



**CENTRAL COTTAGE INDUSTRIES CORPORATION OF INDIA LTD.**

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19.12.2018

**CORRIGENDUM NOTICE**

**TENDER ID No. 2018\_CCICI\_409040\_1 dated 19/11/2018**

**Carrying out level 2.00 Assessment in line with People Capability Maturity Model**

This is bring to the notice of all concerned that the "Scope of Work" and "Eligibility Criteria" of above referred e-tender has been revised. The following changes may be read in place of existing:-

<b><u>Scope of Work</u></b>	<b><u>Revised</u></b>
<p><b><u>Existing</u></b></p> <p>CCIC has around 100 employees in marketing division. The organization is looking at identifying the skills required for performing the job and designing a development roadmap for the marketing staff.</p> <p><b>Scope of Work involves the following:</b></p> <ul style="list-style-type: none"><li>- Design the functional and technical competency framework for the marketing division of CCIC- this would include identification of themes, competencies, their definitions and proficiency levels.</li><li>- Design an ideal profile for typical marketing roles- what is the ideal proficiency level on the competencies for the critical marketing roles.</li><li>- Conduct a development center to assess existing marketing staff on the defined competencies for the competency gap as compared with the ideal profile.</li></ul>	<p><b><u>Revised</u></b></p> <ul style="list-style-type: none"><li>• Gap-analysis with respect to level 3 of People Capability Maturity Model (PCMM) in CCIC, recommendation whether to go for up- gradation in maturity level and suggesting timelines for such up-gradation.</li></ul> <p>Details of Work:-</p> <ol style="list-style-type: none"><li>a. Conduct the detailed overview to PCMM framework training for selected team members.</li><li>b. Current State Assessment (Gap Analysis) to assess strengths and weakness (gaps) of CCIC against PCMM upto maturity level 3 and developing roadmap and action plan for up-gradation to the next level with specific timeline.</li><li>c. Conduct the "AS IS" system review on the basis of existing policies, processes, workflows, templates, tools and other relevant material and interview discussions.</li></ol>

<ul style="list-style-type: none"> <li>- Design an individual development plan for the marketing staff.</li> <li>- Assessment of training and development process area of PCMM framework.</li> </ul>	<ul style="list-style-type: none"> <li>d. Compare the "AS IS" system to the requirements of People CMM and determine the gaps in the defined system.</li> <li>e. Develop recommendation for addressing key findings and moving towards the "TO BE" desired state.</li> <li>f. Develop roadmap along with its culmination in terms of the organization addressing all system design gaps and issues, rolling out the implementation and attaining a state of readiness to undergo a formal People CMM appraisal.</li> <li>g. Conduct sessions and discussions with process owners, interviews with higher level management to determine the state of current implemented system, associated awareness of perception.</li> <li>h. Prepare an integrated current state assessment report and presentation before CCIC Board.</li> </ul>
<p><b><u>Eligibility Criteria</u></b></p> <p style="text-align: center;"><b><u>Existing</u></b></p> <ul style="list-style-type: none"> <li>(I) The bidder should be in existence for minimum 3 years.</li> <li>(II) Consortium of multiple entities (having common controlling shareholders or other ownership interest) shall be permitted to bid. The Bidder should have minimum turnover of at least Rs. 50.00 lacs per annum in past 3 years, i.e., 2017-18, 2016-17, 2015-16.</li> <li>(III) Must have undertaken at least 3 PCMM Appraisal projects during the last 3 years.</li> </ul>	<p style="text-align: center;"><b><u>Revised</u></b></p> <ul style="list-style-type: none"> <li>I. The bidder should be in existence for minimum 2 years.</li> <li>II. Consortium of multiple entities (having common controlling shareholders or other ownership interest) shall be permitted to bid. The Bidder should have minimum turnover of at least Rs. 10.00 lacs per annum in past 2 years, i.e., 2017-18 &amp; 2016-17.</li> <li>III. Must have undertaken at least 2 PCMM Appraisal projects during the last 2 years.</li> </ul>

Also note that the last date of e-tender has been extended upto 09.01.2019 till 03.00PM.

By order,