

Introduction to CIPS...

Introducing CIPS



**Chartered
Body**



**Charitable
Status**



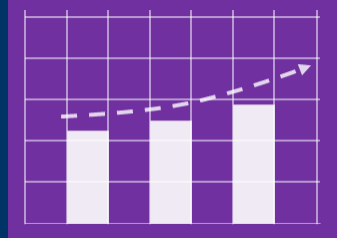
**Awarding
Body**



**Membership
Organisation**



**CIPS for
Business**



...established in 1932...not for profit organisation...a global procurement community of 120,000 people across 150 countries...members subscribe to a code of ethics...CIPS offices in Africa, Asia, Australia, the Middle East and Europe...

A global institute, a global voice



NIGP Partnership
(Washington)

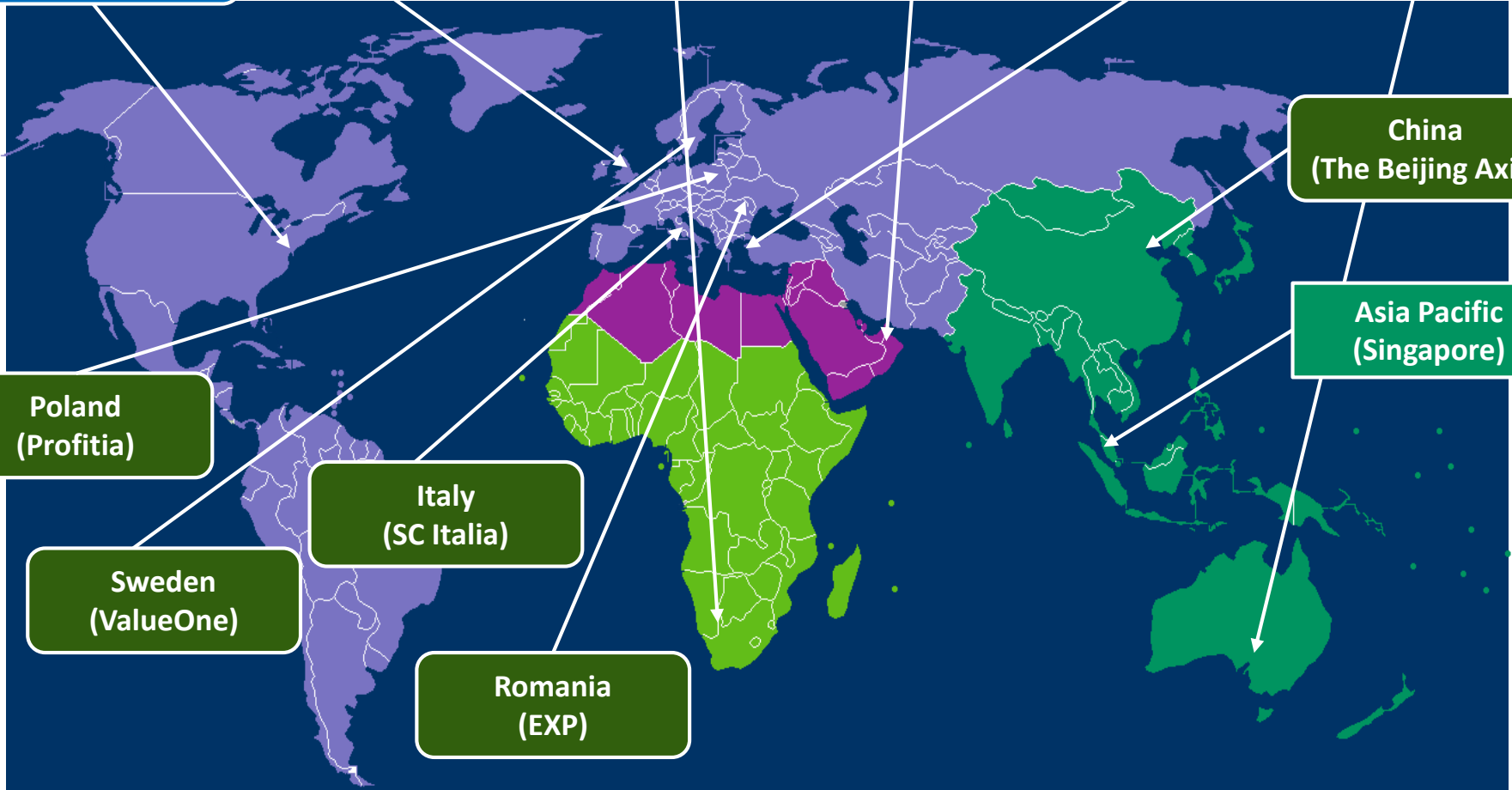
Europe
(Head Office)

Africa
(Pretoria)

MENA
(Dubai)

Turkey
(Istanbul)

Australasia
(Melbourne)



A global network



200 study centres

70 branches and networks worldwide



>900 clients across the globe in the public, private and third sectors

COMMUNITY

>120,000
strong global community

in **>150** countries



EVENTS

>800 global events per year reaching...

