

Success Story – Procurement leadership training and assessment

The public transport authority in the United Arab Emirates were seeking a blended learning program for its procurement team. The team are responsible for major infrastructure development and maintenance projects for road, rail, metro and sea. Public sector services in the Emirates are world-renowned for their robust processes, and the team wished to enhance commercial skills.

Client	Transport Agency
Industry	Public Sector
Service	Learning
Solution	Blended Learning
Region	Middle East

The public transport authority selected ADR to design and deliver a learning program that would refresh sourcing skills, extend behavioural skills and enhance commercial skills. The procurement team comprised of 30 people, including experienced procurement professionals and those who had joined the department from other business functions. The training needed to provide the core skills for sourcing to those who were undertaking competitive tenders, and also to utilise the skills and experience they had gleaned from their work across the organization. Practitioners with deep expertise would be engaged in the training through opportunities to showcase their skills, for example in discussion of real life supplier management challenges. ADR created a program of classroom training that would accommodate the diverse learning needs of the group through video, role play, behavioural analyses, and category analysis.

“A very interesting course, I really learned more”.

The program was divided into 3 major topics, delivered in classroom courses over 6 weeks: Sourcing essentials, advanced sourcing skills, and sourcing leadership. The final course was designed to prepare the team for their potential future role as leaders and change agents in the organisation and beyond. As well as understanding the key enablers of effective procurement, the participants learned about the leadership behaviours and techniques to support their staff to grow personally and be ambassadors of procurement excellence.

“An excellent course, thank you!”

The program concluded in a final classroom assessment to test knowledge retention and reinforce the key messages. The objective of the assessment was to ensure that the learning was understood so that the tools could be applied daily and further improve the outcomes from creative commercial thinking. The challenging exam took more than 2 hours to complete. The pass rate was high reflecting the commitment of the team and the growth of their strategic thinking over the course period. The tools have become part of the daily ways of working and the procurement team gained certificates of advanced learning from ADR.

About ADR International

ADR International is one of the world’s longest-standing global procurement consultancies. We provide Advisory, Learning and Sourcing services.

For further information on ADR International and our full range of procurement services please email info@adr-international.com or visit the website www.adr-international.com