

# Bobby Ralphs Individual Skills Report

High level summary of proportion of skills assessed by you as on/ above target vs below target

Grade: Category Manager

Manager: Jn Ralphs

High level summary of proportion of skills assessed by your Line Manager as on/ above target vs

High level summary of proportion of skills assessed by your Line Manager as on/ above target vs

Summary of the alignment between your score and your line managers score

	Target Score	Bobby Ralphs	Line Manager	Line Manager / Individual Alignment	Individual Score / Target Score
<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="display: flex; gap: 20px;"> <div> <p>● On / Above Target</p> <p>● Below Target</p> </div> <div> </div> <div> </div> <div> </div> <div> <p>● Manager Aligned</p> <p>● Manager Above</p> <p>● Manager Below</p> </div> </div> </div>					
<b>1 Supplier Insight</b>					
1 Supplier/Market Intelligence	3	3	3	-	On Target
2 Data Analysis and Management	3	3	2	-1	On Target
3 Sourcing / Category Strategies	3	3	2	-1	On Target
<b>2 Procurement Process</b>					
1 Contract Specification Development including KPIs and SLAs	3	3	3	-	On Target
2 Supplier Selection	3	3	3	-	On Target
3 eSourcing	3	3	3	-	On Target
4 Purchase to Pay (P2P)	3	2	3	1	Development Review
<b>3 Supplier Management</b>					
1 Segmentation (Tiering) Methods	3	3	3	-	On Target
2 Contractual Agreements	3	3	3	-	On Target
3 Supplier Performance Management	3	3	3	-	On Target
4 Supplier Relationship Management	3	3	3	-	On Target
5 Inventory Management	3	4	2	-2	Exceeds Target
<b>4 Commercial Management</b>					
1 Cost Modelling	3	3	3	-	On Target
2 Negotiation	3	2	3	1	Development Review
3 Budgeting Knowledge	3	3	3	-	On Target
4 Benefits Tracking and Analysis	3	3	3	-	On Target
5 Business Case development	3	3	3	-	On Target
<b>5 Procurement Risk Management</b>					
1 Risk Assessments	3	3	3	-	On Target
2 Business Continuity and Contingency Planning	3	3	3	-	On Target
3 Regulatory Knowledge and Compliance	3	3	2	-1	On Target
4 Sustainable and Ethical Procurement	3	3	4	1	On Target
<b>6 Soft Skills</b>					
1 Stakeholder Engagement	3	3	3	-	On Target
2 Effective Communication/Presenting	3	4	3	-1	Exceeds Target
3 Facilitation	3	4	4	-	Exceeds Target
4 People Management/Leadership	3	2	3	1	Development Review
5 Change Management	3	3	2	-1	On Target
6 Project Management	3	3	2	-1	On Target

**Skills**

Target level for each skill

Assessment by you (left column) and your line manager (right column) for each skill