>32,000 procurement professionals



FCIPS

>1,000

CIPS Fellows globally





Skills Benchmarking

The Global Standard for Procurement and Supply

A comprehensive competency framework to enhance organisational and individual procurement performance

WHO'S IT FOR?



INDIVIDUALS

AND

TEAMS

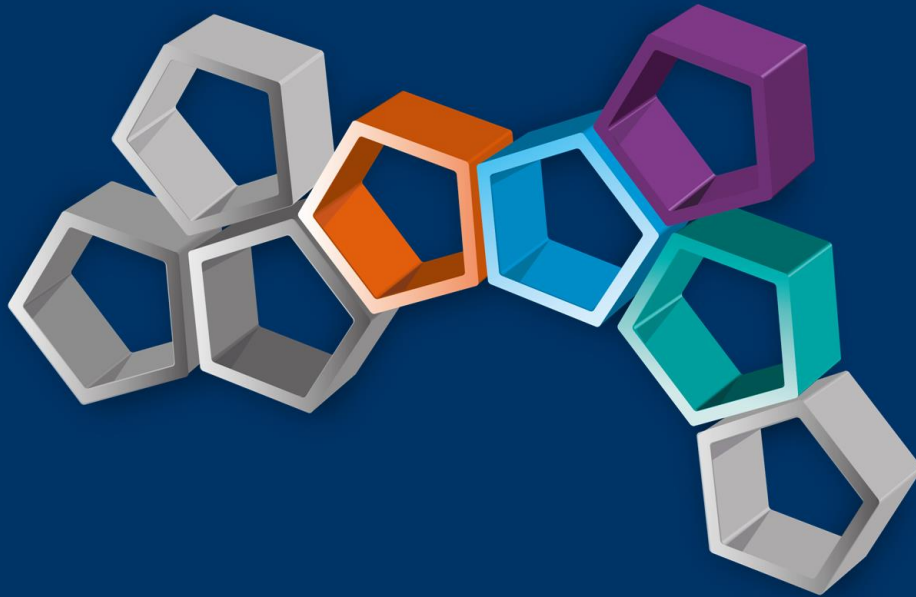
5



Skills Benchmarking

Skills Gap Analysis

Eleven themes of the CIPS Global Standard for P&S



- 1 Position & Influence
- 2 External Environment
- 3 Technology
- 4 Spend Management
- 5 Contracting
- 6 Sourcing
- 7 Delivering Outcomes
- 8 Metrics & Measurement
- 9 Developing Individuals & Teams
- 10 Developing Self & Personal Skills
- 11 Ethics



Skills Benchmarking

How You Can Use The Global Standard





Skills Benchmarking

Skills Gap Analysis

Competency Assessment

Output options:

- Benchmark against the CIPS Global Standard
- Personal report per candidate
- Overall team training plans
- Overall group training plans
- Experiential development review

Typical uses:

- Review knowledge levels
- Evaluate impact of training interventions
- Plan personal development
- Support succession planning
- Filter recruitment

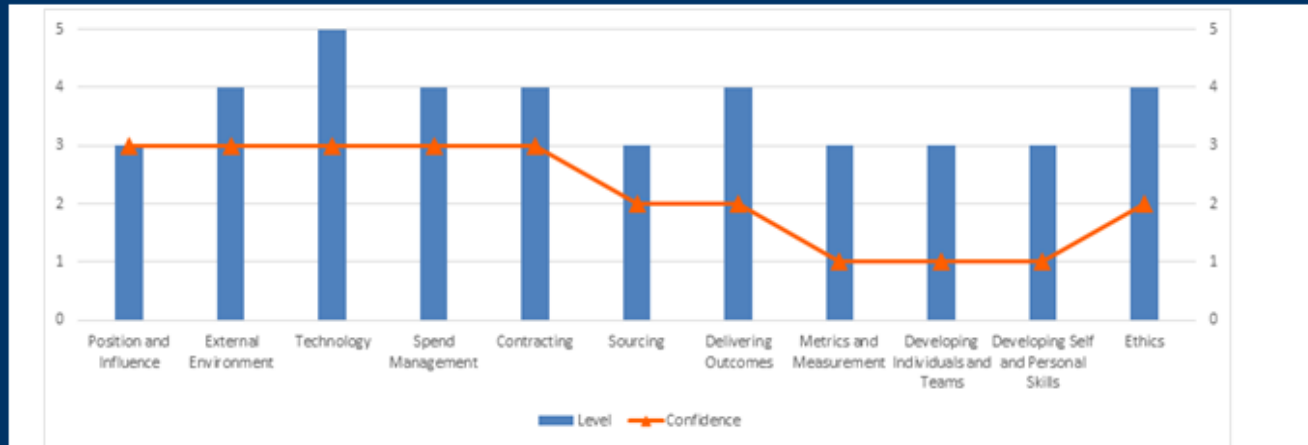


Skills Benchmarking

Skills Gap Analysis

Individual Reports

Example CIPS Competency Assessment Graph



Competency Level Key

Level 1 – Tactical (Not Tested)	Level 3 – Managerial	Level 5 – Advanced Professional
Level 2 – Operational	Level 4 – Professional	

