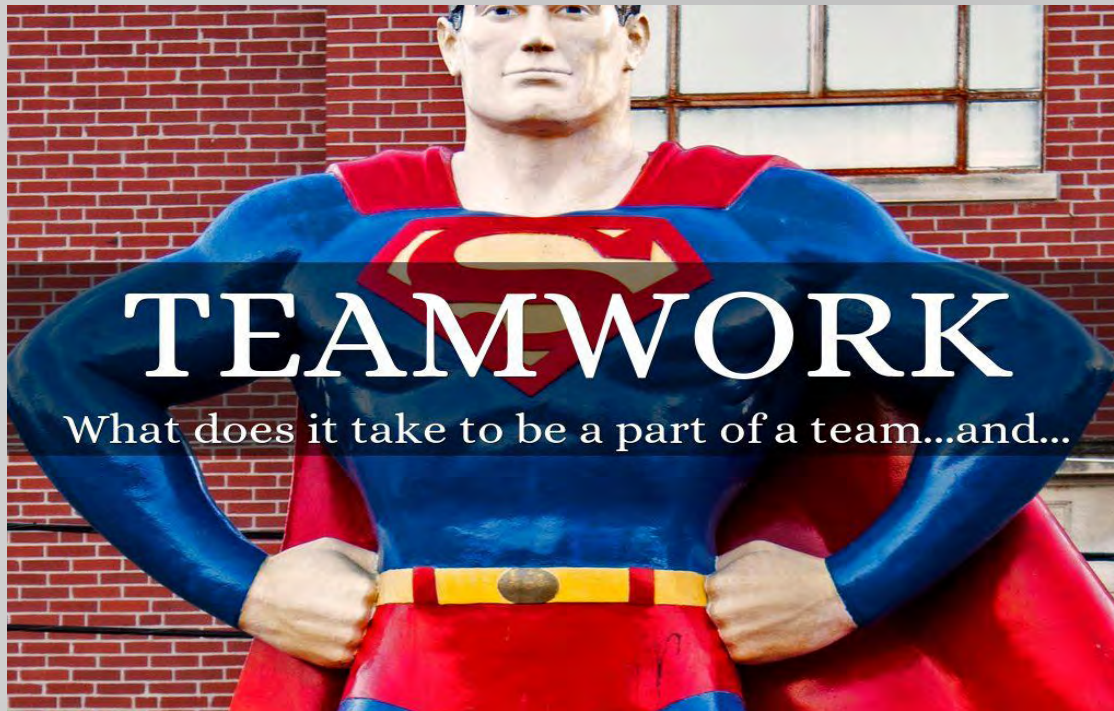




**CALLING ALL  
SUPERHEROES!**

**CURRENT AND FUTURE**

# FROM PROCUREMENT VILLAIN TO PROCUREMENT SUPERHERO



**Bringing Positive Change To Your Organization  
Through Collaborative Team Work**

**How is your Procurement Department looked upon?**

**Are you considered a Villain or a Superhero?**



**Who knows what this is?**



## **What Is a Black Hole?**

**A black hole is a place in space where gravity pulls so much that even light can't get out. The gravity is so strong because so much matter has been squeezed into a tiny space.**

**Has your Procurement Department ever been compared to a Black Hole?**

**My procurement department was constantly being compared to a Black Hole!**



**Whether we want to accept it or not procurement teams are becoming an increasingly critical resource within our own organizations across the globe.**

**We're being asked to do more with less.**

**We're being asked to increase savings while streamlining spend management processes.**

**We are being asked to perform "Superhero" feats with limited powers and resources.**



**So your probably asking yourself right about now how do I make my procurement team, a "Team of Procurement superheroes"?**

## Develop a great “Superhero” plan:

Strategic planning is an essential element in becoming a Procurement Super Hero.

You must analyze your current position as a procurement team within your organization and devise a kryptonite-proof business case plan which demonstrates clearly the benefits of your procurement teams investment to your entire organization.

**Your probably asking yourself right now, how do I that?**



**Superhero Vision**

- Know what the current reality of instructional technology use and staff skills are.
- Focus on the vision of where you want to get to in terms of use and skills.



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**Here’s how we did it in Monterey County!**



We created an “Organization of superheroes” to assist the Procurement Team in fighting the Villain's! We Created the Contracts & Purchasing Academy.



As Procurement Professionals (Superheroes) we need to promote our superhero programs. We need to highlight our successes (defeating the villain's), we need to promote our “Team Player” attitude. We need to be the champions behind the movement to promote positive change across our organizations.

Right now your probably asking yourself how do I do that?

I can't fight all those Villain's by myself!

No one said you had too!



## Step One: Create a Battle Plan

In order to win any battle or to be successful you must prepare a strategic plan of attack. This is your first step to becoming a “Procurement Superhero”.

When we created our “Procurement Superhero Team” (Contracts & Purchasing Academy) we first had to analyze our current positioning within our own organization and then devise a bullet-proof plan which demonstrated the benefits of the “Procurement Super Hero Team” to the organization.



# COMMUNICATE



**Power of Communication:** Clear and understandable communication

Addressing the communication problem first is key and critical to both improving and enhancing your procurement processes, which is crucial in achieving cross-functional procurement improvements throughout your organization.

You must clearly identify who, when, what and how communication messages should be distributed and who they should be targeted towards.



