

COMPETENCY ASSESSMENT

FUTURE PROOF YOUR PROCUREMENT AND NEGOTIATION CAPABILITY, ALIGN SKILLS DEVELOPMENT TO STRATEGIC GOALS

Our Competency Assessment programs are designed to determine a measure of core strategic procurement or specialized negotiation capability against best practice competency frameworks. We offer assessment solutions for individuals or a group, either via one of our online self-assessment tools, or through a fully managed interview-based program with the option of customization for your organization.

We provide you with a clear understanding of the current mix and level of capability in your personal skillset or organization, which capabilities are needed for the future, and where

investment in learning and development will have the greatest impact.

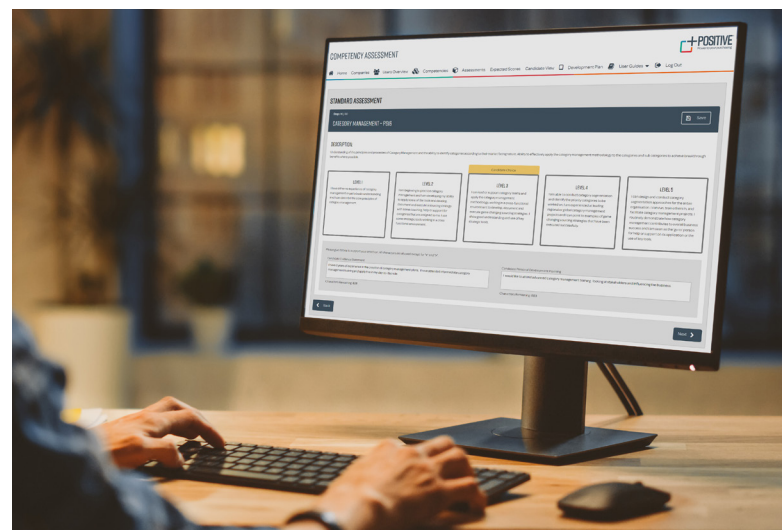
Assessment results not only identify skills gaps and unexpected proficiencies, but enable the design of focused personal development programs concentrated upon your highest priority areas.

For team-wide assessments, this also provides the framework to engage with every member of your team in a one-to-one situation.

STRUCTURED INSIGHTS TO GUIDE FUTURE INVESTMENT

Suitable for procurement and negotiation professionals at all levels and within various roles, we offer three levels of competency assessment to offer structured insights into personal and team-wide capabilities, and provide the basis to create a targeted learning and development roadmap.

Repeat assessments over a 12-18 month period allow capability improvement to be measured over time.



MAKE PROCUREMENT A STRATEGIC CONTRIBUTOR TO BUSINESS SUCCESS

MAKE THE BUSINESS CASE TO FUTURE-PROOF YOUR TEAM

Individual online self-assessment

Use our online self-assessment tool to benchmark your capability across 5 key areas of procurement competency, against pre-determined best practice procurement criteria.

We ask 80 (approximately) psychometric-style questions and when completed, individuals receive a personal competency assessment summary with recommendations for development.

Individual online self-assessment with optional group report

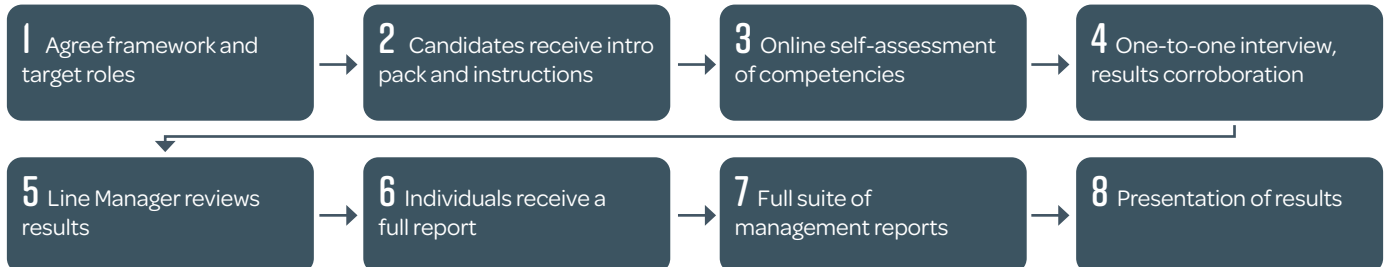
Online, statement-based assessment allowing users to assess themselves across 5 key areas of procurement competency. We guide users to make personal observations and comments before a downloadable report is generated showing a GAP

analysis against the specific role they are being assessed against. For larger teams of 25+ there is the option for an entire organization to do the self-assessment, and we will take the data and amalgamate it into one downloadable group report.

Fully-managed team-wide assessment

An online, statement-based assessment allowing teams of 10+ to individually assess themselves across 25 or 30 key areas of procurement competency and make personal observations and comments. A 1-2 hour online interview is then held with a procurement professional to corroborate the results. They will offer deep insights into strengths and opportunities for

development and identify gaps for improvement based on best practice. Detailed individual and team-wide management reports are offered. The results from our proven 8-step process will enable you to future-proof your purchasing team by forming the basis of, and business case for, an organization-wide strategic procurement transformation program.



Customized competency assessment

A completely bespoke competency assessment for clients to manage themselves and self-administer their own assessment. This option includes complete customization of our core framework, a unique branded version of our online

system, webinar training on how to use it, and help desk and technical system support. You have complete control over your competency assessment, designed specifically for your organization.

If you are looking for a dedicated negotiation competency assessment, we offer an **individual online self-assessment with optional group report** for teams of 10+ which assesses users across 3 key areas of negotiation competency.

We also offer a **fully managed team-wide assessment** for teams of 10+ to assess themselves across 25 key areas of negotiation competency and make personal observations and comments.

DIGITAL LEARNING AND TOOLKITS

Each of our competency assessment offerings can be integrated with a subscription to either of our online platforms to provide you with a tailored development program. This includes the Procleus®

platform for strategic procurement and Red Sheet® negotiation for strategic, online negotiation planning.