1. Buyer

1.1 Buyer

Official name:	TenneT TSO B.V.

2. Procedure

2.1 Procedure

Title:	Lead Forward Programme & Emerging Leadership Programme
Description:	For the development of our leaders, we are looking for an experienced supplier. The supplier will design and execute the two leadership programmes Lead Forward Programme and the Emerging Leadership Programme. The participants of these programmes are the Leading Others layer with an expected 282 leaders. The Leading Others layer are the leaders who have a team of employees. A contract will be awarded for the comming three to eight years.
Procedure identifier:	759f7ebe-eb51-4bdc-9fcc-a970eb27b80f
Internal identifier:	3d29d213-0aea-47bc-a225-5422ae4045b8
Type of procedure:	Other multiple stage procedure
Main features of the procedure:	The scope falls under Social and other Specific services. TenneT has a lot of freedom to design the procedure to their best interest. In case of this scope, TenneT chooses to first select the two best tenders based on the first three awarding criteria (phase 1: written proposals). The two best tenderers are invited to give a workshop/presentation (phase 2: workshop/presentation), that will be evaluated based on award criterium four. The tender with the most points over all four criteria is considered the MEAT.

2.1.1 Purpose

Main nature of the contract:	Services
Main classification (cpv):	80532000 Management training services
Additional classification (cpv):	80570000 Personal development training services

2.1.2 Place of performance

Country:	Netherlands

Anywhere in the given country

2.1.3 Value

Estimated value excluding VAT:	1 640 900 Euro

2.1.4 General information

Legal basis:

Directive 2014/25/EU

2.1.6 Grounds for exclusion

Sources of grounds for exclusion:	European Single Procurement Document (ESPD)

5. Lot

5.1 Lot technical ID: LOT-0000

Title:	Lead Forward Programme & Emerging Leadership Programme
Description:	For the development of our leaders, we are looking for an experienced supplier. The supplier will design and execute the two leadership programmes Lead Forward Programme and the Emerging Leadership Programme. The participants of these programmes are the Leading Others layer with an expected 282 leaders. The Leading Others layer are the leaders who have a team of employees. A contract will be awarded for the comming three to eight years.
Internal identifier:	ab7a2c8f-59e2-4d75-9473-0686e42cb4ec

5.1.1 Purpose

Rijksoverheid

Main nature of the contract:	Services
Main classification (cpv):	80532000 Management training services
Additional classification (cpv):	80570000 Personal development training services

5.1.2 Place of performance

Country:	Netherlands

Anywhere in the given country

Additional information:

5.1.3 Estimated duration

Duration:	3 Year

5.1.4 Renewal

Maximum renewals:	5
Other information about renewals:	Initial contract period three years, with five options to extend for one year each.

5.1.5 Value

Estimated value excluding VAT:	1 640 900 Euro

5.1.6 General information

Reserved participation:	Participation is not reserved.
The names and professional qualifications of the staff assigned to perform the contract must be given:	Request to participate requirement

Procurement Project not financed with EU Funds.

This procurement is also suitable for small and medium-sized enterprises (SMEs):	yes

5.1.9 Selection criteria

Sources of selection criteria:	Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure:	1
Maximum number of candidates to be invited for the second stage of the procedure:	2

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.10 Award criteria

Rijksoverheid

Criterion:	
Type:	Quality
Name:	Design and content of the leadership development programmes
Description:	See Mercell
Category of award threshold criterion:	Weight (points, middle of a range)
Award criterion number:	80
Criterion:	
Type:	Quality
Name:	Team proposition
Description:	See Mercell
Category of award threshold criterion:	Weight (points, middle of a range)
Award criterion number:	60
Criterion:	
Type:	Price
Name:	Price
Description:	See Mercell, based on Price model
Category of award threshold criterion:	Weight (points, middle of a range)
Award criterion number:	60
Criterion:	
Type:	Quality
Name:	Facilitation
Description:	See Mercell
Category of award threshold criterion:	Weight (points, middle of a range)
Award criterion number:	200

5.1.11 Procurement documents

Languages in which the procurement documents are officially available:	English
Deadline for requesting additional information:	05/02/2026 12:00 +00:00
Address of the procurement documents:	https://s2c.mercell.com/today/190387

5.1.12 Terms of procurement

Terms of submission:	
Electronic submission :	Required
Address for submission:	https://s2c.mercell.com/today/190387

Rijksoverheid

Languages in which tenders or requests to participate may be submitted:	English
Electronic catalogue:	Not allowed
Variants:	Not allowed
Tenderers may submit more than one tender:	Not allowed
Deadline for receipt of expressions of interest:	02/03/2026 12:00 +00:00
Deadline for receipt of requests to participate:	02/03/2026 12:00 +00:00
Terms of contract:	
The execution of the contract must be performed within the framework of sheltered employment programmes:	No
A non-disclosure agreement is required:	no

5.1.15 Techniques

Framework agreement:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16 Further information, mediation and review

Review organisation:	Rechtbank Gelderland, zittingsplaats Arnhem
Organisation providing additional information about the procurement procedure:	TenneT TSO B.V.
Organisation providing offline access to the procurement documents:	TenneT TSO B.V.
Organisation receiving requests to participate:	TenneT TSO B.V.
Organisation processing tenders:	TenneT TSO B.V.

8. Organisations

8.1 ORG-0001

Official name:	TenneT TSO B.V.

Rijksoverheid

Registration number:	09155985
Postal address:	Utrechtseweg 310
Town:	Arnhem
Postcode:	6812AR
Country subdivision (NUTS):	Arnhem/Nijmegen (NL226)
Country:	Netherlands
Contact point:	Paul Van Dijck
Email:	paul.vandijck@tennet.eu
Telephone:	+31627843078
Internet address:	http://www.tennet.eu
Buyer profile:	https://s2c.mercell.com/buyer/1286

Roles of this organisation:

Buyer

Organisation providing additional information about the procurement procedure

Organisation providing offline access to the procurement documents

Organisation receiving requests to participate

Organisation processing tenders

8.1 ORG-0002

Official name:	Rechtbank Gelderland, zittingsplaats Arnhem
Registration number:	82940827
Postal address:	Walburgstraat 2-4
Town:	Arnhem
Postcode:	6811 CD
Country subdivision (NUTS):	Arnhem/Nijmegen (NL226)
Country:	Netherlands
Email:	infobalie.rb-gel.arnhem@rechtspraak.nl
Telephone:	+31 883612000
Internet address:	https://www.rechtspraak.nl/Organisatie-en-contact/Organisatie/Rechtbanken/Rechtbank-Gelderland/Paginas/default.aspx

Roles of this organisation:

Review organisation

Notice information

Notice identifier /version:	cae847a4-b226-451b-af0a-a0dcaac1e619 - 01
Form type:	Competition
Notice type:	Contract notice – light regime
Notice dispatch date:	19/01/2026 14:05 +00:00
Notice dispatch date (eSender):	19/01/2026 14:05 +00:00
Languages in which this notice is officially available:	English

Rijksoverheid