



ArcBlue pQ Capability Assessments

Unlock more potential from your procurement team with ArcBlue blended learning solutions

Confidential

Capability Assessments

Overview and benefits

Our online questionnaires assess individuals and teams against a range of procurement competencies. Designed to establish a baseline, target investment and measure results of training and development programs, the output is a development plan following the 70:20:10 methodology.

Key benefits:

- ✓ Assess individuals or teams against a range of procurement or contract management competencies
- ✓ Leverages a database of procurement and related professionals to provide a comparison by sector, region, function and experience
- ✓ The assessment comprises either multiple-choice or self-assessment questions and is conducted online
- ✓ Include semi-structured interviews to augment the findings
- ✓ It can be used to establish the strengths and opportunities within a team, evaluate the impact of training and as a core element of personal development
- ✓ Offers a quick and cost effective way of measuring knowledge within your organisation
- ✓ Offers three variations: objective, self-assessment or 360 degree comparisons
- ✓ Sufficiently complex to measure different levels of experience and seniority – each competence has questions set at a foundation, intermediate and advanced level
- ✓ Enables investment to be focused towards business and personal development priorities



Capability Assessments

Online assessment process

ArcBlue support the deployment of the survey with a range of communication templates for line managers. We can also be present during team briefings.



The results are analysed and displayed through ArcBlue Dashboards, allowing you to see areas of strength and opportunity at an individual and group level.

Capability Assessments

Analysis and Benchmarking

Following the pQ online assessment and interviews, ArcBlue develops individual and group reports which compare capability against a range of benchmarks.



Individual report which provides the participant their results compared to team, industry sector, regional and global indicators. This report gives a foundation for the team member to build on as they bridge the learning gaps, and development recommendations for these.



Capability Dashboards provide online access to the leadership team, displaying results by team, competency, and individual, as well as for the whole function. A heat-map quickly identifies strengths and opportunities at a functional level allowing managers to drill down into results. They can also be updated as new staff members join and complete the assessment, giving real-time information.



Group reports hold capability development plans and insights to results. Using the 70:20:10 model of learning, the reports detail interventions at a team and individual level.

Benchmarking Indicators



ArcBlue have worked with organisations around the world to identify strengths and opportunities of teams and individuals. We leverage our vast database and establish targets to provide benchmarking indicators.



Capability Assessments

Dashboard reporting

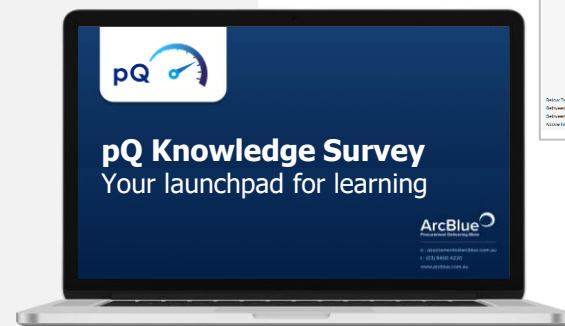
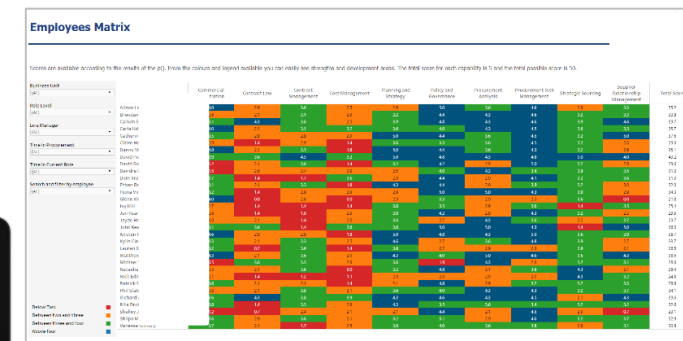
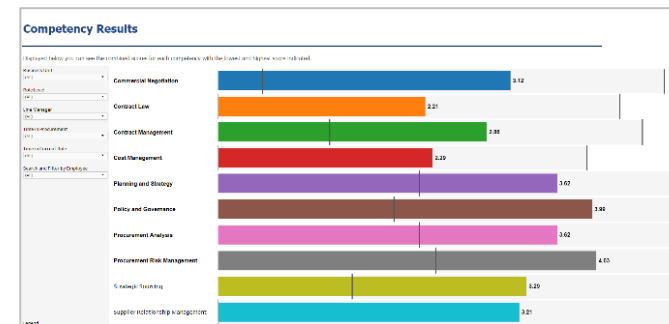
We use ArcBlue Dashboards to present the results and to track the changes in capability. ArcBlue Dashboards provide online access, filterable data and visual representation at any point in time for easy monitoring.

Dashboards provide instant access to the latest snapshot of the procurement capability across the team.

Each team member is assessed against global best practice and the Dashboards are updated to show capability against benchmarks.

Standard Dashboards include

- Organisation Level
- Competency Level
- Role Level
- Individual Level
- Behavioural Indicator comparison to performance review



Commercials



Commercial Offering

Capability Assessments


Element	Per unit cost (exc. GST)
Online Assessments: <ul style="list-style-type: none">• Procurement Capability Assessments – pQ• Contract Management Capability Assessments – cmQ	\$125 per assessment \$95 per assessment
Individual report	Included in assessment cost
Team reports (teams >6 people)	Included in assessment cost
Council report	Included in assessment cost



ArcBlue

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