

The Mpower Group has integrated the sourcing process, change management, consulting skills and supply chain management into a post-MBA level program."

- Milton Young, Global Supply Chain Director, FMC Technologies



## BUILDING EXCEPTIONAL TALENT: A COMPETENCY BASED APPROACH TO TALENT MANAGEMENT

### SOLUTION OVERVIEW

"Finding and developing the people I need" is consistently ranked as a top concern for C-level executives. World-Class companies recognize the need to create talent management systems that proactively address the Talent Life-Cycle from hire to retire.

Chief Procurement Officers face a particular challenge. Their groups are expected to perform more strategically than in the past. Sourcing and Supply Chain professionals must now play the role of process leader, internal consultant, and change agent. Perhaps this is why World-Class Strategic Sourcing and Supply Chain organizations dedicate 74 percent more hours every year to training than the average Sourcing and Supply Chain department.

The Mpower Group (TMG) tackles all aspects of talent management through our comprehensive Building Exceptional Talent service suite:

**"Best Fit" Talent Evaluation:** Development of a Best-in-Class Competency Model; A formal competency assessment of performance gaps; Creation of step-by-step gap closure strategies.

**"Best Fit" Talent Acquisition:** A comprehensive recruiting process that ensures "best fit" hiring for sourcing and supply chain organizations.

**"Best Fit" Talent Development:** Training workshops based on our unique Strategic Sourcing and Supply Chain "University," enhance the competencies of your staff and the business outcomes of your department.

### VALUE EXPECTATIONS:

- > A World-Class Competency Based Talent Management system applied to the entire lifecycle – from hire to retire
- > Build deep strategic and functional competencies to transform Sourcing & Supply Chain teams into World-Class professionals
- > Global and scalable solutions enable enterprise-wide engagements that create organizational competencies
- > Sustainable results through ongoing employee mentoring, performance diagnostics and on-the-job training.

### THE MPOWERED WAY

**BUILD STRATEGIC AND FUNCTIONAL SKILLS** By incorporating your corporate strategy and customer needs with World-Class best practices, we develop a competency model customized to creating tangible results. Your people will have the skills to deliver immediate return on your investment, not just execute a process.

**AS-IS VS. TO-BE** Using the custom Competency Model, TMG uncovers competency gaps that are directly contributing to performance issues today. After we determine the "As-Is" state, a detailed gap closure strategy is developed which acts as road map to achieving your desired "To-Be" goal.

**CREATE CUSTOMIZED CURRICULUM** Our Strategic Sourcing & Supply Chain "University" library provides a strong foundation of customizable training modules, e-learning programs, and mentoring that we tailor to your specific organizational environment, demands, and expectations.

