

Going Global - Have You Got What It Takes

Simplot Australia - Commercial Skills & Capability Assessment

People Development

As leading organisations extend their customer and supply markets globally, new supply chain knowledge and skills are needed.

Make sure your commercial teams are equipped with the right cultural, influencing and technical skills to successfully manage increasingly complex global supply chains.

Case Study – Simplot Australia

The Challenge

Simplot Australia has set aggressive targets for 2010 which include securing top line growth and expanding its sourcing capability in Asian markets.

In line with this strategy, Simplot made a strategic decision to change its production footprint, shifting procurement's focus from a predominantly domestic focus to increased reliance on global sourcing and the management of local and overseas outsourced providers.

In addition to Simplot's strategic change in business direction, the relocation of its corporate head office, resulted in a loss of skills and knowledge.

As a result, the procurement team needed to review the base skills and knowledge needed for the existing business, and for future operations.

Our Approach

The Faculty partnered with Simplot to support its evolution, with a specific focus on continuous improvement of the team's commercial skills.

A priority was to undertake a skills and capability assessment to identify professional development opportunities for competencies crucial to Simplot's global business strategy.

The Faculty worked with Simplot's senior management to understand its needs and to develop a skills and capability assessment tool (including more than 40 best practice industry competencies) to meet the company's business requirements.

Having conducted more than 200 skills assessments for other commercial professionals, The Faculty was able to compare Simplot's team against leading global and Australian organisations.

Targeted individual plans were created to provide team members with clear paths to develop the specialist skills required and to realise their full performance potential.

These plans were then consolidated into an overall team development strategy.

The Results

The focus on Simplot's procurement team has helped define roles and responsibilities in successfully implementing the company's business strategy:

- ▶ The team is focused on what is required and informed about how they will be supported in meeting the objective to expand in the Asia-Pacific region
- ▶ The overall team assessment highlighted group development needs and helped identify areas for training investment
- ▶ Clear career progression helped build the team's sense of purpose and contributed to group unity
- ▶ Identification of professional development pathways will aid team retention, saving on recruitment and induction costs

"The take up and enthusiasm shown by the entire team for the process and development opportunities indicates we'll be well positioned to support the 3-5 year strategic business plan."

*Stephen Brown, Group Procurement Manager,
Simplot Australia*