

**Portland assisted a major airline to assess its Procurement team’s capabilities and create individual development plans to close the gaps through its Procurement skills assessment**

**Procurement Project Scope**

Procurement Diagnostic	Procurement Strategy
Strategic Sourcing	Category Management
Low Cost Country Sourcing / International Purchasing	
<b>Organisation and Skills</b>	Policies and Systems

**Industry Segments**

Industrial	Construction
Mining	Utilities
Consumer Goods	Food & Beverage
Retail	Services
Financial	<b>Transport</b>
Healthcare	Government

**Business Challenge**

- Major airline completed a large sourcing and supplier rationalisation programme in its in-flight services categories
- In order to drive the value out of its key supplier relationships, new processes and increased procurement skills and awareness were required amongst its procurement and non-procurement staff

**Our Solution**

- Portland engaged to re-design key business processes (eg New Product Development) to embed leading procurement practices
- Role descriptions developed to integrate teams and individuals into new processes and define responsibilities
- Procurement skills required identified by role type and mapped to Portland’s procurement skills matrices
- Individuals were assessed against these skill requirements utilising Portland’s assessment tool and gaps identified
- Results were then debriefed to all participants and recommended training/coaching needs discussed with them and their line managers
- Development plans prepared by individual to meet capability development needs

**Outcomes**

- A clear understanding of development needs and an action plan to close those gaps was developed
- Improved productivity resulting from increased skill levels and awareness of best practices – supported successful delivery of stretching cost reduction and new product development targets