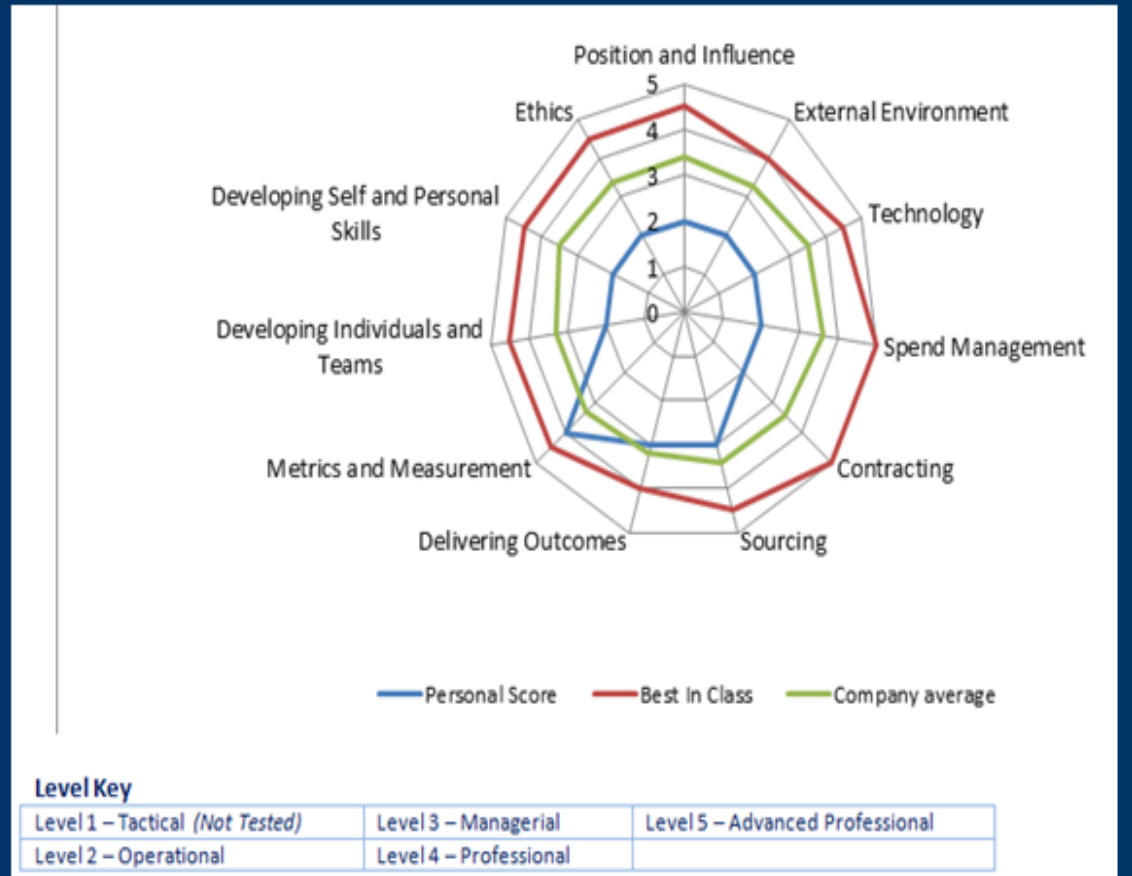
	Position and Influence	External Environment	Technology	Spend Management	Contracting	Sourcing	Delivering Outcomes	Metrics and Measurement	Developing Individuals and Teams	Developing Self and Personal Skills	Ethics
Level of Operation	Managerial	Professional	Advanced Professional	Professional	Professional	Managerial	Professional	Managerial	Managerial	Managerial	Professional
Confidence Level	3	3	3	3	3	2	2	1	1	1	2



Skills Benchmarking

Skills Gap Analysis

Example Organisational Comparison Graph





Skills Benchmarking

Skills Gap Analysis

Company Report

Skills Gap Analysis Competency Summary

Online Assessment:

- A score above 5.00 is a real strength (green)
- Between 3.00 and 5.00 is competent (purple)
- Below 3.00 is a development need (yellow)
- Below 2.00 is a significant development need (red)

Real Strength
Competent
Development Need
Significant Development Need

	Infrastructure Pillar			Process Pillar			Performance Pillar		People Development Pillar		
	Position and Influence	External Environment	Technology	Spend Management	Contracting	Sourcing	Delivering Outcomes	Metrics and Measurement	Developing Individuals and Teams	Developing Self and Personal Skills	Ethics
Best In Class	5	4.5	6	5.5	4.5	6	5	5.5	4.5	6	5.5
Real Strength	33%	0%	100%	33%	0%	33%	33%	33%	0%	67%	100%
Competent	67%	100%	0%	67%	100%	67%	67%	67%	67%	33%	0%
Development Need	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%
Significant Development Need	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Company average	4.5	4	5.83	4.5	4.33	4	4.5	4.5	3.5	5	5.17
Total population	3										



