Call for Expression of Interest for onboarding Agency for providing Employee Competency Analysis for Startups

Introduction

Kerala Startup Mission caters to more than 4000 startups in the state and on an average has 5 employees per startup. One of the key challenges faced by the startup founders is managing the employees and to maintain a long term relationship with them. As most of the founders are focused on product development they seldom has time for properly managing the employees. In order to address this issue KSUM is inviting interest from startups who can provide affordable employee management solutions for startups.

Purpose

Purpose of the EOI is to identify a startup for providing employee management solutions for startups.

Description

To provide scientific, evidence based, authentic, and high quality services for startups
This shall include Psychometric service, Employee coaching, Behavior data analysis
Personal Growth Program for the startups . The expected services shall include:

The program includes the following components:

Psychometric Services
Conduct psychometric assessments utilize scientifically validated tools to provide insights into individual personalities, aptitudes, and preferences. These assessments help startups gain a deeper understanding of their employees, enhance team dynamics, and improve overall organizational effectiveness.

Employee Coaching
Offer employee coaching using experienced coaches who work closely with startup employees to help them unlock their full potential. Through one-on-one coaching sessions, employees receive personalized guidance and support to enhance their skills, overcome challenges, and achieve their professional goals.

The coaching services focus on areas such as leadership development, communication skills, and performance optimization.

Behavior Data Analysis

Leverage advanced data analysis techniques to analyze behavioral data collected from various sources, such as surveys, performance reviews, and productivity metrics. By identifying patterns and trends, help startups gain valuable insights into employee behaviors, team dynamics, and organizational culture. This analysis enables informed decision-making and targeted interventions to drive positive behavioral changes and enhance overall performance.

Consulting and Assessment Design

Provide tailored consulting services to startups, understanding their unique goals, objectives, and requirements. Collaborate closely with startup founders to design customized assessment processes that align with their specific needs. Recommend appropriate assessment tools, methodologies, and implementation strategies, ensuring a seamless and effective integration of our services into the startup's operations.

Execution, Review, and Reporting

Support startups throughout the execution of the program, providing guidance and assistance in implementing the assessment processes and coaching interventions. Collaborate closely with startup employees and stakeholders, conducting regular reviews to assess progress and address any challenges that may arise. Help startup generate comprehensive reports that highlight individual and team performance, growth areas, and recommendations for further development. These reports serve as valuable tools for startups to track progress and make data-driven decisions to optimize their talent development efforts.

The EOI process

Kerala Startup Mission is approached by various Government Departments for the development of mobile and web applications. These requests are met through a

facilitation deviced by KSUM. Kerala Startup Mission facilitate the entire process by helping departments to finalise technical specifications, circulating the same among startups, initial technical assessment and shortlisting for the committee to take final decision.

Following are the steps involved:

1. Call for Expression of Interest among startups incubated/registered with KSUM

2. Submission of EOI (in the link provided by KSUM)

3. KSUM to organise interaction with Department for clarifying doubts and queries of interested startups.

4. Technical Proposals are then obtained from startups who have submitted the

interest.

5. Technical proposals are then evaluated.

6. Startups who qualify the technical evaluation are then asked to submit the financial proposal.

7. L1 among the startups is identified by the method of Quality and Cost Based

Selection (QCBS) wherein 70% marks for the technical proposal and 30% for the

financial proposal.

8. The L1 startup is then recommended to the Department.

9. KSUM ensures that the startup delivers the product to the Department and

Department is satisfied with the work.

10. The payment is made directly by the department to the startup after signing an

agreement.

Eligibility for Startup to participate in the EOI

The startup has to be registered with Kerala Startup Mission and Startup India.