

Procurement competence... Competency assessment

Industry Sector: Airline
Location: International
Client: **Airport Operator**

Challenge

The world's largest airport operator wanted to investigate competency levels of its staff.

Approach

Our approach was to create a customised competence definition pack which included:

- The PMMS technical strands and host organisation Leadership and Behavioural competence definitions
- Guidance on assessment methodology for assessors
- An assessment map detailing appropriate tools and techniques for assessment
- A role profile /competence matrix detailing levels of competence required to perform a specific role or activity
- Specific competence requirements to role performance – for instance category or technical market knowledge
- Benchmarking to PMMS role profile models

Benefits

Our recommendations allowed a fast track route to creating an assessment suite and learning footprint for 200 supply chain personnel across a range of geographies, as well as allowing a central approach to assessing and standardising job grades across the business.

Developing competence... Competency assessment & reporting

Industry Sector: Pharmaceutical & Bio Science

Location: Europe & North America

Client: **Global Pharmaceutical & Bio Science Products Company**

Challenge

- Company growth and profitability plans developed by Chief Executive could not be met with historical approach to procurement management
- New Global Head of Supply & Logistics appointed with fresh approach to meet strategic goals
- Uncertainty over the calibre and competence of many of the current procurement team members
- PMMS appointed to assess the knowledge and application capability of the entire procurement team around the world

Approach

- PMMS appointed to provide a technical procurement competency model, to measure the actual knowledge of the current procurement team as well as their application capability
- The PMMS on line procurement technical competency knowledge questionnaire completed by all of the team, supported by technical interviews and simulated role play activity to fully assess technical procurement knowledge, negotiation capability as well as application capability
- The same process has been used for applicants to join the company's procurement team from both within and outside of the organisation

Benefits

- A clear picture has been provided to the procurement and HR leaders within the company of the capabilities of all members of the procurement team globally
- A clear plan was identified as to who would be the prime candidates for current roles, who would need development and who should not be considered.
- The company has a clear suite of fully defined procurement technical competencies, which include negotiation, to be used into the future
- PMMS has been able to develop a complete development foot-print for all team members, outlining which areas should be considered for training across the whole team as well as individual development programmes, and a range of ways to fulfil these.