Skills Benchmarking

Skills Gap Analysis

Company Report

Skills Gap Analysis Heat Map showing individual scores against development statements

Online Assessment:

- A score above 5.00 is a real strength (green)
- Between 3.00 and 5.00 is competent (purple)
- Below 3.00 is a development need (yellow)
- Below 2.00 is a significant development need (red)

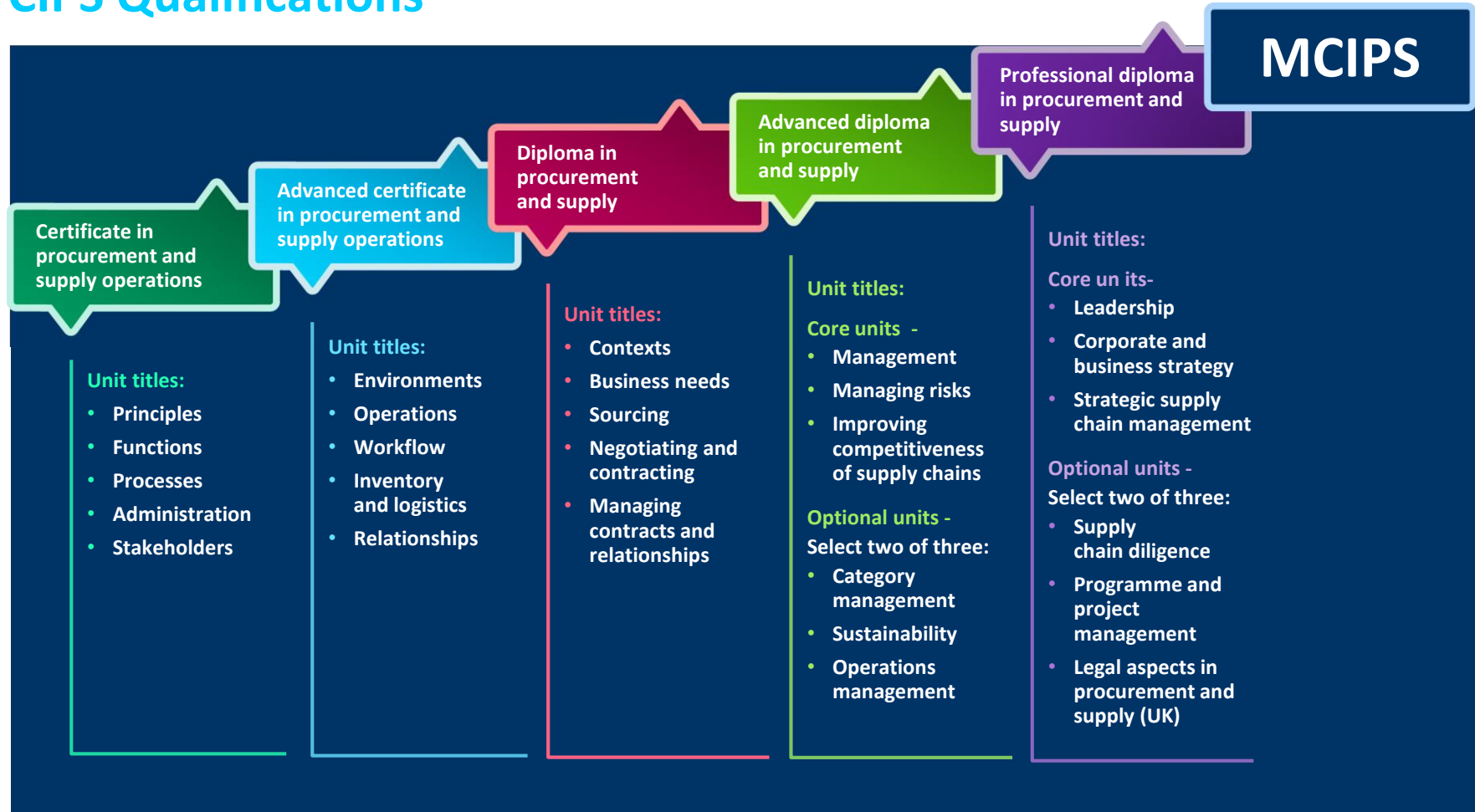
Real Strength
Competent
Development Need
Significant Development Need

Participant	Infrastructure Pillar			Process Pillar			Performance Pillar		People Development Pillar		
	Position and Influence	External Environment	Technology	Spend Management	Contracting	Sourcing	Delivering Outcomes	Metrics and Measurement	Developing Individuals and Teams	Developing Self and Personal Skills	Ethics
Name 1	5	4.5	6	5.5	4.5	6	5	5.5	3.5	5	5.5
Name 2	4.5	3.5	5.5	3.5	4	3	4.5	4	4.5	6	5
Name 3	4	4	6	4.5	4.5	3	4	4	2.5	4	5



