

How do I identify procurement organization skills gaps and take action to improve capability?

Intuitivum Group, LLC **Performance Evaluation Management**

Have you ever wondered why some professionals develop more rapidly than others? There has been a huge amount of research in this area and it appears that there is a relatively simple answer. No, it's not intellect or innate ability. It is more about an individual's power to understand their capabilities and aggressively pursue improvement. True high performance comes through a continuous, well thought out review of your capabilities and a focused effort to change.

The Intuitivum Group has developed strong behavioral and procurement technical competency models and administrative tools. This allows organizations to quickly assess the overall capability of individuals in their organization and compare them to a standardized capability set aligned to their level in the organization. Your staff will be able to understand both the organization's perception of their performance in each competency area and the importance of that competency.

This knowledge will allow them to quickly focus on the issues that they need to work on first. The high level roll up that we provide to leadership will allow you to understand where you have key deficiencies and make effective decisions about overall training needs.

Aligned Positions Covered	Behavioral Competency Set	Procurement Competency Set
Associate Buyer Buyer Senior Buyer Senior Buyer II Purchasing Supervisor Principal Buyer Category Manager Commodity Manager Procurement Manager	Business Acumen Customer Focus Results Orientation Innovation and Creativity Problem Solving/Decision Making Facilitating Change Interpersonal Capability Teamwork Impact and Influence Adaptability Valuing Diversity Developing Self and Others Integrity and Courage Operational Awareness	Data Administration Tactical Sourcing Transaction Execution Invoice Settlement Forecast and Plan Commodity Analysis Supplier Evaluation Strategy Development Strategy Execution Negotiation Contract Implementation Manage Suppliers Manage Commodity Knowledge Sharing