



Procurement Development Program with Coaching and Mentoring

SYNOPSIS

Suitable for a client undertaking a procurement development initiative in order to deliver its vision for a best practice procurement function. These coaching groups or individual support are designed to enable sustainable learning and ongoing development and support for behaviour change. They may include reviewing process, team support and the development of the appropriate tools and templates. There would be focus on the specific competencies identified for development by the group or individual, utilising the Situational Leadership® II (Blanchard) and GROW models. In line with best-practice adult learning principles, The Faculty highly recommends coaching and mentoring for key team members throughout the change management process. This will ensure that individual team members are provided with support as they work to achieve team goals.

OBJECTIVES

- Enabling change management by focusing on behaviours and how new techniques can be applied
- Ensuring that key concepts shared during the training interventions are understood by each individual and embedded in their new ways of working
- Allowing individuals to apply and question the theory and learnings to their own requirements
- Providing timely, practical support to their procurement and non-procurement tasks
- Helping deliver immediate results by ensuring relevant job content
- Performance development through gaining individual feedback and support

OUTCOMES

- Embed new learning and development initiatives
- Support and feedback to enable sustainable learning and applied to day to day activities
- Developed capability and provision of tools for the individual or team to perform
- Fostering a more collaborative approach to the development of capability
- A common procurement language
- Champion(s) of the development initiative for the business
- Expertise and knowledge transfer through individual support through a mentoring program

The Faculty | 502 Albert Street, East Melbourne VIC 3002 | t +61 3 9654 4900 | f +61 3 9654 2777
www.thefaculty.com.au

• © The Faculty | January 2012