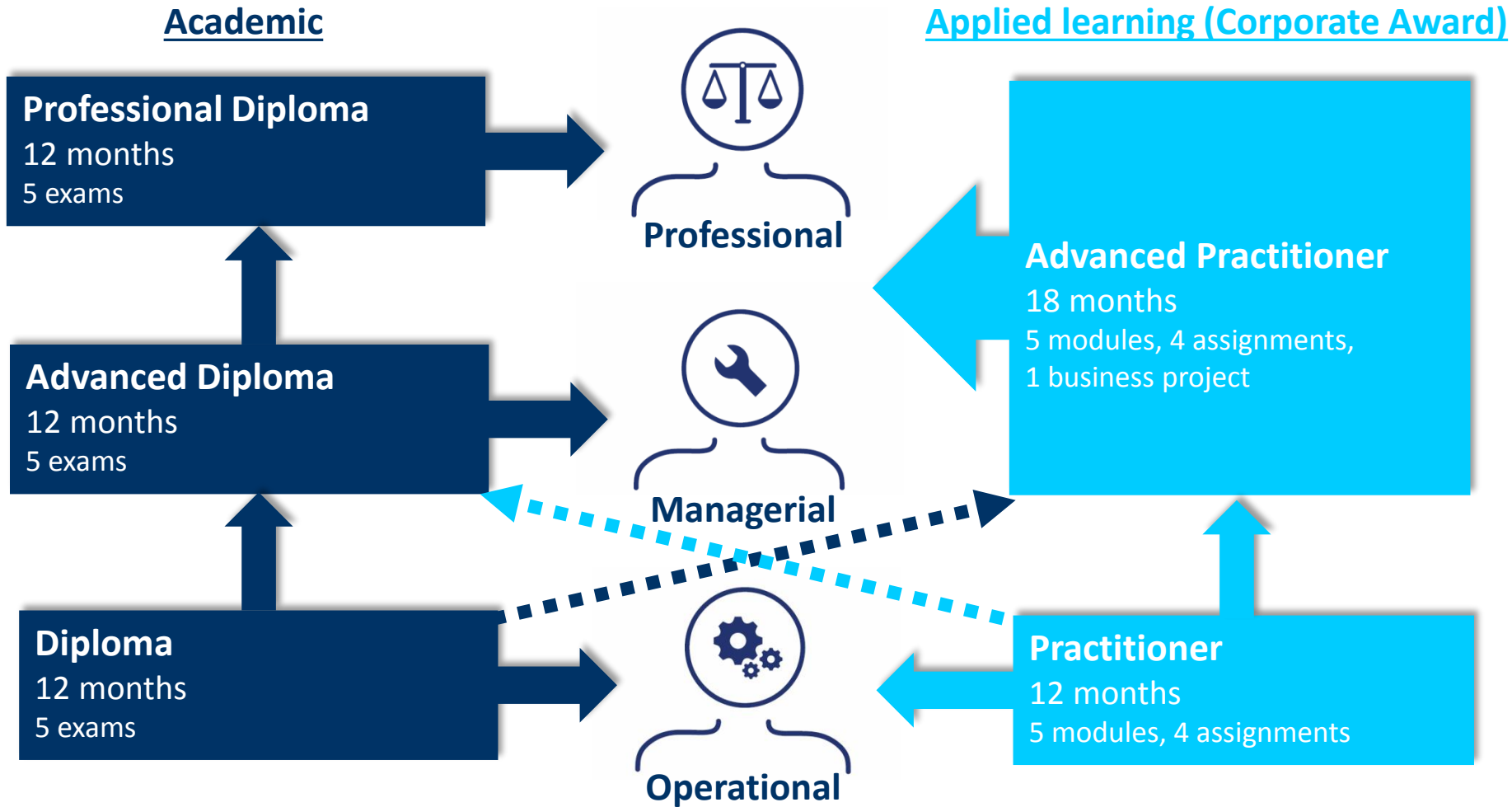
Professional Qualifications

CIPS Qualifications





CIPS learning routes to MCIPS

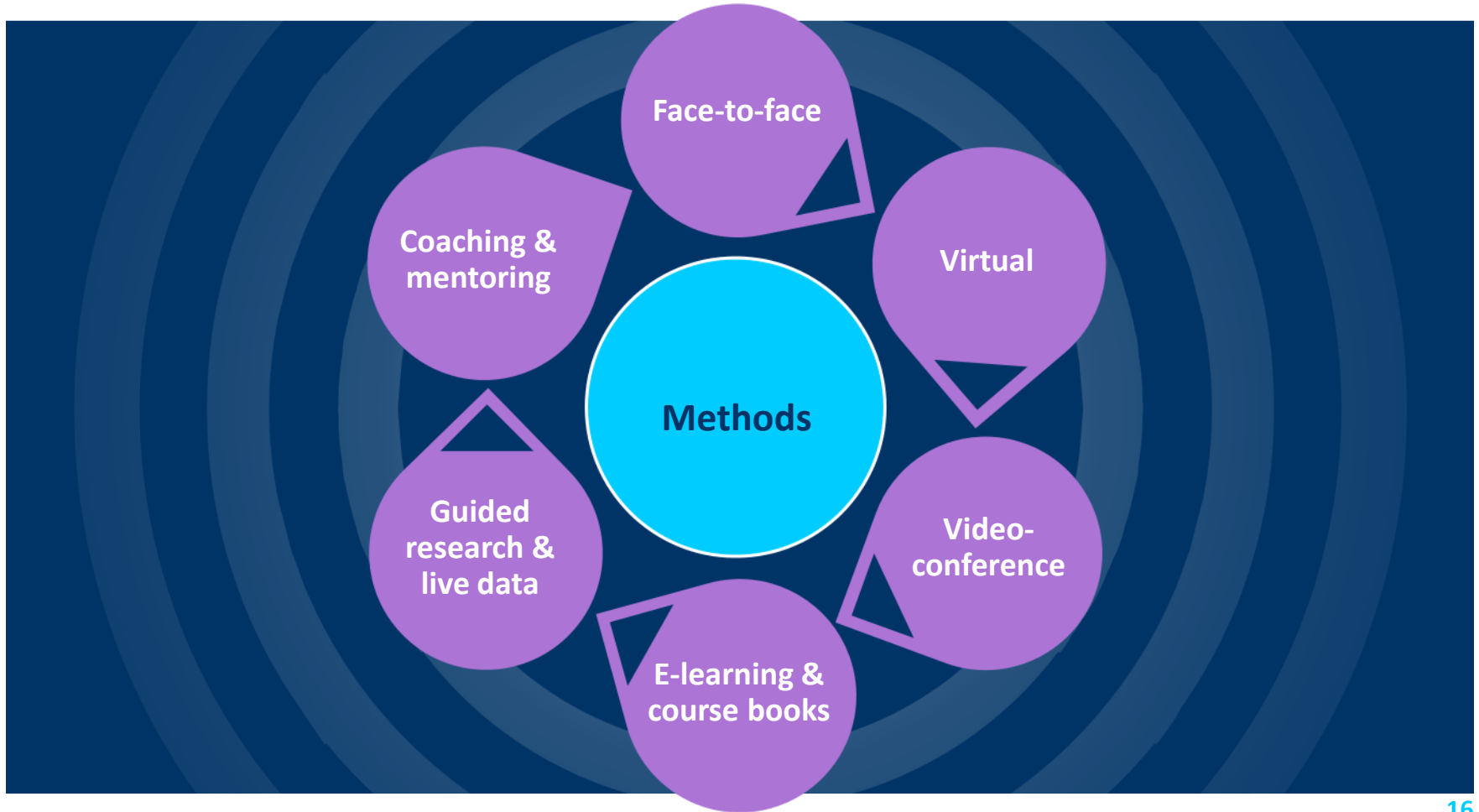




Tailored Skills Training

- Accommodates different learning styles
- Wide range of topics appropriate to your needs
- Appropriate content
- Aligned to the way you work
- Case studies appropriate to you
- Supported by trainers who are:
 - Senior procurement practitioners
