NEK
SKV.QA
Nuklearna elektrarna Krško, d.o.o.
Vrbina 12, 8270 Krško
Slovenija

TECHNICAL SPECIFICATION

for deployment of

LEADERSHIP CULTURE ASSESMENT

Rev. 0

IN 8252286

Non-Safety Related

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CONTENT

1.0 INTRODUCTION AND BACKGROUND 3
2.0 OBJECTIVES AND SCOPE OF WORK 3
3.0 SAFETY CLASSIFICATION 3
4.0 CODES, STANDARDS AND PROCEDURES 3
5.0 REQUIRED QUALIFICATIONS OF THE SERVICE PROVIDER 3
6.0 DELIVERABLES 4
7.0 EVALUATION CRITERIA 4
8.0 PRICING 5
9.0 TIMELINE 5
10.0 INSTRUCTIONS FOR BIDDERS 5
11.0 CONTACT 5

1.0 INTRODUCTION AND BACKGROUND

NEK intends to implement a comprehensive culture assessment programme that aligns with INPO guidance and industry best practices in the nuclear energy sector. The selected provider will deliver a scientifically validated diagnostic to evaluate leadership behaviours, cultural alignment, and overall effectiveness that sustain long-term organisational health.

2.0 OBJECTIVES AND SCOPE OF WORK

The culture assessment programme shall focus on leadership and talent development including effective succession planning.

The programme aims to:

- Assess and strengthen leadership behaviours.
- Identify cultural gaps across departments and contractor groups.
- Enable continuous improvement through actionable insights.
- Provide independent, evidence-based diagnostics.

Scope includes:

- Alignment with NEK senior leadership on key behaviours.
- Deployment of culture diagnostics for leaders (100 max.) and sentiment surveys for workforce sample (350 max.).
- Analysis of behavioural and cultural data.
- Delivery of individual and organisational reports.
- Facilitation of workshops to co-create action plans.

3.0 SAFETY CLASSIFICATION

The services specified herein are classified by NEK under the Non-Safety Related (NSR) category.

4.0 CODES, STANDARDS AND PROCEDURES

1. Slovenian Public Procurement legislation ZJN-3
2. INPO 19-003 Staying on Top - Advancing a Culture of Continuous Improvement, Aug. 2019
3. INPO Changing Culture, Sep. 2024

5.0 REQUIRED QUALIFICATIONS OF THE SERVICE PROVIDER

The selected provider must meet the following minimum qualifications:

1. Proven Expertise in Organisational Culture Diagnostics

   Demonstrated experience in delivering behavioural and cultural assessments in complex, regulated environments, preferably within the nuclear energy, or high-reliability sectors.

2. Scientific Validation of Methodology

   The diagnostic tools and approaches used must be scientifically validated, with documented evidence of reliability, predictive accuracy, and applicability across diverse organisational contexts.

3. Experience with INPO-Aligned Programmes

   Familiarity with INPO guidance documents (e.g., Staying on Top, Changing Culture) and experience in aligning cultural assessments with INPO standards is highly desirable.

4. Capability to Deliver Actionable Insights

   Ability to translate diagnostic results into practical, prioritised interventions and support leadership in implementing culture change initiatives.

5. Qualified Team

   The project team must include professionals with relevant academic backgrounds (e.g., organisational psychology, behavioural science, leadership development) and experience in facilitating executive workshops.

6. Data Protection and Confidentiality

   Demonstrated compliance with General Data Protection Regulation (GDPR) and other applicable data protection regulations, including secure handling of sensitive organisational and personal data.

7. References from Similar Projects

   At least three references from comparable projects in the nuclear energy sector conducted in the last five years (2021-2025), including contact details for verification.

6.0 DELIVERABLES

- NEK-wide Culture Report (strengths, risks, focus areas).
- Individual Leadership Reports (dashboards).
- Culture Roadmap (prioritised actions and interventions).
- Leadership Workshops (co-creation of action plans).

7.0 EVALUATION CRITERIA

Bids will be evaluated based on:

- Methodological robustness and scientific validation.
- Experience with similar projects in nuclear energy or high-reliability sectors.
- Quality and clarity of deliverables.
- Price and cost-effectiveness.
- Ability to meet timeline and provide post-assessment support.

8.0 PRICING

The final price including setup, diagnostics, reporting, and workshops will be determined based on the agreed scope and the number of participants in the diagnostic phase of the project.

9.0 TIMELINE

Project initiation: within 30 days of contract signing.

Behaviours alignment: March 2026.

Diagnostics deployment: April–June 2026.

Analysing data, reporting and workshops: July–December 2026.

10.0 INSTRUCTIONS FOR BIDDERS

Bidders must submit:

- Technical proposal outlining methodology and deliverables.
- Financial proposal with itemised costs.
- References from similar projects.
- Confirmation of ability to meet timeline and data protection requirements.

11.0 CONTACT

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