



R-CEPt™

**Roadmap to Competence
Excellence in Procurement**

Greater impact with your procurement organization

Our R-CEPt™ method makes it possible

Whether public or private, your organization faces significant challenges. Procurement is expected to respond to the call for higher quality, innovation, increased sustainability and cost reduction. The success of this response depends to a great degree on human capital. More specifically, on the knowledge, skills and behaviour of the employees you supervise.

In a turbulent global economy in which qualified professionals are hard to come by, it pays to invest in the development of your own people. The challenge is to get greater returns from your current human capital.

The R-CEPt™ method, Nevi's *Roadmap to Competence Excellence in Procurement*, helps you to achieve this with an integrated approach focused on the development of individuals and your organization.

The R-CEPt™ method's strong points are as follows:

- Provides you with clear insight into the competencies of your employees, the various procurement roles and the functioning of your team as a whole.
- Delivers individual development plans for employees.
- Leads to the generation of a step-by-step development plan for the whole procurement organization.
- Offers concrete insights into the return on investment provided by the exercise.
- Contributes effectively and efficiently to your business goals.

Enhance your business impact in five steps

The R-CEPt™ method consists of five steps that enable you to increase the impact of your procurement organization.



1 Set a clear goal

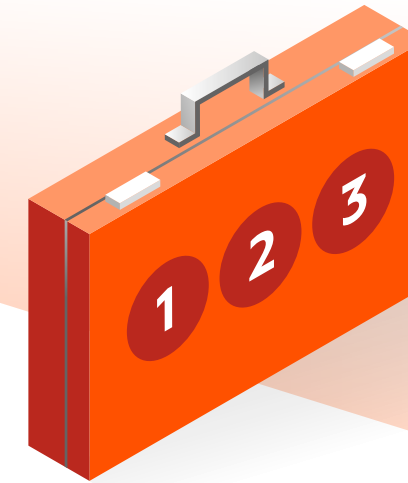
Your procurement team can add value in a range of areas. That's why your ambitions, vision and objectives are central to the first step. These are aligned with the goals of your organization as a whole. This first step in the R-CEPt™ method provides a concrete, clear goal for your procurement team.

2 Three analyses

Once the goal has been established, we look at your current situation. How mature is your organization? What development possibilities are there for shaping your ambitions within your team and within the context of your organization? Much relies on human capital. We take stock of the knowledge, skills and behaviour of your employees and identify the development opportunities. In this, we look at both the team and the organization as a whole.

▪ Competencies

The *Individual Development Scan (IDS)* provides insight into the current knowledge, skills and behaviour among your team members. The scan identifies the development options for individual employees as well as for the whole procurement team.



3 Development plans

The outcomes of the analyses provide a wealth of information about the current knowledge, skills, behaviour and potential of individual employees, the procurement maturity of the organization, and promising opportunities for development. This information provides the solid, facts-based foundation for translating the development goals established in step 2 into achievable development plans for individual employees and the entire procurement organization.

▪ Maturity

Your procurement organization's level of maturity determines the contribution that procurement can make to your organization's business goals. The *Organization Development Scan (ODS)* gives you insight into the current situation and helps to determine the available development options.

▪ Capacity for change

This is an important prerequisite if your objective is to achieve greater business impact with your procurement team. We use the *Change Development Scan (CDS)* to establish this capacity for change.

The outcomes of these three analyses enable you to determine specific development objectives for individual employees and the procurement organization as a whole. These are carefully aligned with each other.





4 Implementation

The next step focuses on increasing knowledge, enriching skills and changing behaviour. R-CEPt™ offers customised development plans for individual employees and teams. In the R-CEPt™ method, we use a range of learning and development interventions and support you in the long-term maintenance of the achieved results. Our dedicated team of specialists provides powerful support in this.

5 Return on investment (ROI)

The R-CEPt™ method is tried and tested in practice and we look forward to demonstrating its benefits to you. The ROI can be determined by comparing your investments in the customised development programmes with the goals you set beforehand. We measure the ROI in various ways, including the business impact identified by stakeholders and the degree of behavioural change among employees.

You make your own choices

The R-CEPt™ method consists of different elements and analyses. It's entirely possible that you're already applying one or more of these elements. Perhaps you already have



some insights into the maturity of the procurement organization, and a good idea of your employees' competencies and development potential.

If so, it's good to know that you can also implement the various elements and analyses of R-CEPt™ separately. The method is developed in such a way that your work methods are often completely compatible with R-CEPt™.

