

ORGANIZATIONAL DEVELOPMENT

Choose Competencies

(Step 1)

- Skills & competence assessments
- Customized development centers
- Purchasing maturity audits
- Organization specific advice
- Individual learning paths



Develop Skills

(Step 2)

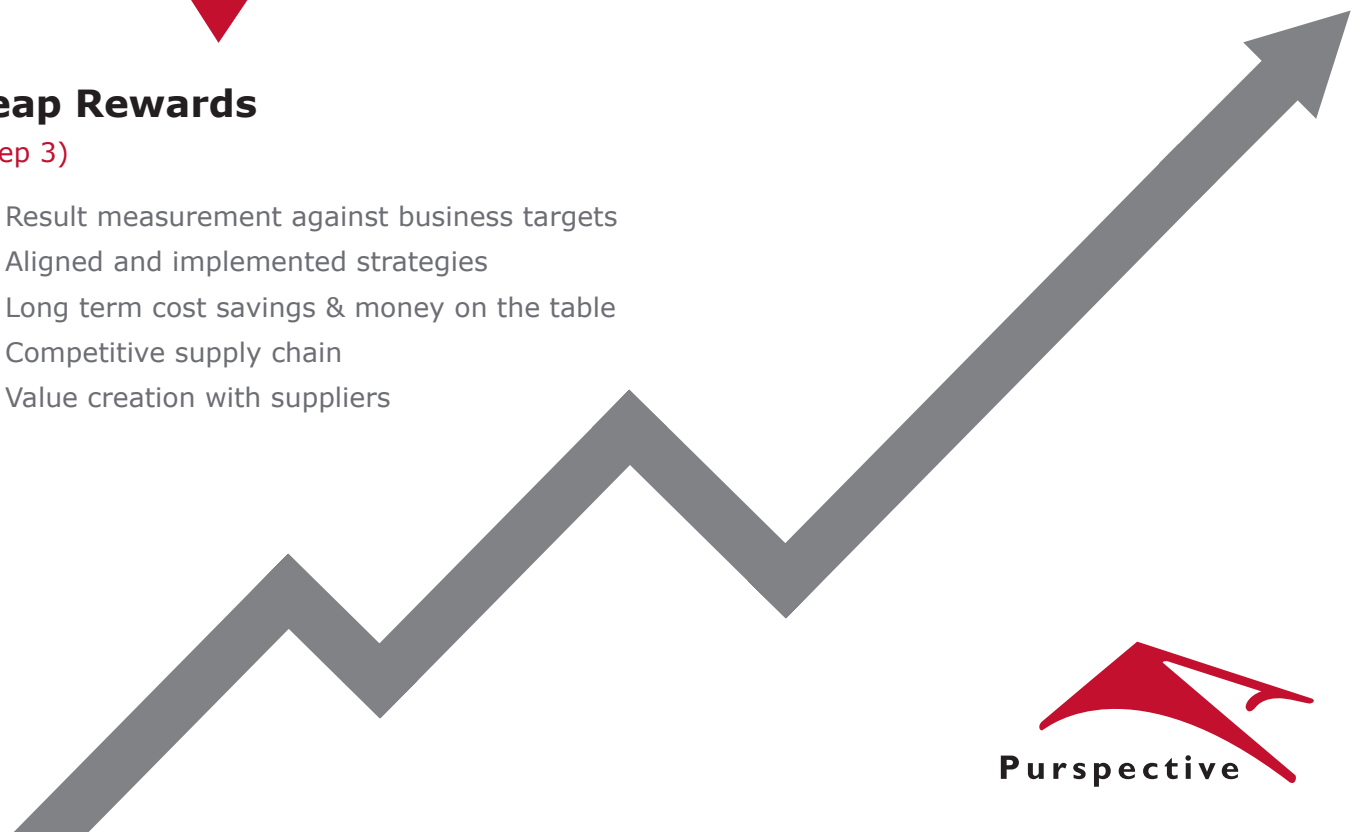
- Focused incompany trainings
- International open-enrolment programs
- Implementation-driven workshops
- Company-specific curricula
- Tailor-made programs



Reap Rewards

(Step 3)

- Result measurement against business targets
- Aligned and implemented strategies
- Long term cost savings & money on the table
- Competitive supply chain
- Value creation with suppliers



ORGANIZATIONAL DEVELOPMENT

With the development of a wide range of possibilities in the field of assessment and advice on both personal and organizational level, Purspective is confident that we can add value to every organization that is about to start, or already in the process of developing the purchasing organization and its professionals.

Our current portfolio varies from assessments on skills and competencies, resulting in personal development plans and a consolidated conclusion on organizational level, to in depth selection assessments including for (future) personnel. The first starts at "light" level, with an on line assessment, possibly followed by personal interviews. The latter is aiming at intensive assessment of skills via intense purchase focused role plays and assignments.

Resulting in individual and organizational development plans, addressing gaps and possible solutions, these assessments are the foundation of further successful development. Based on experience and expertise in the field of professionalizing purchasing, solutions can be found in the area of development programs, training programs, (personal) coaching, etc.

Re-assessment or re-measurement after 6 – 12 months provides the possibility to determine growth in the selected specific skills and competencies, resulting in a new, accurate and up-to-date individual profile.