 - Sector specific experts
 - CIPS approved

Tailored Skills Training





E-learning

Benefits

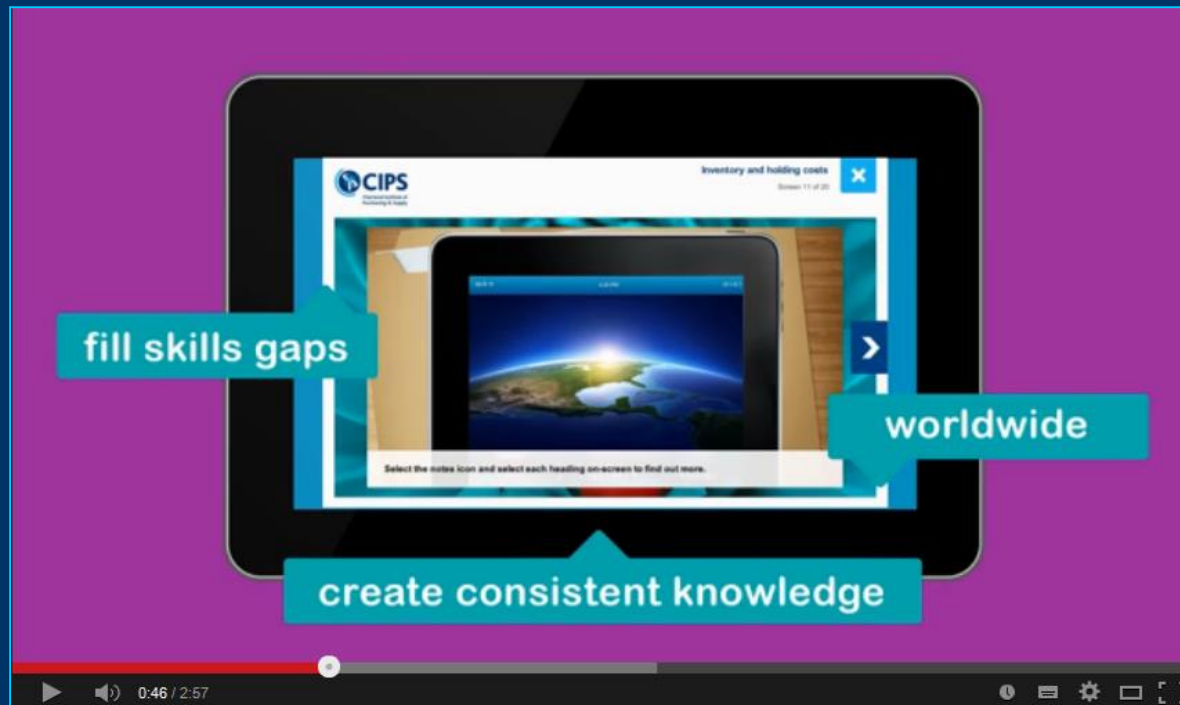
- **Practical:** E-learning is intuitive and engaging with built in assessment checks to monitor comprehension
- **Trackable:** Completion status, assessment results and attendance reports enable managers to monitor learning progress
- **Customisable:** Optional extras for Corporate Academies





