

Capability Assessment

Are you attracting, retaining and developing the best commercial talent?

People are your business' greatest competitive advantage. Success is dependent on your ability to attract, retain and manage individuals with the right mix of skills and capabilities. Investing in people development will equip your business with the right blend of technical, commercial and leadership skills to accelerate performance, and provide a clear career roadmap to engage and retain top performers.

WHY CONDUCT A CAPABILITY ASSESSMENT?

Used to support talent initiatives from professional development discussions, through to succession planning, to recruitment, Capability Assessments are an important part of building a people-first culture.

INDIVIDUAL AND ORGANISATIONAL BENEFITS

Capability Assessments have value for the organisation and the individual:

- Establish a baseline of current capability at an individual, team and organisational level
- Highlight and address skills gaps before they frustrate the execution of your strategy
- Empower individuals to have meaningful development conversations and take ownership of their career
- Demonstrate genuine commitment to learning, continuous improvement and optimising talent
- Identify high potential employees and align skilled candidates with job descriptions.

THE SOLUTION

The Faculty has developed and designed a Capability Assessment specifically for the Procurement profession. Our assessment recognises that Procurement professionals not only require technical Procurement skills, but must also possess commercial acumen, the ability to influence and engage, and the executive presence to drive change.

Offered online, The Faculty's Capability Assessment can be provided in various formats: in our standard capability matrix; tailored to incorporate specific organisational competencies; or fully customised to match a broader transformation or restructure.

By 2015, employees will have only 75% of the skills required to carry out their roles effectively.¹

1. Australian Chamber of Commerce, 2011

Case Study

The Faculty partnered with one of Australia’s leading telecommunications providers to identify and map a Procurement skills matrix and online assessment tool.

Working with Procurement leads, HR and key stakeholders, the skills matrix was mapped against fundamental Procurement skills and those commercial and leadership competencies required to deliver on the business’ strategic plan.

To embed this initiative and deliver a positive user experience, The Faculty partnered in regular project management meetings; developed a messaging and communications strategy; conducted a pilot program; and focused on delivering a seamless systems integration. Although not mandatory, the project resulted in 100 per cent take up with over 174 procurement professionals participating and 300+ manager assessments submitted.

Through this project, the client has gained a clear understating of their current Procurement capability and the learning interventions necessary to become a world-class function. The Capability Assessment has subsequently been embedded by the client as part of their broader people strategy.

THE FACULTY CAPABILITY DIFFERENCE

Relevant – Competency matrix and online tool developed in consultation with the Procurement profession to incorporate those capabilities most critical to succeeding in today’s environment.

User-friendly – Intuitive online platform generates meaningful, real-time and fully-customisable reports for individuals, their managers and HR.

Aligned – We work closely with your HR business partners to ensure the Capability Assessment is consistent with and will grow with your organisation’s people strategy.

Change-Led – We put people at the centre of our approach. We understand and manage the inherent sensitivities associated with an assessment and build a communications plan to support the change initiative.

Holistic – Competitor skills assessments focus on technical competencies. Some touch on commercial awareness or leadership. Only The Faculty’s Capability Assessment considers all three.

“Technical skills are absolutely necessary, but by no means sufficient in today’s business environment.”

Robert Pease, The Faculty

CAPABILITY ASSESSMENT MATRIX

The Faculty’s standard Capability Assessment evaluates:

- 6 Procurement Fundamental competencies
- 4 Commercial competencies
- 4 Leadership competencies.

LEADERSHIP	Leading Self	Leading Team	Influencing Stakeholders	Leading Strategy & Vision
	Maintaining Cost Leadership	Delivering Stakeholder Value	Driving Innovation & Agility	Managing Supply Chain Risk
COMMERCIAL	Determining Customer Needs		Developing Supply Strategy	Executing Supply Strategy
	Managing Suppliers	Managing Supply Chain Processes		Using Technology & Tools
PROCUREMENT FUNDAMENTALS				

The Faculty | 502 Albert Street, East Melbourne VIC 3002
t +61 3 9654 4900 | f +61 3 9654 2777

www.thefaculty.com.au

