

INVESTING IN PROCUREMENT TALENT FOR A STRONG RETURN

► Skills & Capability Assessment

CASE STUDY

Facts

A major Australian organisation wanted to optimise its procurement team's performance in managing both local and global sourcing and outsourced providers. It aimed to achieve this through identifying and upgrading its current capability with the right commercial skills, category and market knowledge.

Action

The Faculty was briefed to help the organisation structure itself around a new production footprint and to improve the commercial skills of the team.

The priority was to undertake a skills and capability assessment to identify professional development and training opportunities for:

- a) individuals and the group, and
- b) competencies critical to the organisation's shifting needs.

Through developing a clear picture of the baseline summary of existing skills and capabilities, a gap analysis between current and required capabilities was identified to enable the organisation to develop a path to realise its full performance potential.

Incorporating best practice industry competencies, targeted individual development plans were created as a foundation for a program to equip team members with the specialist skills required.



Results

- The implementation of a clearly defined 18 month plan to achieve best practice procurement management of domestic and international sourcing, outsourcing and co-packer arrangements
- The overall team assessment highlighted the group learning and development needs and a targeted plan for training spend
- More efficient procurement operations accelerating new product and supplier arrangement rollouts, increasing customer satisfaction and decreasing implementation costs
- By creating a professional development pathway for each member of the team, it is hoped that retention will be increased, thereby saving future recruitment and induction costs

For more information on building a skills and capability assessment for your team, contact Cyrus Cavina or Louise Sapiej at The Faculty on (03) 9654 4900 or louise.sapiej@thefaculty.com.au.