The R-CEPt™ method in practice

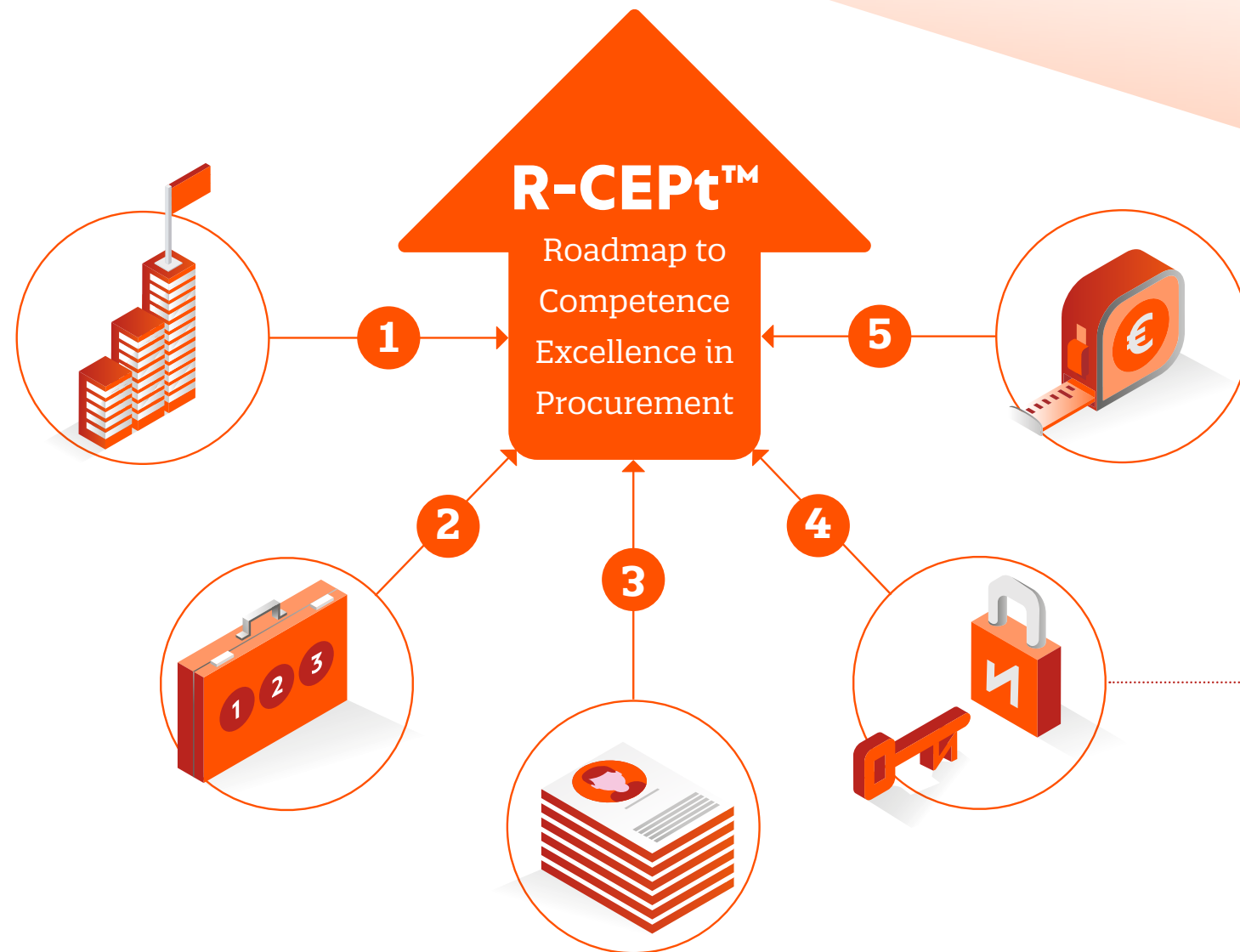
The R-CEPt™ method focuses on three levels: your individual employees, your procurement team, and the organization that depends on your success.

The following are the concrete benefits of R-CEPt™:

- Provides astute, objective and factually substantiated insights into the current **competencies** (knowledge, skills, behaviour) of

your individual procurement employees and clarifies the functioning of your team as a whole.

- **Results in a personal development plan** for the competencies of your employees. The R-CEPt™ method makes use of competencies specific to procurement and supply management. These competencies are based on scientific literature research and tailored to the private or public sector.
- Leads to the **generation of a development plan for the procurement organization**. Starting from the individual employees and taking into account the capacity for growth and change, we work step by step on further developing the collaborating team and then from there, the organization as a whole.
- Offers objective insights into the **return on investment** of R-CEPt™ and contributes effectively and efficiently to the organization's business goals.



Achieve greater business impact with your procurement organisation.
Our R-CEPt™ method makes it possible



1 A clear goal

Translating organizational strategy into procurement. A concrete goal that prioritises your ambitions, vision and objectives.

2 Three analyses

Investigating growth potential based on three analyses:

- 1 Knowledge, skills and behaviour of employees and team.
- 2 Procurement organization's current level of maturity.
- 3 Organization's capacity for change.

3 Development plans

Creating and establishing development plans for your procurement organization.

4 Implementation

Working towards increasing knowledge, enriching skills and changing behaviour.

5 Return on investment

What does R-CEPt™ do for your organization? Your investments are compared with the achieved results.

R-CEPt™ and your ambitions?

To increase your procurement organization's business impact, tell us what your challenges are, and we will show you how the R-CEPt™ method can help you to achieve your goals.

Visit our website

Our website at nevi.nl provides concrete information on all of our activities. For example, you can read more about all of the educational and training programmes that we offer for teams and for individual employees. You can also find comprehensive information on the R-CEPt™ method on the website, as well as news about network meetings and other events, and you can contact us directly about all of the above through our contact page.

Make an appointment

You can come and see us not only about deploying the Nevi R-CEPt™ method, but also about any other questions you might have about optimising your procurement organization. We'll set up a personal meeting in which we clearly explain the various options available to you, based on your wishes. We look forward to hearing from you.

We're happy to elaborate further

Our experts look forward to making an obligation-free introductory appointment with you.

Private sector

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About Nevi

Nevi offers a broad perspective on your challenging professional field. Inspired by visions and insights obtained from industry, the public sector, education and science, we consolidate and simplify every facet of procurement. We share this in-depth knowledge through our association of 7,000 professionals who encourage and inspire one another. We also offer courses, training programmes and events as well as practical, indispensable tools for your day-to-day work.