

John Smith Individual Skills Report

Team: Technology

Grade: Category Manager

Manager: Nick Ralphs

	Target Score	John Smith	Line Manager	Line Manager / Individual Alignment	Individual Score / Target Score
					<ul style="list-style-type: none"> ● Manager Aligned ● Manager Above ● Manager Below
1 Supplier Insight					
1 Supplier/Market Intelligence	3	2	2	-	Development Review
2 Data Analysis and Management	2	2	2	-	On Target
3 Sourcing / Category Strategies	3	3	2	-1	On Target
2 Procurement Process					
1 Contract Specification Development including KPIs and SLAs	2	3	3	-	Exceeds Target
2 Supplier Selection	3	2	3	1	Development Review
3 eSourcing	3	3	3	-	On Target
4 Purchase to Pay (P2P)	2	2	2	-	On Target
3 Supplier Management					
1 Segmentation (Tiering) Methods	2	2	2	-	On Target
2 Contractual Agreements	3	3	2	-1	On Target
3 Supplier Performance Management	2	2	2	-	On Target
4 Supplier Relationship Management	3	3	3	-	On Target
5 Inventory Management	2	2	2	-	On Target
4 Commercial Management					
1 Cost Modelling	3	2	3	1	Development Review
2 Negotiation	3	3	3	-	On Target
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
5 Procurement Risk Management					
1 Risk Assessments	3	3	3	-	On Target
2 Business Continuity and Contingency Planning	3	2	2	-	Development Review
3 Regulatory Knowledge and Compliance	3	3	3	-	On Target
4 Sustainable and Ethical Procurement	3	4	3	-1	Exceeds Target
6 Soft Skills					
1 Stakeholder Engagement	3	3	3	-	On Target
2 Effective Communication/Presenting	3	3	3	-	On Target
3 Facilitation	3	3	3	-	On Target
4 People Management/Leadership	2	2	2	-	On Target
5 Change Management	3	3	3	-	On Target
6 Project Management	2	2	2	-	On Target