E-learning

<https://www.youtube.com/watch?v=0wgaSJW4OJw>





E-learning

CIPS e-learning includes:

- A searchable catalogue of CIPS professional development e-learning courses
- Individual CPD account

E-learning



Influences that shape organisational behaviour Screen 3 of 20

Q From what you have just learned, consider which of these typical behavioural areas are of most interest to each of the professionals listed - and match them accordingly.

Buyer / supplier relationships Sociologist

Staff motivation in a procurement team Psychologist

Cultural influences

Influences that shape organisational behaviour Screen 5 of 20

Morgan identified eight metaphors to help categorise the different social systems that might exist in an organisation. The first four of these are shown below:

Machine	Organism	Brain	Culture
Find out more	Find out more	Find out more	Find out more

Morgan's four other metaphors are examined on the next screen.

Courses contain interactive tutorials, combining comprehensive learning material with questions, case studies, scenarios and quizzes to check understanding and test application.

The integrated case studies demand a deeper level of application skills.

And all e-learning is multi-platform, working on desktop or mobile devices.

E-learning



My Activities

My Activities contains all of the activities that has been assigned to you. To start an activity, click on an 'Activity Name' to launch.

To add new activities, simply head to the [Find Learning](#) area.

View: Completed Activities
Type: Personal Offline Activity (4) Programme (2)

Activity Name	Details	Progress	Due Date
Effective negotiation	Info	Completed	14/02/2017
Ethical procurement and supply 2016 v1 Print Certificate	Info	Completed	None
Ethical Procurement and Supply 2017 Print Certificate ★★★★★	Info	Completed	None
Ethical Procurement and Supply E-learning	Info	Completed	04/04/2017
Passion for procurement - Managing the talent in your procurement team	Info	Completed	01/06/2017
Procurement at the Heart of the Business	Info	Completed	12/07/2016

Results: 1 - 6 of 6
Sort by: Activity | Asc | Show: 10 per page

Each individual user has their own training plan, which comprises courses / programmes set for them by their manager, or activities they have added themselves.



E-learning

The screenshot displays a user interface for a CPD Account. At the top, there is a navigation bar with a home icon, a menu icon, and the text 'CPD Account'. Below this, the 'CPD Year' section shows '01 Jun 2018' as the current year, with a calendar icon and a dropdown menu set to '01 June 2018'. The 'Overview of CPD' section features three summary cards: 'Planned' (0h), 'Action Required' (0h with a warning icon), and 'Eligible' (0h with a checkmark icon). Each card has a 'View' button. The 'Continuing Professional Development' section shows a progress gauge at 0h, indicating that 'Minimum requirements not met' and that 'There are 7 months left in your CPD period.' Below this, the 'Activities in CPD' section includes a toolbar with 'Actions', 'CPD Settings', 'Export', 'Import', and 'Print' buttons, along with an 'Add CPD' button. A table header is visible with columns for 'Select', 'CPD Record Summary', 'Completed', 'Status', and 'Hours', and a message stating 'There are no CPD records that match this criteria'.

The e-learning system allows individuals to track, record and report on their CPD.

Learning undertaken within the system is automatically added and other learning activities can be manually logged to maintain a complete CPD record.





