment 1 available when clicking the full scope submit icon)</p>				