## **Building Allies:** Specialists with Super Powers

Every Superhero needs allies, and your no exception. Build partnerships, align with other Superhero Allies within your organization to create a Superhero Team. Utilize and pull together those hidden super powers from within your own organization.

Find those hiding in the dark, or in the corner that have hidden special super powers, champion with them to strengthen your superhero campaign.

You have advocates within your own organization, you have other Superheroes just waiting for the opportunity to make change, to assist the TEAM in making change and improvements that will be felt throughout the whole organization.



## Secret Weapons: Every Superhero has a Special Power

Every Superhero has a special power or weapon for fighting against evil or wrong doers.

As Procurement Professionals we all have one or two special super powers within our arsenal. Sometimes we just don't know it yet or we're just too uncomfortable to use it.



**What's Your Secret Weapon or Skill?**



**What sets you as a Procurement Superhero apart from your Organizations Villains?**



**What's a Procurement Superhero look like?**



## Skills of a Procurement Superhero!

A Procurement Superhero is a person that is a:

- ✓ Visionary- one who inspires forward out of the box thinking
- ✓ Clear Communicator- one who openly consults Champions (Stakeholders)
- ✓ Delegator- one who promotes the thoughts of others
- ✓ Team Builder- one who brings others together for a common good
- ✓ Coach- one who's willing to teach others to use their super powers for good
- ✓ Negotiator- one who deals or bargains with others, as in the preparation of a treaty or contract
- ✓ Protector- one who protects; defends others or property from wrongful actions
- ✓ Change Agent- one who oversees change in a positive and protected manner
- ✓ Developer- one who envisions; develops or innovates positive change
- ✓ Planner- one who plans the future programs or policies of your organization
- ✓ Risk Manager- one who assesses, minimizes, and prevents loss to the organization





**Can you be a Superhero?**

**Of course you can. You too can battle the bad guys (Villains).**

**Think About This!**

Batman, a recognized superhero himself, possessed no supernatural powers, but is seen as the most realistic of all the superheroes. His feats were achieved through both rigorous physical training and mental discipline, and with the aid of fantastic gadgets. Drawing on his training and skills he learned he was able to overcome any of his weaknesses. He was able to succeed in no matter what he faced.



## **Quote: Paul E. Zehr!**

Paul E. Zehr, drawing on his training as a neuroscientist, kinesiology, and martial artist, explores the question: could a mortal ever become Batman?

Zehr discusses the physical and skill training necessary to maintain bad-guy-fighting readiness while relating the science underlying this process- from strength conditioning to the cognitive changes a person would endure in undertaking such a regimen.

In probing what a real-life Batman could achieve, Zehr considers the level of punishment a well fit and trained person could handle, how hard and fast such a person could punch and kick and the number of adversaries that individual could dispatch, what it would be like to fight while wearing a bat suit, and the amount of food one would have to consume each day to maintain vigilance as Gotham City's guardian.

So, becoming Batman provides the background for attaining the realizable though extreme level of human performance that would allow you to become a procurement superhero.

Well guess what most if not all of us that are here today, and are in the business of procurement, we already have super powers within us. We just may not know what they are, or how to use them yet.

Right now your asking yourself what can I do to expose my super powers. How do I grow or expand my super powers? How do I help expose the superpowers of others within my TEAM. "I want to be a Procurement Superhero"



**Create your own Superhero  
Training Academy today!**





# CONTRACTS & PURCHASING ACADEMY

HOME

PROSPECTIVE  
PARTICIPANT

ACTIVE  
PARTICIPANT

ALUMNI

RESOURCES

ACADEMY



MEET THE TEAM



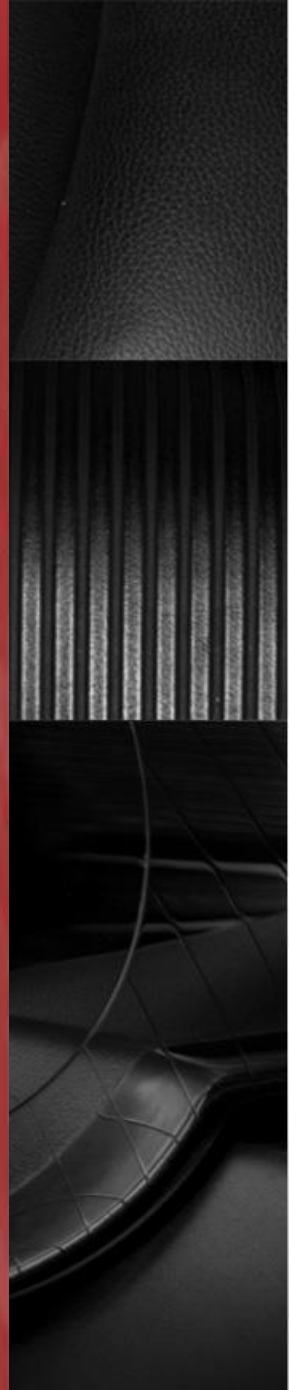
# SUPERHEROES



# Shaping the next Generation of Procurement Professionals

**“Shaping the next generation of Procurement Professionals is about more than just recruiting the next best candidate. It’s about pursuing today’s young professionals and introducing them to the exciting and wonderful world of Public Procurement.”**

**“As Professional Procurement leaders in our own profession, if there are ways that we can spark an interest in young professionals to seek employment in the Public Procurement Sector, it’s clearly a win for all of us.”**





**QUESTIONS**