Resilience and Compliance

Corporate Certification

Achieving Procurement and Supply Excellence





Resilience and Compliance

Corporate Certification

Benefits of Procurement and Supply Excellence

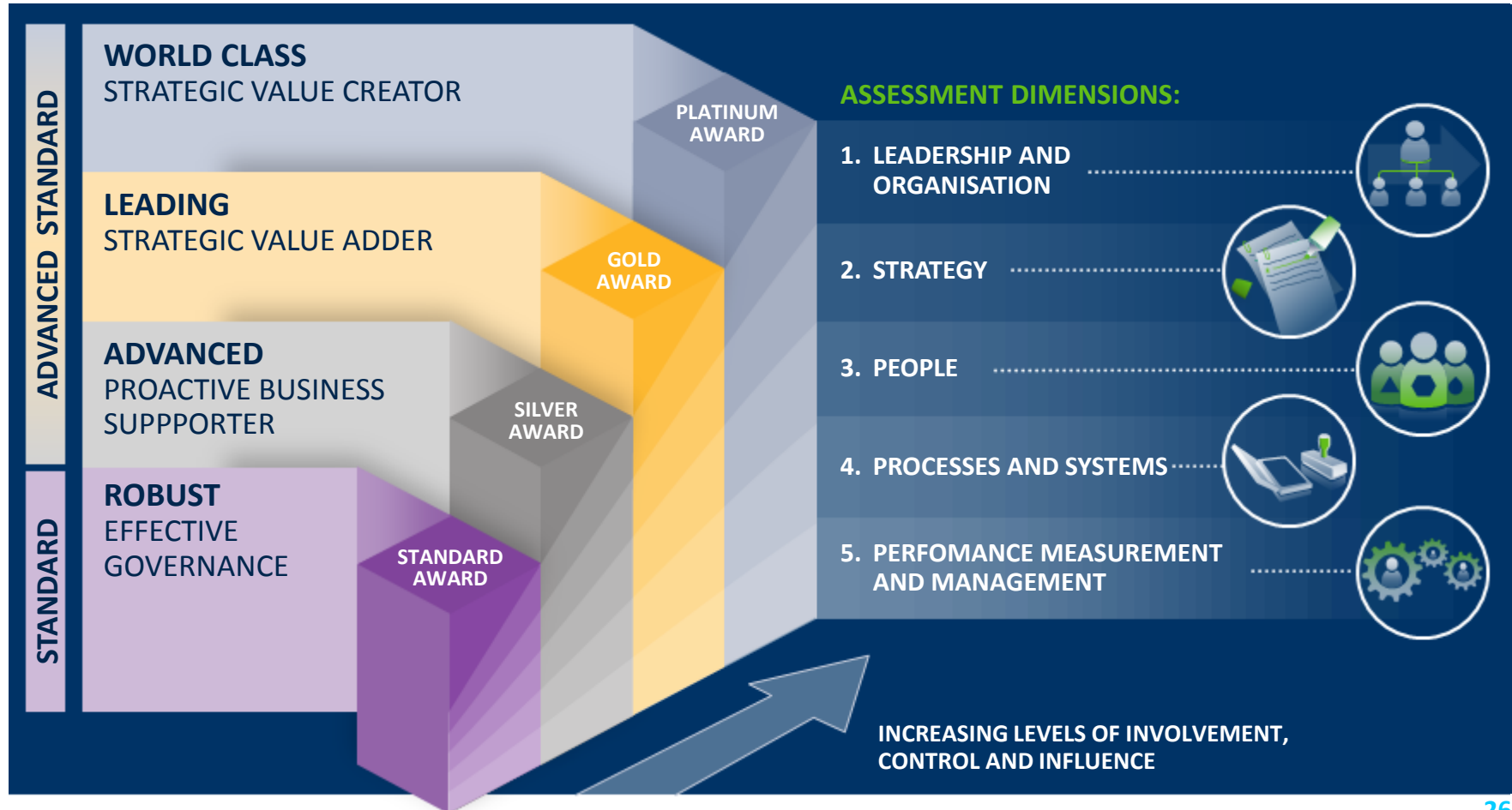
- Builds efficient, effective and economic ways of working
- Lowers costs
- Strengthens risk identification, management and mitigation
- Increases control through performance measurement and management
- Boosts your reputation and credibility
- Builds stronger stakeholder relationships
- Establishes a robust, ethical approach
- Generates competitive edge





Resilience and Compliance

Corporate Certification Journey





Resilience and Compliance

Corporate Certification - Standard

Achievers of Standard Award



Hitachi Zosen Corporation





Resilience and Compliance

Corporate Certification Healthcheck

- Use as your first step on your world class journey
- On-line self assessment
- Consists of 20 key statements
- All statements must be met to progress further
- Free of charge

+ Healthcheck

CIPS
CORPORATE
CERTIFICATION

Corporate Certification Healthcheck

Questions

1. Does your organisation's Procurement Function have responsibility for at least 50% of procurement influencible spend?

Yes No

2. Does your organisation's purchasing function consider any supply side issues at a Senior Management level?

Yes No

3. Does your organisation's Procurement Function clearly identify the person(s) responsible for procurement activity and communicate their roles to the organisation?

Yes No

Introduction

Is your organisation ready to work towards a globally recognised, independent award for your Procurement and Supply Management policies, strategies, procedures and processes?

This quick healthcheck consists of 20 yes / no questions to help you find out.

Get in touch...



For More Information

contact :

justin.calver@cips.org

Tel: +44 (0)1780 756777

