

TMG

ENABLING STRATEGIC IMPACT:

Strategic Sourcing and Supply Chain success is increasingly a function of the match between individual employee competencies and the needs of the organization. Continuous Talent Management is required to ensure that the needs of the organization are being met by the individuals that comprise it. The Mpower Group helps our clients through:

- > Competency assessment to identify performance gaps
- > A Transformational Road Map to close talent & process gaps
- > Powerful Enablers that include training, talent acquisition and rapid launch tools to yield immediate value

WHAT CLIENTS ARE SAYING

“Working with The Mpower Group, we identified areas within our operational division that had untapped value potential. The Mpower Group assisted in creating position profiles that helped open those value areas and delivered an impressive slate of candidates for each profile.”

- Rocco D'Alessandro, EVP Operations
Nicor Gas

THE MPOWER GROUP

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CLIENT



CHALLENGE

Rocco D'Alessandro, EVP Operations for Nicor Gas, always knew that major untapped cost-savings were locked within Nicor's Procurement group. So when a company reorganization placed Procurement under his purview, Rocco seized the opportunity to increase profits and hedge against soaring commodity prices by transforming the purchasing department into a World-Class Strategic Sourcing & Supply Chain organization that would drive down costs and create differential value for the utility. The Mpower Group (TMG), with the support of the executive team, designed the processes and infrastructure required for this strategic initiative. All that remained was to find the talent necessary to run this group.

APPROACH

After a thorough assessment of internal resources, leadership determined that an external search was necessary. The Mpower Group used the following approach to find the Best Fit Talent needed to run a World-Class Sourcing organization:

Establish Requirements: With input from senior management, TMG determined Functional and Strategic competencies for each position. Best Fit Talent was identified using these competencies as a baseline for each position.

Apply a Strategic Sourcing Mindset: TMG drafted a hiring matrix with defined criteria (including cultural issues), scoring models, and weighted categories. Approval from the hiring authority was given, and the matrix was used to drive candidate evaluation throughout the process.

Leverage Industry Knowledge / Contacts: Recruiters surfaced both passive and qualified active candidates. Strategic Sourcing experts conducted interviews guided by the hiring matrix. Interviewers performed in-depth behavioral interviews and probed key competency areas. Particular attention was paid to cultural fit.

RESULTS

- > Nicor tapped into Best Fit Talent for immediate ROI.
- > The Mpower Group placed a Director of Strategic Sourcing and two Category Managers within a short time frame.
- > Nicor leveraged the selection process to improve breadth and depth of individual competencies available to the organization.